

**EXHIBIT E**

**MSHN Minimum CMHSP Training Requirements**

<b>Source Document Key:</b> <a href="#">1. Balanced Budget Act</a> <a href="#">2. Health Insurance Portability and Accountability Act (HIPAA)</a> <a href="#">3. Deficit Reduction Act</a> <a href="#">4. Michigan Department of Community Health (MDCH)</a> <a href="#">5. Michigan Administrative Code</a> <a href="#">6. Michigan Mental Health Code</a> <a href="#">7. Occupational Safety &amp; Health Administration (OSHA)</a> <a href="#">8. Code of Federal Regulations</a>			CMH-employed Administration Group	Crisis Intervention/ Access	Other Professional Service (OT,PT, Dietary, Psychological Testing)	CMH-employed Maintenance	Medical Professional	Residential Supervisors/QI/Licensee	AFC Licensed Direct Care Staff	Aide level staff providing service in the community or in unlicensed settings	Students/ Volunteers/ Temporary workers	Primary Service Providers	Individual/Group Therapist	Clubhouse/ Drop-In/ Peer Supports	CMH-employed Transporters	ACT
			<b>Renewal Key: I = Initially A = Initially &amp; Annually 2 = Initially &amp; every 2 years</b>													
Training	Requirements	Source														
Assertive Community Treatment (ACT)	180 days of hire for work in ACT	4													I	
Advance Directives	90 days of hire	1									I	I			I	
Appeals & Grievances	90 days of hire	1, 4, 6	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	
CPR & First Aid*	30 days of hire	5						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	
Environmental Safety	1 year of hire	5, 6	I	I	I	I	I	I	I	I	I	I	I	I	I	
Health Management - (Blood Borne Pathogens/Infection Control)	30 days of hire	5, 6, 7	A	A	A	A	A	A	A	A	A	A	A	A	A	
HIPAA Privacy & Security	30 days of hire	2, 4, 5, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	
IDDT/COD	90 days of hire	4		COD							COD - if necessary	COD - if necessary			A- if providing IDDT	
Limited English Proficiency (LEP)	90 days of hire	1, 4	A	A	A	A	A	A	A	A	A	A	A	A	A	
Medication Administration	90 days of hire	5						I	I - if necessary							
Non-Physical Intervention (Verbal De-escalation)	90 days of hire	8		I				I	I - if necessary		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	
Recipient Rights	30 days of hire	4, 5, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	
Self Determination	90 days of hire	4		A							A	A				
Culture of Gentleness	90 days of hire	4							A-if necessary	A-if necessary						

\* Based on Certification Length set by the training entity (i.e., American Red Cross)

→ Training with a DHS-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 Attachment P.6.3.1 of the MDCH/PIHP contract (paragraph F.14)

→ Additional program specific training is required for programs such as Wraparound, IMH, DBT, TFCBT, MST, Supported Employment, and ABA Aides (Autism Benefit).

→ 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

**This is a set of MSHN minimum training requirements and is not all inclusive to each individual CMHSP. Any county, accreditation, evidence-based practice, or CMHSP specific training will be additionally documented by each CMHSP.**