

First 5 California Home Visiting Workforce Study

Presentation to the First 5 California Commission
August 19, 2020

Funded by

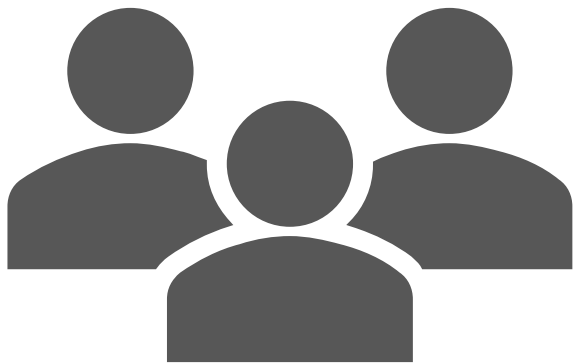


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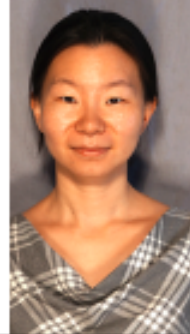


F5CA Home Visiting Workforce Study Project Team

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Overall Study Goal

Learn who is in the HV workforce, what are their current needs and successes, what will support further development of the workforce as the state moves to a coordinated workforce infrastructure

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



Overview of Project Components

Study timeline: April 2020 – July 2021

- HV workforce scan
- HV competencies scan
- HV supply and demand mapping
- 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

F5CA Home Visiting Workforce Study – The Year Ahead					
Key activities	Apr-Jun 2020	Jul-Sept 2020	Oct-Dec 2020	Jan-Mar 2021	Apr-Jun 2021
Ongoing input from CAG meetings					
Initial input and collaboration with CDPH and CDSS					
Data collection in response to Covid – interviews and family survey					
Full workforce scan – full survey					
Home visiting demand mapping – interactive map developed					
Preliminary workforce scan data summary					
Full workforce scan report					
Home visiting supply mapping – interactive map; data collected in full workforce scan					
Higher education scan – final methods TBD					
Policy recommendations					
Presentations to the F5CA Commission					
External presentations – Home visiting summit					



