Training Requirements at a Glance

TRAINING REQUIREMENTS COMPARISON		
WHEN	**RESIDENTIAL**	**DAY / IN-HOME / EMPLOYMENT / CLUBHOUSE / ADMIN**
START HERE Before Direct Care	**Individual-specific preparation** • IPOS and support plans • Review updates before providing care • Suicide Awareness • Cyber Security	**Individual-specific preparation** • IPOS and support plans • Review updates before providing care • Suicide Awareness • Cyber Security
30 DAYS Core Compliance	• Recipient Rights • Bloodborne Pathogens • HIPAA • Corporate Compliance • Customer Service* • Positive Based Solutions*	• Recipient Rights • Bloodborne Pathogens • HIPAA • Corporate Compliance • Non-Aversive Techniques* • Grievances & Appeals* • Customer Service*
60–90 DAYS Job Readiness	• Person-Centered Planning • Trauma-Informed Care • CPR & First Aid • Non-Aversive Techniques* • Medication, health, nutrition, emergency, MI/DD & HCBS modules	• Person-Centered Planning • Trauma-Informed Care • CPR* • First Aid*
6 MONTHS Culture & Access	• Cultural Competency • Limited English Proficiency • Earlier CCBHC deadlines may apply	• Cultural Competency • Limited English Proficiency • Clubhouse-specific training* • Earlier CCBHC deadlines may apply
ONGOING Renewals	Annual refreshers for core compliance, PCP, trauma-informed care, HCBS, suicide awareness, Cyber security, and role-based topics. CPR/First Aid per program cycle.	Annual refreshers for core compliance, PCP, trauma-informed care, suicide awareness, Cyber security, and Clubhouse training. CPR/First Aid per program cycle.

** Role-, duty-, service-, or program-specific requirement. Confirm current Medicaid, CCBHC, MDHHS, PIHP, and organizational deadlines.*