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# Dementia Capable Staff Training Toolkit ADSSP National Resource Center

Prepared for

**Jane Tilly and Erin Long**  
Administration on Aging  
Administration for Community Living  
1 Massachusetts Avenue, NW  
Washington, DC 20005

Prepared by

**Elizabeth Gould, MSW, LCSW**  
**Patricia Yuen**  
**Sari Shuman, MSW, MPH**  
Alzheimer's Association  
225 N. Michigan Avenue  
17th Floor  
Chicago, IL 60601

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## 1. INTRODUCTION

Because states serve a substantial number of persons with dementia in their long-term services and supports (LTSS) systems, it is essential that information and referral/assistance staff, options counselors, and care managers in Aging and Disability Resource Centers (ADRCs) and Area Agencies on Aging (AAAs) recognize and understand the unique needs of persons with dementia and their caregivers. These staff must be capable of accommodating the various needs of this population, including, but not limited to, memory loss, communication challenges, behavioral symptoms, and other medical conditions. Given the needs of people with dementia, specialized staff training is needed, but often not provided. This toolkit includes links to trainings, knowledge tests, and staff competencies, and information on state dementia training policies and state Alzheimer's disease plan recommendations.

## 2. STAFF TRAINING

This section provides staff training resources covering general information about cognitive impairment and dementia, dementia capability, working with people who have a dementia and family caregivers, and options counseling.

General overview of cognitive impairment and dementia

1. *Dementia Curriculum*, Act on Alzheimer's Collaborative, Minnesota. Developed by leading experts in Minnesota, the 10-module curriculum can stand on its own or be integrated into existing, complementary education. Topics addressed include: disease description, demographics, societal impact, effective interactions, cognitive assessment and value of early detection, screening, disease diagnosis, quality interventions, dementia as an organizing principle of care, and caregiver support. <http://actonalz.org/node/77>
2. *Cognitive Impairment and Dementia: What you need to know about Alzheimer's disease and related disorders*, Alzheimer's Association, Massachusetts and New Hampshire. This two-part training for ADRC staff was developed through a collaboration between the Massachusetts ADRC and the Massachusetts and New Hampshire chapters of the Alzheimer's Association. The training addresses, among other issues, the difficulty in balancing consumer autonomy with consumer, family and public safety. The Administration on Aging funded the collaboration through an ADSSP grant.
  - **Part 1** covers the difference between dementia and Alzheimer's disease, the effect of Alzheimer's disease on the brain, effect on individuals with disabilities, and strategies and resources for support. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32746](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32746)

- **Part 2** covers the process of assessing transitions, strategies to help the person with Alzheimer’s disease obtain the best possible care, and strategies to preserve the health and well-being of the caregiver. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32796](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32796)
  - **ADRC Case Study for Discussion** provides a case study of a 62-year-old woman who is experiencing some changes in her cognition. The case study takes the participant through four phases of her dementia and asks discussion questions. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32797](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32797)
3. Alzheimer’s Disease and Other Dementias: Basic/Refresher Information and Current Updates for the Aging Network on Symptoms, Diagnoses and Treatments, National Institute on Aging and the Administration for Community Living (June 2012). The National Institute on Aging and Administration for Community Living, in partnership with grantees including the Alzheimer’s Association, Alzheimer’s Disease Research Centers, Alzheimer’s Disease Education and Referral Center, and the Eldercare Locator partnered to host a webinar series to improve coordination of resources available to assist persons with Alzheimer’s Disease or other dementias and their family caregivers. This webinar features an update on symptoms, diagnoses and treatments for Alzheimer’s disease and other dementias.
    - Audio  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/Audiorecording9May2012.wav](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/Audiorecording9May2012.wav)
    - Slides  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/Webinar9May2012\\_v2.pdf](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/Webinar9May2012_v2.pdf)
    - Transcript  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/Transcript9May2012.pdf](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/Transcript9May2012.pdf)
  4. *Orientation to Early Memory Loss*, Alzheimer’s Association, Colorado. A 45-minute presentation on early memory loss for people with memory loss, family members and professionals. Presentation provides an overview of changes in the brain, causes and types of dementia, warning signs, diagnostic criteria, treatment options, legal and financial planning, and practical tips for living with dementia. Developed as part of an ADSSP grant. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32748](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32748)
  5. *Web-based Dementia Care Training*, Alzheimer’s Association. Training offers a range of web-based workshops that are available to the general public, caregivers, and professionals working with individuals who have dementia. The eight web-based programs cover a wide range of material including early detection and warning signs, general information about dementia, legal and financial planning, living with Alzheimer’s disease for persons with Alzheimer’s disease and for persons with younger-onset, and information about caregiving for individuals in the early, middle, and late stages of Alzheimer’s disease. Each web-based training program is approximately one hour in duration. The web-based training programs on

early detection and general information are available in both English and Spanish.  
<http://www.alz.org/care/alzheimers-dementia-care-training-certification.asp#elearning>

