

Trainer Qualifications for ALPs as of July 1, 2026

Training Content	COMAR	Surveyors will Assess for Trainer Competency, including:	Frequency of Training (3)	Required Documentation (1&2)	Required for What Target Audience?
Fire & Life Safety	10.07.14.15 10.07.14.19 10.07.14.47	(1) ALM w/ 2 yrs experience; (2) Person w/ 2 yrs experience in a fire, life safety related field; or	Initial Annually	Course documentation	All staff ALM
Infection Control	10.07.14.15 10.07.14.19	(1) ALM w/ 2 yrs experience; or (2) Person w/ 2 yrs experience in a infection control related field; or	Initial Annually	Course documentation	All Staff ALM
Basic Food Safety	10.07.14.15 10.07.14.19	(1) ALM w/ 2 yrs experience; or (2) Person w/ 2 yrs experience in a related field	Initial Annually	Course documentation	All Staff ALM
Emergency Disaster Plans	10.07.14.15 10.07.14.19 10.07.14.47	(1) ALM w/ 2 yrs experience; or (2) Person w/ 2 yrs experience in a related field	Initial Annually	Course documentation	All Staff ALM
Alzheimer's SCU 2 hrs each: - communication - behavioral interventions - meaningful activities plus the 6 hrs initially and the 2 hrs annually in .19	10.07.14.32	(1) Person w/ 2 yrs experience in a healthcare related field with specialized training in communication & interventions for persons with dementia; or (2) Licensed healthcare professional	Initial, prior to providing care independently	Course documentation	Staff in A-SCU ALM
Cognitive Impairment Mental Illness Behavioral Health	10.07.14.19 H(1) and (2)(a-g)	(1) Person w/ 2 yrs experience in a health care related field with specialized training in cognitive impairment, mental illness or behavior health; or (2) Licensed health care professional	* 6-hrs initially, within 120 days of hire, then 2 hours annually ** 2-hrs initially, within 120 days of hire, then 1 hr annually	Course documentation	* Direct care staff ** Non-direct care staff
Health - Psychosocial, Resident Assessment, Service Plans, Resident Rights	10.07.14.19 (7) (a) (b) (c) (d)	(1) ALM w/ 2 yrs experience; (2) Person w/ 2 yrs experience in a related field; or	Initial	Course documentation	Staff that have documented proof of experience in these categories are exempt. Examples are CNA, GNA, resume
Certified Medication Technician (4&5)	10.07.14.31A&B 10.39.04 10.27.11.02B (12)	(1) The course must be taught by an RN approved by MBON to teach the CMT course.	Initial; then recertification course every 2 years by birth month, in order to stay active	Listed on the MBON website	Staff who give medications Any ALM who gives medications must be a CMT or RN/LPN
Basic First Aid	10.07.14.15A(2)(j) 10.07.14.19B(6)	(1) Instructor certified by a national organization	Prior to expiration, but at least every two years	Non-expired card or print out of certification	All Staff (RNs and LPNs exempt) ALM
Basic CPR	10.07.14.15A(2) (j) 10.07.14.19D	(1) CPR Instructor certified by a national organization & class includes a hand-on component	Prior to expiration, but at least every two years	Non-expired card or print out of certification	Sufficient Staff to ensure coverage on all shifts ALM
80-hour ALM Course	10.07.14.16 10.07.14.17	OHCQ Approved Vendor	Once	Completion certificate from Vendor	All ALMs regardless of facility size NH Administrators are exempt; ALMs exempt if employed as an ALM in the State for 1 year before January 1, 2006

Training Content	COMAR	Who Must Train on the Content?	Frequency of Training (3)	Required Documentation (1&2)	Required for What Target Audience?
20-hour ALM Continuing Ed	10.07.14.16	OHCQ Approved Vendor	Every two years	Completion certificate(s) from vendor	NH Administrators are exempt
Footnotes					
1 - Course documentation - Per .19 F, OHCQ will look for date of class; course content; documentation of successful completion of the training content; written, electronic or video proof of attendee participation; and signature, qualifications, and contact information of each trainer. Approved 80-hour vendors are not required for initial and annual staff training, but may be an option if desired by the ALP.					
2 - Per COMAR 10.07.14.11B - Documentation of staff training requested by a surveyor must be provided immediately to a surveyor while they are onsite					
3- Initial training on fire & life safety, infection control, food safety, emergency disaster plan, basic first aid, and basic CPR must be completed w/ onboarding and the 120 calendar days grace period does not apply.					
4 - A Certified Medical Assistant (CMA) must complete the CMT course before administering medication in an assisted living setting.					
5 - A CMT, whose certification has expired past the 30-day grace period, needs to retake the 20-hour CMT course					