County of Fresno

SUD ANNUAL PROVIDER TRAINING PLAN

This training plan along with documentation of completion for each training, if applicable, must be utilized and kept in every employee's personnel file. If the training does not provide any type of certificate or confirmation of completion, the staff member's supervisor is required to certify the training was completed by signing and dating in the last column of the tables below.

If a provider wishes to utilize a source that isn't listed as an approved trainer below, the training curriculum must be sent to SAS@fresnocountyca.gov for consideration. The request will be reviewed, and the provider will be notified of approval or denial. Any trainings that are not approved will not satisfy DBH's training requirements. Unless otherwise noted, annually is defined as a rolling 365 calendar days after the date of hire.

All LPHA staff must complete 5 Continuing Education Units (CEU) in addiction annually. Documentation must be maintained in personnel files which clearly indicates that CEUs were completed. Counselors must have evidence of the most current CE associated with current certification/licensure which are required by licensing or certifying agency.

Medical Directors and Physicians must complete 5 Continuing Medical Education units related to addiction treatment annually. Documentation must be maintained in personnel files which clearly indicates that CMEs were completed.

EMPLOYEE NAME	JOB TITLE	DATE OF HIRE	YEAR

REQUIRED TRAINING: ALL STAFF

Compliance	FREQUENCY		APPROVED TRAINER(S)	
	Within 30 days of contract execution or hire and annually thereafter		Fresno County DBH*	
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE	

This training is provided to promote additional awareness and reinforcement of Fresno County's Compliance Program, and address relevant changes to any applicable laws, regulations, policies or Fresno County's Code of Ethics and Code of Conduct. For training dates and how to register, please visit the DBH Compliance website: https://www.co.fresno.ca.us/departments/behavioral-health/providers/contract-provider-resources/new-hire-compliance-doc-billing-training

HIPAA	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	Within 30 days of contract execution or hire and annually thereafter.		Relias / Training at provider's discretion
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

As a covered entity, providers must meet the training requirements described in the HIPAA Privacy Rule 45 CFR § 164.530(b)(1) and the HIPAA Security Rule 45 CFR § 164.308(a)(5). HIPAA training is currently available as a module in Relias. Providers may also use their discretion to select and appropriate HIPAA training.

Cultural Competency Training	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	One training must be completed every fiscal year		Topic, trainer, and duration are at the provider's discretion
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE
		Yes/No	

If a provider would like input on the training source, please send inquiry to: DBHstaffdevelopment@fresnocountyca.gov prior to implementation.

Ethics & Confidentiality	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	As required by the applicable licensing or certifying board based on staff member's qualifications and position. DHCS requires this training at least every two years.		Approved training through the licensing or certifying body
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

This training should review California laws directly impacting behavioral health care staff, facilities, and/or patients including but not limited to information on: access to records, mandated reporters, review of confidentiality laws including 42 CFR Part 2, confidentiality, ethical Issues, and boundary issues.

Naloxone Administration Training	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	Within 30 days of contract execution or hire		Relias
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

AB 381 (HSC, Section 11834.26) is a California law that requires licensed substance use disorder (SUD) recovery or treatment facilities to have at least two unexpired doses of naloxone or any other FDA-approved opioid antagonist medication on their premises at all times. The facilities must also have at least one staff member who knows the location of the medication and is trained to administer it in case of an opioid overdose emergency. The staff member's training must be documented in their personnel file. Non-compliance with this law can result in citations. The training is available in Relias under course "Narcan Administration Training" (1304555).

42 CFR Part 2 SUD Confidentiality	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	Within 30 days of contract execution or hire and annually thereafter		Relias
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

42 CFR Part 2 provides regulatory information on the privacy and security of a person's health information in substance use treatment. This course will provide information on 42 CFR Part 2 related to permissible disclosures of information specific to individuals seeking treatment for a substance use disorder.

