

# HIPPY COORDINATOR AND HOME VISITOR PROFESSIONAL DEVELOPMENT PROGRAM



HIPPY is based on the principle of mothers helping mothers. It focuses on coaching them to prepare their children for school. In Canada, HIPPY works with low-income immigrant, Indigenous and other families in need.

The Right Honourable David Johnston, C.C., C.M.M., C.O.M., C.D., and Sharon Johnston are Patrons of HIPPY Canada.



Immigration, Refugees  
and Citizenship Canada

Immigration, Réfugiés  
et Citoyenneté Canada



Women and Gender  
Equality Canada

Femmes et Égalité  
des genres Canada





# ABOUT THE PROFESSIONAL DEVELOPMENT PROGRAM

The Mothers Matter Centre (MMC) offers Coordinators and Home Visitors across Canada an opportunity to work and learn over the term(s) of their employment to help them grow in areas that will make them more effective in their roles. This approach is also structured to support Home Visitors to transition successfully out of the HIPPY program and find other employment that is satisfying and sustaining.

Through a strategic partnership with Red River College (RRC) Polytech, the MMC will create a more structured, participatory, and accredited Professional Development Program.

The Core PD Program will offer training in introductory and intermediate levels, designed to be delivered in a two-year progression covering various topics. Each topic contains three 2-hour modules that will be delivered over three weeks by field experts and professional instructors. Home Visitors will gain important knowledge and insight into these topics as well as create a portfolio that will support them in practically applying what they learned. This 'work, learn, apply' process will better equip Home Visitors to succeed in their role and better meet the needs of HIPPY and SMART mothers and their children.

Home Visitors who complete each level will receive recognition for the knowledge and skills they gained in the form of a digital badge that can be applied to their resumes, social media, and application forms to other educational institutions. The digital badge will be awarded by Red River College and will help advance the Home Visitors' career aspirations as they transition to other jobs or institutions of higher learning. Home Visitors will also receive employment coaching, portfolio development and assistance with preparing for job interviews.

In addition, Home Visitors and Coordinators will have access to high quality training on topics such as Mental Health and Wellness, Leadership, and Violence Against Women.

The Professional Development Program is optional, but highly encouraged as it helps Coordinators and Home Visitors succeed in their roles.

# OVERVIEW OF THE PROFESSIONAL DEVELOPMENT PROGRAM

## TRAINING FOR COORDINATORS

**Pre-service:** A five-day pre-service training for coordinators that takes place at the beginning of the program year.

**Monthly Exchange:** Monthly meeting between MMC staff and HIPPY Coordinators to support sites and share ideas and thoughts on current and upcoming projects.

**Coordinators Conference:** Three-day conference covering various topics and an opportunity to network

**Violence Against Women:** Two-day training to build the capacity of HIPPY Coordinators in identifying, supporting and tackling cases of violence against women.

## TRAINING FOR COORDINATORS AND HOME VISITORS

**Mental Health First Aid:** Participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being, have conversations that encourage a person to talk about it and seek professional support, and assist them in finding the right resources.

**Leadership:** Participants will have increased confidence and the skills to apply for leadership positions, manage others, advocate for themselves and others in the workplace, as well as seek higher education in the context of leadership.

**Personal Growth:** Drop-in 1-hour sessions twice a month on Fridays for Home Visitors and Coordinators. Different topics will be explored such as self-care, happiness habits, technology safety etc.

# OVERVIEW OF THE PROFESSIONAL DEVELOPMENT PROGRAM

## TRAINING FOR HOME VISITORS

**Core Professional Development:** Training for Home Visitors on the following six topics: Home Visiting, Adult Education, Science of Early Childhood Development (SECD), Violence Against Women (VAW), Immigration, Settlement and Integration, and Building Bridges with Indigenous Peoples of Canada. These topics support Home Visitors in their role and prepare them for future employment outside of the HIPPY program.

**Transition Planning:** Participants reflect upon their experience, skills, passions and interests, to explore possible future careers that best fit their unique personalities and interests. They then research their top career choices and plan towards successful transition into work or school after their employment with HIPPY is complete.

## TRAINING FOR MOTHERS

**Mental Health:** The Living Life to the Full (LLTTF) Program is an 8-week course available for HIPPY mothers. It is conducted by the Canadian Mental Health Association in partnership with the MMC.

**Home Visitor Preparation Program:** The MMC will deliver an adaptation of its Transition Planning course to HIPPY mothers to help them reflect on their experiences, skills, passions, and explore possible career opportunities to match their unique personalities and interests. They will research their top career choices and plan toward a successful transition to work or school. The program consists of six two-hour modules.

