

## Subject: Trauma-Informed Care Training

### Requirements

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1. **Programs Affected:** All CCBHC Demonstration participants.
2. **Background and Purpose:** Community Mental Health Centers (CMHCs) designated by the Alabama Department of Mental Health (ADMH) as Certified Community Behavioral Health Clinics (CCBHCs) must provide services that are trauma informed. ***This bulletin describes Alabama's requirements for training related to trauma-informed care.***
3. **SAMHSA CCBHC Criteria Authority:**
  - 3.1. Per Criterion 1.b.2 CCBHCs must include staff with expertise in addressing trauma and promoting the recovery of children and adolescents with serious emotional disturbance (SED) and adults with serious mental illness (SMI).
  - 3.2. Per Criterion 1.c.1 CCBHCs must have a training plan for all CCBHC employed and contracted staff who work directly with CCBHC clients or their families. The training plan must satisfy and include requirements of the state Behavioral Health Authority, and any accreditation standards required by the state. At orientation or at reasonable intervals thereafter, the CCBHC must provide training on trauma-informed care, among other topics.
  - 3.3. Per Criterion 4.c.1 CCBHCs must include training specifically focused on the application of trauma-informed approaches during crises as part of the CCBHC's training related to trauma-informed care
4. **ADMH Requirements for Training on Trauma-Informed Care**
  - 4.1. People living with behavioral health conditions experience high rates of trauma. To prevent re-traumatization of persons served, CCBHCs must create trauma-informed environments with staff well trained in trauma-informed principles.
  - 4.2. To promote a trauma-informed environment, ADMH requires all CCBHCs to submit a trauma-informed training plan that includes, at a minimum the following competency-based trainings; however, it is up to the discretion of the CCBHC to determine if a more rigorous training cycle is needed:

Training	Required Attendees	Frequency
Implementation of TIC Systems	All Administrative Staff	At hire
Introduction to TIC	All Staff	At hire
How BH Disorders are Impacted by Trauma	All Staff	At hire and every other year
TIC for Non-Clinical Staff	All Non-Clinical Staff	At hire and every other year
TIC Delivery - Clinicians & Peer Support Specialists	All Direct Care Staff	At hire and every other year
Influence of Trauma on Substance Use	All Clinicians including QSAP II and those trained in MI & SUD	At hire and every other year
Trauma-informed CBT	All Clinicians	At hire and every other year

- 4.3. CCBHCs will be required to submit their trauma-informed care training plan to ADMH within 90 days of certification.
- 4.4. CCBHCs are required to maintain records of trainings delivered in addition to their staff with verification of competency assessments.

***Disclaimer:*** *The information contained in this implementation bulletin is for general information purposes only. For more details on the specific subject area covered in this bulletin, please refer to the Certified Community Behavioral Health Clinic (CCBHC) Certification Updated March 2023.*

<sup>1</sup> <https://www.samhsa.gov/sites/default/files/ccbhc-criteria-2023.pdf>