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Findings from the First 5 California Home Visiting Workforce Study

Appendix D. Results Presented by Key Variables

Sarah Shea Crowne, Danielle Hegseth, Yuko Yadatsu Ekyalongo, Rachel Chazan Cohen, Erin Bultinck, Maggie Haas, Sara Anderson, and Madeline Carter

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Appendix D. Results Presented by Key Variables

Contents

Study key demographic characteristics	D-2
Findings by PPIC Region	D-4
Findings by home visitors' educational attainment	D-14
Findings by home visitors' work experience	D-25
Findings by home visitor's race/ethnicity	D-30
Findings by home visitors' self-reported depressive symptoms.....	D-35
Home visiting supports by educational attainment.....	D-40
Home visiting supports by tenure	D-61
Home visiting supports by race/ethnicity.....	D-74
Home visiting supports by depressive symptoms.....	D-81
Home visiting supports by PPIC region.....	D-88
Factors for retention by PPIC region	D-92
Workforce salary	D-107

Appendix D. Results Presented by Key Variables

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.¹

Study key demographic characteristics

Table 1. Participants by PPIC² region

PPIC Region	Frequency	%
Bay Area	114	12
Central Coast	35	4
Central Valley & Sierra	165	18
Inland Empire	99	11
Los Angeles	242	26
Northern	74	8
Orange County	62	7
Sacramento Area	59	6
San Diego County	65	7

Table 2. Participants by education received

Education	Frequency	%
HS/GED/some HS ³ , or Vocational/technical training program	34	4
Some college no degree	101	11
Associates degree	130	14.5
BA+ ⁴ , Nursing	126	14
BA+, ECE or Child Dev	182	20
BA+, Social work/Social welfare	90	10
BA+, Psychology, Education, Human development and family studies	133	15
BA+, Public health or other	99	11

Table 3. Participants by tenure

Tenure	Frequency	%
Less than 3 years at the position or in the field	318	36
3+ years at the position or in the field	574	64

¹ Significance of statistical analyses (P-value) is indicated using “***”. No * means $P > 0.05$, * = $P \leq 0.05$, ** = $P \leq 0.01$, *** = $P \leq 0.001$

² Public Policy Institute of California (PPIC) defined 9 regions that are collections of counties, which are themselves collections of PUMAs (“Public-Use Micro Area”) that are defined by the US Census Bureau.

https://www.ppic.org/content/pubs/other/0217SBR_appendix.pdf

³ “HS” is the abbreviated form of high school and “GED” is the abbreviated form of General Educational Development

⁴ “BA+” is the abbreviated form of Bachelors degree or higher

Table 4. Participants by depressive symptoms score

Depressive symptoms	Frequency	%
Depressive symptoms score less than 8	605	74.5
Depressive symptoms score at 8+	207	25.5

Table 5. Participants by race and ethnicity

Race and ethnicity ⁵	Frequency	%
Hispanic, Latinx, or Spanish origin	589	66
Non-Hispanic American Indian and Alaskan Native	9	1
Non-Hispanic Asian	38	4
Non-Hispanic Black	69	8
Non-Hispanic Native Hawaiian or Other Pacific Islander		
Non-Hispanic Other	7	0.8
Non-Hispanic White	159	18
Two or more races	14	1.5

⁵ Non-Hispanic in relation to American Indian and Alaskan Native, Asian, Black, Native Hawaiian or Other Pacific Islander, Other, and White will be implied in all future tables

Findings by PPIC Region

Table 6. Key variables (educational attainment, tenure, race/ethnicity, depressive symptoms) by PPIC (N = 890)

	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Education and background***									
No college			7	7					
Some college no degree	10		14	15	7	18		12	17
Associates degree	15		17	21	8	24		26	15
BA+, nursing	24	38	9	10	9	11	13	26	14
BA+, ECE or child development	13	18	17	21	31	20	21	12	11
BA+, social work/social welfare	10		14	8	11				12
BA+, psychology, education, human development and family studies	10		14	9	20	17	28		17
BA+, public health or other	13		7	8	15		25		11
Tenure									
Less than 3 years at the position or in the field	33	24	31	45	36	40	37	35	35
3+ years at the position or in the field	67	76	69	55	64	60	63	65	65
Race and ethnicity***									
Hispanic, Latinx, or Spanish origin	61	52	64	69	85	27	81	43	64
Asian	6		6		3				
Black	14		6	15	8			12	
White	16	48	18	10		64	11	30	22
Two or more races									
Depressive symptoms									
Depressive symptoms score less than 8	67	77	75	73	80	67	78	67	81
Depressive symptoms score at 8+	33	23	25	27	20	33	22	33	19

Table 7. Racial, ethnic, and/or cultural traits shared with families served (N = 739)

	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Share racial, ethnic, and/or cultural traits with the families your program serves***									
With a few clients	9		7	9	4				
With most clients	64	50	69	62	73	72	80	40	73
With no clients				8	5				
With some clients	25	50	21	22	18	25	16	53	

Table 8. Degree to which home visitors reported programmatic changes due to COVID-19 (N = 746)

Programmatic changes	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
The quality of the services my home visiting program provides is...***									
About the same	37	38	52	37	59	38	58	40	57
Less/much less	44	31	26	28	11	43	14	27	18
More/much more	19	31	22	35	30	20	28	33	24
My home visiting program's benefits for families are...**									
About the same	34	28	40	31	35	34	37	30	45
Less/much less	37		27	31	18	39	20	26	18
More/much more	29	55	33	38	47	26	43	44	37
Families participate in visits... *									
About the same	44	48	37	35	47	25	45	38	46
Less/much less	44	41	45	51	31	57	35	40	28
More/much more	12		18	14	22	18	20	22	26
In terms of accessibility, families are...									
About the same	34	41	29	33	35	28	36	30	31
Less/much less	42	45	50	50	37	57	34	43	39
More/much more	23		22	17	28	15	30	27	31

Programmatic changes	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
In terms of needs, families have...**									
About the same	8	21	22	31	16	26	18	22	30
Less/much less									
More/much more	91	79	77	64	83	69	80	78	70
My work is...									
About the same	17		9	13	17		19		16
Less/much less			4		7			16	
More/much more	81	83	87	81	76	89	75	73	76
My responsibilities are...									
About the same	34	38	37	32	41	43	29	51	44
Less/much less			5						
More/much more	64	59	58	65	57	52	65	42	52

Table 9. Home visitors' use of virtual home visiting and various service delivery methods during COVID-19 (N = 774)

Services provided	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Virtual home visiting**									
None	16		7		3	12	15		
Provided	84	90	93	96	97	88	85	96	96
Phone - voice only									
None	8		5	13	10				
Provided	92	93	95	87	90	96	98	96	96
Phone - video*									
None	17	30	14	16	28	30		17	
Provided	83	70	86	84	72	70	91	83	91
Phone - text ***									
None	17	22	18	14	46		44	15	13

Services provided	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Provided	83	78	82	86	54	96	56	85	87
Computer – video***									
None	40	26	40	48	21	45	44	46	16
Provided	60	74	60	52	79	55	56	54	84
Computer - voice only									
None	81	93	88	84	87	87	91	79	80
Provided	19		12	16	13	13		21	20
In-person visits ***									
None	73	74	83	87	95	28	98	72	91
Provided	27	26	17	13	5	72		28	
Other									
None	90	78	81	85	89	74	93	85	82
Provided	10		19	15	11	26		15	18

Table 10. Changes in home visitors' reported time spent on job responsibilities during COVID-19 (N = 704)

Change in...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Time spent on outreach and recruiting families*									
Decrease	11		12	14	8	11		20	
Increase	24	25	29	19	19	11	18	27	27
No change	66	57	59	67	74	79	80	54	61
Time spent on initial assessments (intake, registration, etc.)									
Decrease	8		9	15	9			17	
Increase	15		19	19	15		22		
No change	77	79	72	66	76	90	71	76	80
Time spent on preparing for home visits									
Decrease	15		10	16	11	14	16	16	

Change in...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Increase	15		17	12	6		24	14	20
No change	70	76	73	71	83	80	60	70	72
Time spent on traveling to families***									
Decrease	29	21	31	39	36	18	38	24	20
Increase	42	41	37	31	41	17	53	43	57
No change	29	38	32	30	23	65		33	24
Time spent on conducting home visits***									
Decrease	29	28	33	34	20	25	24	45	19
Increase	25		14	8	8		20	14	17
No change	46	66	53	58	72	67	57	40	64
Time spent on making and following up on referrals (outside of the visit)*									
Decrease	10		9	12	13		16	14	
Increase	21		12		7		20		13
No change	69	79	80	81	80	89	64	74	76
Time spent on receiving supervision									
Decrease	13		7		3				
Increase	9		8	8	4				
No change	78	83	86	85	93	93	85	85	87
Time spent on training									
Decrease	14		18	14	17		22	21	
Increase	11		12	20	13		20	19	
No change	75	79	70	66	70	85	59	60	83
Time spent on staff meetings									
Decrease	11		9		8			17	
Increase		21	7	12	6		13		13
No change	82	76	83	81	86	92	76	74	80
Time spent on paperwork or data entry into computer or tablet (outside of the visit)***									
Decrease	9			8	6			14	

Change in...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Increase	16	24	17	16	8		37	14	13
No change	75	76	79	75	86	89	54	71	80
Time spent on providing concrete supports (e.g., diapers, food)***									
Decrease	15	24	17		12		13	14	20
Increase	30		17	12	15		22	19	
No change	55	59	65	81	72	93	64	67	73
Time spent on transporting clients***									
Decrease									
Increase	27	21	16			31			
No change	72	76	82	96	98	66	98	83	93

