

Macomb County Prepaid Inpatient Health Plan Training Requirements Grid

Source Document Key:			MCCMH Clinical Staff	Contracted Provider Clinical Staff	MCCMH Admin Staff	Contracted Provider Admin Staff	Peer Support and Parent Peer Support	Contracted Provider CLS/Respite Staff	CLS/Respite Staff through Self Determ	Ancillary Professional Staff	Direct Support Professionals	Day Program and Workshops
1. Balanced Budget Act 2. Health Insurance Portability and Accountability Act (HIPAA) 3. Deficit Reduction Act 4. Michigan Department of Health and Human Services (MDHHS) 5. Michigan Administrative Code 6. Michigan Mental Health Code 7. Occupational Safety & Health Administration (OSHA) 8. Code of Federal Regulations			Therapist, Case Managers, Support Coordinators, Psychiatrist, ACT, Access Center Staff, and Supervisors of above listed	Therapist, Case Managers, Support Coordinators, Psychiatrist, ACT, Access Center Staff, and Supervisors of above listed						ABA, BCBA, OT, PT, SLP, etc.	Group Home	
Training			Completed By	Source	Renewal Key: I = Initially A = Initially & Annually 2 = Initially & every 2 years O = Online (Relias) S= Specific to beneficiary served							
Best Practices In Integrated Care	90 days of hire	4	I,O	I,O			I,O	I,O				
Blood borne pathogens, Universal Precautions, Infection Control (Specific to Employer)	90 days of hire	5, 6, 7	A	A	A	A	A	A	A	A	A	A
CAFAS (if working with SED children 7 - 17 yrs)	Prior to CAFAS Admin	4	2	2								
Childrens Diagnostic Treatment Service (CDTS) Hours	Begins 90 days of hire 24 hours per calendar year required	4	A	A								
Confidentiality of Substance Use Treatment	90 days of hire	4	A,O	A,O	A,O	A,O	A,O	A,O		A,O	A,O	A,O
Co-Occurring Disorders: SBIRT and Advanced Co-Occuring Disorders	90 days of hire	4	2, O	2, O								
Co-Occurring Disorders: An Overview for Para-Professionals	90 days of hire	4					I, O	I, O		I, O	I, O	I, O
Corporate Compliance (Specific to Employer)*	90 days of hire	1,2,3,4,5,8	I, O	I, O	I, O	I, O	I, O	I, O		I, O	I, O	I, O

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HIPAA Privacy and Security	90 days of hire	1,2,3,4,5,8	I, O	I, O	I, O	I, O	I, O	I, O		I, O	I, O	I, O
CPR & First Aid*	90 days of hire	5	2	2	See Bottom	See Bottom	2	2	2	2	2	2
MCCMH Cultural Competency	30 days of hire	4, 6, 8	2,O	2,O	2,O	2,O	2,O	2,O		2,O	2,O	2, O
Direct Support Professional Training	90 days of hire	4, 6, 8									I	
Medication Update Training for Direct Support Professionals	Every 2 years	MCCMH									2	
Emergency Medication Administration for Para-professional Staff*	90 days of hire	MCCMH						I	I			I
Emergency Preparedness (Specific to Employer)	30 days of hire	5, 6	2,O	2,O	2,O	2,O	2,O	2,O		2,O	2,O	2, O
MCCMH - Medicare General Compliance, Fraud, Waste, and Abuse	90 days of hire	2, 3, 4, 8	A,O	A,O	A,O	A,O	A,O	A,O		A,O	A,O	A, O
MCCMH Grievance and Appeals	90 days of hire	1, 4, 6	2,O	2,O	2,O	2,O	2,O	2,O		2,O	2,O	2, O
Introduction to Trauma-Informed Care	90 days of hire	4	2, O	2, O								

