

MATERNAL INFANT HEALTH PROGRAM (MIHP)

Required Training for New, Waiver, Office, and Backup Staff

All training requirements must be complete prior to offering MIHP services independently. *MIHP training requirements are dependent on staff role.* Please refer to the timeline completion for **all staff** below.



Note: Links to the documents and resources referenced throughout this document are posted on the MIHP website.

- Find training lists and forms: [New Employee, Waiver, and Staff Forms](#)
- Find training modules: [MIHP Provider Training](#)

All Professional Staff (Home visitors) must:

1. Read:

- Medicaid Provider Manual policies pertaining to MIHP
- MIHP Provider Bulletins pertaining to MIHP that have been issued since the last revision of the Medicaid Provider Manual
- MIHP Operations Guide

2. Review:

- Required forms and forms instructions

3. Complete Required Trainings

- Outlined below

Trainings

MIHP training requirements are dependent on staff role. Please refer to the sections below to determine required trainings.

New Home Visiting Staff

- The trainings below are required and can be found on the: [MIHealth Training Website:](#)
 - Helping Families Practice Infant Safe Sleep
 - Introduction to Health Equity

- Infant Safe Sleep for Professionals Working with Families
 - Motivational Interviewing for MIHP providers
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism
 - Breastfeeding for Professionals Working with Families
 - Immunization Communication for Maternal Infant Health Program (MIHP) Providers
- The trainings below are required and can be found on the: [Institute for the Advancement of Family Support Professionals](#):
 - Adult Mental Health Part One
 - Adult Mental Health Part Two: Perinatal Depression
 - Child Development: Secrets of Baby Behavior
 - The Dad Effect: Engaging Fathers in their Children's Lives in Home Visiting
 - Family Partnerships that support Change and Healing
 - Prenatal Basics for Home Visitors
 - Reproductive Health
 - Substance Exposed Infants, Part 1: Supporting Pregnant and Post-Partum Women's Use of Medication-Assisted Treatment and Psychotropic Medications
 - Substance Exposed Infants, Part 2: Impact of Perinatal Substance Use on Infants
 - Why Screen Women for Substance Use, Intimate Partner Violence, Mental Health Perinatal Depression

Waiver Home Visiting Staff

- The trainings below are required and can be found on the: [MIHealth Training Website](#):
 - Helping Families Practice Infant Safe Sleep
 - Introduction to Health Equity
 - Infant Safe Sleep for Professionals Working with Families
 - Motivational Interviewing for MIHP providers
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism
 - Breastfeeding for Professionals Working with Families
 - Immunization Communication for Maternal Infant Health Program (MIHP) Providers

- Prevention of Early Elective Delivery
- The trainings below are required and can be found on the: [Institute for the Advancement of Family Support Professionals](#):
 - Adult Mental Health Part One
 - Adult Mental Health Part Two: Perinatal Depression
 - Child Development: Secrets of Baby Behavior
 - The Dad Effect: Engaging Fathers in their Children's Lives in Home Visiting
 - Family Partnerships that support Change and Healing
 - Prenatal Basics for Home Visitors
 - Reproductive Health
 - Substance Exposed Infants, Part 1: Supporting Pregnant and Post-Partum Women's Use of Medication-Assisted Treatment and Psychotropic Medications
 - Substance Exposed Infants, Part 2: Impact of Perinatal Substance Use on Infants
 - Why Screen Women for Substance Use, Intimate Partner Violence, Mental Health Perinatal Depression
 - Home Visiting 102: Home Visitor Skills and Strategies
 - Moving to Action: Advocacy, Referrals and Goals
 - Promoting Safe and Healthy Homes

Backup Home Visiting Staff

- The trainings below are required and can be found on the: [MIHealth Training Website](#):
 - Introduction to Health Equity
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism
- The trainings below are required and can be found on the: [Institute for the Advancement of Family Support Professionals](#):
 - Child Development: Secrets of Baby Behavior
 - Prenatal Basics for Home Visitors

Other Staff Listed on the Personnel Roster (such as clerical support)

- The trainings below are required and can be found on the: [MIHealth Training Website](#):
 - Introduction to Health Equity
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism

Timeline for Completion of Trainings

- **All professional staff** (waiver, backup, and new) must complete required training prior to independently offering MIHP services.
- **Other staff** listed on the personnel roster (such as clerical support) must complete required training prior to working with beneficiaries (answering phones, etc.)

Training Documentation

All documentation must be maintained in staff files. This includes:

1. **Course certificates** for required training modules
 - The following certificates are required in the file for other staff listed on the personnel roster (such as clerical support):
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism
 - Introduction to Health Equity
 - The following certificates are required in the file for home visiting staff:
 - Overview of the Maternal Infant Health Program Training Course
 - Systemic Racism
 - Introduction to Health Equity
 - Immunization Communication for Maternal Infant Health Program (MIHP) Providers
2. The appropriate **training completion form** (one of the following):
 - New staff: *Notice of New Professional Staff Training Completion*
 - Backup staff: *Notice of Backup Staff Training Completion*
 - Waiver staff: *Full Waiver Training Matrix or Amended Waiver Training Matrix*