Table 11. Demographic characteristics of families on home visitors' current caseloads (N = 736)

Caseload of...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Family type									
Tribal families***									
At least very few families	15	25	12	14	6	55	21	14	
None	85	75	88	86	94	45	79	86	89
Immigrant families***									
At least very few families	89	97	76	68	89	55	96	73	96
None	11		24	32	11	45		27	
Military families**									
At least very few families	19	32	14	17	18	19	37	21	34
None	81	68	86	83	82	81	63	79	66
Families in rural area***									
At least very few families	37	69	69	56	26	92	21	55	36
None	63	31	31	44	74		79	45	64

Caseload of...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Family language									
English									
At least very few families	95	100	98	97	97	97	96	94	94
None					3				
Spanish***									
At least very few families	92	93	88	93	93	70	96	78	91
None	8		12		7	30		22	
Cantonese									
At least very few families					10				
None	95	73	98	96	90	92	91	94	96
Tagalog*									
At least very few families	10				12				
None	90	80	97	96	88	100	86	97	100
Vietnamese**									
At least very few families					10		26		
None	92	80	97	96	90	97	74	90	92
Hmong**									
At least very few families			9						
None	100	93	91	100	99	87	97	97	96
Arabic**									
At least very few families	16		12		11		31	23	
None	84	80	88	96	89	100	69	77	80
Other**									
At least very few families	15		9		17			32	38
None	85	67	91	91	83	91	87	68	62
Family race and ethnicity									
American Indian and Alaska Native***									
At least very few families	25	36	22	12	11	61	15	32	

Caseload of...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
None	75	64	78	88	89	39	85	68	89
Asian***									
At least very few families	32	47	23	22	33	25	57	51	37
None	68	53	77	78	67	75	43	49	63
Black***									
At least very few families	71	50	55	78	68	47	58	64	41
None	29	50	45	22	32	53	42	36	59
Hispanic, Latinx, or Spanish origin***									
At least very few families	95	100	97	97	97	84	96	83	92
None						16		17	
White***									
At least very few families	62	96	79	82	52	98	79	83	61
None	38		21	18	48		21	17	39
Other									
At least very few families	18		9	16	7				
None	82	100	91	84	93	89	86	89	83
Family experiences									
Pregnant parents									
At least very few families	68	64	70	64	59	66	75	79	77
None	32	36	30	36	41	34	25	21	23
First-time expectant parents									
At least very few families	70	71	58	55	60	53	77	68	71
None	30	29	42	45	40	47	23	32	29
Parents that have children ages 0-3									
At least very few families	98	100	100	99	95	98	98	93	96
None					5				
Parents that have children ages 0-5									
At least very few families	93	93	93	88	91	97	96	93	92

Caseload of...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
None	7		7	12	9				
Single parent household parents									
At least very few families	95	97	94	95	91	95	98	90	84
None			6		9				16
Teen parents***									
At least very few families	54	86	51	42	60	63	76	55	58
None	46		49	58	40	37	24	45	42
Parents with less than a high school									
At least very few families	95	100	94	92	92	86	96	94	90
None			6	8	8	14			
Child and family risks									
Parents that have a child born premature or low birthweight***									
At least very few families	74	85	53	46	66	63	79	60	60
None	26		47	54	34	37	21	40	40
Parents that have a child with special health care needs***									
At least very few families	68	82	58	57	66	83	73	74	38
None	32		42	43	34	17	27	26	62
Parents who have a disability**									
At least very few families	52	55	46	41	44	70	50	56	35
None	48	45	54	59	56	30	50	44	65
Parents experiencing domestic violence or dating violence***									
At least very few families	65	62	52	41	50	67	67	64	25
None	35	38	48	59	50	33	33	36	75
Parents experiencing prenatal or postpartum depression and/or mental illness***									
At least very few families	71	76	65	44	75	78	90	76	62
None	29	24	35	56	25	22		24	38
Parents experiencing prenatal or postpartum substance abuse/misuse***									
At least very few families	48	55	28	19	30	51	43	39	16

Caseload of...	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
None	52	45	72	81	70	49	57	61	84
Economic indicators									
Parents experiencing homelessness or unstable housing***									
At least very few families	76	90	71	64	70	83	84	67	49
None	24		29	36	30	17	16	33	51
Parents experiencing unemployment*									
At least very few families	95	93	94	95	93	97	94	91	80
None			6		7				20
Parents experiencing poverty									
At least very few families	92	90	91	81	87	93	94	94	85
None	8		9	19	13				15
Parents who participate in CalWORKs***									
At least very few families	81	72	86	91	92	95	90	92	67
None	19	28	14	9	8				33
Involvement with justice system									
Parents with current involvement in the child welfare system**									
At least very few families	57	62	52	63	60	69	61	65	31
None	43	38	48	37	40	31	39	35	69
Parents who are incarcerated***									
At least very few families	13		14		12	33	23		
None	87	83	86	94	88	67	77	91	92

Findings by home visitors' educational attainment

Table 12. Key variables (tenure, race/ethnicity, depressive symptoms) by educational attainment (N = 879)

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Tenure								
Less than 3 years at the position or in the field	33	41	38	22	34	41	39	40
3+ years at the position or in the field	67	59	62	78	66	59	61	60
Race and ethnicity***								
Hispanic, Latinx, or Spanish origin	85	67	65	36	77	70	70	72
American Indian and Alaska Native								
Asian				10	4			
Black		7	10		7	8	10	8
Native Hawaiian or Other Pacific Islander								
Other								
White		13	18	46	12	13	15	11
Two or more races								
Depressive symptoms								
Depressive symptoms score less than 8	73	73	77	67	81	76	74	72
Depressive symptoms score at 8+	27	27	23	33	19	24	26	28

Table 13. Degree to which home visitors reported programmatic changes due to COVID-19 (N=736)

Change in...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
The quality of the services my home visiting program provides is...***								
About the same	50	50	49	32	58	49	52	53
Less/much less	27	20	24	61	14	17	14	19
More/much more	23	30	27	7	28	33	34	28
My home visiting program's benefits for families are...***								
About the same	70	30	39	24	37	35	37	38
Less/much less		29	26	50	16	28	15	28
More/much more	27	41	35	26	47	38	49	34
Families participate in visits...**								
About the same	37	43	38	28	52	36	46	41
Less/much less	40	35	42	61	31	42	35	41
More/much more	23	22	21	11	17	22	19	19
In terms of accessibility, families are...								
About the same	37	34	32	26	39	25	32	37
Less/much less	43	42	45	57	36	46	43	37
More/much more	20	25	22	17	25	29	25	27
In terms of needs, families have...								
About the same	27	29	24	23	18	14	15	15
Less/much less								
More/much more	70	70	73	74	82	86	83	84

Table 14. Home visitors' use of virtual home visiting and various service delivery methods during COVID-19 (N = 768)

Services provided	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Virtual services***								
No		9	6	21				
Yes	91	91	94	79	97	96	95	96
Over the phone (with video)*								
No		12	6		13			
Yes	93	88	94	97	87	94	97	95
Over the phone (voice only)								
No		11	18	23	20	29	18	22
Yes	88	89	82	77	80	71	82	78
Over text ***								
No		13	19	12	33	30	34	35
Yes	82	87	81	88	67	70	66	65
Over the computer (video)***								
No	43	36	30	68	20	32	30	33
Yes	57	64	70	32	80	68	70	67
Over the computer (voice only)**								
No	88	75	82	97	82	87	88	91
Yes		25	18		18	13	12	9
In person services***								
No	93	81	78	63	91	78	83	90
Yes		19	22	37	9	22	17	10
Other services**								
No	79	71	84	89	82	98	87	93
Yes	21	29	16	11	18		13	

Table 15. Changes in home visitors' reported time spent on job responsibilities during COVID-19 (N = 740)

Changes in...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Time spent on outreach and recruiting families								
Decrease		10	15	9	11	12	9	
Increase	23	25	17	30	22	22	24	14
No change	65	65	67	61	67	66	67	79
Time spent on initial assessments (intake, registration, etc.)**								
Decrease		12	11	8	8		8	12
Increase		19	11	28	12	21	11	8
No change	81	69	78	64	81	73	81	81
Time spent on preparing for home visits**								
Decrease		17	12	9	13		14	14
Increase		12	7	28	12	14		15
No change	79	71	80	63	75	80	80	71
Time spent on traveling to families***								
Decrease	37	27	38	13	36	28	37	32
Increase	30	34	31	60	40	45	27	42
No change	33	39	30	27	24	27	37	27
Time spent on conducting home visits***								
Decrease	30	23	32	27	26	23	27	32
Increase		9	8	34	10	11	13	
No change	63	68	61	39	64	67	60	62
Time spent on making and following up on referrals (outside of the visit)**								
Decrease		8	10	7	12	9	12	16
Increase			13	26	10	11	9	
No change	89	86	77	67	78	80	79	77
Time spent on receiving supervision***								
Decrease		11	9		7			8

Changes in...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Increase				18	7			
No change	89	85	88	78	86	95	91	90
Time spent on training**								
Decrease		16	15	6	20	20	17	19
Increase	21	10	14	25	14		7	9
No change	75	74	71	69	66	73	76	72
Time spent on staff meetings								
Decrease		8	7	7	12			10
Increase		9	5	18	8		9	
No change	75	84	88	75	80	89	86	84
Time spent on paperwork or data entry into computer or tablet (outside of the visit)***								
Decrease		10		10	8			9
Increase		9	9	33	15	15	9	13
No change	79	81	88	57	77	85	86	78
Time spent on providing concrete supports (e.g., diapers, food)**								
Decrease		14	9	8	22	14	10	19
Increase		15	14	27	8	23	10	19
No change	71	71	77	65	69	64	80	62
Time spent on transporting clients*								
Decrease								
Increase		8	19	13	10	15	6	
No change	81	88	79	87	88	85	91	92
Time spent on other tasks								
Decrease								
Increase								
No change		100	69	56	59	86	62	

