

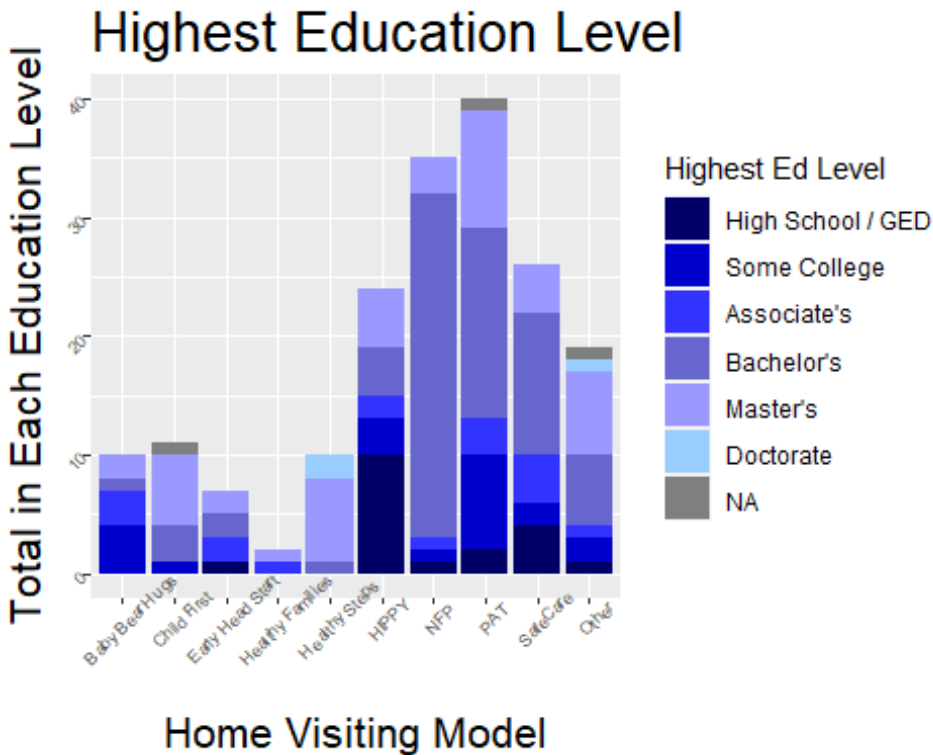
# Home Visiting Task Force - Workforce Survey

## Recruitment and Retention

### Education and Compensation

#### Highest Degree

Highest degree or qualification, by home visiting model:



Home Visiting Model	High School diploma or GED	Some College	Associate's Degree (AA/AS)	Bachelor's Degree (BA/BS)	Master's Degree	Doctorate Degree	NA
Baby Bear Hugs	0	4	3	1	2	0	0
Child First	0	1	0	3	6	0	1

	High School diploma or GED	Some college	Associate's Degree (AA/AS)	Bachelor's Degree (BA/BS)	Masters Degree	Doctorate Degree	N/A
Head Start/Early Head Start Home Visitor	1	0	2	2	2	0	0
Healthy Families	0	0	1	0	1	0	0
HealthySteps	0	0	0	1	7	2	0
Home Instruction for Parents of Preschool Youngsters (HIPPY)	10	3	2	4	5	0	0
Nurse-Family Partnership (NFP)	1	1	1	29	3	0	0
Parents as Teachers (PAT)	2	8	3	16	10	0	1
SafeCare	4	2	4	12	4	0	0
Other - please specify	1	2	1	6	7	1	1

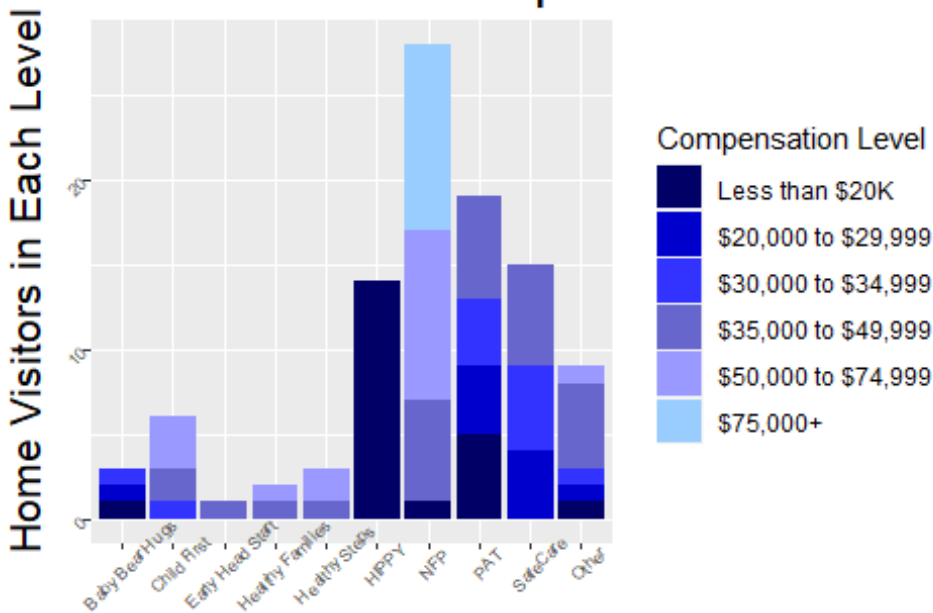
	High School diploma or GED	Some college	Associate's Degree (AA/AS)	Bachelor's Degree (BA/BS)	Masters Degree	Doctorate Degree	N/A
Baby Bear Hugs	0.00	40.00	30.00	10.00	20.00	0.00	0.00
Child First	0.00	9.09	0.00	27.27	54.55	0.00	9.09
Head Start/Early Head Start Home Visitor	14.29	0.00	28.57	28.57	28.57	0.00	0.00
Healthy Families	0.00	0.00	50.00	0.00	50.00	0.00	0.00

