

First 5 California Home Visiting Workforce Study

Presentation to the First 5 California Commission
January 28, 2021

Funded by:



Implemented by:





Overall study goal



Learn who is in the home visiting workforce, their current needs and successes, and how to support further development of the workforce as the state moves to a coordinated infrastructure



Provide data that can help the state of California make decisions about long-term home visiting policy planning and investments



Overview of study components

Study timeline: April 2020 – January 2022



Workforce landscape



HV supply and demand mapping



Workforce pipeline and preparation



Policy recommendations



Core Advisory Group Role

This study is supported by a Core Advisory Group (CAG)

The purpose of the CAG is to ensure the work is:

- Informed by other HV work underway (and anticipated) in the state
- Guided by thought leaders who can provide high-level guidance, so the end product effectively supports the state's policy development goals

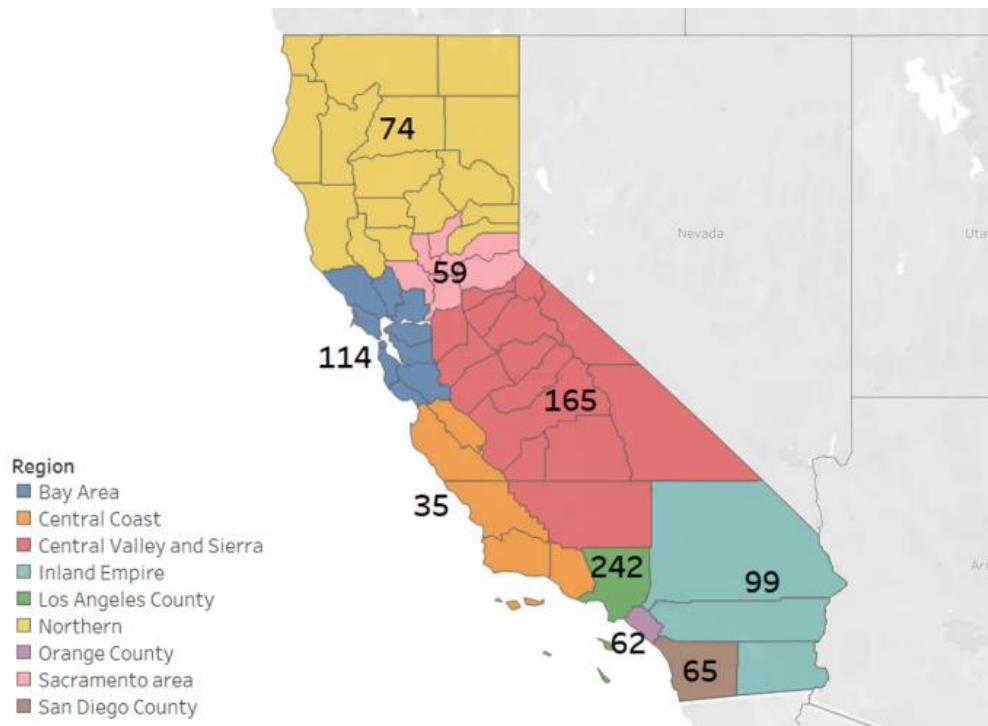
California Home Visiting Workforce Landscape

Survey Findings



Workforce landscape survey

- Responses from over 900 home visiting staff across the state
- Staff representing 48 counties and 54 home visiting models
- Counties were grouped into regions according to the Public Policy Institute of California; workforce survey respondents represented all nine PPIC regions
- Home visiting programs administered in CA include evidence based and home-grown models





Workforce characteristics

- A majority of home visiting staff identified as being of Hispanic, Latinx, or Spanish origin
- These demographics mirror the families on home visitor caseloads, as almost all home visitors reported that at least half of their families identified as Hispanic or Latinx

Race/Ethnicity	Overall	Home Visitor	Supervisor
Hispanic, Latinx, or Spanish origin	66%	68%	56%

Workforce characteristics

- The California home visiting workforce are new to the field of home visiting

Years in the home visiting field	Overall	Home Visitors	Supervisors
Less than one year	11%	13%	3%
1-2 years	25%	28%	11%
3-5 years	24%	24%	21%
6-10 years	18%	17%	22%
More than 10 years	22%	18%	43%

Staff educational attainment

- The most common fields of study among the home visiting workforce who attended technical school or college included child development, early childhood education, psychology, social work/social welfare, and nursing

