

INTEGRATED SERVICES OF KALAMAZOO  
**SUICIDE PREVENTION TRAINING REQUIREMENT POLICY**

**PURPOSE**

The purpose of this exhibit is to provide Integrated Services of Kalamazoo (ISK) staff and contract partners with direction on training requirements pertaining to suicide prevention. This exhibit further supports ISK’s policy and initiative to function as a Zero Suicide care model.

ISK’s policy is to provide all staff in the agency with training on suicide and suicide prevention, as a Zero Suicide Agency. This exhibit aims to establish uniform standards for training related to suicide prevention.

**TRAINING REQUIREMENTS**

Table 1 provides information on the trainings offered by ISK and how to access them. Table 2 provides training expectations by job title. Staff for whom a job title is not listed in table 2 should identify with the job title closest in function to their own and take the training required of that job title. Students, interns and trainers are required to take the training level corresponding to the job title in which they are functioning.

Staff are required to take an in-person training within 120 days of hire and annually thereafter. If there are circumstances in which in-person cannot be completed staff are required to consult with their supervisor and Suicide Prevention Team to discuss options. Staff should send all certificates and training reports (exhibit *02.06\_01D*) to the Training Department at [training@iskzoo.org](mailto:training@iskzoo.org). Training Department will verify and update RELIAS to reflect completion of Suicide Prevention training.

These guidelines are intended for suicide prevention-specific trainings for ISK staff and contracted providers. Staff are to consult with their supervisor, the Suicide Prevention Team or Training Department with questions. Staff are to make requests to their supervisor, Suicide Prevention Team or Training Department for prior approval of alternative suicide prevention trainings.

**TABLE 1 – REGULARLY OFFERED TRAININGS**

Training	Length	How to Take
SafeTalk-Open to all staff	4 hours/in-person	ISK Provided Training (register in Brainier)
ASIST- Open to all staff	2 days/in-person	ISK Provided Training (register in Brainier)
Counseling on Access to Lethal Means (CALM)- Open to all staff	2 hours/online – self paced	<a href="https://zerosuicide.edc.org/resources/trainings-courses/CALM-course">https://zerosuicide.edc.org/resources/trainings-courses/CALM-course</a>
Safety Planning for Youth Suicide Prevention (HealtheKnowledge)	1 hour- 6 modules + evaluations Self-paced Create an account, select correct course, complete posttest & evaluation for certificate (CEU/CME)	Home (all courses) ( <a href="https://healtheknowledge.org">https://healtheknowledge.org</a> )
Talking About Lethal Means: A Course for Crisis Counselors	2 hours- 4 modules + evaluation Self-Paced Create an account, select correct course, complete posttest & evaluation for certificate (CEU/CME)	Home (all courses) ( <a href="https://healtheknowledge.org">https://healtheknowledge.org</a> )

INTEGRATED SERVICES OF KALAMAZOO

**SUICIDE PREVENTION TRAINING REQUIREMENT POLICY**

<b>Training</b>	<b>Length</b>	<b>How to Take</b>
Interpersonal Theory of Suicide (Mental Health Risk Retention Group) Suicide Prevention	6.5 hours-12 Modules- self paced CEU's available	located in Relias
Mental Health First Aid (MHFA) (Adult/Youth) -Open to all staff	8hrs/in-person or virtually when offered	(staff can elect to take youth, adult or both).
Assessing and Managing Suicide Risk (AMSR) – Direct Care - (Non-Degree, Associates and Bachelor Level).	4 Hours/in-person or virtually when offered	ISK Provided Training (register in Brainier)
Assessing and Managing Suicide Risk (AMSR) –Outpatient - Master's Degree Required or greater.	1 Day/in-person or virtually when offered	ISK Provided Training (register in Brainier)
Assessment of Suicidal Risk Using C-SSRS (Columbia)	TBD	ISK Provided Training
Cornell Scale for Depression in Dementia (CSDD)	TBD	ISK Provided Training
Patient Health Questionnaire (PHQ-9 and A)	TBD	ISK Provided Training
Suicide Prevention/Safety/Crisis Plan	TBD	ISK Provided Training
Cognitive Behavioral Therapy Suicide Prevention (CBT-SP) Youth/Adult (EBP Training)	2-3 Days/in-person or virtually when offered	Will be in the detail of training invites (staff can elect to take youth or adult when the option is offered).
Dialectical Behavioral Therapy (DBT)-Staff participation depends on the training offered. (EBP Training)	Varied times depending on the training offered	Will be in the detail of training invite.

- These trainings are offered on a regular basis by the Suicide Prevention Team to meet the annual suicide prevention standards for ISK and DCO Staff.
- Outside Evidence Based Trainings: DBT, CBT-SP, ASIST, safeTALK and AMSR trainings would count for this training requirement
- If there are staff that need accommodations due to being fully remote/living out of the area/state/work non-traditional hours connect with the Suicide Prevention Team.
- A suicide prevention training should not be repeated more than once every 3 years.
- Not all Suicide Prevention trainings listed in RELIAS are approved, please see Table 2 with approved RELIAS trainings.

