SAGINAW COUNTY COMMUNITY MENTAL				Saginaw County Community Mental Health Authority SCCMHA Minimum Training Requirements																Continuing Education										
EALTH AUTHORITY									SCCI	VIHA IVII	nımum	Training	Require	ements												4				
			SOURCE (SEE BOTTOM RIGHT KEY)						Clubhouse/Drop		Community Living Supports Individual / Corporate &			Enhanced Health	SD Community				Medication		Mental Health	Mobile Response	Nurses/Care						Non-Clinical	
EQUIRED TRAININGS dvance Directives 0	Required Completion 90 days of hire	Renewal	BOTTOM RIGHT KEY)	Administration Group	#1 Administration Group:	Contracted CMH Staffi Non-billable	Autism	Case Holders (CH) YES no ECCC	Clubhouse/Drop In/Peer & Parent Support	Clinical Students	Community Health Workers	Crisis Intervention / Central Access Intake YES	Customer Services YES	Services/ Ancillary Services YES	Living Supports / Respite	Integrated Contractors	Licensed Residential (LR)	Maintenance & Security	Administration Services (MAS)	Medical Professional YES	Therapists (non- case holders) YES	Stabilization Services (MRSS) "YES	(CC) YES	Psychologists YES	Secondary Case Holders	Skill Building	SUD YES TX Staff Only	Transportation	Volunteers/ Temps	REQUIRED TRAININGS Advance Directives 0
MS Screening and Testing	90 days of hire		9					Adult Case Holder															YES							AMS Screening and Testing
opeals & Grievances O	180 days of hire 90 days of hire	1 year	8,9 1,4,6	YES	* CM Staff YES		YES "No BT	Adult Case Holder YES	YES	YES		YES	YES	YES			*HM Only	YES		YES	YES MI Only YES	"YES	YES	YES	YES		YES TX Staff Only	Board Op Only	YES	Ansa Appeals & Grievances
ssertive Community Treatment (ACT) utism Behavior Technician/40 Hour RBT Training / 20 Hours LS & Respite Autism Staff	180 days of hire 60 days of hire		4, 10				YES BT Only	ACT Staff Only			Autism see note in Req																			Assertive Community Treatment (ACT) Autism Behavior Technician/40 Hour RBT Training / 20 Hours
iasic Meds "Autism Med Drop and Respite Staff only =	90 days of hire	3 year	5				1 /lf passing meds				IPOS				Per IPOS		YES YES		YES							Facility Based/No SE				Basic Medications Basic Health (Includes Blood Borne Pathogens / Infection Co
iontrol) asic Military Culture Competency	90 days of hire 90 days of hire		9, 10	YES	YES			YES	YES	YES	YES	YES	YES	YES		YES	YES	YES	YES	YES	YES	"YES	YES	YES	YES	YES		YES	YES	Military Culture Competency
lood Borne Pathogens / Infection Control - (Contracted Staff)	within calendar		5,6,7		* CM Staff		YES	YES YES	YES PSP Only	YES	YES	YES YES	YES	YES	YES	YES	YES	YES	YES	YES "Yes if working with	YES	"YES	YES	YES 'Yes if working with		YES	YES	YES	YES	Blood Borne Pathogens / Infection Control - (Contracted Staff 24 Child Diagnostic Credits (if working with children)
ompliance Program and False Claims Information/HIPAA raining O	wear 30 days of hire	1 year	1,2,3,4,5,8	YES	YES		YES	YES	YES	YES	YES YES	YES	YES	YES		YES	YES	YES	YES	child YES	YES	"YES	YES YES	child YES	YES	YES	YES	YES YES	YES	Compliance Program and False Claims Information/HIPAA Trai
PR/First Aid PR for the Professional Rescuer (BLS)	30 days of hire 30 days of hire		5				Child BT Only		YES CHS Only		YES				FA Only		YES		YES	YES / No TH			CC/CPR Only YES			YES		YES		CPR/First Aid CPR for the Professional Rescuer (BLS)
ustomer Service Specialized Training	30 days of hire Prior to	2 years	4										YES																	Customer Service Specialized Training
