March 2021

Findings from the First 5 California Home Visiting Workforce Study

# Appendix C. Results Highlighted in the Report

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# Appendix C. Results Highlighted in the Report

All data are presented as percentages unless otherwise noted. Blank cells indicate where data were suppressed due to fewer than five responses to any given question.

## Home visiting workforce demographics

### Table 1. Licenses and certifications held by the workforce (N = 906)

| Licenses and certifications | Overall | Home Visitor | Supervisor |
|---|---|---|---|
| Certified Lactation Educator | 18 | 17 | 25 |
| California Child Development Permit | 17 | 15 | 24 |
| Registered Nurse (RN) | 15 | 15 | 15 |
| Certified Parenting Educator | 12 | 12 | 10 |
| Preschool Child Development Associate (CDA) | 6 | 7 | 3 |
| Infant/Toddler Child Development Associate (CDA) | 5 | 6 | 1 |
| Certified Nursing Assistant (CNA) | 4 | 4 | 3 |
| Other state teaching certification (e.g., early childhood, K-12) | 3 | 3 | 5 |
| Home Visitor Child Development Associate (CDA) | 3 | 3 | 2 |
| California State Teaching Credential | 2 | 2 | 3 |
| Certified Lactation Consultant (IBCLC) | 2 | 2 | 3 |
| California Licensed Clinical Social Worker (LCSW) | 1 | 1 | 1 |
| California Associate Clinical Social Worker (ASW) | 1 | 1 | 2 |
| Nurse Practitioner (NP) | 1 | 1 | 1 |
| Licensed Clinical Social Worker (LCSW) | 1 | <1 | 3 |
| Infant Mental Health Endorsement | 1 | <1 | 3 |
| Licensed Vocational Nurse (LVN) | <1 | <1 | 1 |
| Certified Nurse Midwife (CNM) | <1 | <1 | 0 |
| Certified Family Life Educator (CFLE) | <1 | 1 | 0 |
| Licensed Marriage and Family Therapist | <1 | 0 | 2 |
| Licensed Social Worker Associate (LSWA) | 0 | 0 | 0 |
| Licensed Practical Nurse (LPN) | 0 | 0 | 0 |
| Licensed Graduate Social Worker (LGSW) | 0 | 0 | 0 |
| Licensed Independent Clinical Social Worker (LICSW) | 0 | 0 | 0 |
| Other | 20 | 19 | 24 |

### Table 2. Staff receipt of public assistance benefits (N = 851)

| Public assistance benefit | Overall | Home Visitor | Supervisor |
|---|---|---|---|
| Medi-Cal | 13 | 15 | 5 |
| WIC | 8 | 10 | 2 |
| CalFresh | 4 | 5 | 1 |
| CalWORKs | 2 | 2 | 1 |
| Unemployment | 2 | 2 | 1 |

| Public assistance benefit | Overall | Home Visitor | Supervisor |
|---|---|---|---|
| Section 8 Housing | 1 | 1 | 1 |
| Supplemental Security Income (SSI) | 1 | 1 | 2 |
| Other | 1 | 1 | 1 |
| None | 82 | 80 | 92 |

Note: Respondents were asked to select all that apply

### Table 3. Ways workforce learned of home visiting (N = 906)

| | Overall | Home Visitors | Supervisors |
|---|---|---|---|
| I already worked for the agency in a different capacity | 31 | 29 | 42 |
| I heard about the position through my professional network | 25 | 25 | 25 |
| I saw an advertisement for the position (e.g., online or in a local newspaper) | 22 | 23 | 15 |
| I was a home visiting client | 8 | 8 | 4 |
| I heard about the position through an instructor or program at my college | 6 | 6 | 4 |
| One of my family members or friends was a home visiting client in a home visiting program | 4 | 5 | 1 |
| I heard about the position through an apprenticeship with the program | 2 | 2 | 2 |
| I was once referred to a home visiting program but did not enroll | 1 | 1 | 0 |
| Other | 14 | 13 | 14 |

### Table 4. Average mindfulness score across staff* (N = 812)

| Role | Mean | SD | Min | Max |
|---|---|---|---|---|
| Overall | 25.88 | 5.41 | 7 | 36 |
| Home Visitors | 25.61 | 5.52 | 7 | 36 |
| Supervisors | 27.23 | 4.62 | 17 | 36 |

*As measured by the Cognitive and Affective Mindfulness Scale-Revised (CAMS-R)

