

ICF/IID Training Crosswalk

This guide is provided as a general resource to help determine which of STAR's courses can be used to meet some of the additional staff training requirements for ICF/IID facilities, which are in addition to 245D standards. Please note: while STAR Services does have a basic knowledge of ICF/IID requirements, it is not our area of expertise. Due to this, the information contained in this guide should not be considered all-inclusive of potential training standards that ICF/IID staff may need. It will be up to the license holder to determine any additional required training that may be lacking in this document. Additionally, while ICFs have many additional procedural standards which differ from 245D, the items below are the ones related to staff required training.

Required ICF Training Topic	Course that fulfills this requirement	LMS Capabilities to Help Meet Standards
42 CFR 483.475(d)(1) Initial training in emergency preparedness policies and procedures to all new and existing staff, individuals providing services under arrangement, and volunteers, consistent with their expected roles.	None – company specific	Custom content related to your specific practices and emergency plan can be uploaded to the LMS and tests can be created.
42 CFR 483.460(e)(3) The facility must provide education and training in the maintenance of oral health.	<i>Activities of Daily Living (ADL) includes a video "Home Dental Care for Individuals with Disabilities"</i>	Training specific to person's needs can be added to the training record.
Medication Administration While the exact regulatory reference that would require medication administration "annually" as opposed to only at orientation is unclear, it is widely communicated between ICF providers that this is the standard	<i>Medication Administration</i> PLUS , an in-person completion of observed skill demonstration by company	Staff can be enrolled in the online course at the frequency needed. Information regarding the in-person demonstration of skills can be added to a person's training record, including uploading a copy of their specific demonstration checklist signed by the trainer.

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Required ICF Training Topic	Course that fulfills this requirement	LMS Capabilities to Help Meet Standards
42 CFR 483.430(e)(3) Staff must be able to demonstrate the skills and techniques necessary to administer interventions to manage the inappropriate behavior of clients.	<i>Positive Supports Rule Core</i>	In order to reach the 8 hour PSR requirement, companies must provide at least 0.5 additional hours of training on company specific items including, person-specific information, company EUMR policy. If provider allows restraints, allowed EUMR demonstration is needed. These items can be added and tracked in the LMS.
42 CFR 483.460(c)(5)(iii) Training direct care staff in detecting signs and symptoms of illness or dysfunction, first aid for accidents or illness, and basic skills required to meet the health needs of the clients.	<i>Unavailable- potential for future development</i>	Custom content can be uploaded to the LMS and tests can be created.
Health Care Bill of Rights	<i>Unavailable</i>	Custom content can be uploaded to the LMS and tests can be created.
Winter/Summer Ombudsman Alerts	<i>Unavailable</i>	Custom content can be uploaded to the LMS and tests can be created.
Mandated Reporting every 365 days While the exact regulatory reference requiring ICFs to complete mandated reporter training every 365 days as opposed to within the same month or sooner each year is unclear, it is widely communicated between ICF providers that this is the standard	<i>Mandated Reporting: Maltreatment of Minors and Mandated Reporting: Vulnerable Adult Maltreatment</i>	The LMS would allow staff to be enrolled in the same topic multiple times a year through course cloning. Company policy can be uploaded and a test on company specifics can be created