



January 28, 2021

INFORMATION ITEM

SUBJECT: HOME VISITING WORKFORCE STUDY UPDATE

Strategic Plan Priority Area: Family Functioning

Goal: All families have the knowledge, skills, and resources to support their children's optimal development.

SUMMARY OF THE ISSUE

Child Trends will present findings from the Home Visiting Workforce Study and demonstrate a new supply and demand mapping tool designed to assist state and local home visiting agencies improve coordinated service delivery. The study supports priorities outlined in the First 5 California (F5CA) 2019 Strategic Plan. Products from the study are intended to guide legislative recommendations for how to improve the local, regional, and state infrastructure to support the workforce and increase quality and consistency of preparation, training, and supports.

BACKGROUND OF KEY ISSUES

Following the July 2019 Commission authorization for a home visiting workforce study, Child Trends was selected through competitive bid to carry out the work designed to understand the characteristics of California's home visitors and supervisors, implementation supports for staff, and program needs for workforce recruitment, development, and retention. Since this study began during the onset of the pandemic, data is being analyzed to understand how COVID-19 has impacted home visiting programs and staff. Child Trends released initial findings in December 2020 (See Attachment A. *Understanding the Needs of California's Home Visiting Workforce During COVID-19.*) Subsequently, Child Trends collected data through a survey of home visiting staff, which received responses from over 900 home visitors and supervisors across 48 counties and 54 home visiting models, and developed a home visiting supply and demand map.

The survey asked about:

- Workforce demographics
- Educational backgrounds
- Experience in the field

- Caseload characteristics, including demographics of families served
- Supports received by their programs
- Workforce pipeline, recruitment, and retention
- Well-being indicators
- The impact of COVID-19 on well-being, recruitment, retention, supports, caseload, and family needs

The supply and demand mapping tool is intended to inform policymakers and other stakeholders about the levels and types of home visiting services that are provided and needed across the state. The survey and map were developed in collaboration with members of the study's Core Advisory Group, which includes representatives from local First 5 county commissions and home visiting partners, California Departments of Public Health and Social Services, and state policy leaders.

This presentation will focus on key findings from the survey, which received responses from over 900 home visitors and supervisors across California, representing 57 counties and over two dozen home visiting models. Key findings will include an overview of who the California home visiting workforce is, how they are meeting the needs of families, how their work has changed due to the pandemic, and how well-being and program supports impact workforce retention. The presentation also will include a demonstration of the supply and demand mapping tool, which will consist of an overview of the tool's functionality as well as a closer look at how county, regional, and state level data can be generated and used.

SUMMARY OF PREVIOUS COMMISSION DISCUSSION AND ACTION

In August 2020, Child Trends presented findings from its study of how the home visiting workforce is adapting during COVID-19.

In July 2019, the Commission approved up to \$2 million over a two-year period for a contracted evaluator to conduct a study of the current home visiting workforce, project future workforce needs, and recommend policy and infrastructure investments to address the workforce gap.

In October 2019, the Commission approved up to \$24 million over a five-year period to coordinate across home visiting implementing agencies and embed home visiting into other child development and family support systems to serve more families.

ATTACHMENTS

A. Understanding the Needs of California's Home Visiting Workforce During COVID-19