

Primary Care - Required Training

Fee Field Legend: X=BABH provides with fee

Training Course:	Resource	Frequency	Required by:	Fee	Notes
Recipient Rights	BABH Provides online training-RR-Fair-annually	Initially within 30 days and annually	MDHHS		
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		
MichiCANs (if working with children)	Provider Responsibility	Prior to conducting assessments and annually	MDHHS		
DECA*	Provider Responsibility	Prior to conducting assessments and every 2 years	MDHHS		
Verbal De-Escalation*	BABH Provides	Initially within 90 days and every 2 years	MDHHS/BABH		Does not include physical skills
CPI Disengagement Skills	BABH Provides (if indicated in a Behavior Treatment Plan)	Initially within 90 days and every 2 years	MDHHS/BABH		
Bloodborne Pathogens/Infection Control	Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS/MIOSHA		Test required.
Safety/Emergency Procedures (site specific)	Provider Responsibility	Initially	MI Admin Rules		
Cultural Competence/LEP	Provider Responsibility or online training 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		
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		
Child/Family focused training (24 hours annually) required for Child Mental Health Professionals and Psychiatrists only	Provider Responsibility	Annually - per calendar year	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		
Working with People/Culture of Gentleness (WWP/COG)	BABH Provides		Encouraged - BABH		

*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: 9/18/25 (changes in red)

Changes effective 10/1/25