

Introduction and Methods

The Region X Home Visiting Workforce study collected data from 629 home visiting professionals in the Health Resources and Services Administration’s (HRSA) Region X, which includes Alaska, Idaho, Oregon, and Washington. Researchers recruited participants from 147 home visiting organizations in the region that used an evidence-based home visiting model approved by Maternal, Infant, and Early Childhood Home Visiting grantees (MIECHV) (see <http://homvee.acf.hhs.gov> for a complete list) or work for an organization that used “promising practices” or evidence-informed models as defined by criteria determined by the states comprising Region X.

The survey focused on identifying current strengths, gaps, and unmet needs in the home visiting workforce and asked questions about respondents’ personal characteristics, education background, the nature of their work, the quality of their work environment, and their health and well-being. We invited survey respondents who left their jobs within six months following completion of the survey to complete a short exit survey. Researchers also conducted telephone interviews with 20 respondents to the initial survey.

Demographic Snapshot of the Region X Workforce



SAMPLE

WORKFORCE SURVEY

468 home visitors, 161 home visiting supervisors (29% of whom carry a caseload)

EXIT SURVEY

21 home visitors

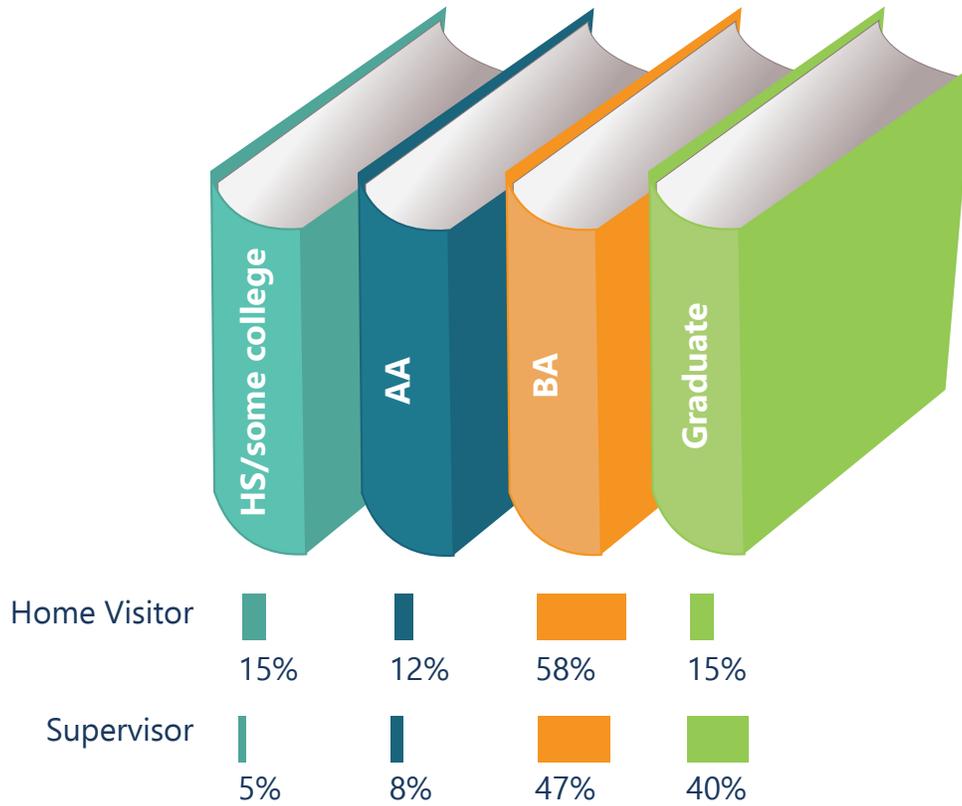
INTERVIEWS

14 home visitors, 6 supervisors

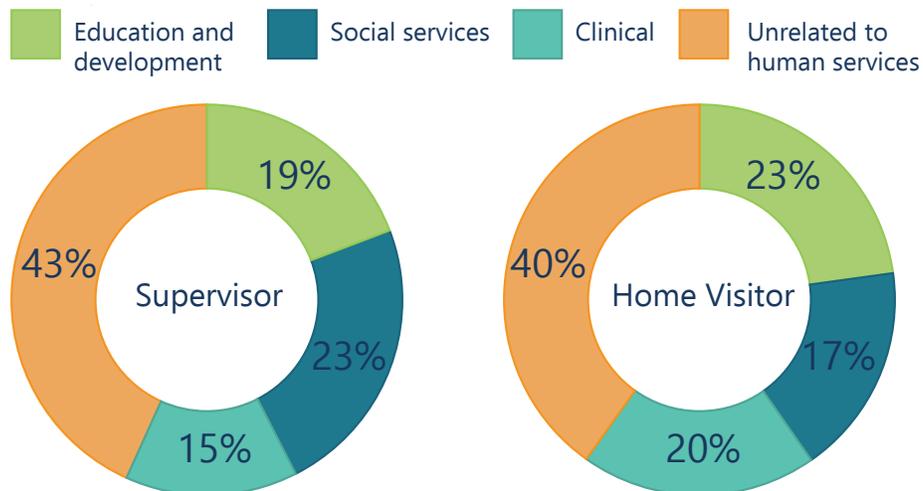
	Home Visitor	Supervisor
Average age	41	46
Age 50+	24%	41%
Primary language other than English	15%	9%
	(Spanish is most common)	
People of color	38%	22%

Workforce Education and Experience

DEGREE ATTAINMENT



DEGREE CONTENT



62% of home visitors come to their jobs from other areas of the early childhood sector, averaging about **3.6 years in early childhood**.

