

**Training Requirements for Endorsed Memory Care Communities
Licensed as Assisted Living or Residential Care Facilities**

Training requirement	Deadline to complete training	New Direct Care Staff (employed less than a year)	Experienced Direct Care Staff (a year or longer)	Non-Direct Care Staff
ALL STAFF - Pre-Service Orientation - - OAR 411-054-0070 (3)				
Resident rights	By hire date	✓	-	✓
Abuse reporting	By hire date	✓	-	✓
Infection control	By hire date	✓	-	✓
Fire safety and emergency procedures	By hire date	✓	-	✓
Food handling (if employee is to prep food)	By hire date	✓	-	✓
ALL STAFF - Pre-Service Dementia Training - - OAR 411-057-0155 (2)(b)				
Education on dementia process	Before providing care	✓	-	✓
Techniques for responding	Before providing care	✓	-	✓
Strategies for addressing social needs	Before providing care	✓	-	✓
Identify and address pain	Before providing care	✓	-	✓
Provide food and fluid	Before providing care	✓	-	✓
Preventing wandering and elopement	Before providing care	✓	-	✓
Using person-centered approach	Before providing care	✓	-	✓
Effect of environmental factors	Before providing care	✓	-	✓
Family support and role of the family	Before providing care	✓	-	✓
Recognizing behaviors indicating a change in condition	Before providing care	✓	-	✓
DIRECT CARE STAFF – Pre-Service Training - - OAR 411-057-0155 (3) (a)				
How to provide personal care/orientation to service plan	Before providing care	✓	-	-
Use of supportive restraining devices	Within 30 days of hire	✓	-	-
DIRECT CARE STAFF - Training Within 30 Days of Hire - - OAR 411-054-0070 (5)				
Service plans	Within 30 days of hire	✓	-	-
Activities of Daily Living (ADLs)	Within 30 days of hire	✓	-	-
Changes associated with aging	Within 30 days of hire	✓	-	-
Change of condition	Within 30 days of hire	✓	-	-
Required assessment	Within 30 days of hire	✓	-	-
Food safety	Within 30 days of hire	✓	-	-
Medication & treatment administration	Within 30 days of hire	✓	-	-
DIRECT CARE STAFF - Annual In-Service Training - - OAR 411-057-0155 (3)(c)				
6 hours annual dementia training	Hire date anniversary	-	✓	-
10 hours training on "other" topics, may include additional dementia care training topics.	Hire date anniversary	-	✓	-

Training Requirements for Assisted Living & Residential Care Facilities

(Without Endorsed Memory Care)

Training requirement	Deadline to complete training	New Direct Care Staff (employed less than a year)	Experienced Direct Care Staff (a year or longer)	Non-Direct Care Staff
Pre-Service Orientation for ALL Staff - - OAR 411-054-0070 (3)				
Resident rights	By hire date	✓	-	✓
Abuse reporting	By hire date	✓	-	✓
Infection control	By hire date	✓	-	✓
Fire safety and emergency procedures	By hire date	✓	-	✓
Food handling (if employee is to prep food)	By hire date	✓	-	✓
Pre-Service Orientation for All Direct Care Staff - - OAR 411-054-0070 (4)				
Pre-service dementia training	Before providing care	✓	-	-
Pre-service orientation to ind. residents	Before providing care	✓	-	-
Training Within 30 Days of Hire for Direct Care Staff - - OAR 411-054-0070 (5)				
Service plans	Within 30 days of hire	✓	-	-
Activities of Daily Living (ADLs)	Within 30 days of hire	✓	-	-
Changes associated with aging	Within 30 days of hire	✓	-	-
Change of condition	Within 30 days of hire	✓	-	-
Required assessment	Within 30 days of hire	✓	-	-
Food safety	Within 30 days of hire	✓	-	-
Medication & treatment administration	Within 30 days of hire	✓	-	-
Annual In-Service Training for Direct Care Staff - - OAR 411-054-0070 (6)				
6 hours annual dementia training	By anniversary of hire date	-	✓	-
6 hours training on "other" topics	By anniversary of hire date	-	✓	-

Source: Oregon Residential Care and Assisted Living Quality Measurement Program Provider Instruction Guide for 2020 & 2021, Oregon Department of Human Services. <https://www.oregon.gov/dhs/PROVIDERS-PARTNERS/LICENSING/CBC/Documents/QMProviderInstructions.pdf>