MDH and WIC Logo

# WIC Staff Survey of Training Needs

UPDATED April 2022

## Instructions

1. This survey of CPA training needs may be completed individually or as a group.
2. Below is a list of WIC competencies. Please indicate the areas in which you (or your group) would like more training by checking the topics.
3. After training needs are determined, prioritize group and individual training needs and incorporate the top 2-5 into your Staff Training Plan
4. Determine where and how you can get additional training in the areas identified. This can be through a variety of modes.

* A list of online training resources is provided that may help meet some training need in an easily accessible manner.
* Best practice with all trainings, is to provide an opportunity to discuss concepts with others, and how they can be applied to the WIC environment. This will enhance learning and skill building and is highly encouraged.

## Trainings to enhance skills in *growth and health assessment*

Interpretation and assessment of growth charts, including BMI

Hematological assessment

Assessing prenatal weight gain

Normal prenatal growth and development

Normal infant growth and development

Preterm infant growth and development

Normal child growth and development

Other **Click or tap here to enter text.**

## Trainings to enhance skills in *nutrition assessment*

MN WIC nutrition assessment procedure

VENA—Value Enhanced Nutrition Assessment

### Infant Nutrition Assessment

Nutritional needs of healthy, full-term infants

Nutritional needs of premature or high-risk infants

NAS (Neonatal Abstinence Syndrome)

Congenital Heart Defect

Other **Click or tap here to enter text.**

Assessing adequate intake of breastmilk or formula

Assessing developmental readiness for complementary foods

Assessing transition of texture in complementary foods

Parent/infant interaction

Determining nutritional risk and assigning of risk codes

Other **Click or tap here to enter text.**

### Child Nutrition Assessment

Assessing nutritional intake of toddlers

Assessing nutritional intake of children

Assessing nutritional intake of high-risk children

Downs Syndrome

DHD

Autism

Asthma

Diabetes

Other **Click or tap here to enter text.**

Parent-child feeding relationship

### Pregnancy or Postpartum Nutrition Assessment

Assessing prenatal nutrition intake

Assessing nutritional needs of high-risk pregnant women

Severe hyperemesis

Pregnancy after gastric bypass surgery

Adolescent

Gestational Diabetes

Other **Click or tap here to enter text.**

Assessing postpartum nutrition intake

Breastfeeding woman

Non-breastfeeding woman

Other **Click or tap here to enter text.**

## Trainings to enhance skills in providing *nutrition education for infants*

Discussing growth charts and normal infant growth patterns

Recommended feeding practices for infants

Addressing breastfeeding questions and concerns

Inadequate milk supply

Sore nipples

Jaundice and breastfeeding

Assessment and counseling skills for when a BF mom requests formula

Breast pumps

Other **Click or tap here to enter text.**

Baby Behavior (sleep, crying, cues)

Proper formula preparation techniques

Formula types and uses

Introduction of complementary foods

Talking with parents about how to transition to table foods

Other **Click or tap here to enter text.**

## Trainings to enhance skills in providing *nutrition education for children*

Interpreting and explaining growth charts to parents

How to talk about weaning from the bottle to an open cup

How to talk about typical feeding challenges of toddlers and children

Anemia

Food jags and picky eating

Excessive juice/milk intake

Other **Click or tap here to enter text.**

Dental health

Guidelines on and how to encourage physical activity

Guidelines for screen time for toddlers and preschoolers

Helping parents set health goals for their family

## Trainings to enhance skills in providing *nutrition education for prenatal or postpartum* participants

### Prenatal

Nutritional concerns during pregnancy

Tips for nausea, vomiting and heartburn

Anemia and PICA

Gestational diabetes counseling

Talking about weight gain during pregnancy

Dental health

Talking about alcohol and drug use during pregnancy and how to offer referrals

Effect of smoking during pregnancy

Other **Click or tap here to enter text.**

### Postpartum

Interconception health

Discussing weight and weight management

Encouraging physical activity and other health habits

Other **Click or tap here to enter text.**

## Trainings to expand *overall general nutrition knowledge*

Nutrition Related Diseases

Basic nutrition through the lifecycle

Digestion and absorption of nutrients

Vitamin and mineral review

Micronutrients and Water

Dietary guidelines for Americans and My Plate

Food allergies

Probiotics

GMO’s

Fad diets

Food safety, including guidelines for pregnant women

Other **Click or tap here to enter text.**

## Trainings to expand knowledge and skills of *high-risk nutrition factors and nutrition related diseases*

Iron deficiency anemia

Celiac disease and gluten related disorders

Hypertension

Heart disease

Asthma in children

Childhood obesity

Assigning risk codes

Gastric bypass surgery—effect on nutritional needs

Writing individual nutrition care plans (INCP) to allow for effective follow-up

Other **Click or tap here to enter text.**

## Trainings to expand knowledge *breastfeeding education, support and promotion*

Addressing barriers to breastfeeding

Building confidence in the breastfeeding mom (PN and PP)

Benefits of breastfeeding including duration

Prenatal anticipatory guidance messages to moms to prepare them for the hospital experience

3-step counseling approach to breastfeeding counseling

Talking with the mom who plans to “combo feed”

Laid back breastfeeding and other position and latch information

Assessing perceived milk supply problems and factors that impact milk supply

Sore nipples

Use of nipple shields

Hand expression of breastmilk

Breast pumps

Determining need for a breast pump

Discussing breastfeeding with the mom who “just wants to pump”

Obtaining a breast pump through MA or other insurance

Proper flange sizing

Assembly and cleaning of various breast pumps

Contraindications to breastfeeding

Breastfeeding and smoking

Relactation or induced lactation

Breastfeeding multiples

Breastfeeding older baby

Weaning

Other **Click or tap here to enter text.**

## Trainings to expand on cultural awareness

Civil Rights

Cultural competency and cultural humility

How culture impacts the meaning of food

Different food and health practices of **Click or tap here to enter text.** culture

Working effectively with interpreters

Other **Click or tap here to enter text.**

## Trainings to develop skills in Participant-Centered Services

Participant Centered Services Skills

Building Rapport

Active Listening

Ambivalence and Collaboration

Change Talk

Open Ended questions

Affirmations

Reflective Listening

Explore/Offer/Explore

Summarizing

Goal Setting

Interpersonal Communications

Dealing with Sensitive Topics

Eliciting Motivation

Dealing with Difficult People

Telephone communication skills

Other **Click or tap here to enter text.**

## Trainings to develop skills in discussing the *WIC food package and shopping experience*

WIC food package and shopping tips

WIC voucher redemption procedures

Food Prescriptions

Other **Click or tap here to enter text.**

## Trainings to develop skills in promoting *leadership and staff wellness*

Team building

Staff development and training

Utilizing WIC data

Worksite wellness

Other **Click or tap here to enter text.**

## Trainings to learn more about *other WIC related topics*

Dads at WIC

The millennial generation

Recognizing child abuse and safety

Information about local referral resources and what they do

Other **Click or tap here to enter text.**

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