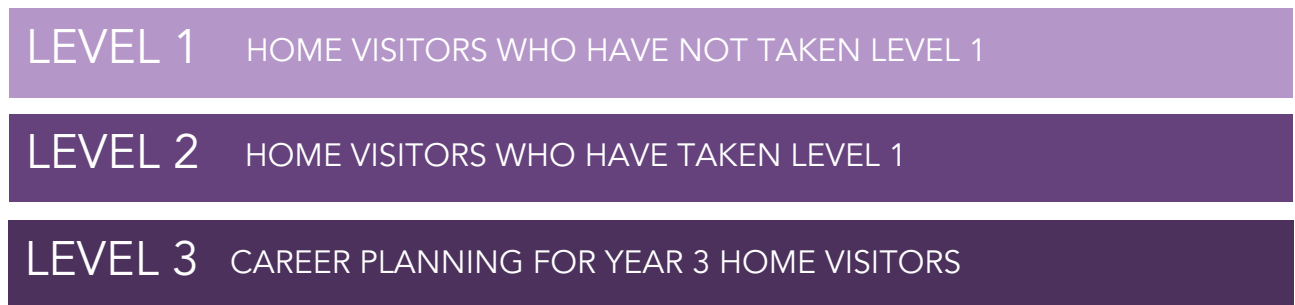
# HOME VISITOR CORE PROFESSIONAL DEVELOPMENT TRAINING DETAILS

This upcoming 2021/2022 year, the MMC will be implementing a term and cohort model. Each term will consist of targeted topics that support the Home Visitors in their role and give them the necessary skills to succeed. The MMC is working with Red River College and external Subject Matter Experts to deliver the trainings. Home Visitors who complete a full level of training will be awarded with a digital badge at the end of the year.

Each program year consists of 3 terms



There are three levels of Home Visitor Professional Development Training

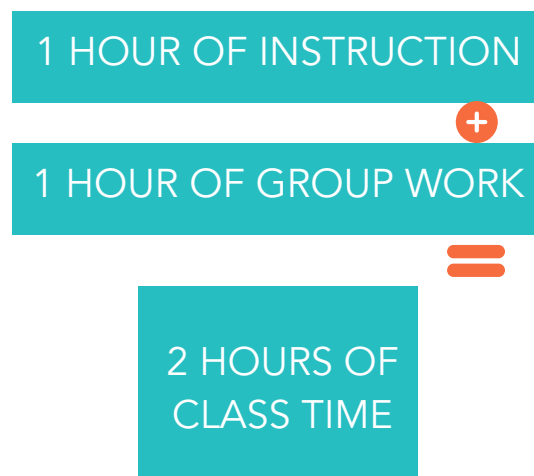


Each course consists of three 2-hour modules offered once a week for three weeks.

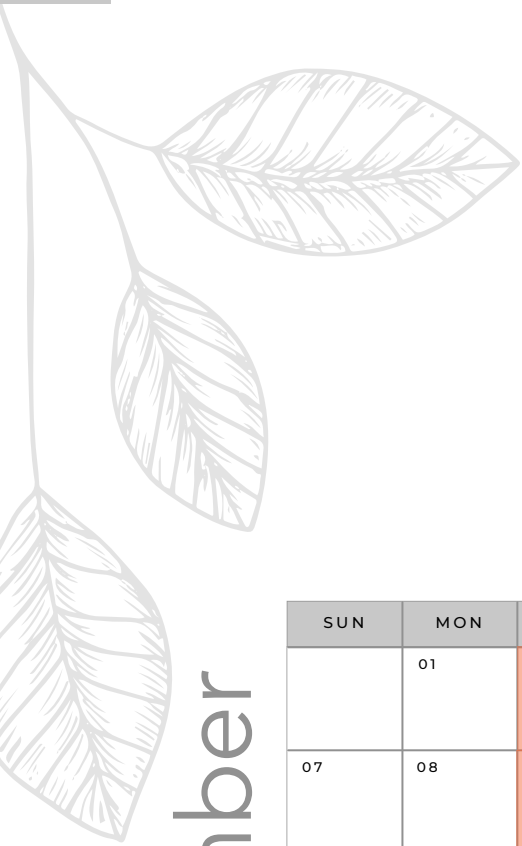
Each class consists of 1 hour of instruction and 1 hour of group work.

