

**ATTACHMENT**

**MSHN Minimum CMHSP Training Requirements**

<p><b>Source Document Key:</b></p> <p><a href="#">1. Balanced Budget Act</a></p> <p><a href="#">2. Health Insurance Portability and Accountability Act (HIPAA)</a></p> <p><a href="#">3. Deficit Reduction Act</a></p> <p><a href="#">4. Michigan Department of Health &amp; Human Services (MDHHS)</a></p> <p><a href="#">5. Michigan Administrative Code</a></p> <p><a href="#">6. Michigan Mental Health Code</a></p> <p><a href="#">7. Occupational Safety &amp; Health Administration (OSHA)</a></p> <p><a href="#">8. Code of Federal Regulations</a></p>	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	Substance Use Disorder	
										(Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)					Treatment	Prevention
	<p><b>Renewal Key: I = Initially A = Initially &amp; Annually 2 = Initially &amp; every 2 years</b></p>															

Training	Requirements	Source	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	Treatment	Prevention	
Assertive Community Treatment (ACT)	180 days of hire for work in ACT	4														I			
Advance Directives	90 days of hire	1										I	I			I	A		
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	
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	A	A	
Environmental Safety	1 year of hire	5, 6	I	I	I	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	A	A	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	
IDDT/COD	90 days of hire	4		COD								I (COD)	I (COD)			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	A	A	A	
Medication Administration	90 days of hire	5							I	I - if passing meds.									
Non-Physical Intervention (Verbal De-escalation)	90 days of hire	8		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			
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	
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		
SIS Process/Procedure	60 days of hire											I							

LOCUS	30 days of hire	4		I								I	I			I		
Culture of Gentleness	60 days of IPOS	4							I (based on consumers IPOS)	I (based on consumers IPOS)								

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

- 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 Attachment P.6.3.1 of the MDHHS/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

\*\* SUD Prevention of Communicable Diseases

- SUD Qalified Peer Recovery Coaches must complete state approved training program
- SUD Enhanced Women's Services - must complete training listed in BSAAS TA #08
- SUD 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.***

Created FY16

- Reviewed 7.10.18 - Training Workgroup
- Reviewed 7.9.18 - SUD PAC
- Reviewed 7.25.18 - PNMC
- Operations Council Approval: 8.13.18
- Effective 10.1.18