

Baseline Training Design for New Home Visitors

Webinar 1: Common Job Standards and Training Needs

Webinar 2: Training Objectives and Methods

Feb. 3 and March 1, 2016: Short-term home visiting programs

Feb. 4 and March 2, 2016: Long-term home visiting programs



Summary

Webinar 1: Common Job Standards
and Training Needs

Job qualifications discussion

re-cap

- Home visitor skills:
 - Relationship building
 - Work experience with children and families
 - Some preference for degreed professionals (long-term programs)
- Supervisor skills:
 - Reflective supervision/capacity

Hiring barriers discussion re-cap

- Lack of qualified staff in the applicant pool
- Lack of culturally diverse staff
- Low pay



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Orientation needs discussion re-cap



Image credit: www.mindflash.com

- Internal:
 - Work flow
 - Community resources
 - Referral system
 - Documentation/data collection methods
 - Mentoring/coaching
- External:
 - Training outline/check-list/guidebook
 - Data requirements (supervisors)
 - Topic-specific classroom/online training

Training needs discussion re-cap

- All programs:
 - Mental Health – infant, child and adult
 - Trauma/ACEs
 - Domestic/intimate partner violence
 - Substance use
 - Motivational Interviewing
 - Cultural competency (broad/101), including culture of poverty
 - Child development
 - Breastfeeding
 - Healthy sexual development
 - Home visitor safety/boundaries
 - Reflective practice/supervision
 - Omaha system
- Long-term programs:
 - Model-specific training
 - Curriculum training

Summary

Webinar 2: Training Objectives and
Methods

Learning Objectives Discussion

- Home Visitor Role
- Home visiting program supervision/mangement
- Reflective practice and supervision
- Diversity and cultural awareness
- Motivational interviewing
- Child development
- Mental well-being and support
- Trauma and resilience
- Domestic violence
- Substance use
- Home visitor safety

Additional Topics and Learning Objectives for Discussion

- Curriculum/model-based training
- Omaha System
- Healthy sexual development
- Breastfeeding

Learning Objectives Discussion

- Do the learning objectives we've discussed achieve the overall training goal?
- Is the sequence of learning objectives discussed here appropriate for a new home visitor/supervisor?
- For the purpose of an introductory/ baseline training, is it appropriate to combine learning objectives for both infant and adult mental health under the same topic?
- Given the topics and corresponding learning objectives discussed here and thinking of the training you received as a new home visitor, approximately what percentage of new home visitor training needs are addressed by current training offerings?

Learning Methods Discussion

- What methods best fit the drafted learning objectives?
- Are there methods that work better for addressing one topic's learning objectives than another's?
- Are there learning methods that have not been discussed?
- For supervisors: In assessing home visitors' knowledge/skills, what methods have you found most effective in teaching home visiting foundations?

Next steps

- Revisit literature, survey and discussion information
- Revise learning objectives
- Assign learning methods
- Consider evaluation measures
- Package training design
- Share training design

Questions?

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