



6811 Campfield Road  
Baltimore, MD 21207

**TO:** Health & Government Operations  
**FROM:** LeadingAge Maryland  
**SUBJECT:** House Bill 1168, Maryland Department of Health - Residential Service Agencies  
- Training Requirements  
**DATE:** March 5, 2020  
**POSITION:** **Favorable**

LeadingAge Maryland supports House Bill 1168, Maryland Department of Health - Residential Service Agencies - Training Requirements.

LeadingAge Maryland is a community of not-for-profit aging services organizations serving residents and clients through continuing care retirement communities, affordable senior housing, assisted living, nursing homes and home and community-based services, including residential service agencies. Our mission is to expand the world of possibilities for aging in Maryland. We partner with consumers, caregivers, researchers, public agencies, faith communities and others who care about aging in Maryland.

House Bill 1168 requires each residential service agency (RSA) to ensure that individuals receive training within 45 days of hire relating to dementia. Requirements for direct care staff include 6 hours of online or in-person training regarding dementia, including training regarding Alzheimer's, patient-centered care, assessment and care planning, activities of daily living and dementia related behaviors and communication. Supervisory staff must have 6 hours of online or in person training in-person training regarding dementia, including training regarding medical management, information, education, and support. Under House Bill 1168, each member of the RSA's direct care or supervisory staff receives 4 hours of online or in-person continuing education training regarding dementia each calendar year and the individual providing the training has at least 2 years of work experience related to Alzheimer's disease or other dementia, health care, gerontology, or a related field and completed at least the minimum training required. A RSA may not require an individual to complete the training if the individual has provided dementia-related direct care or supervisory services for at least 24 consecutive months before beginning employment with the residential service agency. An individual providing the training must issue a certificate of completion to individuals who complete the training. The Department

of Health shall provide to each RSA a list of training programs that provide training to ensure that the training reflects evidence-based practice in the care and treatment of individuals experiencing Alzheimer's disease or related dementia.

Residential Service Agencies (RSA) provide supportive and home care services to individuals in a variety of settings. This population is mostly comprised of individuals who are elderly or disabled and many have neurocognitive impairments or disorders. And, many RSAs advertise the ability to meet the needs of individuals with Alzheimer's Disease or other dementias. Currently, while general training is required of the staff of RSAs, there is no specific requirement that caregivers or supervisors be trained in the special needs of individuals with neurocognitive challenges. This may place both caregivers and care receivers at risk. Since many RSAs are part of, or connected to, larger organizations, RSAs should have ready access to training. Additionally, there are many nonprofit organizations that offer such training online and in person.

LeadingAge believes that training is essential to the provision of effective and safe care for both the caregiver and care receiver.

For these reasons, LeadingAge Maryland respectfully requests a favorable report for House Bill 1168.

For more information, please contact Aaron J. Greenfield at 410.446.1992 or  
aaron@agreenfieldlaw.com