# Changes in home visiting services during the pandemic

### Table 5. Average length of time for virtual home visiting communication methods (N = 637)

| | Mean (SD) |
|---|---|
| **In person visits (in minutes)**[†] | |
| On average or typically | 50 (30) |
| When it's a very long visit | 71 (38) |
| When it's a short visit | 30 (23) |
| **Voice only visits on the phone or computer (in minutes)** | |
| On average or typically | 40 (20) |
| When it's a very long visit | 62 (32) |
| When it's a short visit | 25 (15) |

| | Mean (SD) |
|---|---|
| **Video visits on the phone or computer (in minutes)** | |
| On average or typically | 43 (21) |
| When it's a very long visit | 62 (34) |
| When it's a short visit | 29 (16) |
| **Number of texts sent per week[††]** | |
| On average or for a typical family | 10 (26) |
| When it's a lot of texts (for a family who has a lot of needs) | 16 (34) |
| When it's a few texts (for a family with few needs) | 5 (12) |

[†] The sample size for this variable was considerably lower than the sample size of the table, at large (n = 130)
[††] The sample size for this variable was considerably lower than the sample size of the table, at large (n = 506)

## Table 6. Changes in work schedules due to COVID-19 (N = 837)

| Changes in work schedule | Number of hours or days worked pre COVID-19 | Number of hours or days worked currently[i] |
|---|---|---|
| **Overall** | | |
| Hours per day worked | 7.97 | 7.94 |
| Days of the week worked | 4.88 | 4.91 |
| Evenings per week worked | 0.43 | 0.72 |
| Early mornings per week worked | 1.42 | 1.46 |
| Weekends per month worked | 0.25 | 0.46 |
| Hours scheduled or paid to work per week | 36.88 | 36.89 |
| Actual hours per week worked | 38.84 | 39.34 |
| **Home visitors (mean)** | | |
| Hours per day worked | 7.97 | 7.90 |
| Days of the week worked | 4.87 | 4.89 |
| Evenings per week worked | 0.41 | 0.66 |
| Early mornings per week worked | 1.38 | 1.38 |
| Weekends per month worked | 0.27 | 0.45 |
| Hours scheduled or paid to work per week | 36.77 | 36.78 |
| Actual hours per week worked | 38.61 | 38.90 |
| **Supervisors (mean)** | | |
| Hours per day worked | 7.96 | 8.24 |
| Days of the week worked | 4.94 | 5.01 |
| Evenings per week worked | 0.58 | 1.11 |
| Early mornings per week worked | 1.65 | 1.98 |
| Weekends per month worked | 0.15 | 0.47 |
| Hours scheduled or paid to work per week | 37.66 | 37.69 |
| Actual hours per week worked | 40.44 | 42.32 |

[i] "Currently" denotes the point in time when the home visiting staff completed this workforce survey.
Note: Supervisors with a caseload were classified as home visitors in these analyses

**Table 7. Changes in home visitor job responsibilities due to COVID-19 (N = 705)**

| | Increase | Decrease | No change |
|---|---|---|---|
| Outreach and recruiting families | 8 | 25 | 67 |
| Initial assessments (intake, registration, etc.) | 7 | 18 | 76 |
| Preparing for home visits | 9 | 16 | 75 |
| Traveling to families | 4 | 66 | 30 |
| Conducting home visits | 6 | 35 | 60 |
| Making and following up on referrals (outside of the visit) | 12 | 11 | 78 |
| Receiving supervision | 5 | 7 | 87 |
| Training | 16 | 13 | 71 |
| Staff meetings | 9 | 8 | 83 |
| Paperwork or data entry into computer or tablet (outside of the visit) | 14 | 7 | 79 |
| Providing concrete supports (e.g., diapers, food) | 16 | 14 | 70 |
| Transporting clients | 1 | 12 | 87 |

