

## **2018 Training & Technical Assistance Costs**

The HFA National Office provides training & technical assistance to assist communities with implementation of the HFA model. The following outlines the available options. Please note that manual costs include shipping within the continental United States.

### **Core Training**

A required training for all direct service staff, supervisors and program managers within six months of hire. Core training instructs staff in their specific roles and lays the foundation for implementing the practical aspects of the HFA model. This training is four days for all staff. Supervisors and Program Managers must also attend a fifth day. This training must be delivered by nationally certified HFA trainers.<sup>1</sup>

**Please note: The HFA National Office offers both on-site training (state or community level) and regional training.**

#### **Parent Survey Core Training:**

***Parent Survey for Community Outreach*** training is required for all program staff that will administer the Parent Survey tool. Supervisors and Program Managers are also required to attend. The training focuses on building skills to engage parents in the Parent Survey process, learning how to gather comprehensive information from parents related to their strengths and needs using a conversational style, and obtaining guided practice from a certified user to ensure the tool is administered in a standardized and reliable manner.

#### **Home Visitor Core Training:**

***Integrated Strategies for Home Visiting*** is an in-depth, formalized training required for all home visitors, supervisors and program managers. The training outlines the specific duties of the home visitor in their role within Healthy Families America. Topics include, but are not limited to: trauma informed practice, communication skills, assessing, addressing, and promoting positive parent-child relationships, creating a trusting alliance with families, goal setting, and strategies to enhance family functioning, address difficult situations, and ensure healthy childhood development.

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<sup>1</sup> As an additional option, HFA offers a Train-the-Trainer mentoring process for sites wishing to build state infrastructure capacity by training in-state staff to deliver core trainings. Admissions requirements for the mentoring process, along with costs and timelines of completion, are available by contacting the HFA Training Director at [kwhitaker@preventchildabuse.org](mailto:kwhitaker@preventchildabuse.org).

**Supervisor Core Training:**

**Supervisor training** is provided on day 5 of both the Parent Survey core training week and the Integrated Strategies core training week. Each provides supervisors and program managers with detailed information about implementing the HFA model and specifically addresses the supervisory needs of home visitors or Parent Survey staff, along with professional development and quality improvement mechanisms.

**On-site Core Training Costs:**

- \$5,200 (January 2018 – December 2018)
- Trainer Travel Costs (airfare, hotel, meals & incidentals) typically \$2400
- Manuals (including shipping for mainland sites): ISHV: \$44 for home visitor; \$49 for supervisors/program managers; PSCO: \$44 for parent survey training; \$49 for supervisors/program managers. Supervisors/program managers will require two manuals – one for the 4-day training and one for Day 5. The same supervisor/program manager manual is used for both PSCO & ISHV.

**In our efforts to enhance the training experience as well as meet the demands for training in the network, sites must have a minimum of 8 employed HFA staff needing Core Training to schedule training on-site.**

**Regional Core Trainings Cost (Please watch email notices for dates and locations):**

- \$675 per person plus their travel costs to the regional training site (manuals included)
- \$215 additional for Supervisors and Program Managers for 5<sup>th</sup> day (manuals included)

**Advanced Supervision Training:**

Building on the core training for supervisors and program managers of HFA direct service staff positions (as described above), this training consists of three intensive days of in-person training, covering topics that include but are not limited to: the three types of supervision, attachment constructs critical for reflective practice and infant mental health, motivating staff, addressing staff issues, and key components for reflective supervision.

**On-Site Advanced Supervision Training Costs:**

- \$4,200 Trainer Fee On-site
- Trainer travel costs (airfare, hotel, meals & incidentals) typically \$2,200
- Manuals: \$38 per trainee

**Regional Advanced Supervision Training Costs (Please watch email notices for dates and locations):**

- \$675 per person plus their travel costs to the regional training site (manuals included). These costs include shipping within the continental United States.

**Wraparound Training: The Learning Center (TLC)**

Wraparound training complements core training and covers the additional training topics necessary to support home visitation staff in their duties as well as meet the *HFA Best Practice Standards*. While sites are welcome to create their own trainings to cover each of the wraparound topics (following the requirements listed in the Best Practice Standards), twelve online self-paced modules are available to all program staff and provide 35 hours of training on important topics such as:

- Keeping babies healthy and safe;
- Fostering infant and child development;
- Addressing domestic violence;
- Preventing child abuse;
- Recognizing substance abuse;
- Responding to relationship issues; and,
- Promoting mental health.