Data collection in response to COVID

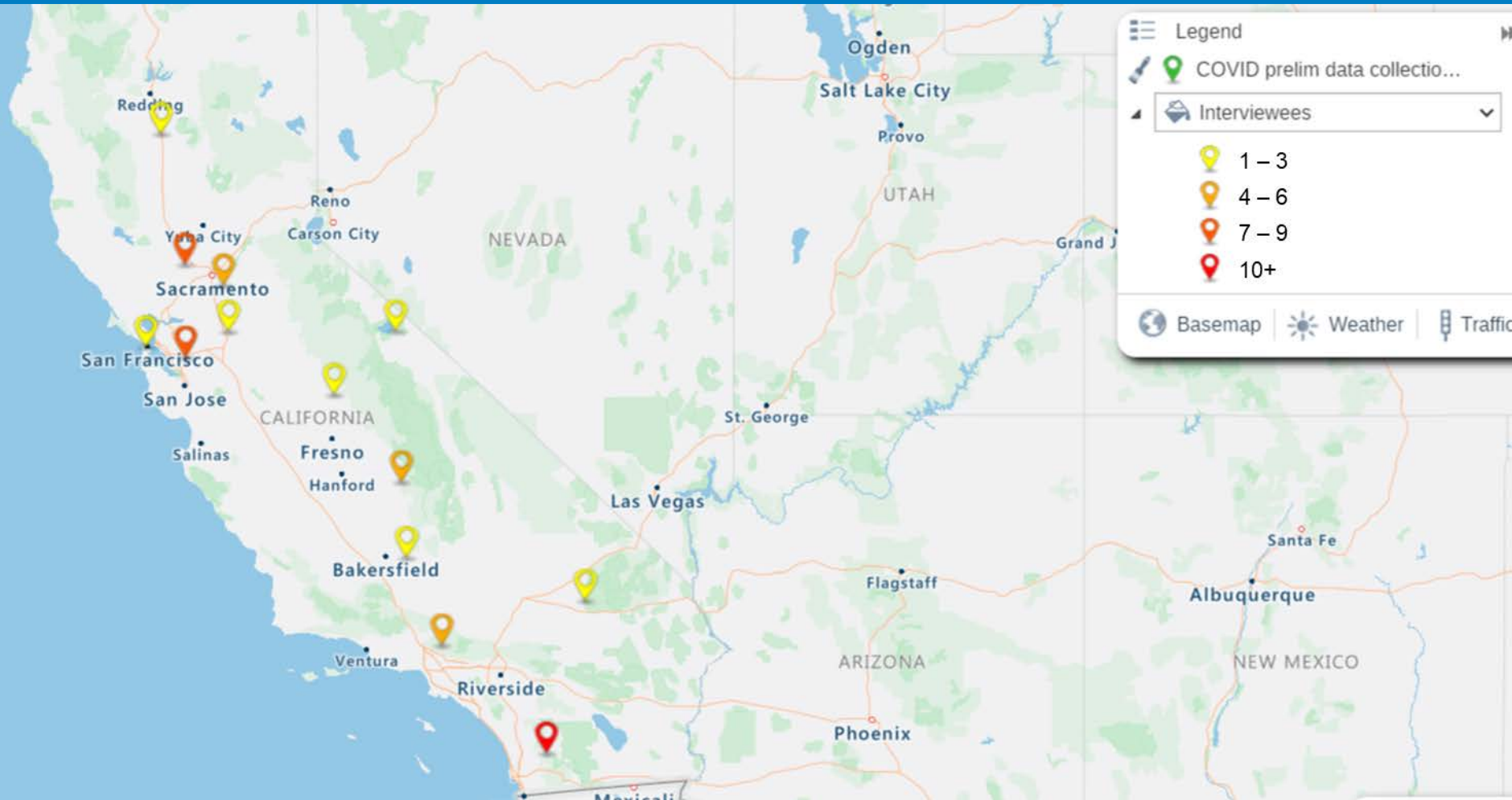


COVID Interviews

F5CA Interview Fast Facts

Total programs participating	24
Total programs approached	41
No responses	10
Programs declined	5
Ineligible	2
Total counties participating	<i>9 Metro + 4 Rural = 13</i>
Interviews completed	62
Program Managers Interviewed	25
Home Visitors Interviewed	37

