

## Direct Service Provider Training Requirements

Training	Contract Day Program and Supported Employment	Contract Residential Programs and Semi-Independent Providers
<b>Introduction (within 90 days of hire)</b>	Required	Required
<b>CPR (within 30 days of hire)</b>	Required + Update Every 2 Years	Required + Update Every 2 Years
<b>First Aid (within 30 days of hire)</b>	Required + Update Every 2 Years	Required + Update Every 2 Years
<b>Recipient Rights/ Person Centered Planning (within 30 days of hire)</b>	Required + Quarterly Brochure Updates, or Equivalent	Required + Quarterly Brochure Updates, or Equivalent
<b>Environmental Emergencies (within 90 days of hire)</b>	Required + Quarterly Brochure Updates, or Equivalent	Required + Quarterly Brochure Updates, or Equivalent
<b>Nonviolent Crisis Intervention (CPI) or Equivalent Program* (within 90 days of hire)</b>	Required + Annual Update if Contract Site has Behavior Programs with CPI Techniques	Required + Annual Update if Contract Site has Behavior Programs with CPI Techniques
<b>Working with People I &amp; II (within 90 days of hire)</b>	Required	Required
<b>Basic Health /Medication* (within 90 days of hire)</b>	Required + Quarterly Brochure Updates, or Equivalent	Required + Quarterly Brochure Updates, or Equivalent
<b>Nutrition and Food Services (within 90 days of hire)</b>	Not Required	Required
<b>Feeding Techniques</b>	Required if Working With Individuals With Swallowing/Eating problems	Required if Working With Individuals With Swallowing/Eating problems
<b>Gentle Teaching" Working with People (within 90 days of hire)</b>	Required	Required

\*Programs other than Nonviolent Crisis Intervention (CPI) must be pre-approved by NCCMH Behavior Treatment Committee. Contact [kleiber@norcocmh.org](mailto:kleiber@norcocmh.org).

To attend the required North Country Recipient Rights course, registered participant must bring a copy of their completed Recipients Rights test from the Tool Box or North Country DVD training.

\*Day Programs - there must be a **minimum of 2 staff** in the building at any given time that have passed the *Basic Health/Medication* training.