

SELF-DETERMINATION REQUIREMENTS & TRAINING GRID

FMS must perform criminal background checks, and ensure that all individuals who are providing services to beneficiaries pursuant to this Agreement meet the following criteria:

1. Are at least 18 years of age;
2. Are able to prevent the transmission of communicable diseases;
3. Are able to communicate expressively and receptively in order to follow individual plan requirements and beneficiary-specific emergency procedures, and to report on activities performed;
4. Are 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, not an illegal alien);
5. If transporting beneficiaries, ensure that individuals have an appropriate and valid driver's license under State law, and perform primary source verification of State driving infractions prior to service provision and annually thereafter;
6. Complete required trainings as listed below:

Required Trainings, Aide Level Service Working with Adults	Initial	Ongoing	Source	Online, non-virtual Training Acceptable (Y/N)
Recipient Rights	Within 30 days of hire	Annually	MH Code: 330.1755(5)(f) SUD admin rules: R 325.14302 MDHHS Master Contract Schedule A, Section 1(B)(3)(k) MDHHS Self-Direction Technical Guide	Y - refresher class only.
Basic First Aid	Within 60 days of hire	As required per the training program (usually every 2-3 years)	MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide	Y
Blood Borne Pathogens (Exposure Control, Prevention of Disease Transmission)	Within 30 days of hire	Annually	MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide MIOSHA R 325.70016	Y – Training must afford ample opportunity for discussion and question/answer with a knowledgeable trainer.
Training in Individual Plan(s) of Service of customers served, including customer-specific emergency procedures	prior to delivery of service	when plans are updated or amended	Medicaid Provider Manual 2.4 (Aides) MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide	N
Medication Administration *Only required if necessary to implement IPOS/member requires but is unable to take medicine independently*	Within 90 days of hire or prior to working independently with customer(s)	N/A	R 330.1806	N
Non-Aversive Techniques for Prevention and Treatment of Challenging Behavior (PIHP-approved curriculum if restrictive interventions included – MANDT, CPI, Safety Care, and Satori are currently approved) *Only required if necessary to implement IPOS	Within 60 days of hire	Annually	R 330.1806	N

Required Trainings, Aide Level Service Working with Individuals on 1915(i)SPA, HSW, SED and CWP Waivers	Initial	Ongoing	Source	Online, non-virtual Training Acceptable (Y/N)
Recipient Rights	Within 30 days of hire	Annually	MH Code: 330.1755(5)(f) SUD admin rules: R 325.14302	Y - refresher class only.
Basic First Aid	Within 60 days of hire	As required per the training program (usually every 2-3 years)	MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide	Y
Emergency Preparedness (fire, tornado, natural disaster, etc.)	Within 30 days of hire	Every 2 years	MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide	Y
Blood Borne Pathogens (Exposure Control, Prevention of Disease Transmission)	Within 30 days of hire	Annually	MDHHS Behavioral Health Provider Qualifications MDHHS Self-Direction Technical Guide MIOSHA R 325.70016	Y – Training must afford ample opportunity for discussion and question/answer with a knowledgeable trainer.
Training in Individual Plan(s) of Service of customers served, including customer-specific emergency procedures	prior to delivery of service	when plans are updated or amended	MDHHS PIHP/CMHSP Provider Qualifications Chart MDHHS Self-Direction Technical Guide	N
Medication Administration *Only required if necessary to implement IPOS/member requires but is unable to take medicine independently*	Within 90 days of hire or prior to working independently with customer(s)	N/A	R 330.1806	N
Non-Aversive Techniques for Prevention and Treatment of Challenging Behavior (PIHP-approved curriculum if restrictive interventions included, MANDT, CPI, Safety Care, and Satori are currently approved) *Required if necessary to implement IPOS*	Within 60 days of hire	Annually	R 330.1806	N

The following trainings must only be completed by employees delivering self-directed services ***if required by the employer, per the MDHHS Self-Direction Technical Guide:***

Optional Trainings	Suggested Initial Training Timeframe	Suggested Ongoing Training Timeframe	Online, non-virtual Training Acceptable (Y/N)
Corporate Compliance	Within 30 days of hire	Annually	Y
HIPAA	Within 30 days of hire	Annually	Y
Cultural Competency	Within 6 months of hire	Annually	Y
CPR (MDHHS Approved only - Approved CPR & First Aid Providers (michigan.gov))	Within 60 days of hire	As required per the training program	N Training may be online, however, an in-person skills demonstration is required.
Limited English Proficiency	Within 6 months of hire	N/A	Y
Medication Administration *Only required if necessary to implement IPOS/member requires but is unable to take medicine independently*	Within 90 days of hire or prior to working independently with customer(s)	N/A	N
Non-Aversive Techniques for Prevention and Treatment of Challenging Behavior (PIHP- approved curriculum if restrictive interventions included – MANDT, CPI, Safety Care, and Satori)) *If this training is not required to implement IPOS, it can still be required at the employer's discretion.*	Within 60 days of hire	Annually	N
Trauma-Informed Systems of Care	Within 60 days of hire.	At least annually	Y Creating Cultures of Trauma-Informed Care at http://improvingmipractices.org . Other evidence-based curriculums can be utilized, per MDHHS Trauma Policy.