



Sanilac County Community Mental Health Training Requirements for Providers 2026

Training Name	Required Cadence	Target Audience	Course Format(s)	Description	Requirement Source
Corporate Compliance Ethical Codes of Conduct (SCCMHA Policy) Sanilac County CMHA Compliance Training	Initial & Annual	All staff	ONLINE	Training on Sanilac CMH Corporate Compliance/Ethical Codes of Conduct policy, Information regarding general laws and regulations governing compliance issues in health care organization (two trainings).	PIHP Contract, Medicaid Integrity Program, CARF 1.A.6.c & 1.A.7.d, 42CFR438.608(iv); PIHP SUD Contract Section V(D) & V(U)6,c; SCCMHA Policy BA021 & BA032
CPR/First Aid	As required to retain up-to-date status	Direct Service Staff	IN-PERSON	Course offers certification in cardiopulmonary resuscitation, rescue and basic life support techniques. Information regarding emergency preparedness/first aid. CPR/FA must be obtained via an approved MDHHS/LARA training provider.	CARF- 2.F.2.c(5), 2.F.2.c(6), 3.E.21, 3.E.27; Medicaid Provider Manual Section: 2.4, 14.5.A, 15.2.C, & 18.12.A
Cultural Competency Diversity	Initial & Annually	All staff	ONLINE	Course provides information about different aspects of diversity in workplace. Takes staff beyond tolerating or accepting diversity, towards embracing differences and understanding what each person can bring to an organization to make it better.	PIHP Contract Section: E(9) & B.3.k.viii; PIHP SUD Contract Section: V(R), CC.7; 42 CFR 438.206 (C.2); SCCMHA Policy BA102; CCBHC BH Handbook 2.C.7, 3.B.6, & 8.A.7.
DCH Classes (Group Home Curriculum)	Initial	Specialized Residential Home Staff	On-Line and SELF-STUDY	Training includes modules designed to be utilized by people providing direct care in community and residential settings. Training is intended to help provide best services and most effective support possible. Classes Include: Introduction to Residential Services, Recipient Rights, Working with People, Basic Health, Introduction to Medications (Basic Medications), Nutrition and Food Service, Environmental Emergencies, & Working with People	MDHHS PIHP/CMHSP Provider Qualifications; Administrative Rule R330.1806 (2 a-h)
Emergency Preparedness/ Safety	Initial & Annual	All staff	ONLINE	Course assists employees in identifying workplace hazards that could cause an emergency, and provides information about reporting emergencies, carrying out emergency responsibilities, evacuation procedures, and how to respond to emergency situations quickly and effectively.	CARF 1.H.4.a & 1.H.4.b; Medicaid Provider Manual Section: 2.4, 14.5.A, & 18.12.A; MI Administrative Code R330.2807(5); SCCMHA Policy BA006
HIPAA	Initial & Annual	All staff	ONLINE	Overview of HIPAA, HIPAA privacy rule, and HIPAA security risk.	42 CFR 438.224; 45 CFR - Subchapter C; CARF 1.A.9; MI Administrative Code R500.551(d) & R500.557; MDHHS Contract 14.0 & 15.8; PIHP SUD Contract Section I.G-H & IV.C-E; SCCMHA Policy BA032 & BA153
Home & Community Based Services (HCBS) Direct Service Provider Training	Initial & Annual	All Staff	VARIES	Learn about the history, intent and implementation of HCBS in Michigan. Become familiar with Michigan's Medicaid waiver programs that support HCBS final rule set and the Person-Centered Planning (PCP) process.	Medicaid Provider Manual 22.10

