

CLS Behavior Aides - Required Training

Fee Field Legend: X=BABH provides with fee

Training Course:	Resource	Frequency	Required by:	BABH Fee
Recipient Rights	BABH Provides (face to face in classroom required)	Initially within 30 days and annually	MDHHS	
CPR	BABH Provides		Encouraged - BABH	X
First Aid (certification required)	BABH Provides	Initially within 30 days and current certification	MDHHS	
Verbal De-escalation	BABH Provides or Provider Responsibility or web-based available	Initially within 90 days and every 2 years	MDHHS/BABH/CFR	
CPI Crisis Prevention/Verbal De-Escalation Units 1-4, 7-8 (Working with People II)	BABH Provides- (if indicated in a Behavior Treatment Plan)	Initially within 90 days and every 2 years	MDHHS/BABH	
CPI Non-Violent Physical Intervention Skills—Units 5 and 6	BABH Provides (if indicated in a Behavior Treatment Plan*)	Initially within 90 days and every 2 years	MDHHS/BABH	
CPI Physical Holding Intervention (if applicable)	BABH Provides	Initially within 90 days and every 2 years	BABH	
Medication Procedures (site or person specific)	BABH provides for Lead Trainer**	Initially - if passing meds within 90 days and annually	MI Admin Rules	
Bloodborne Pathogens	Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS/MIOSHA	
Cultural Competence/LEP	BABH Provides- online or web-based available; Annual update is 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	
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	
Safety/Emergency Procedures (general)	Provider Responsibility	Initially	MI Admin Rules	

Notes

~~Does not include physical skills~~

~~*subject to change~~

Training in IPOS	Provider Responsibility	Initially, annually, and updates as necessary	MDHHS	
Registered Behavioral Technician curriculum (RBT) - 41.25 hours See Crosswalk EXHIBIT F	Provider Responsibility BABH Provides	Initially and as required by MDHHS and the Behavioral Analysis Certification Board (BACB)	MDHHS	required for ABA staff only

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 .

~~* Other non-violent crisis trainings may be accepted. Contact BABH ABA Coordinator for approval. BABH approves QBS and PCM BABHA approves the use of CPI and QBS. All other training programs require pre-approval from Behavior Treatment Review Committee.~~

~~**Contact ABA Coordinator to arrange training for Provider's Lead Trainer;~~

~~Lead Trainer will train Provider staff as applicable;~~

~~Staff must be trained in medication procedures before passing medications;~~

~~Provider will develop med error/remedial education procedure and retrain staff as outlined in the Statement of Work~~

~~***Two day initial available monthly. Refresher course available on web-based training site.~~

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

Changes effective 10/1/23, 11/6/23