

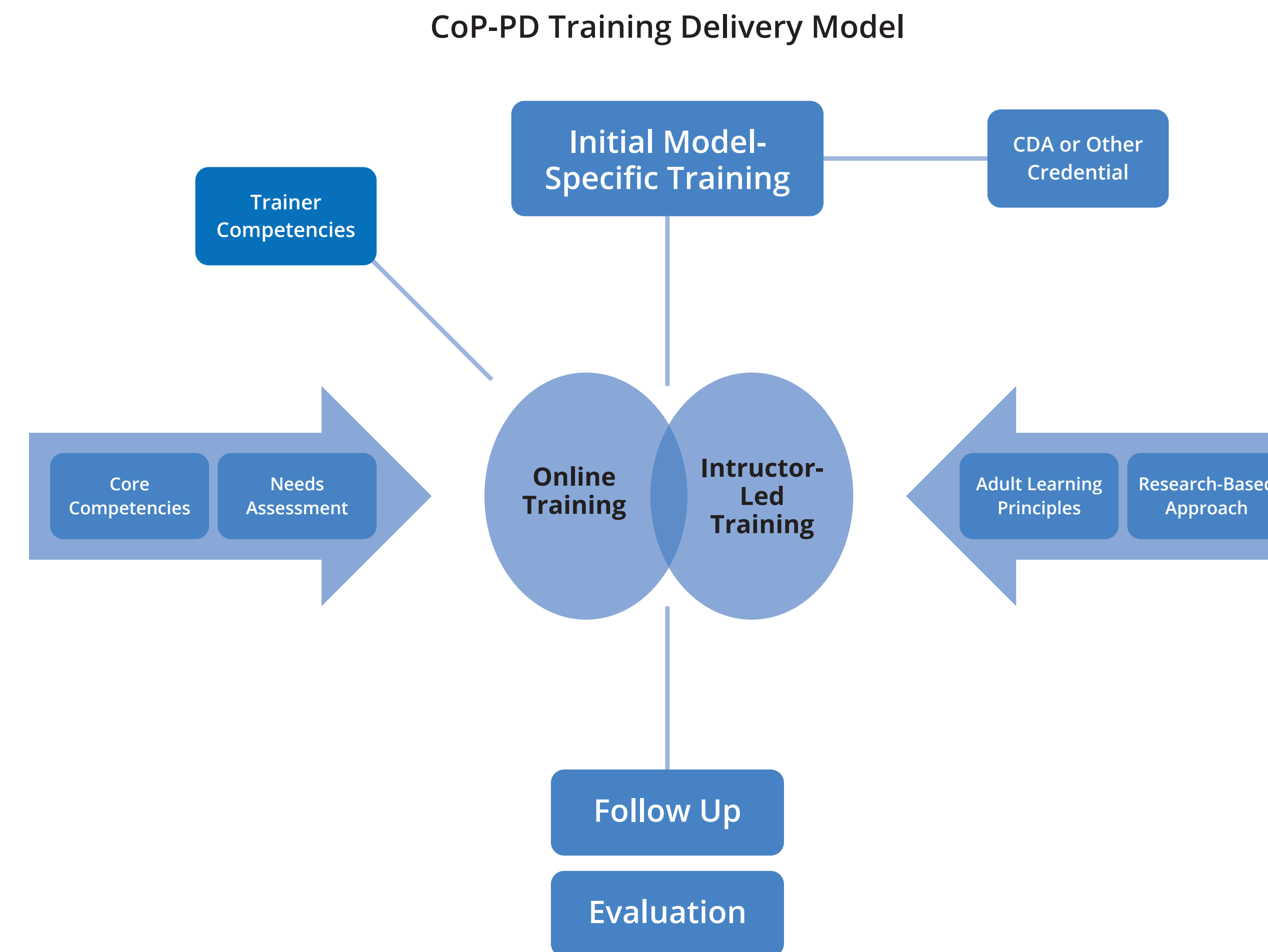


Premise/Definition

The best application of training is to convey requisite knowledge as the foundation for the development of skills and approaches to work with families that drive toward achievement of outcomes. "Training" includes in-person and web-based delivery of content and learning experiences.

Recommendations for Improving Quality and Impact

- A. Isolate the impact of training to affect family outcomes. (inputs: research)
B. Provide SUPERVISORS with needed supports. (tools, time, training on PD)
C. Provide TRAINERS with needed supports. (establish competencies and trainer standards, PD plans, peer learning opportunities)
D. Strengthen the voice and value of training for the home visiting workforce. (study impact on practice, offer certificates, career ladders, CEUs, tie to credentials)



Contributing COP Members

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Best Practices and Resources

1. Training is competency-based. Resource: Benefits: https://www.thecompetencygroup.com/competency-services/discover-the-benefits-of-a-competency-based-approach/

2. Employ adult learning methods: cultivate peer learning, leverage learning styles, adhere to instructional design principles and practices. Resource: Learning that changes behavior: http://thelearningcoach.com/elearning_design/isd/transformational-learning-another-perspective-on-adult-learning/

3. Blended Approach: Use in-person and web-based venues. Resource: "Does E-Learning Work?" https://www.learnovatecentre.org/does-e-learning Innovation in Practice: http://www.arhomevisiting.org/Training_Institute/home-new For more information, contact: Jodie Dailey, jwdailey@uams.edu

4. Leverage training to advance the professional standing of supervisors and practitioners. (e.g. connect to CEUs, certificates, career ladder, etc.) Innovations in Practice: Colorado to include paraprofessionals in the Infant Mental Health Credential (Infant Family Associate): http://coaimh.org/ http://coaimh.org/wp-content/uploads/2018/02/Endorsement-Chart-All-categories.pdf

NOTE: See the CoP - Professional Development Project Brief for more commentary, research, resources and recommendations posted on the National Home Visiting Summit app or group LinkedIn page.