The Maternal and Child Health Bureau’s (MCHB) MCH Training Program works collaboratively with national, state, and local MCH organizations to develop and sustain MCH professionals prepared to provide leadership within Title V and other MCH programs. Having well-prepared health care professionals available to address the complex needs of our nation’s increasingly diverse MCH population requires efforts at various points in the health system, within and beyond MCHB-funded training programs, including families, communities, local health entities, state health programs, academia, professional associations, and federal agencies.

The MCH Training Program uses a nationally focused multiyear strategic plan to guide its work and offer guidance to other entities invested in the MCH workforce. Recent changes in federal funding streams, state budget allocations, as well as the advent of new programs to support MCH services through the Affordable Care Act, reinforce the need for cross-agency support and collaborative work in the MCH community. Planning for how various MCH-related organizations can support the MCH workforce and address workforce needs over the next decade is more essential than ever in these challenging fiscal times.

To this end, the MCHB’s Division of MCH Workforce Development, with input from a broad range of MCH constituents, has developed the 2012-2020 National Plan for MCH Training that includes strategies applicable to a range of entities serving MCH populations. The final plan will also include specific objectives for MCH Training grantees. We envision that the 2012–2020 plan will serve as an informational reference and tool useful for enhancing collaboration, training, and evaluation efforts for a range of MCH training and workforce related programs.

Core Values of the MCH Training Program

Core values are principles that guide how the MCH Training Program operates. The values are expected to apply across all identified goals, objectives, and associated activities of the 2012–2020 National Plan for MCH Training.

MCH Training Programs embrace the following concepts as an integral part of policies and programs:

- Continuous quality improvement to maximize value
- Using and developing science-based practices
- Addressing population-based health and wellness
- Creating opportunities for lifelong learning and leadership development
- Improving MCH services, policy, and practice using a life course perspective and whole life perspective

MCH workforce preparation must address:

- Improving community-engaged systems
- Improving outcomes through interdisciplinary/interprofessional training and practice
- Growing and sustaining synergistic partnerships
- Using innovations for systems change
- Family-engagement and family-centered care
- Recognizing unique needs of children with special health care needs and adolescents within MCH
- Diversity, cultural and linguistic competence/effectiveness and health equity

MCH Training Goal 1: MCH Workforce and Leadership Development

Address current and emerging MCH workforce needs by engaging, and providing training for and support to MCH leaders in practice, academics and policy.

Strategies for the Broad MCH Community

A. Ensure a workforce in clinical and public health practice, academia and policy arenas knowledgeable in the fundamentals of the field of maternal and child health, and possessing the skills and attitudes to meet the unique needs of MCH populations.
B. Support ongoing learning opportunities that engage the practicing MCH workforce and students in self assessment and in mastering the MCH Leadership Competencies.
C. Implement structures for leadership development that provide mentoring and other learning opportunities for families, and for MCH professionals at all stages of their career.
D. Support environments and practices that promote work-life balance and sustain MCH leaders throughout the span of their careers.

1 The MCH population includes all of the nation’s women, infants, children, adolescents, and their families, Including fathers and children with special health care needs. (MCHB Mission accessed at http://mchb.hrsa.gov/about/index.html on 5/7/12)
## MCH Training Goal 2: Diversity and Health Equity:

Prepare and empower MCH leaders to promote health equity, wellness, and reduce disparities in health and health care.

### Strategies for the Broad MCH Community

- A. Ensure racial and ethnic diversity of the MCH professional population consistent with state, regional and/or national demographics.
- B. Integrate values, policies, structures, and practices of cultural and linguistic competence into program and practice environments and in faculty, staff, and trainee conduct and community/family engagement.
- C. Provide professional development programs on an ongoing basis to strengthen the capacity of the existing public health workforce to serve the needs of a culturally and linguistically diverse nation.
- D. Address health disparities or inequities (and their underlying causes including racism and other forms of marginalization) in MCH programs’ structure, practice environments, staff conduct and community engagement.

## MCH Training Goal 3: Interdisciplinary/Interprofessional Training and Practice:

Promote interdisciplinary/interprofessional training and practice and interorganizational collaboration to enhance systems of care for MCH populations.

### Strategies for the Broad MCH Community

- A. Facilitate, develop and/or maintain mutually beneficial partnerships with state Title V programs and within HRSA and other agencies and organizations that support MCH populations, programs, services and workforce.
- B. Conduct research to explore the necessary components and processes and the value added of interdisciplinary and interprofessional training and service provision.
- C. Extend opportunities for students and faculty in MCH academic training programs to engage in practice activities in community, state, and/or national agencies and partner organizations.
- D. Strengthen the role of family members in interprofessional training and practice.

## MCH Training Goal 4: Science, Innovation and Quality Improvement:

Generate and translate new knowledge for the MCH field in order to advance science-based practice, innovation, and quality improvement in MCH training, policies, and programs.

### Strategies for the Broad MCH Community

- A. Demonstrate that MCH individuals, programs, and systems create and evaluate innovative training approaches that improve recruitment and engagement of trainees of diverse or non-traditional backgrounds to address emerging MCH workforce needs.
- B. Create, implement, and evaluate innovative approaches to practice and policy to improve the delivery of clinical and public health services and health outcomes for MCH populations.
- C. Facilitate timely translation of research findings into training, policy, and practice.
- D. Develop, monitor and improve measurement, data and reporting methods to effectively assess the impact of MCH professional development, including implementing quality improvement principles and processes.

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1 Intent is that each program improves diversity while recognizing that differences in type and location of programs will impact level of diversity.

2 Professional development includes educational credentialing, clinical training, and continuing education/lifelong learning.