

Primary Care - Required Training

Fee Field Legend: X=BABH provides with fee

Training Course:	Resource	Frequency	Required by:	Fee	Notes
Recipient Rights	BABH Provides self test	Initially within 30 days and annually	MDHHS		Contact Recipient Rights Department to request
Appeals & Grievances	BABH Provides initial or web-based available; Annual update is provider Responsibility	Initially within 90 days and annually	MDHHS		Contact Customer Service Department to request
Advance Directives	Provider Responsibility or web-based available	Initially within 90 days	MDHHS/Balanced Budget Act		
CAFAS and/or PECFAS (if working with children)*	Provider Responsibility	Initially within 90 days and every 2 years	MDHHS		
CPI Crisis Prevention/Verbal De-Escalation* Units 1-4, 7-8 (Working with People II)	BABH Provides	Initially within 90 days and every 2 years	MDHHS/BABH		Does not include physical skills
CPI Non-Violent Physical Intervention Skills* Units 5 and 6	BABH Provides if needed	Initially within 90 days and every 2 years	MDHHS/BABH		
Bloodborne Pathogens	Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS/MIOSHA		
Safety/Emergency Procedures (site specific)	Provider Responsibility	Initially	MI Admin Rules		
Cultural Competence/LEP	Provider Responsibility or web-based available	Initially within 90 days and annually	MDHHS		
Corporate Compliance	Provider Responsibility or web-based available	Initially within 90 days and annually	Federal Law		
HIPAA Privacy & Security	Provider Responsibility or web-based available	Initially within 30 days and annually	Federal Law		
Person Centered Planning	Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS		
Self Determination*	Provider Responsibility or web-based available	Initially within 90 days and annually	MDHHS		
Working with People/Culture of Gentleness (WWP/COG)	BABH Provides		Encouraged - BABH		
Recovery Principles	Provider Responsibility or web-based available	Initially within 90 days and every 2 years	MDHHS		
Trauma Informed Care	Provider Responsibility or web-based available	Initially within 90 days and every 2 years	MDHHS		
Training in IPOS***	Provider Responsibility	Initially, annually, and updates as necessary	MDHHS		

Child/Family focused training (24 hours annually) required for Child Mental Health Professionals and Psychiatrists only	Provider Responsibility	Annually	MDHHS	
Core Elements of Case Management*	Provider Responsibility or web-based available	Initially and Annually	MDHHS	
IDDT/COD*	Provider Responsibility or web-based available	Initially within 90 days	MDHHS	
LOCUS (MI Adults)*	Provider Responsibility	Initially within 90 days **	MDHHS	

Note: All of the above must be completed within 90 days of hire (unless otherwise noted) with the exception of Recipient Rights and Training in IPOS .

*Not required for administrative staff (those employed in administrative positions that do not provide services to individuals)

**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)

***Staff may be responsible for training others depending on the services the individual receives.

Revision Date: 9/13/23 (changes in red)

Changes effective 10/1/23