

OCHN Direct Care Specialized Residential Training Requirements

	Can you get this from MORC?	Comments	Initially Due	Ongoing Frequency	State/Federal Source
Bloodborne Pathogens	Yes		Within 30 days of hire	Annual	MIOSHA R 325.70016
CPR	Yes		Within 60 days of hire	As Required per training program	AFC Licensing R400.14204(3) and R330.1806
Corporate Compliance	No		Within 90 days of hire	Annual	Medicaid Integrity Program (MIP) & Deficit Reduction Act (DRA)
Cultural Competency	Yes		Within 90 days of hire	Every 3 years	MDHHS PIHP Contract Part II(A); 4.5 and 42 CFR 438.206
Due Process	No	Contained within Annual Rights Training with OCHN	Within 30 days of hire	Annual	
Documentation Basics	Yes		Within 90 days of hire	Every 3 years	
Emergency Prep	Yes		Within 30 days of hire or prior to working independently	N/A	R 330.1806 and AFC Licensing R 400.14204(3)
First Aid	Yes		Within 60 days of hire	As Required per training program	Medicaid Provider Manual 2.4 & 18.12
Grievances and Appeals	No	Contained within Annual Rights Training with OCHN	Within 30 days of hire	Annual	42 CFR 438.400-424, MDHHS PIHP Contract, Attachment P 6.3.1.1
Health	Yes		Within 90 days of hire or prior to working independently	N/A	Specialized Residential Licensing Rules R 330.1810
HIPPA	Yes	Contained within Documentation Training	Contained within Documentation Training	Every 3 years	45 CFR 438.400-424, MDHHS PIHP Contract Attachment P 6.3.1.1
Intro to Human Services	Yes		Within 90 days of hire or prior to working independently	N/A	Specialized Residential Licensing Rules R 330.503(b)(1)
Limited English Proficiency	Yes		Within 90 days of hire	Every 3 years	MDHHS Master Contract Part 1;18.16, Office of Civil Rights Policy, Guidance of the Title VI Prohibition Against Discrimination
Medications	Yes		Within 90 days of hire or prior to working independently	N/A	Specialized Residential Licensing Rules R 330.1806
Non-Aversive Techniques for prevention and treatment of challenging behavior \ preventing workplace violence	Yes	Contained within MORC's <u>Working With People</u>	Within 30 days of hire	Annual	MDHHS PIHP Contract attachment P.1.4.1 and R 330.1806
Nutrition	Yes		Within 90 days of hire or prior to working independently	N/A	Specialized residential Licensing Rules R 33.0.1808
Person-Centered Planning	Yes	Contained within MORC's <u>Intro to Human Services</u>	Within 90 days of hire	Every 3 years	MDHHS Provider contract; Attachment P.4.4.1.1, MDHHS CMHSP Contract; Attachment C3.3.1
Recipient Rights	No	Taken through OCHN	Within 30 days of hire	Annual	MH Code: 330.1755(5)(f), SUD Admin Rules: R 325.14302
Training Specific To Person's Plan of Service	No	Training provided by SC or Trained Program Leadership	Prior to working with Individual	Annual or when changes are made to person's plan	
Trauma Informed Care	Yes	Contained within MORC's <u>Working With People</u>	Within 90 days of hire	Every 3 years	MDHHS PIHP contract Attachment C.6.9.9.1
Working With People	Yes		Within 30 days of hire	Annual	