

# Home Visiting Rate Setting

Home Visiting PC+ Rate Setting Meeting #2  
September 20<sup>th</sup>, 2023

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*Note: We will be recording today's meeting for posting and notetaking.*


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Washington State Department of  
**CHILDREN, YOUTH & FAMILIES**

# Session Objectives

- DCYF provides definitions of personnel standards
- DCYF reviews options for personnel standards, possible SOC Codes and implications on rates
- Participants reflect on options and provide input
- Next Meeting Agenda
  - Service Standards Discussion #1
  - More Reflections on Personnel Standards?



Some Listening;  
some reflecting  
and sharing! 😊

# Rates Planning Framework

## Cost Factors/Buckets to Build the Rate

- Personnel Standards
- Service Delivery Standards/  
Workload Standards
- Quality and Training
- Overhead and Operational Costs

# Approach to Equity

- Are we ensuring that the rate process does not further marginalize communities of color?
- Are we ensuring that BIPOC led/owned community agencies are not negatively impacted by the rate process? How will we know?
- Are we ensuring that rural communities and the agencies that serve them are not being disproportionately being impacted by the rates process?



# Issues for More Discussion (Parking Lot)

*To be addressed within the most relevant of the 4 cost buckets*

- Competitive salaries for working in King County
- Travel time (not just distance)
- Year-round funding



# Personnel Standards

- Personnel Standards will be identified for all required positions in the contract:
  - Home Visitor (Early Learning Specialist)
  - Supervisor
- While other staff may be necessary to complete work in the contract, we will **not** be identifying Standard Occupational Classifications (SOC) codes for these staff. Based on the work required in the contract, costs will be assigned in the service standards review. For example:
  - Program managers/directors
  - Data managers
  - Administrative Assistants/Support Staff



# Personnel Standards

- Personnel Standards include the following:
  - Education,
  - Experience (work experience, lived experience)
  - Special Certification, and
  - Relevance to other DCYF Services
- Personnel Standards will guide identification of the SOC Code
  - SOC Codes have salary ranges
  - As the experience/education increases (and the job expectations increase), the position moves up on the SOC scale
  - DCYF utilizes the **median** of the identified salary range

SOC Code Reference:  
[ESDWAGOV - Occupations \(OEWS\)](#)

# Personnel Standards

*The ParentChild+ model has set the following standards for recruiting Early Learning Specialists:*

- Former parent participants
- From the community to be served (demographic, linguistic, cultural match)
- Skills in working with families





# How DCYF Uses SOC Code

- Objective – finding Occupation codes that reflect the work
- These all fall into the overarching category of Community and Social Service Specialist 21-1000
- The difference more often represented regional variations in pay rather than difference in the work force.
- DCYF uses the wage data from the overarching group for rate setting.

SOC	Occupation
21-1012	Educational, Guidance, and Career Counselors and Advisors
21-1013	Marriage and Family Therapists
21-1015	Rehabilitation Counselors
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
21-1019	Counselors, All Other
21-1021	Child, Family, and School Social Workers
21-1022	Healthcare Social Workers
21-1023	Mental Health and Substance Abuse Social Workers
21-1029	Social Workers, All Other
21-1091	Health Education Specialists
21-1092	Probation Officers and Correctional Treatment Specialists
21-1093	Social and Human Service Assistants
21-1094	Community Health Workers
21-1099	Community and Social Service Specialists, All Other

Data for Counselors, Social Workers, and Other Community and Social Service Specialists 21-1000



# Personnel Standards → SOC Code

Within an SOC, the next objective is to define the level of experience needed.

