



First Born Training: Competencies

First Born Program Home Visitors will be trained and demonstrate competencies in the following areas within 90 days of employment.

First Born Program

1. Mission statement / philosophy / guiding principles / OUTCOMES / Program Fidelity

Training Objectives:

- Home Visitors demonstrate knowledge and understanding of the mission, philosophy and guiding principles of the First Born Program.
- Home Visitors demonstrate knowledge and understanding of the OUTCOMES of the First Born Program.
- Home Visitors demonstrate knowledge and understanding of the essential program elements and what constitutes First Born Program fidelity.
- Home Visitors demonstrate knowledge and understanding of Adverse Childhood Experiences (ACEs) and their long term impacts.

2. Communication and Relationship-Building Skills / Ethical issues and boundaries

Training Objectives:

- Home Visitors will demonstrate knowledge and an understanding of following elements:
 - What is meant by rapport and trust and why they are important?
 - How attitudes, feelings and values impact communication with families and peers
 - Forms of verbal and nonverbal communication
 - Open-ended and close-ended questions
 - Importance of listening skills
 - The importance of maintaining confidentiality
 - Maintaining professional boundaries with families
- Home Visitors demonstrates knowledge and an understanding of the ethical issues involved with home visiting and how to handle ethical dilemmas.

3. Culturally Respectful Programming

Training Objectives:

- Home Visitors demonstrate that they are able to provide services that are respectful of all cultures, races, ethnic backgrounds, and religions in a manner that recognizes, values, affirms, and respects the worth of the individuals and protects and preserves the dignity of each.
- Home Visitors demonstrate the ability to examine their own thoughts, feelings, strengths and needs.
- This concept is evident in all aspects of First Born -- among peers, in service delivery protocols, and interactions within the community.

4. Teaching Model

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the principles of adult education.
- Home Visitors demonstrate knowledge and understanding of what elements must be present for learning to occur.
- Home Visitors demonstrate knowledge and understanding of different learning styles.

5. Decision Making

Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of how decision-making effects empowerment.
- Home Visitors demonstrate knowledge and an understanding of the problem-solving model and how to implement the model with themselves and with families.

6. Managing Home Visits

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of how to manage a home visit using the following elements:
 - Developing a schedule
 - Determining content / Effective use of curricula
 - Setting boundaries / safety issues
 - Avoiding common home visiting pitfalls

7. Recording Keeping

Training Objective:

- Home Visitors demonstrate knowledge and understanding of record keeping and the following elements:
 - Case file content
 - Documentation
 - Outcomes

8. Home Visit Safety Issues

Training Objective:

- Home Visitors demonstrate knowledge and understanding of how to keep themselves safe during home visiting and within the context of their job requirements.

9. Coping with Stress

Training Objective:

- Home Visitors demonstrate knowledge and understanding of coping with their own stress and a problem-solving approach to help clients cope with their stress including the following:
 - What stress is and what it isn't
 - How people react to stress, theirs and others
 - How to minimize vicarious trauma

Prenatal

10. Prenatal Home Visits / Positive Birth Outcomes

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the elements of prenatal home visits including use of the Core Curriculum and the following elements:
 - How a baby grows
 - Why prenatal care is important
 - Discomforts of pregnancy
 - Prenatal stresses
 - Nutrition
 - Exercise

- Risks during pregnancy, including ATODA
- Danger signs and preterm labor
- The birthing process / labor and delivery
- Breastfeeding

Postpartum

11. Birthing Experience / Maternal Self Care / Postpartum Issues

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the birthing experience, maternal self-care and postpartum issues.

Infants

12. Breast feeding

Training Objective:

- Home Visitors demonstrate knowledge and understanding of how to promote and support successful breastfeeding.

13. Infant Nutrition

Training Objective:

- Home Visitors demonstrate knowledge and understanding of infant nutrition including breastfeeding, bottle feeding and adding solids.

14. Immunizations

Training Objective:

- Home Visitors demonstrate knowledge and understanding of the advantages and risk of immunizations.

15. Infant Care

Training Objective:

- Home Visitors demonstrate knowledge and understanding of infant care (e.g., bathing, feeding, diapering, stimulation, calming) and the benefits and techniques of infant massage.

16. Pediatrics / Medical Issues

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of pediatric medical issues including, but not limited to:
 - When to call a medical provider
 - SIDS
 - FAS
 - NAS
 - Autism Spectrum Disorder
 - Etc.

17. Infant and Toddler Growth and Development: Curricula, Resources, and Assessment

Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of normal infant and toddler growth and development, how to assess infant progress, and when and how to make referrals.
- Home Visitors demonstrate knowledge and an understanding of the First Born Program Core Curricula: The First Born First Year of Life Core Curriculum, The First Born Toddler Years Core Curriculum, and *Sequences*.

Families

18. Depression

Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of depression and postpartum depression including, but not limited to:
 - Components of depression
 - Impact on family members
 - Value of seeking support/treatment
- Home Visitors demonstrate knowledge and an understanding of suicide and know when and where to seek help and how to make referrals.

19. Parenting Roles

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of nurturing and play in parenting roles, how to parent together or alone, and how to navigate changes together or alone.

- Home Visitors demonstrate knowledge and an understanding of how to work with, support and respect diverse parents in their roles within their own family structure.

20. Smoking

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of the risk of tobacco exposure and how to support family member's accessing smoking cessation classes.

21. Family planning / Sexuality Issues / Spacing Pregnancies

Training Objective

- Home Visitors demonstrate knowledge and an understanding of family planning resources and sexuality issues.
- Home Visitors demonstrate knowledge and an understanding of the importance of spacing pregnancies.

22. Domestic violence

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of the following domestic violence issues:
 - How to recognize that domestic violence is occurring
 - How to encourage families to seek help

23. Substance Abuse

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of ATODA including but not limited to the following:
 - How to recognize substance abuse
 - An understanding of harm reduction
 - How to encourage families to seek treatment
 - How to inform families that no amount of alcohol is safe to drink during pregnancy

24. Child Abuse and Neglect

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of child abuse and neglect issues including the following:
 - Definitions
 - Reporting procedures

Community

25. New Mexico Human Services Department (HSD)

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of HSD issues including the following:
 - Programs
 - Access
 - Eligibility

26. Community Resources

Training Objective:

- Home Visitors demonstrate knowledge and an understanding of their community's resources including the following:
 - What are they?
 - How are they accessed?
 - Role of the First Born Program Staff

27. Immigration

Training Objectives:

- Home Visitors demonstrate knowledge and an understanding of their community's policies, services and challenges for the population of families recently immigrated into the community

28. Poverty

Training Objective:

- Home Visitors will develop a personal and professional awareness of poverty as defined as the extent to which an individual does without internal and external resources.
- Home Visitors demonstrate knowledge and an understanding of the role of the Home Visitor: to offer a support system, role models and opportunities for the family to learn.

29. CPR Certification Class or Recertification Class

Training Objective:

- Home Visitors are CPR certified within 90 days of employment.

Each new employee will observe at least 5 home visits and 2 Developmental Assessments.

Date Completed

Program Manager

Home Visitor



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