The Healthy Families America TLC website also helps staff and supervisors track successful course completion. Supervisors receive notice when staff are nearing due dates to ensure timely receipt as required by HFA best practice standards.

**Great Beginnings Start Before Birth:**

A *home visitor curriculum* training that supplies service providers with strategies for supporting families during the prenatal period. This period of time offers a great window of opportunity for the home visitor to establish a trusting relationship, and focus intently on the mother and father. This training is based on best practice standards, with a special emphasis on the psycho-social issues facing expectant parents. Home visitors will learn how to help parents enhance prenatal bonding, stimulate brain development and reduce stress, thereby increasing healthy mother/baby birth outcomes.

**On-site Great Beginnings Start Before Birth Training Costs:**

- \$4,200 trainer fee for three days of training
- Trainer travel costs (airfare, hotel, meals & incidentals) typically \$2,200
- Manuals: \$49 per trainee (including shipping for mainland sites)

**Regional Great Beginnings Start Before Birth Training (Please watch email listings for dates and locations):**

- \$675 per person plus their travel costs to the regional training site (manuals included).

**Facilitating Change: Integrating Motivational Interviewing Strategies in Home Visitation:**

Home visitors are often challenged with supporting families as they struggle with making difficult changes in their lives. Change can be particularly challenging for families with trauma histories. Understanding the stages of change can provide home visiting staff with insight into the process of change and how best to support this process. Motivational Interviewing (MI) has been a successful approach to facilitating change with individuals struggling to make healthy lifestyle changes. In this 2 ¾ day training, staff will learn to identify the stages of change and to respond in a strength-based, empathetic and respectful manner by applying appropriate MI strategies. This training will pay special attention to the use of MI strategies in developing trusting relationships with families with trauma histories.

**On-site Facilitating Change Training Costs:**

- \$4,200 trainer fee for three days of training
- Trainer travel costs (airfare, hotel, meals & incidentals) typically \$2,200
- Manuals: \$33 per trainee (including shipping for mainland sites)

**Regional Facilitating Change Training Costs (Please watch email listings for dates and locations):**

- \$675 per person plus their travel costs to the regional training site (manuals included).

**Recorded Webinars:**

The 2018 *Best Practice* Standards require *Prenatal Training* for those sites that serve families prenatally, and *Goal Planning Training* for all sites. HFA offers recorded webinars for both of these training requirements. Additionally, HFA has created webinars for documenting parent-child interactions using our parent child observation requirement, *CHEERS*. These trainings are available on the <http://www.healthyfamiliesamerica.org> website to affiliated sites at no additional charge or by contacting Maritza Noriega at [mnoriega@preventchildabuse.org](mailto:mnoriega@preventchildabuse.org).

**CHEERS Check-In Observation Tool:**

The new CHEERS Check-In parent-child observation tool is validated for children ages 2 months to 40 months. This training is available to all affiliated sites at no additional charge by contacting Maritza Noriega at [mnoriega@preventchildabuse.org](mailto:mnoriega@preventchildabuse.org). It is also located on the <http://www.healthyfamiliesamerica.org>.

**Customized Advanced Trainings:**

Given the comprehensive nature of the model, many HFA sites find that staff benefit from additional training on a variety of topics to further advance their knowledge and skills. HFA national staff is available to deliver customized one, two or three day advanced training that are focused on specialized content areas and based upon need.

**Customized Advanced Trainings Costs:**

- \$1500 Trainer Fee Per Day (1-day minimum)
- Trainer travel costs (airfare, hotel, meals & incidentals)
- Any necessary trainee materials

**On-site Technical Assistance:**

HFA sites can benefit by enlisting the expertise of a national staff person who will provide individually tailored support during a variety of phases (i.e., program planning and implementation, operationalizing of the best practice standards, accreditation, etc.). HFA national staff is available to provide individual on-site technical assistance to programs at any time upon request.

**On-site Technical Assistance Costs:**

- \$1250 Trainer Fee Per Day (1-day minimum)
- Trainer travel costs (airfare, hotel, meals & incidentals)
- Any necessary trainee materials

**For more information or to schedule a training:**

If you are interested in any of the above trainings and/or technical assistance options, please contact:

Kate Whitaker,  
National Director of Training  
[kwhitaker@preventchildabuse.org](mailto:kwhitaker@preventchildabuse.org)  
520.297.9158.

National staff schedules fill up quickly, so plan ahead and secure your supportive services today!