Interpreter and Language Assistance Training	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	Within 30 days of contract execution or hire and annually thereafter		Topic, trainer, and duration are at provider's discretion/Relias
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

Providers of Substance Use Disorder (SUD) treatment services are obligated to address various barriers in their planning and provision of services such as language differences. Providers should ensure that materials are available in English, Spanish, Hmong, and any other necessary languages, along with translation services for those with limited or no English proficiency or individuals with disabilities that affect their ability to engage with written or spoken content. Compliance with the Dymally-Altorre Bilingual Services Act is mandatory, which includes providing access to materials in the county's threshold languages and language interpretation services. Additionally, providers must offer language assistance, translation services, and video remote language interpreting services as required to ensure accessibility. Moreover, the newly added training module, "Language Assistance and Interpreter Service Training Requirements," serves as a valuable resource to enhance communication and understanding among staff and clients.

REQUIRED TRAINING: ADMINISTRATIVE & BILLING STAFF

EHR – CalOMS, DMC Billing	FREQUENCY	APPROVED TRAINER(S)
	Prior to performing any billing activities and the use of EHR	Fresno County DBH
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

This training course will show provider administrative and billing staff how to navigate through the EHR and enter billing information as well as CalOMS and DMC parameters for billable services.

REQUIRED TRAINING: CLINICAL STAFF

Documentation & Billing	FREQUENCY		APPROVED TRAINER(S)
	Within 30 days of contract execution or hire and annually thereafter		Fresno County DBH*
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

This training will help staff to better understand the documentation components from intake to discharge as required by DMC-ODS as well as how to obtain the necessary information during the assessment process in order for an LPHA to make an SUD diagnosis. Staff will learn about the specific criteria listed in the DSM-5 and how to effectively document the necessary information pertaining to SUD impairments.

ASAM A (DBH) -OR- ASAM Module 1: Multidimensional Assessment (The Change Companies)	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	Prior to providing any services		The Change Companies
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

This effective and accessible solution for training will help practitioners understand, assess and implement the six dimensions of the American Society of Addiction Medicine's The ASAM Criteria. Each section is devoted to a certain component of The ASAM Criteria, and information is reinforced through knowledge checks and a final exam that learners must pass in order to receive credit. Skills that reinforce the module's learning objectives are practiced and applied through interactive case studies and followed up with review from Chief Editor of The ASAM Criteria, Dr. David Mee-Lee

ASAM B (DBH) -OR- ASAM Module 2: From Assessment to Service Planning and Level of Care (The Change Companies)	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)
	Prior to providing any services				The Change Companies
	COMPLETION DATE		PROOF OF COMPLETION ON FILE		SUPERVISOR SIGNATURE / DATE

This course helps practitioners understand how to work with a participant's assessment and service planning to identify the best level of care in which to provide his or her services. Skills that reinforce the module's learning objectives are practiced and applied through interactive case studies and Dr. Mee-Lee provides real-world application and description via brief video clips throughout the module

ASAM C (DBH) -OR- ASAM Module 3: Introduction to the ASAM Criteria (The Change Companies)	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)
	Prior to providing any services				The Change Companies
	COMPLETION DATE		PROOF OF COMPLETION ON FILE		SUPERVISOR SIGNATURE / DATE

This effective and accessible solution for training will serve as a quick orientation and reference guide for the new edition of the American Society of Addiction Medicine's criteria for patient assessment, service planning and level of care placement. The ASAM Criteria (2013), now in its Third Edition, introduces new context and content key to the field of addiction treatment.

Evidence-Based Practices (EBP): Motivational Interviewing	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)	
	Within 30 days of contract execution or hire and annually thereafter				Fresno County Managed Care Plans / Relias	
	COMPLETION DATE	PROOF OF COMPLETION ON FILE			SUPERVISOR SIGNATURE / DATE	

Motivational Interviewing (MI) is an EBP (Evidenced Based Practice) that is a method that works on facilitating and engaging intrinsic motivation within the client/member/consumer in order to change behavior. MI is a goal-oriented, client-centered counseling style for eliciting behavior change by helping clients to explore and resolve ambivalence. A Motivational Interviewing training module is available in Relias.