Changes in...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
My work is...								
About the same		11	15	10	17	14	16	12
Less/much less			7	6	10			
More/much more	87	83	78	84	73	83	80	82
My responsibilities are...								
About the same	57	40	38	33	34	46	37	40
Less/much less				7	6			
More/much more	43	59	58	60	60	54	61	56

Table 16. Demographic characteristics of families on home visitors' current caseloads (N = 730)

Caseload of...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Family type								
Tribal families								
At least very few families		23	19	20	12	18	17	12
None	100	77	81	80	88	82	83	88
Immigrant families**								
At least very few families	67	80	73	88	89	83	80	82
None	33	20	27	12	11	17	20	18
Military families								
At least very few families		18	18	29	15	19	24	17
None	82	82	82	71	85	81	76	83
Families in rural area**								
At least very few families	59	62	57	51	41	49	43	36
None	41	38	43	49	59	51	57	64

Caseload of...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Family language								
English								
At least very few families	93	97	97	96	97	94	96	100
None								
Spanish								
At least very few families	89	86	91	92	93	83	87	88
None		14	9	8	7	17	13	12
Cantonese								
At least very few families				13	8			
None	94	98	92	87	92	96	95	95
Tagalog								
At least very few families				12	7		12	
None	93	98	94	88	93	96	88	93
Vietnamese								
At least very few families				12	12			14
None	94	98	97	88	88	92	92	86
Hmong								
At least very few families				8				
None	100	94	95	92	100	94	97	98
Arabic								
At least very few families		15	13	13	12	14	11	18
None	82	85	87	87	88	86	89	82
Other								
At least very few families		22	17	20	15			16
None	85	78	83	80	85	88	89	84
Family race and ethnicity								
American Indian and Alaska Native								
At least very few families		28	28	31	16	14	19	19

Caseload of...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
None	83	72	72	69	84	86	81	81
Asian**								
At least very few families		23	28	50	33	29	33	30
None	81	77	72	50	67	71	67	70
Black								
At least very few families	65	55	61	74	59	58	61	61
None	35	45	39	26	41	42	39	39
Hispanic, Latinx, or Spanish origin								
At least very few families	89	93	95	96	97	94	93	97
None		7	5				7	
White								
At least very few families	83	70	77	79	65	75	69	63
None		30	23	21	35	25	31	37
Other								
At least very few families		14	10		14	13	14	
None	92	86	90	92	86	87	86	93
Family experiences								
Pregnant parents*								
At least very few families	79	58	67	81	61	68	64	66
None	21	42	33	19	39	32	36	34
First-time expectant parents***								
At least very few families	64	53	50	89	55	69	65	60
None	36	47	50	11	45	31	35	40
Parents that have children ages 0-3*								
At least very few families	100	98	98	92	99	100	97	97
None				8				

Caseload of...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Parents that have children ages 0-5***								
At least very few families	100	94	95	72	95	100	94	94
None			5	28	5		6	
Single parent household parents***								
At least very few families	73	89	92	95	93	97	95	96
None	27	11	8		7			
Teen parents***								
At least very few families	48	45	44	89	48	62	63	59
None	52	55	56	11	52	38	37	41
Parents with less than a high school education								
At least very few families	90	92	94	92	93	99	91	90
None		8	6	8	7		9	10
Child and family risks								
Parents that have a child born premature or low birthweight***								
At least very few families	55	56	54	75	55	73	59	79
None	45	44	46	25	45	27	41	21
Parents that have a child with special health care needs								
At least very few families	62	64	68	60	63	66	67	68
None	38	36	32	40	37	34	33	32
Parents who have a disability**								
At least very few families	40	38	52	64	41	55	50	43
None	60	62	48	36	59	45	50	57
Parents experiencing domestic violence or dating violence***								
At least very few families	43	37	42	83	53	58	50	53
None	57	63	58	17	47	42	50	47
Parents experiencing prenatal or postpartum depression and/or mental illness***								
At least very few families	63	54	57	93	56	80	77	83

Caseload of...	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
None	37	46	43	7	44	20	23	17
Parents experiencing prenatal or postpartum substance abuse/misuse***								
At least very few families	23	17	30	62	24	41	36	31
None	77	83	70	38	76	59	64	69
Economic indicators								
Parents experiencing homelessness or unstable housing								
At least very few families	73	60	67	77	70	79	71	76
None	27	40	33	23	30	21	29	24
Parents experiencing unemployment								
At least very few families	90	92	92	94	90	97	92	96
None		8	8	6	10		8	
Parents experiencing poverty**								
At least very few families	63	54	57	93	56	80	77	83
None	37	46	43	7	44	20	23	17
Parents who participate in CalWORKs								
At least very few families	80	88	86	84	84	90	93	89
None	20	12	14	16	16	10	7	11
Involvement with justice system								
Parents with current involvement in the child welfare system								
At least very few families	45	54	57	65	55	57	61	56
None	55	46	43	35	45	43	39	44
Parents who are incarcerated								
At least very few families		13	12	13	13	19	18	13
None	89	87	88	87	87	81	82	87

Table 17. Home visitors' perceptions of current caseload (N = 735)

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Size of current caseload*								
About right	72	76	78	54	66	74	66	60
Heavier than you can handle		10	8	17	12		9	12
Lighter than you can handle		13	15	29	21	19	25	28
Difficulty filling caseload during the COVID-19 crisis***								
My program is not actively enrolling new clients during COVID-19			5	16				
No, it has been about the same during COVID-19	38	36	42	33	48	39	34	47
No, it has been less difficult during COVID-19			6	7	6	12	7	13
Yes, it has been more difficult during COVID-19 to build my caseload	52	53	47	44	44	45	57	41
Changes in caseload due to the COVID-19 crisis								
No, my caseload has remained the same	60	41	50	42	46	43	33	45
Yes, my caseload has decreased	27	33	29	42	33	28	35	25
Yes, my caseload has increased		25	21	16	21	29	31	30

Findings by home visitors' work experience

Table 18. Key variables (race/ethnicity and depressive symptoms) by tenure (N = 873)

	Less than 3 years at the position or in the field	3+ years at the position or in the field
Race and ethnicity		
Hispanic, Latinx, or Spanish origin	66	66
American Indian and Alaska Native	0	1
Asian	6	4
Black	7	8
Native Hawaiian or Other Pacific Islander	1	0
Other	1	1
White	16	19
Two or more races	3	1
Depressive symptoms*		
Depressive symptoms score less than 8	70	77
Depressive symptoms score at 8+	30	23

Table 19. Degree to which home visitors reported programmatic changes due to COVID-19 (N = 732)

	Less than 3 years at the position or in the field	3+ years at the position or in the field
The quality of the services my home visiting program provides is...		
About the same	50	48
Less/much less	23	26
More/much more	27	26
My home visiting program's benefits for families are...		
About the same	36	35
Less/much less	26	26
More/much more	38	39
Families participate in visits...**		
About the same	37	43
Less/much less	47	37
More/much more	16	20
In terms of accessibility, families are...**		
About the same	30	35
Less/much less	51	39
More/much more	19	26
In terms of needs, families have...		
About the same	18	22
Less/much less	3	
More/much more	79	77

	Less than 3 years at the position or in the field	3+ years at the position or in the field
My work is...		
About the same	13	14
Less/much less	8	5
More/much more	79	81
My responsibilities are...		
About the same	42	36
Less/much less	3	4
More/much more	54	61

Table 20. Demographic characteristics of families on home visitors' current caseloads (N = 722)

Caseload of...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Family type		
Tribal families*		
At least very few families	12	19
None	88	81
Immigrant families***		
At least very few families	73	87
None	27	13
Military families*		
At least very few families	16	23
None	84	77
Families in rural area**		
At least very few families	42	53
None	58	47
Family language		
English		
At least very few families	96	97
None	4	3
Spanish**		
At least very few families	84	92
None	16	8
Cantonese*		
At least very few families	3	9
None	97	91
Tagalog**		
At least very few families	3	10
None	97	90
Vietnamese		
At least very few families	7	10

Caseload of...	Less than 3 years at the position or in the field	3+ years at the position or in the field
None	93	90
Hmong		
At least very few families	4	4
None	96	96
Arabic***		
At least very few families	7	18
None	93	82
Other		
At least very few families	13	19
None	87	81
Family race and ethnicity		
American Indian and Alaska Native		
At least very few families	18	25
None	82	75
Asian**		
At least very few families	25	38
None	75	62
Black		
At least very few families	61	63
None	39	37
Hispanic, Latinx, or Spanish origin		
At least very few families	94	96
None	6	4
White**		
At least very few families	67	76
None	33	24
Other		
At least very few families	8	14
None	92	86
Family experiences		
Pregnant parents***		
At least very few families	59	72
None	41	28
First-time expectant parent*		
At least very few families	58	66
None	42	34
Parents who have children ages 0-3		
At least very few families	97	97
None	3	3
Parents who have children ages 0-5		
At least very few families	92	93

