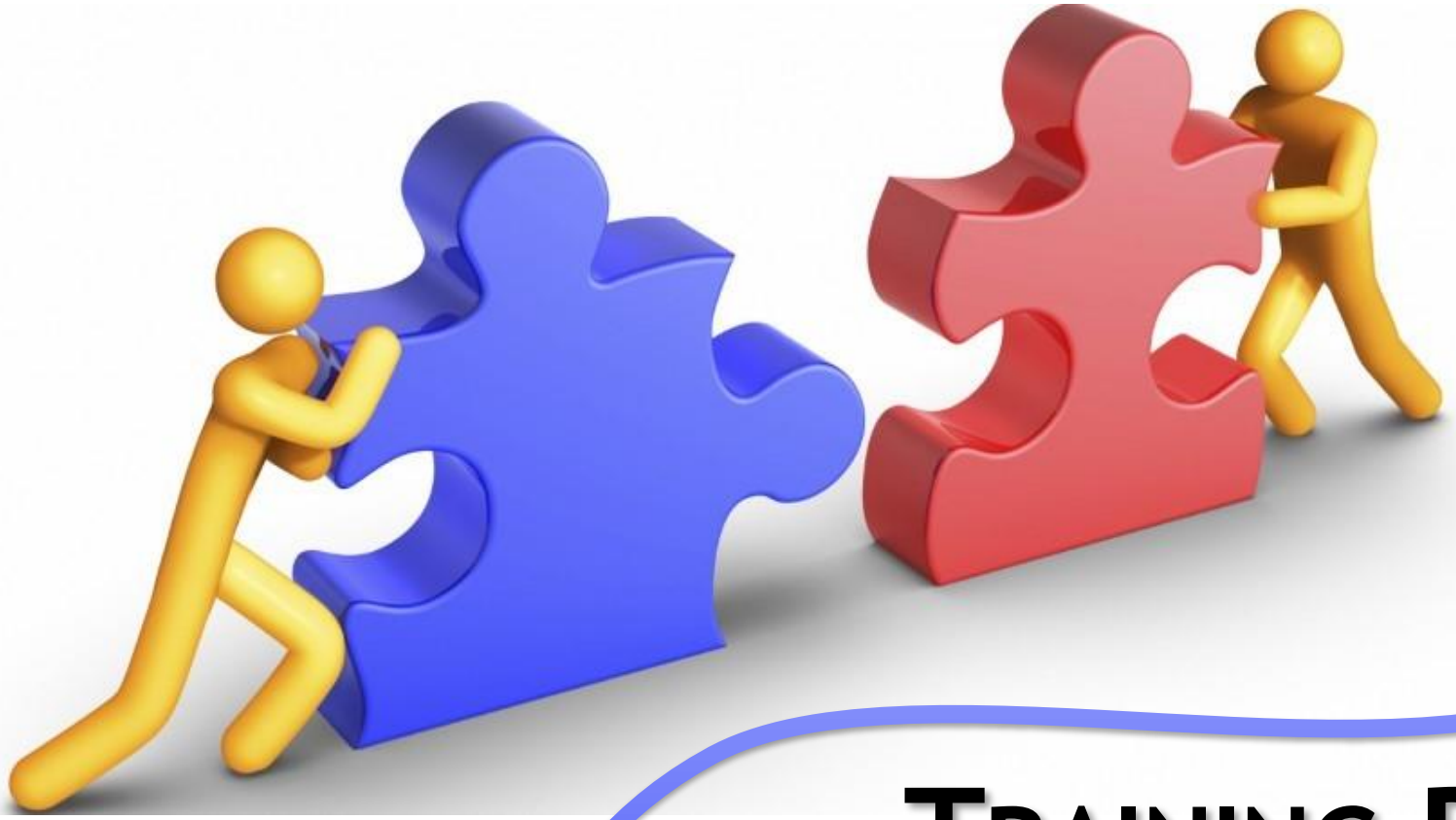


TRAINING RECIPROCITY

for Direct Care Staff

What is Training Reciprocity

- Required by MDHHS
- Enables training provided by one employer to be accepted by another provider
- Ensures training consistency

