

LONG TERM CARE COMMUNITY COALITION

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Assisted Living Fact Sheet: Staff Training Requirements

Staff training, knowledge, and skills are essential to good assisted living resident care. If staff members are not properly trained to meet residents' needs, residents will likely have a greater risk of experiencing poor outcomes and harm (such as that resulting from abuse or neglect), and even death.

Unfortunately, there are no federal standards for staff training or requirements that facilities employ professional staff. A number of states require assisted living facility (ALF) staff to undergo training during their initial orientation and/or thereafter. However, these requirements vary and, from a consumer perspective, tend to be very low. This is due to the assisted living industry marketing itself for years as a "social" rather than "medical" model. However, with increasing numbers of residents living in assisted living with dementia and other significant needs, the ALF population is increasingly similar to those living in nursing homes, but without the staff licensure, training, or other critical requirements.

LTCCC has conducted a nationwide analysis of best practices in assisted living and has published a report with recommendations for improving resident health, safety, and well-being. The following are some key recommendations for implementing training standards in assisted living from our report, [*Assisted Living: Promising Policies and Practices for Improving Resident Health, Quality of Life, and Safety*](#). On the following page is a map indicating what states do – and do not – have training requirements.

Recommendations

- ALFs should require that training be completed within the first 30 days of hire.
- ALFs should ensure that training equips staff with skills in and knowledge of a range of subject areas critical to resident safety and well-being, including: emergency preparedness, Alzheimer's and other dementia, residents' rights, detecting abuse and neglect, communication skills, and (as appropriate) assisting with medication.
- ALFs should categorize training requirements depending on staff type (i.e., administrator, staff working with residents who have dementia, staff assisted residents with activities of daily living (ADLs)).
- ALF staff that are in contact with residents and/or their records should also receive appropriate training in dignity, autonomy, and privacy
- ALFs should prohibit unsupervised resident contact prior to the completion of training.
- ALFs should conduct training assessments to ensure that staff members recall what they learned during training and are implementing this knowledge appropriately while providing care.

NOTE: This is a partial list. To see all of our recommendations, please see the [report](#).