No prep work or home work assignments are expected of Home Visitors.

All Professional Development training is optional to Home Visitors, but is highly encouraged.



# FALL TERM



## October

SUN	MON	TUE	WED	THU	FRI	SAT
					01	02
03	04	05	06 Monthly Exchange	07	08	09
10	11 Thanksgiving	12 Living Life to the Full	13	14	15	16
17	18	19 Living Life to the Full	20	21	22	23
24	25	26 Living Life to the Full	27 Coordinators Conference	28	29	30
31						

## November

SUN	MON	TUE	WED	THU	FRI	SAT
	01	02 Living Life to the Full	03 Monthly Exchange	04 Transition Planning	05 Personal Growth Drop-in	06
07	08	09 Living Life to the Full	10	11 Remembrance Day	12	13
14	15	16 Living Life to the Full	17	18 Transition Planning	19 Personal Growth Drop-in	20
21	22	23 Living Life to the Full	24	25 Transition Planning	26	27
28	29	30 Living Life to the Full				

-  Training for Coordinators
-  Training for Home Visitors
-  Training for Mothers



## December

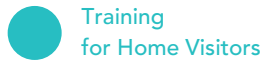
SUN	MON	TUE	WED	THU	FRI	SAT
			01 Monthly Exchange	02 Transition Planning	03 Personal Growth Drop-in	04
05	06	07 Living Life to the Full	08	09 Transition Planning	10	11
12	13	14	15	16 Transition Planning	17 Personal Growth Drop-in	18
19	20	21	22	23	24	25 Christmas Day
26	27	28	29	30	31 New Year's Eve	



# FALL TERM



Training  
for Coordinators



Training  
for Home Visitors



Training  
for Mothers

## MONTHLY EXCHANGE

WEDNESDAYS  
OCTOBER 6, NOVEMBER 3, DECEMBER 1

2-hour monthly meetings between MMC Staff and HIPPY Coordinators. Agendas relating to the meeting will be shared a few days before the meeting.

## TRANSITION PLANNING

THURSDAYS  
NOVEMBER 4 TO DECEMBER 16

COHORT 1  
10AM - 12PM PT

COHORT 2  
2PM - 4PM PT

The primary focus is on supporting Home Visitors to transition successfully into other employment or to return to school, through employment coaching, portfolio development, and preparing for job interviews.

## PERSONAL GROWTH

FRIDAYS  
10AM - 11AM PT

Personal Growth Fridays are 1-hour drop in sessions two Fridays of every month. They will cover topics on self-care, digital privacy, happiness habits and others. We will invite guest speakers and hold interactive discussions.

## LIVING LIFE TO THE FULL

TUESDAYS  
OCTOBER 12 TO DECEMBER 7

This course is available for Mothers and is provided by the Canadian Mental Health Association. It uses Cognitive Behavioural Therapy (CBT), an evidence-based therapy approach that is fun and interactive.

# WINTER TERM CALENDAR

2022

January

SUN	MON	TUE	WED	THU	FRI	SAT
02	03	04	05	06	07	08
09	10	11	12 Monthly Exchange	13	14 Personal Growth	15
16	17	18	19	20	21	22
23	24	25	26 Living Life to the Full (LLTFF)	27	28 Personal Growth	29
30	31					

February

SUN	MON	TUE	WED	THU	FRI	SAT
		01 Home Visiting 1	02 Mental Health First Aid LLTFF	03 Home Visiting 2	04 Mental Health First Aid	05
06	07	08 Home Visiting 1	09 Monthly Exchange LLTFF	10 Home Visiting 2	11 Personal Growth	12
13	14	15 Home Visiting 1	16 Violence Against Women LLTFF	17 Home Visiting 2	18	19
20	21 Family Day	22 SECD 1 VAW 1 *	23 Violence Against Women LLTFF	24 SECD 2	25 Personal Growth	26
27	28					

-  Training for Coordinators
-  Training for Home Visitors
-  Training for Mothers

VAW 1 \* = Violence Against Women (Stand-alone) Training. This training is open for Home Visitors who are not planning on registering for the CORE PD Spring Term

March

SUN	MON	TUE	WED	THU	FRI	SAT
		01 SECD 1 VAW 1 *	02 Violence Against Women LLTFF	03 SECD 2	04	05
06	07	08 SECD 1 VAW 1 *	09 Monthly Exchange LLTFF	10 SECD 2	11 Personal Growth Drop-in	12
13	14	15 Adult Education 1 VAW 1 *	16 LLTFF	17 Adult Education 2	18	19
20	21	22 Adult Education 1 VAW 1 *	23 LLTFF	24 Adult Education 2	25 Personal Growth Drop-in	26
27	28	29 Adult Education 1 VAW 1 *	30	31 Adult Education 2		



