

Sanilac County Community Mental Health Mandatory Training Requirements 2026 Fiscal Intermediary/Self-Determination

Name of Training	Frequency	Target Audience	Format	Description	Requirement Source
First Aid	Initial & Every 2 years	Fiscal Intermediary/ Self-Determination	IN-PERSON/ ONLINE	Information regarding emergency preparedness/first aid.	CARF Manual, Section 3.Q.12., First Aid: Medicaid Provider Manual Sections 2.4, 14.5.A, 15.2.C. MDHHS Self-Direction Technical Requirement IV.B/C
Emergency Preparedness/ Safety	Initial & Annual	Fiscal Intermediary/ Self-Determination	ONLINE	This 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 Manual, Section 1.H.4. MDHHS Self-Direction Technical Requirement IV.B/C
Home & Community Based Services (HCBS) Direct Service Provider Training	Initial & Annual	Fiscal Intermediary/ Self-Determination	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
Individual Specific IPOS Training	Initial & any change in IPOS (face to face with CSM w/ in 30 days of hire or IPOS change)	Fiscal Intermediary/ Self-Determination	IN-PERSON	Staff will review the individual's IPOS for specific information regarding the person's medications, health and safety/emergency procedures, and the special needs of the individual served.	Medicaid Provider Manual Section 2.4, Section 14.5, Section 15.2C, Section 18.12; & CARF 2.A.16 MDHHS Self-Direction Technical Requirement IV.B/C
Recipient Rights	Initial & Annual	Fiscal Intermediary/ Self-Determination	IN-PERSON	Information on Recipient Rights including confidentiality, abuse and neglect.	CARF Manual, 2.A.22 & numerous sections; MDHHS Self-Direction Technical Requirement IV.B/C
Universal Precautions/ Bloodborne Pathogens/ Infection Control/ Communicable Disease	Initial & Annual	Fiscal Intermediary/ Self-Determination	ONLINE	This 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 Manual, Section 1.H.12.b; Medicaid Provider Manual Section 18.12.A.; Michigan PIHP/CMHSP Provider Qualifications, MDHHS Self-Direction Technical Requirement IV.B/C