

## Background

The Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program's Region X - the states of Alaska, Idaho, Oregon, and Washington - has distinct differences in geography, topography, population distribution, and economic drivers; however, they do share common experiences around workforce attrition and home visitor caseloads that include some of the region's most vulnerable families. The premise of the Region X work was that the challenges of serving complex families often leads to burnout and short tenure; staff turnover may impact the outcomes and retention of families served; and that programs in all four states experienced these challenges. Using relationship-based principles and practices, Region X's collaboration created a unique platform for implementing and scaling up innovations in order to support and retain a home visiting workforce and to mitigate job-related stressors.

This project aimed to demonstrate improvement in the following priority area(s):

- Priority #2: Development and retention of a trained, highly skilled MIECHV-funded home visiting workforce.

## Project Activities and Highlights

Region X conducted a comprehensive workforce study; developed regional reflective supervision guidelines; hosted state-level human-centered design workshops; and conducted a formative evaluation of workforce activities to build staff capacity to support families with high Adverse Childhood Experiences (ACEs) burden and challenges related to substance use, mental health, and/or intimate partner violence.

### Resources

- [Region X Innovation Grant](#)
- [Alaska MIECHV Program](#)
- [Idaho MIECHV Program](#)
- [Oregon MIECHV Program](#)
- [Washington MIECHV Program](#)
- [MIECHV Innovation Awards](#)

### Project Activities

- Implemented 10 Train-the-Trainer cohorts of 269 home visitors and supervisors covering the Facilitating Attuned Interactions (FAN) approach, a model for reflective practice/supervision.
- Supported 24 home visiting programs through the Neuroscience, Epigenetic, Adverse Childhood Experiences and Resilience (NEAR@Home) Facilitated learning process.

### Lessons Learned

- Grant activities led to deeper understanding of the professional experiences and needs of the region's home visiting field, particularly as it related to professional wellbeing and serving families experiencing complex challenges.

## Evaluation Summary

### Evaluation Findings

- Home visitors described FAN's focus on shifting their role from one of "fixer" to one of empathic listener as a "game changer" and reported decreased emotional reactivity and increased levels of organization support.
- After the NEAR@Home training, home visiting staff reporting lower initial reflective supervision showed greater improvement in job-related self-efficacy and reduced work stress and emotional burnout.

### Sustainability

- States have integrated FAN or NEAR@Home work into formula grants or across early childhood sectors, others have focused on establishing dedicated state-level trainers to increase training capacity.

### Recommendations for the Home Visiting Field

- When embarking on multi-state projects that involve state governments and Tribal entities, integrate the evaluation team into implementation planning early and frequently.
- Building on the effective individualization strategies found in FAN and NEAR@Home, deeper work that focuses on cultural adaptation is important.
- Develop supports for sustaining FAN and NEAR practices, such as communities of practice and "refresher" training opportunities, as well as, protocols for training newly hired staff joining FAN trained teams.