

ATTACHMENT 'X'																						
MSHN Regional Minimum CMHSP/SUD Training Requirements																						
Source Document Key: 1. Balanced Budget Act 2. Health Insurance Portability and Accountability Act (HIPAA) 3. Deficit Reduction Act 4. Michigan Department of Health & Human Services (MDHHS) 5. Michigan Administrative Code 6. Michigan Mental Health Code 7. Occupational Safety & Health Administration (OSHA) 8. Code of Federal Regulations 9. MSHN SUD Provider Manual	CMH-employed Administration Group	Crisis Intervention/ Access	Other Professional Service (OT,PT, Dietary, Psychological Testing	CMH-employed Maintenance	Medical Professional	Residential Supervisors/QJ/ Licensee	AFC Licensed Direct Care Staff	Aide level staff providing service in the community or in unlicensed settings	Aide Level staff providing services in Self-Directed arrangement-unlicensed setting	Students/ Volunteers/ Temporary workers	Primary Service Providers (Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)	Individual/ Group Therapist	Clubhouse/ Drop In/ Peer Supports	CMH-employed Transporters	ACT	Autism Service Providers		Substance Use Disorder				
																Behavior Technicians	BCaBA BCBA LLP QBHP QLP	Treatment	Prevention	Recovery		
Training	Requirements	Source	Renewal Key: I = Initially A = Initially & Annually 2 = Initially & every 2 years																			
Assertive Community Treatment (ACT)	180 days of hire for work in ACT	4														I						
Advance Directives	90 days of hire	1, 4	I	I			I					I	I			I				I		
Appeals & Grievances	90 days of hire	1, 4, 6	A	A	A	A	A	A				A	A	A	A	A			A	A		
CAFAS and/or PECFAS (if working with children)	90 days of hire	4		2								2	2									
Corporate & Regulatory Compliance	90 days of hire	1, 3	A	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
CPR* & First Aid*	30 days of hire	4, 5, 8							2	2 - first aid only	2 - first aid only					2		first aid only				
Cultural Competency & Diversity	1 year of hire	4, 6, 8	A	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
DECA (if working with children ages 0-47 months)	Prior to conducting assessments	4		2												2	2					
Environmental Safety/Emergency Procedures	1 year of hire	5, 6	I	I	I	I	I	I	I	I	I- for CWP and SED	I	I	I	I	I	I	I	I	I	I	I
Health Management - (Blood Borne Pathogens/Infection Control)	30 days of hire	4, 5, 6, 7	A	A	A	A	A	A	A	A	I	A	A	A	A	A	A	A	A	2**	2**	2**
HIPAA Privacy & Security	30 days of hire	2, 4, 5, 8	A	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
IDDT/COD	90 days of hire	4		I (COD)									I (COD)	I (COD)			A- if provides IDDT					
Limited English Proficiency (LEP)	90 days of hire	1, 4	A	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
Medication Administration	90 days of hire	5							I	I - if passing meds								I - if passing meds	I - if passing meds			
Non-Physical Intervention (Verbal De-escalation)	90 days of hire	8		I					I	I			I	I	I		I	I	I			
Person-Centered Planning	30 days of hire	4, 6, 8	A	A	A		A	A	A	A		A	A	A	A	A	A	A	A			
Recipient Rights	30 days of hire	4, 5, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Self Determination	90 days of hire	4		A									A	A								
Trauma Informed Care	90 days of hire	4	I	I	I	I	I	I	I	I		I	I	I	I	I	I	I	I	I		I
SIS Process/Procedure (IDD)	60 days of hire												I									
LOCUS (MI Adults)	90 days of hire	4		I^									I^	I^			I^					
SUD Standardized Tool (GAIN I-Core or ASAM)	120 days of hire	4																		I***		

*2 years or Based on Certification Length set by the training entity (i.e., American Red Cross, ASHI, AHA, etc.)

** SUD Prevention of Communicable Diseases

*** Applies only to clinicians conducting assessments (H0001); Standardized tool to be determined and announced.

^ While refreshers are not defined with a specific interval, The organization has a LOCUS training approach that promotes reliability, fidelity, and sustainability (Source: LOCUS; MIFast Results).

→ Training with a DHHS-approved group home curriculum is required for direct care staff working in licensed specialized AFC settings.

→ Customer Service staff must receive training as defined in MDHHS PIHP Customer Service Standards

→ IPOS training required for all CMH direct employed and contracted provider network staff working with individuals prior to providing services initially and as IPOS is updated

→ Additional program specific training is required for programs such as Wraparound, IMH, DBT, TFCBT, MST, Supported Employment.

→ Child Mental Health Professionals are required to obtain 24 hours annual related to child specific training

→ The following job titles will require Core Elements of Case Management training: Case Manager, Supports Coordinator, Home-based Mental Health Therapy, Multisystemic Therapy, and Wraparound

→ Independent Facilitators must have PCP training.

→ SUD Qualified Peer Recovery Coaches must complete state approved training program prior to providing services (i.e. MDHHS, CCAR).

→ SUD Enhanced Women's Services - must complete training listed in BSAAS TA #08; designated Women's Program or Gender Competent Program - must meet training/work experience listed in BSAAS TP #12

→ SUD Treatment must complete training to meet BSAAS TP #5 (Welcoming)

This is a set of MSHN minimum training requirements and is not all inclusive to each individual CMHSP/SUD Provider. Any county, accreditation, evidence-based practice, or CMHSP specific training will be additionally documented by each CMHSP in their respective subcontracts. Not all requirements for accredited services (by CARF, etc.) are indicated.