## Training, supervision, and supports available to home visitors

**Table 8. Source of staff training in various content areas (N = 824)**

| How staff received training | Home Visitor |
|---|---|
| **Maternal health and well being** | |
| **Prenatal health** | |
| Through formal college coursework | 34 |
| Embedded in pre-service training | 32 |
| During in-service training | 47 |
| **Maternal physical health** | |
| Through formal college coursework | 35 |
| Embedded in pre-service training | 32 |
| During in-service training | 47 |
| **Family planning/reproductive health** | |
| Through formal college coursework | 37 |
| Embedded in pre-service training | 29 |
| During in-service training | 44 |
| **Tobacco/substance use** | |
| Through formal college coursework | 34 |
| Embedded in pre-service training | 32 |
| During in-service training | 49 |
| **Family stress and mental health** | |
| Through formal college coursework | 37 |
| Embedded in pre-service training | 41 |
| During in-service training | 63 |

| How staff received training | Home Visitor |
|---|---|
| **Intimate partner violence** | |
| Through formal college coursework | 30 |
| Embedded in pre-service training | 37 |
| During in-service training | 56 |
| **Parenting** | |
| **Breastfeeding, feeding and nutrition** | |
| Through formal college coursework | 30 |
| Embedded in pre-service training | 35 |
| During in-service training | 55 |
| **Positive parenting behavior** | |
| Through formal college coursework | 31 |
| Embedded in pre-service training | 42 |
| During in-service training | 65 |
| **Child maltreatment/mandated reporting** | |
| Through formal college coursework | 36 |
| Embedded in pre-service training | 52 |
| During in-service training | 64 |
| **Child health and development** | |
| **Child health and pediatric care** | |
| Through formal college coursework | 34 |
| Embedded in pre-service training | 33 |
| During in-service training | 50 |
| **Child development** | |
| Through formal college coursework | 57 |
| Embedded in pre-service training | 41 |
| During in-service training | 57 |
| **Early literacy** | |
| Through formal college coursework | 39 |
| Embedded in pre-service training | 34 |
| During in-service training | 52 |
| **Access to community resources** | |
| **Community services for families** | |
| Through formal college coursework | 27 |
| Embedded in pre-service training | 38 |
| During in-service training | 61 |
| **LGBTQI+ services** | |
| Through formal college coursework | 22 |
| Embedded in pre-service training | 17 |
| During in-service training | 36 |

| How staff received training | Home Visitor |
|---|---|
| **Laws and public policy (e.g., immigration or family law)** | |
| Through formal college coursework | 22 |
| Embedded in pre-service training | 19 |
| During in-service training | 36 |
| **Addressing trauma** | |
| **Trauma-informed care** | |
| Through formal college coursework | 25 |
| Embedded in pre-service training | 36 |
| During in-service training | 63 |
| **Recognizing and responding to ACEs** | |
| Through formal college coursework | 22 |
| Embedded in pre-service training | 35 |
| During in-service training | 65 |
| **Staff cultural competence and communication** | |
| **Racial justice/equity** | |
| Through formal college coursework | 31 |
| Embedded in pre-service training | 26 |
| During in-service training | 51 |
| **Implicit bias and internalized racism** | |
| Through formal college coursework | 30 |
| Embedded in pre-service training | 27 |
| During in-service training | 54 |
| **Cultural sensitivity/diversity** | |
| Through formal college coursework | 38 |
| Embedded in pre-service training | 37 |
| During in-service training | 64 |
| **General clinical and communication skills** | |
| Through formal college coursework | 44 |
| Embedded in pre-service training | 29 |
| During in-service training | 45 |
| **Staff well being** | |
| **Stress management and self-care** | |
| Through formal college coursework | 30 |
| Embedded in pre-service training | 38 |
| During in-service training | 67 |
| **Self-reflection and reflective supervision** | |
| Through formal college coursework | 20 |
| Embedded in pre-service training | 37 |
| During in-service training | 63 |

| How staff received training | Home Visitor |
|---|---|
| **General home visitor training** | |
| **Database or case management system** | |
| Through formal college coursework | 12 |
| Embedded in pre-service training | 35 |
| During in-service training | 58 |
| **Use of technology in the field** | |
| Through formal college coursework | 18 |
| Embedded in pre-service training | 27 |
| During in-service training | 50 |
| **Implementing virtual home visiting** | |
| Through formal college coursework | 8 |
| Embedded in pre-service training | 22 |
| During in-service training | 57 |
| **Other[†]** | |
| Through formal college coursework | 14 |
| Embedded in pre-service training | 16 |
| During in-service training | 25 |

[†] The sample size for this variable was considerably lower than the sample size of the table, at large (n = 182)

