

# 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.**

*Minnesota Department of Health - WIC Program 85 E 7th Place, PO BOX 64882, ST PAUL MN 55164-0882; 651-201-3942,* *health.wic@state.mn.us**,* [*www.health.state.mn.us*](http://www.health.state.mn.us/)*; To obtain this information in a different format, call: 651-201-3942*

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