



# Detroit Wayne Integrated Health Network

## 2024 Required Courses



Title of Training	Staff Required to Take Training	Source of Training	New Hires?	Frequency
1. Medicare & Medicaid General Compliance Training (Previously Corporate Compliance)	All CMH Staff (Clinical and Non-Clinical)	Employer hosted/sponsored DWC Website NOTE: DWHN are required to complete this course on DWC (www.dwctraining.com)	Yes	At Hire Annually
2. Diversity, Equity and Inclusion Diversity (Previously Cultural Competence/Diversity)	All CMH Staff (Clinical and Non-Clinical)	Employer hosted/sponsored DWC Website (www.dwctraining.com)	Yes	Every 2 years
3. Human Sex Trafficking (Previously Child Sex Trafficking in America )	All CMH Staff (Clinical and Non-Clinical)	Employer or DWC Website (www.dwctraining.com)	Yes	At Hire Every 2 years after
4. Emergency Preparedness	All CMH Staff including Direct Care Workers	Employer or DWC Website (www.dwctraining.com)	Yes	At Hire Every 2 years after
5. Medicare Fraud & Abuse (Replaces Medicare Fraud Waste and Abuse)	All clinical administrative staff providing service to persons with Medicare. Required for Dual Eligible/MI-Health Link employees involved in the administration or delivery of Medicare benefits, including, but not limited to: Clinicians, billers, Utilization Management, Quality, Legal, compliance and management.	DWC Website (www.dwctraining.com)	Yes	Within 60 days of hire Annually (Required annually for Dual Eligible/MI-Health Link employees involved in the administration or delivery of Medicare benefits, including, but not limited to: Clinicians, billers, Utilization Management, Quality, Legal, compliance and management.)
6. HIPAA Basics	All CMH Staff (Clinical and Non-Clinical)	DWC Website (www.dwctraining.com)	Yes	At Hire Annually for DWHN staff every 3 years for others
7. Infection Prevention and Control Practices (Previously Universal Precautions/Blood Borne Pathogens/Infection Control)	All CMH Staff (including Self Determination hires)	Employer or DWC Website NOTE: DWHN staff are required to complete this course on DWC (www.dwctraining.com)	Yes	At Hire Annually
8. Limited English Proficiency (LEP)	All CMH Staff (Clinical and Non-Clinical)	Employer or DWC Website NOTE: DWHN staff are required to complete this course on DWC (www.dwctraining.com)	Yes	At Hire Every 3 years after
9. Grievances, Appeals and State Fair Hearings (Previously Medicaid Fair Hearings, Local Appeals and Grievances)	All CMH Staff (Clinical and Non-Clinical)	DWC Website (www.dwctraining.com)	Yes	At Hire Every 2 years after
10. Person-Centered Planning (Previously Person- Centered Planning with Children, Adults, & Families)	All CMH Staff, including Self- Determination Hires	DWC Website (www.dwctraining.com)	Yes	At Hire (prior to delivering services) Every 3 years after
11. Person-Centered Planning & Individual Plan of Service for Direct Support Professionals (Direct Care Workers)	Direct Care Workers	DWC Website (www.dwctraining.com)	Yes	Annual
12. Recipient Rights (New Hires) – Face to Face Training	ALL CMH Staff within 60 days of employment	DWHN (Recipient Rights; Face 2 Face)	Yes	At Hire (including Self Determination staff) within 30 days of hire.
13. Recipient Rights (Online training)	All CMH Staff (Clinical and Non-Clinical)	DWC Website (www.dwctraining.com)	Yes	Annually (Each calendar year)
14. Abuse and Neglect (Previously Abuse & Neglect: Reporting Requirements)	All CMH Staff (Clinical and Non-Clinical)	DWC Website (www.dwctraining.com)	Yes	At Hire Every 2 years after
15. Anti-Harassment & Non-Discrimination (Previously Anti-Harassment & non-Discrimination Training for Employees. Everyone other than a Supervisor)	All Non-Managerial Staff	DWC Website (www.dwctraining.com)	Yes	Front line Every 2 Years
16. Anti-Harassment & Non-Discrimination Training for Leaders (Supervisors Only)	Managerial Staff (supervisors, managers, directors, administrators and officers)	DWC Website (www.dwctraining.com)	Yes	Supervisors Every 2 Years
<b>All CMH Staff Includes:</b> Administrative (over CMH programming), DWHN and Provider Board Members, Clinicians serving CMH, IDD, SUD populations (Child Mental Health Professionals, Substance Abuse Treatment Specialists, Qualified Intellectual Disabilities Professionals, and Qualified Mental Health Specialists), Direct Care Workers, DWHN Financial, Managerial/Supervisory (over CMH programming), New Hires, Project Consultants, Satellite Offices, Support Staff, Temporary Staff, and Volunteers. <b>New Hire Indicates:</b> Within 60 days of hire or first available training date, unless otherwise specified by DWHN. <b>At Hire</b> is based on Provider requirements; not to exceed 60 days.				
<b>**All required courses should be taken within 60 days of being hired with the exception of Recipient Rights for New Hires which should be taken within 30 days**</b>				