## Table 9. Types and frequency of supervision received by home visitors (N = 741)

| | Home Visitor |
|---|---|
| **Meetings with supervisor** | |
| **Frequency of meetings** | |
| Weekly or more frequently | 49 |
| One to two times per month | 18 |
| Monthly | 21 |
| No one-on-one supervision meetings | 12 |
| **Length of meetings** | |
| Less than 30 minutes | 10 |
| 30 minutes | 16 |
| More than 30 minutes | 74 |
| **Meeting includes use of reflective supervision techniques** | |
| Yes | 93 |
| **Frequency of review of video recorded visits** | |
| Monthly | 8 |
| Every few months | 4 |
| One to two times per year | 6 |
| No review of video recordings | 83 |
| **Helpfulness of supervisor's feedback** | |
| Extremely helpful | 44 |

| | Home Visitor |
|---|---|
| Very helpful | 31 |
| Somewhat helpful | 19 |
| Not at all or not very helpful | 6 |
| **Live observation of home visits** | |
| **Frequency of supervisor's attendance at home visits (pre-COVID-19)** | |
| Monthly | 7 |
| Every few months | 23 |
| Twice per year | 18 |
| Once per year | 18 |
| Supervisor did not attend visits | 34 |
| **Frequency of supervisor's attendance at virtual visits (since COVID-19)** | |
| One time | 17 |
| 2-3 times | 14 |
| Four or more times | 3 |
| Supervisor did not join any virtual visits | 65 |
| **Other types of supervision** | |
| **Frequency of peer supervision meetings** | |
| Weekly or more frequently | 36 |
| One to two times per month | 16 |
| Monthly | 26 |
| Program does not provide peer supervision meetings | 22 |
| **Frequency of group supervision or team meetings** | |
| Weekly or more frequently | 36 |
| One to two times per month | 22 |
| Monthly | 34 |
| Program does not provide group supervision meetings | 8 |

### Table 10. Types of technological resources provided for use during visits (N = 714)

| | Home Visitor |
|---|---|
| Cellphone/work phone | 73 |
| Laptops | 69 |
| iPads or other tablets | 37 |
| Phone service | 23 |
| Printer | 16 |
| Program helps with home Internet access | 26 |
| *provides a hot spot* | 66 |
| *pays for all or a portion of Internet service* | 33 |
| Other | 12 |

Note (1): Respondents were asked to select all that apply
Note (2): Supervisors with a caseload were classified as home visitors in these analyses

**Table 11. Home visitors' reported job satisfaction (N = 683)**

| Home visitor job satisfaction | Currently completely or somewhat satisfied |
|---|---|
| Job security | 93 |
| The amount of vacation time received | 86 |
| The amount of on-the-job stress experienced | 62 |
| Chances for promotion | 60 |
| The amount of time required to complete daily responsibilities | 78 |
| The amount of on-the-job travel required | 87 |
| Schedule flexibility | 91 |
| The health insurance benefits offered by employer | 81 |
| The retirement plan offered by employer | 80 |
| The recognition received at work for accomplishments | 79 |
| The amount of money earned | 60 |
| Relationship with immediate supervisor | 91 |
| Relationships with coworkers | 94 |
| The training and professional development opportunities available | 86 |
| How rewarding the work with families is | 96 |
| Work-life balance | 86 |
| The mentoring and support received | 83 |
| Job overall | 91 |

**Table 12. Home visitors' change in satisfaction due to COVID-19 (N = 507 - 520)**

| Home visitor job satisfaction | More satisfied than before COVID-19 | No change in level of satisfaction | Less satisfied than before COVID-19 |
|---|---|---|---|
| Job security | 15 | 66 | 19 |
| The amount of vacation time received | 10 | 81 | 9 |
| The amount of on-the-job stress experienced | 8 | 53 | 38 |
| Chances for promotion | 5 | 81 | 14 |
| The amount of time required to complete daily responsibilities | 13 | 64 | 22 |
| The amount of on-the-job travel required | 28 | 64 | 8 |
| Schedule flexibility | 24 | 66 | 11 |
| The health insurance benefits offered by employer | 8 | 87 | 5 |
| The retirement plan offered by employer | 8 | 89 | 3 |
| The recognition received at work for accomplishments | 10 | 75 | 15 |
| The amount of money earned | 7 | 78 | 16 |
| Relationship with immediate supervisor | 12 | 79 | 9 |
| Relationships with coworkers | 10 | 76 | 14 |

| Home visitor job satisfaction | More satisfied than before COVID-19 | No change in level of satisfaction | Less satisfied than before COVID-19 |
|---|---|---|---|
| The training and professional development opportunities available | 9 | 76 | 15 |
| How rewarding the work with families is | 15 | 71 | 15 |
| Work-life balance | 12 | 63 | 25 |
| The mentoring and support received | 10 | 78 | 12 |
| Job overall | 11 | 73 | 16 |