Caseload of...	Less than 3 years at the position or in the field	3+ years at the position or in the field
None	8	7
Single parent household parents*		
At least very few families	90	95
None	10	5
Teen parents***		
At least very few families	50	63
None	50	37
Parents with less than a high school education***		
At least very few families	88	95
None	12	5
Child and family risks		
Parents that have a child born premature or low birthweight***		
At least very few families	55	69
None	45	31
Parents that have a child with special health care needs***		
At least very few families	56	70
None	44	30
Parents who have a disability***		
At least very few families	40	53
None	60	47
Parents experiencing domestic violence or dating violence**		
At least very few families	46	59
None	54	41
Parents experiencing prenatal or postpartum depression and/or mental illness**		
At least very few families	65	74
None	35	26
Parents experiencing prenatal or postpartum substance abuse/misuse**		
At least very few families	28	38
None	72	62
Economic indicators		
Parents experiencing homelessness or unstable housing		
At least very few families	70	72
None	30	28
Parents experiencing unemployment		
At least very few families	91	94
None	9	6
Parents experiencing poverty		
At least very few families	87	91
None	13	9
Parents who have participated in CalWORKs		
At least very few families	84	88

Caseload of...	Less than 3 years at the position or in the field	3+ years at the position or in the field
None	16	12
Involvement with justice system		
Parents with current involvement in the child welfare system		
At least very few families	54	60
None	46	40
Parents who are incarcerated^{1**}		
At least very few families	9	17
None	91	83

Table 21. Home visitors' perceptions of current caseload (N = 727)

	Less than 3 years at the position or in the field	3+ years at the position or in the field
Size of current caseload^{**}		
About right	66	69
Heavier than you can handle	7	13
Lighter than you can handle	26	18
Difficulty filling caseload during the COVID-19 crisis^{**}		
My program is not actively enrolling new clients during COVID-19	6	5
No, it has been about the same during COVID-19	37	42
No, it has been less difficult during COVID-19	8	7
Yes, it has been more difficult during COVID-19 to build my caseload	49	46
Change in caseload due to the COVID-19 crisis^{**}		
No, my caseload has remained the same	38	49
Yes, my caseload has decreased	31	32
Yes, my caseload has increased	31	18
Share racial, ethnic, and/or cultural traits with the families your program serves^{**}		
With a few clients	5	6
With most clients	67	68
With no clients	5	3
With some clients	23	23

Findings by home visitor's race/ethnicity⁶

Table 22. Key variable depressive symptoms by home visitor's race/ethnicity (N = 694)

	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Depressive symptoms***							
Depressive symptoms score less than 8	79	67	72	79		64	50
Depressive symptoms score at 8+	21		28	21		36	50

Table 23. Racial, ethnic, and/or cultural traits shared with families served (N = 729)

	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	White	Two or more races
Share racial, ethnic, and/or cultural traits with the families your program serves***						
With a few clients	3			13	11	
With most clients	75	88	44	61	47	69
With no clients	3		17			
With some clients	20		25	20	37	

Table 24. Demographic characteristics of families on home visitors' current caseloads (N = 727)

Caseload of...	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Family type							
Tribal families***							
At least very few families	10	88	20			37	
None	90		80	93		63	67
Immigrant families***							
At least very few families	90		86	51	100	66	62
None	10			49		34	
Military families							
At least very few families	19		33	15		28	

⁶ Some race/ethnicity categories are not displayed due to suppression and/or missing data

Caseload of...	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
None	81	100	67	85		72	92
Families in rural area***							
At least very few families	44	86	36	39		74	
None	56		64	61		26	67
Family language							
English							
At least very few families	97	100	95	98	86	94	100
None	3					6	
Spanish***							
At least very few families	96		81	67		74	64
None	4		19	33		26	
Cantonese**							
At least very few families	5		29			9	
None	95	100	71	98		91	100
Tagalog							
At least very few families	7					9	
None	93	100	85	95		91	100
Vietnamese**							
At least very few families	8		33			8	
None	92	100	67	100		92	89
Hmong*							
At least very few families	2					10	
None	98		85	100		90	100
Arabic							
At least very few families	14					12	
None	86	100	85	93		88	88
Other							
At least very few families	13		33			18	
None	87		67	86		82	

Caseload of...	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Family race and ethnicity							
American Indian and Alaska Native***							
At least very few families	16	100	21	13		39	55
None	84		79	87		61	
Asian***							
At least very few families	30		76	17		38	
None	70		24	83		62	73
Black***							
At least very few families	56		80	91		64	91
None	44		20			36	
Hispanic, Latinx, or Spanish origin***							
At least very few families	98		94	84		86	91
None	2			16		14	
White***							
At least very few families	68		75	50		93	75
None	32		25	50		7	
Other**							
At least very few families	9			20		16	
None	91		100	80		84	86
Family experiences							
Pregnant parents							
At least very few families	65	100	66	64	86	68	75
None	35		34	36		32	
First-time expectant parents							
At least very few families	60		78	56	86	67	54
None	40		22	44		33	46
Parents that have children ages 0-3							
At least very few families	98	100	97	96	100	96	100
None	2						

Caseload of...	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Parents that have children ages 0-5							
At least very few families	94	100	89	92	86	88	100
None	6					12	
Single parent household parents							
At least very few families	93	100	92	93	100	95	92
None	7					5	
Teen parents**							
At least very few families	54		58	56		73	46
None	46		42	44		27	54
Parents with less than a high school education**							
At least very few families	96	100	86	82		89	69
None	4			18		11	
Child and family risks							
Parents that have a child born premature or low birthweight							
At least very few families	61	88	64	59		70	54
None	39		36	41		30	46
Parents that have a child with special health care needs							
At least very few families	64	88	53	63		76	46
None	36		47	37		24	54
Parents who have a disability***							
At least very few families	43		33	58		69	
None	57		67	42		31	62
Parents experiencing domestic violence or dating violence**							
At least very few families	49	86	61	53		67	54
None	51		39	47		33	46
Parents experiencing prenatal or postpartum depression and/or mental illness**							
At least very few families	66	86	81	67		85	54
None	34		19	33		15	46

Caseload of...	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Parents experiencing prenatal or postpartum substance abuse/misuse***							
At least very few families	27		39	38		55	
None	73		61	62		45	62
Economic indicators							
Parents experiencing homelessness or unstable housing							
At least very few families	70		64	73		80	77
None	30		36	27		20	
Parents experiencing unemployment							
At least very few families	93	100	94	93		95	92
None	7					5	
Parents experiencing poverty							
At least very few families	89	100	83	80		95	92
None	11		17	20			
Parents who participate in CalWORKs							
At least very few families	87	86	86	89		86	92
None	13			11		14	
Involvement with justice system							
Parents with current involvement in the child welfare system							
At least very few families	54		56	73		64	62
None	46		44	27		36	
Parents who are incarcerated							
At least very few families	13					20	
None	87		86	93	100	80	85

Findings by home visitors' self-reported depressive symptoms

Table 25. Degree to which home visitors reported programmatic changes due to COVID-19 (N = 697)

	Depressive symptoms score less than 8	Depressive symptoms score at 8+
The quality of the services my home visiting program provides is...*		
About the same	51	43
Less/much less	23	32
More/much more	26	25
My home visiting program's benefits for families are...**		
About the same	39	26
Less/much less	23	33
More/much more	38	40
Families participate in visits...**		
About the same	44	31
Less/much less	37	49
More/much more	19	20
In terms of accessibility, families are...**		
About the same	36	23
Less/much less	41	50
More/much more	23	26
In terms of needs, families have...**		
About the same	22	12
Less/much less	1	3
More/much more	76	85

Table 26. Demographic characteristics of families on home visitors' current caseloads (N = 690)

Caseload of...	Depressive symptoms score total is less than 8	Depressive symptoms score total is at 8+
Family type		
Tribal families		
At least very few families	15	20
None	85	80
Immigrant families		
At least very few families	83	79
None	17	21
Military families		
At least very few families	19	21
None	81	79
Families in rural area		
At least very few families	46	52

Caseload of...	Depressive symptoms score total is less than 8	Depressive symptoms score total is at 8+
None	54	48
Family language		
English		
At least very few families	97	95
None	3	5
Spanish		
At least very few families	90	86
None	10	14
Cantonese		
At least very few families	7	6
None	93	94
Tagalog		
At least very few families	8	7
None	92	93
Vietnamese		
At least very few families	9	8
None	91	92
Hmong		
At least very few families	5	
None	95	98
Arabic		
At least very few families	15	11
None	85	89
Other		
At least very few families	16	16
None	84	84
Family race and ethnicity		
American Indian and Alaska Native		
At least very few families	22	23
None	78	77
Asian		
At least very few families	33	34
None	67	66
Black		
At least very few families	62	62
None	38	38
Hispanic, Latinx, or Spanish origin		
At least very few families	95	93
None	5	7

Caseload of...	Depressive symptoms score total is less than 8	Depressive symptoms score total is at 8+
White		
At least very few families	72	73
None	28	27
Other		
At least very few families	12	7
None	88	93
Family experiences		
Pregnant parents		
At least very few families	66	71
None	34	29
First-time expectant parents		
At least very few families	62	64
None	38	36
Parents that have children ages 0-3		
At least very few families	98	97
None	2	3
Parents that have children ages 0-5		
At least very few families	92	91
None	8	9
Single parent household parents		
At least very few families	93	93
None	7	7
Teen parents		
At least very few families	56	63
None	44	37
Parents with less than a high school education		
At least very few families	94	90
None	6	10
Child and family risks		
Parents that have a child born premature or low birthweight*		
At least very few families	61	70
None	39	30
Parents that have a child with special health care needs		
At least very few families	64	69
None	36	31
Parents experiencing domestic violence or dating violence		
At least very few families	53	56
None	47	44

