

CLS In-home staffing - Required Training

Fee Field Legend: X=BABH provides with fee

Training Course:	Resource	Frequency	Required by:	BABH Fee
Recipient Rights	BABH Provides (live classroom or live virtual classroom required initially and annual renewal online training provided)	Initially within 30 days and annually	MDHHS	
First Aid (certification required)	BABH Provides	Initially within 30 days and every 2 years current certification	MDHHS	X
Medication Procedures (site or person specific)	BABH provides initially for Lead Trainer* Annual update is provider responsibility	Initially - if passing meds within 90 days	MI Admin Rules	
Verbal De-escalation	BABH Provides or Provider Responsibility	Initially within 90 days and every 2 years	MDHHS/BABH/CFR	
CPI Disengagement Skills	BABH Provides	Initially within 90 days and every 2 years	MDHHS/BABH	
CPI Physical Holding Intervention	BABH Provides (if indicated in a Behavior Treatment Plan)	Initially within 90 days and every 2 years	BABH	
Bloodborne Pathogens/Infection Control	Provider Responsibility or web-based available	Initially within 30 days and Annually	MDHHS/MIOSHA	
Cultural Competence/LEP	BABH Provides and online training; Annual update is Provider Responsibility	Initially within 90 days and annually	BABH	
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	
Safety/Emergency Procedures (general)	Provider Responsibility	Initially and every 3 years	MI Admin Rules	
Person Centered Planning	Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS	
Trauma Informed Care	Provider Responsibility or web-based available	Initially within 90 days	MDHHS	
Training in IPOS	Provider Responsibility	Initially (prior to working with the consumer) , annually, and updates as necessary	MDHHS	
CPR	Provider Responsibility (in person component required)		Encouraged - BABH	X
Working with People/Culture of Gentleness (WWP/COG)	BABH Provides		Encouraged - BABH	

Notes

Test required.

Note: Basic Health class may be required if the person's support needs require it per the PCP.

*Provider will develop its own procedures and BABH will audit;
 Provider will send its Lead Trainer to Basic Medications;
 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

Revision Date: 9/15/25 (changes in red)