ECA 1 mos-6 yrs ○	conducting Assmts	2	4				VEC /	YES Children's Staff No ECCC				YES CALONLY									YES Child Therapists Only	YES/ Overview Only	<u>'</u>							DECA
ifferential Diagnosis Training - Master Level Staff ONLY	1 year of hire 1 year o fhire	hitial	9	YES	YES	YES	YES / NO BT	YES *Master Level Staff Only	YES	YES		YES Yes	YES	YES		YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	Differential Diagnosis Training - Master Level
Environmental Emergencies/Fire Safety (contracted only)	90 days of hire		5,6				YES / "Waiver Programs only = 3	Only YES / 'Waiver Programs only = 3 years	YES	YES	YES / "Waiver Programs only = 3	YES		YES	YES / "Waiver Programs only = 3		YES		YES	YES/No TP	YES / "Waiver Programs only = 3	"YES	YES	YES		YES / "Waiver Programs only = 3	YES/Annual			Environmental Emergencies/Fire Safety (contracted only)
EOC 5 Trainings: Bloodborne Pathogens/Infection Control; Emergency Management; Fire Safety; Safety Management; and	30 days of hire	1 year	5,6	Board Op Only	Board Op Only		vears	Board Op Only	Board Op Only	Board Op Only	vears	Board Op Only	Board Op Only	Board Op Only	vears			Board Op Only		Board Op Only	vears	YES	Board Op Only	Board Op Only	YES	Board Op Only		Board Op Only	Board Op Only	EOC 5 Trainings: Bloodborne Pathogens/Infection Control; Emergency Management; Fire Safety; Safety Management; and
Security Management/Workplace Violence Prevention Future of CMH Leveraging the Power of Whole-Person Care to morove Health (CORE SKILL)	1 year of Hire		9					YES No ECCC																	YES					Security Management/Workplace Violence Prevention Future of CMH Leveraging the Power of Whole-Person Care to Improve Health
Home Manager Training	1 year of hire 30 days of hire	1 year	4														"HM Only													Home Manager Training Home Manager Med & Vital Competency Training
DDT/COD (COD= 0)	90 days of hire See Licensure	,	4, 10					COD No ECCC ACT Staff II IDDT				COD					YES CR Sup Only				YES/COD	"YES								IDDT/COD (COD=O)
mplicit Bias 'All LARA licensed professionals ntro to Cultural Awareness - Embracing Diversity O	Req 1 year of hire	See Licensure	4,6, 8, 10	Yes*	Yes* YES		Yes*	Yes*	Yes*	YES	YES	Yes*	YES	Yes* YES		YES	YES	YES	YES	Yes*	YES	Yes*	Yes*	Yes*	Yes*	YES	YES	YES		Implicit Blas 'All LARA licensed professionals Intro to Cultural Awareness - Embracing Diversity, Military and
Introduction to Residential Services includes Person-Centered		7																												Safe Language Introduction to Residential Services includes Person-Centered
Planning & Co-Occurring Disorders (90 days of hire		4														YES													Planning & Co-Occurring Disorders ()
LOCUS Step 1 / Deerfield	30 days of hire		4		CM Staff			Case Holders/Adults w/M Only	1			YES									YES MI Only	Yes								LOCUS Step 1 / Deerfield
OCUS 201 Step 2 / SCCMHA	90 days of hire	1 year	4		CM Staff			Case Holders/Adults w/M Only	1			YES/CAI Only									YES MI Only	Yes								LOCUS 201 Step 2 / SCCMHA
imited English Proficiency ○ IDHHS Core Element Training (Case Holders) Live/Online BYLACED CORE SPEL TRAINING	90 days of hire 1 year of hire		1,4	YES	YES		YES	YES "YES	YES PSS/PSP Only	YES	YES	YES	YES	YES		YES	YES	YES	YES	YES	** YES/2 TT=1	"YES	YES	YES	YES	YES	YES	YES	YES	Limited English Proficiency MDHHS Core Element Training (Case Holders)Training Live