Interview Respondents by County





COVID Family Survey

F5CA Family Survey Fast Facts

Surveys completed	46
English	41
Spanish	5



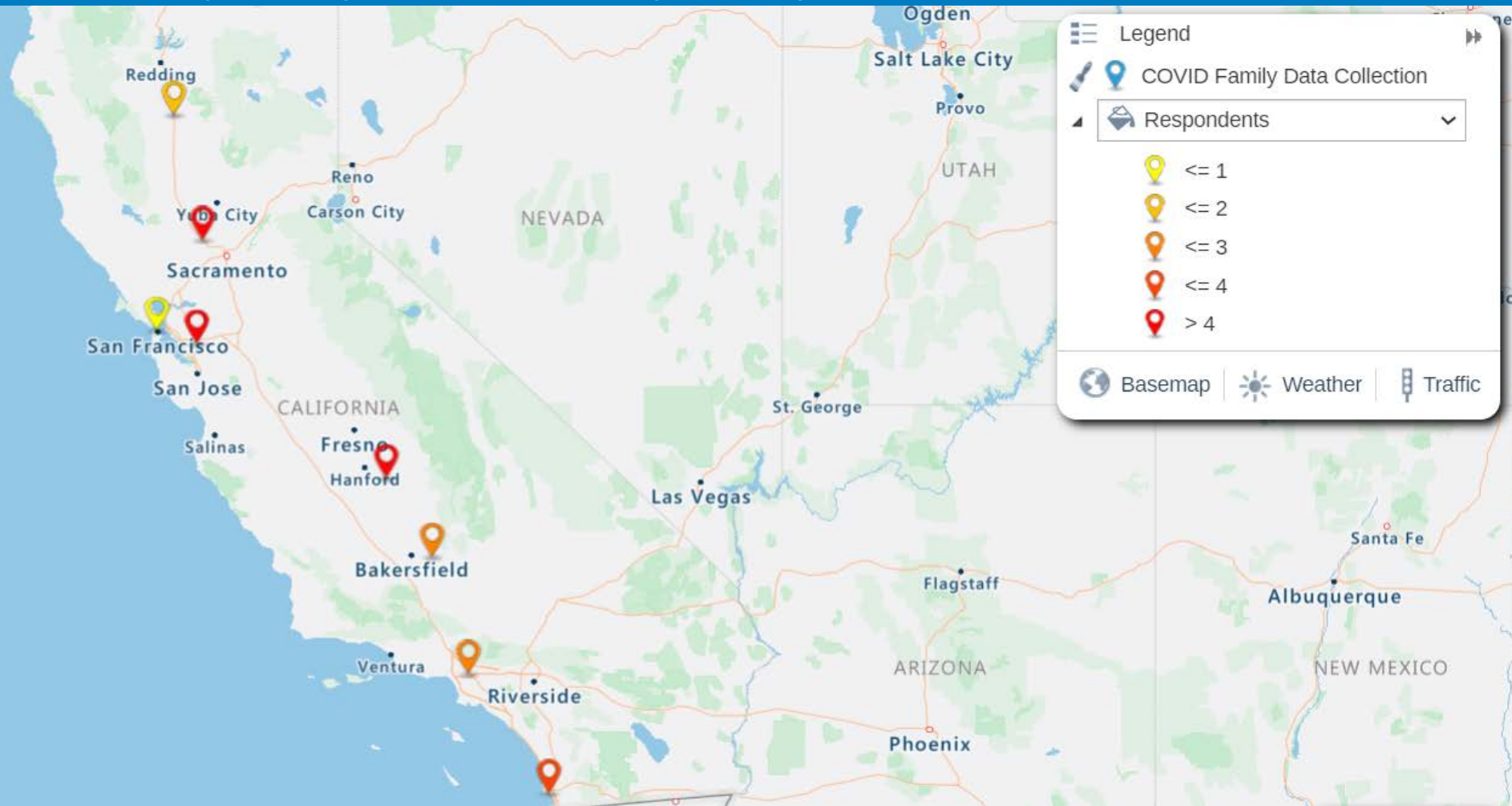
COVID Family Survey

Survey Respondent Characteristics

Age		Length of time in program	
Under 18	3%	Under 6 months	33%
18-21	11%	7-12 months	13%
22-30	43%	Over one year	54%
Over 30	43%		

N = 46

Family Survey Respondents by County



Preliminary Analysis Findings

Home Visitor Interviews and
Family Survey

Key takeaways: feelings about virtual home visits

- Overall the transition to virtual home visits has gone well
- While families and home visitors know there are limitations to virtual visits, they find value in the virtual option
- All home visitors reported that they would like some component of virtual visits to continue after the pandemic
- Looking ahead, families have some concerns around returning to in-home visits

Home visitors: alternative Services in place of in-home visits

Alternate Services in Place of Home Visits		
	N	%
Phone calls/texting	12	100%
Video calls (Zoom, FaceTime, WebEx, etc.)	10	83%
Drop-off services (diapers, formula, food, etc.)	9	75%

Source: Home visitor interviews (n = 12)

Home visitors: overall impression of virtual home visits

Overall Impression of Virtual Home Visits		
	N	%
Positive	11	92%
Negative	1	8%
Total	12	100%