# WINTER TERM DETAILS



Training  
for Coordinators



Training  
for Coordinators and HVs



Training  
for Home Visitors



Training  
for Mothers

## MONTHLY EXCHANGE

WEDNESDAYS 10AM - 12PM PT  
JANUARY 12, FEBRUARY 9, MARCH 9

2-hour monthly meetings between MMC Staff and HIPPY Coordinators. Agendas relating to the meeting will be shared a few days before the meeting.

## VIOLENCE AGAINST WOMEN

WEDNESDAYS 10AM - 12PM PT  
FEBRUARY 16, FEBRUARY 23, MARCH 2

Special 6-hour training conducted over three 2-hour sessions that build awareness on violence against women. It will introduce participants to tools and resources to understand their role in supporting women experiencing violence.

## PERSONAL GROWTH

FRIDAYS  
10AM - 11AM PT

Personal Growth Fridays are 1-hour drop in sessions two Fridays of every month. They will cover topics on self-care, digital privacy, happiness habits and others. We will invite guest speakers and hold interactive discussions.

## MENTAL HEALTH FIRST AID

WEDNESDAY FEB 2 AND FRIDAY, FEB 4  
9AM - 12:30PM PT

Mental Health First Aid (MHFA) is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis. Course participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being, have conversations, seek professional support, and assist them in finding the right resources. It is a 2-day course, 3.5 hours each day + 2 hour self-directed module. Participants will receive a national certification at the end of the course.

# WINTER TERM DETAILS

 Training for Coordinators

 Training for Home Visitors

 Training for Mothers

HOME VISITOR CORE	LEVEL 1	TUESDAYS FEBRUARY 1 - MARCH 29	THURSDAYS FEBRUARY 1 - MARCH 30	
		COHORT 1 10AM -12PM PT	COHORT 2 2PM - 4PM PT	COHORT 3 10A - 12PM PT
		<p>Home Visiting 1 - Participants learn the history and value of home visiting as a social service approach, and practice some of the core skills of home visiting such as safety protocols and professional boundaries.</p> <p>Adult Education 1 - Participants learn some of the theory and core approaches used when teaching adults such as learning styles and motivating adults to learn, and practice the delivery of formalized lesson plans.</p> <p>Science of Early Childhood Development 1 - Participants learn about child growth and development, brain development, and the development of children's behaviour from ages 0 to 5.</p>		
VIOLENCE AGAINST WOMEN	TUESDAYS, FEBRUARY 22 - MARCH 29 9AM - 11AM PT			
This training is only available for Home Visitors who do NOT plan on taking the CORE PD Spring Term.				
LIVING LIFE TO THE FULL	WEDNESDAYS, JANUARY 26 - MARCH 23 10AM - 11:30AM PT			
This course is available for Mothers and is provided by the Canadian Mental Health Association. It uses Cognitive Behavioural Therapy (CBT), an evidence-based therapy approach that is fun and interactive.				

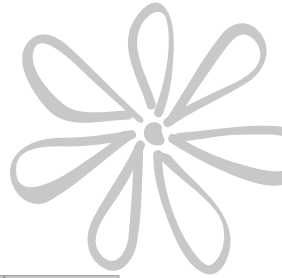
# SPRING TERM CALENDAR

2022

-  Training for Coordinators
-  Training for Home Visitors
-  Special Training for Coordinators and Home Visitors

April

SUN	MON	TUE	WED	THU	FRI	SAT
					01	02
03	04	05 Violence Against Women (VAW) 1	06 Monthly Exchange	07 Violence Against Women (VAW) 1	08 Personal Growth Drop-in	09
10	11	12 VAW 1	13	14 VAW 1	15 Good Friday	16
17	18 Easter Monday	19 VAW 1	20	21 VAW 1 LEADERSHIP	22 Personal Growth Drop-in	23
24	25	26 VAW 1	27	28 VAW 1 LEADERSHIP	29	30