Focus of Training Reciprocity

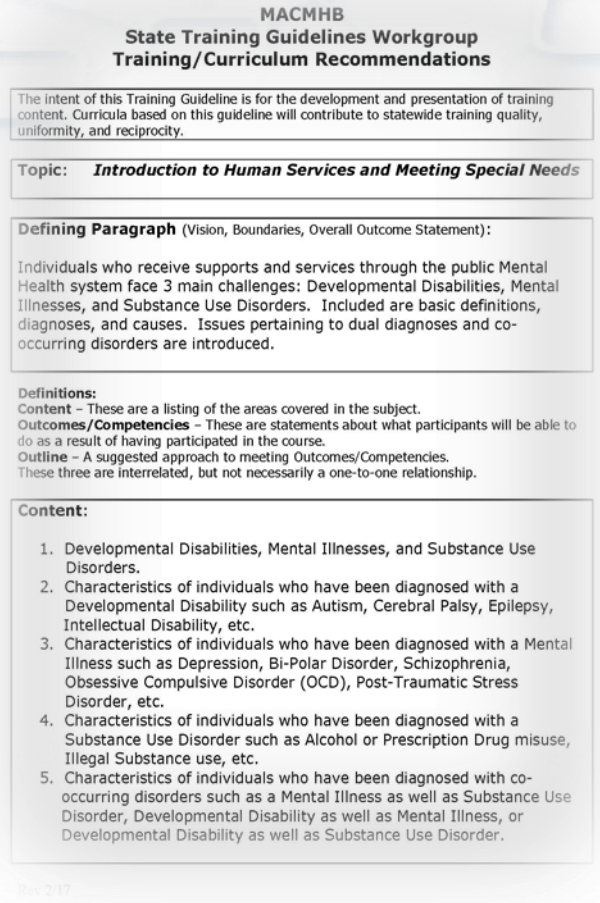
Direct Care Staff

Training Reciprocity Process

- Each Organization/Provider entity must participate
- Training Reciprocity requires…
  - Ensuring training meets common criteria
  - Acceptance of new staff who have been trained to criteria

What are the Criteria for Training Reciprocity

- Training Guidelines
  - Developed by State Training Guidelines Workgroup
  - Includes requirements for:
    - Training Content
    - Expected Outcomes
    - Trainer Qualifications



MACMHB
State Training Guidelines Workgroup
Training/Curriculum Recommendations

The intent of this Training Guideline is for the development and presentation of training content. Curricula based on this guideline will contribute to statewide training quality, uniformity, and reciprocity.

Topic: ***Introduction to Human Services and Meeting Special Needs***

Defining Paragraph (Vision, Boundaries, Overall Outcome Statement):

Individuals who receive supports and services through the public Mental Health system face 3 main challenges: Developmental Disabilities, Mental Illnesses, and Substance Use Disorders. Included are basic definitions, diagnoses, and causes. Issues pertaining to dual diagnoses and co-occurring disorders are introduced.

Definitions:
Content – These are a listing of the areas covered in the subject.
Outcomes/Competencies – These are statements about what participants will be able to do as a result of having participated in the course.
Outline – A suggested approach to meeting Outcomes/Competencies.
These three are interrelated, but not necessarily a one-to-one relationship.

Content:

1. Developmental Disabilities, Mental Illnesses, and Substance Use Disorders.
2. Characteristics of individuals who have been diagnosed with a Developmental Disability such as Autism, Cerebral Palsy, Epilepsy, Intellectual Disability, etc.
3. Characteristics of individuals who have been diagnosed with a Mental Illness such as Depression, Bi-Polar Disorder, Schizophrenia, Obsessive Compulsive Disorder (OCD), Post-Traumatic Stress Disorder, etc.
4. Characteristics of individuals who have been diagnosed with a Substance Use Disorder such as Alcohol or Prescription Drug misuse, Illegal Substance use, etc.
5. Characteristics of individuals who have been diagnosed with co-occurring disorders such as a Mental Illness as well as Substance Use Disorder, Developmental Disability as well as Mental Illness, or Developmental Disability as well as Substance Use Disorder.