### 3. DIVERSITY AND DEMENTIA

1. *Diverse Populations, Health Disparities and Dementia*, National Institute on Aging and the Administration for Community Living (July 2013). The National Institute on Aging and Administration for Community Living, in partnership with grantees including the Alzheimer's Association, Alzheimer's Disease Research Centers, Alzheimer's Disease Education and Referral Center, and the Eldercare Locator partnered to host a webinar series to improve coordination of resources available to assist persons with Alzheimer's Disease or other dementias and their family caregivers. This webinar addresses the experience of dementia in diverse populations, and presents current research to better understand and improve outcomes for people with dementia and their caregivers. This webinar focuses on American Indian/Alaskan Native/Native Hawaiian, African American, Hispanic/Latino, Asian/Pacific Islander and Lesbian, Gay, Bisexual and Transgender (LGBT) people with dementia and their family caregivers.
  - Audio  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/2013\\_07\\_24-DiversityHealthDisparitiesDementia-audio.wav](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/2013_07_24-DiversityHealthDisparitiesDementia-audio.wav)
  - Slides  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/2013\\_07\\_24-DiversityHealthDisparitiesDementia-slides.pdf](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/2013_07_24-DiversityHealthDisparitiesDementia-slides.pdf)
  - Transcript  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/2013\\_07\\_24-DiversityHealthDisparitiesDementia-transcript.pdf](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/2013_07_24-DiversityHealthDisparitiesDementia-transcript.pdf)
2. *Diversity and Dementia*, Stanford Geriatric Education Center (February 2012). Presentation slides from a webinar hosted by the Stanford Geriatric Education Center provide background, incidence and prevalence in diverse communities, differences in risk perception, treatment options and survival rate. <http://sgec.stanford.edu/pdf-word/Diversity%20and%20Dementia.pdf>
3. *Perceptions of Dementia in Ethnic Communities*, Alzheimer's Australia (October 2008). Report from Alzheimer's Australia with the aim of developing a better understanding of perceptions of dementia within different cultures as a way to better respond to dementia care needs among older adults, their families and other care providers. Different cultures in report include: Arabic, Croatian, Chinese, Greek, Italian, Macedonian, Polish, Russian, Serbian, Spanish, Turkish and Vietnamese.  
<http://www.fightdementia.org.au/common/files/NAT/201012-01-Nat-CALD-Perceptions-of-dementia-in-ethnic-communitites-Project-Report-Oct08.pdf>

#### 4. DEMENTIA CAPABILITY

1. *Dementia Capability Webinars*, The Rosalyn Carter Institute for Caregiving has a series of Dementia Capability Webinars that can be used to train a variety of professionals, including State Units on Aging, AAA and ADRC staff members. The intended audience is professionals serving families and individuals with dementia. The topics of the webinars vary, with an emphasis on building general knowledge about dementia. There are 17 webinars, each lasting approximately 1 hour. Available at:  
[http://www.rosalynncarter.org/gdas\\_trainings/](http://www.rosalynncarter.org/gdas_trainings/)

- *Webinar 1: Alzheimer's Disease 101*
- *Webinar 2: Motivational Interviewing*
- *Webinar 3: Program Essentials*
- *Webinar 4: Coaching for Empowerment*
- *Webinar 5: Identifying and Responding to Mental Health Issues during Assessment and Care Management*
- *Webinar 6: Alzheimer's 102: Introduction to Dementia & Alzheimer's*
- *Webinar 7: Strategies for Managing Problem Behaviors*
- *Webinar 8: Identification & Response to Dementia Issues during Assessment & Care Management*
- *Webinar 9: Alzheimer's 103: Review of Alzheimer's and Treatment*
- *Webinar 10: St. Louis University Mental Survey Exam (SLUMS)*
- *Webinar 11: Mental Health and the Older Adult – Assessment*
- *Webinar 12: Clinical Counseling for People with Early Stage Dementia*
- *Webinar 13: Dealing with Conflict in Families Living with Dementia & Disabilities*
- *Webinar 14: Financial Capacity Related to Dementia and Disability*
- *Webinar 15: Mental Health & Dementia/Dementia Issues – Application to Practice*
- *Webinar 16: Five Behavioral Health Screening Tools*
- *Webinar 17: Substance Abuse among the Older Adult Population*