Field of study in technical school or college	Overall	Home Visitor	Supervisor
Child development	33%	33%	32%
Early childhood education	21%	21%	18%
Psychology	16%	16%	21%
Social work/Social welfare	16%	15%	16%
Nursing	16%	16%	15%



Workforce mental health

Depressive symptoms	Overall	Home Visitors	Supervisors
Depressive symptoms score at or above 8	25%	28%	15%

Stressor	Overall	Home Visitor	Supervisor
Myself or my family members getting COVID-19	57%	57%	58%
Loss of social connections, social isolation	55%	56%	48%
Increased anxiety or depression	51%	53%	45%

Home visitors work is more challenging during the pandemic

Home visitor perceptions of their program currently, compared to pre-COVID	Home Visitors
My work is...	
<i>Much more/More challenging than before</i>	80%
<i>About the same</i>	14%
<i>Less/Much less challenging than before</i>	6%
My responsibilities are...	
<i>Much greater/Greater than before</i>	58%
<i>About the same</i>	38%
<i>Less/Much less than before</i>	4%

Home visitors feel satisfied with many aspects of their job

Current job satisfaction	Completely or Somewhat satisfied	Satisfaction compared to before COVID-19		
		More satisfied than before COVID-19	No change in level of satisfaction	Less satisfied than before COVID-19
How rewarding the work with families is	96%	14%	73%	13%
Relationships with coworkers	95%	10%	77%	14%
Job security	93%	14%	67%	19%

Factors for retention

Factors that predicted the likelihood of remaining in position

Programmatic supports

Has a say in program decisions

Received training on implementing virtual home visiting

Home visitor characteristics

3 or more years of experience in home visiting

Did not experience discrimination in the workplace

Satisfied with the amount of on-the-job stress

Salary



Implications

To strengthen the workforce and support retention:

- Address diversity of workforce educational backgrounds and training needs
- Increase supports for home visitors that will reduce depressive symptoms, on-the-job stress, and experiences of discrimination
- Create opportunities for home visitors to feel more empowered in programmatic decisions
- Ensure home visiting programs have supports in place for families' cultural needs, including collecting and providing data about the communities in which programs are operating so staff know what languages are being spoken

Future data collection

Additional research will be conducted in the coming months to:

- Further examine how the HV workforce in CA is recruited, trained, and supported long-term
- Understand perceived needs, barriers, and challenges related to staff obtaining mental health supports
- Determine whether and how staff would like to receive more mindfulness training and whether it benefits their work and mental health

Include families in data collection to gain their perspective on:

- Important qualities and skills of home visitors
- Need for additional support from home visitors
- Alignment on goals and communication with home visitors
- Opportunities for raising family voice in policy and programmatic decisions

California Home Visiting Supply and Demand

Mapping Tool Overview



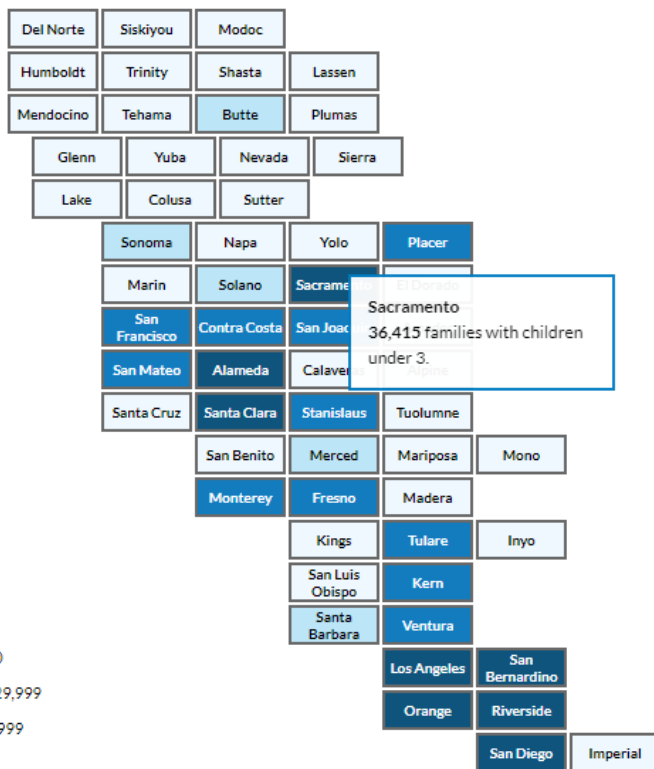
How can this tool be used?

