

Baseline Training Design for New Home Visitors

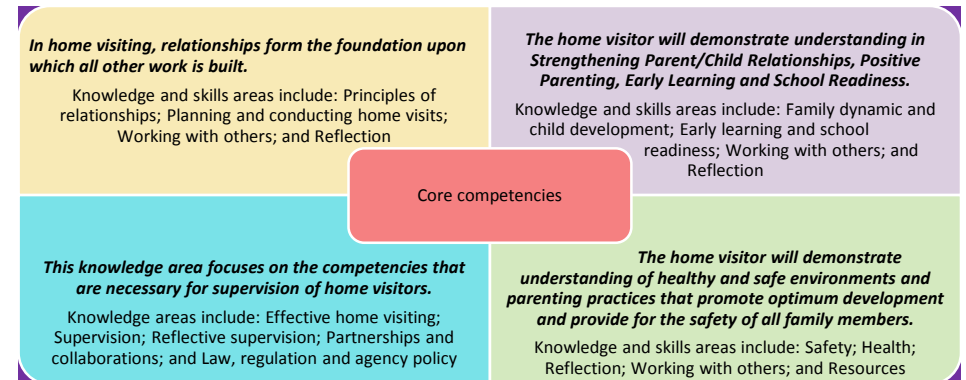
Project Update

September 8, 2016



Project History

- Partnership between MDH and MCTHV
- Baseline training definition
- Core competencies
- Survey
- Literature
- Family Home Visiting Benchmark data



Webinar 1 Summary



February 2016:

- **Common job standards**
 - Skill expectations at time of hire
 - Hiring barriers
 - Orientation practices and needs
- **Training needs**
 - All home visiting programs
 - Long-term programs

Webinar 2 Summary

March 2016:

- **Training objectives**
 - 12 topic areas*
 - 2-6 learning objectives each
- **Training methods**
 - Selected methods vary depending on training topic
 - Combo of classroom/in-person training generally preferred



*12 topic areas, include: 1) Home Visitor Role; 2) Home Visiting Program Supervision and Implementation; 3) Reflective Practice and Reflective Supervision; 4) Diversity and Cultural Awareness; 5) Motivational Interviewing; 6) Child Development; 7) Adult Mental Health, Well-being and Mental Illness; 8) Infant Mental Health and Attachment; 9) Trauma and Resilience; 10) Intimate Partner Violence, Coercion and Sexual Violence; 11) Alcohol, Tobacco and Substance Use; and 12) Personal and Home Safety.

April – August 2016



- **Revisited literature, survey and discussion information**
- **Revised learning objectives**
- **Assigned learning methods (where/when applicable)**
- **Identified areas for evaluation**
 - Individual learner
 - Training specific

Next steps

- **Webinar 3: Follow-up Discussion**
 - October 5, 2016, 11 a.m. – 12:00 p.m. (CST)
 - Join us:
<https://global.gotowebinar.com/pjoin/3297930528777784836/7814688011797893636>
- **Share identified training resources**
- **Volunteer content reviewers needed (This may be YOU!)**



Proposed Next Steps

- **Develop a knowledge/skills assessment tool**
- **Develop learning assessments for current trainings**
- **Develop supervisors' guide**

Proposed Next Steps (Continued)



- **Develop training, as needed**
 - On-line
 - In-person
- **Solicit trainers**
- **Provide training of trainers**
- **Training coordination and technical assistance**
- **Project monitoring and updates**
- **Seek continued funding/support**



Goals

- **Development, implementation and sustainment of a statewide baseline training and continuing education system.**
- **Primary Goals**
 - Home visitors
 - Supervisors

Acknowledgements

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- **Beth Quist, MCTHV**
- **Terri McNeil, MDH**
- **Dunia Dadi, U of M School of Public Health/MDH**
- **Focus group and meeting participants**



Questions/Comments

**Please email any follow-up questions/
comments to:**

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