Macomb County Community Mental Health (MCCMH) Directly Operated Programs Training Grids (Revision Date: January 2026)									
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			Therapist, Case Managers, Support Coordinators, Nurse, ACT, and Supervisors of above listed.	Psychiatrists, Telepsychiatrists, Nurse Practitioner, Prescribers	Administrative Assistants I-IV, Division Cheifs/Directors, Staff members working within the Admin Building (Customer Service, IT, Clinical Informatics, etc.), Recipient Rights Advisors		Managed Care Operations Staff	Crisis Center Staff and Supervisors	Typist Clerks, Account Clerks and Transportation Staff within Directly Operated Programs
Training	**Completed By**	**Source**							
Active Shooter: How To Respond	90 days of hire	MCCMH	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Aging in America: Older Adult Culture and Care	60 days of hire	10	Annual, Virtual	Annual, **See Special Considerations**	Annual, **See Special Considerations**	Annual, Virtual	Annual, Virtual	Annual, **See Special Considerations**	Annual, **See Special Considerations**
Assessing and Managing Suicide Risk (AMSR)*	90 days of hire	10	Annual, **See Special Considerations**	Annual, **See Special Considerations**			Annual, **See Special Considerations**		
ASAM Criteria	90 days of hire	4	Every 3 years, In-Person				Every 3 years, In-Person		
Blood borne pathogens, Universal Precautions, Infection Control	90 days of hire	5, 6, 7	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Collaborative Documentation	90 days of hire	MCCMH	Initial, Online	Initial, 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		
Commonly Prescribed Medications in Direct Service Clinics	90 days of hire	9	Annual, Online	Annual, Online		Annual, Online			
Communicable Diseases (Level 1) Substance Use Disorders	30 days of hire	9	Initial, Online	Initial, Online		Initial, 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
Co-Occuring Disorders - SBIRT	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
Co-Occurring Disorders: An Overview for Para-Professionals	60 days of hire	4, 10				Every 2 Years, Online			

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Corporate Compliance	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
CPR & First Aid*	90 days of hire	5	Every 2 Years	See Special Considerations	See Special Considerations	Every 2 Years	See Special Considerations	See Special Considerations	Every 2 Years
Crisis De-Escalation Training	See Special Considerations	8, 9	Every 2 Years, Online	Every 2 Years, Online		Every 2 Years, Online		Every 2 Years, Online	Every 2 Years, Online
Cultural Competency	60 days of hire	4, 6, 8, 9, 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
DECA (If working with children ages 0-5)	Prior to DECA Admin	4	Every 2 Years, Virtually				Every 2 Years, Virtually		
Emergency Preparedness	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
Grievance and Appeals	30 days of hire	1, 4, 6, 10	Annual, Online	Annual, Online	Annual, Online	Annual, 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
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	Every 2 Years, Online		Every 2 Years, Online
Trauma-Informed Care (Clinical Staff)	60 days of hire	4	Every 2 Years, Online	Every 2 Years, Online			Every 2 Years, Online		
IT Security Awareness Training and Biannual Assessment	Upon Hire	9	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online	Annual, Online
Level of Care Utilization System (LOCUS) - If working with Adults	Prior to LOCUS Admin	4	Every 2 Years, In-Person				Every 2 Years, In-Person		
Limited English Proficiency (LEP)	30 days of hire	1, 4, 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

