

**OCHN Direct Care Non-Voc Skill Building and Supported Employment
Training Requirements**

	Can you get this from MORC?	Comments	Initially Due	Ongoing Frequency	State/Federal Source
Bloodborne Pathogens	Yes	If regular duties include contact with blood or bodily fluids containing Blood. If not...you can take Infectious Disease Control	Within 90 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	Yes		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
First Aid	Yes		Within 60 days of hire	As required per training program	Medicaid Provider Manual 2.4 & 18.12
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
Infectious Disease Control	Yes	If regular duties do not include contact with blood or bodily fluids containing Blood. If so...you must take Bloodborne Pathogens	Within 90 days of hire	Annual	MIOSHA R 325.70016
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	Required based on Plan of Service	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	Required based on Plan of Service. 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
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	