

Crosswalk to HFA Foundations for

Family Support Training (28 hours)

Supervisor Core Training (8-9 hours)

Other HFA Required Training (30 hours)

- 3mos (3 hours)
- 6mos (14 hours)
- 12mos (13 hours)

CHEERS, ASQ and ASQ-SE included - *make sure to mention in title description*

IMH-COMPETENCIES Theoretical Foundations	HFA Foundations for Family Support (28h) and Supervisor Core (8-9h) Training	Other HFA Required Training (3mos., 6mos., 12mos.)	Notes	3 Possible Training Entries 1. Foundations for Family Support Training 2. Supervisor Core Training 3. Other HFA Required Training
pregnancy & early parenthood <i>(IFA, IFS, IMHS, IMHM)</i>	Section 4 covers pregnancy	11-1.A: Staff receives 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 is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 3m 6m
infant/young child development & behavior <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 1 (Brain development), 4 (CHEERS), 6 and 7 Attachment (6 hours [1 hr])	10-2.B: Curriculum training (w/in 3mos - 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 is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations (CHEERS) 3m 6m CHEERS
infant/young child & family-centered practice <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 4 (parent-child relationships), 6 and 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.	Foundations 6m 12m
relationship-based, therapeutic practice <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 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 is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations Supervisor 6m
family relationships & dynamics <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 3, 5 and 6 Brain Patterns (1.5 hours [30 min]); Integrated Parallel process (10 minutes)	11-3.B: Intimate Family Violence (w/in 12 mos. of hire: 45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 12m
attachment, separation, trauma, grief & loss <i>(IFA, IFS, IMHS, IMHM)</i>	Section 1 (trauma) and Section 4 (Attachment) Trauma-informed (30 min); What you can do (15 minutes) Attachment (6 hours [1 hr])*		For IFS applications, recommend additional training specific to separation, grief, and loss and the impact on early development and relationships.	Foundations
psychotherapeutic & behavioral theories of change <i>(IMHS & IMHM)</i>	N/A			
disorders of infancy/early childhood <i>(IFS, IMHS, IMHM)</i>	Attachment (6 hours [1hr])	Best Practice Standards Critical Element 6 (6-6: developmental screening & 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, a depressive disorder of early childhood, post-traumatic stress disorder), and when to refer to professionals from other	Foundations 6m (ASQ & ASQ-SE)

			systems such as health, mental health, education, and child welfare.	
mental & behavioral disorders adults <i>(IMHS & IMHM)</i>	N/A			
Cultural humility <i>(IFA, IFS, IMHS, IMHM)</i>	Section 3 (Diverse family structures) and 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, & supervision. Includes Advisory Group review and feedback for improvement)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations Supervisor
adult learning theory & practice <i>(IMHM)</i>	N/A			
statistics <i>(IMHM)</i>	N/A			
research & evaluation <i>(IMHM)</i>	N/A			

Law, Regulation & Policy	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	
ethical practice <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 6, 7 and 8 Boundaries (30 minutes)	10-2.A: Orientation to HFA & ethical behavior (10m) 10-2.D: Orientation to mandated reporting (30m) 10-2.E: Orientation to confidentiality (30m) 10-2.F: Orientation to boundaries (30 m) 11-3.A: Child Abuse & Neglect (w/in 1 yr. of hire: 30-45m)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations
government, law & regulation <i>(IFA, IFS, IMHS, IMHM)</i>	Section 1	Best Practice Standards (required standards) Governance (GA-1 - advisory groups; GA-6 - child abuse & neglect reporting; GA-4 - research; GA 5 - confidentiality, rights & responsibilities; GA-7 - participant/child deaths (w/in 1 yr. of hire: 30-45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations
agency policy <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 6, 7, and 8 Supervisor's Manual, Section 3	Orientation to Agency (30 min.) Best Practice Standards, Governance (GA-8) (w/in 1 yr. of hire: 30-45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations Supervisor
Systems Expertise	Foundations for Family Support & Supervisor Core Training	HFA In-Service Training	Notes	
service delivery systems <i>(IFA, IFS, IMHS, IMHM)</i>		Best Practice Standards - Governance (GA-5.C: informed consent) (w/in 1 yr. of hire: 30-45 min)	For IFS applications, recommend training specific to mental health services available to infants, young children, and families, and how to collaborate with other systems.	12m
community resources <i>(IFA, IFS, IMHS, IMHM)</i>	Section 8 (Health)	10-2.C: Orientation to Community resources (30 - 45 min. training + 30 min site overview) (w/in 1 yr. of hire: 30-45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 12m

