

Direct Support Staff Training Requirements Grid			Specialized Residential DSP, Home Managers	Specialized Residential Administrators	Community Living Supports (CLS)	Pre-Voc Skill Building	Non-Voc Skills Building	Supported Living staff	Adult Foster Care Staff	Respite Service Staff	Self-Determination Staff	In-Home Service Staff (Children's Program)	Foster Family Group Home staff	Child-caring Institutions, Children's Group Home Staff	As Identified in the Person Centered Plan	Other Employee Group
Training and Renewal Key:			I-AN = Initially & As Needed	A = Initially and Annually	AN = As Needed	2 = Initially & every 2 years	3 = Initially & every 3 years	IPOS = when identified in the IPOS			X = See Guide					
GUIDELINE TITLE	Trained Within	Source														
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	3	3	3	3	3	
Building Natural Supports			I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	I-AN	X
Cardio Pulmonary Resuscitation (CPR)			2*	2*	2*	2*	2*	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	I-AN	I-AN	I-AN	I-AN	I-AN	X
Critical Thinking and Creative Problem Solving			AN			AN	AN							AN		
Cultural Competence/Proficiency			3	3	3	3	3	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	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	A	A	A	A	A	
Emergency Preparedness			3	3	3	3	3	3	3		3	3	3	3	3	
First Aid			2*	2*	2*	2*	2*	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	I-AN	I-AN	I-AN	I-AN	I-AN	
Health and Wellness			3	3	3	3	3	3	3	3	3	3	3	3	3	
HIPAA/Privacy/Confidentiality			A	A	A	A	A	A	A	A	A	A	A	A		
Human Relationships			3	3		3	3	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	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	3	3	3	3	3	
Lifts & Transfers															IPOS	
Limited English Proficiency (LEP)			3	3	3	3	3	3	3	3	3	3	3	3	3	
Medications			3	3	3	3	3	3	3	3	3	3	3	3	3	X
Nutrition			3	3				3	3			3	3	3		
Person Centered Planning / Individual Plan of Service			A	A	A	A	A	A	A	A	A	A	A	A	A	X
Philosophy and Current Trends in Providing Human Services			I-AN	I-AN	I-AN	I-AN	I-AN	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	A	A	A	A	A	X
Suicide Risk Assessment and Intervention			I-AN	I-AN	I-AN		I-AN									
Teaching New Skills/Life Skills			3	3	3	3	3	3	3	3	3	3	3	3	3	X
Train the Trainer																X
Trauma Informed Services			3	3	3	3	3	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)
 8. Code of Federal Regulations

SECONDARY KEY:
2* = As required by the National Certifying Organization