INTEGRATED SERVICES OF KALAMAZOO  
**SUICIDE PREVENTION TRAINING REQUIREMENT POLICY**

**TABLE 2 – REQUIRED TRAININGS BY JOB TITLE**

Job Title	Initial Required Suicide Prevention Training(s)	Annual Suicide Prevention Training Options (choose one)
<b>Clinical</b> <ul style="list-style-type: none"> <li>• CEO</li> <li>• Administrator</li> <li>• Senior Executives</li> <li>• Chief Project Officer</li> </ul> <b>Non-Clinical</b> <ul style="list-style-type: none"> <li>• Senior Executive</li> </ul>	<ul style="list-style-type: none"> <li>• safeTALK</li> </ul>	<ul style="list-style-type: none"> <li>• AMSR-OPT or Direct Care</li> <li>• CALM</li> <li>• Interpersonal Theory of Suicide</li> <li>• Safety Planning Youth Suicide Prev.</li> <li>• Talking About Lethal Means: A Course for Crisis Counselors</li> <li>• MHFA</li> <li>• ASIST</li> <li>• CBT-SP</li> <li>• DBT</li> <li>• QPR (Gryphon)</li> </ul>
<b>Departments</b> <ul style="list-style-type: none"> <li>• Recipient Rights</li> <li>• Human Resources</li> <li>• Customer Services</li> <li>• Finance</li> <li>• Information Technology and Analytics</li> <li>• Compliance</li> <li>• Contracts Services</li> <li>• Quality Management</li> <li>• Utilization Management</li> <li>• Training</li> <li>• Housing</li> <li>• Medical Records</li> </ul> <b>Positions</b> <ul style="list-style-type: none"> <li>• Office Managers</li> <li>• Program Specialist</li> <li>• Administrative Assistants</li> <li>• Receptionist</li> </ul>	<ul style="list-style-type: none"> <li>• safeTALK</li> </ul>	<ul style="list-style-type: none"> <li>• MHFA</li> <li>• CALM</li> <li>• QPR (Gryphon)</li> <li>• ASIST</li> <li>• Safety Planning Youth Suicide Prev.</li> <li>• AMSR OPT</li> <li>• AMST DC</li> </ul>
<b>Clinical Master’s Degree and above</b> <ul style="list-style-type: none"> <li>• Manager of Programs</li> <li>• Supervisor of Programs</li> <li>• Licensed Mental Health Professionals</li> <li>• Therapist</li> <li>• Access Specialist</li> <li>• Care Coordinators</li> <li>• Medical Doctor, Physician Assistant</li> <li>• Nurse (MSN, DNP, NP)</li> </ul>	<ul style="list-style-type: none"> <li>• <b>AMSR- OPT</b></li> <li>• <b>CALM</b></li> <li>• <b>The following are an ISK provided training:</b> <ul style="list-style-type: none"> <li>↔ Assessment of Suicidal Risk Using C-SSRS (Columbia)</li> <li>↔ Cornell Scale for Depression in Dementia (CSDD)</li> <li>↔ Patient Health Questionnaire (PHQ-9 and A)</li> <li>↔ Suicide Prevention /Safety/Crisis Plan</li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>• Interpersonal Theory of Suicide</li> <li>• Safety Planning Youth Suicide Prev.</li> <li>• Talking About Lethal Means: A Course for Crisis Counselors</li> <li>• ASIST</li> <li>• CBT-SP</li> <li>• DBT</li> <li>• MHFA</li> <li>• safeTALK</li> </ul>
<b>Clinical Bachelors, Associates, Non-Diploma</b> <ul style="list-style-type: none"> <li>• Licensed (Bachelors) Mental</li> </ul>	<ul style="list-style-type: none"> <li>• <b>AMSR-DC</b></li> <li>• <b>CALM</b></li> <li>• <b>The following are an ISK</b></li> </ul>	<ul style="list-style-type: none"> <li>• safeTALK</li> <li>• ASIST</li> <li>• Interpersonal Theory of Suicide</li> </ul>

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<b>Job Title</b>	<b>Initial Required Suicide Prevention Training(s)</b>	<b>Annual Suicide Prevention Training Options (choose one)</b>
Health Professionals <ul style="list-style-type: none"> <li>• Case Managers</li> <li>• Registered Nurses / RMA / LPN</li> <li>• Peer / Family Support Partners</li> <li>• Direct Care Specialist</li> <li>• Community Health Workers</li> <li>• Employment Services</li> <li>• Veteran Navigator</li> </ul>	<b>provided training:</b> <ul style="list-style-type: none"> <li>~&gt; Assessment of Suicidal Risk Using C-SSRS (Columbia)</li> <li>~&gt; Cornell Scale for Depression in Dementia (CSDD)</li> <li>~&gt; Patient Health Questionnaire (PHQ-9 and A)</li> <li>~&gt; Suicide Prevention /Safety/Crisis Plan</li> </ul>	<ul style="list-style-type: none"> <li>• Safety Planning Youth Suicide Prev.</li> <li>• Talking About Lethal Means: A Course for Crisis Counselors</li> <li>• MHFA</li> <li>• DBT</li> <li>• QPR (Gryphon)</li> <li>• CBT- SP</li> </ul>

\*\*\* If you do not see your specific role, please follow the training for a role that is closely related to your role or feel free to consult with your supervisor and Suicide Prevention Team.