

MCCMH Contracted Providers Training Requirements Grid (Revision Date: June 2026)											
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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 with individuals	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

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DECA (If working with children ages 0-5)*	Prior to DECA Admin	4	Every 2 Years, Virtually						Every 2 Years, Virtually		
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		

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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	
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		

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Training	Completed By	Source	* = Review special considerations section below + = Trainings with approved alternatives that are reciprocated								
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, In- Person, See Special Considerations	Every 2 Years, In- Person, See Special Considerations
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

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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
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

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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 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

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 per calendar year that are related to child specific training.

Youth Peer Support Specialists and Partner Support Partners 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 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.

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).

Frequency Considerations

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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 "Suicide Assessment and Intervention" online module anuually 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.

Program Integrity Training-Compliance

On a yearly basis, Compliance program integrity training will be conducted to improve information sharing between departments within MCCMH and to enhance referrals regarding Fraud, Waste and Abuse (FWA) and Compliance. The training will be conducted by the Compliance Department and will be mandatory for all staff who are involved in the referral process.

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Abuse within the Medicaid program. The yearly training will include a component specific to Michigan Medicaid and MCCMH's approach to address current Fraud, Waste and Abuse. Less formal means to communicate compliance program requirements such as newsletters and intranet communication, will be used. The Chief Privacy and Compliance Officer will be responsible for the content of the compliance messages and materials distributed.

Provider manual, bulletins, and other means of Provider communication will serve as a source of information to providers regarding Medicaid covered services, policies and procedures, statutes, regulations, and special requirements. The Provider Manual is available electronically. Providers can request a hard copy at no charge via their respective contract manager. The Provider Manual compliance components will be reviewed annually for compliance to verify MCCMH's current practices and contract requirements are reflected.

Training Considerations for Peers

Peer/Parent Support staff are not required to complete clinical trainings and are not recommended to attend trainings outside of the Peer scope of practice. This includes but is not limited to; AMSR, LOCUS, PCP and ASAM.