ATTACHMENT																					
MSHN Regional Minimum CMHSP/SUD Training Requirements																					
Source Document Key: 1. Balanced Budget Act				Other							Primary Service Providers					Autism Service Provdiers		Substance Use Disorder			
Nealth Insurance Portability and Accountability Act (HIPAA) 3. Deficit Reduction Act 4. Michigan Department of Health & Human Services (MDHHS) 5. Michigan Administrative Code 6. Michigan Mental Health Code 7. Occupational Safety & Health Administration (OSHA) 8. Code of Federal Regulations			CMH-employed Administration Group	Crisis Intervention/ Access	Professional Service (OT,PT, Dietary, Psychological Testing	CMH- employed Maintenance	Medical Professional	Residential Supervisors/QI/ Licensee	AFC Licensed Direct Care Staff	Aide level staff providing service in the community or in unlicensed settings	Students/ Volunteers/ Temporary workers	(Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)	Individual/ Group Therapist	Clubhouse/ Drop In/ Peer Supports	CMH-employed Transporters	АСТ	Behavior Technicians	BCaBA BCBA LLP QBHP QLP	Treatment	Prevention	Recovery
9. SUD Provider Man																					
Training Requirements Source Renewal Key: I = Initially & = Initially & A = Initially & every 2 years																					
Assertive Community Treatment (ACT)	180 days of hire for work in ACT	4														I					
Advance Directives	90 days of hire	1, 4	1	- 1			I					I	I			I			- 1		Α
Appeals & Grievances	90 days of hire	1, 4, 6	Α	Α	Α	Α	Α	Α			Α	Α	Α	Α	Α	А		Α	Α		Α
CAFAS and/or PECFAS (if working with children)	90 days of hire	4		2								2	2								
Criminogenic Risk Factors Training (SUD)	As offered by MDHHS	4																			
Corporate & Regulatory Compliance	90 days of hire	1, 3	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α
CPR* & First Aid	30 days of hire	5, 8							2	first aid only					2		first aid only				2
Cultural Competency & Diversity	1 year of hire	4, 6, 8	Α	Α	Α	Α	Α	Α	Α	Α		Α	Α	Α	А	Α	Α	Α	А	Α	Α
DECA (if working with children ages 0- 47 months)	Prior to conducting assessments	4		2								2	2								
Environmental Safety	1 year of hire	5, 6	ı	- 1	_	- 1	- 1	I	ı	I	I	ı	1	ı	ı	ı	ı	I	- 1		-
Health Management - (Blood Borne Pathogens/Infection Control)	30 days of hire	5, 6, 7	А	А	А	А	А	А	А	А	А	А	А	А	А	А	А	А	2**	2**	2**
HIPAA Privacy & Security	30 days of hire	2, 4, 5, 8	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	А	Α	Α	Α	Α	Α
IDDT/COD	90 days of hire	4		I (COD)								I (COD)	I (COD)			A- if provides IDDT					
Limited English Proficiency (LEP)	90 days of hire	1, 4	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α
Medication Administration	90 days of hire	5							_	I - if passing meds							I - if passing meds	I - if passing meds			
Non-Physical Intervention (Verbal Deescalation)	90 days of hire	8		I					ı	I		I	ı	ı		I	ı	ı			
Person-Centered Planning	30 days of hire	4, 6, 8	Α	Α	Α		Α	А	Α	А	Α	А	Α	А	А	А	A - includes beneficiary IPOS	Α			
Recipient Rights	30 days of hire	4, 5, 8	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	Α	А	Α	Α	Α	Α	Α
Self Determination	90 days of hire	4		Α								Α	Α								
Trauma Informed Care	90 days of hire	4	I	ı	ı	I	1	I	Ι	I	Ι	1		I	1	ı	I	I	<u> </u>		-
SIS Process/Procedure (IDD)	60 days of hire											l									
LOCUS (MI Adults)	30 90 days of hire	4		l^								2 I^	l^			lv					
Standardized Tool (GAIN I-Core or ASAM)	120 days of hire	4																	l***		
Mental Health First Aid	90 days of hire																				

^{*} Based on Certification Length set by the training entitiy (i.e., American Red Cross)

^{**} SUD Prevention of Communicable Diseases - SUD Communicable Disease Level 1

^{***} Applies only to clinicans conducting assessments (H0001); Standardized tool to be determined and annouced.

[^] 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).

[→] Training with a DHHS-approved group home curriculum is required for direct care staff working in licensed specialized AFC settings.

[→] Customer Service staff must receive training as defined in Attachment P.6.3.1 of the MDHHS/PIHP contract (paragraph F.14)

[→] Additional program specific training is requied for programs such as Wraparound, IMH, DBT, TFCBT, MST, Supported Employment.

[→] Child Mental Health Professionals are required to obtain 24 hours annual related to child specific training

[→] The following job titles will require Core Elements of Case Management training: Case Manager, Supports Coordinator, Home-based Mental Health Therapy, Multisystemic Therapy, and Wraparound

[→] SUD Qualified Peer Recovery Coaches must complete state approved training program prior to providing services (H0038); SUD Peer Coaches not meeting requirements of a 'Qualified Peer Recovery Coach' must be CCAR Trained (T1012) in accordance with TA#7

- ightarrow Advanced Directives, Grievance and Appeal training not required for SUD Recovery House not receiving Medicaid funding
- → SUD Enhanced Women's Services must complete training listed in BSAAS TA #08; designated Women's Program or Gender Competent Program must meet training/work experience listed in BSAAS TP #12
- → SUD Treatment must complete training to meet BSAAS TP #5 (Welcoming)
- → Advanced Directives for CMH Admin Group evidence of knowledge of agency P/P is sufficient
- → SUD programs providing services to individuals under MDOC supervision, the MDHHS will make available in-person training on criminogenic risk factors and special therapy concerns regarding the needs of this population.

This is a set of MSHN minimum training requirements and is not all inclusive to each individual CMHSP/SUD Provider. Any county, accreditation, evidence-based practice, or CMHSP specific training will be additionally documented by each CMHSP in their respective subcontracts. Not all requirements for accredited services (by CARF, etc.) are indicated.