

# NCCMH DIRECT SUPPORT STAFF TRAINING REQUIREMENTS GRID

SOURCE: IMPROVING MY PRACTICES/PER STGW  
EFFECTIVE 11/02/2020

## Training and Renewal Key:

I-AN = Initially &  
As Needed

A = Initially &  
Annually

AN = As Needed

2 = Initially &  
Every 2 Years

3 = Initially &  
Every 3 years

IPOS = When  
identified in IPOS

2\* = As required by the National  
Certifying Organization

GUIDELINE TITLE	REQUIREMENT PER POSITION							
Assisting People with Eating and/or Swallowing Difficulties								IPOS
Autism Spectrum Disorder								IPOS
Behavior and Crisis Intervention	3	3	3	3	3	3	3	3
Building Natural Supports	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Cardio Pulmonary Resuscitation (CPR)	2*	2*	2*	2*	2*	2*	2*	2*
Crisis Planning	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Critical Thinking and Creative Problem Solving	AN			AN			AN	
Cultural Competence/Proficiency	3	3	3	3	3	3	3	3
Documentation Skills	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Due Process/Exercising Rights/Grievance and Appeals	A	A	A	A	A	A	A	A
Emergency Preparedness	3	3	3	3	3		3	3
First Aid	2*	2*	2*	2*	2*	2*	2*	2*
Food Safety	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Health and Wellness	3	3	3	3	3	3	3	3
HIPAA/Privacy/Confidentiality	A	A	A	A	A	A	A	
Human Relationships	3	3		3	3	3	3	3
Immobility and Positioning								IPOS
Infection Control & Standard Precautions	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Introduction to Human Services and Meeting Special Needs	3	3	3	3	3	3	3	3
Lifts & Transfers								IPOS
Limited English Proficiency (LEP)	3	3	3	3	3	3	3	3
Medications	3	3	3	3	3	3	3	3
Nutrition	3	3			3		3	
Person Centered Planning / Individual Plan of Service	A	A	A	A	A	A	A	A
Philosophy and Current Trends in Providing Human Services	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN
Recipient Rights	A	A	A	A	A	A	A	A
Suicide Risk Assessment and Intervention	I-AN	I-AN	I-AN					
Teaching New Skills/Life Skills	3	3	3	3	3	3	3	3
Trauma Informed Services	3	3	3	3	3	3	3	3

### REFERENCE WEBSITES:

1. Balanced Budget Act
2. Health Insurance Portability and Accountability Act (HIPAA)
3. Deficit Reduction Act
4. Michigan Department of Community Health (MDCH)
5. Michigan Administrative Code
6. Michigan Mental Health Code
7. Michigan Occupational Safety and Health Administration (MIOSHA)

## NORTH COUNTRY COMMUNITY MENTAL HEALTH AUTHORITY

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PETOSKEY, MICHIGAN 49770