EBP #2:	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)	
	Within 30 days of contract execution or hire and annually thereafter				Fresno County Managed Care Plans / Relias	
	COMPLETION DATE	PROOF OF COMPLETION ON FILE			SUPERVISOR SIGNATURE / DATE	

Clinical provider staff who provide direct services are required to be trained in Motivational Interviewing and at least two additional Evidence-Based Practices as follows: Psycho-Education, Trauma-Informed Treatment, Cognitive Behavioral Therapy and Relapse Prevention.

EBP #3:	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)	
	Within 30 days of contract execution or hire and annually thereafter				Fresno County Managed Care Plans / Relias	
	COMPLETION DATE	PROOF OF COMPLETION ON FILE			SUPERVISOR SIGNATURE / DATE	

Clinical provider staff who provide direct services are required to be trained in Motivational Interviewing and at least two additional Evidence-Based Practices as follows: Psycho-Education, Trauma-Informed Treatment, Cognitive Behavioral Therapy and Relapse Prevention.

Medication Assisted Treatment (MAT)	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)
	Within 30 days of contract execution or hire and annually thereafter				DBH / Fresno County Managed Care Plans / SAMHSA / Relias
	COMPLETION DATE		PROOF OF COMPLETION ON FILE		SUPERVISOR SIGNATURE / DATE

This training course will provide a general overview of the medication used in MAT that are available through the DMC-ODS Waiver. The overview shall address each specific medication, including the primary use of treatment and the relationship, if any, with other medications available for treatment. As part of the MAT training content, participants will learn the theory of MAT and how MAT can be utilized to treat substance use disorders.

The Brief Questionnaire for Initial Placement (BQuIP)	FREQUENCY		CEU/CME (IF APPLICABLE)		APPROVED TRAINER(S)
	Prior to using the BQuIP		N/A		UCLA ISAP
	COMPLETION DATE		PROOF OF COMPLETION ON FILE		SUPERVISOR SIGNATURE / DATE

The Drug Medi-Cal Organized Delivery System (DMC-ODS) waiver requires counties to have a 24/7 beneficiary access call line (BAL) for individuals seeking substance use disorder (SUD) treatment. To quickly and accurately direct callers to the appropriate treatment setting, the University of California, Los Angeles' Integrated Substance Abuse Programs (UCLA ISAP) developed the BQuIP tool, which recommends the most suitable initial placement setting at least 80% of the time based on placement recommendations using a full ASAM assessment. The training can be accessed on UCLA's ISAP webpage at the following link: https://www.uclaisap.org/bquiptool/#resources

Withdrawal Management Training	FREQUENCY	CEU/CME (IF APPLICABLE)	APPROVED TRAINER(S)
	At the time of hire and annually thereafter		ASAM
	COMPLETION DATE	PROOF OF COMPLETION ON FILE	SUPERVISOR SIGNATURE / DATE

Withdrawal Management training is required for ASAM Level of Care 3.2 WM. Staff must complete 6 hours of orientation training that covers the needs of residents who receive WM services for staff providing WM services or monitoring or supervising the provision of these services. On an annual basis, staff must complete 8 hours of training that covers the needs of residents who receive WM services. Documentation of training must be maintained in personnel records. Staff training must be implemented and maintained by the licensee pursuant to CCR Title 9, Section 10564(k). ASAM has several WM-specific on demand/online trainings available that can be used to satisfy this requirement.

Recommended & Optional Trainings

Aside from the required trainings listed above, DBH encourages its providers to explore additional training opportunities as necessary and appropriate. This section can be used to document the training courses DBH recommends as well as other courses taken throughout the year.

Training Description	Completion Date	Proof of Completion on File	Supervisor Signature & Date
Care Coordination			
Co-Occurring Disorders			
Recovery Services			
Telehealth			