

First 5 California Home Visiting Workforce Study

Conducted by Child Trends in partnership with Harder+Company and Advent Consulting
Funded by First 5 California (F5CA)

California's home visiting programs are administered by the Department of Public Health (DPH), the Department of Social Services (DSS), and individual First 5 county commissions.

Who is conducting this study?

With funding from F5CA, [Child Trends](http://www.childtrends.org) (www.childtrends.org), a non-profit, non-partisan research organization, is leading this study with data collection support from [Harder+Company](http://harderco.com) (harderco.com) and [Advent Consulting](http://advent-ca.org) (advent-ca.org), two research and evaluation companies located in California. Child Trends and these study partners will work together to ensure data collection tools and methods are meaningful and appropriate for California's diverse home visiting programs and workforce.

What is the purpose of the study?

The Home Visiting Workforce study aims to inform policy recommendations for California that support the state's efforts to build a coordinated infrastructure to prepare, support, and retain a well-qualified home visiting workforce. To accomplish this work, the study team will engage in the following data collection activities:

- Conduct a scan of the current home visiting workforce that describes who home visitors and supervisors are (including demographic and well-being factors), their roles, as well as any organizational structures that support their work and retention efforts
- Conduct a scan of the higher education system to identify what it is currently doing, as well as its potential to support training and development of the home visiting workforce
- Map home visiting supply and demand across the state to identify any gaps in home visiting services

The study includes a preliminary data collection period to learn about the impact of COVID-19 on home visiting and home visitors. This data collection effort will gather information relevant to whether and how local programs are using virtual visits, understand the implementation supports needed for both home visitors and families, and gain knowledge about the COVID-19-related challenges and stressors impacting home visiting staff and their families.

How is this study different than other Home Visiting studies taking place in California?

The Home Visiting Workforce study is focused on California's home visiting infrastructure and will provide findings about:

- The types of available support, training, and other professional development for home visiting staff, as well as any promising practices for retaining and supporting the work force
- Home visiting model developers' current competency and training expectations, and the higher education system's approach to prepare home visitors through degree programs and other training models
- Gaps in the supply of California's home visiting workforce compared to demand for home visiting services across the state

This study will *not* provide findings about:

- The extent to which home visiting programs have resulted in intended outcomes for children and families
- Home visiting participant perceptions of their home visiting program's overall effectiveness and long-term benefits

Why should California state and county agencies be involved?

State and local agencies across California are currently engaging in work to support and expand home visiting. The Home Visiting Workforce study will align research questions, data collection activities, and products to build on and effectively support this concurrent work. Ongoing communication and input from DSS, DPH, and F5CA's stakeholders will ensure that this study supports related work going on across the state, including professional development, policy and research, and ensuring that policy recommendations emerging from this work will contribute to a cohesive home visiting workforce development infrastructure.

What are California state and county agencies being asked to do?

At this time, representatives from state and county agencies will be asked to provide input on study plans and products. Much of this work will take place in the form of an advisory committee, though smaller groups may be formed over time based on specific research questions or study activities. Members of the study team will reach out to key contacts at these agencies to begin engagement as an advisory committee member.

What is the timeline?

Initial data collection for the workforce scan is planned to take place from June through August 2020. State and county agency engagement began in April to support the development of long-term data collection plans, as well as plans that are appropriate for and responsive to the current COVID-19 crisis.

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