



# **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.

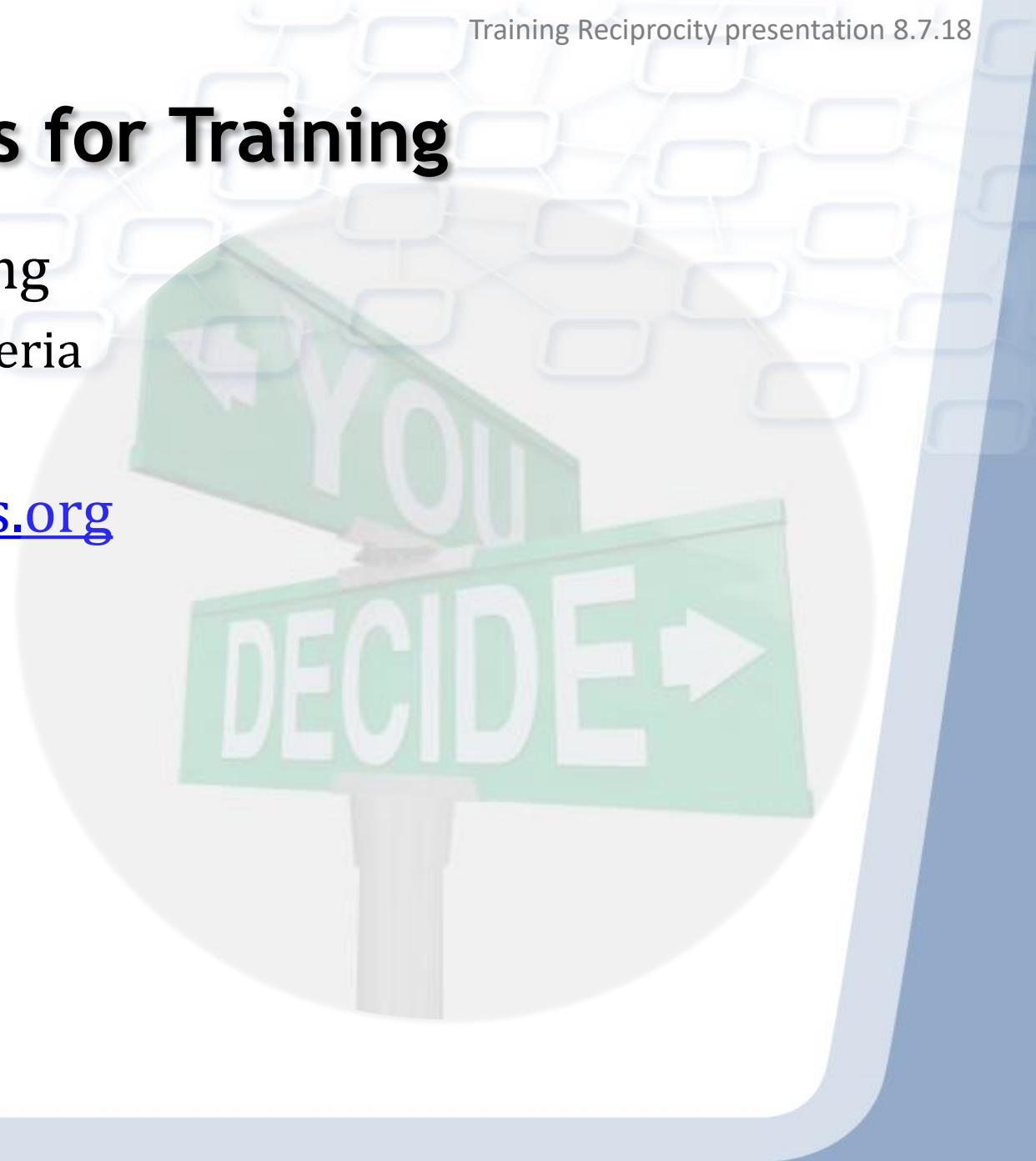
Rev 2/17

# 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.ImprovingMlpractices.org](http://www.ImprovingMlpractices.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

## 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.

Rev 2/17




# Utilize [www.ImprovingMIpractices.org](http://www.ImprovingMIpractices.org)



**improving**  
**MI** practices

- ✓ Free to Register... Free to Use
- ✓ Hundred's of **Free** online courses
- ✓ Single-point Transcript system
  - ✓ Accessible **anywhere**

# Register to Use IMP



The screenshot shows the homepage of the Improving MI Practices website. The browser address bar displays <https://www.improvingmipractices.org>. The site features a header with the logo, a navigation menu, and a main banner. A blue circle highlights the login section, which includes a form for behavioral health professionals.

