

MCCMH Contracted Providers Training Requirements Grid (Revision Date: October, 2023)

Source Document Key: 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 9. CARF			Contracted Provider Clinical Staff	Contracted Provider Admin Staff	Peer Support and Parent Peer Support	CLS/Respite Staff & Day Program/Workshops	Ancillary Professional Staff	DCO Staff (Clinical)	
			Therapist, Case Managers, Support Coordinators, Psychiatrist, ACT, Access Center Staff, and Supervisors of above listed	Administrative Assistants, Customer service, Office Staff, Sanitation/Maintenance, Transportation Staff			ABA, BCBA, OT, PT, SLP, Technicians, Private Duty Nursing, etc.	Contracted DCO's with MCCMH	
Training	Completed By	Source	* = Review special considerations section below + = Trainings with approved alternatives that are reciprocated						
Assessing and Managing Suicide Risk (AMSR)	90 days of hire	CCBHC	Every 2 Years, In-Person						Every 2 Years, In-Person
ASAM Criteria	90 day of hire	4	Every 3 Years, In-Person						Every 3 Years, In-Person
Blood borne pathogens, Universal Precautions, Infection Control (Specific to Employer) *+	90 days of hire	5, 6, 7	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
CAFAS (if working with SED children 7-17 yrs) *+	Prior to CAFAS Administration	4	Every 2 Years, In-Person						Every 2 Years, In-Person
Childrens Diagnostic Treatment Service (CDTS) Hours *	Begins 90 days of hire, 24 hours per calendar year required	4	Annual						Annual

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Collaborative Documentation	90 days of hire	CCBHC						Initial , Online

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Columbia-Suicide Severity Rating Scale (C-SSRS) +	60 days of hire	4, 9	Every 2 Years, Online		Every 2 Years, Online			Every 2 Years, Online
Co-Occuring Disorders - SBIRT	90 days of hire	CCBHC						Every 2 Years, Online
Confidentiality of Substance Use Treatment *+	90 days of hire	4	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online			Every 2 Years, Online
Corporate Compliance (Specific to Employer) *	90 days of hire	1,2,3,4,5,8	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
CPR & First Aid *+	Within 30 days or prior to working independently with individuals	9	Every 2 Years		Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years

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Cultural Competency +	90 days of hire	4, 6, 8	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
Emergency Preparedness (Specific to Employer) *+	30 days of hire	5, 6	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Grievance and Appeals +	90 days of hire	1, 4, 6	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
HIPAA Privacy and Security *+	90 days of hire	1,2,3,4,5,8	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
IDDT Skills	90 days of hire	CCBHC						Every 2 Years, Online

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Integrating Primary and Behavioral Health	90 days of hire	4, CCBHC						Initial, Online
Trauma-informed Care +	90 days of hire	4	Every 2 Years, Online					Every 2 Years, Online
Level of Care Utilization System (LOCUS) - If working with Adults	Prior to LOCUS Administration	4	Every 2 Years, In-Person					Every 2 Years, In-Person
Limited English Proficiency (LEP) +	30 days of hire	1, 4	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online

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Training	Completed By	Source	* = Review special considerations section below + = Trainings with approved alternatives that are reciprocated					
Medicare General Compliance, Fraud, Waste, and Abuse *	90 days of hire	2, 3, 4, 8	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Military Cultural Competency	90 days of hire	CCBHC						Every 2 Years, Online
Motivational Interviewing	90 days of hire	CCBHC						Every 2 Years, Online OR In-Person
Non-Violent Crisis Intervention	N/A	8,9	Optional (See Special Considerations)	Optional (See Special Considerations)	Optional (See Special Considerations)	Optional (See Special Considerations)	Optional (See Special Considerations)	Optional (See Special Considerations)

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PECFAS (if working with SED children 4 - 6 yrs) *+	Prior to PECFAS Admin	4	Every 2 Years, In-Person					Every 2 Years, In-Person
Person/Family-Centered Planning *	90 days of hire	4, 6, 8	Every 2 Years, In-Person	Every 2 Years, Online	Every 2 Years, Online	Specific to beneficiary's IPOS	Every 2 Years, Online	Every 2 Years, In-Person

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Recipient Rights *+	30 days of hire	4, 5, 8	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years
Self Determination	90 days of hire	1, 4	Every 2 Years, Online					Every 2 Years, Online
Trauma-Informed Care Training for Non-Clinical, Ancillary, and Paraprofessional Staff +	90 days of hire	4		Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	
QPR	90 days of hire	4		Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	

SPECIAL CONSIDERATIONS:

First Aid & CPR:

CPR and First Aid Certification must include an in person skills demonstration in front of certified trainer. Examples of entities that fulfill this requirement within their established

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CPR and First Aid Certification must include an in-person skills demonstration in front of certified trainer. Examples of entities that fulfill this requirement within their established fidelity are American Heart Association, American Red Cross, EMS Safety, and American Safety & Health Institute. Blended training options that incorporate online content training along with in person skills demonstration in front of a certified trainer for certification will be accepted. Any training option that does not include in person skills demonstrations will not be accepted.

All Administrative Buildings and Managed Cared facilities must have a minimum of 2 staff certified in First Aid and CPR working at all times.

Telepsychiatrist are excused from First Aid and CPR training.

Nonviolent Crisis Intervention

This training is optional for contracted providers, unless required for the provision of services. It is recommended all staff who come in contact with individuals served, complete Nonviolent Crisis Intervention or an equivalent evidence-based practice.

Nonviolent Crisis Intervention training may be substituted for Non-Abusive Psychological and Physical Intervention training (NAPPI), Right Response or Safety Care Training and comply with QBS fidelity.

Children's Diagnostic, Treatment and Services Training Hours

Child Mental Health Professionals are required to obtain 24 hours annually that are related to child specific training; Diagnostic, Assessment, Treatment, and Services.

No more than 18 hours can be completed online for staff who provide direct services and Managed Care Operations (MCO) staff.

Administrative staff who do not provide direct services can obtain the required annual Children's Hours online.

Clinical supervision can be counted towards the face to face hours, but clinical supervision notes must be maintained and specify the case number discussed, documents reviewed, or treatment/service options available.

All Children's training hours should be specific to the diagnostic/assessment, treatment, or services available to youth.

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Requirements for Psychiatrists

Psychiatrists can complete their Person-Centered Planning training online.

Telepsychiatrists are permitted to complete required face to face trainings remotely online.

Special Programs/Certifications

Special certifications or specific training may be required for programs including, but not limited to: Wraparound, ACT, IMH, DBT, TFCBT, Supported Employment, and ABA Aides (Autism Benefit).