Benefits of Training Reciprocity

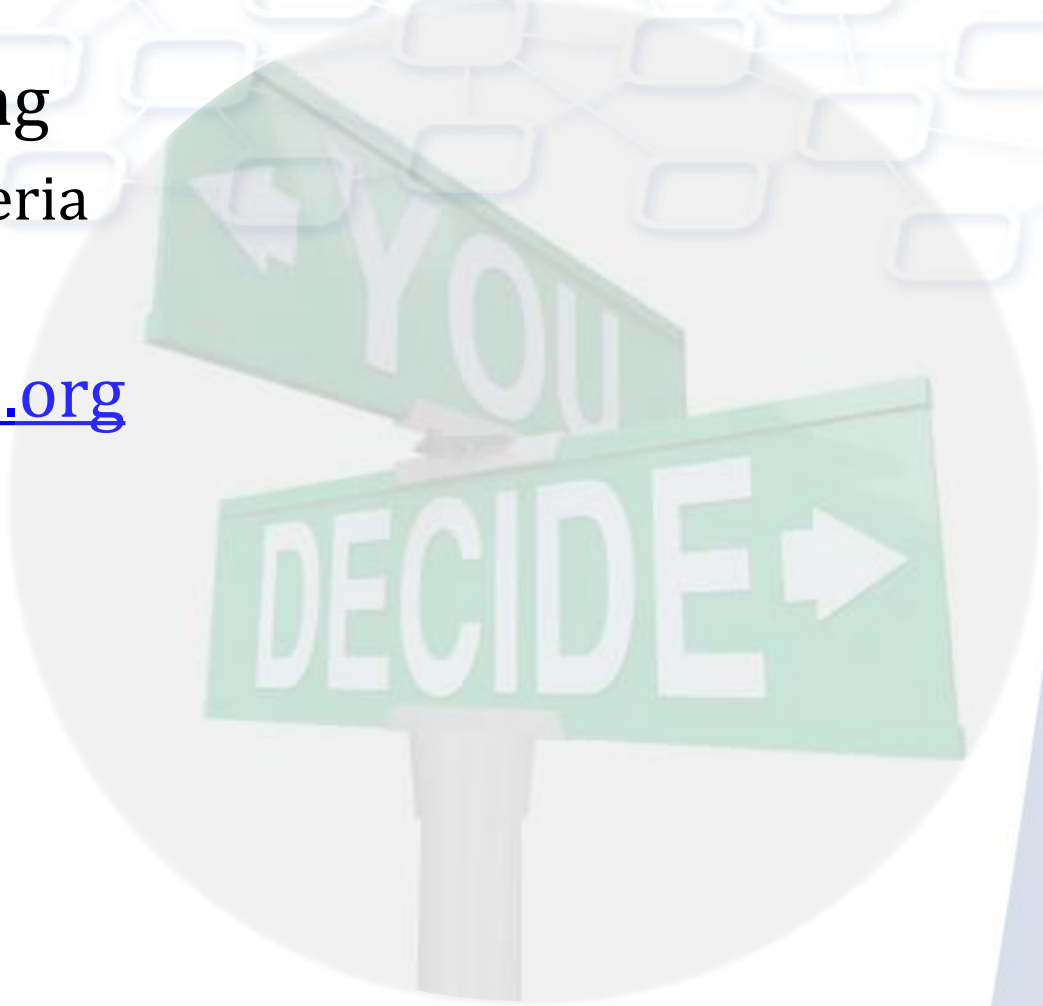
- Ensures standardized training
- Allows acceptance of training provided elsewhere
- First step toward professional recognition
- Training transferable anywhere within Michigan

Training Reciprocity Options for Training

- Utilize your already existing training
  - After ensuring they meet specific criteria

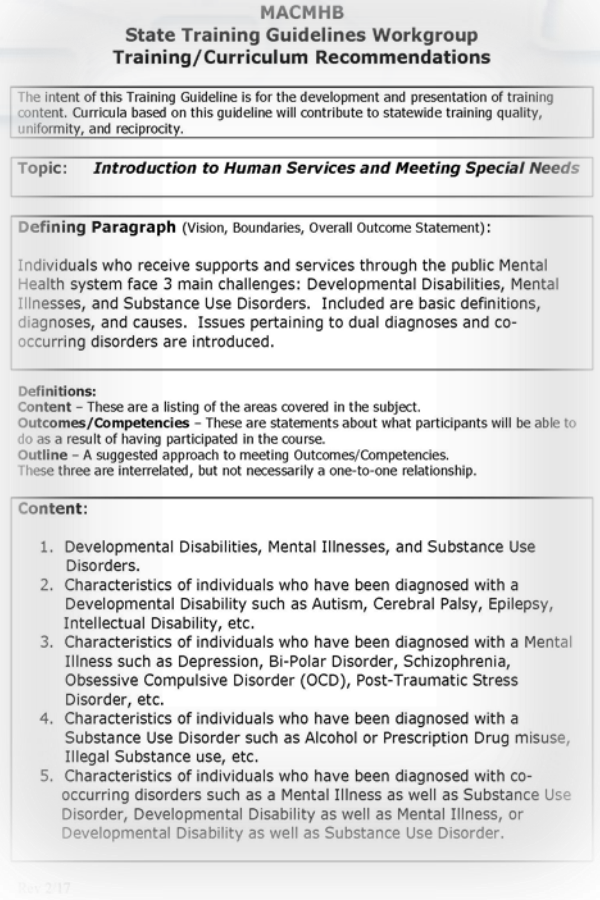
~ or ~

- Utilize www.ImprovingMIpractices.org
  - Training currently being evaluated:
    - Limited English Proficiency
    - Cultural Competency
    - Infection Control



