2026 Michigan Home Visiting Initiative

Training Report

The Center for Quality Family Support (CQFS) at Michigan Public Health Institute (MPHI) has delivered a range of services to the home visiting field in support of Michigan's Home Visiting Initiative (MHVI) in its goal to cultivate a well-educated and informed home visiting workforce through ongoing, responsive professional development. As part of this effort, CQFS analyzes multiple data sources to inform recommendations for training topics. This report summarizes key accomplishments and identifies current professional development needs.



Recommendations in Action:

This section of the report outlines the actions that were implemented based on the recommendations from the 2025 Training Report and Plan. These recommendations were informed by the 2025 data analysis and insights from the field.

- Concepts from the Core Knowledge framework were integrated into each training and clearly identified in both event registration and certificates of attendance.
- Conducted a survey of home visitors and supervisors to identify learning preferences.
- Trainings were provided related to perinatal health, substance use topics, reflective supervision, and relationship building.

Fiscal Year 2025 Data:

The CQFS uses a variety of data points to develop the recommendations for this report.

- Michigan's Home Visiting fiscal year 2024 report for Public Act 291 (PA 291)
- Fiscal year 2025 Maternal, Infant and Early Childhood Home Visiting (MIECHV) Performance Measure findings
- Evaluations from the numerous trainings attended by Michigan Home Visiting Providers in fiscal year 2025
- Additional input provided by Home Visiting Section team, Home Visiting Leadership members and the Professional Development Coordinator Collaboration



Summary of Findings

1. Michigan's Home Visiting fiscal year 2024 report (PA 291)

- The child developmental referral rate has slightly decreased from FY23 to FY24. This trend may indicate a need for additional training to support topics within the Development, Learning, and Behavior and the Community Resources and Support Core Knowledge Areas. Recommended training topics include screenings, referral resources, and child development milestones.

- The percentage of preterm births exceeds the national target established by Healthy People 2030. To support efforts to reduce preterm birth rates and progress toward this goal, training related to perinatal health is recommended. This training should align with the Parent Health and Nutrition Core Knowledge Area.

- The percentage of maternal tobacco abstinence remains below the Healthy People 2030 national target. Additionally, this indicator has not shown significant improvement over the past five years. To meet this goal, Michigan must increase the rate of maternal tobacco abstinence by six percentage points over the next four years.

2. Fiscal year 2025 Performance Measure (PM) Outcomes

Significant Challenge:	Moderate Challenge:
Completed Depression Referrals*	Child Maltreatment Rates*
Completed Developmental Referrals*	Parent-Child Interactions
Intimate Partner Violence	Completed Developmental Screenings

*indicates areas reflected in both PA291 report and PM report

3. A full analysis was conducted of evaluations from twelve trainings that took place in FY25 by clustering similar topics that were then ranked based on frequency of mention across evaluations, and cross walked with the Michigan Home Visiting Core Knowledge Framework. The Core Knowledge categories, and related topics that rose to the top in that analysis were:

Parent Health & Nutrition

- Substance Use and Recovery*
- Perinatal Substance Use*
- Complex Needs During the Perinatal Period

Family Engagement+

- Motivational Interviewing
- Parent Engagement and Relationship Building
- Supporting Teen Parents+

Professional Practice

- Practicing Hard Conversations & Conflict Resolution
- Supervisor Specific Training Opportunities+
- Workforce Health: Compassion Fatigue, Burnout, & Self-Care



*topics that have been common across reporting years
+topics first time receiving a priority ranking

4. Anecdotal input from the Home Visiting Section, Home Visiting Leadership and Professional Development Coordinators Collaboration group includes recommended topics and practices to support learning.

Recommended Training Topics:

- Parent-Child Interactions
- Reflective Supervision*
- In Depth Understanding of Interpersonal Violence
- Cannabis Impact During Pregnancy, Breastfeeding, and Early Childhood*
- Home Visiting Safety for Supervisors
- Facilitating Attuned Interactions
- Perinatal Grief, Loss and Bereavement

Recommended Practices to Support Learning:

- Explore the Project Echo framework as a training model to strengthen strategies for supporting families with complex needs
- Offer trainings that include continuing education units
- Develop and publish a comprehensive training calendar for the home visiting system that includes registration information

*topics that have been common across groups and reporting years



5. The Home Visiting System Professional Development Coordinators group was established and is led by the Professional Development Coordinator at CQFS. Membership includes representatives from most evidence-based home visiting models, with ongoing recruitment efforts to ensure engagement across all eight EBHV models.

The purpose of the Professional Development Coordinator group is to facilitate the sharing of training updates, identify challenges and successes, and strengthen coordination of professional development efforts across the home visiting system.

