

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.

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

Reflective Supervision

My supervisor and I...

Have a trusting relationship | **78.9%**
Have a consistent supervision schedule | **75.4%**

My supervisor...

Improves my ability to be reflective | **66.2%**
Helps me explore cultural considerations | **62.5%**

Most home visitors and supervisors agree or strongly agree that they:

- Work together to find new and better ways to meet the needs of families
- Take time together to reflect about the work
- Feel comfortable seeking support from colleagues

OVERALL LEARNING CULTURE SCALE



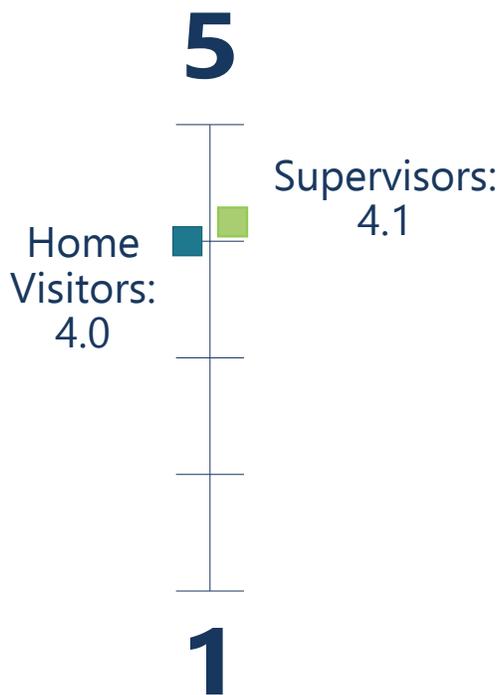
Safety

On average, home visitors and supervisors agree that their agency:

- Prepares them to keep safe during a home visit
- Recognizes the importance of personal safety during home visits

OVERALL SAFETY SCALE

1=strongly disagree; 5=strongly agree



Clarity of job role was rated higher by home visitors than supervisors

Home visitors and supervisors expressed that their job responsibilities generally align with their levels of authority and personal judgment

PERCEPTIONS OF PSYCHOLOGICAL CLIMATE



Turnover and Retention

Top Reasons for leaving were “Personal” and “Unrelated to home visiting work”



REASONS FOR LEAVING:

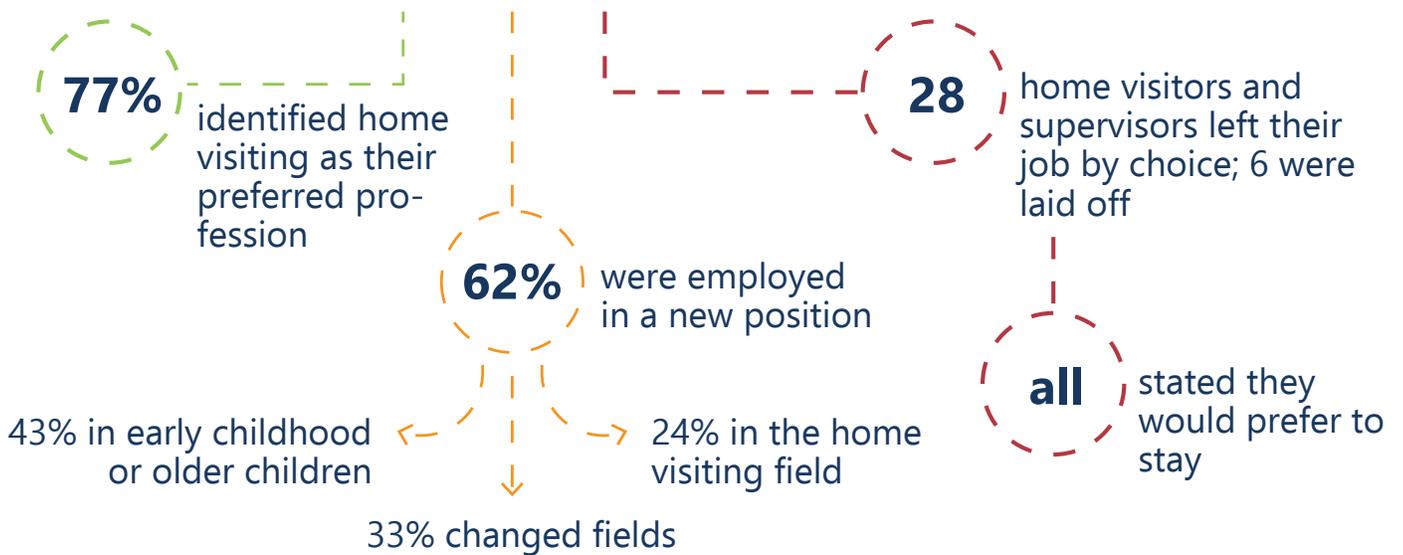
HOME VISITORS

- Drain of travel and families
- Lack of promotion opportunities

SUPERVISORS

- Unsupportive environments
- Feeling ineffective
- Turnover of home visiting staff

During the 6 months of the study, 27 home visitors and 7 supervisors participated in an exit survey



Of those re-employed, higher pay and less paperwork were stated benefits of new employment.

Intentions of Home Visitors and Supervisors in Region X

The #1 reason home visitors and supervisors want to stay is to help children and families.

Those who left would have stayed for **higher pay, more supportive leadership, & better communication.**



12% plan to leave within the next 2 years



COMMON REASONS FOR LEAVING:

- Lack of promotion opportunities
- Excessive paperwork
- Inadequate leadership
- Low pay

HOME VISITORS
intending to stay

87.2%

SUPERVISORS
intending to stay

91.2%