2025 Michigan Home Visiting Initiative (MHVI)

TRAINING REPORT

The Center for Quality Family Support (CQFS) has delivered a range of services to the home visiting field, supporting Michigan's Home Visiting Initiative (MHVI) in its mission to cultivate a well-educated and informed home visiting workforce through ongoing professional development tailored to the field. One of these services includes analyzing various data sources to recommend training topics for the home visiting field. This report summarizes our accomplishments, outlines the current training plan for fiscal year 2025, and provides recommendations for fiscal years 2025 and 2026 based on data analysis.

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RECOMMENDATIONS IN ACTION

This section of the report outlines the actions that were implemented based on the recommendations from the 2024 Training Report and Plan. These recommendations were informed by the 2024 data analysis and insights from the field.

- The 2024 Home Visiting Conference included sessions designed for home visiting staff, administrators, supervisors, and parents to practice and learn about the importance of self-care, building positive relationships, recognizing strengths in one another, and the impact on family outcomes.
- A standardized registration process was developed that includes session confirmation, reminders, evaluations, and follow-up communication.
- Trainings were provided related to substance use topics, depression screens, and home visitor safety.

FY2024 DATA

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

- Michigan's Annual Home Visiting Report
- Fiscal year 2024 Maternal, Infant and Early Childhood Home Visiting (MIECHV) Performance Measure findings
- Evaluations from the Home Visiting Conference and numerous trainings attended by Michigan Home Visiting Providers in fiscal year 2024.
- Additional input provided by Home Visiting Section team and Home Visiting Leadership members.

Summary of Findings

1 Michigan's Annual Home Visiting Report

- The percentage ·of women enrolled in home visiting during pregnancy who received adequate prenatal care has slightly decreased from FY21 to FY23. Furthermore, the percentage of women enrolled in home visiting prenatally who received a postpartum visit with a health provider within two months after birth has also declined, reaching its lowest rate in the past five years.

- The maternal high school completion rate has declined for the second consecutive year, with FY23 recording the lowest percentage in the past five years. This trend may suggest a need for training to support topics covered in the Self-Sufficiency Core Knowledge Area, such as where to find needed resource information, how to access formal and informal supports, and how to use a strength-based approach to share information with families.

2 Fiscal year 2024 Performance Measure (PM) Outcomes

Moderate Challenge

- Substance Use Screening
- Primary Caregiver Education
- Completed Developmental Referrals
- Intimate Partner Violence

Significant Challenge

- Tobacco Cessation Referral
- Completed Depression Referrals

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A full analysis was conducted of evaluations from five trainings and the MHVI Conference evaluation that took place in FY24 by clustering "like" topics that were then ranked in order of interest, 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:

Professional Practice

- Home visitor safety*
- Reflective supervision

Parent Health & Nutrition

- Understanding substance use disorder and how to better support those impacted*
- THC use during pregnancy, breastfeeding, and beyond*
- Intimate Partner Violence

Community Development

- Supporting special populations through home visiting+
- Understanding belief systems and responding respectfully to support and engage all families
- Addressing social drivers of health+

*Common topics across reporting years
+Topics first time receiving priority ranking

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Input from the Home Visiting Section and Home Visiting Leadership includes **recommended topics and practices** to support learning.

Recommended Training Topics:



- Motivational Interviewing for Special Populations
- Social Determinants of Health
- Engaging Families and Building Relationships*
- Cannabis Impact During Pregnancy, Breastfeeding, and Early Childhood
- Home Visiting Safety*
- Adverse Childhood Experiences
- Strategies for Supporting Displaced Families

*Common topics across reporting years

Recommended Practices to Support Learning:



- Embed public health guidance into each training session
- Offer self-paced online modules
- Assess the language and accessibility needs of home visitors and offer sessions in a way that allows them to fully participate
- Trainings, resources, and recordings are housed and available to the entire home visiting system.
- Promote leadership within the field by offering facilitation opportunities to home visitors, supervisors, and parents.

5 The Home Visiting Leadership group participated in a two-session visioning activity where members discussed **priorities and components necessary to ensure a state-wide, equitable professional development system** to meet the learning needs of all evidence-based home visiting models. The identified **system component priorities** include:

- Access to topic specific training and resources
- Access to a training calendar
- Access to training and resources related to the Michigan Core Knowledge Framework

6 A comprehensive review of **registration, attendance and absenteeism was conducted for each training session** available to all models where Michigan Public Health Institute (MPHI) managed the registration, excluding the MHVI Conference. The FY23 data reflects 14 trainings offered, compared to 5 trainings offered in FY24. This includes non-unique participants who registered for and/or attended multiple trainings.