Utilize your already existing training

1. Gather existing mandatory required training materials (identified on STGW Training Grid)
2. Compare (vet) training tools to applicable Guidelines to ensure all requirements met
3. Utilize ‘vetted’ existing training materials



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Utilize www.ImprovingMIpractices.org

improving MI practices

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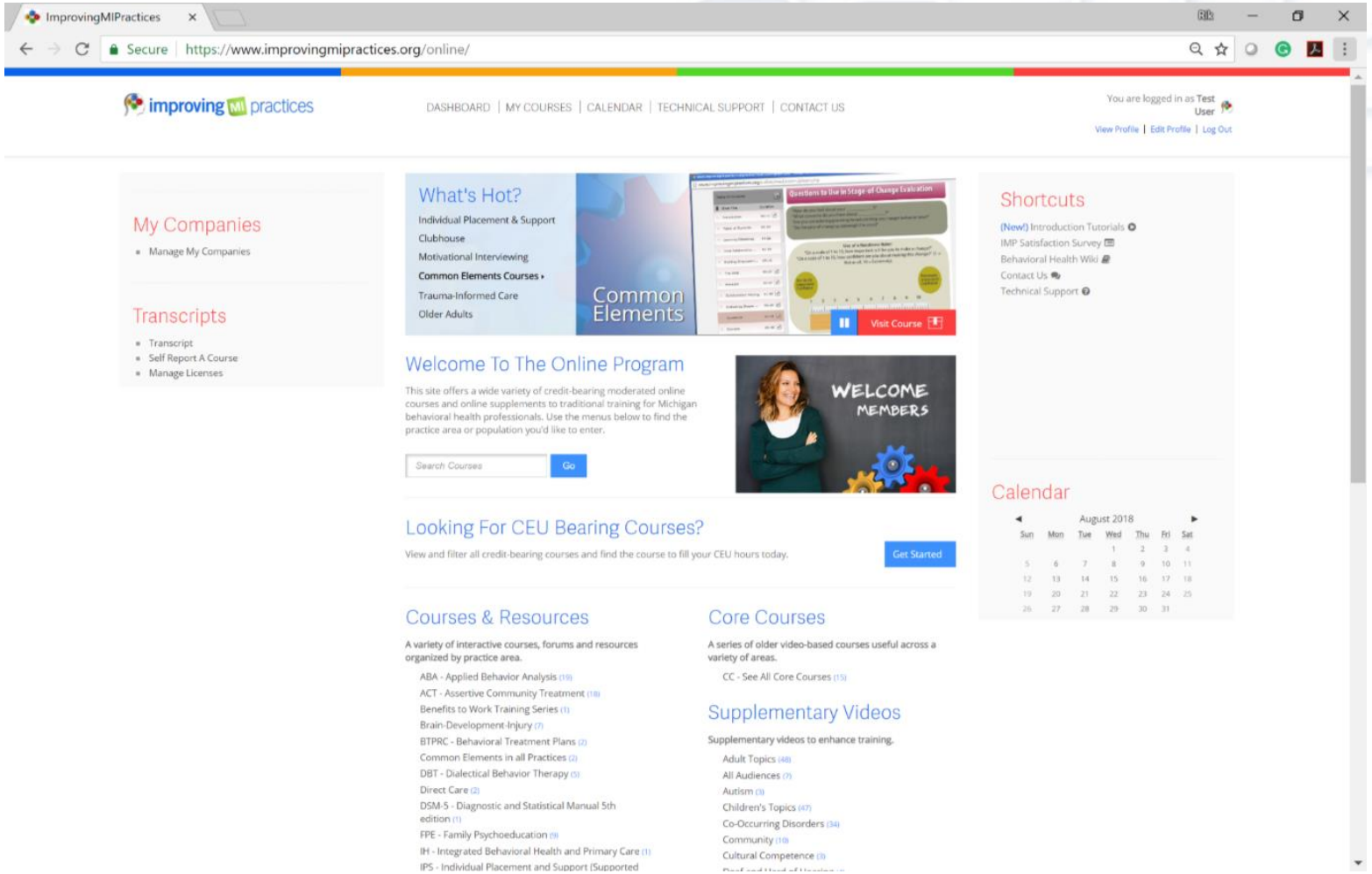
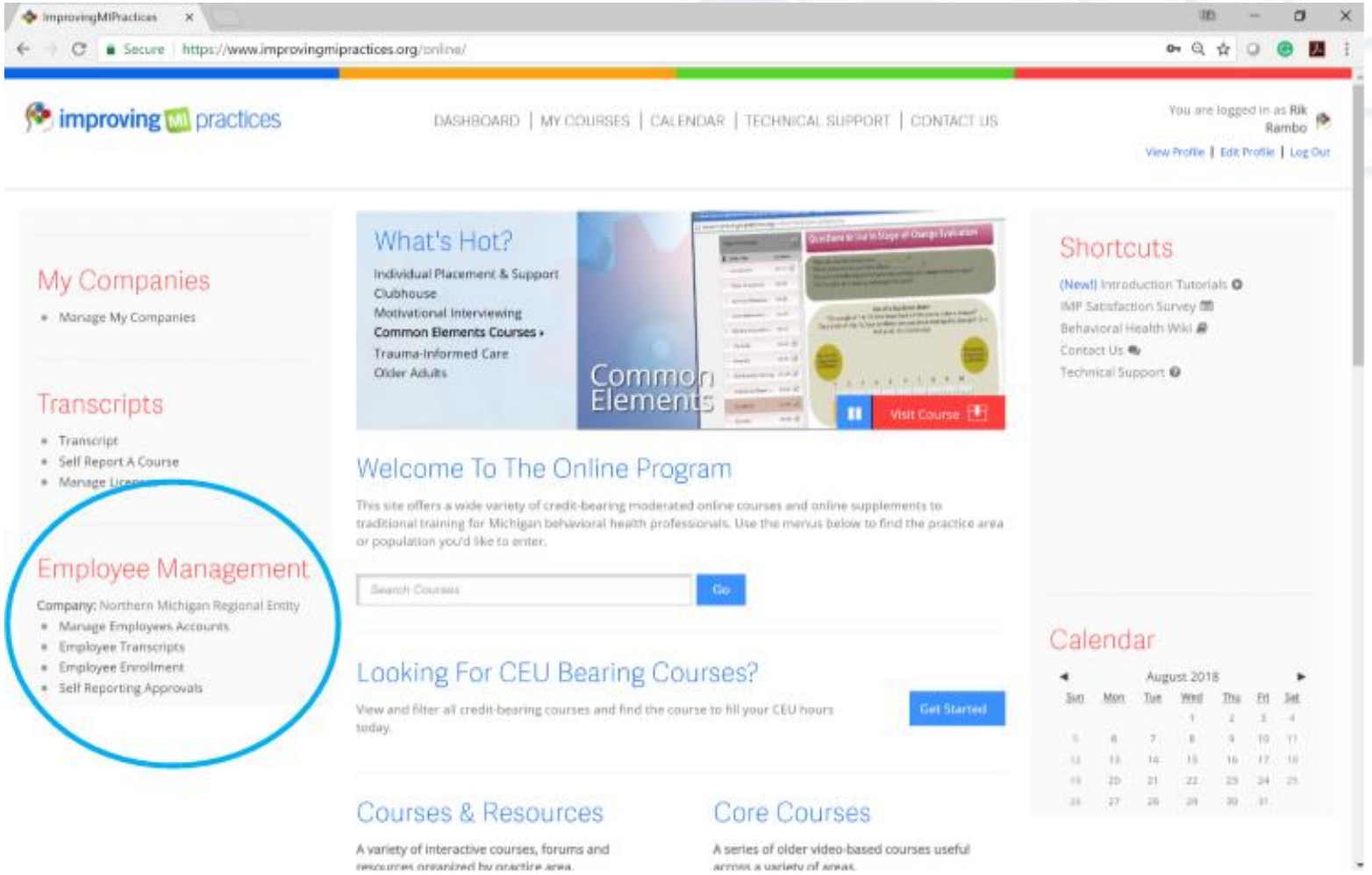
- ✓ Hundred's of Free online courses
- ✓ Single-point Transcript system
- ✓ Accessible anywhere

Register to Use IMP

IMP start page for Staff



IMP start page for Managers



Training Reciprocity Timeline…

- Guideline development & updates will be completed by August 31st
- Vetting tools (for comparing training against Guidelines) will be ready for use September 1st
- Training Reciprocity will be ready to begin rollout early September
- Full implementation expected around April of 2019

QUESTIONS?