2. *Dementia Capability Training for Senior LinkAge Line<sup>®</sup> and other First Contacts (flyer)*, Minnesota Board on Aging. Flyer describes a three-part web-based video training designed to provide training to Aging and Disability Resource Centers and other first contacts to understand the basics of Alzheimer's disease and other dementias, identify people with a possible dementia or care partners over the phone, and connect them to the resources they need. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32780](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32780)

#### Working with individuals who have dementia and family caregivers

1. *Developing Meaningful Connections with People with Dementia: A Training Manual*, Michigan Dementia Care Coalition. The nine sessions of this in-person training, include: an introduction to Alzheimer's disease and related dementias, understanding brain changes in dementia, respecting the humanity of the person with dementia, adapting methods of communication, approaching activities of daily living, understanding why challenging behaviors occur, teaching staff effective problem-solving strategies, helping staff understand and respond to families, and self-care strategies. Materials include DVD and CD's with handouts, exercises (including role playing), case studies, photographs, and PowerPoint presentations. <http://www.dementiacoalition.org/professionals/pdfs/Train-the-Trainer-Dementia-Care-Manual.pdf>
2. On-line Tools and Resources to Assist Individuals with Dementia and Caregivers: National Alzheimer's Contact Center, Eldercare Locator and ADEAR (Alzheimer's Disease Education and Referral Center), National Institute on Aging and the Administration for Community Living (June 2012). The National Institute on Aging and Administration for Community Living, in partnership with grantees including the Alzheimer's Association, Alzheimer's Disease Research Centers, Alzheimer's Disease Education and Referral Center, and the Eldercare Locator partnered to host a webinar series to improve coordination of resources available to assist persons with Alzheimer's Disease or other dementias and their family caregivers. This webinar features on-line tools and resources to assist individuals with dementia and caregivers.
  - Audio  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/Audio13June2012.wav](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/Audio13June2012.wav)
  - Slides  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/13June2012\\_webinar.ppt](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/13June2012_webinar.ppt)
  - Transcript  
[http://www.aoa.gov/AoARoot/AoA\\_Programs/HPW/Alz\\_Grants/docs/Transcript13June2012.pdf](http://www.aoa.gov/AoARoot/AoA_Programs/HPW/Alz_Grants/docs/Transcript13June2012.pdf)
3. *Balancing Maximum Independence and Home Safety for Individuals with Dementia*, Virginia Department of Aging (June 2013). Webinar provides an introduction to person-centered care and aging in place, overview of dementia related disorders, and home safety issues for persons with dementia. Webinar is made available through the Virginia Alzheimer's Disease

and Related Disorders Commission statewide “Virtual Alzheimer’s Disease Center.” This work received financial support from the Alzheimer’s Disease Demonstration Grants to States Program, Administration on Aging. <http://www.alzpossible.org/wordpress-3.1.4/wordpress/webinars-2/safeathome1/>

4. *Addressing the Challenges of Family Caregiving: Common Themes*, ADSSP National Resource Center. (June 2013). In this audio archived presentation, Lynn Feinberg of AARP’s Public Policy Institute addresses how the caregiving role has changed over time, person and family centered care, and the top 10 caregiving themes from prominent authors of caregiving books. <http://www.adrc-tae.acl.gov/tiki-index.php?page=ADSSP-June13>
5. *Caregiving for People with Dementia and Intellectual Disabilities, including Down Syndrome*, ADSSP National Resource Center. (February 2013). In this audio archived presentation, Seth Keller, Co-Chair of the National Task Group on Intellectual Disabilities and Dementia Practices; Madeleine Will, National Down Syndrome Society; Mette Pederson, Administration on Intellectual and Developmental Disabilities; and Amy Wiatr-Rodriguez, Administration on Aging/Administration for Community Living, address the impact of caring for persons with dementia and intellectual disabilities, perspectives of family caregivers, and available resources to assist people with dementia and intellectual disabilities. <http://www.adrc-tae.acl.gov/tiki-index.php?page=ADSSP-February14>
6. *Communicating with People who Have Alzheimer’s or other Dementia: Aging I&R/A Tips*, National Aging Information and Referral Support Center, National Association of States United for Aging and Disabilities. Tip sheet developed to assist Aging Information and Referral staff with effective communication techniques when working with someone who has Alzheimer’s disease or another dementia. [http://www.nasuad.org/documentation/I\\_R/Dementia.pdf](http://www.nasuad.org/documentation/I_R/Dementia.pdf)
7. *The Neuropsychiatric Symptoms of Dementia: A Visual Guide to Response Considerations*, Alzheimer’s Association, Heart of America chapter and Kansas Department on Aging. This guide describes common behavioral symptoms, possible reasons for behaviors and specific interventions. Guide is a quick reference tool with tabbed sections for professionals working with people with dementia. Developed through an ADSSP grant. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32749](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32749)
8. *What Would You Do If It Were Your Mother?(flyer)*, Minnesota Board on Aging. Flyer describes a two half-day dementia capability training for caregiver consultants with essential advanced knowledge and skills. Topics addressed include: new diagnostic guidelines, medical comorbidities, screening/assessment instruments, early intervention plans, pharmacological treatments, family issues, and unique issues for people with young onset dementia. Developed as part of an ADSSP grant through the Administration on Aging. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32781](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32781)