Fiscal Year	2023	2024
Number of Trainings offered	14	5
Registered Participants	743	1255
Attendees	466	858
Absent/Did not Attend	277	397
Total Attendance %	63%	68%
Total Absenteeism %	37%	32%

- Mandated Reporter training had the highest rate of attendance at 77%
- The Deepening Reflective Practice series had the lowest rate of attendance with 54% of participants who registered attended the series

2024 MHVI CONFERENCE

The focus for this year's conference was **The Heart of the Matter: Connection, Reflection & Wellness Redefined.** It was held July 30-August 1st at the Amway Grand Plaza Hotel in Grand Rapids.

The conference created an opportunity to recognize the resilience displayed through the partnerships that we engage in with families and the establishment of new norms post pandemic. Sessions were designed for home visiting staff, administrators, supervisors, and parents to practice and learn about the importance of self-care, building positive relationships, recognizing strengths in one another, and the impact on family outcomes.

The conference offerings included 9 Model Day sessions, 4 general sessions, and 33 breakout sessions. The conference hosted:



553 Participants



68 Presenters



26 Exhibitors

RECENT & UPCOMING TRAININGS

During FY24, CQFS coordinated **six professional development offerings**, including single topics, multi-session topics, and the Home Visiting Conference. These offerings were available for all home visiting providers to attend, regardless of model or funding source, and included **952 unique attendees from 250 different organizations** throughout Michigan.

Trainings provided in fiscal year 2024

- Deepening Reflective Practice in Home Visiting Programs; A 7 Part Series
- Supporting Families Impacted by Substance Use
- Mandated Reporter
- Home Visitor Safety
- From Screening to Support: Caregiver Mental Health
- Michigan Home Visiting Initiative Model Day and Two-Day Conference

Trainings planned for fiscal year 2025

- Maternal Warning Signs
- Hard Conversations
- Relationship Building and Boundaries
- Parent Child Interaction
- Motivational Interviewing



RECOMMENDATIONS FOR FY 2025

Given the analysis of Michigan's Annual Home Visiting Report, Performance Measure Report, surveys, and input from partners, the following recommendations are being made for consideration by the Home Visiting Leadership for fiscal year 2025:

- Support presenters to ensure that Core Knowledge concepts, public health strategies and relationship-building strategies are integrated into each session.
- Offer a regular rotation of essential topics that are consistently requested across reporting years. These topics include home visiting safety, understanding substance use disorder, perinatal substance use, engaging families, and building relationships.
- Support home visitors to become comfortable with discussing perinatal care with families, including offering trainings on topics such as substance use during pregnancy, breastfeeding, and child development.
- Provide training and resources to support home visitors, enabling them to engage in crucial conversations with families regarding developmental screening results and referrals.
- Facilitate a conversation with the Home Visiting Leadership and Home Visiting Advisory groups to examine maternal graduation rates. Perform an in-depth analysis to investigate the Performance Measure data associated with this outcome.
- Establish a committee to update the Core Knowledge Framework every five years, with the goal of publishing the next iteration of the framework in 2027.

RECOMMENDATIONS FOR FY 2026

CQFS will convene a **Conference Planning Committee** that aims to include representatives from a majority of the 8 Evidence-Based Home Visiting (EBHV) models, State level representatives, and parent representatives. With support from MPHI Event Planning, **the committee will plan and execute the conference, including securing presenters, seeking exhibitors, managing registration, providing on-site support, and handling post-conference communications**. Based on the analysis of the data in this report, the conference planning committee may consider seeking presentations on the following topics:

Reflective Supervision

Substance Use

Strategies for Supporting Displaced Families

Intimate Partner Violence

Additionally, the Home Visiting Initiative might consider the following **general professional development system suggestions:**

- Training series that offer multiple sessions had the lowest attendance rates. **Consider offering series with a maximum of two sessions**.
- **Utilize a universal platform** to post trainings, resources, and recordings so that they are accessible to the entire home visiting system.
- **Conduct a survey with home visitors and supervisors to identify language and accessibility needs**, ensuring that participants can fully engage in training sessions.

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.