	High School diploma or GED	Some college	Associate's Degree (AA/AS)	Bachelor's Degree (BA/BS)	Master's Degree	Doctorate Degree	N/A
HealthySteps	0.00	0.00	0.00	10.00	70.00	20.00	0.00
Home Instruction for Parents of Preschool Youngsters (HIPPY)	41.67	12.50	8.33	16.67	20.83	0.00	0.00
Nurse-Family Partnership (NFP)	2.86	2.86	2.86	82.86	8.57	0.00	0.00
Parents as Teachers (PAT)	5.00	20.00	7.50	40.00	25.00	0.00	2.50
SafeCare	15.38	7.69	15.38	46.15	15.38	0.00	0.00
Other - please specify	5.26	10.53	5.26	31.58	36.84	5.26	5.26

### Home Visitor Compensation

Compensation, by home visiting program, for home visitors:

# Home Visitor Compensation Level



## Home Visiting Model

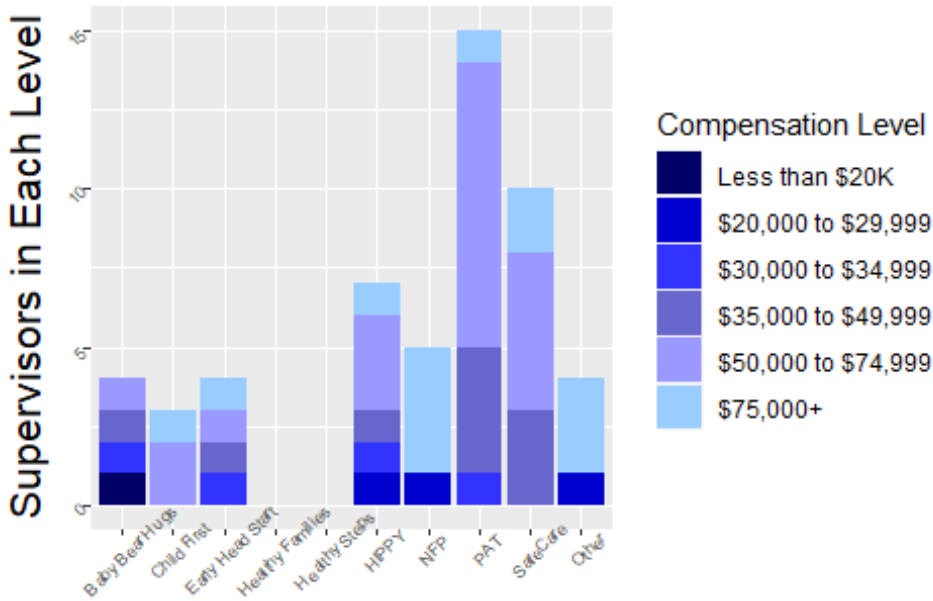
	\$20,000 - \$29,999	\$30,000 - \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000+	Less than \$20K
Baby Bear Hugs	1	1	0	0	0	1
Child First	0	1	2	3	0	0
Head Start/Early Head Start Home Visitor	0	0	1	0	0	0
Healthy Families	0	0	1	1	0	0
HealthySteps	0	0	1	2	0	0
Home Instruction for Parents of Preschool Youngsters (HIPPY)	0	0	0	0	0	14
Nurse-Family Partnership (NFP)	0	0	6	10	1	1
Parents as Teachers (PAT)	4	4	6	0	0	5
SafeCare	4	5	6	0	0	0
Other - please specify	1	1	5	1	0	1

