



# COMMUNITY MENTAL HEALTH TRAINING DEPARTMENT

6555 15 Mile Road ♦ Sterling Heights, MI 48311  
PHONE: 586-465-8326 FAX: 586-264-5642  
www.mccmh.net

Mark A. Hackel  
County Executive

David Pankotai  
Chief Executive Officer

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## MCCMH Required Training Resource Guide for Reciprocated Trainings

### What is Training Reciprocity?

MDHHS/PIHP contract language requires CMHSPs and their provider networks to accept staff training provided by other CMHSPs and their provider networks to meet their training requirements when: 1) that staff training is substantially similar to their own training; and 2) staff member completion of such training can be verified. Therefore, training reciprocity will be achieved by ensuring that all future training meets standardized criteria.

Training Reciprocity for MCCMH required trainings can be obtained by providing the MCCMH Training Committee with access to the proposed training materials. The MCCMH Training Committee reviews the submitted training materials against the standardized criteria and will execute 3 possible actions; Approval, for 3 year duration, Approved with the following exclusions, for 3 year duration, or Not Approved.

**1) Bloodborne Pathogens, Infection Control, and Standard Precautions:** Trainings are provided and reciprocated: Detroit Wayne Connect System, Macomb Oakland Regional Center (MORC), ImprovingMIpractices website, and Professional Learning Portal Website (select Bloodborne Pathogens 2018-19 training module).

**2) Corporate Compliance:** There is no training reciprocity for this training requirement. Each contracted provider is responsible to ensure that their employees have been trained on the companies established corporate compliance plan. Documentation that this training has been provided to the employee must be retained within the employee's personnel file.

**3) Confidentiality of Substance Use Treatment:** MCCMH will accept training completed on ImprovingMIpractices titled, "The Basics of Confidentiality Of Alcohol and Drug Treatment: The Implications of 42 CFR 2 and HIPAA.

**4) CPR/FA:** There is no training reciprocity for this training requirement. Contracted providers are required to ensure that their employees meet the provider qualifications outlined within the Michigan Medicaid Manual, site/professional licensing requirements, and the accreditation standards outlined by the providers accrediting body.

**5) Crisis De-escalation Training:** There is no training reciprocity for this training requirement. Contracted providers are required to ensure that their employees meet the provider qualifications outlined within the Michigan Medicaid Manual, site/professional licensing requirements, and the accreditation standards outlined by the providers accrediting body.



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**6) Cultural Competency:** MCCMH will acknowledge and reciprocate Cultural Competency training completed through Detroit Wayne Connect System, Macomb Oakland Regional Center (MORC), and ImprovingMIpractices website.

**7) Emergency Preparedness:** There is no training reciprocity for this training requirement. Each contracted provider is responsible to ensure that their employees have been trained on the companies established emergency preparedness plan. The training should provide staff with guidance in how they should respond in the event of a disaster or threat of a disaster in order to keep staff and consumers safe. Examples of topic material should include, but are not limited to; weather conditions, power/utility failures, bomb threats/explosions, fire, medical and psychiatric emergencies, and other dangerous incidents.

**8) Grievances and Appeals:** MCCMH will acknowledge and reciprocate Grievance and Appeals training completed through Macomb Oakland Regional Center (MORC) and with Detroit Wayne Connect. MCO Policy 4-020, must be adhered to and a signed Attestation document that staff have been informed of this policy and the time frames within the policy for MCCMH recipients.

**9) Health Insurance Portability and Accountability Act of 1996 (HIPAA):** Each contracted provider is responsible to ensure that employees have been trained on HIPAA as well as employees are able to have questions answered by the company's designee. MCCMH will acknowledge and reciprocate HIPAA training that was completed through Detroit Wayne Connect System, Macomb Oakland Regional Center (MORC), and ImprovingMIpractices website.

**10) Limited English Proficiency:** MCCMH will acknowledge and reciprocate Limited English Proficiency training completed through Detroit Wayne Connect System, Macomb Oakland Regional Center (MORC), and ImprovingMIpractices website.

**11) Person-Centered Planning:** MCCMH will acknowledge and reciprocate Person-Centered Planning training completed through Detroit Wayne Connect System for Administrative Staff, Peer/Parent Support Partner/Specialist and Ancillary Provider staff, Day Program and Workshop staff, Direct Support Professionals (DSP's), Community Living Supports (CLS) staff, Respite staff fulfills this training requirement by being trained on each consumer's Individualized Plan of Service (IPOS) and being educated by the employer on how to implement applicable components of the IPOS. Clinical Staff fulfill this training requirement by attending the face to face Clinical Person-Centered Planning training held at the MCCMH Training Department.



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**12) Recipient Rights Training:** MCCMH will acknowledge and reciprocate any Recipient Rights training that is provided in a face to face format by a representative from the Office of Recipient Rights for the issuing county.

**13) Trauma Informed Services:** MCCMH will acknowledge and reciprocate Trauma Informed Services training completed on Improvingmipractices (website) titled "Trauma 101" for non-clinical staff and "Creating Cultures of Trauma-Informed Care (CMHSP)" for clinical staff. MCCMH will also reciprocate Detroit Wayne Connects "Trauma 101" training.

**Online Training Links:** All online trainings will require staff to create a user profile before being able to access training content

**Detroit Wayne Connect:** <https://www.dwctraining.com/Trainings/Lists>

**Professional Learning Portal:** <https://plp.mivu.org/Registration.aspx>

**Improving MI Practices:** <https://www.improvingmipractices.org/online/>

Improving MI Practices trainings outlined on this document are located within the "Core Courses" area of the main website or "Courses and Resources" section under the specific training topic.



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