	<b>Community and Social Service Occupations (21-1000) - Annual Wages</b>			
<b>DCYF Service Framing</b>	Peer Support	Paraprofessional	Skills Based Teaching	Clinical*
<b>Education</b>	H.S.	A.A.	BA	Masters
<b>Types of Experience</b>		2 years of service delivery	4 years of service delivery	6 years of service delivery
<b>ESD Researched groups</b>	10%	25%	50%	75%

\* *Counseling services must meet RCW 18.225*

# Questions for Programs – ELS Standards

*The ParentChild+ model has set the following standards for recruiting Early Learning Specialists:*

- Former parent participants
- From the community to be served (demographic, linguistic, cultural match)
- Skills in working with families

***What are YOUR minimum requirements for hiring Early Learning Specialists?***

***What qualifications are most desirable for your Early Learning Specialists? How often are you able to find and hire individuals who meet these qualifications?***

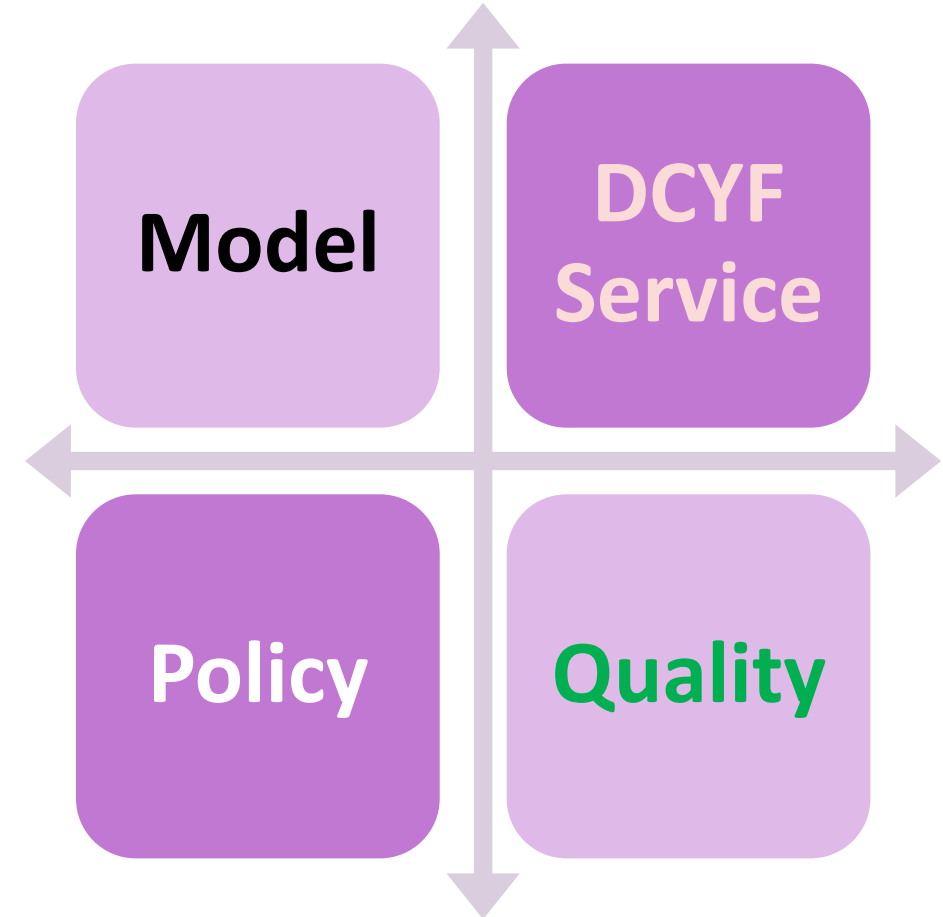
***What are the standards you believe are needed for the highest quality program?***



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# Next Steps

## Oct. 9<sup>th</sup> 9:00 am: Service Delivery/Workload Standards

- Interpreting Model Expectations as the primary drivers
- Understanding contract requirements beyond the fidelity essential requirements to influence workload

## Future Meetings

- Quality and Training Expectations - Nov. 3<sup>rd</sup> 1 pm
- Overhead and Operational Costs – Nov. 20<sup>th</sup> 2:30 pm
- Closing Meeting – Dec. 7<sup>th</sup> 2 pm



# List of Potential Survey Topics

## Staffing

- How many years of work experience do your current ELS have?
- What education do your current ELS have?
- How many years of work experience do your current Coordinators have?
- What education do your current Coordinators have?
- How do you assess if your ELS candidates have the right demographic, linguistic, and cultural background to serve your families?



# Check-In/Reflections

*Please chat in*

- *1-2 takeaways from today's meeting?*
- *How can our meetings improve for you?*



THANK YOU!!