## Table 13. Supervisors' reported job satisfaction (N = 683)

| Supervisor job satisfaction | Currently completely or somewhat satisfied |
|---|---|
| Job security | 94 |
| The amount of vacation time received | 92 |
| The amount of on-the-job stress experienced | 63 |
| Chances for promotion | 74 |
| The amount of time required to complete daily responsibilities | 74 |
| The amount of on-the-job travel required | 96 |
| Schedule flexibility | 92 |
| The health insurance benefits offered by employer | 84 |
| The retirement plan offered by employer | 77 |
| The recognition received at work for accomplishments | 83 |
| The amount of money earned | 63 |
| Relationship with immediate supervisor | 91 |
| Relationships with coworkers | 97 |
| The training and professional development opportunities available | 89 |
| How rewarding the work with families is | 99 |
| Work-life balance | 83 |
| The mentoring and support received | 82 |
| Job overall | 96 |

## Table 14. Supervisors' change in satisfaction due to COVID-19 (N = 683)

| Supervisor job satisfaction | More satisfied than before COVID-19 | No change in level of satisfaction | Less satisfied than before COVID-19 |
|---|---|---|---|
| Job security | 8 | 70 | 22 |
| The amount of vacation time received | 6 | 86 | 8 |
| The amount of on-the-job stress experienced | 6 | 57 | 38 |
| Chances for promotion | 3 | 90 | 8 |
| The amount of time required to complete daily responsibilities | 8 | 64 | 28 |

| Supervisor job satisfaction | More satisfied than before COVID-19 | No change in level of satisfaction | Less satisfied than before COVID-19 |
|---|---|---|---|
| The amount of on-the-job travel required | 18 | 76 | 6 |
| Schedule flexibility | 16 | 75 | 9 |
| The health insurance benefits offered by employer | 7 | 89 | 4 |
| The retirement plan offered by employer | 5 | 93 | 2 |
| The recognition received at work for accomplishments | 6 | 88 | 6 |
| The amount of money earned | 9 | 80 | 11 |
| Relationship with immediate supervisor | 8 | 85 | 7 |
| Relationships with coworkers | 9 | 80 | 11 |
| The training and professional development opportunities available | 7 | 77 | 15 |
| How rewarding the work with families is | 11 | 81 | 8 |
| Work-life balance | 8 | 66 | 26 |
| The mentoring and support received | 7 | 80 | 13 |
| Job overall | 9 | 75 | 16 |

### Table 15. Work environment and pay (N = 825)

| Environment | Overall | Home visitor | Supervisor |
|---|---|---|---|
| **Ease of taking off during work day to take care of personal or family matters** | | | |
| Very easy | 47 | 46 | 50 |
| Somewhat easy | 40 | 41 | 38 |
| Somewhat hard | 10 | 10 | 10 |
| Very hard | 3 | 3 | 1 |

### Table 16. Staff reported benefits provided by their employer (N = 819)

| Benefit provided | |
|---|---|
| **Travel reimbursement policy[†]** | |
| Reimbursement for mileage only | 64 |
| Full reimbursement for all work travel costs including gas, mileage, and parking costs | 21 |
| Some reimbursement but it does not cover all mileage, gas, and parking costs | 12 |
| No reimbursement | 3 |
| **Cost-of-Living Adjustment (COLA)** | |
| Provided by employer | 36 |
| **Availability of benefits** | |
| Vacation or personal days | 97 |
| Sick leave (for own illness or to care for an ill relative) | 95 |
| Health insurance plan | 95 |

| Benefit provided | |
|---|---|
| Paid holidays | 94 |
| Dental benefits | 92 |
| Vision benefits | 91 |
| Life insurance | 84 |
| A pension or 401K plan (other than Social Security) | 79 |
| Paid short-term disability (e.g., paid maternity leave) | 74 |
| Flexible spending account for medical care | 61 |
| An employee assistance plan (e.g. legal or other types of counseling) | 47 |
| Flexible spending account for dependent care | 44 |
| Commuter benefits (e.g., subsidized parking) | 40 |
| Help paying for or reimbursement for education | 36 |
| Help paying for child care or child care on site | 11 |