MichiCANS (replacing CAFAS/PECFAS)	Prior to conducting Assmts	1 year	4					YES "No ECCC				No Crisis / CAI full training Req									YES	YES								MichiCANS (replacing CAFAS/PECFAS)
Motivational Interviewing 2 Steps (1st step=90 days/ Step 2=1 year)	90 days of hire		9, 10					YES No ECCC	PSS/PSP			YES / 4 Hour for Crisis		*						*YES no TH	YES / MM 4 hours IMP	YES	Yes	YES	YES					Motivational Interviewing 3 Steps (1st step=90 days/2 addl step year)
Motivational Interviewing for Supervisors Naloxone O	180 Days of hire		9, 10					YES/Supervisor ONLY YES		YES		YES/Supervisor ONLY YES		YES/Supervisor ONLY				YES Security Only	YES	YES	YES	YES/Supervisor ONLY YES	YES				YES	YES		Motivational Interviewing for Supervisors Nalexone
Non-Violent Psychological Verbal De-Escalation 0	90 Days of Hire	as needed	4,8				YES	YES	YES CHE/Drop in		Yes	YES	YES								YES	"YES			YES					Non-Violent Psychological Verbal De-Escalation
Nutrition and Food Safety O	90 days of hire 1 year of hire		4 10					YES	Staff Only		YES						YES				YES									Nutrition and Food Safety Older Adult Population Training 0
Orientation to Training - Aid/Direct Care Staff Only Overview of Evidence Based Practices O	30 days of hire 90 days of hire	as needed	9, 10		YES			YES	YES		YES	YES		YES			YES			YES	YES	YES	YES	YES	YES	YES				Orientation to Training - Aid/Direct Care Staff Only Overview of Evidence Based Practices Overview of Evidence Based Practices
Overview of Medications Initial Training is Live / Renewal = 0	90 days of hire	as needed / CF ANNUAL	4					YES				YES		YES							YES	"YES	YES	YES						Overview of Medications
Peer Support/Parent Support Specialist Training	120 days of hire		4, 10						Yes PSS/PSP Only																					Peer Support/Parent Support Specialist Training Person Centered Planning and Natural Supports
Person Centered Planning and Natural Supports Physical Intervention for Protection / Non-Violent Verbal De- Escalation / CPI	30 days of hire 90 days of hire	1 year 2 year/CPI	4,6,8, 10	YES	YES		YES 'BT per PCP	YES	YES	YES	YES	YES	YES	YES	POS	YES	YES YES	YES Security Only	YES	YES	YES	"YES	YES CC	YES	YES	YES Facility Based		YES YES	YES	Person Centered Planning and Natural Supports Verbal De-Escalation/Physical Intervention for Protection / CPI
Recipient Rights (annual renewal = 0) Screening, Brief Intervention and Referral to Treatment (SBIRT)	30 days of hire 90 Days of Hire		4,5,8 9, 10	YES	YES	YES	YES	YES no ECCC	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	YES	*YES	YES YES	YES	YES	YES	YES	YES	YES	Recipient Rights (annual renewal = 0) Screening, Brief Intervention and Referral to Treatment (SBIRT)
16 hours SEDW Credits Wrap Coord/Sup/ ICCW TCM	within calendar year	1 year	4					SEDW Only													1000									16 hours SEDW Credits (if working with children)
Self Direction O Sentri Training / Supervisor Led	90 days of hire 90 Days of hire		4 8,9	YES	YES YES		YES	YES / No ACT YES	Yes PSS/PSP Only YES	YES		YES YES	YES YES	YES		YES	YES/HM Only		YES	YES	YES YES	"YES YES	YES	YES	YES	YES CTN/CTS Supervisor Only	YES			Self Direction O Sentri Training / Supervisor Led
Stepping Stones for Positive Behavior Supports	180 days of hire		9					YES No ECCC														TBD		YES						Stepping Stones for Positive Behavior Supports
SUD Standardized Tool (GAIN I-Core or ASAM)	120 days of hire		4																								YES TX Only			SUD Standardized Tool (GAIN I-Core or ASAM)