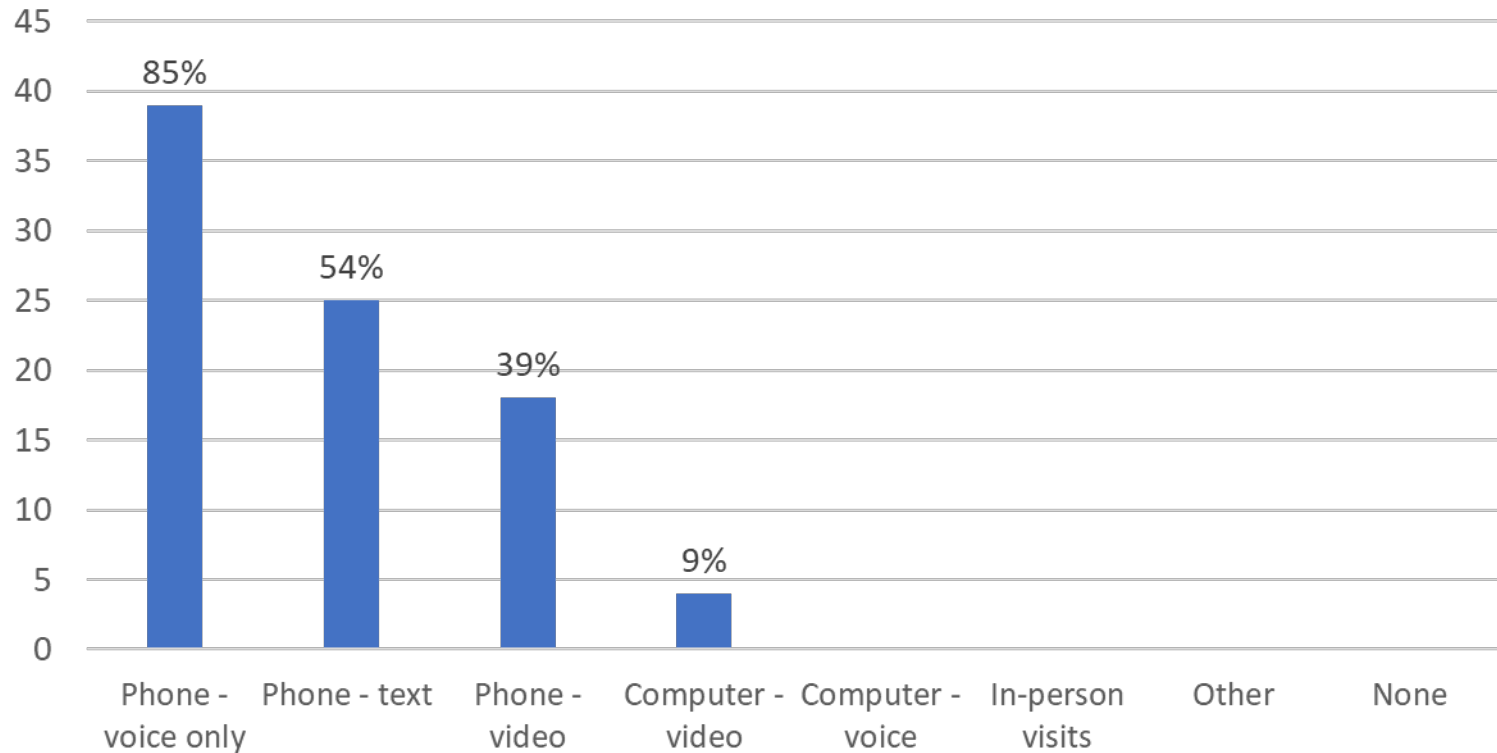
Source: Home visitor interviews (n = 12)

Home visitors: future of virtual home visiting

Future of Virtual Home Visiting		
	N	%
VHV should not be continued in any capacity	0	0%
VHV should be continued	11	100%
<i>As an option for some families</i>	8	73%
<i>As an option for some types of work</i>	8	73%
Total	11	100%

