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HEALTHCARE INTERACTIVE[®]

Utah

Using CARES[®] Online Training Programs
to Meet State and Federal
Dementia Training Requirements



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Utah

For Facility Types *with* State Requirements

Assisted Living Facilities

- CARES® Complete Catalog™



Assisted Living Facilities – Secure Units

- CARES® Dementia Basics™



For Facility Types *without* State Requirements

Adult Day Care Programs

- CARES® Dementia Basics & Dementia-Related Behavior™



Home Care

- CARES® Dementia Basics & Dementia-Related Behavior™



Hospice

- CARES® Dementia Basics & End-of-Life Dementia Care™



Nursing Homes

- CARES® Dementia Basics & Advanced Care™



CARES® Dementia Certification and Credentialing

Each CARES® online training includes CARES Dementia Certification at no additional cost. If staff complete all CARES® programs, they can earn their CARES Dementia Specialist (C.D.S.) Credential.

CARES® Complete Catalog™

As an option, purchase CARES® Complete Catalog™ (all 6 programs, 6 certifications, 33 hours of training and other resources) and save 70%. www.hcinteractive.com/CCC

State of Utah

How CARES[®] Online Dementia Care Training Meets State Dementia Training Regulations

The following is documentation on how CARES[®] online training and certification meets the following State of Utah requirements as in effect on January 1, 2020.

Assisted Living Facilities

 **Yes – CARES[®] Meets this State of Utah Requirement**

CARES meets the State of Utah dementia training requirements for Assisted Living Facilities updated on January 1, 2020.

(See documentation below.)

Assisted Living Facility – Secure Units

 **Yes – CARES[®] Meets this State of Utah Requirement**

CARES meets the State of Utah dementia training requirements for Assisted Living Facility Secure Units updated on January 1, 2020.

(See documentation below.)

Utah Assisted Living Facilities

As of January 1, 2020, the state of Utah requires training in dementia-specific areas for Assisted Living Facilities documented at:

<https://rules.utah.gov/publicat/code/r432/r432-270.htm#T8>

Utah Office of Administrative Rules

R432. Health, Family Health and Preparedness, Licensing.

Rule R432-270. Assisted Living Facilities.

CARES® online training meets all dementia- and Alzheimer's-related regulations within R432-270, as well as other non-dementia or non-Alzheimer's-related regulations.

According to the Utah statute (R432-270-8. Personnel.):

Utah Regulation Language:

7. Each employee must receive documented orientation to the facility and the job for which they are hired. Orientation shall include the following:

(f) dementia specific training including:

(i) communicating with dementia patients and their caregivers;

(ii) communication methods and when they are appropriate;

(iii) types and stages of dementia including information on the physical and cognitive declines as the disease progresses;

(iv) person centered care principles; and

(v) how to maintain safety in the dementia patient environment.

How CARES® Meets These Requirements

7: Each employee must receive documented orientation to the facility and the job for which they are hired.

CARES® online training documents completion of training in two ways: First, employees must complete each page in the program. Second, employees must spend a minimum amount of time in each module to be marked complete and receive a "green check mark" within their user tracking. Additionally, if employees do not stay engaged with the program, it automatically times out; they cannot simply start the training and walk away. In most cases, if the employees simply watch the instructional, real-life videos in the modules, they will meet the majority of minimal time requirement.

7f: Orientation shall include the following:

(f) dementia specific training including:

CARES® meets all section 7(f) dementia specific training requirements

7f(i): communicating with dementia patients and their caregivers.

All CARES® programs include an extensive discussion and actual, real-life video examples of communicating with dementia patients and their caregivers. CARES

is an education 5-step framework (C – A – R – E – S); S = Share with the Team, which includes discussion on how to communicate with both formal caregivers (paid) and informal caregivers (family members).

7f(ii): communication methods and when they are appropriate;

All CARES® programs include communication methods and actual, real-life video examples of communication methods and when they are appropriate.