Home visitors average **more than 10 years** working with young children or their families.

33.3% have been in the home visiting sector **less than 2 years**.

Supervisors average about **7.9 years in other areas** before moving to home visiting.

11.4% have no experience as a home visitor prior to becoming supervisor.

88.6% have about **8.3 years as a home visitor** prior to becoming a supervisor.

Home Visiting Models

18 home visiting models are used across Region X, primarily Early Head Start (23%), Nurse Family Partnership (20%), and Parents as Teachers (37%).

MODEL	REGION X
Babies First	3.3%
CaCoon	2.5%
Early Head Start: Home Visiting	23.2%
Growing Great Kids	3.7%
Healthy Families America	15.9%
Infant Learning Programs*	7.2%
Nurse Family Partnership	19.7%
Parent-Child Home Program	7.3%
Parents as Teachers	37.4%
Play and Learning Strategies	4.3%
Other models**	9.4%

Case Loads & Family Characteristics

AVERAGE CASELOADS



Although home visitors scored relatively high in most areas of perceived knowledge, some of the lowest scores were in working with families with special needs.

FAMILY CHARACTERISTIC	REGION X
Low income	68.5%
Family health/mental health challenge	33.0%
Child with special needs	20.7%
Domestic violence	20.4%
Substance abuse	14.7%
Child welfare involvement	10.9%
Refugee status	3.5%

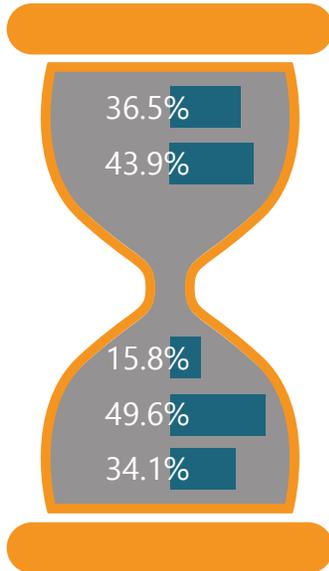
68% share a common language

46% share cultural traits

TIME SPENT WITH FAMILIES

SUPERVISORS

- Less than 60 minutes
- 60-74 minutes
- 75 or more minutes



HOME VISITORS

- Less than 60 minutes
- 60-74 minutes
- 75 or more minutes

Research has shown that families were more engaged in home visiting when programs matched a greater proportion of home visitors to families in terms of sociodemographic characteristics, including race or ethnicity.

FAMILY GEOGRAPHIC LOCATION	REGION X n=585
Urban	37.6%
Suburban	21.8%
Rural	16.6%
Remote	1.4%

Job Structure



Home Visitors



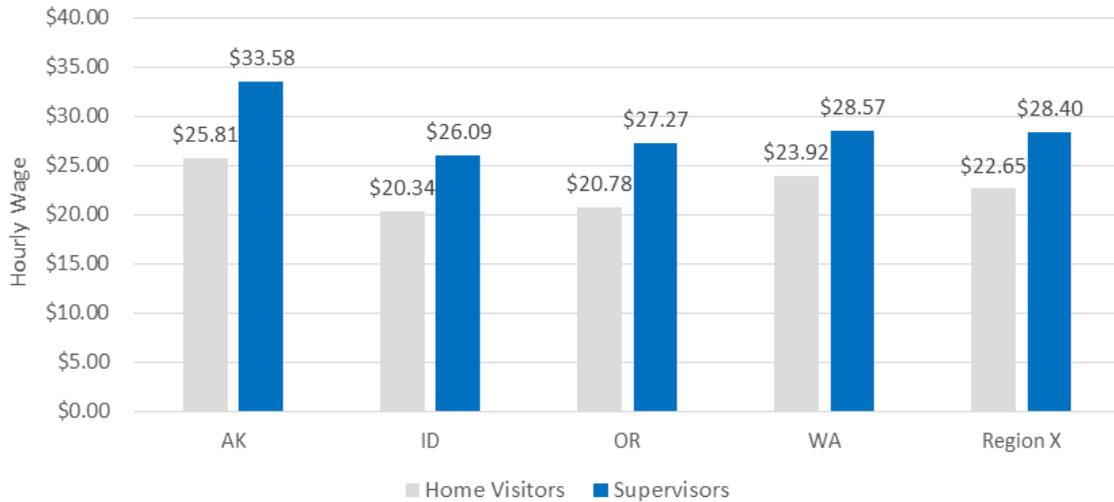
Supervisors



73% of supervisors and 70% of home visitors report being paid for a regular 40 hour work week.

32.0% of home visitors and 52.9% of supervisors report working longer hours than their paid hours suggest.

Compensation and Benefits



TIME SINCE LAST WAGE INCREASE

Region X
n=613

Less than one year | **59%**

1+years | **28%**

No wage increase | **13%**



On average, home visitors and supervisors are offered 9 benefits; 90% receive health insurance, dental insurance, and paid time off.

The least common benefit is tuition reimbursement.