

SUBJECT: Adding training requirements for assisted living facilities employees

COMMITTEE: Human Services — committee substitute recommended

VOTE: 9 ayes — Frank, Rose, Campos, Hull, Klick, Manuel, Noble, Ramos, Shaheen
0 nays

WITNESSES: For —Eddie Orum, AARP; Melissa Sanchez, Alzheimer’s Association; Patricia Ducayet, Office of the state long term care ombudsman, LaDean Houck; Michael McGuff; (*Registered, but did not testify*: Shannon Dion, Secure Our Seniors’ Safety; June Haselton; Shannon Meroney; Susan Stewart)

Against — None

On — Alyse Meyer, LeadingAge Texas; Carmen Tilton, Texas Assisted Living Association (*Registered, but did not testify*: Michelle Dionne-Vahalik, Health and Human Services Commission)

BACKGROUND: Concerns have been raised regarding the effectiveness of current training mandates for Alzheimer's disease and other related disorders. Some have suggested that more specific guidelines are necessary to ensure high-quality care for those with the condition who reside in assisted living facilities.

DIGEST: Under CSHB 1673, an assisted living facility that provided personal care services to residents with Alzheimer's disease or related disorders and did not hold certain licenses, would have to require each facility staff member to complete training on Alzheimer’s disease and related disorders as directed by the bill.

Direct service staff of an assisted living facility would be required to complete four hours of training and pass a competency-based evaluation

on:

- Alzheimer's disease and related disorders;
- the provision of person-centered care;
- assessment and care planning;
- daily life activities of residents with Alzheimer's disease or related disorders; and
- common behaviors and communications associated with residents with Alzheimer's disease and related disorders.

A direct service staff member could not provide any direct care to a resident until the staff member had successfully completed the training and passed the evaluation.

Assisted living managers employed by the facility would be required to complete four hours of training and pass a competency-based evaluation on:

- the above-mentioned topics for direct service staff members;
- administrative support services related to management and patient care;
- staffing requirements to facilitate collaboration and cooperation among facility staff members and to ensure each staff member obtains appropriate materials and training;
- the establishment of a supportive and therapeutic environment, and the transition of care and coordination of services for residents with Alzheimer's disease or related disorders; and
- the transition of care and coordination of services for residents with Alzheimer's disease or related disorders.

Other staff members with incidental but recurring contact with residents with Alzheimer's disease who did not belong to the above categories would be required to successfully complete the training and pass a competency-based evaluation on:

- Alzheimer's disease and related disorders;

- the provision of person-centered care; and
- common behaviors and communications associated with residents with Alzheimer's disease and related disorders.

An assisted living facility would be required to provide a certificate of completion to and maintain records of each certificate, in accordance with applicable records retention policies, for each staff member who successfully completed the training and passed the required evaluations.

Each direct service and administrative staff member who successfully completed the training and passed the evaluation would be required to annually complete two hours of continuing education on best practices related to the treatment of and provision of care to residents with Alzheimer's disease or related disorders.

Individuals who successfully completed training at one facility before transferring to another would not be required to complete additional training. A facility could require a staff member who had a lapse of employment for two or more years to successfully complete the training and pass the applicable evaluation, even if the staff member had previously completed those requirements.

Each staff member who successfully completed the training, including continuing education requirements, would be required to maintain documentation regarding the training and evaluation.

As soon as practicable after the effective date of the bill, the executive commissioner of the Health and Human Services Commission would be required to adopt rules necessary to implement the bill.

An assisted living facility staff member to which the bill applied would not be required to complete the training or pass the competency-based evaluation until December 31, 2024.

This bill would take effect September 1, 2023.