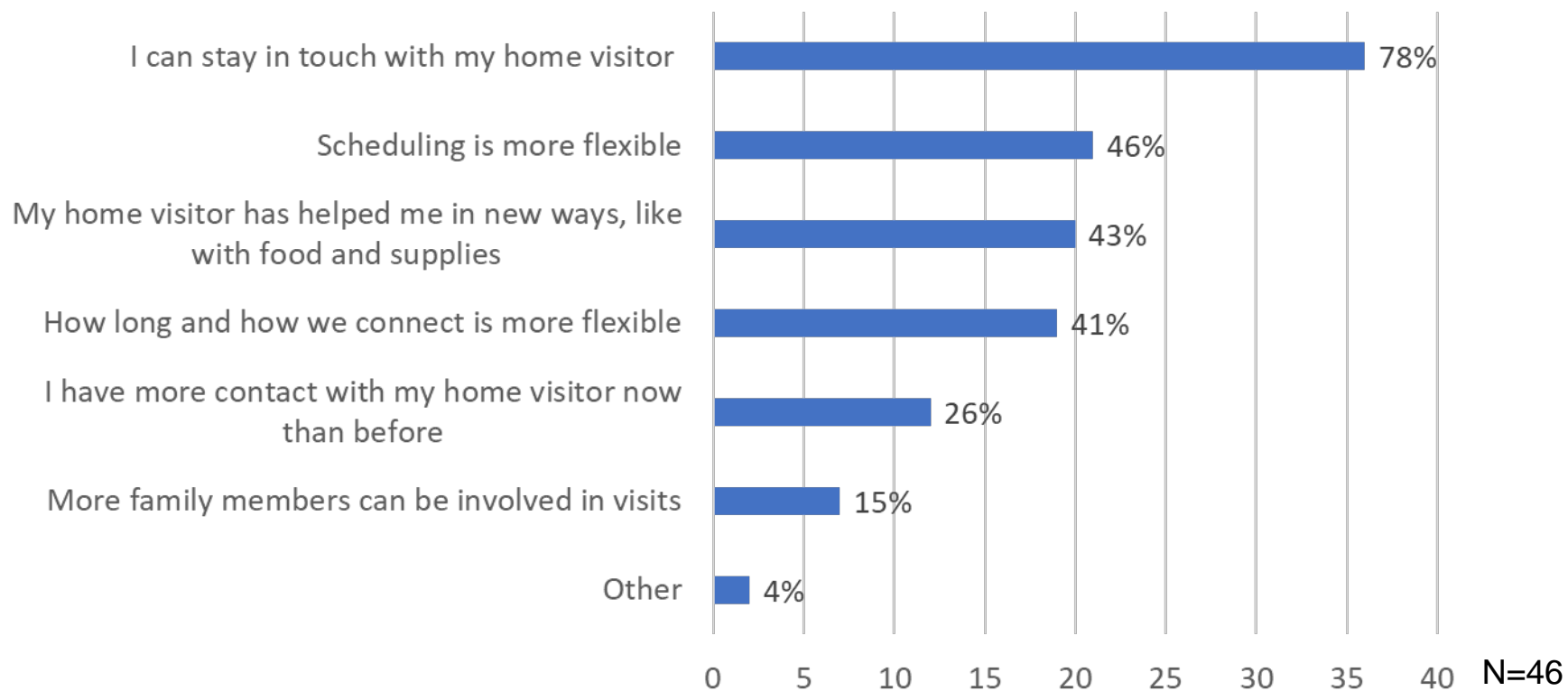
Source: Home visitor interviews (n = 11*)