7f(iii): types and stages of dementia including information on the physical and cognitive declines as the disease progresses;

CARES® Dementia Basics includes an extensive discussion and video examples of the types and stages of dementia including information on the physical and cognitive declines as the disease progresses. Skills and strategies for communicating with people with dementia is also a primary focus of the *CARES Approach* and *Making a Connection with the Resident* modules. Further, the CARES Program discusses multiple instrumental activities of daily living including a specific module on promoting positive dining experiences for maintaining healthy levels of food and fluid take for people with dementia. Other ADLs including dressing, bathing, and grooming are featured as topics throughout multiple modules.

7f(iv): person centered care principles; and

CARES® Dementia Basics includes an entire module (1-hour) on person centered care principles. In addition, all CARES programs have as their foundation person centered care. It is the building block upon which everything in CARES is built. This commitment to person centered care has been acknowledged by national recognitions and recommendations from Centers for Medicare and Medicaid Services (CMS), American Health Care Association (AHCA), National Center for Assisted Living (NCAL), and Alzheimer's Association.

7f(v): how to maintain safety in the dementia patient environment.

CARES® Dementia Basics includes extensive information on Safety as recommended in the Alzheimer's Association Dementia Care Practice Recommendations (DCPR), a review of peer-reviewed, published research data in the area of safety.

Utah Regulation Language:

8. Each direct-care employee shall receive 16 hours of documented one-on-one training with a direct-care employee, with at least 3 months of experience and who has completed orientation, or the supervising nurse at the facility.

- (a) This training is not transferrable to another facility and must include:
- (ii) activities of daily living.

How CARES® Meets These Requirements

8a(ii): Each direct-care employee shall receive 16 hours of documented one-on-one training with a direct-care employee.

We recommend utilizing a combination of CARES online training programs as curriculum material to meet this one-on-one training requirement. CARES can serve as discussion points between a qualified direct-care employee or supervising nurse. Utilizing CARES on such a one-on-one basis also serves to standardize training without relying on inaccurate information from a staff member who may not be a dementia specialist or expert.

8a(ii): activities of daily living.

Training for activities of daily living (ADLs) is covered in **CARES® Dementia Basics**, and extensively covered in **CARES® Activities of Daily Living (4-hour version)**, and **CARES® Activities of Daily Living (10-hour version)**. Not only are employees instructed in ADL training for residents/care recipients living with dementia, but they are instructed on how this care should change as the disease process declines from normal thinking to early stage, middle stage, late stage, and end stage.

Utah Regulation Language:

9. Each employee shall receive documented in-service training. The training shall be tailored to annually include all of the following subjects that are relevant to the employee's job responsibilities:

(c) principles of providing personal and social care;

(e) recognizing early signs of illness and determining when there is a need for professional help;

(f) accident prevention, including safe bath and shower water temperatures;

(g) communication skills which enhance resident dignity;

(j) Dementia/Alzheimer's specific training.

j(10) The facility administrator shall annually receive a total of 4 hours of Dementia/Alzheimer's specific training.

j(11) An employee who reports suspected abuse, neglect, or exploitation shall not be subject to retaliation, disciplinary action, or termination by the facility for that reason alone.

How CARES® Meets These Requirements

9c: principles of providing personal and social care;

Providing personal and social care is the basis of all CARES programs. It is covered extensively in **CARES® Dementia Basics**, **CARES® Dementia-Related Behavior**, **CARES® Activities of Daily Living (4-hour version)**, and **CARES® Activities of Daily Living (10-hour version)** as well as other CARES® programs.

9e: recognizing early signs of illness and determining when there is a need for professional help;

CARES® Dementia Basics instructs employees and provides actual, real-life video examples of early signs of Alzheimer's disease and other forms of dementia. While it recommends that staff report any concerns to a supervisor, it does not make recommendations on when there may be a need for professional help.