Caseload of...	Depressive symptoms score total is less than 8	Depressive symptoms score total is at 8+
Parents experiencing prenatal or postpartum depression and/or mental illness		
At least very few families	70	75
None	30	25
Parents experiencing prenatal or postpartum substance abuse/misuse*		
At least very few families	32	40
None	68	60
Economic indicators		
Parents experiencing homelessness or unstable housing		
At least very few families	70	76
None	30	24
Parents experiencing unemployment		
At least very few families	93	95
None	7	5
Parents who have a disability		
At least very few families	47	54
None	53	46
Parents experiencing poverty*		
At least very few families	88	93
None	12	7
Parents who participate in CalWORKs		
At least very few families	87	90
None	13	10
Involvement with justice system		
Parents with current involvement in the child welfare system		
At least very few families	59	55
None	41	45
Parents who are incarcerated		
At least very few families	13	16
None	87	84

Table 27. Home visitors' perceptions of current caseload (N = 697)

	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Size of current caseload***		
About right	69	65
Heavier than you can handle	8	18
Lighter than you can handle	23	17

	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Difficulty filling caseload during the COVID-19 crisis		
My program is not actively enrolling new clients during COVID-19	4	7
No, it has been about the same during COVID-19	42	37
No, it has been less difficult during COVID-19	7	9
Yes, it has been more difficult during COVID-19 to build my caseload	47	47
Change in caseload due to the COVID-19 crisis		
No, my caseload has remained the same	46	38
Yes, my caseload has decreased	32	33
Yes, my caseload has increased	22	29

Home visiting supports by educational attainment

Table 28. Home visitors' use of shadowing as part of their training activities (N = 799)

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Shadow a home visitor in a visit with a family as part of your training								
No	19	23	24	15	22	14	18	14
Yes	81	77	76	85	78	86	82	86

Table 29. Home visitors' reported job changes before the beginning of COVID-19 (N = 799)

Position change	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Promotion								
No	97	96	96	94	94	91	97	97
Yes				6	6	9		
Demotion								
No	100	99	100	100	100	100	98	100
Yes								
Furlough								
No	93	99	99	99	99	97	98	99
Yes								
Reduction in hours								
No	90	96	99	96	99	96	95	96
Yes							5	
Deployment or reassignment to other work in your agency***								
No	97	96	95	44	99	92	95	96
Yes			5	56		8	5	

Position change	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Some other type of position change								
No	97	94	96	90	94	96	89	90
Yes				10	6		11	10
I did not have a position change before COVID-19***								
No	23	16	13	69	12	21	23	21
Yes	77	84	87	31	88	79	77	79

Table 30. Home visitors' receipt of training in various content areas (N = 818)

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Maternal health and well-being								
Prenatal health/birth outcomes (for example, low birthweight)***								
No	25	29	28		21	22	20	22
Yes	75	71	72	97	79	78	80	78
Maternal physical health***								
No	33	30	28		21	19	14	24
Yes	67	70	72	97	79	81	86	76
Family planning and reproductive health***								
No	37	37	29	5	24	21	16	20
Yes	63	63	71	95	76	79	84	80
Tobacco use/substance use**								
No	26	24	26	6	21	14	14	24
Yes	74	76	74	94	79	86	86	76
Family stress and mental health								
No		10	9		9		7	

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Yes	93	90	91	97	91	99	93	95
Intimate partner violence***								
No	25	24	23	6	19	12	13	10
Yes	75	76	77	94	81	88	87	90
Parenting								
Breastfeeding, feeding and nutrition*								
No	24	18	20		16	21	17	14
Yes	76	82	80	96	84	79	83	86
Positive parenting behavior								
No		11	10	5	9		6	9
Yes	97	89	90	95	91	95	94	91
Child maltreatment/mandated reporting								
No								
Yes	97	97	97	99	99	98	98	99
Child health and development								
Child health and pediatric care***								
No	21	24	25		22	22	19	30
Yes	79	76	75	97	78	78	81	70
Child development								
No								
Yes	100	95	96	96	99	94	98	95
Early literacy***								
No		10	12	21	4	20	12	24
Yes	93	90	88	79	96	80	88	76
Access to community resources								
Community services for families**								
No		11	12		14	17	14	23

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Yes	93	89	88	97	86	83	86	77
LGBTQI+⁷ services***								
No	48	56	47	30	50	34	38	40
Yes	52	44	53	70	50	66	62	60
Laws and public policy*								
No	40	51	47	37	47	28	44	51
Yes	60	49	53	63	53	72	56	49
Addressing trauma								
Trauma-informed care								
No		19	13	11	12		10	9
Yes	83	81	87	89	88	95	90	91
Recognizing and responding to ACEs⁸*								
No		20	12	9	12		8	9
Yes	86	80	88	91	88	98	92	91
Staff cultural competence and communication skills								
Implicit bias and internalized racism**								
No	23	33	29	14	21	15	20	13
Yes	77	67	71	86	79	85	80	87
Cultural sensitivity/diversity								
No		8	14		8		7	
Yes	86	92	86	96	92	94	93	96
General clinical and communication skills***								
No		28	30	5	27	13	19	25
Yes	83	72	70	95	73	87	81	75

⁷ "LGBTQI+" is an abbreviation for lesbian, gay, bisexual, transgender, queer, and intersex

⁸ ACEs is an abbreviation for Adverse Childhood Experiences

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Racial justice/equity*								
No	25	27	29	14	28	21	17	19
Yes	75	73	71	86	72	79	83	81
Staff well-being								
Self-reflection and reflective supervision								
No		12	17	8	8	7	7	13
Yes	93	88	83	92	92	93	93	87
Stress management and self-care								
No		7	14	8	7	7	7	
Yes	97	93	86	92	93	93	93	95
General home visitor training								
Database or case management system***								
No		30	33	18	16	11	8	17
Yes	87	70	67	82	84	89	92	83
Use of technology in the field								
No		27	28	29	24	29	32	36
Yes	83	73	72	71	76	71	68	64
Implementing virtual home visiting***								
No		28	32	45	24	23	21	26
Yes	90	72	68	55	76	77	79	74
I received other training								
No		65	65		44	65	38	53
Yes	67	35	35	69	56	35	62	47

Table 31. Home visitors' indicating a need for training in various content areas (N = 601)

Training area	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Maternal health and well-being								
Prenatal health/birth outcomes (for example, low birthweight)								
No		23	28	23	29	26	31	19
Yes	76	77	72	77	71	74	69	81
Maternal physical health								
No		20	30	24	30	32	34	19
Yes	82	80	70	76	70	68	66	81
Family planning and reproductive health								
No	35	22	30	26	34	39	37	26
Yes	65	78	70	74	66	61	63	74
Tobacco use/substance use								
No	35	30	39	29	38	41	32	31
Yes	65	70	61	71	62	59	68	69
Family stress and mental health								
No		21	28	15	29	27	18	21
Yes	88	79	72	85	71	73	82	79
Intimate partner violence								
No		21	32	23	28	32	24	26
Yes	76	79	68	77	72	68	76	74
Parenting								
Breastfeeding, feeding and nutrition								
No		31	37	19	29	25	26	18
Yes	89	69	63	81	71	75	74	82
Positive parenting behavior*								
No		17	30	13	33	23	27	26
Yes	92	83	70	87	67	77	73	74

Training area	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Child maltreatment/mandated reporting*								
No		32	48	27	47	47	42	34
Yes	83	68	52	73	53	53	57	66
Child health and development								
Child health and pediatric care*								
No		18	38	15	29	21	30	24
Yes	87	82	62	85	71	79	70	76
Child development***								
No		33	41	11	47	30	34	27
Yes	92	67	59	89	53	70	66	73
Early literacy**								
No		24	42	18	34	17	31	22
Yes	83	76	58	82	66	83	69	78
Access to community resources								
Community services for families								
No		22	32	14	21	26	21	14
Yes	83	78	68	86	79	74	79	86
LGBTQI+ services								
No		22	38	21	28	24	23	21
Yes	73	78	62	79	72	76	77	79
Laws and public policy								
No		22	35	20	25	18	21	16
Yes	77	78	65	80	75	82	79	84
Addressing trauma								
Trauma-informed care								
No		23	33	18	32	33	23	26
Yes	77	77	67	82	68	67	77	74

Training area	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Recognizing and responding to ACEs								
No		28	34	18	32	42	26	26
Yes	75	72	66	82	68	58	74	74
Staff cultural competence and communication skills								
Racial justice/equity								
No		27	38	24	29	27	16	22
Yes	77	73	62	76	71	73	84	78
Implicit bias and internalized racism								
No		25	39	22	30	30	20	29
Yes	77	75	61	78	70	70	80	71
Cultural sensitivity/diversity								
No		31	40	25	30	32	25	26
Yes	83	69	60	75	70	68	75	74
General clinical and communication skills								
No		31	35	45	34	30	32	32
Yes	77	69	65	55	66	70	68	68
Staff well-being								
Stress management and self-care								
No		30	43	32	41	33	29	30
Yes	70	70	57	68	59	67	71	70
Self-reflection and reflective supervision								
No		37	46	39	45	34	31	33
Yes	60	63	54	61	55	66	69	67
General home visitor training								
Database or case management system								
No		43	43	41	40	39	42	33
Yes	55	57	57	59	60	61	58	67

Training area	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Use of technology in the field								
No		27	42	43	35	37	44	35
Yes	71	73	58	57	65	63	56	65
Implementing virtual home visiting								
No		28	30	29	31	30	31	29
Yes	67	72	70	71	69	70	69	71
I would like more of other trainings								
No		67	63	65	55	52	58	45
Yes		33	37	35	45	48	42	55

