

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

Source Document Key: 1. Balanced Budget Act 2. Health 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) 9. MSHN SUD Provider Manual	CMH-employed Administration Group	Crisis Intervention/ Access	Other Professional Service (OT,PT, Dietary, Psychological Testing)	CMH-employed Maintenance	Medical Professional	Residential Supervisors/QL/ 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 <small>(Case Managers, Supports Coordination, Home Based Staff, MST, Wraparound)</small>	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	2 - first aid only					2			first aid only				
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																	
Environmental Safety/Emergency Procedures	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)												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	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			
Person-Centered Planning	30 days of hire	4, 6, 8	A	A	A		A	A	A	A- beneficiary IPOS and as updated	A	A	A	A	A	A	A	A	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																	
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	I
SIS Process/Procedure (IDD)	60 days of hire																				
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.