



Macomb County Community Mental Health Self-Determination Training – Direct Employment Model

Document available from the MCCMH Training website, www.mccmh.net

Training for Staff Hired through Self-Determination:

Staff hired through self-determination arrangements must meet Medicaid Qualified Provider requirements such as; *be at least 18 years of age, able to prevent transmission of communicable disease, able to communicate effectively to follow IPOS requirements, emergency procedures, and to report on activities performed; and be in good standing with the law (i.e., not a fugitive from justice, a convicted felon who is either under jurisdiction or whose felony relates to the kind of duty to be performed, or an illegal alien).*

The following grid details the free or low-cost training for qualified staff hired through self-determination. If staff do not meet the minimum training requirements, the Financial Management Service (FMS) will not be able to pay the staff with the self-determination budget dollars. It is the responsibility of the Employer of Record and/or Managing Employer to track training.

Training	Who Trains	Contact Information (follow hyperlink for source)	Initial Training Due	Repeat Training Due	Length of Training
<u>Rapid Training</u> Bloodborne Pathogens, Universal Precautions, Infection Control (Required)	Online	MI Virtual Professional Learning Portal – “Bloodborne Pathogens 2019-20” Detroit Wayne Connect – “Infection Prevention & Control” Improving MI Practices – “Infection Control & Standard Precautions” “Infection Control for Direct Care” National CPR Foundation -Bloodborne Pathogens	Rapid Training to be completed prior to delivering billable services to the individual served	Renewed annually. Verification of training sent to FMS.	30 to 45 minutes

To ensure the most recent version of this training grid access it directly from the MCCMH website, at: [Training Opportunities – MCCMH](#)

Training	Who Trains	Contact Information (follow hyperlink for source)	Initial Training Due	Repeat Training Due	Length of Training
<u>Rapid Training</u> Person-Centered Planning Specific to Person's Individual Plan of Service (IPOS) (Required)	Clinically Responsible Case Holder (Case Manager) Employer of record may provide the training if documented within the Individualized Plan of Service and trained first by the Primary Case Holder	Primary Case Holder IPOS Training Log MCCMH IPOS Training Log (Fillable PDF) (1).pdf	Rapid Training completed prior to delivering billable services to the individual served	Renewed at least annually, and after significant changes to the plan have occurred. Verification of training sent to FMS.	Varied, depending on IPOS
Emergency Preparedness (Required)	Online	DWC - Home -” Emergency Preparedness” Home Improving MI Practices - “Emergency Preparedness”	Completed within 30 days of hire.	Renewed annually. Verification of training sent to FMS.	30 minutes to 45 minutes
Basic First Aid (Required)	Online or in person	American Heart Association American Red Cross EMS Safety American CPR Training American Safety & Health Institute National CPR Foundation -First Aid	Completed within 30 days of hire.	Renewed prior to expiration of 2 year certification. Verification of training sent to FMS.	Varied, depending on training source
Recipient Rights (Required)	MCCMH Office of Recipient Rights	Training Opportunities – MCCMH - See Recipient Rights Training Flyer for most up to date in-person training dates and times	Completed within 30 days of hire.	Renewed (face-to-face) every 2 years. Verification of training sent to FMS.	3 hours

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Training	Who Trains	Contact Information (follow hyperlink for source)	Initial Training Due	Repeat Training Due	Length of Training
Behavior Treatment Plan Specific to Person (Required for staff if there is a Behavior Treatment Plan)	Behaviorist responsible for implementation of behavior treatment plan	Primary Case Holder	Completed prior to delivering billable services to the individual served Verification form completed and sent to FI.	Renewed after each behavior treatment plan review, and annually. Verification of training sent to FMS.	Varied, depending on Behavior Treatment Plan
Corporate Compliance and HIPAA	Online	Corporate Compliance and HIPPA Training for Self Directed Staff MCCMH Corporate Compliance and HIPAA for Self-Determination Staff Power Point After training, print the attestation, sign and give to the employer and FMS.	Strongly encouraged to assist staff in understanding concepts of HIPAA as well as fraud, waste and abuse of Medicaid dollars and possibly penalties	As Needed	30 to 45 minutes
Cardiopulmonary Resuscitation (CPR)	Live classroom training or blended (online and live in-person training)	American Heart Association American Red Cross EMS Safety American CPR Training American Safety & Health Institute	Strongly encouraged to assist staff with knowing how to provide emergency intervention to an individual that is not breathing or experiencing a cardiac emergency.	Renewed prior to expiration of 2 year certification. Verification of training sent to FMS.	Varied, depending on training source
Cultural Competency	Online	Detroit Wayne Connect – “Cultural Competence/Diversity” Improving MI Practices – “Cultural Competence – Basic Concepts”	Strongly encouraged to educate staff about how an individual’s culture can influence the way services are provided in a way that is mindful of an individual’s culture.	As Needed	30 to 45 minutes
Grievance and Appeals	Online	Detroit Wayne Connect – “Grievances, Appeals and State Fair Hearings”:	Strongly encouraged to educate staff on an individual’s right as a Medicaid service recipient to file a grievance regarding the services they are provided or appeal	As Needed	60 minutes

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			service authorization determinations.		
Limited English Proficiency (LEP)	Online	Detroit Wayne Connect – “Limited English Proficiency”: Improving MI Practices – “Limited English Proficiency”:	Strongly encouraged to assist staff in understanding what circumstances qualifies an individual as having Limited English Proficiency and how services can be formatted to account for LEP.	As Needed	45 to 60 minutes
Trauma-Informed Care	Online	Detroit Wayne Connect – “Trauma 101”: Improving MI Practices – “Trauma Basics”:	Strongly encouraged to assist staff in understanding how an individual’s exposure to traumatic experiences can impact the development and functioning of the brain and influence how they perceive, experience and respond to various life events.	As Needed	1.5 Hours
Question, Persuade, Refer (QPR)	Virtual	Training Opportunities – MCCMH -QPR Training Flyer for registration details	Strongly encouraged Prepare staff to recognize and respond to suicide warning signs.	As Needed	1 hour

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