

**ATTACHMENT 'X'**  
**MSHN Regional Minimum CMHSP/SUD Training Requirements**

<b>Source Document Key:</b> <a href="#">1. Balanced Budget Act</a> <a href="#">2. Health Insurance Portability and Accountability Act (HIPAA)</a> <a href="#">3. Deficit Reduction Act</a> <a href="#">4. Michigan Department of Health &amp; Human Services (MDHHS)</a> <a href="#">5. Michigan Administrative Code</a> <a href="#">6. Michigan Mental Health Code</a> <a href="#">7. Occupational Safety &amp; Health Administration (OSHA)</a> <a href="#">8. Code of Federal Regulations</a>	CMH-employed Administration Group	Crisis Intervention/ Access	Other Professional Service (OT,PT, Dietary, Psychological Testing)	CMH-employed Maintenance	Medical Professional	Residential Supervisors/QJ/ Licensee	AFC Licensed Direct Care Staff	Aide level staff providing service in the community or in unlicensed settings	Students/ Volunteers/ Temporary workers	Primary Service Providers (Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)	Individual/ Group Therapist	Clubhouse/ Drop In/ Peer Supports	CMH-employed Transporters	ACT	Autism Service Providers			Substance Use Disorder		
															Behavior Technicians	BCaBA BCBA LLP QBHP QLP		Treatment	Prevention	Recovery

**Training Requirements Source Renewal Key: I = Initially A = Initially & Annually 2 = Initially & every 2 years**

Training	Requirements	Source																			
Assertive Community Treatment (ACT)	180 days of hire for work in ACT	4													I						
Advance Directives	90 days of hire	1, 4	I	I							I	I			I				I		A
Appeals & Grievances	90 days of hire	1, 4, 6	A	A	A	A	A	A			A	A	A	A	A			A	A		A
CAFAS and/or PECFAS (if working with children)	90 days of hire	4		2							2	2									
Corporate & Regulatory Compliance	90 days of hire	1, 3	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
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	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
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	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I	I
Health Management - (Blood Borne Pathogens/Infection Control)	30 days of hire	5, 6, 7	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	2**	2**	2**
HIPAA Privacy & Security	30 days of hire	2, 4, 5, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
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	A	A	A	A	A	A	A		A	A	A	A	A	A	A	A	A	A	A
Medication Administration	90 days of hire	5						I	I - if passing meds								I - if passing meds	I - if passing meds			
Non-Physical Intervention (Verbal De-escalation)	90 days of hire	8		I							I	I	I		I		I				
Person-Centered Planning	30 days of hire	4, 6, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A - includes beneficiary IPOS	A	
Recipient Rights	30 days of hire	4, 5, 8	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A	A
Self Determination	90 days of hire	4		A							A	A									
Trauma Informed Care	90 days of hire	4	I	I	I	I	I	I	I		I	I	I	I	I	I	I	I	I	I	I
SIS Process/Procedure (IDD)	60 days of hire										I										
LOCUS (MI Adults)	90 days of hire	4		I^							I^	I^			I^						
SUD Standardized Tool (GAIN I-Core or ASAM)	120 days of hire	4																		I***	
Mental Health First Aid	90 days of hire																				I

\* Based on Certification Length set by the training entity (i.e., American Red Cross)

\*\* SUD Prevention of Communicable Diseases - SUD Communicable Disease Level 1

\*\*\* Applies only to clinicians conducting assessments (H0001); Standardized tool to be determined and announced.

^ 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 required 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

→ 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.***