Families: *What kind of contact are you having with your home visitor?*

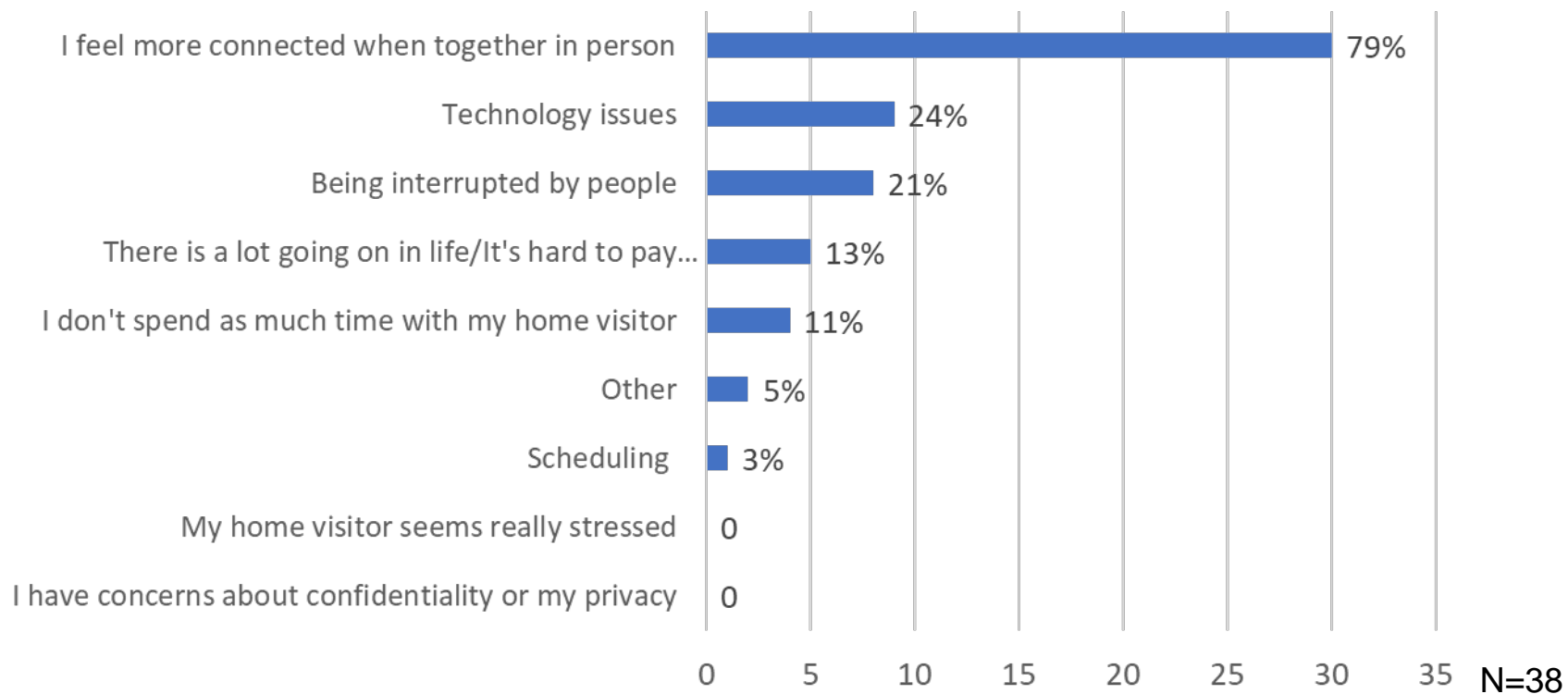