Suicide Prevention 0	90 days of hire 6 mos of hire	3 Year 1 year	9, 10	YES	YES	YES	YES *Master Level	YES *Bachelor level YES *Master Level & CH	YES	YES	YES		YES	YES / NO Autism EH		YES	YES	YES	YES	YES	YES	YES	YES		YES	YES	YES PR & RC ONLY	YES	YES	Suicide Prevention Suicide Intervention
Suicide Intervention: Managing risk	6 mos of hire	_	9,10					YES "Master Level & CH				YES		wee						ves	YES		VECTU	YES			YES TX ONLY YES TX ONLY			Suicide Intervention: Managing risk
The Future of CMH/Leveraging the Power of Whole-Person Care to improve Health	1 year of hire		9, 10					YES				TES		TEĞ						TES	YES		res / nurses	TES YES			I ES IX ONLY			The Future of CMH/Leveraging the Power of Whole-Person Car Improve Health
Transitions in Care: Protocol for Preventing Readmissions	90 days of hire		9	YES/3 Year	YES/3 Year		Venare	YES	Yes PSS/PSP Only	YES/3 Year	VECT	YES	YES/3 Year	Yes		YES/3 Year	VEGU	Upon v	VPA	YES/No TH YES/Annual	YES YES	YES	YES	YES	YES	VENT	YES TX and Recover	YES/3 Year	VPAN .	Transitions in Care: Protocol for Preventing Readmissions O
Trauma Informed Care Working with People (Culture of Gentleness)	90 days of hire 90 days of hire	Annual/3 Yr 3 Year	4, 9, 10	rears Year	TES/3 Year		YES/Annual	YES/Annual	YES/Annual	rears rear	YES/Annual YES	YES/Annual Renew	resra Year	YES		rears rear	YES/Annual YES	YES/3 Year YES Security Only CPI Pre-Reg	YES/Annual	reavannual	TES	- r co/Annual Renew	YES/Annual	YES/Annual	YES/Annual	YES/Annual YES	Only	YES/3 Year YES	YES/3 Year	Trauma Informed Care Working with People (Includes Gentle Teaching, Trauma-Inform Care and Crisis Response)
Workplace Violence - SCCMHA EMPLOYED STAFF ONLY	1 year of hire		4	YES	YES			YES	Yes	YES		YES	YES	YES				CPI Pre-Req YES		YES	YES	YES	YES	YES		YES		YES		Care and Crisis Response) Workplace Violence Live SCCMHA EMPLOYED STAFF ONLY
Wraparound	90 days of hire	1 year	4					Wraparound Staff Only																						Wraparound
			SOURCE /SEF						Clubhouse/Drop		Community Living Supports Individual / Corporate &			Enhanced Health	SD Community				Medication		Mental Health	Mobile Response	Nurses/Care						Non-Clinical	
REQUIRED TRAININGS	Required Completion	Renewal	BOTTOM RIGHT KEY)	Administration Group	#1 Administration Group	Contracted CMHStaff/ Non-billable	Autism	Case Holders (CH)	In/Peer & Parent Support	Clinical Students	/Corporate & Community Health Workers	Crisis Intervention / Central Access Intake	Customer Services	Services/ Ancillary Services	Living Supports / Respite	Integrated Contractors	Licensed Residential (LR)	Maintenance & Security	Administration Services (MAS)	Medical Professional	Mental Health Therapists (non- case holders)	Stabilization Services (MRSS)	Coordinators (CC)	Psychologists	Secondary Case Holders	Skill Building	SUD	Transportation	Volunteers/	REQUIRED TRAININGS
																					Mental Health				SUPPORTED					1
Individuals Included in Each Curriculum:			<u>.</u>	Clerical	Care Management (CN	Contracted CMH Staff/Non-billable	BCBA	*Case Managers/ Client Service Managers	Clubhouse Staff CHS	Students	Community Living Supports (CLS)	Crisis Worker	Customer Service (8 Former FDAs)	Occ. Therapy	SD CLS	MDHHS Outstation Worker	LR Direct Care Staff	Maintenance	Medication Administration Medication	Psychiatrists	Therapists (non- case holders)	MRSS Supervisor	Registered Nurse	e Psychologists	SUPPORTED EMPLOYMENT Specialist (SE)	Facility Based CTN/ CTS Aides	Prevention (PR)	Transportation	Volunteers	