Table 32. Home visitors' receipt of specific training during COVID-19 (N = 744)

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
On how to conduct virtual home visits***								
Yes	70	65	70	46	72	75	78	69
On how to conduct screening via video or phone***								
Yes	67	40	60	34	51	42	56	55
On privacy and confidentiality								
Yes	44	38	46	49	54	49	54	55
On specific video platforms**								
Yes	74	58	65	38	58	50	65	60
Provided by your model or program about virtual home visiting								
Yes	44	44	48	41	48	43	48	48
Provided by your model or program about how to modify the curriculum for virtual visits								
Yes	41	46	54	43	50	43	53	54

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Provided by Rapid Response Virtual Home Visiting**								
Yes	33	36	33	14	38	30	38	39
Provided by the California Virtual Home Visiting Project								
Yes		12	19		13	12	16	17
Other training								
Yes					5			

Table 33. Home visitors' reported job satisfaction compared to pre-COVID-19 (N = 815)

Current satisfaction level	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Your job security								
Completely or somewhat dissatisfied			12	8	4	7	5	9
Completely or somewhat satisfied	90	95	88	92	96	93	95	91
The amount of vacation time you receive								
Completely or somewhat dissatisfied		9	14	14	15	13	11	11
Completely or somewhat satisfied	90	91	86	86	85	87	89	89
The amount of on-the-job stress you experience								
Completely or somewhat dissatisfied	48	38	46	40	33	36	29	39
Completely or somewhat satisfied	52	62	54	60	67	64	71	61
Your chances for promotion								
Completely or somewhat dissatisfied	48	40	37	32	32	40	34	50

Current satisfaction level	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Completely or somewhat satisfied	52	60	63	68	68	60	66	50
The amount of time required of you to complete your daily responsibilities								
Completely or somewhat dissatisfied		21	22	30	21	24	21	21
Completely or somewhat satisfied	83	79	78	70	79	76	79	79
The amount of on-the-job travel required								
Completely or somewhat dissatisfied		12	9	15	12	10	9	16
Completely or somewhat satisfied	96	88	91	85	88	90	91	84
The flexibility of your schedule								
Completely or somewhat dissatisfied		8	12	8	11		7	10
Completely or somewhat satisfied	100	92	88	92	89	94	93	90
The health insurance benefits your employer offers								
Completely or somewhat dissatisfied	20	22	26	14	16	15	16	26
Completely or somewhat satisfied	80	78	74	86	84	85	84	74
The retirement plan your employer offers								
Completely or somewhat dissatisfied	29	24	21	11	16	24	20	27
Completely or somewhat satisfied	71	76	79	89	84	76	80	73

Table 34. Home visitors' reported change in job satisfaction compared to pre-COVID-19 (N = 634)

Changes in job satisfaction during COVID-19	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Your job security								
No change in satisfaction	65	67	67	60	71	71	63	69
Now I'm less satisfied		21	16	32	16	14	19	16
Now I'm more satisfied		11	17	9	13	16	17	15
The amount of vacation time you receive**								
No change in satisfaction	65	75	78	77	88	93	80	82
Now I'm less satisfied		10		19	8		8	8
Now I'm more satisfied		15	17				11	9
The amount of on-the-job stress you experience**								
No change in satisfaction	53	61	47	38	61	66	59	51
Now I'm less satisfied	42	31	39	56	31	33	33	42
Now I'm more satisfied			14	7	8		7	7
Your chances for promotion								
No change in satisfaction	88	83	74	83	86	90	84	79
Now I'm less satisfied		14	15	15	12		10	19
Now I'm more satisfied			11				6	
The amount of time required of you to complete your daily responsibilities**								
No change in satisfaction	63	66	61	51	70	65	68	67
Now I'm less satisfied		23	19	39	21	32	16	16
Now I'm more satisfied		11	19	10	9		16	17
The amount of on-the-job travel required								
No change in satisfaction	76	68	68	65	66	62	68	58
Now I'm less satisfied		12		11	7			10
Now I'm more satisfied		20	26	25	27	31	27	32
The flexibility of your schedule**								
No change in satisfaction	76	70	64	57	77	70	69	61

Changes in job satisfaction during COVID-19	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Now I'm less satisfied		11	10	24	6			12
Now I'm more satisfied		18	26	19	17	25	26	27
The health insurance benefits your employer offers								
No change in satisfaction	78	84	84	93	90	90	87	84
Now I'm less satisfied								11
Now I'm more satisfied		13	10		7		9	
The retirement plan your employer offers								
No change in satisfaction	82	85	85	95	89	97	89	90
Now I'm less satisfied								
Now I'm more satisfied		11	11		8		8	

Table 35. Training received through formal college coursework by educational background (n = 825)

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Prenatal health***		5	13	33	22	8	11	6
Maternal physical health***		6	11	38	22	7	9	6
Family planning/reproductive health***		6	12	31	21	8	13	8
Tobacco/substance use***		5	14	28	22	12	11	8
Family stress and mental health***		6	11	25	21	13	14	9
Intimate partner violence***		5	11	20	21	16	15	11
Breastfeeding, feeding and nutrition***		6	14	30	23	8	10	7
Positive parenting behavior***		7	16	12	32	9	14	8
Child maltreatment/mandated reporting***		7	11	20	26	11	14	9

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Child health and pediatric care***		7	14	36	24	6	7	5
Child development***	1	8	14	20	26	8	15	7
Early literacy***		9	17	12	34	6	13	8
Community services for families**		8	12	13	28	13	14	9
Trauma-informed care***		8	11	11	29	14	13	13
Recognizing and responding to ACEs***	3	8	11	11	32	13	13	9
LGBTQI+ services***		5	9	12	24	17	18	13
Racial justice/equity***		7	10	10	26	15	18	13
Implicit bias and internalized racism***		7	11	11	28	14	15	13
Cultural sensitivity/diversity***		6	13	15	26	12	14	12
General clinical and communication skills***		6	12	28	19	11	13	11
Stress management and self-care***		6	12	22	20	14	13	12
Self-reflection and reflective supervision***		8	12	14	28	18	10	9
Laws and public policy (e.g., immigration or family law)***		6	11	11	24	18	14	15
Database or case management system		8	11	18	25	16	10	9
Use of technology in the field*		9	10	10	29	14	15	12
Implementing virtual home visiting		11	12	14	34	9	9	

Training received	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Other†					28			

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

Table 36. Home visitors' perceptions of their work environment (N = 818)

Work environment	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Had opportunity to participate in an organized event celebrating or recognizing home visitors***								
No	63	51	54	70	46	58	47	47
Yes	37	49	46	30	54	42	53	53
Had opportunities to learn and grow in your job								
No	23	29	24	26	18	22	17	24
Yes	77	71	76	74	82	78	83	76
Had someone at work talk to you about your progress**								
No	23	27	31	39	27	24	16	36
Yes	77	73	69	61	73	76	84	64
Have someone at work you can talk to when you feel stressed								
No		10	11	11	6		7	14
Yes	87	90	89	89	94	94	93	86
Employees have a say in decisions that will affect them								
No	67	40	46	47	42	44	44	47
Yes	33	60	54	53	58	56	56	53
Employees given fair treatment when decisions are made about pay, rewards, evaluations, promotions, and assignments								
No	30	44	40	36	31	34	29	33
Yes	70	56	60	64	69	66	71	67

Work environment	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Experienced any discrimination in the workplace related to race, ethnicity, religion, and/or gender identification								
No	90	92	98	90	93	95	95	95
Yes		8		10	7		5	
Ease of taking time off during your work day to take care of personal or family matters								
Somewhat easy	33	40	35	38	49	45	38	38
Somewhat hard		9	12	10	9	12	10	11
Very easy	60	48	51	50	40	41	49	47
Very hard								

Table 37. Home visitors' reported availability of employee benefits and reimbursements (N = 812)

Employee benefits	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Sick leave								
This is available	100	96	96	96	96	93	93	93
Vacation or personal days								
This is available	90	97	97	97	97	99	98	97
Paid holidays								
This is available	90	93	97	92	94	93	98	91
Health insurance plan*								
This is available	83	92	95	96	99	94	98	95
Flexible spending account for medical care**								
This is available	32	57	57	82	60	62	63	48
Dental benefits**								
This is available	83	88	93	93	98	88	96	87
Vision benefits**								
This is available	80	87	93	92	96	88	94	86

Employee benefits	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Life insurance**								
This is available	57	76	88	86	89	78	91	83
A pension or 401K plan (other than Social Security)**								
This is available	55	70	77	86	84	81	79	79
Paid short-term disability (e.g., paid maternity leave)								
This is available	59	69	77	79	72	74	75	76
Flexible spending account for dependent care**								
This is available	29	42	36	73	40	42	41	34
Help paying for child care or child care on site*								
This is available		10	8	19	10	9	11	8
Help paying for or reimbursement for education expenses***								
This is available		31	47	53	39	28	32	21
An employee assistance plan (e.g. legal or other types of counseling for employees)***								
This is available	34	34	40	67	44	47	49	46
Commuter benefits								
This is available	32	35	35	45	38	43	47	40
Other								
This is available			15		28		26	
Travel reimbursement policy* (N = 792)								
I don't receive any reimbursement.		7	5					
I receive full reimbursement for all of my work travel costs		27	15	24	19	21	29	16
I receive reimbursement for mileage only	79	58	72	62	69	60	56	64
I receive some reimbursement,		8	8	12	11	17	14	15