Direct Service Skills	Foundations for Family Support & Supervisor Core Training	HFA Required Training	Notes	
observation & listening <i>(IFA, IFS, IMHS, IMHM)</i>	Section 4 (CHEERS addresses observation) CHEERS (2.5 hours [1 hr])*		For IFS applicants, recommend additional training specific to the art of listening and the process of being with another.	Foundations (CHEERS)
screening & assessment <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 6 and 7 (CHEERS) CHEERS (2.5 hours [1 hr])*	ASQ3 & ASQ-SE Training (30 min - 1 hr) (w/in 1 yr. of hire: 30- 45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations (CHEERS) 12m (ASQ, ASQ-SE)
responding with empathy <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 4 and 6 Reflective Strategies (2.5 hrs) [1 hr])*		<i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications</i>	Foundations
intervention/treatment planning <i>(IMHS & IMHM)</i>	Sections 2, 6 (service planning), 8 (documenting progress) Service Planning with Sara & Daniel (2.5 hours [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 is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 6m 12m
developmental guidance <i>(IMHS & IMHM)</i>	CHEERS Use of Curriculum (15 minutes)	Required curriculum training (varies depending on curriculum chosen)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations (CHEERS)
supportive counseling <i>(IMHS & IMHM)</i>	N/A			
parent-infant/very young child relationship-based therapies & practices	N/A			
advocacy <i>(IFA, IFS, IMHS, IMHM)</i>	Section 5	Best Practice Standards, Critical Element #7 (w/in 1 yr. of hire: 30- 45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 12m
life skills <i>(IFA, IFS, IMHS, IMHM)</i>	Section 2 Reflective Strategies Section 6 and Problem Talk Worksheet Protective Factors (30 min.)	11-3.D: Family Issues Critical Elements 6 and 7 (w/in 1 yr. of hire: 30- 45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 12m
safety <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 6 and 7	10-2.G: Orientation to personal safety (30 min) Best Practice Standards - 5 Safety standards that must be met to be accredited. (w/in 1 yr. of hire: 30- 45 min)	If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations 12m
reflective clinical supervision <i>(IMHM - clinical)</i>	N/A			

Working with Others	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	
building & maintaining relationships <i>(IFA, IFS, IMHS, IMHM)</i>	Sections 4, 5, and 6 (building trust with families) Trust Building/Creative Outreach (1h)		<i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Foundations
supporting others <i>(IFA, IFS, IMHS, IMHM)</i>	Section 6 Reflective Strategies (2.5 hours [30 min])*		<i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Foundations
mentoring <i>(IFS, IMHS, IMHM)</i>	Supervisor's Manual, Section 3 (staff retention)		HFA - Receipt of reflective supervision (1.5 - 2 hrs week) <i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Supervisor RSC w. Endorsed Clinician
coaching & mentoring <i>(IMHM)</i>				
collaborating <i>(IFA, IFS, IMHS, IMHM)</i>	Section 6		HFA - Receipt of reflective supervision (1.5 - 2 hrs week) <i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Foundations RSC w. Endorsed Clinician
resolving conflict <i>(IFA, IFS, IMHS, IMHM)</i>		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) <i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	6m RSC w. Endorsed Clinician
crisis management <i>(IMHM)</i>	N/A			
empathy & compassion <i>(IFA, IFS, IMHS, IMHM)</i>	Section 6 Brain Patterns (1.5 hours [30 min])*		HFA - Receipt of reflective supervision (1.5 - 2 hrs week) <i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Foundations RSC w. Endorsed Clinician
consulting <i>(IMHM)</i>	N/A			
Communicating	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	
listening <i>(IFA, IFS, IMHS, IMHM)</i>	Reflective Strategies (2.5 hrs [1 hr])*		<i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i>	Foundations