	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0
	\$20,000 - \$29,999	\$30,000 - \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	0	Less than \$20K	
Baby Bear Hugs	33.33	33.33	0.00	0.00	0.	33.33	0
Child First	0.00	16.67	33.33	50.00	0.	0.00	0
Head Start/Early Head Start Home Visitor	0.00	0.00	100.00	0.00	0.	0.00	0
Healthy Families	0.00	0.00	50.00	50.00	0.	0.00	0
HealthySteps	0.00	0.00	33.33	66.67	0.	0.00	0
Home Instruction for Parents of Preschool Youngsters (HIPPO)	0.00	0.00	0.00	0.00	0.	100.00	0
Nurse-Family Partnership (NFP)	0.00	0.00	21.43	35.71	3	3.57	9.29
Parents as Teachers (PAT)	21.05	21.05	31.58	0.00	0.	26.32	0
SafeCare	26.67	33.33	40.00	0.00	0.	0.00	0
Other - please specify	11.11	11.11	55.56	11.11	0.	11.11	0

### Supervisor Compensation

Compensation, by home visiting program, for supervisors:

# Supervisor Compensation Level



## Home Visiting Model

	\$20,000 - \$29,999	\$30,000 - \$34,999	\$35,000 to \$49,999	\$50,000 to \$74,999	\$75,000+	Less than \$20K
Baby Bear Hugs	0	1	1	1	0	1
Child First	0	0	0	2	1	0
Head Start/Early Head Start Home Visitor	0	1	1	1	1	0
Healthy Families	0	0	0	0	0	0
HealthySteps	0	0	0	0	0	0
Home Instruction for Parents of Preschool Youngsters (HIPPY)	1	1	1	3	1	0
Nurse-Family Partnership (NFP)	1	0	0	0	4	0
Parents as Teachers (PAT)	0	1	4	9	1	0
SafeCare	0	0	3	5	2	0
Other - please specify	1	0	0	0	3	0

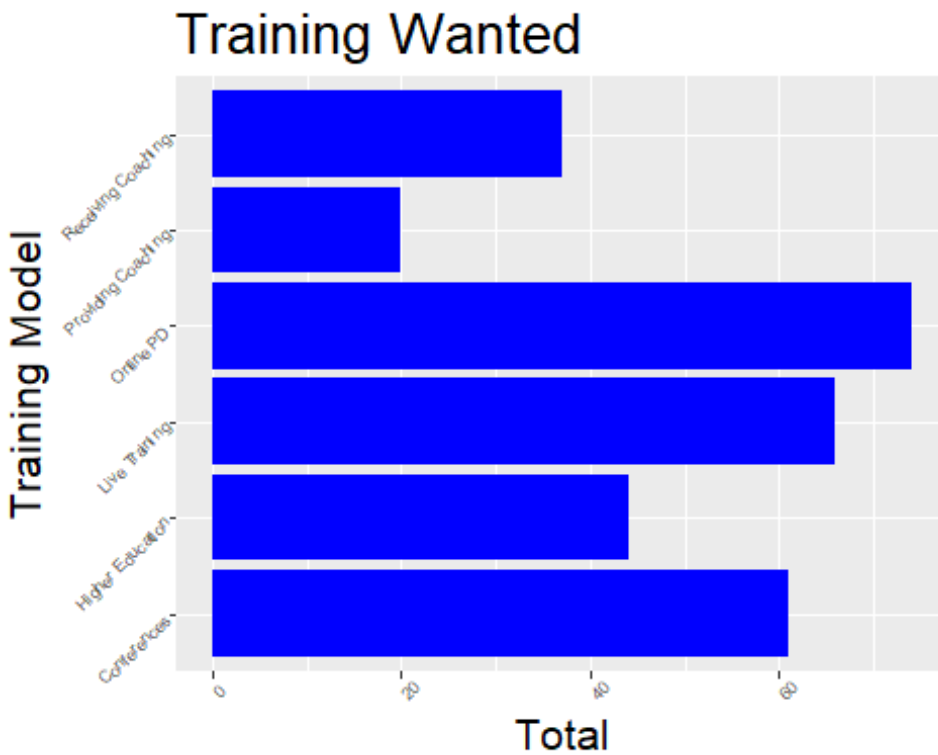
	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0	\$ 7 5, 0
	00 -	00 -	0 to	0 to	0	Less	
	\$29,9	\$34,9	\$49,99	\$74,99	0	than	
	99	99	9	9	+	\$20K	
Baby Bear Hugs	0.00	25.00	25.00	25.00	0.	25	
Child First	0.00	0.00	0.00	66.67	3	0	
Head Start/Early Head Start Home Visitor	0.00	25.00	25.00	25.00	2	0	
Healthy Families	NaN	NaN	NaN	NaN	N	NaN	
HealthySteps	NaN	NaN	NaN	NaN	N	NaN	
Home Instruction for Parents of Preschool Youngsters (HIPPI)	14.29	14.29	14.29	42.86	1	0	
Nurse-Family Partnership (NFP)	20.00	0.00	0.00	0.00	8	0	
Parents as Teachers (PAT)	0.00	6.67	26.67	60.00	6.	0	
SafeCare	0.00	0.00	30.00	50.00	2	0	
Other - please specify	25.00	0.00	0.00	0.00	7	0	

