

## NORTHCARE NETWORK NETWORK PROVIDER TRAINING GUIDE

*The following training topics/titles are for the purposes of the Network Provider-Training policy only.  
Separate topics may be combined within a single training*

Updated 12/28/22

### **MEMBER CMHSP TRAINING REQUIREMENTS:**

<b>ALL MEMBER CMHSP STAFF:</b>			
<b>Training (LMS title)</b>	<b>Meets Requirement(s) for:</b>	<b>Required to be Completed:</b>	
Corporate Compliance	42 CFR 438.608 MI Mental Health Code Medicaid Integrity Program (MIP) Deficit Reduction Act (DRA)	Within 30 days	Annually
Cultural Diversity	MDHHS/PIHP Contract 42 CFR 438.10 & 438.206, BBA for cultural diversity and LEP;	Within 30 days	Annually
Customer Services – Level I and Limited English Proficiency (LEP)	Customer Services Standards and LEP Federal Title VI of the Civil Rights Act of 1964 LEP Federal Title VI of the Civil Rights Act of 1964	Within 30 days	Annually
Environmental Emergencies/Safety – Specific to work location and responsibilities.	MDHHS/PIHP Contract	Within 30 days	As needed
Grievance & Appeals General Orientation	MDHHS/PIHP Contract, BBA	Within 30 days	As needed
Harassment in the workplace v.5	Civil Rights Act of 1991	Within 30 days	As needed
HIPAA: For Substance Abuse Providers v.3	45CFR 160 & 164, Subparts A & C	Within 30 days	Annually
HIPAA Security Parts I, II, and III	45 CFR 164.308(a)(5)	Within 30 days	As needed or at least annually for individuals who access PHI
Incident Reporting	MDHHS/PIHP Contract, NorthCare Network Incident, Event, Death Reporting, Notification & Monitoring Policy	Within 30 days	Annually

Infection Control/Universal Precautions	Occupational Safety and Health (OSH) Act of 1970	Within 30 days	Annually
Introduction to MI Health Link	MI Health Link Contract <a href="https://courses.mihealth.org/MIHealthLink/">https://courses.mihealth.org/MIHealthLink/</a> Catalog ID: MI-Health-Link-002	Within 30 days	No
Disability, Functional Needs, and Emergency Preparedness	MI Health Link Contract <a href="https://courses.mihealth.org/MIHealthLink/">https://courses.mihealth.org/MIHealthLink/</a> Catalog ID: MI-Health-Link-011	Within 30 days	No



**MEMBER CMHSP CREDENTIALLED STAFF:**  
In addition to the above “all staff” training chart, the following trainings are required for Credentialed Staff depending upon their job description and/or privileging.

<b>Training</b>	<b>Meets Requirement(s) for:</b>	<b>Required to be Completed:</b>	
Advance Directives	BBA; MDHHS/PIHP Contract	Within 30 days	Annually
Customer Services – Level II	MDHHS/PIHP Contract	Within 30 days	Annually
Documentation Requirements	Services Verification – need to include paraprofessionals documentation training	Within 30 days	As needed
General Overview of Evidence Based Practices (LMS Name is Evidence Based Best Practices)	MDHHS/PIHP Contract and NorthCare Clinical Practice Guidelines	Within 30 days	Annually
Grievance & Appeals	BBA, MDHHS/PIHP Contract	Within 30 days	As needed – Annual updates recommended by NC
Person-Centered Planning with Children, Adults, & Families	MDHHS/PIHP Contract	Within 30 days	Annual review of selected MDHHS guidelines per job description and privileging
Self-Determination: A Foundation	MDHHS/PIHP Contract	Within 30 days	Annual review of selected MDHHS guidelines per job description and privileging

Support Intensity Scale Training (LMS)	NorthCare/CMHSP Contract	Within 90 days of hire	Annually
Trauma Informed ( <i>Creating Cultures of Trauma-Informed Care</i> ),	MDHHS Policy & EBP practices per population	As required by job description and scope of practice	As needed as required by scope of practice

**MEMBER CMHSP CUSTOMER SERVICE AND RECEPTION STAFF:**

In addition to the above “All Staff” training the following are required

Training	Meets Requirement(s) For:	Required to be Completed:	
Customer Services – Level II	MDHHS	Within 30 days	Annually
Independent Facilitation ( <i>included in Customer Service Level II</i> )	MDHHS	Within 30 days	Annually

**SUBSTANCE USE DISORDER (SUD) PROVIDERS TRAINING REQUIREMENTS:**

<b>ALL STAFF</b> Available at <a href="http://www.improvingMIpractices.org">www.improvingMIpractices.org</a>			
Training	Meets Requirement(s) For:	Required to be Completed:	
Communicable Diseases ( <i>SUD – Communicable Disease Level 1</i> )	Contract between NorthCare Network and SUD Provider	Within 60 days	Annually
Confidentiality/Consent ( <i>SUD – the Basics of Confidentiality</i> )	Contract between NorthCare Network and SUD provider	Within 30 days	Annually
Corporate Compliance/Deficit Reduction Act ( <i>NorthCare Network PowerPoint</i> )	42 CFR 438.608 Medicaid Integrity Program (MIP) Deficit Reduction Act (DRA)	Within 30 days	Annually
Cultural Competency ( <i>Cultural Competence: Basic Concepts</i> )	Contract between NorthCare Network and SUD provider	Within 30 days	Annually
HIPAA/Security ( <i>HIPAA Comprehensive</i> )	Contract between NorthCare Network and SUD provider	Within 30 days	Annually

Recipient rights (SUD – Recipient Rights)	Contract between NorthCare Network and SUD provider	Within 30 days	Annually
Trauma Informed ( <i>Creating Cultures of Trauma-Informed Care</i> )	Contract between NorthCare Network and SUD provider	Within 30 days	Annually
<b>SUD ORGANIZATIONS THAT SERVICE MI HEALTH LINK</b>			
Introduction to MI Health Link	MI Health Link Contract <a href="https://courses.mihealth.org/MIHealthLink/">https://courses.mihealth.org/MIHealthLink/</a> Catalog ID: MI-Health-Link-002	Within 30 days	No
Disability, Functional Needs, and Emergency Preparedness	MI Health Link Contract <a href="https://courses.mihealth.org/MIHealthLink/">https://courses.mihealth.org/MIHealthLink/</a> Catalog ID: MI-Health-Link-011	Within 30 days	No