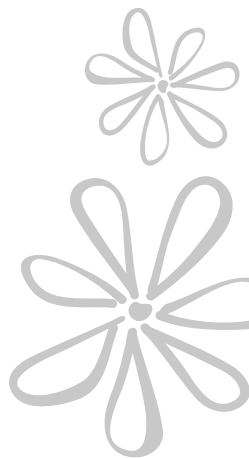


May

SUN	MON	TUE	WED	THU	FRI	SAT
01	02	03 VAW 1	04 Monthly Exchange	05 VAW 1 LEADERSHIP	06	07
08	09	10 VAW 1	11	12 VAW 1 LEADERSHIP	13	14
15	16	17 ISI 1	18	19 ISI 1 LEADERSHIP	20	21
22	23 Victoria Day	24 ISI 1	25	26 ISI 1 LEADERSHIP	27	28
29	30	31 ISI 1				

June

SUN	MON	TUE	WED	THU	FRI	SAT
			01	02 ISI 1 LEADERSHIP	03	04
05	06	07 Building Bridges 1	08	09 Building Bridges 1 LEADERSHIP	10	11
12	13	14 Building Bridges 1	15	16 Building Bridges 1 LEADERSHIP	17	18
19	20 Victoria Day	21 Building Bridges 1	22	23 Building Bridges 1 LEADERSHIP	24	25
26	27	28	29	30		



# SPRING TERM DETAILS



Training  
for Coordinators



Training  
for Home Visitors



Training  
for Mothers

## MONTHLY EXCHANGE

WEDNESDAYS  
MARCH 9, APRIL 6, MAY 4

2-hour monthly meetings between MMC Staff and HIPPY Coordinators. Agendas relating to the meeting will be shared a few days before the meeting.

## PERSONAL GROWTH

FRIDAYS  
10AM - 11AM PT

Personal Growth Fridays are 1-hour drop in sessions two Fridays of every month. They will cover topics on self-care, digital privacy, happiness habits and others. We will invite guest speakers and hold interactive discussions.

## MENTAL HEALTH FIRST AID

ENGLISH TRAINING

LA FORMATION FRANCAISE

DATE TO BE DETERMINED  
TIME TO BE DETERMINED

DATE TO BE DETERMINED  
TIME TO BE DETERMINED

Mental Health First Aid (MHFA) is the support provided to a person who may be experiencing a decline in their mental well-being or a mental health crisis. Course participants will learn how to recognize signs that a person may be experiencing a decline in their mental well-being, have conversations, seek professional support, and assist them in finding the right resources. It is a 2-day course, 3.5 hours each day + 2 hour self-directed module. Participants will receive a national certification at the end of the course.

# SPRING TERM DETAILS



Training  
for Coordinators



Training  
for Home Visitors



Training  
for Mothers



SPECIAL  
TRAINING

COMMUNITY CONNECTIONS

LEVEL 1

TUESDAYS  
APRIL 5 - JUNE 21

THURSDAYS  
APRIL 7 - JUNE 23

COHORT 1  
10AM -12PM PT

COHORT 2  
2PM - 4PM PT

COHORT 3  
10A - 12PM PT

Violence Against Women 1 - Participants will enhance their understanding of how violence against women can present itself amongst families they serve and why it is difficult to report. The modules will also provide learning on how home visitors can escalate/report cases of VAW if necessary and what possible services they can inform the families about to support them according to SOPs at their organization and Canadian law. (Offered next year)

Immigrant Settlement and Integration 1 - Participants explore some of the main challenges that newcomer parents face when raising children in a new culture, such as maintaining traditions and language and responding to racism.

Building Bridges with First Peoples in Canada 1 - Non-Indigenous participants look at the current context of Aboriginal peoples in Canada including the pursuit of rights and title, political resistance, and the resurgence of traditional culture. They also explore collaboration and reconciliation among Aboriginal and non-Aboriginal people and communities.

EMERGING  
LEADERS

THURSDAYS APRIL 21 - JUNE 23  
TIME TO BE DETERMINED

Participants will have increased confidence and the skills to apply for leadership positions, manage others, advocate for themselves and others in the workplace, as well as seek higher education in the context of leadership.

# SPRING TERM DETAILS

 Training for Coordinators

 Training for Home Visitors

 Training for Mothers

 SPECIAL TRAINING

LIVING LIFE TO THE FULL

ENGLISH TRAINING

LA FORMATION FRANCAISE

DATE TO BE DETERMINED  
TIME TO BE DETERMINED

DATE TO BE DETERMINED  
TIME TO BE DETERMINED

This course is available for Mothers and is provided by the Canadian Mental Health Association. It uses Cognitive Behavioural Therapy (CBT), an evidence-based therapy approach that is fun and interactive.

HOME VISITOR PREPERATION PROGRAM

IN PROGRESS