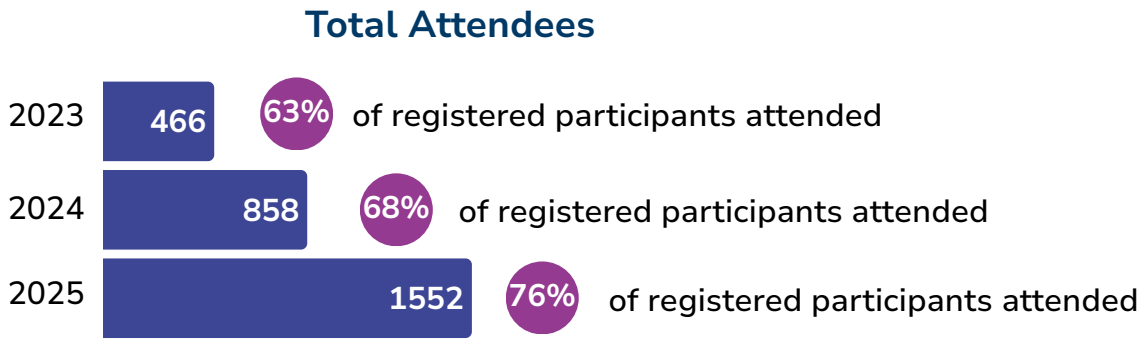
In FY25, the group developed a presenter directory, identified training needs and emerging trends, and established goals to support cross-system collaboration.

The group recommends the development and implementation of a centralized professional development learning management and workforce registry system. Such a system would:

- Establish a unified approach to training across Michigan EBHV programs
- Create a centralized system to track and report workforce data
- Support ongoing professional growth and development
- Reduce duplication of training efforts across programs
- Streamline onboarding processes for new home visitors and supervisors

6. A comprehensive review of registration, attendance, and absenteeism was conducted for each training session available across all models for which MPHI managed registration. This analysis includes non-unique participants who registered for and/or attended multiple trainings. Training attendance rates have increased significantly since tracking began in FY23.





- Plan of Safe Care training had the highest rate of attendance at 93%, reflecting its status as a required training for Home Visiting System funded programs.
- The Maternal Clinical Consultation and Care (MC3): Perinatal Mental Health Resources and Program Overview training had the lowest rate of attendance with 59% of participants who registered attended the series

Recent & Upcoming Trainings

During FY25, CQFS coordinated twelve professional development offerings, including single topics, and multi-session topics. These offerings were available to all home visiting providers, regardless of model or funding source, and included 540 unique attendees from 168 organizations across Michigan, reflecting an increase from 147 organizations in FY24.

Trainings provided in fiscal year 2025:

- Hard Conversations and Relationship Building
- Hear Her and Count the Kicks
- MC3: Perinatal Mental Health Resources and Program Overview
- Overdose Prevention and Response
- Parent Child Interactions: two-part series
- Recognizing and Responding to Mental Health Concerns
- Reflective Supervision for Supervisors: three-part series
- Strengthening Collaboration between Early On and Michigan's Home Visiting System
- Substance Use: A Collaborative Approach to Supporting Families
- Supporting Caregivers with Cognitive Impairments
- Visit Tracker
- Plan of Safe Care

Key Points & Recommendations

Drawing on the analysis of the PA 291 report, Performance Measure Report, survey findings, and partner input, the following key points are offered for consideration to the home visiting system.

Developmental Screening & Referral Gaps

Key Point:
Declines in child development referrals and moderate to significant challenges in screenings and referrals indicate a need for strengthened capacity in early identification and follow-up.

Recommendation:
Prioritize training on perinatal health, including tobacco cessation, substance use, and maternal health, aligned with the Parent Health and Nutrition Core Knowledge Area.

Maternal and Perinatal Health Outcomes

Key Point:
Preterm birth rates exceed national targets, and maternal tobacco abstinence has not improved over time.

Recommendation:
Prioritize training on perinatal health, including tobacco cessation, substance use, and maternal health, aligned with the Parent Health and Nutrition Core Knowledge Area.

Behavioral Health andd Referral Challenges

Key Point:
Significant challenges exist in completed depression referrals and intimate partner violence referrals across data sources.

Recommendation:
Increase training on mental health identification and referral pathways, trauma-informed approaches, and in-depth understanding of interpersonal violence.

Workforce Development Priorities

Key Point:
Training attendance has steadily increased 63% to 76%, indicating strong engagement, through variability in topics and communication systems.

Recommendation:
Sustain accessible, inclusive training opportunities by offering continuing education units for most trainings and increasing funding to cover associated costs. Broaden reach by publishing a comprehensive training calendar using varied formats to meet diverse learning preferences.

Key Point:
The Professional Development Coordinator group has identified gaps in coordination and emerging trends, highlighting a need for more aligned, state-wide professional development system.

Recommendation:
Establish system-level infrastructure by investing in a centralized learning management and workforce registry system to integrate training resources, improve workforce data and support consistent and efficient workforce development across programs.

Key Point:
The Professional Development Coordinator group observed that the Core Knowledge Framework is under-utilized across the home visiting workforce and has not been updated since 2022.

Recommendation:
Revise and publish the framework in a centralized location to improve visibility and support a more consistent system-wide use.

CQFS is committed to supporting the training interests and needs of the Michigan Home Visiting Initiative. The Professional Development Coordinator aims to provide responsive support to the home visiting system to foster an equitable and responsive professional development system.