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MCCMH Customer Service All Staff Training	30 days of hire	1,2,4,6	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online	Every 2 Years, Online
MCCMH Customer Service Standards Training	30 days of hire	1,2,4,6			Every 2 Years, Online, **See Special Considerations**				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
Mental Health First Aid (MHFA)	60 days of hire	MCCMH			Every 3 Years, In-Person	Every 3 Years, In-Person		Every 3 Years, In-Person	Every 3 Years, In-Person
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	Annual, Online OR In-Person	Annual, Online OR In-Person	Annual, Online OR In-Person	Annual, Online OR In-Person
Motivational Interviewing Skills	90 days of hire	10	Every 2 Years, Online OR In-Person	Every 2 Years, Online					
New Employee Orientation	60 days of hire	MCCMH	Initial	Initial	Initial	Initial	Initial	Initial	Initial
Non-Violent Crisis Intervention*	90 days of hire	10	Every 2 Years, In-Person	**See Special Considerations**		Every 2 Years, In-Person		Every 2 Years, In-Person	Every 2 Years, In-Person
Opioid and Overdose	60 days of hire	10	Annual, Online	Annual, Online		Annual, Online			Annual, Online
Person-Centered Planning for Ancillary Staff	60 days of hire	4, 6, 8, 10			Annual, Online	Annual, Online		Annual, Online	Annual, Online
Person/Family-Centered Planning*	60 days of hire	4, 6, 8, 10	Annual, In-Person, **See Special Considerations**	Annual, Online, **See Special Considerations**			Annual, Online		
Recipient Rights	30 days of hire	4, 5, 8, 10	Annual	Annual	Annual	Annual	Annual	Annual	Annual

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Recipient Rights -SA (Substance Abuse Services)	30 days of hire	9	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
Self Determination	90 days of hire	4	Every 2 Years, Online, **See Special Considerations**						
Suicide Assessment and Intervention*	90 days of hire	4		Annually, Online					
Trauma Informed for Non-Clinical Staff	60 days of hire	4, 10			Every 2 Years, Online	Every 2 Years, Online		Every 2 Years, Online	Every 2 Years, Online
QPR (Question, Presuade, Refer)	90 days of hire	4			Annual, Virtually	Annual, Virtually		Annual, Virtually	Annual, Virtually

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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 must require an in person skills demonstration in fr ont of a certified trainer for certification to be reciprocated. Any training option that does not include in person skills demonstrations will not be accepted.
- All Administrative Buildings must have a minimum of 2 staff certified in First Aid and CPR working at all times.
- Telepsychiatrists are excused from First Aid and CPR training.

Home and Community- Based Services (HCBS)
- Managed Care Operations (MCO) Therapists reviewing IPOS's are required to complete the HCBS training.
- Clinical staff functioning as the Primary Case Holder for individuals served are required to complete the HCBS training, incl uding Case Managers, Supports Coordinators and Clinical Supervisors.

Nonviolent Crisis Intervention
- Managed Care Operations (MCO) 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 Nonviolent Crisis Intervention Training.
- Nonviolent Crisis Intervention training will consist of a face to face manualized training every 2 years. The years between in-person NVI training, an online Crisis De-Escalation module will be completed. This process will repeat itself thereafter.
- Virtual NVI training is available for prescribers only. Prescribers may continue to take an in -person NVI to fulfill this requirement.

Children's Diagnostic, Treatment and Services (CDTS) Training Hours
- Child Mental Health Professionals are required to obtain 24 hours per calendar year that are related to child specific training.
- 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 content must 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 and Aging in America training in the Brainier Learning Management System.
- Prescribers are permitted to complete required face to face trainings remotely online.
- Child/Youth prescribers must maintain licensure requirements.

Special Programs/Certifications
- Special certifcations or specific training may be requied for programs such as Wraparound, ACT, IMH, DBT, TFCBT, MST, Supported Employment, and ABA Aides (Autism Benefit).

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 AMSR refresher on the Brainier Learning Management System. Prescribers will complete the AMSR online refresher anuually in place of the manualized training.
- **PCP:** 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, includ ing Case Managers, Supports Coordinators and Clinical Supervisors.

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

- **MCCMH Customer Service Standards Training**
- This is required for all staff working in the Customer Service department, including Customer Service Administrators and Customer Service. Other administrative staff are not required to complete this training.
- This is required for all Program Support Staff who have contact with individuals served.

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