

RESOURCES FOR PLANNERS OF ACCREDITED CE

State of Michigan Licensing and Regulatory Affairs Bureau of Professional Licensing Requirements

Training Standards for Identifying Victims of Human Trafficking

Requirement: Social workers licensed in Michigan must complete 2 hours in human trafficking every 3 years; for all other healthcare professionals licensed in Michigan this is a one-time training.

To qualify for human trafficking, the content must cover all of the following topics:

- Understanding the types and venues of human trafficking in this state or the United States.
- Identifying victims of human trafficking in health care settings.
- Identifying the warning signs of human trafficking in health care settings for adults and minors.
- Identifying resources for reporting the suspected victims of human trafficking.

Pain and Symptom Management

Requirements: Physicians (3 hours with 1 hour in prescribing controlled substances), Nurses (2 hours), Pharmacists/Pharmacy Technicians (1 hour), Psychologists (2 hours), Social Workers (2 hours)

Continuing education hours in pain and symptom management may include, but are not limited to, any of the following:

- Public health burden of pain.
- Ethics and health policy related to pain.
- Michigan pain and controlled substance laws.
- Pain definitions.
- Basic sciences related to pain including pharmacology.
- Clinical sciences related to pain.
- Specific pain conditions.
- Clinical physician communication related to pain.
- Management of pain, including evaluation and treatment and nonpharmacological and pharmacological management.
- Ensuring quality pain care.
- Michigan programs and resources relevant to pain.

Implicit Bias

Requirements: all health care professional licensed in Michigan must complete 1 hour of implicit bias training for each year of the license or registration cycle.

To qualify for implicit bias training, the content must cover all of the following topics:

- Content must be related to **reducing barriers and disparities in access to and delivery of healthcare services** – AND
- Include **at least 1 of the following topics** – AND
 - Information on implicit bias, equitable access to health care, serving a diverse population, diversity and inclusion initiatives, and cultural sensitivity.
 - Strategies to remedy the negative impact of implicit bias by recognizing and understanding how it impacts perception, judgment, and actions that may result in inequitable decision making, failure to effectively communicate, and result in barriers and disparities in the access to and delivery of health care services.
 - The historical basis and present consequences of implicit biases based on an individual's characteristics.
 - Discussion of current research on implicit bias in the access to and delivery of health care services.
- Include **strategies to reduce disparities in access to and delivery of health care services** – AND
- Include the **administration of both a PRE- and POST-test implicit bias assessment**