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H.B. 474
136th General Assembly

Bill Analysis

Version: As Introduced

Primary Sponsors: Reps. Baker and Deeter

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SUMMARY

- Requires the Ohio Department of Health's (ODH's) training and competency evaluation program for nurse aides to include a minimum of two hours of dementia-specific training.
- Specifies dementia-specific training program compliance requirements for nursing homes and residential care facilities and allows the Director of Health to impose a fine, request a licensee to submit an acceptable plan of correction, or revoke licensure for a home or facility that violates the requirements.
- Requires long-term care facilities to require nurse aides to complete two hours annually of dementia-specific training as part of the regular performance and in-service education for nurse aides.
- Names the bill the "Ohio Dementia Care Training Act for Nurse Aides."

DETAILED ANALYSIS

Dementia Care Training Act for Nurse Aides

Training program requirements

Under the bill, named the "Ohio Dementia Care Training Act for Nurse Aides," the Ohio Department of Health's (ODH's) training and competency evaluation program for nurse aides must include a minimum of two hours of dementia-specific training. The bill defines "dementia" to include Alzheimer's disease or other dementia.¹ The training must cover the following topics:

¹ R.C. 3721.30(K) contains a cross-reference error. The reference to "Section 5163.05" should be "Section 5165.03." R.C. 3721.30(F)(3) contains a spelling error. "Revised Coke" should be "Revised Code." An LSC technical amendment is recommended.

- An overview of dementia, including its different types;
- Communication techniques for interacting with individuals with dementia;
- Behavioral symptoms of individuals with dementia and management of those symptoms;
- Person-centered care practices;
- Promoting dignity, independence, and quality of life for individuals with dementia;
- Nursing home resident rights under continuing law.

The dementia-specific training must be part of the program beginning no later than 180 days after the bill's effective date. Under continuing law, the program must also require a minimum of 75 hours total of skills training and classroom instruction on specified topic areas, such as basic nursing skills and personal care skills.

The bill requires ODH to approve dementia-specific training programs that meet the bill's requirements, including any of the following:

- Accredited in-person or online courses;
- Programs developed or endorsed by recognized dementia care organizations, including the essentiALZ program offered by the Alzheimer's Association;
- State provided or licensed training modules;
- Programs developed by a nursing home or residential care facility.²

Nursing home and residential care facility compliance

Each nursing home and residential care facility must maintain records of compliance with the dementia-specific training program for each nurse aid employed by the home or facility. No nurse aide can provide direct care to residents with dementia until the nurse aide has completed the training required under the bill. If the Director of Health determines that a home or facility has violated any of the bill's dementia-specific training requirements, the Director may do any of the following:

- Impose a fine in an amount determined by the Director;
- Request a licensee to submit an acceptable plan of correction to the Director;
- Revoke a license to operate.³

In-service education

The bill also requires long-term care facilities to include, as part of the regular performance and in-service education for nurse aides required under continuing law two hours

² R.C. 3721.30(B), (C), and (K), with a conforming change in R.C. 3721.28; R.C. 3721.13 and 5165.03, not in the bill.

³ R.C. 3721.30(E) and (F).

annually of dementia-specific training that meets the bill's requirements for training and competency evaluation programs.⁴

HISTORY

Action	Date
Introduced	09-29-25

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⁴ R.C. 3721.29.