



**Pregnancy
to Parenthood**
Parent & Infant Mental Health Service
Early Connections Endless Impact



STAN PERRON
*CHARITABLE
FOUNDATION*

Building Stronger Foundations

**Empowering the Geraldton
Perinatal & Infant Mental Health Workforce**

**Geraldton Workforce Development
Training Project: Phase Two**

**Executive Summary
April 2026**



KEY INSIGHTS



Training focused on PIMH Continuum of Care (promotion, prevention & intervention).



57 multidisciplinary professionals trained in Parent and Infant Mental Health (PIMH) across health, early childhood and community sectors.

100%

of training feedback respondents **would recommend the training to others.**



consistent increases in PIMH knowledge and confidence reported across all training workshops.



at least **57 additional professionals indirectly reached** through knowledge sharing of training participants.



Strengthened referral pathways and cross-sector collaboration.



Emerging **community of practice** supporting **system-level change in PIMH.**



PROJECT OVERVIEW

Phase Two of the Project (January–December 2025) focused on sustaining and expanding the foundational workforce model established in Phase One (2024).

The Project aimed to deepen the integration of PIMH principles across the Continuum of Care—spanning promotion, prevention, and intervention—while strengthening a shared, cross-sector understanding of infant mental health within the Geraldton community.

The Phase Two model included:

- Four in-person workshops, each complemented by online sessions
- Ongoing reflective supervision for Phase One participants
- Co-designed training content informed by local stakeholder consultation
- Alignment with the Australian Association for Infant Mental Health (AAIMH) Competency Guidelines

KEY OUTCOMES

- Across all workshops, participants reported increased knowledge of PIMH at post-training
- There was a clear trend toward increased confidence in applying and promoting PIMH principles in practice
- Participants reported strong alignment between training content and their professional roles
- High levels of engagement and satisfaction were observed across all training sessions
- 100% of participants who responded indicated they would recommend the training to others, reflecting strong perceived value and relevance.

Qualitative data from interviews demonstrate meaningful changes in practice, including:

- Increased capacity to recognise and respond to infant mental health needs
- Greater emphasis on the caregiver–infant relationship within professional interactions
- Integration of PIMH-informed language and approaches into everyday practice
- Enhanced ability to engage families in conversations about mental health and early development

These findings suggest that the training is not only increasing knowledge but supporting behavioural and practice-level change which will influence the wider PIMH community of practice in Geraldton and the Mid West.



SOCIAL IMPACT

The Project has contributed to a range of early social impacts:

- **Increased workforce capability:** 57 practitioners developed enhanced PIMH knowledge, skills, and confidence
- **Improved outcomes for families:** Practitioners report improved support for caregiver–infant relationships and earlier identification of mental health needs
- **Enhanced service delivery:** Increased provision of culturally responsive, relationship-focused care
- **Improved access to services:** Greater awareness and integration of PIMH supports contributing to reduced pressure on specialist services
- **Sustainable capacity building:** Ongoing supervision and professional development supporting workforce retention and leadership
- **Strengthened collaboration:** More coordinated, cross-sector responses to family needs
- **Long-term impacts:** continued capacity building will promote healthy child development and generate lasting positive effects on family wellbeing in the region for future generations.





RECOMMENDATIONS

- **Continued investment in PIMH is required to embed skills, extend service reach, and sustain the workforce in Geraldton**, particularly given the 2024 AEDC findings and the complex needs of local families.
- **A stepped, place-based approach to establish a culturally safe, self-sustaining hub-and-spoke PIMH model aligned with international best practice.**
- **A pilot IECMHC initiative (16 hours/week) within ECEC and Child Protection Services** to address barriers to PIMH training participation due to challenges associated with job requirements.

CONCLUSION

Phase Two of the Geraldton Workforce Development Training Project demonstrated how localised investment in workforce capacity can produce scalable, sustainable change in regional infant early childhood systems. The findings provide emerging evidence that sustained investment in PIMH workforce development can:

- Enhance early identification and intervention
- Strengthen caregiver–infant relationships
- Improve service integration and accessibility
- Support long-term developmental and mental health outcomes

Importantly, the *Geraldton Workforce Development Project* stands as a blueprint for strengthening regional PIMH systems across Western Australia. With continued partnership and investment, we can consolidate the Geraldton Hub as a regional centre of excellence and extend this model to other communities equally committed to supporting infants, young children and families.



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Centacare

Local organisations that supported their staff to attend

Trainees

Interviewees

Presenters

Reflective supervisors



Acknowledgement of Country

Pregnancy to Parenthood acknowledges that we live, work, and create together on Whadjuk Boodjar. We pay our respects to the sovereign Noongar nation, the custodians of this Boodjar. We also pay respects to the custodians of all First Nations lands, which always was, and always will be Aboriginal land, and which holds the stories and histories of the world's oldest continuous cultures.

We would also like to respectfully acknowledge the Yamatji Peoples who are the Traditional Owners and First People of the Midwest land, The Nhanhagardi, Wilunyu, Naaguja. We pay our respectsto the Elders past, present and future for they hold the memories,the traditions, the culture and hopes of the Yamatji Peoples.

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