					\$
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					5,
\$20,0	\$30,0	\$35,00	\$50,00	0	0
00 -	00 -	0 to	0 to	0	Less
\$29,9	\$34,9	\$49,99	\$74,99	0	than
99	99	9	9	+	\$20K
				0	
				0	

## Professional Development Interests

### Training

Training models wanted (total and percent):



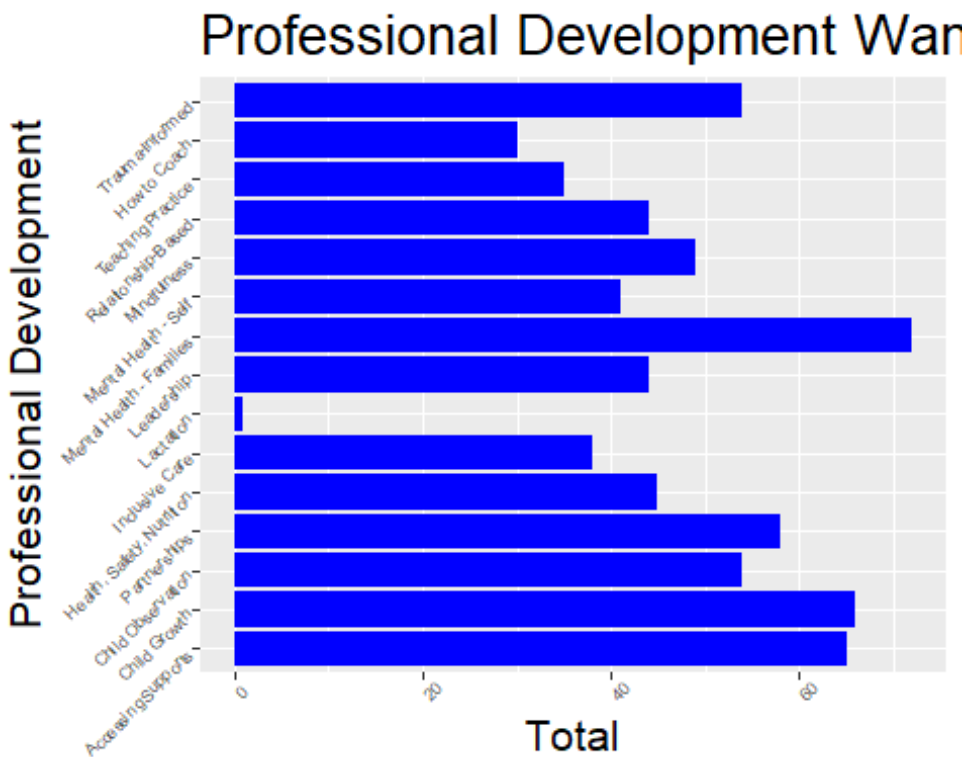
	Total	Percent
	Yes	Yes
Online self-paced professional development	74	40.22
Conferences on home visiting practices	61	33.15
Live training sessions	66	35.87
Higher education	44	23.91



	Total Yes	Percent Yes
Receiving coaching or mentorship from another professional	37	20.11
Providing coaching or mentorship to another professional	20	10.87

### Professional Development

Professional development topics wanted (total and percent):



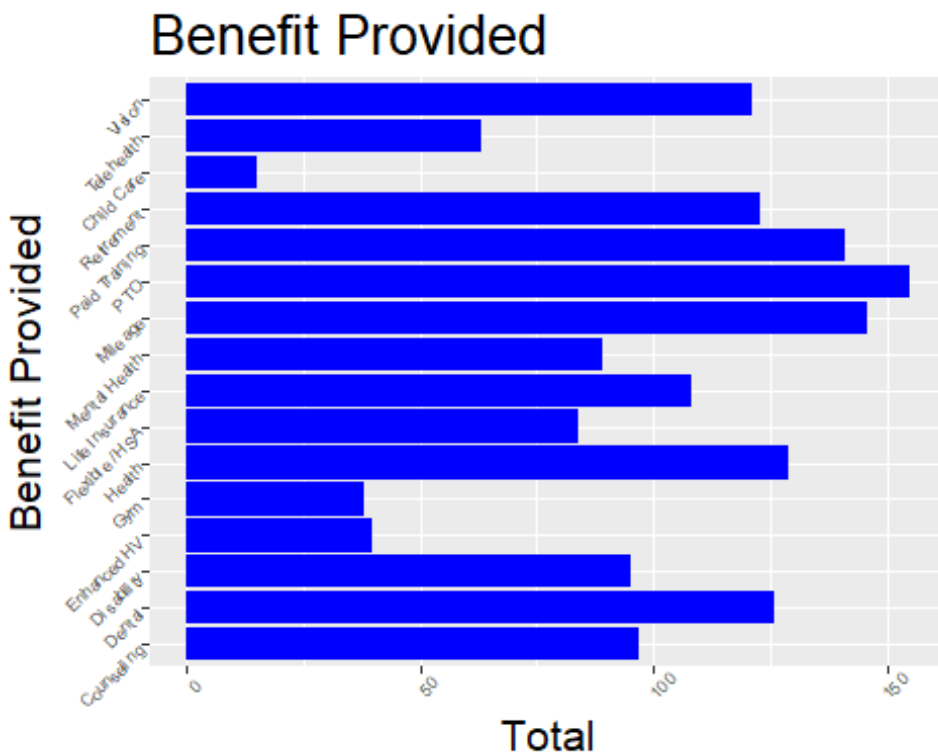
	Total Yes	Percent Yes
Accessing supports for families	65	35.33
Child growth, development and learning	66	35.87
Child observation and assessment	54	29.35
Community partnerships	58	31.52
Health, Safety and Nutrition	45	24.46
Inclusive Care	38	20.65
Leadership training	44	23.91
Mental health supports for yourself	41	22.28