Are you a **Behavioral Health Professional**?

Username / email Password [GO](#)

**login**

This site offers a wide variety of evidence-based online courses, supplements to traditional training, and overall information for Michigan behavioral health professionals. [Create a New Account](#)

Need help? [Visit our tutorial.](#)

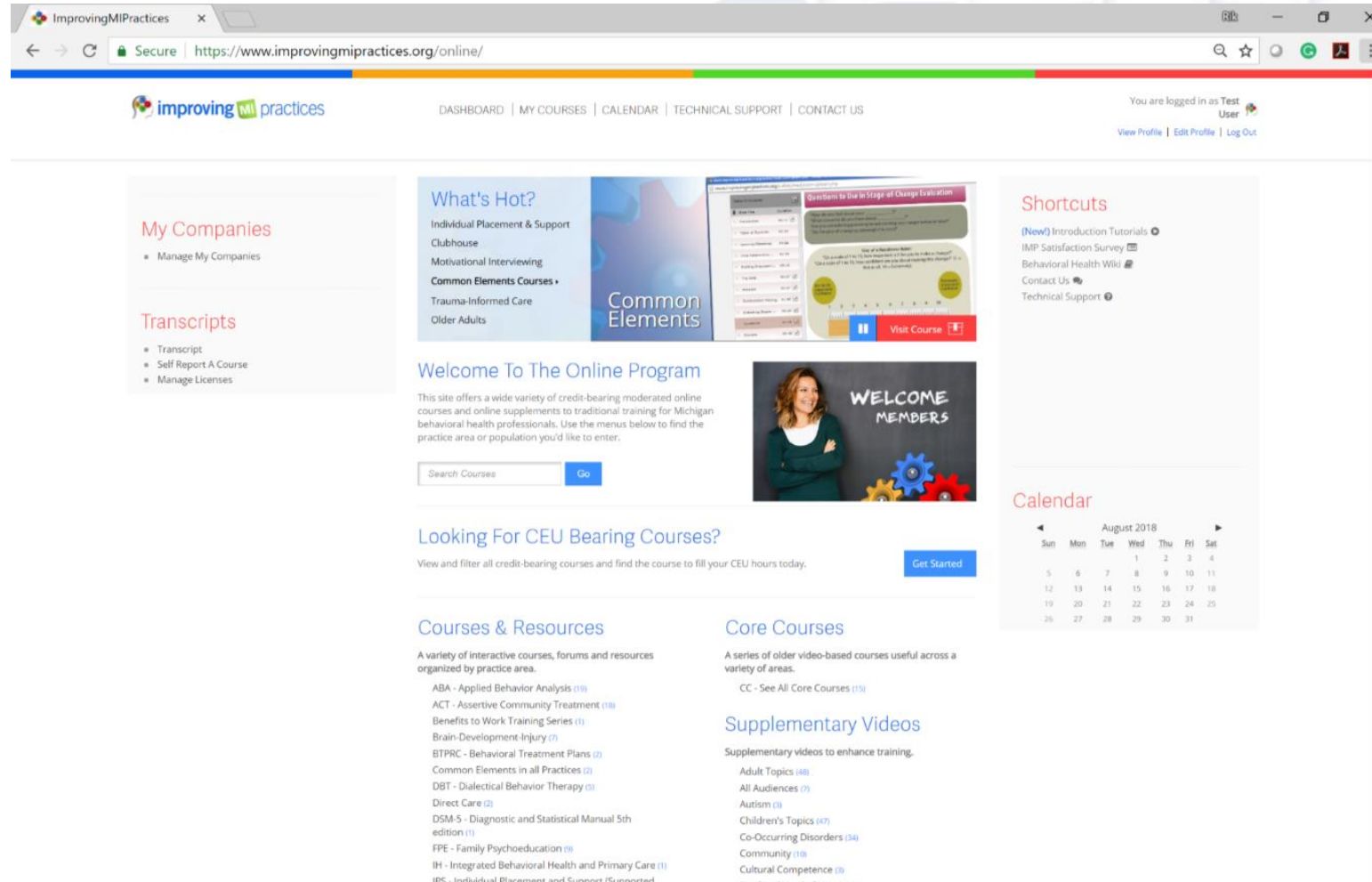
HOME | ABOUT THIS SITE | PRACTICE AREAS | POPULATIONS | QUESTIONS & ANSWERS | CONTACT US

