



Region 10 PIHP
Substance Use Disorder Provider Training Requirements

Name of Training	Frequency	Target Audience	Description of Training	Reference	Documentation Requirements	Applies to:
Bloodborne Pathogens / Infection Control	<ul style="list-style-type: none"> Initial; and Annual 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Protection, prevention, and reporting of bloodborne pathogens. 	<ul style="list-style-type: none"> MDHHS Administrative Rule 330.2807 (10) 		<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Communicable Disease	<ul style="list-style-type: none"> Initial; and Biennial 	<ul style="list-style-type: none"> All staff who have direct contact with individuals who have a SUD / COD. 	<ul style="list-style-type: none"> Modes of transmission, Risk to SUD population, Universal Precautions, HIV / AIDS, TB, Hepatitis, and STIs. 	<ul style="list-style-type: none"> MDHHS / BSASS Prevention Policy #2 (Addressing Communicable Disease Issues in the Substance Abuse Service Network) 		<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Corporate Compliance	<ul style="list-style-type: none"> Initial; and Annual 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Review of Corporate Compliance policy, general laws, and regulations governing compliance issues in the health care organization. 	<ul style="list-style-type: none"> Medicaid Integrity Program 	<ul style="list-style-type: none"> Employees will complete the PIHP Statewide approved Corporate Compliance Training. Completion of the training will be documented in the employee record (e.g. Training Software, Attestation, etc.). Providers and employees should also be familiar with and where to locate the PIHP Corporate Compliance Plan. 	<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both



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Cultural Competency	<ul style="list-style-type: none"> Initial; and Biennial 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Diversity issues in the workplace, embracing differences, and understanding what each unique person brings to an organization. 	<ul style="list-style-type: none"> PIHP / SUD Provider Services Contract (Region 10 PIHP Contract) 		<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Employee Orientation	<ul style="list-style-type: none"> Initial 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Review of responsibilities, program policies, and operative procedures. 	<ul style="list-style-type: none"> SA Administrative Rule R325.14114(1) 		<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Gender Competent Practitioner	<ul style="list-style-type: none"> Initial; and Biennial 	<ul style="list-style-type: none"> Clinical staff requesting Gender Competency Status on Privileging and Credentialing Application 	<ul style="list-style-type: none"> Additional training in specific area(s) to demonstrate competency with a specific gender. 	<ul style="list-style-type: none"> MDHHS Treatment Policy #11 (Fetal Alcohol Spectrum Disorders) MDHHS Treatment Policy #12 (Women's Treatment Services) PIHP / SUD Provider Services Contract 	<ul style="list-style-type: none"> INITIAL: <ul style="list-style-type: none"> Documentation showing completion within last 10 years of: <ul style="list-style-type: none"> A minimum of 12 semester hours; Or the equivalent of gender specific SUD training; Or 2080 hours of supervised gender specific SUD training and / or work experience within a designated WSS program, under a 	<input type="checkbox"/> Prevention <input checked="" type="checkbox"/> Treatment <input type="checkbox"/> Both



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					<p>gender competent clinician.</p> <ul style="list-style-type: none"> ONGOING: <ul style="list-style-type: none"> Documentation showing completion of: <ul style="list-style-type: none"> Six (6) CEU's of training in an appropriate topic for gender specific SUD treatment. 	
HIPAA Security and Privacy	<ul style="list-style-type: none"> Initial; and Biennial 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Overview of HIPAA, the HIPAA privacy rule, and HIPAA security risk. 	<ul style="list-style-type: none"> Code of Federal Regulations 		<input type="checkbox"/> Prevention <input checked="" type="checkbox"/> Treatment <input type="checkbox"/> Both
Implicit Bias	<ul style="list-style-type: none"> Annual 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Training on unintentional Biases that affect judgments, decisions, and behaviors. 	<ul style="list-style-type: none"> PIHP / SUD Provider Services Contract (Region 10 PIHP Contract) 	<p>Employees may meet this requirement by viewing a video on the Region 10 PIHP Website:</p> <p>https://www.region10pihp.org/services-and-supports/provider-network/</p>	<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Level 1 Authorizations	<ul style="list-style-type: none"> Initial; and Biennial 	<ul style="list-style-type: none"> Individuals who complete Level 1 Authorizations on behalf of Region 10 PIHP; and 	<ul style="list-style-type: none"> Region 10 PIHP Policies, including: <ul style="list-style-type: none"> Clinical Practice Guidelines (05.03.11); 	<ul style="list-style-type: none"> Code of Federal Regulations, 45CFR 438.230.b(1) 		<input type="checkbox"/> Prevention <input checked="" type="checkbox"/> Treatment <input type="checkbox"/> Both



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		<ul style="list-style-type: none"> Staff who process denials (which includes all primary case holders). 	<ul style="list-style-type: none"> Access to Services (05.01.01); Procedure Codes and Definitions (03.02.01); and Utilization Management Program (01.05.01). 			
Limited English Proficiency	<ul style="list-style-type: none"> Initial 	<ul style="list-style-type: none"> All staff 	<ul style="list-style-type: none"> Procedures for working with individuals with limited English abilities. Training on terminology used in association with Limited English. 	<ul style="list-style-type: none"> MDHHS / PIHP Services Contract PIHP / SUD Provider Services Contract 	<ul style="list-style-type: none"> Region 10 PIHP has provided each SUD agency with a PowerPoint Module for this training. 	<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both
Medication Administration	<ul style="list-style-type: none"> Initial; and Annual 	<ul style="list-style-type: none"> All direct service staff, if service delivery includes working with an individual who takes 	<ul style="list-style-type: none"> Basics of administering medications. 	<ul style="list-style-type: none"> Michigan Administrative Code 	<ul style="list-style-type: none"> Employees may meet this requirement by attending training led by a licensed medical professional at your agency or an outside agency. 	<input type="checkbox"/> Prevention <input checked="" type="checkbox"/> Treatment <input type="checkbox"/> Both



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		medication (s); and • The staff does or could potentially administer medication (s).				
Recipient Rights	• Initial; and • Annual	• All staff	• Information on Recipient Rights including confidentiality, abuse, and neglect.	• Region 10 PIHP Contract • MDHHS Administrative Code 330.1755 • MDHHS Administrative Rule R325.14301 – 325.14306 • 42CFR 438.100		<input type="checkbox"/> Prevention <input type="checkbox"/> Treatment <input checked="" type="checkbox"/> Both

NOTES:

- Unless otherwise indicated, all “initial” training shall be completed within 90 days of hire.
- Unless otherwise indicated, all trainings require a copy of training attestation and completed exam or training certificate, if applicable, to be maintained with the provider.
- While the PIHP has provided references to available trainings, these trainings may be discontinued or found in another area of the referenced website.
- The discontinuation of a noted referenced training does not exclude the provider from meeting their contractual training requirements.
- A training module can be found at the Improving MI Practices website: <http://improvingmipractices.org/>



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- [HRSA Cultural Competence Video](#)