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Implicit Bias	Initial - within 6 months & Annual	All Staff	ONLINE	This training will help employees better understand health equity and health disparities, factors that contribute to health inequities, populations that are most affected, the impact of health inequities, and how employees can improve the health equity for individuals served.	MI Administrative Code R338.7001a, R338.7002, R338.7002a, & R338.7004; PIHP SUD Contract Section V(D); CCBHC BH Handbook-2.C.7
Individual Plan of Service Training	Initial and every change in IPOS (face to face w/ CSM w/in 30 days of hire or IPOS change)	Direct Service Staff	IN-PERSON	Staff will review individual's IPOS for specific information regarding individual's medications, health and safety/emergency procedures, and special needs of individual served.	Medicaid Provider Manual Section:4.5.3.8.9, 6.8, 14.5,15.2,18.10, & 18.12; MDHHS Behavioral Health Code Charts and Provider Qualifications - Qualification Crosswalk; CARF 2.A.23; SCCMHA Policy BC029
Limited English Proficiency	Initial & Every Three Years	All staff	ONLINE	Procedures for working with individuals with limited English abilities; training on terminology used in association with limited English.	MDHHS Contract Section 15.7; PIHP SUD Contract Section II(AA), V(Q); 42 CFR 438.10a & c; CCBHC BH Handbook 2.C.7 & 8.A.7
Medication Administration	Initial & Annual	All Staff passing Medications	IN-PERSON/SELF-STUDY ONLINE	Medication Administration training covers basics of administering medications.	CARF 1.H.4.a(7) & 2.E.1.a; MDHHS PIHP/CMHSP Provider Qualifications; SCCMHA Policy BC071
Person Centered Planning	Initial & Annual	All staff	ONLINE	This course reviews the Person Centered Planning process, including the philosophy, methods, and implementation.	MDHHS Contract Attachment, C3.3.1; CCBHC BH Handbook 2.C.7 & 8.A.7; SCCMHA Policy BC029
Physical Intervention (Nonviolent Crisis Intervention (CPI))/Proactive Intervention	Initial & EOY	All Staff Providing Direct Services	IN-PERSON	Course provides information and techniques regarding strategies used when working with individuals with challenging behaviors, including de-escalation techniques and positive behavior supports.	CARF 2.A.18.,2.A.23.,3.E.12., 3.E.19., 3.E.38, 2.F.2; 42 CFR 485.910(f);
Recipient Rights	Initial & Annual	All staff	IN-PERSON	Information on Recipient Rights including confidentiality, abuse and neglect.	CARF Manual 1.E.1.i, 1.K.1, 2.A.22 & numerous sections; MI Administrative Code R330.1806(2)(g); Medicaid Manual 2.4, 4.1, 14.5.A; PIHP SUD Contract Section V(D); 42 CFR 485.910; SCCMHA Policy RR006
Registered Behavioral Technician	Initial	Staff that work with children under 21 with behaviors	ONLINE	This training includes modules designed to be used by staff to provide appropriate care for individuals with behaviors. (40 hour curriculum)	Medicaid Provider Manual Section: 18.12.A.
Risk Assessment, Suicide/Overdose Prevention, Suicide Response	Initial & Annual	All staff	Online	This module provides specific evidence-based and research-informed interventions that directly target suicidal thoughts and behaviors	CCBHC BH Handbook 2.C.7 & 8.A.7; CARF 3.E.38.c.(4).
Transportation Techniques	Initial	Direct Service Staff that Transport Individuals	ONLINE	This module provides information about transporting individuals served and passengers with special needs. Restraint devices, accessibility and road emergencies are also discussed.	CARF 1.H.4 & 1.H.13.g; SCCMHA Procedure DA1086

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Trauma	Initial & Annual	All staff	ONLINE	This course provides information on understanding what trauma is and the principles of trauma informed care, know the impact of trauma in the different populations of individuals served, know strategies to mitigate the impact of the trauma, and understand retraumatization.	CARF 3.E.38.c.(5);3.I.19 & 3.P.14; MDHHS Contract Attachment C6.9.7.1; PIHP SUD Contract Section II(GG); CCBHC BH Handbook 2.C.7, 2.C.11, & 8.A.6-7; SCCMHA Policy BA142
Universal Precautions Bloodborne Pathogens Infection Control Communicable Disease	Initial & Annual	All staff	ONLINE	Course provides information on bloodborne pathogens, including protection, prevention, reporting, infection control, & communicable diseases. Provides information that helps increase employee awareness and knowledge of bloodborne pathogens and to further promote safety, protection and prevention practices.	CARF 1.H.4, 1.H.12.b; Medicaid Manual Sections 2.4, 14.5.A, 15.2.C, 18.12.A.; MI Administrative Code 330.2807 & Michigan PIHP/CMHSP Provider Qualifications; 29 CFR 1910.1030g(2); PIHP SUD Contract Section VII(P); SCCMHA Policy BA006
Violence in the Workplace	Initial & EOY	All staff	ONLINE	Course provides information on prevention of workplace violence, prevention and response to critical incidents and safety management, understanding of alternative interactions to de-escalate a situation.	CARF Manual: 1.H.4 & 2.A.22.f; SCCMHA Policy BA006 & BA163