**REGISTER YOUR ACCOUNT TODAY!**

[REGISTER](#)

Welcome to IMP! What's New with IMP

# IMP start page for Staff

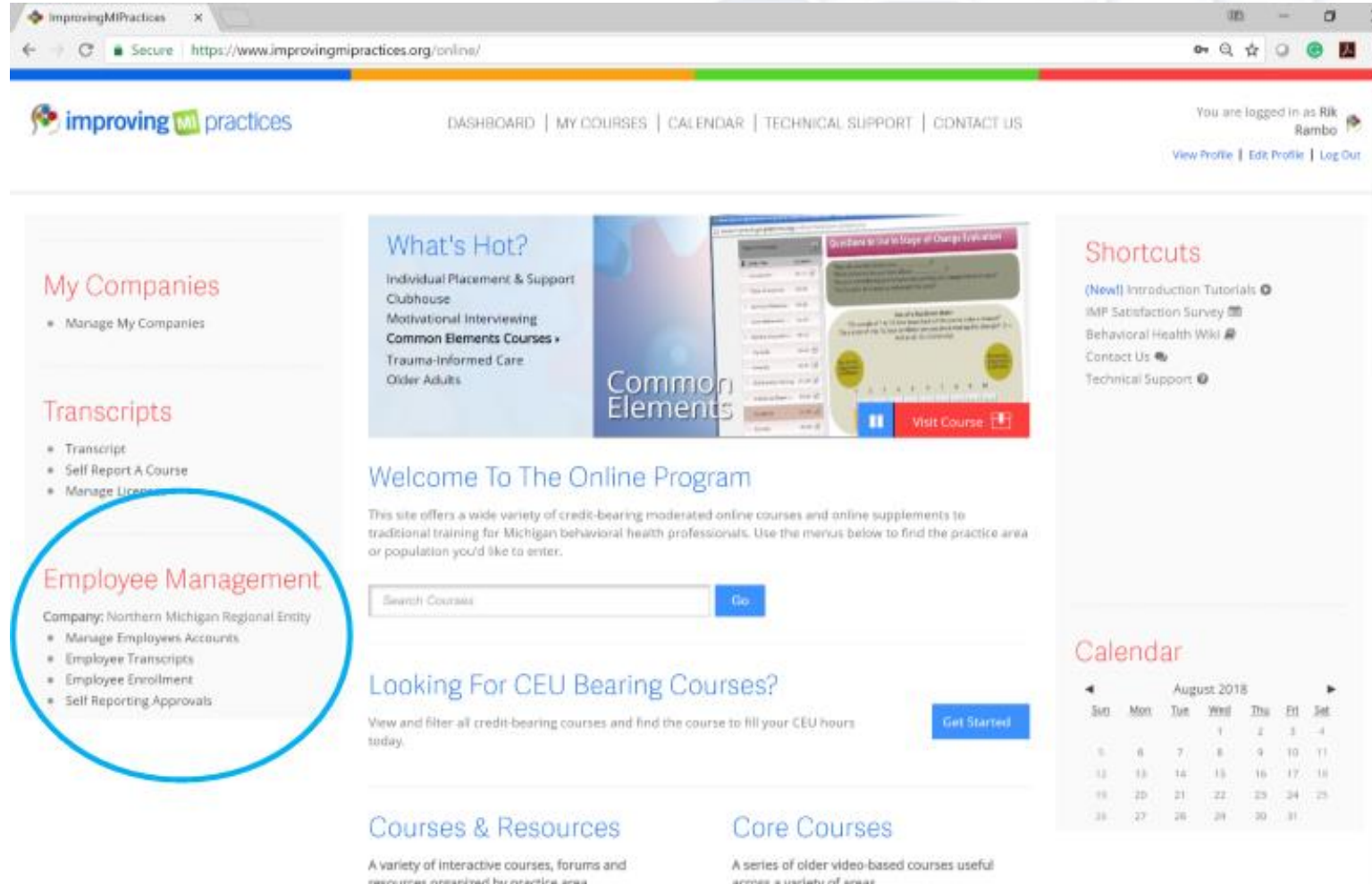


The screenshot shows the IMP start page for Staff in a web browser. The browser address bar shows the URL <https://www.improvingmipractices.org/online/>. The page features a navigation bar with links: DASHBOARD | MY COURSES | CALENDAR | TECHNICAL SUPPORT | CONTACT US. The user is logged in as 'Test User' and can view their profile, edit their profile, or log out.

The main content area is divided into several sections:

- My Companies:** Includes a link to 'Manage My Companies'.
- Transcripts:** Includes links to 'Transcript', 'Self Report A Course', and 'Manage Licenses'.
- What's Hot?:** Features a 'Common Elements' video player and a list of topics: Individual Placement & Support Clubhouse, Motivational Interviewing, Common Elements Courses, Trauma-Informed Care, and Older Adults.
- Welcome To The Online Program:** A central section with a search bar and a 'Go' button. It includes a video of a woman saying 'WELCOME MEMBERS'.
- Looking For CEU Bearing Courses?:** A section with a 'Get Started' button to view and filter all credit-bearing courses.
- Courses & Resources:** A list of various interactive courses, forums, and resources organized by practice area, including ABA, ACT, Benefits to Work Training Series, Brain-Development-Injury, BTPRC, Common Elements in all Practices, DBT, Direct Care, DSM-5, FPE, IH, and IPS.
- Core Courses:** A series of older video-based courses useful across a variety of areas, including a link to 'See All Core Courses'.
- Supplementary Videos:** A section for supplementary videos to enhance training, including Adult Topics, All Audiences, Autism, Children's Topics, Co-Occurring Disorders, Community, Cultural Competence, and Professionalism.
- Shortcuts:** Includes links to 'Introduction Tutorials', 'IMP Satisfaction Survey', 'Behavioral Health Wiki', 'Contact Us', and 'Technical Support'.