† The sample size for this variable was considerably lower than the sample size of the table, at large (n = 799)

### Table 17. Main reasons for turnover among staff as reported by supervisors (N = 133)

| Main reasons for turnover among staff | Major reason | Minor reason | Not a reason |
|---|---|---|---|
| Low salary | 41 | 24 | 35 |
| Pursuit of educational opportunities | 38 | 21 | 41 |
| Desire for a different kind of work | 24 | 37 | 39 |
| Moves to a position at another site or another home visiting program within your agency | 20 | 16 | 65 |
| Staff burnout due to data burden | 18 | 27 | 54 |
| Staff burnout due to heavy caseload | 17 | 29 | 55 |
| Desire for more job stability | 17 | 22 | 61 |
| Caregiving responsibilities (e.g., to care for one's children or parent) | 16 | 29 | 55 |
| Retirement | 14 | 11 | 76 |
| Moving out of the area | 14 | 26 | 60 |
| Limited benefits | 13 | 25 | 62 |
| Personal health reasons | 13 | 30 | 57 |
| Schedule challenges | 11 | 22 | 68 |
| Dislike travel required of job | 10 | 20 | 70 |
| Dismissal from employment due to performance | 9 | 21 | 70 |
| Concerns about safety in the field | 7 | 26 | 68 |
| Layoffs due to funding or other programmatic changes | 5 | 11 | 83 |

### Table 18. Home visitor caseload characteristics and related training received

| Home visitor has been trained in... | Yes (N=416) | No (N=305) |
|---|---|---|
| **Caseload has parents involved in child welfare system** | | |
| Prenatal health | 78 | 70 |

| Home visitor has been trained in... | Yes (N=416) | No (N=305) |
|---|---|---|
| Maternal physical health | 79 | 70 |
| Tobacco or substance use | 79 | 71 |
| Family stress and mental health | 91 | 87 |
| Intimate partner violence | 84 | 73 |
| Child maltreatment or mandated reporting | 95 | 93 |
| Child development | 94 | 91 |
| Community services for families | 84 | 80 |
| Trauma-informed care | 86 | 82 |
| Recognizing and responding to ACEs | 88 | 82 |
| LGBTQI+ services | 59 | 42 |
| Racial justice or equity | 75 | 68 |
| Implicit bias and internalized racism | 77 | 70 |
| Cultural sensitivity or diversity | 90 | 84 |
| General clinical and communication skills | 77 | 67 |
| Stress management and self-care | 90 | 85 |
| Laws and public policy | 54 | 47 |
| Implementing virtual home visiting | 68 | 66 |
| Training on how to conduct virtual home visits | 59 | 59 |

Note: Supervisors with a caseload were classified as home visitors in these analyses

### Table 19. Home visitor caseload characteristics and related training received

| Home visitor has been trained in... | Yes (N=503) | No (N=217) |
|---|---|---|
| **Caseload has parents with prenatal or postpartum depression or mental illness** | | |
| Prenatal health | 79 | 63 |
| Maternal physical health | 80 | 65 |
| Tobacco or substance use | 81 | 64 |
| Family stress and mental health | 93 | 81 |
| Intimate partner violence | 85 | 67 |
| Child maltreatment or mandated reporting | 95 | 92 |
| Child development | 95 | 86 |
| Community services for families | 85 | 78 |
| Trauma-informed care | 89 | 72 |
| Recognizing and responding to ACEs | 89 | 75 |
| LGBTQI+ services | 58 | 37 |
| Racial justice or equity | 77 | 62 |
| Implicit bias and internalized racism | 79 | 63 |
| Cultural sensitivity or diversity | 90 | 80 |
| General clinical and communication skills | 76 | 66 |
| Stress management and self-care | 89 | 84 |
| Laws and public policy | 55 | 41 |

| Home visitor has been trained in... | Yes (N=503) | No (N=217) |
|---|---|---|
| Implementing virtual home visiting | 66 | 71 |
| Training on how to conduct virtual home visits | 57 | 65 |

Note: Supervisors with a caseload were classified as home visitors in these analyses

