

Oakland Community Health Network Training Requirements

# Oakland Community Health Network (OCHN) Required Trainings Grid

Training	Initial	Ongoing Frequency	CCBHC	Direct Care - CLS Respite / Aide	Direct Care - Specialized Residential	Direct Care - Self Determination	Non Vocational Skill Building	Peers	Prescribers	Professional	Substance Use Disorders (SUD) Prescribers	Substance Use Disorders (SUD)	Supported Employment	Vocational	ICCW	Transportation
BACB registered behavior technician training**	initially and within 90 days of hire	N/A														
Basic Health	Within 90 days of hire or prior to working independently or as lead staff	N/A		x	x	Strongly Recommended										
Blood Borne Pathogens (Includes Prevention of Disease Transmission / Infection Control/ Universal Precautions)	Within 90 days of hire	Annually	x	x	x	x	x	x		x	x	x	x	x	x	Strongly Recommended
Co-occurring	Within 90 days of hire	Every 3 years	x						x	x					x	
Corporate Compliance	Within 90 days of hire	Annually	x	x	x		x	x	x	x	x	x	x	x	x	Strongly Recommended
CPR	Within 60 days of hire	As required per the training program (usually every 2-3 years)	x	x	x		x		Strongly Recommended	Strongly Recommended			x	Strongly Recommended	x	Strongly Recommended
Cultural Diversity/ DEI/ IDEA	Within 90 days of hire	Every 3 years	x	x	x	Strongly Recommended	,2	x	x	x	x (every two years)	x (every two years)	x	x	x	
Environmental Emergencies	Within 90 days of hire or prior to working independently or as lead staff	Every 2 years		x	x	x										
Ethics	Within 90 days of hire	Every 3 years	x					x	x	x					x	
First Aid	Within 60 days of hire	As required per the training vendor (usually every 2-3 years)	x	x	x	x	x		Strongly Recommended	Strongly Recommended			x	Strongly Recommended	Strongly Recommended	Strongly Recommended
Grievances & Appeals*/Due Process	Within 30 days of hire	Annually	x	x	x				x	x				x	x	
HIPAA	Within 30 days of hire	Annually for PIHP staff; every 3 years for others	x	x	x	Strongly Recommended	x	x	x	x	x	x	x	x	x	
Introduction to Special Needs of MI/DD	Within 90 days of hire or prior to working independently or as lead staff	N/A			x	Strongly Recommended										x
Limited English Proficiency	Within 90 days of hire	Every 3 years		x	x	Strongly Recommended	x	x	x	x	x	x	x	x	x	Strongly Recommended
Medication Administration	Within 90 days of hire or prior to working independently or as lead staff	N/A		Req based on plan	x	Req based on plan	Req based on plan						Req based on plan	Req based on plan		
Non-Aversive Techniques for Prevention and Treatment of Challenging Behavior (e.g Welle, CTI, MENDT)	Within 90 days of hire	Annually	x	x	x		Req based on plan			x			Req based on plan	Req based on plan	x	
Nutrition	Within 90 days of hire or prior to working independently or as lead staff	N/A			x											
Prevention of Workplace Violence	Within 30 days of hire	Annually	x	x	x		x	x	x	x	x	x	x	x		x
Person/Family Centered Planning	Within 90 days of hire	Every 3 years	x	x	x	Strongly Recommended	x	Strongly Recommended	x	x			x	x	x	

**Oakland Community Health Network Training Requirements**

<b>Recipient Rights</b>	Within 30 days of hire	Annually	x	x	x	x	x	x	x	x	x (initially)	x (initially)	x	x	x	x
<b>Role of Direct Service Workers/Working with People</b>	Within 90 days of hire or prior to working independently or as lead staff	N/A			x	Strongly Recommended										
<b>Self-Determination</b>	Within 90 days of hire	Every 3 years						Strongly Recommended	x	x					x	
<b>Training specific to the Person's Plan</b>	Prior to working with the individual	Annually and when changes are made to the person's plan.		x	x	x	x	x					x	x	x	x
<b>Trauma Informed Care</b>	Within 90 days of hire	Every 3 years	x	x	x	Strongly Recommended	x	x	x	x	x (every two years)	x (every two years)	x	x	x	Strongly Recommended

**\*\*BACB registered behavior tech training** (40 hours) as outlined on the BACB Registered Behavior Technician tasklist. Training conducted by a professional experienced in BHT services (BCBA, BCaBA, QBHP). This includes training in the following areas: Behavioral Management , Assessment, Skill Acquisition, Behavioral Reduction , Documentation and Reporting, 3 hours of training in professional conduct, ethics, and scope of practice

*\* Due Process training is included as part of the Recipient Rights training. A separate Due Process training is required for Primary clinicians, Access/UM staff, Customer Service, Service Supervisors of previously listed staff*