



Crosswalk Between Training Curriculum for Healthy Families America and Competency Guidelines for Culturally Sensitive, Relationship-Focused Practice Promoting Infant & Early Childhood Mental Health®

The Alliance for the Advancement of Infant Mental Health® (Alliance) and Prevent Child Abuse America® (PCAA) entered into a strategic partnership in 2018. PCAA is the parent organization for Healthy Families America® (HFA), with whom the Alliance has been working directly. The intent of this partnership is to elevate, strengthen, and grow the field of HFA home visiting (nationally and internationally), recognizing the role, credibility, and IMH-informed approach of home visitors through competency-informed endorsement, in addition to the critical importance of supervisors to provide the highest quality reflective supervision in support of staff and improved family outcomes.

As a result of this partnership, this crosswalk was collaboratively created with the Alliance and has been approved as a Tier 4 co-branded crosswalk. A thorough review of the comprehensive HFA Foundations for Family Support training was conducted by endorsed Alliance staff and by an endorsed HFA leader in training and professional development.

The Foundations for Family Support Training Manual was reviewed specifically for the purpose of addressing competencies that professionals applying for Endorsement® as an Infant Family Associate (IFA) or Infant Family Specialist (IFS) would require in their training record. The Foundations training experience provides participants with 28 hours of specialized in-service training. We determined that the Foundations training meets most of the required competencies for IFA and IFS applicants. Additionally, HFA provides required ongoing competency-based training for each staff person during their first 12 months of employment, and those would most certainly support staff in meeting the minimum required number of hours (30 hours) for Endorsement®. Completion of the Foundations and the ongoing required training indicates that competencies for IFA are completely met. Please see the Notes column of the crosswalk for recommended supplemental training for IFS applicants. We recommend that HFA staff or programs looking for further training opportunities reach out to their local infant mental health associations to further discuss their needs. Lastly, we acknowledge that this crosswalk is a dynamic document, and will likely be revised as HFA continues to assess and improve their training for staff.

Crosswalk to HFA Foundations for Family Support Training and Supervisor Core Training

Theoretical Foundations	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
pregnancy & early parenthood <i>(IFA, IFS, IMHS, IMHM)</i>	Section 4 covers pregnancy	11-1.A: Staff receive training on Infant Care (w/in 3 mos. of hire: 30-45 min.) 11-1.B: Child Health & Safety (w/in 3 mos. of hire: 30-45 min.) 11-2.E: Prenatal Training (w/in 6 mos. of hire: 45 min. to 2.5 days)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
infant/young child development & behavior <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 1 (Brain Development), 4 (CHEERS), 6 & 7 (Attachment) 6 hours [1 hr.]	10-2.B: Curriculum training (30 min. to 4 days) 11-2.A: Infant & Child Development (w/in 6 mos. of hire: 30-45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
infant/young child & family-centered practice <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 4 (Parent-Child Relationships), 6 & 7 (Relationship-Focused) 20 min.	11-2.B: Supporting the parent-child relationship (w/in 6 mos. of hire: 30-45 min.) 11-3.E: Role of Culture (w/in 12 mos. of hire: 30-45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
relationship-based, therapeutic practice <i>(IFA, IFS, IMHS, IMHM)</i>	Sessions 2 (Reflective Strategies), 3 (Supportive Partnerships), 6, 7, and 9 HFA Advantage (30 min.) Trust Building (30 min.) Creative Outreach (30 min.) Supervisors Manual, Section 1	11-2.F: Family Goal Planning (w/in 6 mos. of hire: 45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
family relationships & dynamics <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 3, 5, and 6 (Brain Patterns) 1.5 hrs. [30 min.] Integrated Parallel Process (10 min.)	11-3.B: Intimate Family Violence (w/in 12 mos. of hire: 45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
attachment, separation, trauma, grief, and loss <i>(IFA, IFS, IMHS, IMHM)</i>	Section 1 (Trauma) and Section 4 (Attachment) Trauma Informed (30 min.) What you can do (15 min.) Attachment (6 hrs. [1 hr.])		For IFS applications, recommend additional training specific to separation, grief, and loss and the impact on early development and relationships.	
psychotherapeutic & behavioral theories of change <i>(IMHS & IMHM)</i>	N/A			
disorders of infancy/early childhood <i>(IFS, IMHS, IMHM)</i>	Attachment (6 hrs. [1 hr.])	Best Practice Standards Critical Element 6 6-6: Developmental Screening and Follow-Up. Required use of ASQ & ASQ:SE	For IFS applicants, recommend further training to address knowledge around identification of risks and disorders of infancy and early childhood (e.g., separation anxiety disorder, depressive disorder of early childhood, post traumatic stress disorder), and when to refer to professional from other systems such as health, mental health, education, and child welfare.	