## 5. OPTIONS COUNSELING

1. *Addressing the Needs of Persons with Dementia through Options Counseling*, ADSSP National Resource Center (January 2012). In this audio archived presentation, Eric Weakly

and Cathy Creapaux discuss the Administration on Aging's standards for options counseling, and approaches for implementing the options counseling standards with a focus on creating a dementia capable system. <http://www.adrc-tae.acl.gov/tiki-index.php?page=ADSSP-January12>

2. *Person-Centered Planning: Structures for Options Counseling*, University of New Hampshire Institute on Disability. A presentation from the 2011 National Meeting on Person-Centered Planning: Structures for Options Counseling by Patty Cotton from the University of New Hampshire's Institute on Disability. It includes examples of graphic Person-Centered Planning tools. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=30183](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=30183)
3. *Options Counseling Family Profiles for Practice*, accessed through the Technical Assistance Exchange. Family scenarios that can be used to role play some challenging options counseling situations.
  - *Early Dementia Profile Exercise*—provides scenario of married couple in their 70s where husband is showing signs of early stage dementia. Exercise includes worksheet for assessing needs/situation, questions to ask, identifying priorities, and establishing next steps. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=28160](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=28160)
  - *Counseling Support Role Play*—provides role play situations for center manager response. Each involves a new long-term support counselor seeking advice and counsel from the center manager. A set of discussion questions is presented at the end of each simulation. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=31009](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=31009)

## 6. KNOWLEDGE TESTS

Listed below are tests which can be used to assess the dementia knowledge of staff members and the effectiveness of training programs in increasing dementia knowledge.

1. *The Alzheimer's Disease Knowledge Scale (ADKS)*, Brian Carpenter, Steve Balsis, Poorni Otilingam, Priya Hanson and Margaret Gatz. The Alzheimer's Disease Knowledge Scale is a 30-item true/false scale designed for use with healthcare professionals, students, and the general public to assess knowledge about Alzheimer's disease. The questions cover various topics including risk factors, symptoms, assessment and diagnosis, course of the disease, impact, caregiving, treatment, and management.

Carpenter, B., Balsis, S., Otilingam, P., Hanson, P., and Gatz, M. (2009). The Alzheimer's Disease Knowledge Scale: Development and Psychometric Properties. *The Gerontologist*, 49(2), 236-247. <http://www.psych.wustl.edu/geropsych/ADKS.html>
2. *Knowledge about Memory Loss and Care (KAML-C)*, Daniel Kuhn, Scott King, and Bradley Fulton. Knowledge about Memory Loss and Care is a 15 multiple choice item scale designed for use with family caregivers of individuals in the early stage of Alzheimer's disease. The questions address medical information, caregiving, and legal/financial planning.

Kuhn, D., King, S.P., & Fulton, B.R. (2005). Development of the knowledge about memory loss and care (KAML-C) test. *American Journal of Alzheimer's Disease and Other Dementias*, 20(1), 41-49. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32731](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32731)

3. *Knowledge of Memory Aging Questionnaire (KMAQ)*, Katie Cherry, Robin West, Celinda Reese, and Monica Yassuda. The Knowledge of Memory Aging Questionnaire is a 28 True/False item scale designed for use with students, older adults and professionals. The questions discriminate between normal age-related memory changes and memory changes related to dementia or other abnormalities.