	Total Yes	Percent Yes
Mental health supports for families (maternal mental health, postpartum depression)	72	39.13
Mindfulness	49	26.63
Relationship-Based Care	44	23.91
Teaching practice	35	19.02
Training on how to be a coach	30	16.30
Trauma-Informed Care	54	29.35
Lactation Support for Families	1	0.54

## Benefits Interests

### Benefits Provided

Benefits Provided:



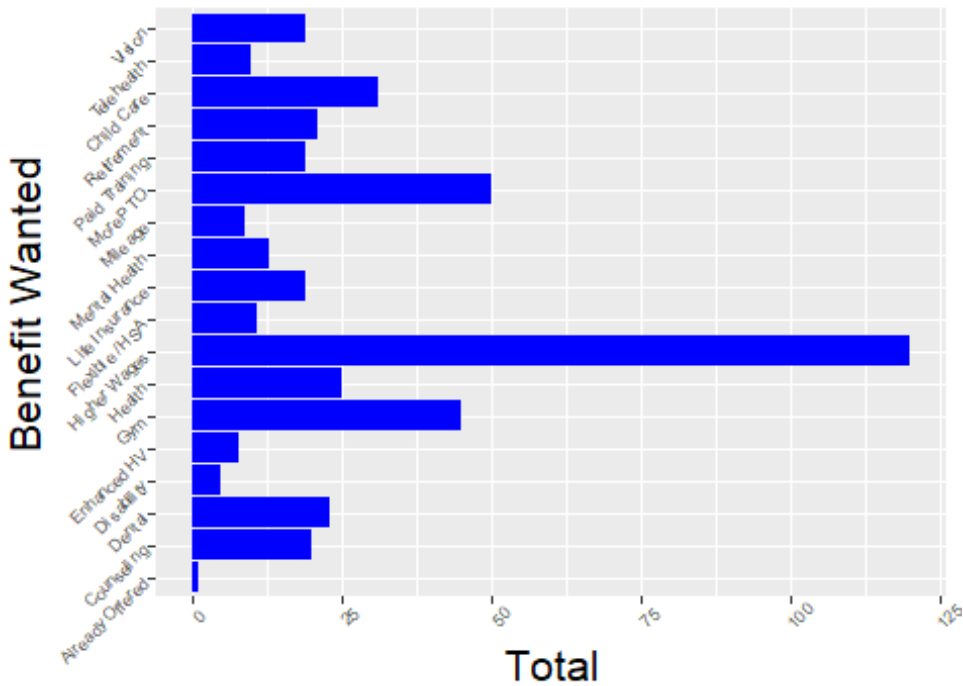
	Total Yes	Percent Yes
Paid time off (sick, vacation, personal, holidays, family leave, COVID leave)	155	84.24

	Total Yes	Percent Yes
Health	129	70.11
Dental	126	68.48
Vision	121	65.76
Retirement plans	123	66.85
Life insurance	108	58.70
Disability insurance	95	51.63
Mileage reimbursement	146	79.35
Investment in flexible spending accounts or health savings accounts	84	45.65
Subsidized child care through your employer	15	8.15
Gym memberships	38	20.65
Counseling services	97	52.72
Telehealth services	63	34.24
Enhanced home visiting	40	21.74
Mental Health Consultation	89	48.37
Paid training time/planning time for professional development	141	76.63
Bring your Baby to WORK!; Work from Home/Hybrid options; Many Mindfulness/Self Care opportunities	1	0.54

### Benefits Wanted

Benefits Wanted:

# Benefit Wanted



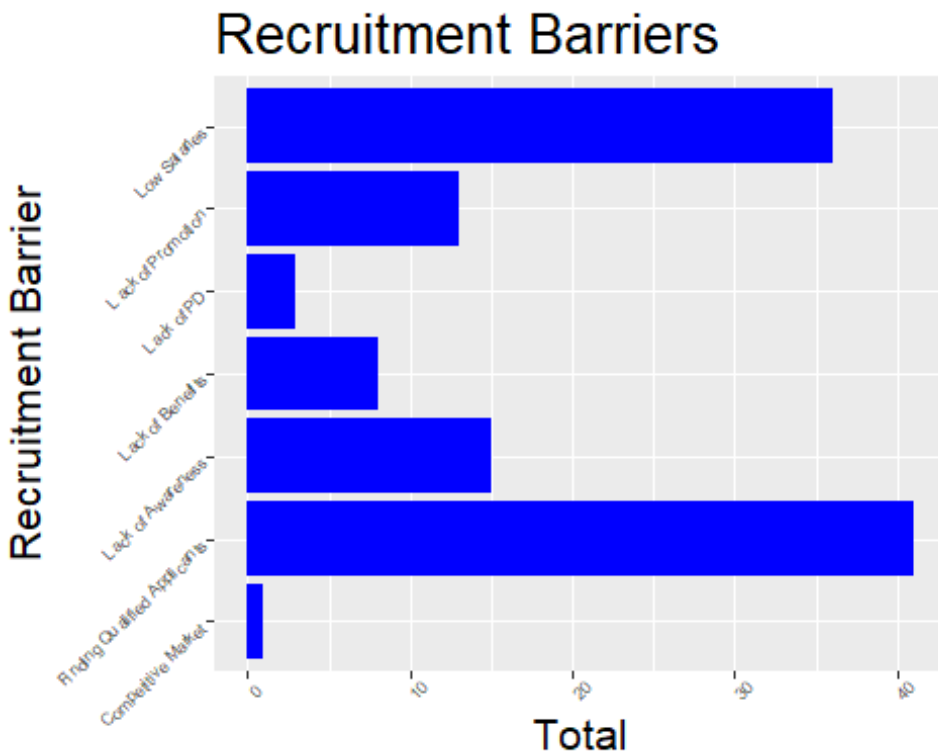
	Total	Percent Yes
Higher wages	120	65.22
More paid time off (sick, vacation, personal, holidays, family leave, COVID leave)	50	27.17
Health	25	13.59
Dental	23	12.50
Vision	19	10.33
Retirement plans	21	11.41
Life insurance	19	10.33
Disability insurance	5	2.72
Mileage reimbursement	9	4.89
Investment in flexible spending accounts or health savings accounts	11	5.98
Subsidized child care through your employer	31	16.85
Gym memberships	45	24.46
Counseling services	20	10.87
Telehealth services	10	5.43
Enhanced home visiting	8	4.35
Mental Health Consultation	13	7.07

	Total Yes	Perce nt Yes
Paid training/planning time for professional development already offered	19	10.33
	1	0.54

## Recruitment and Retention

### Recruitment Barriers

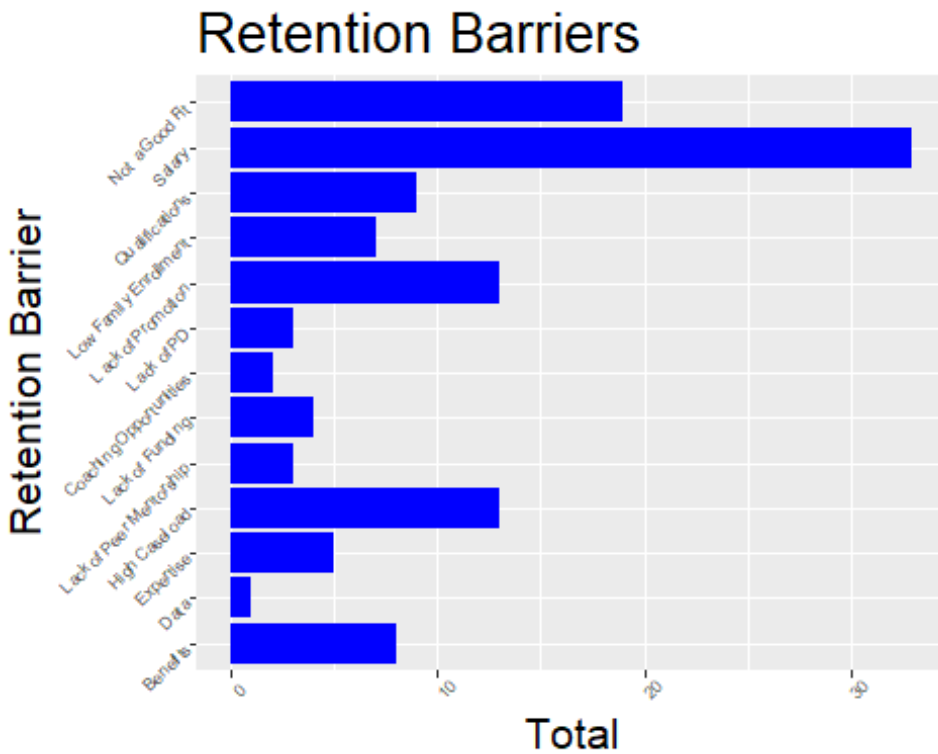
Recruitment Barriers:



	Total Yes	Percent Yes
Salaries are too low	36	19.57
Lack of benefits	8	4.35
Finding qualified applicants	41	22.28
Lack of awareness about HV job opportunities	15	8.15
Lack of opportunities for professional development	3	1.63
Lack of opportunities for promotion	13	7.07
Current job market is fiercely competitive.	1	0.54

## Retention Barriers

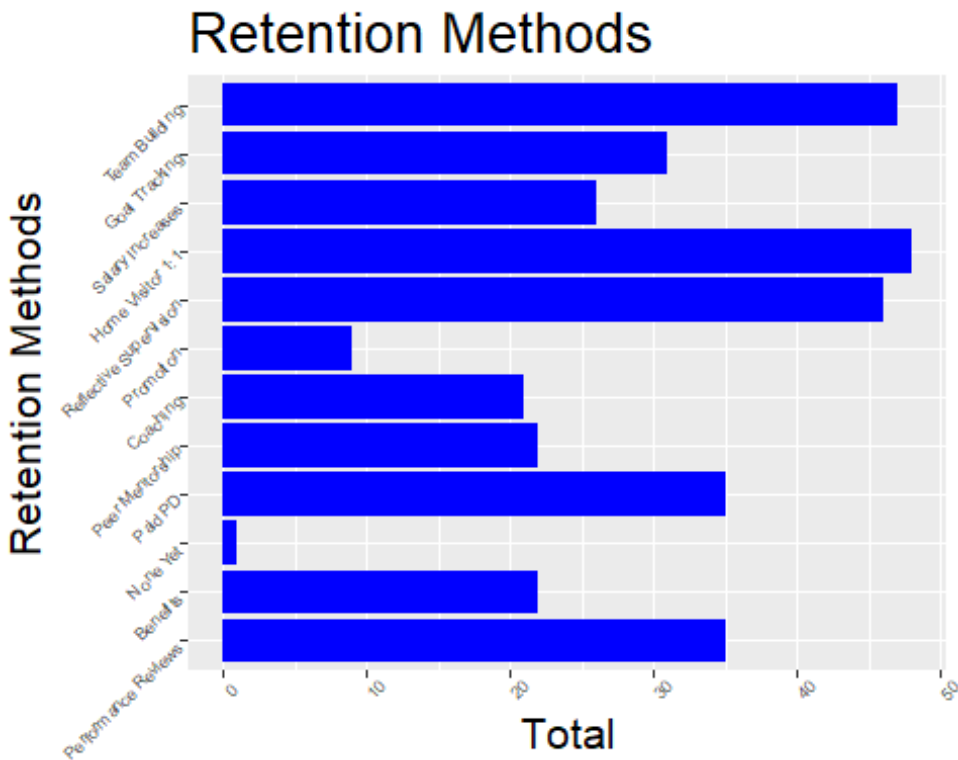
Retention Barriers:



	Total	Percent Yes
Salary	33	17.93
Benefits	8	4.35
Staff are not a good fit for the role	19	10.33
Expertise	5	2.72
Qualifications	9	4.89
Lack of opportunities for professional development	3	1.63
Lack of opportunities for coaching	2	1.09
Lack of opportunities for promotion	13	7.07
Lack of access to peer mentorship	3	1.63
Lack of funding to support family needs	4	2.17
High caseloads for staff	13	7.07
Low family enrollment	7	3.80
Data is sometimes overwhelming for some. it takes a special person to do this type of work	1	0.54

## Retention Methods

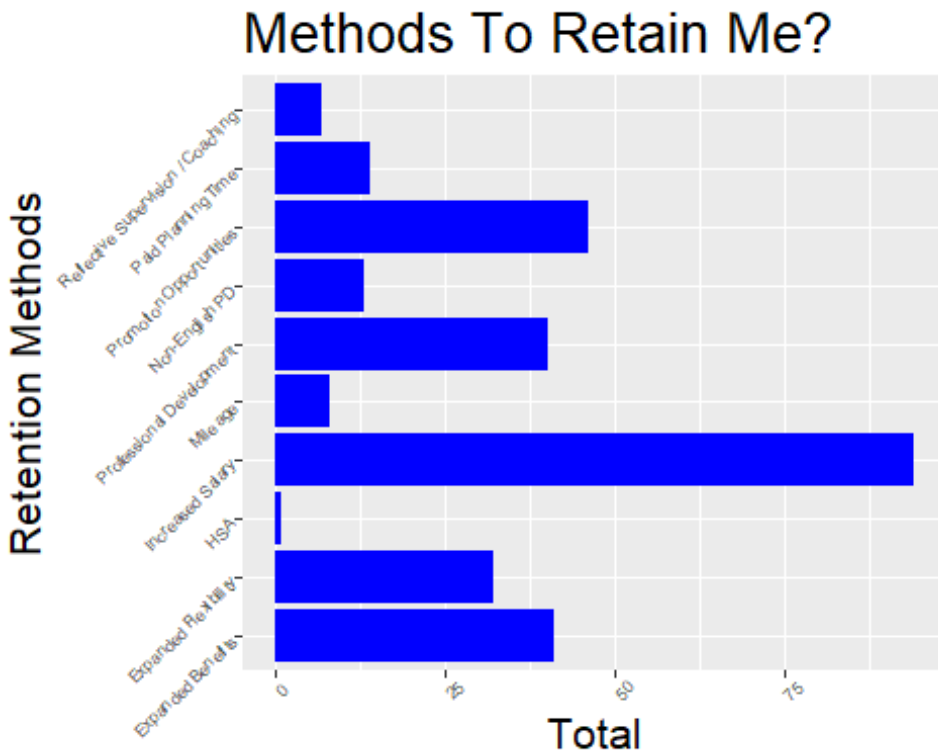
Retention Methods:



	Total	Percent
	Yes	Yes
Salary increases	26	14.13
Benefits package	22	11.96
Paid professional development	35	19.02
Professional coaching	21	11.41
Reflective supervision	46	25.00
Promotion	9	4.89
Peer mentorship	22	11.96
Regular 1:1 check-in meetings to support home visitors	48	26.09
Setting goals and tracking throughout the year	31	16.85
Annual performance reviews	35	19.02
Team building	47	25.54
I'm new at supervisor role and just hiring two new psp's.	1	0.54

## Retaining Self

Methods to Retain Me:



	Total	Percent Yes
Increased salary	94	51.09
Expanded benefits	41	22.28
Mileage reimbursement	8	4.35
Paid planning time	14	7.61
Reflective supervision or coaching	7	3.80
Expanded flexibility (virtual work, flexible hours, etc.)	32	17.39
Opportunities for professional development	40	21.74
Opportunities for professional development in languages other than English	13	7.07
Opportunities for promotion	46	25.00
HSA instead of FSA	1	0.54

## Caseload and Reflective Supervision

Caseload:



	Appropriate number of families in my caseload	Not enough families in my caseload	Too many families in my caseload	N A
Baby Bear Hugs	4	0	0	6
Child First	6	0	1	4
Head Start/Early Head Start Home Visitor	0	1	0	6
Healthy Families	1	0	1	0
HealthySteps	3	0	0	7
Home Instruction for Parents of Preschool Youngsters (HIPPY)	13	0	1	1 0
Nurse-Family Partnership (NFP)	25	2	3	5
Parents as Teachers (PAT)	14	3	2	2 1
SafeCare	14	4	1	7
Other - please specify	2	0	6	1 1

	Appropriate number of families in my caseload	Not enough families in my caseload	Too many families in my caseload	N A
Baby Bear Hugs	40.00	0.00	0.00	6 0 . 0 0
Child First	54.55	0.00	9.09	3 6 . 3 6
Head Start/Early Head Start Home Visitor	0.00	14.29	0.00	8 5 . 7 1

	Appropriate number of families in my caseload	Not enough families in my caseload	Too many families in my caseload	N A
Healthy Families	50.00	0.00	50.00	0 .00
HealthySteps	30.00	0.00	0.00	7 0 .00
Home Instruction for Parents of Preschool Youngsters (HIPPY)	54.17	0.00	4.17	4 1 .67
Nurse-Family Partnership (NFP)	71.43	5.71	8.57	1 4 .29
Parents as Teachers (PAT)	35.00	7.50	5.00	5 2 .50
SafeCare	53.85	15.38	3.85	2 6 .92
Other - please specify	10.53	0.00	31.58	5 7 .89
Reflective Supervision:				
				N Ye N
				o s A
Baby Bear Hugs				1 3 6

	N	Ye	N
	o	s	A
Child First	0	3	8
Head Start/Early Head Start Home Visitor	1	3	3
Healthy Families	0	0	2
HealthySteps	0	0	1
			0
Home Instruction for Parents of Preschool Youngsters (HIPPY)	2	5	1
			7
Nurse-Family Partnership (NFP)	2	2	3
			1
Parents as Teachers (PAT)	6	9	2
			5
SafeCare	6	4	1
			6
Other - please specify	2	2	1
			5

	No	Yes	NA
Baby Bear Hugs	10.00	30.00	60.00
Child First	0.00	27.27	72.73
Head Start/Early Head Start Home Visitor	14.29	42.86	42.86
Healthy Families	0.00	0.00	100.00
HealthySteps	0.00	0.00	100.00
Home Instruction for Parents of Preschool Youngsters (HIPPY)	8.33	20.83	70.83
Nurse-Family Partnership (NFP)	5.71	5.71	88.57
Parents as Teachers (PAT)	15.00	22.50	62.50
SafeCare	23.08	15.38	61.54
Other - please specify	10.53	10.53	78.95