Theoretical Foundations	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
mental & behavioral disorders – adults (IMHS & IMHM)	N/A			
cultural humility (IFA, IFS, IMHS, IMHM)	Section 3 (Diverse Family Structures) & Section 5 (Family Values), Supervisor’s Manual, discussed in Critical Element 5 Cultural Humility (40 min.) Family Centered (20 min.)	Best Practice Standards: Critical Element 5: Bi-annual cultural sensitivity analysis required looking at training, intake processes, home visiting, and supervision. Includes Advisory Group review and feedback for improvement.	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
adult learning theory & practice (IMHM)	N/A			
statistics (IMHM)	N/A			
research & evaluation (IMHM)	N/A			
ethical practice (IFA, IFS, IMHS, IMHM)	Sections 6, 7, & 8 Boundaries (30 min.)	10-2.A: Orientation to HFA & Ethical Behavior (10 min.) 10-2.D: Orientation to Mandated Reporting (30 min.) 10-2.E: Orientation to Confidentiality (30 min.) 10-2.F: Orientation to Boundaries (30 min.) 11-3.A: Child Abuse & Neglect (w/in 1 yr. of hire: 30-45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
government, law, & regulation (IFA, IFS, IMHS, IMHM)	Section 1	Best Practice Standards (required standards) - Governance GA-1: Advisory Groups GA-6: Child Abuse and Neglect Reporting GA-4: Research GA-5: Confidentiality, Rights & Responsibilities GA-7: Participant/Child Deaths	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
agency policy (IFA, IFS, IMHS, IMHM)	Sections 6, 7, & 8 Supervisors Manual, Section 3	Orientation to Agency (30 min.) Best Practice Standards, Governance (GA-8)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	

Systems Expertise	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
service delivery systems (IFA, IFS, IMHS, IMHM)		Best Practice Standards – Governance GA-5.C: Informed Consent	For IFS applications, recommend training specific to mental health services available to infants, young children, and families, and how to collaborate with other systems.	
community resources (IFA, IFS, IMHS, IMHM)	Section 8 Health	10-2.C: Orientation to Community Resources (30-40 min. training + 30 min. site overview)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	

Direct Service Skills	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
observation & listening (IFA, IFS, IMHS, IMHM)	Section 4 (CHEERS) addresses Observation CHEERS 2.5 hrs. [1 hr.]		For IFS applications, recommend training specific to the art of listening and the process of being with another.	
screening & assessment (IFA, IFS, IMHS, IMHM)	Sections 6 & 7 CHEERS 2.5 hrs. [1 hr.]	ASQ:3 & ASQ:SE Training 30 min. – 1 hr.	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
responding with empathy (IFA, IFS, IMHS, IMHM)	Sections 4 & 6 Reflective Strategies 2.5 hrs. [1 hr.]		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
intervention/treatment planning (IMHS & IMHM)	Sections 2 & 6 (Service Planning) Section 8 (Documentation Progress) Service Planning with Sara & Daniel (2.5 hrs. [1 hr.]	11-2.D: Mental Health (w/in 6 mos. of hire: 30-45 min.) 11-3.C: Substance Abuse (w/in 12 mos. of hire: 30-45 min.)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
developmental guidance (IMHS & IMHM)	CHEERS Use of Curriculum (15 min.)	Required curriculum training (varies depending on curriculum chosen)	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
supportive counseling (IMHS & IMHM)	N/A			
parent-infant/very young child relationship-based therapies & practices (IMHS & IMHM)	N/A			
advocacy (IFA, IFS, IMHS, IMHM)	Section 5	Best Practice Standards Critical Element #7	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
life skills (IFA, IFS, IMHS, IMHM)	Section 2 (Reflective Strategies) Section 6 & Problem Talk Worksheet Protective Factors (30 min.)	11-3.D: Family Issues Critical Elements 6 & 7	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
safety (IFA, IFS, IMHS, IMHM)	Sections 6 & 7	10-2.G: Orientation to Personal Safety (30 min.) Best Practice Standards -5 Safety standards that must be met to be accredited.	If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
reflective clinical supervision (IMHM-Clinical)	N/A			

