

Specialized Residential - Required Training

Residential - Type A and Type B

Fee Field Legend: X=BABH provides with fee

Training Course:	Resource	Frequency	Required by:	BABH Fee	Notes
Recipient Rights (due within 30 days of hire)	BABH Provides (live classroom or live virtual classroom required initially and annual renewal online training provided)	Initially within 30 days and annually	MDHHS/BABH		
CPR	BABH Provides (in person component required)	Initially within 30 days and every 2 years	LARA - Licensing	X	
First Aid (certification required)	BABH Provides	Initially within 30 days and every 2 years current certification	MDHHS	X	
Introduction to Residential Services (Includes PCP, Recovery, Self Determination and Customer Service)	BABH Provides a web based training	Initially within 90 days	MDHHS/BABH		
Working with People/Culture of Gentleness (WWP/COG)	BABH Provides	Initially within 90 days	BABH		This training includes Trauma Informed Care.
CPI Crisis Prevention/Verbal De-Escalation	BABH Provides*	Initially within 90 days and every 2 years	MDHHS/BABH		Does not include physical skills
CPI Non-Violent Physical Intervention Skills	BABH Provides*	Initially within 90 days and every 2 years	MDHHS/BABH		
CPI Physical Holding Intervention	BABH Provides*	Initially within 90 days and annually	BABH		
Basic Health - GHC Based (includes BBP/IC - required initially within 30 days & Arjo Lift) (Prerequisite to Basic Meds)	BABH Provides	Initially	MDHHS/BABH		
Basic Medications - GHC Based	BABH Provides initial; Annual update from BABH Nurses is the provider's responsibility to schedule	Initially within 90 days and annually	MDHHS/BABH		Remedial education required within 90 days if individual is identified as responsible for med errors (see Statement of Work)
Nutrition and Food Safety	BABH Provides	Initially within 90 days	MDHHS/BABH		
Environmental Emergencies/Fire Safety (GHC Curriculum)	BABH Provides an online training; Annual update is provider responsibility	Initially within 90 days and annually	MDHHS/BABH		
Bloodborne Pathogens/Infection Control (included in Basic Health)	BABH Provides initial; Annual update is Provider Responsibility or web-based available	Initially within 30 days and annually	MDHHS/MIOSHA		Test required.
Cultural Competence/LEP	BABH Provides an online training; Annual update is Provider Responsibility	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		
Safety/Emergency Procedures (home specific)	Provider Responsibility	Initially	MI Administrative Rules		
Person Centered Planning	BABH Provides initial training in online Introduction to Residential Services Course	Initially within 30 days and annually	MDHHS		
Training in IPOS (to include PCP, Nursing Care Plans, Behavior Treatment Plans, PT/OT Plans, etc.)	Provider Responsibility	Initially (prior to working with the consumer), annually, and updates as necessary	MDHHS		
Provider will in-service Direct Care Staff throughout the year to maintain their group home training and job skills	Provider Responsibility	Regularly	Licensing		Licensing requires for direct care staff in licensed settings
Appeals & Grievances**	Provider responsibility or web-based available	Initially within 90 days and annually	MDHHS		

Note: For Type A (individual specific) contracts, BABH will make training available to provider staff working directly with the BABH referred individual only.

MINIMUM TRAINING TO WORK ALONE:

Bay-Arenac Behavioral Health Authority

Recipient Rights, Intro to Residential, WWP/Cultural of Gentleness, Environmental Emergencies, Basic Health, Basic Medications and Medication Administration check-offs, CPR/First Aid, CPI, Training in IPOS, and home-specific Emergency procedures, and current with all updates as applicable.

FULLY TRAINED:

In addition to the above, completion of the entire GHC within 90 days of hire, to include the following: Cultural Competence/LEP

*This training is required for all DCW staff.

**Appeals and Grievances training is required for Residential Supervisor(s)/QI/Licensee-Owners, Supervisors, and/or any staff working in oversight of a residential facility.

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