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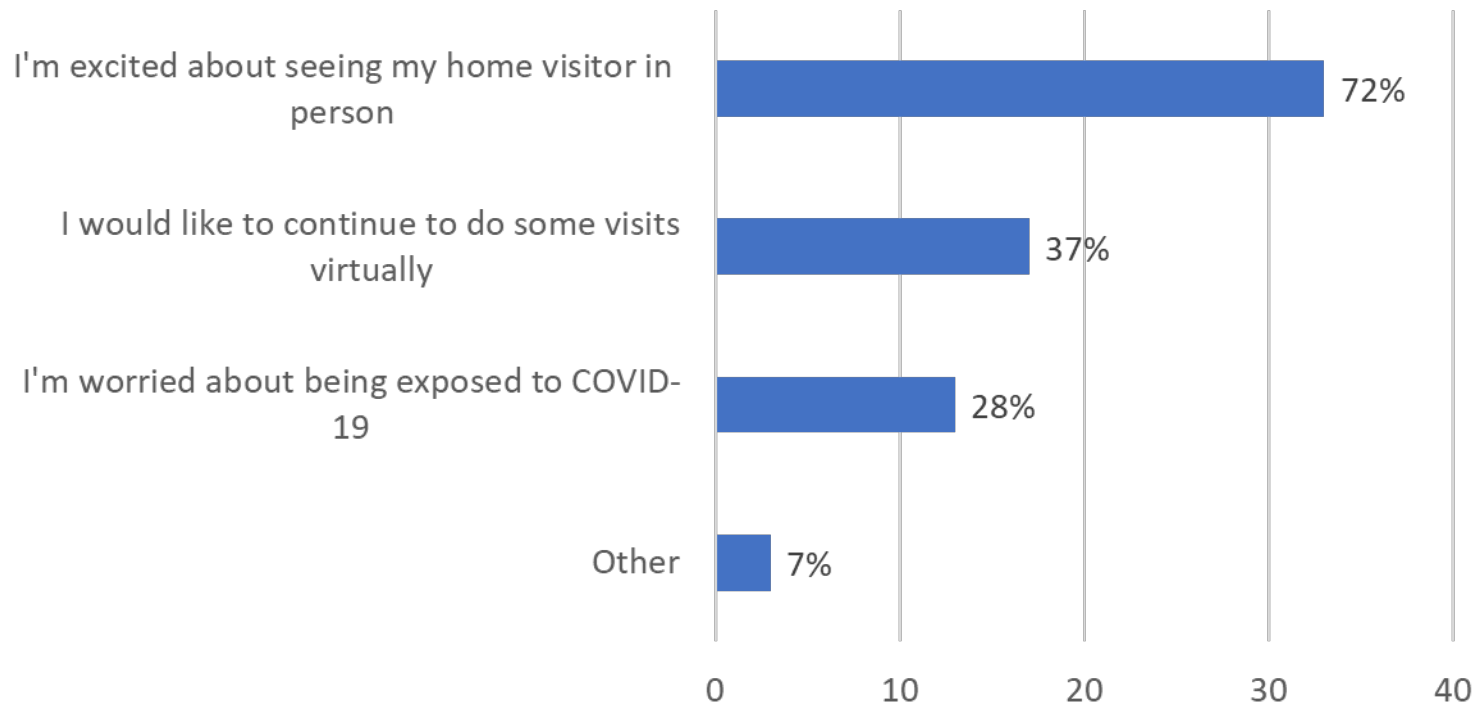
Families: *What do you like about virtual home visits?*