Working with Others	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
building & maintaining relationships (IFA, IFS, IMHS, IMHM)	Sections 4, 5, & 6 (Building Trust with Families) Trust Building/Creative Outreach (1 hr.)		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
supporting others (IFA, IFS, IMHS, IMHM)	Section 6 Reflective Strategies (2.5 hrs. [30 min.])		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
mentoring (IFS, IMHS, IMHM)	Supervisor's Manual, Section 3 (Staff Retention)		HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week)	
coaching & mentoring (IMHM)	N/A			
collaborating (IFA, IFS, IMHS, IMHM)	Section 6		HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
resolving conflict (IFA, IFS, IMHS, IMHM)		11-2.C: Staff Related Issues (w/in 6 mos. of hire: 30-45 min.)	HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
crisis management (IMHM)	N/A			
empathy & compassion (IFA, IFS, IMHS, IMHM)	Section 6 (Brain Patterns) 1.5 hrs. [30 min.]		HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
consulting (IMHM)	N/A			

Communicating	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
listening (IFA, IFS, IMHS, IMHM)	Reflective Strategies 2.5 hrs. [1 hr]		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
speaking (IFA, IFS, IMHS, IMHM)	Homework & Processing with Reflective Strategies 2 hours		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
writing (IFA, IFS, IMHS, IMHM)	CHEERS 2.5 hrs. [30 min.]		Best Practice Standards – Documentation Requirements – sample forms that include all required documentation. If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
group process (IMHM)	N/A			

Thinking	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
analyzing information (IFA, IFS, IMHS, IMHM)	Section 6 (Reflective Strategy Review, 30 min.) Section 10 (Service Planning, 2-5 hrs. [30 min.])		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
solving problems (IFA, IFS, IMHS, IMHM)	Section 6		HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
exercising sound judgment (IFA, IFS, IMHS, IMHM)	Section 6		HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
maintaining perspective (IFA, IFS, IMHS, IMHM)			HFA – Receipt of Reflective Supervision (1.5 – 2 hrs./week)	
planning & organizing (IFA, IFS, IMHS, IMHM)	Section 6 (Service Planning) 2.5 hrs. [1 hour]		If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	

Reflection	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	Date Training Completed
contemplation (IFA, IFS, IMHS, IMHM)	Section 9 (Taking Care of Self and Resilience Strategies) Supervisor's Manual, Section 5 (RS)		HFA – Receipt of RS/C (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
self-awareness (IFA, IFS, IMHS, IMHM)	Section 2 (Resilience Strategies) Section 9 (Thoughtful Self-Regulation) 20 min. Supervisor's Manual, Section 5 (RS)		HFA – Receipt of RS/C (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
curiosity (IFA, IFS, IMHS, IMHM)	Section 2 (Facts, Feelings, Interpretations – Using Curiosity for Interpretations) 30 min. Supervisor's Manual, Section 5 (RS)		HFA – Receipt of RS/C (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
professional/personal development (IFA, IFS, IMHS, IMHM)	Section 9 (Reflective Supervision)		Best Practice Standards require annual cultural training and child abuse & neglect reporting updates. 11-4.A: Ongoing training (annually after 12 mos. of hire, 1 hour) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
emotional response (IFA, IFS, IMHS, IMHM)	Section 2 Supervisor's Manual, Section 5 (RS)		HFA – Receipt of RS/C (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	
parallel process (IFA, IFS, IMHS, IMHM)	Section 9 (Integrated Parallel Process, 10 min.) Section 10 (Self-Care, 30 min.) Supervisor's Manual, Sections 1 & 5 (RS)		HFA – Receipt of RS/C (1.5 – 2 hrs./week) If training in both previous columns are completed, knowledge/skill area is met for IFA and IFS applications.	