

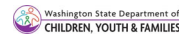
HVAC Workforce Subcommittee Breakout

02.15.24



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Group Warm Up: Three Mindful Breaths



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Workforce Subcommittee Agenda 02.15.24

1. HV Training Survey
 - Reviewing Purpose and Butler next steps
 - Discussion
 - Trainer Engagement
 - How are we defining cultural match?
2. Participant Parameters
 - Shared Meaning of Home Visiting
 - Who does this include?
 - How can we estimate reach and ways to collect contact information?
3. Subcommittee Next Steps
 - Membership
 - HVAC Workforce Recommendations

Notetaking: Emily Morgan



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HVSA Training Survey Development

- Butler Institute for Families contracted to develop Survey Instrument
- Four Threads of Work:
 - Engage committees, affinity groups or ad hoc focus groups as identified to inform development of initial training survey.
 - Develop Training Survey Instrument(s) that assesses current PD landscape and provides insight into inquiry topics for engaging home visiting workforce engagement.
 - Develop data collection plan for the survey (e.g., sampling, distribution, and follow-up administration).
 - Advise DCYF on survey use.
- Survey will be used to support HVAC Equity Centered Engagement, ready for implementation in July 2024.



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Butler Training Survey Development

Activity	Timeframe
1. Project planning	November-December 2023
2. Targeted pre-engagement feedback	December 2023-February 2024
3. Develop survey instrument	February-April 2024
4. Develop survey administration protocol	March-April 2024
5. Consult on survey use	June 2024

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Home Visiting Training Survey Discussion Question:

How do you think we should/should not, engage trainers in refining the training instrument?

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HVSA Training Survey Key Constructs:

- Demographic and Job Characteristics
- Views of Training Delivery Accessibility and Barriers
- Perceptions of Training Content
 - Relational Skills and Practices
 - Workforce Wellbeing and Training Supports
 - Home Visiting Logistics
 - Contract Performance/Requirements
 - Collaboration across Service Systems/Organizations
 - Open Ended Questions
- Questions for Supervisors and LIA Management
 - Organization Climate and Culture
 - Organization Policies and Procedures
 - Awareness, understanding, needed for training/support around requirements
 - Steps taken when staff can't access needed trainings.

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Home Visiting Training Survey Discussion Question:

How are we defining cultural match and what information do we want to collect?

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What is our Shared Understanding/How We Define Home Visiting?

Early childhood home visiting is a service delivery strategy that matches expectant parents and caregivers of young children with a designated support person—typically a trained nurse, social worker, or early childhood specialist—who guides them through the early stages of raising a family. Services are voluntary, may include caregiver coaching or connecting families to needed services, and are provided in the family's home or another location of the family's choice.

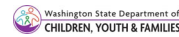
National Home Visiting Resource Center
<https://nhvrc.org/>



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- Who are we including in this survey?

How can we estimate reach and ways to collect contact information?



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Subcommittee Overview: Purpose and Functions

- Support accountability of HVAC members to engage in reciprocal communications and coordination of workforce development efforts across communities and home visiting systems in our state.
- Ensure equitable implementation practices for subcommittee initiatives.
- Advise HVAC on HVSA Workforce goals, planning and implementation.



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Today's Docs Shared Out:

- HVAC WF Subcommittee FEB 24 PDF
- WF Sub January Notes PDF



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Thank you!

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