9f: accident prevention, including safe bath and shower water temperatures;

CARES® Dementia Basics covers the basics of safety, accident prevention, and strategies for bathing including safe/comfortable water temperatures. Advanced instructions is included in the **CARES® Dementia Advanced Care**, **CARES® Activities of Daily Living (4-hour version)**, and **CARES® Activities of Daily Living (10-hour version)** programs, including an entire 1-hour module devoted to bathing, including how to provide safe/comfortable bath and shower temperatures.

9g: communication skills which enhance resident dignity;
Communication and enhancing resident dignity is a cornerstone of **CARES® Dementia Basics** and all other CARES programs.

9j: Dementia/Alzheimer's specific training.

All CARES programs are exclusively dementia and Alzheimer's specific.

9j(10): The facility administrator shall annually receive a total of 4 hours of Dementia/Alzheimer's specific training.

The facility administrator can meet this annual requirement by completing **CARES® Dementia Basics** and/or any of the other CARES programs.

9j(11): An employee who reports suspected abuse, neglect, or exploitation shall not be subject to retaliation, disciplinary action, or termination by the facility for that reason alone.

CARES® Dementia Basics addresses suspected abuse, neglect, and exploitation, as well as other areas of potential elder abuse for residents—particularly those with dementia. **CARES® Elder Abuse Awareness and Prevention** is a 3-module advanced training on the topic.

Utah Assisted Living Facilities – Secure Units

As of January 1, 2020, the state of Utah requires training in dementia-specific areas for Assisted Living Facilities documented at:

<https://rules.utah.gov/publicat/code/r432/r432-270.htm#T8>

Utah Office of Administrative Rules

R432. Health, Family Health and Preparedness, Licensing.

Rule R432-270-16. Secure Units.

CARES® online training meets all dementia- and Alzheimer's-related regulations within R432-270-16, as well as other non-dementia or non-Alzheimer's-related regulations.

According to the Utah statute (R432-270-16. Secure Units.):

Utah Regulation Language:

(1) A Type II assisted living facility with approved secure units may admit residents with a diagnosis of Alzheimer's/dementia if the resident is able to exit the facility with limited assistance from one person.

2(a) The secure unit admission agreement must document that a wander risk mgmt. agreement has been negotiated with the resident or resident's responsible person.

(3) There shall be at least one staff with documented training in Alzheimer's/dementia care in the secure unit at all times.

How CARES® Meets These Requirements

(1) A Type II assisted living facility with approved secure units may admit residents with a diagnosis of Alzheimer's/dementia if the resident is able to exit the facility with limited assistance from one person.

CARES® Dementia Basics and/or any of the other CARES programs instruct staff members on communication techniques and the *CARES Approach*, which are useful in assisting residents with a variety of activities, including being able to exit the facility, without a battle between the staff member assisting and the resident him- or herself.

2(a) The secure unit admission agreement must document that a wander risk management agreement has been negotiated with the resident or resident's responsible person.

Although this is not specifically a dementia-related regulation, **CARES® Dementia Advanced Care** contains an entire module on “rethinking wandering” and how best to manage residents who wander.

(a3) There shall be at least one staff with documented training in Alzheimer's/dementia care in the secure unit at all times.

Any staff member can meet this annual requirement by completing **CARES® Dementia Basics** and/or any of the other CARES programs.

References

CARES® Online Training and Certification

www.hcinteractive.com

CARES® Dementia Certification™

www.hcinteractive.com/certification

CARES® Dementia Specialist™ (C.D.S.) Credential

www.hcinteractive.com/cds

Alzheimer's Association Dementia Care Practice Recommendations (DCPR)

https://www.alz.org/professionals/professional-providers/dementia_care_practice_recommendations

State Website

<http://das.utah.gov/>

State Statute Website

<https://rules.utah.gov/publicat/code/r432/r432-270.htm#T8>

Updates and Corrections

State regulations can change at any time. Check with your local state regulatory office for any changes to state regulations or state statutes.

If you feel that information within this document is incorrect or if you have information about a new, future dementia training requirement in your state, please contact HealthCare Interactive at support@hcinteractive.com.