

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:**
- Balanced Budget Act
  - Health Insurance Portability and Accountability Act (HIPAA)
  - Deficit Reduction Act
  - Michigan Department of Community Health (MDCH)
  - Michigan Administrative Code
  - Michigan Mental Health Code
  - Michigan Occupational Safety and Health Administration (MIOSHA)
  - Code of Federal Regulations

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