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Level of Care Utilization System (LOCUS) - If working with Adults	Prior to LOCUS Admin	4	I	I								
MCCMH Limited English Proficiency (LEP)	30 days of hire	1, 4	2,O	2,O	2,O	2,O	2,O	2,O		2,O	2,O	2, O
New Employee Orientation (Specific to Employer)	60 days of hire	MCCMH	I	I	I	I	I	I		I	I	I
Non-Violent Crisis Intervention (NVI)*	90 days of hire	8	2	2			2	2		2	2	2
PECFAS (if working with SED children 4 - 6 yrs)	Prior to PECFAS Adm	4	2	2								
Person-Centered Planning for Ancillary Staff	90 days of hire	4,6,8					2,O			2, O		
Person/Family-Centered Planning	90 days of hire	4, 6, 8	2	2	2, O	2, O		S	S		S	S
Recipient Rights	30 days of hire	4, 5, 8	2	2	2	2	2	2	2	2	2	2
Self Determination	90 days of hire	4	2	2								
Skills for CLS and Respite Staff	60 days of hire	MCCMH						I	I			I
What Does Becoming Trauma Informed Mean for Non-Clinical Staff	90 days of hire	4			2, O	2,O	2, O	2, O		2, O	2, O	2, O

*: Review special considerations below

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SPECIAL CONSIDERATIONS:

- CPR and First Aid Certification must be American Red Cross or American Heart Association with copy of valid Red Cross or American Heart card
- All Administrative Buildings and Access Center facilities must have a minimum of 2 staff certified in First Aid and CPR working at all times
- Access Center Staff are excused from Nonviolent Crisis Intervention Training, unless they will be seeing individuals for face to face emergency assessments.
- All front line personnel in clinic environments are included in the NVI training requirement.
- Nonviolent Crisis Intervention training must comply with CPI's fidelity and trainees must have a copy of valid blue card in their personnel file.
- Nonviolent Crisis Intervention training may be substituted for Safety Care Training and comply with QBS fidelity
- Additional program specific training is required for programs such as Wraparound, ACT, IMH, DBT, TFCBT, MST, Supported Employment, and ABA Aides (Autism Benefit).
- Child Mental Health Professionals are required to obtain 24 hours annually that are related to child specific training; Diagnostic, Assessment, Treatment, and Services.
- Direct Support Professional Reciprocity only applies to initial trainings completed through MORC, TTI, VCE. All required training modules must be completed by staff within the 90 days specified within the training grid.
- Failure to successfully complete Direct Support Professional (DSP) Medication Update will require the completion of the full DSP Medication Model.
- Contracted providers may utilize Professional Learning Portal (<https://plp.mivu.org/PublicWelcome.aspx>) for Bloodborne pathogens training and have staff review exposure control plan and information about the availability of the Hepatitis B Vaccination that meets MIOSHA standards. MIOSHA standards (including training) can be found at http://www.michigan.gov/documents/CIS_WSH_part554_35632_7.pdf ..
- Recipient Rights Refresher training can only be completed by individuals that have completed the Recipient Rights New Hire Training for MCCMH. A staff member must have a New Hire Recipient Rights certificate each time they change their employer.
- Skills for CLS and Respite staff is mandated for all CLS and Respite staff that work with children in the Childrens or SED Waiver programs. MCCMH Training Department is the only approved training entity. This training requirement is in effect for all CLS and Respite staff that started working with a family on or after April 1, 2016.
- For Macomb County CMH Department Staff, Initial Corporate Compliance training must be completed face to face. Annual training is completed online throughRelias within the designated time period. All contracted provider staff must ensure that all staff receive annual Corporate Compliance and HIPAA training specific to their Corporate Compliance plan.
- The Emergency Medication Administration for CLS Staff training is required for all staff that provide CLS, Workshop, and Day Programming services to an individual that is prescribed one of the following emergency medications; Diastat, Epinephrine pens, or Glucose tablets. This training ONLY permits those CLS staff that are trained to administer the listed emergency medications.
- Day Program and Workshop staff that will be administering medications to individuals served must complete the Health and Medication Modules and Medication Update Training for Direct Support Professionals.
- All Psychiatrist within the Macomb County Prepaid Inpatient Health Plan system that provide services to individuals served must complete Person-Centered Planning training that is uploaded to their Relias Learning Account.
- Behavior Management Training must be provided to all staff who are providing direct service to individuals that have a behavior plan that has been approved by the Behavior Treatment Plan Review Committee (BTPRC). Training shall focus on the specified behavior and all identified interventions that are in place to support the individual served.