Required Healthy Families America Training

These are the required trainings for Healthy Families America (HFA) model of evidence-based home visiting. The training titles listed in blue have an additional cost associated with them; the rest are available on the HFA Learning Management System (LMS) and are included in your affiliation. HFA can provide you with the most recent fee schedule for all training.

ALL STAFF

- Foundations for Family Support (FFS) Stop Gap
  *** Stop Gap is required if the staff member has not completed core training prior to seeing families.***
- Core Trainings:
  - Foundations for Family Support (FFS)
  - Family Resilience & Opportunities for Growth (FROG) – validated HFA parent survey tool to identify family parenting experience, beliefs, strengths, and areas for growth.
    *** FROG Training is only required IF a staff member is going to be conducting FROG surveys.***
- Training in implementation & scoring; appropriate use of tools:
  - Cheers Check In – validated HFA parent-child interaction observation tool
  - ASQ3 & ASQ-SE2 – Ages & Stages Questionnaire (3RD ed.) & ASQ-Social/Emotional (2nd ed.); child development screens
  - Maternal Depression– NE uses the CES-D (Center for Epidemiological Screening – Depression) tool
- **3-month** wrap-around training (within 3 mo of hire)
  - Infant Health
    - Infant sleep & safer sleep practices
    - Infant feeding & breastfeeding
    - Failure to thrive
    - Physical care of infants
    - Infant crying and responses to crying
  - Child Health & Safety
    - Home safety
    - Abusive Head Trauma prevention
    - Sudden Unexpected Infant Death
    - Seeking medical care
    - Well-child visits, immunizations, and oral health
    - Parenting children with special health needs
    - Community resources for child health
  - Family Health
    - Adult primary care
    - Family planning and reproductive justice
    - Disability and chronic health issues
    - Smoking cessation
    - Health equity and access to care

        - Community resources for adult medical care and nutrition
    - Cultural Self-Awareness
        - Seeking clarity on person identity, values, & beliefs
        - Understanding privilege and its role in systems of oppression and racism
        - How our own experiences play out in home visiting work
        - Implicit Bias
        - Demonstrating compassion for self and others
- **6-month** wrap-around training (within 6 mo of hire)
    - Infant and Child Development
        - Brain development
        - Social/emotional development
        - Language development and early literacy
        - Physical development
        - Infant behavior (cues, states, reflexes)
        - Responding to developmental delays
        - Community resources to support children with delays
    - Supporting the Parent-Child relationship
        - Observing parent-child interactions
        - Supporting attachment
        - Nurturing parenting strategies
        - Discipline
    - Professional Practice
        - Time management
        - Coping with stress
        - Recognizing and preventing burnout
        - Power imbalances in professional relationships
        - Reflective practice
    - Mental Health
        - Promotion of positive mental health
        - Behavioral signs of mental health issues
        - Depression
        - Perinatal mood disorders
        - Coping with loss
        - Strategies for working with families with mental health issues
        - Mental health emergencies
        - Referral resources for mental health
    - Prenatal Training – HFA Great Beginnings Start Before Birth
        - Fetal growth & development each trimester
        - Warning signs – when to call the doctor
        - Activities to promote the parenting role and the parent-child relationship during pregnancy
        - Preparing for baby
        - Promoting parental awareness of what the baby is experiencing with a connection to what the parent is doing (reflection)

    - Family Goal Process
        - Purpose & importance of the family goal process in HFA services
        - Working with families to identify strengths and needs
        - Supporting the family's role in setting & achieving meaningful goals to assist families in taking charge of their lives
        - Development of family goals based upon the HV's knowledge about the family as well as tools completed with the family
        - Practice writing family goals in ways that help families create measurable goals
    - Cultural Humility in Home Visiting
        - HFA's approach to culture
        - Honoring diverse family structures
        - LGBTQIA+ parenting
        - Family culture as a source of family strength
        - Acknowledging, respecting, & celebrating cultural differences
- **12-month** wrap-around training (within 12 mo of hire)
    - Child Abuse & Neglect
        - Parent and child risks for abuse and neglect
        - Prevention and education with families
        - Racial disparities in the child welfare system
        - Role of HFA with child welfare-involved families
    - Intimate Partner Violence
        - Indicators of IPV
        - Dynamics of IPV
        - Strategies for working with families with IPV issues
        - Effects on children
        - Universal education approach to discussing healthy and unhealthy relationships with families
        - Impact of racially disproportionate policing on family responses to IPV
        - Referral resources for relationship violence
    - Substance Use
        - Causes of and risks for substance use disorders
        - Alcohol use and dependence
        - Substances prevalent in the community
        - Talking with families about substance and alcohol use
        - Strategies for working with families with substance use challenges and families in recovery
        - Substance use and racial disparities in the judicial system
        - Referral resources for substance use disorders
    - Engaging families
        - Engaging fathers and co-parents
        - Multigenerational families
        - Working with adolescent parents
        - Engaging non-binary parents

        - Strategies for working with families impacted by personal, historical, or generational trauma
    - Inequity & Family Context
        - Historically and currently marginalized communities
        - Racial wealth gap
        - Systemic barriers to access and accessibility
        - Systemic racism and social inequities
        - Intersectionality
        - Impacts of inequity on parenting and the home visiting relationship
- **Annual** training
    - Child Abuse & Neglect including mandated reporting
    - Diversity, equity, inclusion, & belonging
    - Minimum of 15 hours in relevant training opportunities – unique to each HV's needs, interests, and staying up to date on recent advances in the field
- **Strongly Recommended**
    - HFA Facilitating Change (Motivational Interviewing)

SUPERVISORS/MANAGERS - IN ADDITION TO the above trainings

- FFS Supervisor Stop Gap ***This is required only if the supervisor will begin work <u>before</u> they have had FFS CORE training.***
- FROG Supervisor
- HFA Supervisor Core: Relationships and Reflection

MANAGERS – IN ADDITION TO the above trainings

- HFA Implementation Training