Employee benefits	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
but it does not cover all mileage, gas, and parking costs								
Employer provides Cost-of-Living Adjustments (COLAs)** (N = 811)								
I don't know	27	42	32	39	30	35	44	43
No	47	28	26	23	25	40	20	26
Yes	27	30	42	38	44	24	36	30
Time since most recent pay increase excluding COLAs** (N = 780)								
6 months to 1 year	33	24	22	41	27	27	22	20
I have never received a pay increase	22	23	21	8	18	26	25	36
Less than 6 months		29	28	31	30	25	33	21
More than 1 year	30	25	28	21	25	22	19	24
Member of a labor union or of an employee association similar to a union*** (N = 814)								
Yes	33	29	33	76	22	16	13	15

Table 38. Home visitors' future career plans (N = 811)

Future plans	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Remain in current position								
Somewhat or very likely	83	89	84	90	81	87	81	77
Somewhat or very unlikely		11	16	10	19	13	19	23
Pursue additional education or training**								
Somewhat or very likely	83	94	87	74	84	93	87	89

Future plans	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Somewhat or very unlikely			13	26	16	7	13	11
Seek new opportunity/promotion within home visiting field***								
Somewhat or very likely	43	64	58	41	66	64	62	58
Somewhat or very unlikely	57	36	42	59	34	36	38	42
Increase work hours in home visiting position								
Somewhat or very likely	34	24	24	17	19	24	25	22
Somewhat or very unlikely	66	76	76	83	81	76	75	78
Decrease work hours in home visiting position*								
Somewhat or very likely	38	8	16	19	14	15	18	19
Somewhat or very unlikely	62	92	84	81	86	85	82	81
Find employment outside of in-home visiting)***								
Somewhat or very likely	47	25	29	22	43	42	42	65
Somewhat or very unlikely	53	75	71	78	57	58	58	35
Retire or stop working								
Somewhat or very likely		11	13	14	7	10	11	9
Somewhat or very unlikely	90	89	87	86	93	90	89	91
Be laid off, furloughed, or deployed to work elsewhere***								
Somewhat or very likely	21	8	14	26	8	12	10	10
Somewhat or very unlikely	79	92	86	74	92	88	90	90

Table 39. Home visitors' experiences with supervision, trainings, and supports (N = 735)

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Frequency of peer supervision where you meet with colleagues to practice skills and provide feedback**								
Monthly	34	34	24	19	28	28	24	20

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
My program does not provide peer supervision meetings		18	25	26	14	25	26	23
One to two times per month		10	18	28	16	13	10	23
Weekly or more frequently	55	38	34	26	42	34	40	34
Frequency of group supervision or team meetings that provide time for reflection and sharing ideas with colleagues**								
I do not have group supervision meetings		8	9	12	5	9	9	
Monthly	38	49	32	24	32	35	33	39
One to two times per month		12	17	34	27	25	17	27
Weekly or more frequently	48	31	42	30	37	31	42	30
Frequency of one-on-one supervision meetings with your supervisor								
I do not have one-on-one supervision meetings		16	19	14	8	12		8
Monthly	31	25	22	18	22	15	24	15
One to two times per month	21	12	19	17	22	16	16	20
Weekly or more frequently	38	47	40	50	48	57	55	57
Frequency of review of video recorded visits as part of supervision**								
Every few months							8	
Monthly		13	10		9	10	6	
One to two times per year			7		9		9	
We do not review video recordings	69	76	81	97	79	88	77	87
Frequency of supervisor's attendance at home visits (pre-COVID-19)*								
Every few months		21	23	34	22	25	18	24
Monthly		11	6		9		11	
My supervisor did not attend visits with me	28	26	36	30	28	38	43	42
Once per year		22	13	21	21	12	13	20

	No college	Some college no degree	Associates degree	BA+, Nursing	BA+, ECE or Child Dev	BA+, Social work/Social welfare	BA+, Psychology, Education, Human development and family studies	BA+, Public health or other
Twice per year	24	20	22	13	21	22	14	11
Frequency of supervisor's attendance at virtual visits (since COVID-19)**								
Two to three times		21	13	6	17	18	15	13
Four or more time					5			
My supervisor did not join any visits	59	56	65	83	60	69	61	66
One time		22	19	10	18	12	21	15
Helpfulness of supervisor's feedback**								
Extremely helpful	66	49	41	25	47	46	57	38
not at all or not very helpful		7	8	9	5			
Somewhat helpful		14	20	25	20	22	14	22
Very helpful	31	31	31	41	28	25	26	38
Length of one-on-one supervision meetings*								
30 minutes	35	20	19	15	16	12	12	14
Less than 30 minutes		16	15	8	8		6	10
More than 30 minutes	46	64	67	77	76	85	81	76
Supervision meetings include use of reflective supervision techniques								
No			9		7		9	9
Yes	100	93	91	96	93	95	91	91
Frequency of feedback from supervisor after observations								
Always	83	84	78	94	78	71	87	70
Usually					17			22
Sometimes								
Rarely								
Never								

Home visiting supports by tenure

Table 40. Home visitors' receipt of training in various content areas (N = 810)

Received training in...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Maternal health and well-being		
Prenatal health/birth outcomes (for example, low birthweight)***	70	85
Maternal physical health***	71	85
Family planning and reproductive health***	68	84
Tobacco use/substance use***	74	86
Family stress and mental health**	90	95
Intimate partner violence**	79	87
Parenting		
Breastfeeding, feeding and nutrition***	75	90
Positive parenting behavior**	89	95
Child maltreatment/mandated reporting***	96	99
Child health and development		
Child health and pediatric care**	75	83
Child development**	94	98
Early literacy***	81	90
Access to community resources		
Community services for families**	82	90
LGBTQI+ services**	51	62
Laws and public policy***	46	62
Addressing trauma		
Trauma-informed care***	83	91
Recognizing and responding to ACEs**	85	92
Staff cultural competence and communication skills		
Racial justice/equity*	73	80
Implicit bias and internalized racism	76	81
Cultural sensitivity/diversity**	88	94
General clinical and communication skills**	73	82
Staff well-being		
Stress management and self-care***	87	95
Self-reflection and reflective supervision*	87	92
General home visitor training		
Database or case management system	79	84
Use of technology in the field***	63	76
Implementing virtual home visiting	73	72
I received other training*	38	55

Table 41. Home visitors' indicating a need for training in various content areas (N = 594)

I would like more training in...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Maternal health and well being		
Prenatal health/birth outcomes (for example, low birthweight)**		
No	19	30
Yes	81	70
Maternal physical health**		
No	21	31
Yes	79	69
Family planning and reproductive health**		
No	25	36
Yes	75	64
Tobacco use/substance use**		
No	28	39
Yes	72	61
Family stress and mental health*		
No	17	25
Yes	83	75
Intimate partner violence***		
No	18	32
Yes	82	68
Parenting		
Breastfeeding, feeding and nutrition***		
No	17	31
Yes	83	69
Positive parenting behavior		
No	22	26
Yes	78	74
Child maltreatment/mandated reporting		
No	36	41
Yes	64	59
Child health and development		
Child health and pediatric care		
No	21	28
Yes	79	72
Child development		
No	30	32
Yes	70	68
Early literacy**		
No	19	32
Yes	81	68

I would like more training in...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Access to community resources		
Community services for families		
No	16	23
Yes	84	77
LGBTQI+ services		
No	21	28
Yes	79	72
Laws and public policy **		
No	16	27
Yes	84	73
Addressing trauma		
Trauma-informed care*		
No	21	30
Yes	79	70
Recognizing and responding to ACEs*		
No	23	32
Yes	77	68
Staff cultural competence and communication skills		
Racial justice/equity		
No	25	26
Yes	75	74
Implicit bias and internalized racism		
No	26	28
Yes	74	72
Cultural sensitivity/diversity		
No	25	31
Yes	75	69
General clinical and communication skills*		
No	28	39
Yes	72	61
Staff well being		
Stress management and self-care		
No	33	35
Yes	67	65
Self-reflection and reflective supervision		
No	36	40
Yes	64	60
General home visitor training		
Database or case management system		
No	36	44
Yes	64	56

I would like more training in...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Use of technology in the field		
No	41	37
Yes	59	63
Implementing virtual home visiting		
No	32	29
Yes	68	71
I received other training		
No	65	56
Yes	35	44

Table 42. Home visitors' reported job satisfaction (N = 807)

Current satisfaction level	Less than 3 years at the position or in the field	3+ years at the position or in the field
Your job security		
Completely or somewhat dissatisfied	7	7
Completely or somewhat satisfied	93	93
The amount of vacation time you receive		
Completely or somewhat dissatisfied	10	14
Completely or somewhat satisfied	90	86
The amount of on-the-job stress you experience		
Completely or somewhat dissatisfied	35	39
Completely or somewhat satisfied	65	61
Your chances for promotion		
Completely or somewhat dissatisfied	36	38
Completely or somewhat satisfied	64	62
The amount of time required of you to complete your daily responsibilities		
Completely or somewhat dissatisfied	21	23
Completely or somewhat satisfied	79	77
The amount of on-the-job travel required		
Completely or somewhat dissatisfied	13	11
Completely or somewhat satisfied	87	89
The flexibility of your schedule		
Completely or somewhat dissatisfied	8	9
Completely or somewhat satisfied	92	91
The health insurance benefits your employer offers		
Completely or somewhat dissatisfied	20	18
Completely or somewhat satisfied	80	82
The retirement plan your employer offers		
Completely or somewhat dissatisfied	23	19
Completely or somewhat satisfied	77	81

