

MCCMH Contracted Providers Training Requirements Grid (Revision Date: December 2025)

Source Document Key: 1. Balanced Budget Act 2. Health Insurance Portability and Accountability Act 3. Deficit Reduction Act 4. Michigan Department of Health and Human Services 5. Michigan Administrative Code 6. Michigan Mental Health Code 7. Occupational Safety & Health Administration (OSHA) 8. Code of Federal Regulations 9. CARF 10. CCBHC Handbook			Contracted Provider Clinical Staff	Contracted Provider Prescribers	Contracted Provider Admin Staff	Peer Support and Parent Peer Support	CLS/Respite Staff & Day Program/Worksh	Ancillary Professional Staff	DCO Clinical Staff	DCO Prescribers	DCO Nonclinical Staff
			Therapist, Case Managers, Support Coordinators, ACT, Access Center Staff, and Supervisors of above listed	Psychiatrist & Nurse Practitioner, Prescriber	Administrative Assistants, Customer service, Office Staff, Sanitation/Maintenance, Transportation Staff		Campership Staff	ABA, BCBA, OT, PT, SLP, Technicians, Private Duty Nursing, etc.	Therapist, Case Managers, Support Coordinators, ACT, Access Center Staff, and Supervisors of above listed	Psychiatrists, Telepsychiatrists, Nurse Practitioner, Prescribers	All staff who has direct contact with individuals served
Training	Completed By	Source	* = Review special considerations section below + = Trainings with approved alternatives that are reciprocated								
Aging in America: Older Adult Culture and Care*	60 days of hire	10							Annual, Virtual	Annual, Online, See Special Considerations	Annual, Online, See Special Considerations
Assessing and Managing Suicide Risk (AMSR)*	90 days of hire	10	Every 2 Years, In-Person						Annual, See Special Considerations		
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	Annual, Online	Annual, Online
Childrens Diagnostic Treatment Service (CDTS) Hours *	Begins 90 days of hire, 24 hours per calendar year required	4	Annual						Annual		
Columbia-Suicide Severity Rating Scale (C-SSRS) +	30 days of hire	4, 9, 10	Every 2 Years, Online	Every 2 Years, Online		Every 2 Years, Online			Every 2 Years, Online	Every 2 Years, Online	

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Co-Occuring Disorders - SBIRT	60 days of hire	4, 10							Every 2 years, Online	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			Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
Corporate Compliance (Specific to Provider) *	90 days of hire	1,2,3,4,5, 8, 10	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
CPR & First Aid *+	Within 30 days or prior to working independently	9	Every 2 Years	Special Considerations		Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years
Cultural Competency +	60 days of hire	4, 6, 8, 10	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
DECA (If working with children ages 0-5)*	or to DECA Adm	4	Every 2 Years, Virtually						Every 2 Years, Virtually		

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Emergency Preparedness (Specific to Employer) *+	30 days of hire	5, 6, 10	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
Grievance and Appeals +	30 days of hire	1, 4, 6, 10	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Annual, Online	Annual, Online	Annual, Online
HIPAA Privacy and Security +	30 days of hire	1,2,3,4,5, 8, 10	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Home and Community- Based Services (HCBS)*	90 days of hire	4	Annual, See Special Considerations						Annual, See Special Considerations		
Integrating Primary and Behavioral Health	60 days of hire	4, 10							Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
Trauma-informed Care +	60 days of hire	4	Every 2 Years, Online	Every 2 Years, Online					Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online

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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	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
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	Annual, Online	Annual, Online	Annual, Online
MichiCANS (If working with youth ages 6-20)*	Prior to CANS Admin	4	Annual, Virtual, See Special Considerations						Annual, Virtual, See Special Considerations		
Military Cultural Competency	60 days of hire	10							Annual, Online or In-Person	Annual, Online OR In-Person	Annual, Online or In-Person, See Special Considerations
Motivational Interviewing	90 days of hire	10							Every 2 Years, Online OR In-Person		
Non-Violent Crisis Intervention*	N/A	8,9	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, Virtually, See Special Considerations	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, In-Person, See Special Considerations	Every 2 Years, Virtually, See Special Considerations	Every 2 Years, In-Person, See Special Considerations

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Opioid and Overdose	60 days of hire	10							Annual, Online	Annual, Online	Annual, Online
Person/Family-Centered Planning *	60 days of hire	4, 6, 8, 10	Every 2 Years, In-Person	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Specific to beneficiary's IPOS	Every 2 Years, Online	Annual	Annual, Online	Annual, Online
Recipient Rights	30 days of hire	4, 5, 8, 10	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Every 2 Years	Annual	Annual	Annual
Self Determination	90 days of hire	1, 4	Every 2 Years, Online, See Special Considerations						Every 2 Years, Online, See Special Considerations		
Suicide Assessment and Intervention*	90 days of hire	4, 10		Every 2 Years, Online						Annually, Online	
Trauma-Informed Care Training for Non-Clinical, Ancillary, and Paraprofessional Staff +	60 days of hire	4, 10			Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online			Every 2 Years, Online

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QPR (Question, Persuade, Refer)	90 days of hire	4			Every 2 Years, Virtual	Every 2 Years, Virtual	Every 2 Years, Virtual	Every 2 Years, Virtual			Annual, Virtual
CCBHC Informational Training	60 days of hire	10							Every 3 Years, Online	Every 3 Years, Online	Every 3 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 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.

Home and Community- Based Services (HCBS)

Clinical staff functioning as the Primary Case Holder for individuals served are required to complete the HCBS training, including Case Managers, Supports Coordinators and Clinical Supervisors.

Nonviolent Crisis Intervention

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

Nonviolent Crisis Intervention training may be substituted with Welle, Right Response or Safety Care Training and comply with QBS fidelity.

Virtual crisis de escalation training is available for prescribers only. Prescribers may continue to take an in person NVI or approved reciprocated Crisis Intervention module to fulfill this requirement.

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Children's Diagnostic, Treatment and Services (CDTS) 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, or it will not qualify for CDTS hours.

Requirements for Prescribers

Prescribers can complete their Person-Centered Planning training online. Virtual crisis de-escalation training is available for prescribers only. Prescribers may continue to take an in-person NVI, or approved reciprocated Crisis Intervention module, to fulfill this requirement. Child/Youth prescribers must maintain licensure requirements.

Special Programs/Certifications

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

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Frequency Considerations

AMSR: Assessing and Managing Suicide training will consist of an in-person, manualized training completed initially and every two years. The years between manualized content is an online AMSR refresher module in the Brainier Learning Management System. Prescribers will complete the AMSR online refresher annually in place of the manualized training.

PCP for DCO's: Person/ Family-Centered Planning will consist of an of an in-person training completed annually.

QPR: All nonclinical staff who come in contact with individuals served are required to complete QPR training annually.

Self-Determination (SD) Training

Clinical staff functioning as the Primary Case Holder for individuals served are required to complete the SD Training, including Case Managers, Supports Coordinators and Clinical Supervisors.

MichiCANS Training

MDHHS requires MichiCANS users to pass the recertification test annually; The MichiCANS Booster training is optional.

Aging in America

Per the CCBHC Handbook, all staff who encounter this population are required to complete this training; Non-clinical staff will complete this module in the Brainier Learning Management System.

Military Cultural Competence

Per the CCBHC Handbook, all staff who encounter this population are required to complete this training; Non-clinical staff will complete this module in the Brainier Learning Management System.