speaking (IFA, IFS, IMHS, IMHM)	Homework & processing with Reflective Strategies (2 hrs)		If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations
writing (IFA, IFS, IMHS, IMHM)	CHEERS (2.5 hours [30 min])*		Best Practice Standards - documentation requirements - sample forms that include all required documentation If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations (CHEERS)
group process (IMHM)	N/A			

Thinking	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	
analyzing information (IFA, IFS, IMHS, IMHM)	Section 6 and 10 Reflective Strategy Review (30 min); Service planning (2-5 hrs [30 min])*		If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations
solving problems (IFA, IFS, IMHS, IMHM)	Section 6		HFA - Receipt of reflective supervision (1.5 - 2 hrs week) If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations RSC w. Endorsed Clinician
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 is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations RSC w. Endorsed Clinician
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 hours [1 hr])*		If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations
Reflection	Foundations for Family Support & Supervisor Core Training	Other HFA Required Training	Notes	
contemplation (IFA, IFS, IMHS, IMHM)	Section 9 (Taking care of self and Resilience Strategies) Supervisor's Manual, Section 5 (RS)		HFA - Receipt of reflective supervision (1.5 - 2 hrs week) If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.	Foundations Supervisor RSC w. Endorsed Clinician

<p>self-awareness (IFA, IFS, IMHS, IMHM)</p>	<p>Sections 2 and 9 (Resilience Strategies) Thoughtful Self-Regulation (20 min.) Supervisor's Manual, Section 5 (RS)</p>		<p>HFA - Receipt of reflective supervision (1.5 - 2 hrs week)</p> <p><i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i></p>	<p>Foundation Supervisor RSC w. Endorsed Clinician</p>
<p>curiosity (IFA, IFS, IMHS, IMHM)</p>	<p>Section 2 Facts, Feelings, Interpretations - using curiosity for interpretations (30 min.) Supervisor's Manual, Section 5 (RS)</p>		<p>HFA - Receipt of reflective supervision (1.5 - 2 hrs week)</p> <p><i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i></p>	<p>Foundation Supervisor RSC w. Endorsed Clinician</p>
<p>professional/personal development (IFA, IFS, IMHS, IMHM)</p>	<p>Section 9 (reflective supervision)</p>	<p>Best Practice Standards: require annual cultural training & child abuse & neglect reporting updates 11-4.A: Ongoing training (annual - after 12 mos. of hire: 1 hour)</p>	<p><i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i></p>	<p>Foundation 12m</p>
<p>emotional response (IFA, IFS, IMHS, IMHM)</p>	<p>Section 2 Supervisor's Manual, Section 5 (RS)</p>		<p>HFA - Receipt of reflective supervision (1.5 - 2 hrs week)</p> <p><i>If training in both previous columns is completed, knowledge/skill area is met for IFA and IFS applications.</i></p>	<p>Foundations Supervisor RSC w. Endorsed Clinician</p>
<p>parallel process (IMHS & IMHM)</p>	<p>Sections 9 and 10 Integrated Parallel Process (10 min); Self-care (30 min) Supervisor's Manual, Sections 1 and 5</p>		<p>HFA - Receipt of reflective supervision (1.5 - 2 hrs week)</p>	<p>Foundations Supervisor RSC w. Endorsed Clinician</p>