

EXHIBIT E

MSHN Minimum CMHSP Training Requirements

Source Document Key: 1. <u>Balanced Budget Act</u> 2. <u>Health Insurance Portability and Accountability Act (HIPAA)</u> 3. <u>Deficit Reduction Act</u> 4. <u>Michigan Department of Health & Human Services (MDHHS)</u> 5. <u>Michigan Administrative Code</u> 6. <u>Michigan Mental Health Code</u> 7. <u>Occupational Safety & Health Administration (OSHA)</u> 8. <u>Code of Federal Regulations</u>			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	Autism Service Providers		Substance Use Disorder		
													(Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)					Behavior Technicians	BCaBA BCBA LLP QBHP QLP	Treatment	Prevention
			Renewal Key: I = Initially A = Initially & Annually 2 = Initially & every 2 years																		
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				A		
Appeals & Grievances	90 days of hire	1, 4, 6	A	A	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	
CPR & First Aid*	30 days of hire	5						2	first aid only								2				
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	
Environmental Safety	1 year of hire	5, 6	I	I	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	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	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	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 - (based on consumers IPOS)		I	I	I		I		I	I			
Person-Centered Planning	30 days of hire	4, 6, 8	A	A	A		A	A	A - includes beneficiary IPOS	A - includes beneficiary IPOS	A	A	A	A	A	A	A - includes beneficiary IPOS	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	
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	
Understanding the SIS (IDD)	60 days of hire										I										
LOCUS (MI Adults)	30 days of hire	4		I							I	I			I						
Culture of Gentleness	60 days of IPOS	4						I	I (based on consumers IPOS)	I							I	I			

* Based on Certification Length set by the training entitiy (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, TFEBT, MST, Supported Employment, and ABA Aides (Autism Benefit - BACB Approved Training).

→ 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.

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