Cherry, K.E., West, R.L., Reese, C.M., Santa Maria, M.P., & Yassuda, M. (2000). The knowledge of memory aging questionnaire. *Educational Gerontology*, 26(1), 195-219. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32730](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32730)

4. *Rosalynn Carter Institute Webinar Knowledge Tests* – Rosalynn Carter Institute. Several webinars offered by the Rosalynn Carter Institute also have a knowledge test component to assess the level of dementia capability knowledge of staff members who complete the trainings. The webinars that offer the knowledge test component are as follows:

- *Webinar 10: Saint Louis University Mental Survey Exam (SLUMS)* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32701](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32701)
- *Webinar 11: Mental Health and the Older Adult-Assessment* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32699](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32699)
- *Webinar 12: Clinical Counseling for People with Early Stage Dementia* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32695](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32695)
- *Webinar 13: Dealing with Conflict in Families Living with Dementia and Disabilities* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32696](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32696)
- *Webinar 14: Financial Capacity Related to Dementia and Disability* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32698](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32698)
- *Webinar 15: Mental Health and Dementia/Dementia Issues-Application to Practice* [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32697](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32697)

5. Pre and Post Tests for ADRC Dementia Capability Training, Minnesota Board on Aging. Provides pre and post-tests to assess staff knowledge for Parts II and III of the Minnesota ADRC Dementia Capability Training addressing normal cognitive aging and strategies to support families living with dementia in the community. These trainings will be made available on the Learning Collaborative webpage when they are completed at <http://www.adrc-tae.acl.gov/tiki-index.php?page=ADSSPLearnColl>.

- Part II Pre/Post Test [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32785](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32785)
- Part III Pre/Post Test [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32786](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32786)

## 7. STAFF COMPETENCIES

Competencies identify the skills, knowledge, and behavior required to work effectively with a specific population. Below are competencies for health care professionals in geriatrics that include specific competencies for working with persons who have dementia.

1. *Geriatrics Competencies*, Portal of Geriatrics Online Education. Many disciplines have created minimum geriatric competencies to assure that the graduating learner provides competent care to older patients. The webpage includes Geriatrics Competencies for medical professionals, nurses, and other disciplines. <http://www.pogoe.org/geriatrics-competencies>
2. *Geriatric Social Work Competency Scale II with Lifelong Leadership Skills*, Social Work Leadership Institute, Council on Social Work Education. Provides a scale for evaluating skills recognized by gerontological social workers as important to social workers effectively working with and on behalf of older adults and their families. These competences address the different levels across the social work learning continuum, from bachelor of social work to master of social work at the core and advanced levels and in life-long learning post-MSW. <http://www.cswe.org/File.aspx?id=25445>

## 8. STATE DEMENTIA TRAINING POLICY AND ALZHEIMER'S DISEASE PLANS RECOMMENDATIONS

To meet the needs of the growing population with Alzheimer's disease and related dementias, the number of health care professionals specializing in dementia care as well as relevant training will need to increase. Many states have professional licensing requirements regarding dementia-specific training. This section addresses dementia training policy recommendations and state Alzheimer's Disease Plans' recommendations for workforce development and training.

1. *Dementia Training Policy Recommendations Issue Kit*, Alzheimer's Association. The issue kit covers the importance of dementia-specific training, existing basic training requirements, elements of a model dementia training policy, state-by-state chart of dementia training requirements, sample legislation, and dementia training content. [http://www.adrc-tae.acl.gov/tiki-download\\_file.php?fileId=32752](http://www.adrc-tae.acl.gov/tiki-download_file.php?fileId=32752)
2. *State Alzheimer's Disease Plans: Workforce Development*, Alzheimer's Association. Provides state-by-state Alzheimer's Disease Plan recommendations to increase the number of healthcare professionals that will be necessary to treat the growing aging and Alzheimer's populations. [http://act.alz.org/site/DocServer/WORKFORCE\\_DEVELOPMENT.pdf?docID=4653](http://act.alz.org/site/DocServer/WORKFORCE_DEVELOPMENT.pdf?docID=4653)
3. *State Alzheimer's Disease Plans: Training*, Alzheimer's Association. Provides state-by-state Alzheimer's Disease Plan recommendations to better equip health care professionals and others to serve individuals with Alzheimer's disease and related dementias and their family caregivers. <http://act.alz.org/site/DocServer/TRAINING.pdf?docID=4655>