Families: *What don't you like or what has been hard about virtual home visits?*



Families: *Looking to the future to a time when visits may be in-home again, how do you feel about going back to in-home visits?*



Key takeaways: meeting family needs

- All home visitors reported that families' needs have changed as a result of COVID; home visitors now help families apply for assistance and access supplies (e.g., food, diapers)
- Many home visitors reported successes in building rapport with families and supporting their social emotional needs
- Many families reported that home visitors helped them with parenting support and accessing services and supplies

Home visitors: changing needs of families

Needs of Families		
	N	%
Family needs during COVID are not different	0	0%
Family needs during COVID are different (specified below)	12	100%
<i>Referrals to and support with applying for assistance programs</i>	6	50%
<i>Emotional support</i>	5	42%
<i>Access to necessities</i>	4	33%
<i>At-home teaching supports for children</i>	2	17%
Total	12	100%

Source: Home visitor interviews (n = 12)

Home visitors: successes working with families virtually

Successes of Virtual Home Visits		
	N	%
Families		
Emotional support and connection	10	83%
Flexibility	10	83%
Engagement	9	75%

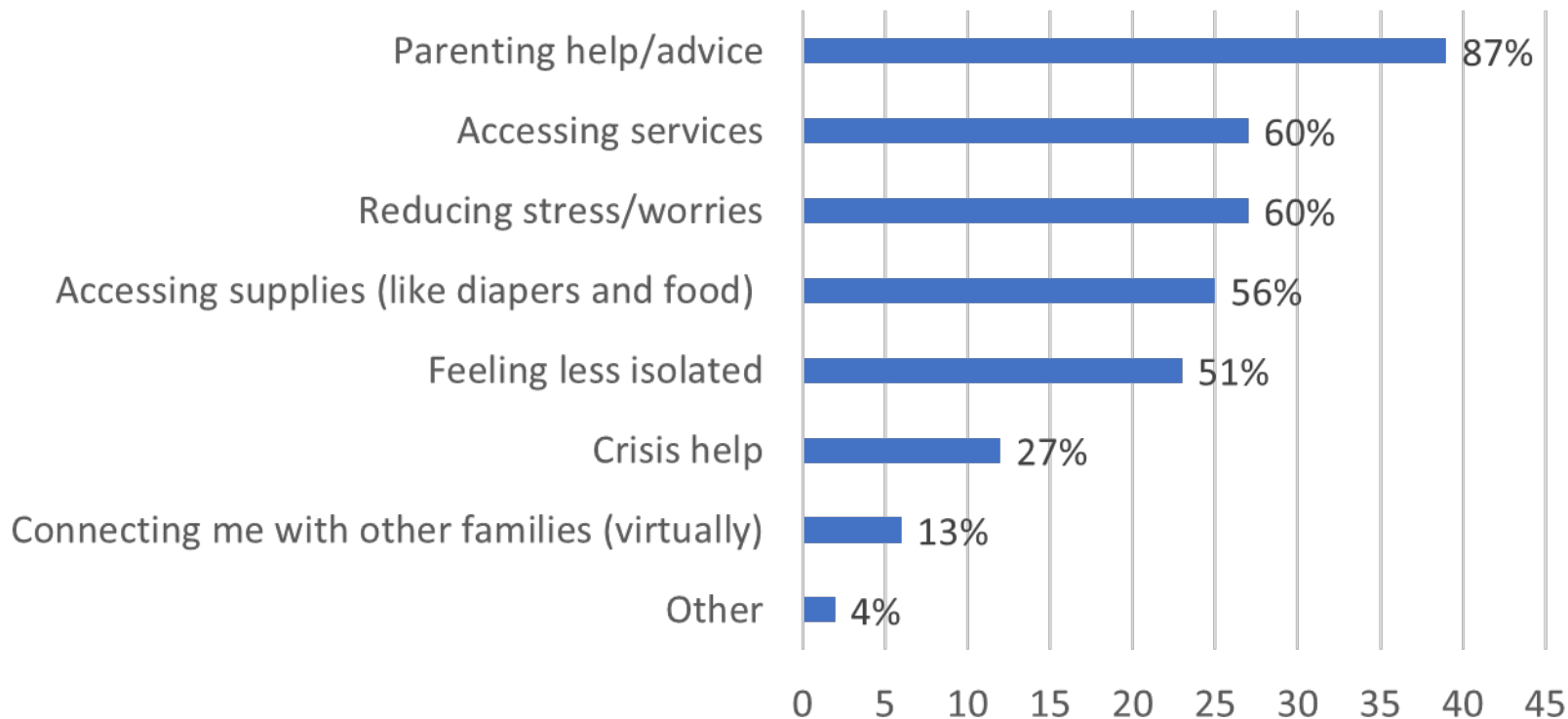
Source: Home visitor interviews (n = 12)

Home visitors: successes working with families virtually

Successes of Virtual Home Visits		
	N	%
HV Staff		
Building rapport with families	8	67%
Innovative solutions for family engagement	7	58%
Increased frequency of communication	5	42%
Efficiency of visits	4	33%
Other successes	3	25%

Source: Home visitor interviews (n = 12)

Families: *Since COVID-19 started, what did the home visitor help with?*



Key takeaways: support for home visitors

- Almost all home visitors reported receiving some type of training for providing virtual home visits
- Almost all home visitors reported feeling well supported in terms of technology to conduct virtual visits and receiving guidance from supervisors
- Some home visitors reported concerns around their level of stress and issues related to work-life balance/juggling multiple responsibilities

Implementation supports for virtual home visits: training

Trainings		
	N	%
Home visitor did not participate in trainings	2	17%
Home visitor participated in trainings (training topics specified below)	10	83%
<i>Virtual home visiting</i>	10	100%
<i>Training on implementing specific model or curriculum with fidelity</i>	3	30%
<i>Work from home</i>	1	10%
<i>Privacy/confidentiality</i>	1	10%
Total	12	100%

Source: Home visitor interviews (n = 12)

Challenges HV staff have experienced

Challenges to Virtual Home Visits		
	N	%
HV Staff		
Cannot "see" families or the home environment	10	83%
Screening, assessments, referrals	9	75%
Juggling multiple responsibilities (e.g. child care)	7	58%
Stressed/Overwhelmed	6	50%
Setting boundaries/work-life balance	6	50%
More difficult to reach or schedule visits with families	6	50%
Workload/Schedule	5	42%
Privacy/confidentiality	4	33%
Other challenges	7	58%

Source:
Home visitor
interviews
(n = 12)

Thank you!

For any questions please reach out to
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