- Inform home visiting policy and program decisions
- Support alignment of available resources even beyond home visiting
- Assist in the generation of county-level reports
- Support tracking outcomes of families over time

Who should use this mapping tool?

- State and local government agency administrators and analysts
- Community advocates and leaders
- Policymakers and advocacy organizations
- Service providers, and any agency or entity receiving funding from the government to provide services.
- University-based researchers

Home visiting demand indicators



Legend

- >= 30,000
- 10,000 - 29,999
- 5,000 - 9,999
- 0 - 2,500

Please select your target population below and click counties on the map to check number of families in need for your target population. Double click tiles to select more than one counties.

Focus Age Group

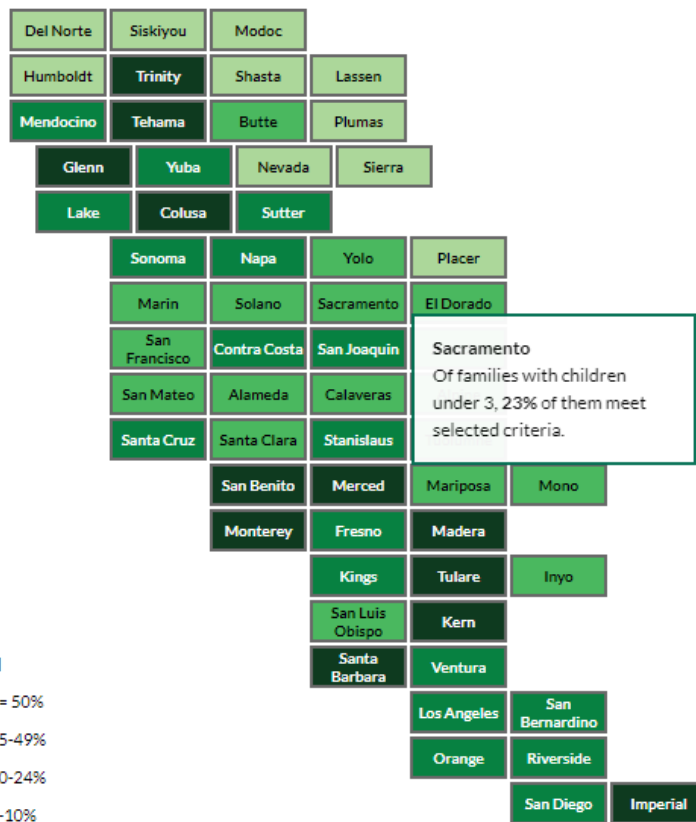
- Expectant parents
- Families with children under age 1
- Families with children under age 3
- Families with children under age 5

Program Eligibility

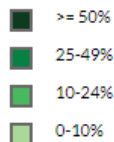
Families with **at least one** selected criteria:

- Adolescent parents
- Single parent families
- English speaking families
- Spanish speaking families
- Cantonese speaking families
- Tagalog speaking families
- Vietnamese speaking families
- Arabic speaking families

Family characteristics



Legend



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Home visiting supply information

X

Sacramento County

Program Eligibility	Number of Families in Need	Home visiting programs serving families with selected characteristics		Home visiting programs require selected characteristics for program eligibility	
		Number of Funded Slots	Number of Programs	Number of Funded Slots	Number of Programs
Spanish speaking families	8,252	1,266	16	40	2
Families with children under age 3 with at least one selected characteristics	8,252	1,266	16	40	2
Families with children under age 3	36,415	1,976	18	661	10

Notes

In Sacramento County, 8 models are evidence-based per HHS guidelines, 7 models are implemented in multiple communities, 2 models are home visiting-compatible with health focus, and one model is implemented in single community.

Number of families with children under age 3 consist of child(ren) and their residential parent(s), and there could be multiple families in a household (in that case those families are counted as separate families). Same-sex parents are also counted. If there is no parent in a family, head of the household and their spouse (e.g., grandparents) were counted as the parents. Data were from [1-year microdata \(2019\) from the Census Bureau](#).

Families speaking a certain language include those with at least one parent speaking this language at home. Data were from Census Bureau (see above for more details).

Thank you!

For any questions, please reach out to
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