**Table 20. Supports received by home visitors who have parents involved in the child welfare system on their caseload**

| | Yes (N=416) | No (N=305) |
|---|---|---|
| **Home visitor receives...** | | |
| Weekly supervision | 50 | 47 |
| Very helpful or extremely helpful feedback from supervisor | 74 | 74 |
| Supervision that included attending a virtual visit since COVID-19 | 38 | 29 |
| **Program provides...** | | |
| Access to counseling | 57 | 62 |
| Access to mental health treatment | 56 | 60 |
| Opportunities for self-care, exercise, mindfulness | 72 | 74 |

Note: Supervisors with a caseload were classified as home visitors in these analyses

**Table 21. Supports received by home visitors who have parents with prenatal or postpartum depression on their caseload**

| | Yes (N=503) | No (N=217) |
|---|---|---|
| **Home visitor receives...** | | |
| Weekly supervision | 52 | 41 |
| Very helpful or extremely helpful feedback from supervisor | 74 | 74 |
| Supervision that included attending a virtual visit since COVID-19 | 33 | 37 |
| **Program provides...** | | |
| Access to counseling | 59 | 61 |
| Access to mental health treatment | 55 | 62 |
| Opportunities for self-care, exercise, mindfulness | 73 | 73 |

Note: Supervisors with a caseload were classified as home visitors in these analyses

# Factors for retention

**Table 22. Moderation analyses on the impact of COVID-19-related stress on depressive symptom, by mindfulness groups**

| Mindfulness Group | Correlation test (coefficient) | Linear model (coefficient) | Linear model with interaction (coefficient) |
|---|---|---|---|
| Overall | 0.49*** | 0.30*** | 0.17*** |
| Low mindfulness (score <= 22) | 0.51*** | 0.35*** | -0.64 |
| Mid mindfulness (22 < score < 30) | 0.40*** | 0.24*** | -0.09 |
| High mindfulness (score >= 30) | 0.40*** | 0.17*** | *Reference* |
| Interaction between COVID stress and low mindfulness | | | 0.19*** |
| Interaction between COVID stress and mid mindfulness | | | 0.07 |

Note (1): Blank cells indicate that interaction analyses were not conducted
Note (2): * = p ≤ 0.05 ** = p ≤ 0.01 *** = p ≤ 0.001

**Table 23. Summary of factors that predicted likelihood of remaining in current position**

| Factors thought to influence likelihood of remaining in position | Factors that predicted likelihood of remaining in position (Bivariate) | Factors that predicted likelihood of remaining in position (Multivariate, without salary) | Factors that predicted likelihood of remaining in position (Multivariate, with salary) |
|---|---|---|---|
| **Community level** | | | |
| County-level rate of population living in rural area | 1.01 | 1.00 | 1.00 |
| **Programmatic supports** | | | |
| Supervision frequency | 1.22 | 0.98 | 0.93 |
| Supervisor joins virtual visits | 0.91 | 0.76 | 0.96 |
| Helpfulness of supervisor feedback | 1.59* | 1.12 | 0.97 |
| Has a say in program decisions | 2.28*** | 1.87* | 2.19* |
| Received training on implementing virtual home visiting | 2.11*** | 1.70* | 1.84* |
| Received training on family stress and mental health | 1.95^ | | |

| Factors thought to influence likelihood of remaining in position | Factors that predicted likelihood of remaining in position (Bivariate) | Factors that predicted likelihood of remaining in position (Multivariate, without salary) | Factors that predicted likelihood of remaining in position (Multivariate, with salary) |
|---|---|---|---|
| Received training on community services for families | 1.84* | | |
| **Home visitor characteristics** | | | |
| Race and ethnicity | 1.16 | 1.31^ | 1.13 |
| 3+ years of experience in home visiting | 1.86** | 2.38*** | 2.19** |
| Bachelors degree or higher | 0.74 | 0.60^ | 0.44* |
| Depressive symptoms | 0.50*** | 0.84 | 0.89 |
| Experienced discrimination in the workplace | 0.60 | 0.47^ | 0.39^ |
| Caseload size | 0.97 | 1.12 | 1.28 |
| Caseload has families experiencing unemployment | 0.77 | 0.87 | 0.69 |
| Caseload has families experiencing prenatal or postpartum depression and/or mental illness | 1.03 | | |
| Caseload has families involved in the child welfare system | 0.97 | | |
| Satisfied with the amount of on-the-job stress | 2.55*** | 2.10** | 2.70** |
| Full-time staff salary | 1.00^ | | 1.00* |

Note: ^ = p ≤ 0.1 * = p ≤ 0.05 ** = p ≤ 0.01 *** = p ≤ 0.001