



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

Document available from the MCCMH Training website, www.mccmh.net and directly at the following link:
<https://www.mccmh.net/wp-content/uploads/2020/12/Macomb-County-CMH-Self-Determination-Training-Requirements-Guide.pdf>

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, beneficiary-specific 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 trainings for qualified staff hired through self-determination. If staff do not meet the minimum training requirements, the Fiscal Intermediary (FI) 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
Rapid Training Bloodborne Pathogens, Universal Precautions, Infection Control (Required)	Online	<ul style="list-style-type: none"> • MI Virtual Professional Learning Portal – “Bloodborne Pathogens 2019-20” • Detroit Wayne Connect – “Universal Precautions/ Bloodborne Pathogens / Infection Control” • Improving MI Practices – “Infection Control & Standard Precautions” 	Rapid Training to be completed prior to delivering billable services to the individual served <i>Before start date</i>	Renewed annually. Verification form completed and sent to FI.	30 to 45 minutes

To ensure the most recent version of this training grid access it directly from the MCCMH website, at: <https://www.mccmh.net/wp-content/uploads/2021/01/2021-Training-Requirements-for-SD.pdf>

Training	Who Trains	Contact Information (follow hyperlink for source)	Initial Training Due	Repeat Training Due	Length of Training
Rapid Training Person-Centered Planning Specific to Person's Individual Plan of Service (IPOS) (Required)	Clinically Responsible Case Holder (Supports Coordinator or Case Manager) Employer of record may provide the training if documented within the Individualized Plan of Service	<u>Primary Case Holder Individual Plan of Service Training Verification Form.</u>	Rapid Training completed prior to delivering billable services to the individual served <i>Before start date</i>	Renewed at least annually, and after significant changes to the plan have occurred. Verification form completed and sent to FI.	Varied, depending on IPOS
Emergency Preparedness <i>(Required for staff working with individuals enrolled in the SED Waiver and Children's Waiver programs)</i>	Online	<u>MCCMH Emergency Preparedness PowerPoint Training for Self-Determination staff</u> After training, <u>print and sign attestation.</u> • <u>Detroit Wayne Connect</u> – “Emergency Preparedness”	Completed within 30 days or hire.	Renewed annually. Verification form completed and sent to FI.	30 minutes to 45 minutes
Basic First Aid (Required)	Live classroom training or blended (online and live in-person training)	<u>American Heart Association</u> <u>American Red Cross</u> <u>EMS Safety</u> <u>American CPR Training</u> <u>American Safety & Health Institute</u>	Completed within 30 days of hire.	Renewed prior to expiration of 2 year certification. Verification form completed and sent to FI.	Varied, depending on training source
Recipient Rights (Required)	MCCMH Office of Recipient Rights	<u>MCCMH Office of Recipient Rights Training Flyer</u> for in-person training dates and times	Completed within 30 days of hire.	Renewed (face-to-face) every 2 years. Verification form completed and sent to FI.	2.0 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 thereafter. Verification form completed and sent to FI.	Varied, depending on Behavior Treatment Plan
Corporate Compliance and HIPAA	Online	<u>MCCMH Corporate Compliance and HIPAA for Self-Determination Staff PowerPoint</u> After training, print attestation (last page), sign and give to FI.	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)	<u>American Heart Association</u> <u>American Red Cross</u> <u>EMS Safety</u> <u>American CPR Training</u> <u>American Safety & Health Institute</u>	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 form completed and sent to FI.	Varied, depending on training source
Cultural Competency	Online	<ul style="list-style-type: none"> • <u>Detroit Wayne Connect</u> – “Cultural Competence/Diversity” • <u>Improving MI Practices</u> – “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

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Training	Who Trains	Contact Information (follow hyperlink for source)	Initial Training Due	Repeat Training Due	Length of Training
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 service authorization determinations.	As Needed	60 minutes
Limited English Proficiency (LEP)	Online	<ul style="list-style-type: none"> • 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	<ul style="list-style-type: none"> • 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

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**Macomb County Community Mental Health
Self-Determination Employee Training Tracking**

Refer to SD Direct Employment Training Grid for training details

Staff Name: _____

Date of Hire: _____

REQUIRED TRAINING:	INITIAL TRAINING DUE BY:	DATE OF INITIAL TRAINING:	REPEAT TRAINING DUE BY:	DATE OF REPEAT TRAINING:
Bloodborne Pathogens / Universal Precautions/ Infection Control * Required (RAPID TRAINING)				
Person-Centered Planning-IPOS Plan Goals and Objectives *Required (RAPID TRAINING)				
Emergency Preparedness *Required if working w/SED or CW W (RAPID TRAINING) <i>Only CW</i>				
Basic First Aid *Required				
Recipient Rights *Required				
Behavior Treatment Plan Specific to Person * (Required if plan exists)				
Corporate Compliance/ HIPAA (Strongly Encouraged)				
CPR (Strongly Encouraged)				
Cultural Competency (Strongly Encouraged)				
Grievances and Appeals (Strongly Encouraged)				
Limited English Proficiency (Strongly Encouraged)				
Trauma-Informed Care (Strongly Encouraged)				
Other per IPOS (if any): _____ _____				

***Required Trainings within 30 days of hire. RAPID TRAINING completed prior to billable services delivered.** Employers are responsible for ensuring that hired staff remain compliant with initial and repeat training timeframes. Staff missing training risk not being paid.