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)
8. Code of Federal Regulations
9. MSHN SUD Provider Manual

Training	Requirements	Source	CMH-employed Administration Group	Crisis Intervention/ Access	Other 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	Aide Level staff providing services in Self-Directed arrangement-unlicensed setting	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: Behavior Technicians	Autism Service Providers: BCaBA BCBA LLP QBHP QLP	Substance Use Disorder: Treatment	Substance Use Disorder: Prevention	Substance Use Disorder: Recovery
			Renewal Key: I = Initially A = Initially & Annually 2 = 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	I	I			I						I	I			I			I		
Appeals & Grievances	90 days of hire	1, 4, 6	A	A	A	A	A	A				A	A	A	A	A	A		A	A		
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	4, 5, 8							2*	2 - first aid only*	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	Prior to conducting assessments	4		2									2	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	I
Health Management - (Blood Borne Pathogens/Infection Control)	30 days of hire	4, 5, 6, 7	A	A	A	A	A	A	A	A	I	A	A	A	A	A	A	A	A	A**	A**	A**
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	A
Medication Administration	90 days of hire	5							I	I - if passing meds								I - if passing meds	I - if passing meds			
MichiCANS	Prior to conducting assessments	4		A									A	A								
Non-Physical Intervention (Verbal De-escalation)	90 days of hire	8		I					I	I			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			
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	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
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***		

*2 years or Based on Certification Length set by the training entity (i.e., American Red Cross, ASHI, AHA, etc.)

** SUD training to include Prevention of Communicable Diseases

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

****Staff providing services for individuals receiving waiver services (1915i. CWP, HSW, SEDW) must have initial and ongoing ES/EP training every **three** years.

^ 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).

→ Customer Service staff must receive training as defined in MDHHS PIHP Customer Service Standards. SUD Treatment must complete training for BSAAS TP#5 (Welcoming)

→ IPOS training required for all CMH direct employed and contracted provider network staff working with individuals prior to providing services initially and as IPOS is updated

→ Additional training requirements may not be included on this training grid such as program specific training, service specific training, and position qualification related training as outlined in the MI Medicaid Provider Manual, MDHHS BH Code chart and Qualifications chart, and MDHHS policies and procedures.

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.