SCCMHA staff must complete any trainings as required by CARF accreditation.			Office Manager	Administrative Coordinator/ Assistan	ıt.	QBHP	*Supports Coordinator	CSS Peer Support Specialist (PSS)	Interns	Respite	Crisis Supervisors		PHYSICAL THERAPISTS	SD Respite	Interpreters/ Translators	Crisis Residential (CR)	Maintenance Supervisor	Administration	Medical Director (MD)	Tele-therapists (TT)	MRSS Staff	Psychiatric Nurse Specialist	e	HRC Coordinator	Facility Based CTN/ CTS techs	Recovery (RC)	Transportation Supervisor	Temp. Employees		
oard Op = SCCMHA Employed Staff			Billing & Finance	Recipient Rights		BCaBA	*CM/SC/CR/CSM/ Wraparound/TAY Supervisors	HRC PSS		Childrens Waiver Program (CWP)	Central Access Intake Specialists (CAI)		EHS/HS-OBRA Supervisors	Childrens Waiver Program (CWP)		LR Lead Staff	SECURITY		Physicians Assistant (PA)		*APS/MRSS 2	Nurse Health Care Svcs & Coordinator		HRC Homeless Outreach Specialist	Skill Build Supervisors	Treatment (TX)				
OC = Environment of Care			Accounting	SCCMHA Network Services		Behavior Technicians (BT)	*WRAPAROUND	SE PSS		Community Health Workers (CHW)			DIETITIAN	Severe Emotional Disturbance (SEDW)		LR Assistant Home Manager	Security Coordinator		Physician Nurse Practitioner			Health Home IC Nurse Superviso	ic.	CAI Family Guide	Job Coaches				Source Document Key:	
Overview of Motivational Interviewing for the Medical Professional DDT Training is required of all those who are working on IDDT Teams. 2 Day Initial training				Information Systems	DIRECTORS			"TAY	CALPSS Transitional Sycs					Speech Therapist Behavior Health	Autism Services Waiver (ASW)		LR Home Manager (HM)	l		Nurse Practitioner (NP) Tele- Psychiatrists/NPs/PAs (TH)	-		OBRA Services Nurse Care Coordinators (CC)			Rehab Support Specialists	1			Balanced Budget Act Health Insurance Portability and Accountability Act (HIPAA)
ithin 90 days of hire and then 6 hours of annual training.				Quality Systems	Program Manager			*ACT Staff	Transitional Svcs PSS Parent Support					Consultant						(TH)	J		(CC)			Community Skill Building Skill Building	1			Deficit Reduction Act
tonthly Reports Issued touarterly Reports Issued "some staff titles may be included within monthly reports				Human Resources Trainers	Program Coordinator Self Direction Coordinators	5		OBRA Coordinator	Parent Support Partners (PSP) Drop In Staff					Recreatinal Therapists Music Therapists												Skill Building Coordinators	J			Dencit Reduction Act Michigan Department of Health & Human Services (MDHHS)
case Holder MDHHS Core Element Training Requirement "these staff only				Public Relations Specialist	Veteran & Military Fam Navigator	ily		Outreach Worker						Jupists	•															5. Michigan Administrative Code
APS/MRSS 2 Staff *these trainings only			[Credentialing Coordinator			Behavior Intervention Coordinator EC Court Coordinator (ECCC)																						Michigan Mental Health Code Occupational Safety & Health Administration
= Available as Online, Self-Led Training/Link Available					Contracts			(ECCC)	•																					Occupational safety & Health Administration Code of Federal Regulations

7/2024 CE Committee & 9/2024 CE Subcommittee Changes/Approved

Some "In-person" trainings have remained as a virtual through Zoom while some are held inperson again