Preparing for Life’s Home Visiting Training Proposal for New Home Visitors

Learning Outcome: Upon completing Preparing for Life’s Home Visiting, the Home Visitors will reliably gain a thorough theoretical understanding and the opportunity to connect this to practice while engaging in experiential learning.

**Day 1 Learning Objectives - The Home Visitors will be able to:**

* Understand the History and Context of the Preparing for Life Programme
* Understand and Connect with the Ethos, Values, and Principles
* Gain an understanding of the PFL HV Logic Model and the programme's intended outcomes.
* Gain an understanding of the importance of programme Fidelity.
* Gain an understanding of the Culture/ Context/ and what Psychological safety means.

**Day 2 Learning Objectives - The Home Visitors will be able to:**

* Gain an understanding of the Preparing for Life Programme Theories, i.e., Infant Mental Health/ Social Learning Theory/ Social Ecological/Bio Ecological Theory, and Attachment Theory
* Gain an understanding of the Preparing for Life Home Visiting Practice Theories
* Gain an understanding of the Home Visiting Approach
* Gain an understanding of PFL's Practice Principles and learn how they can be used interchangeably.
* Develop Coaching skills that can effectively be used throughout the execution of Home Visiting.

**Day 3 Learning Objectives - The Home Visitors will be able to:**

* Gain an understanding of Home Visiting in practice
* Gain an understanding of the theory behind the Home Visiting Activities and learn what these look like in action:
  + Tip Sheets
  + Goals and Aspirations
  + Case Coordination/ Interagency Work/Advocacy/ Referrals/ Signposting
* Gain a practical understanding of managing your cases and files.
* Take a walk through the wider PFL programme and how they are formally integrated:
  + Antenatal Education
  + Breast Feeding Support
  + Baby Massage
  + Triple P
  + COS

**Day 4 Learning Objectives - The Home Visitors will be able to:**

* Gain an understanding of the standard Preparing for Life Home Visiting Policies and Procedures
* Take a deeper look into the Home Visitors Tools and Resources
* Gain an understanding of our Developmental Packs.
* Gain an understanding of what support structures are recommended and available for all PFL Team Leaders and Home Visitors, such as:

**Day 5 Learning Objectives - The Home Visitors will be able to:**

* Gain a deeper understanding of how Preparing for Life Home Visiting conducts its Research and Evaluation.
* To explore Research in practice and understand the importance of reflective thinking (Relationships with self and others)
* To understand the Research and Evaluation process, which will provide home visitors with a practical understanding of how each tool works, why these tools have been chosen, how they are used, and how they are embedded within the implementation. How they inform our practice, provide families with more meaningful service, and provide data/ outcomes to funders.

**Day 6 Learning Objectives – Home Visitors will be able to:**

* Gain an understanding of what Case Reviews are, learn about the benefits, and explore how The **Action Learning** coaching methodology can effectively promote Professional Development.
* New Home Visitors will engage in Triads with their peers to gain a deeper insight into engaging in Home Visits.
* Shadow Home Visits in action, followed by engaging in coaching & reflective practice.

**Day 7 Learning Objectives – Home Visitors will be able to:**

* New Home Visitors will engage in further Triads with their peers to gain a deeper insight into the success and challenges of Home Visits.
* New Home Visitors will engage in signing recruits/ beginning the process with a new family, learn how to manage existing cases, lead out on a home visit, and then engage in coaching & reflective practice.
* Will gain the opportunity to observe and participate in Case Review Action Learning in practice

**Moving Forward:**

**Home Visitors Only -**

Home Visitors will engage in 3 x Learning and Development workshops per year:

* Preparing for Life Home Visiting Learning and Development workshop is to build a positive, supportive culture across all sites that offers encouragement, a space to celebrate success, learning opportunities, and identifying gaps or challenges in service delivery.
* To use Action Learning Coaching to review cases. This allows Home Visitors to reflect critically on their Home-visiting practices while further developing their coaching skills.

**PFL HV Annual Event – Creating an opportunity for all Preparing for Life Home Visiting** **sites to unite.**

This is to provide Home Visiting staff to come together to:

* Build a more positive, cohesive Culture
* Create an opportunity to share the learning and creativity from the bottom to the top
* To help boost motivation and morale
* Support staff engagement
* Showcase and Validate successes
* Connect Leadership with teams
* Build relationships and collaboration