- Calendar:** A calendar for August 2018, showing days from Sunday to Saturday.

# IMP start page for Managers



The screenshot shows the IMP start page for Managers. The page is titled "ImprovingMIpractices" and displays a dashboard with various sections. A blue circle highlights the "Employee Management" section in the left sidebar.

**My Companies**

- Manage My Companies

**Transcripts**

- Transcript
- Self Report A Course
- Manage Licenses

**Employee Management**

- Company: Northern Michigan Regional Entity
- Manage Employees Accounts
- Employee Transcripts
- Employee Enrollment
- Self Reporting Approvals

**What's Hot?**

- Individual Placement & Support Clubhouse
- Motivational Interviewing
- Common Elements Courses**
- Trauma-Informed Care
- Older Adults

**Common Elements**

**Welcome To The Online Program**

This site offers a wide variety of credit-bearing moderated online courses and online supplements to traditional training for Michigan behavioral health professionals. Use the menus below to find the practice area or population you'd like to enter.

**Looking For CEU Bearing Courses?**

View and filter all credit-bearing courses and find the course to fill your CEU hours today.

**Courses & Resources**

A variety of interactive courses, forums and resources organized by practice area.

**Core Courses**

A series of older video-based courses useful across a variety of areas.

**Shortcuts**

- (New!) Introduction Tutorials
- IMP Satisfaction Survey
- Behavioral Health Wiki
- Contact Us
- Technical Support

**Calendar**

August 2018

Sun	Mon	Tue	Wed	Thu	Fri	Sat
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

# 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 1<sup>st</sup>
- Training Reciprocity will be ready to begin rollout early September
- Full implementation expected around April of 2019





# QUESTIONS?