Current satisfaction level	Less than 3 years at the position or in the field	3+ years at the position or in the field
Your job security		
No change in satisfaction	70	65
Now I'm less satisfied	16	22
Now I'm more satisfied	14	13
The amount of vacation time you receive		
No change in satisfaction	85	80
Now I'm less satisfied	7	10
Now I'm more satisfied	8	10
The amount of on-the-job stress you experience		
No change in satisfaction	58	52
Now I'm less satisfied	34	41
Now I'm more satisfied	8	7
Your chances for promotion		
No change in satisfaction	86	81
Now I'm less satisfied	11	14
Now I'm more satisfied	4	5
The amount of time required of you to complete your daily responsibilities*		
No change in satisfaction	71	61
Now I'm less satisfied	19	26
Now I'm more satisfied	11	13
The amount of on-the-job travel required		
No change in satisfaction	69	65
Now I'm less satisfied	9	7
Now I'm more satisfied	22	28
The flexibility of your schedule		
No change in satisfaction	70	67
Now I'm less satisfied	8	12
Now I'm more satisfied	22	21
The health insurance benefits your employer offers		
No change in satisfaction	89	87
Now I'm less satisfied	6	4
Now I'm more satisfied	5	9
The retirement plan your employer offers		
No change in satisfaction	91	89
Now I'm less satisfied	3	3
Now I'm more satisfied	6	8

Table 43. Home visitors' perceptions of their work environment (N = 810)

Work environment	Less than 3 years at the position or in the field	3+ years at the position or in the field
Had opportunity to participate in an organized event celebrating or recognizing home visitors		
No	52	54
Yes	48	46
Had opportunities to learn and grow in your job		
No	20	23
Yes	80	77
Had someone at work talk to you about your progress		
No	26	30
Yes	74	70
Have someone at work you can talk to when you feel stressed		
No	9	9
Yes	91	91
Employees have a say in decisions that will affect them		
No	45	46
Yes	55	54
Employees given fair treatment when decisions are made about pay, rewards, evaluations, promotions, and assignments		
No	34	35
Yes	66	65
Experienced any discrimination in the workplace related to race, ethnicity, religion, and/or gender identification**		
No	97	92
Yes	3	8

Table 44. Home visitors' reported availability of employee benefits and reimbursements (N = 804)

Benefit	Less than 3 years at the position or in the field	3+ years at the position or in the field
Sick leave**		
I don't know	2	
This is available	92	97
This is not available	5	3
Vacation or personal days		
I don't know		
This is available	96	98
This is not available	2	2
Paid holidays		
I don't know		
This is available	94	94
This is not available	4	6

Benefit	Less than 3 years at the position or in the field	3+ years at the position or in the field
Health insurance plan*		
I don't know		
This is available	94	97
This is not available	5	3
Flexible spending account for medical care*		
I don't know	27	20
This is available	55	63
This is not available	18	17
Dental benefits**		
I don't know	4	
This is available	89	94
This is not available	7	5
Vision benefits**		
I don't know	5	1
This is available	87	93
This is not available	8	6
Life insurance*		
I don't know	11	6
This is available	81	86
This is not available	8	8
A pension or 401K plan (other than Social Security)		
I don't know	15	9
This is available	76	80
This is not available	9	10
Paid short-term disability (e.g., paid maternity leave)***		
I don't know	24	12
This is available	67	78
This is not available	9	10
Flexible spending account for dependent care***		
I don't know	47	34
This is available	35	49
This is not available	18	18
Help paying for child care or child care on site*		
I don't know	38	29
This is available	10	11
This is not available	52	60
Help paying for or reimbursement for education expenses*		
I don't know	34	25
This is available	35	37
This is not available	31	39

Benefit	Less than 3 years at the position or in the field	3+ years at the position or in the field
An employee assistance plan (e.g. legal or other types of counseling for employees)***		
I don't know	42	27
This is available	35	53
This is not available	23	20
Commuter benefits		
I don't know	29	25
This is available	37	41
This is not available	33	35
Other		
I don't know	72	67
This is available	11	19
This is not available	17	15
Travel reimbursement policy		
I don't receive any reimbursement	4	3
I receive full reimbursement for all of my work travel costs	18	23
I receive reimbursement for mileage only	68	61
I receive some reimbursement, but it does not cover all mileage, gas, and parking costs	10	13
Employer provides Cost-of-Living Adjustments (COLAs)***		
I don't know	49	30
No	31	26
Yes	21	45
Time since most recent pay increase excluding COLAs***		
6 months to 1 year	21	30
I have never received a pay increase	44	10
Less than 6 months	26	29
More than 1 year	9	31
Member of a labor union or of an employee association similar to a union***		
I don't know	17	7
No	58	46
Not applicable	9	10
Yes	16	37

Table 45. Home visitors' future career plans (N = 803)

Future plan	Less than 3 years at the position or in the field	3+ years at the position or in the field
Remain in current position***		
Somewhat or very likely	77	88
Somewhat or very unlikely	23	12

Future plan	Less than 3 years at the position or in the field	3+ years at the position or in the field
Pursue additional education or training***		
Somewhat or very likely	94	82
Somewhat or very unlikely	6	18
Seek new opportunity/promotion within home visiting field***		
Somewhat or very likely	67	54
Somewhat or very unlikely	33	46
Increase work hours in home visiting position**		
Somewhat or very likely	29	19
Somewhat or very unlikely	71	81
Decrease work hours in home visiting position		
Somewhat or very likely	18	15
Somewhat or very unlikely	82	85
Find employment outside of in-home visiting)***		
Somewhat or very likely	53	31
Somewhat or very unlikely	47	69
Retire or stop working*		
Somewhat or very likely	7	12
Somewhat or very unlikely	93	88
Be laid off, furloughed, or deployed to work elsewhere*		
Somewhat or very likely	9	15
Somewhat or very unlikely	91	85

Table 46. Home visitors' receipt of mental health supports from their program (N = 800)

My program provides this support	Less than 3 years at the position or in the field	3+ years at the position or in the field
Support from my supervisor		
No	10	8
Yes	90	92
Counseling		
No	38	36
Yes	62	64
Mental health treatment		
No	41	37
Yes	59	63
Peer support		
No	14	17
Yes	86	83
Opportunities for self-care, exercise, mindfulness		
No	24	21
Yes	76	79

Table 47. Home visitors' indicating a need for more mental health supports from their program (N = 544)

I would like more...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Support from my supervisor		
No	56	60
Yes	44	40
Counseling**		
No	43	55
Yes	57	45
Mental health treatment**		
No	43	56
Yes	57	44
Peer support		
No	50	56
Yes	50	44
Opportunities for self-care, exercise, mindfulness		
No	31	40
Yes	69	60

Table 48. Home visitors' reported job changes before the beginning of COVID-19 (N = 785)

Experienced position change before COVID 19	Less than 3 years at the position or in the field	3+ years at the position or in the field
Promotion		
No	95	95
Yes	5	5
Demotion		
No	99	100
Yes		
Furlough		
No	99	98
Yes		2
Reduction in hours		
No	96	97
Yes	4	3
Deployment or reassignment to other work in your agency**		
No	93	86
Yes	7	14
Some other type of position change		
No	92	94
Yes	8	6
I did not have a position change before COVID-19		
No	23	26

Experienced position change before COVID 19	Less than 3 years at the position or in the field	3+ years at the position or in the field
Yes	77	74

Table 49. Home visitors' experiences with supervision, trainings, and supports (N = 726)

	Less than 3 years at the position or in the field	3+ years at the position or in the field
Frequency of peer supervision where you meet with colleagues to practice skills and provide feedback**		
Monthly	20	29
My program does not provide peer supervision meetings	25	20
One to two times per month	13	18
Weekly or more frequently	43	32
Frequency of group supervision or team meetings that provide time for reflection and sharing ideas with colleagues*		
I do not have group supervision meetings	9	7
Monthly	29	39
One to two times per month	20	23
Weekly or more frequently	42	32
Frequency of one-on-one supervision meetings with your supervisor		
I do not have one-on-one supervision meetings	12	12
Monthly	19	22
One to two times per month	16	19
Weekly or more frequently	54	47
Frequency of review of video recorded visits as part of supervision**		
Every few months	3	4
Monthly	7	9
One to two times per month	2	8
We do not review video recordings	88	79
Frequency of supervisor's attendance at home visits (pre-COVID-19)***		
Every few months	23	24
Monthly	6	7
My supervisor did not attend visits with me	44	28
Once per year	17	18
Twice per year	10	23
Frequency of supervisor's attendance at virtual visits (since COVID-19)		
2-3 times	14	15
Four or more time	3	3
My supervisor did not join any visits	64	67
One time	20	16
Helpfulness of supervisor's feedback**		
Extremely helpful	53	38

	Less than 3 years at the position or in the field	3+ years at the position or in the field
Not at all or not very helpful	5	6
Somewhat helpful	15	21
Very helpful	27	34
Length of one-on-one supervision meetings		
30 minutes	16	16
Less than 30 minutes	9	11
More than 30 minutes	75	73
Supervision meeting includes use of reflective supervision techniques		
No	7	7
Yes	93	93
Frequency of feedback from supervisor after observations		
Always	84	80
Usually	11	11
Sometimes		5
Rarely		
Never		
Length of one-on-one supervision meetings		
30 minutes	16	16
Less than 30 minutes	9	11
More than 30 minutes	75	73
Supervision meeting includes use of reflective supervision techniques		
No	7	7
Yes	93	93

Table 50. Home visitor's receipt of various supports from their program (N = 690)

My program provides...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Written protocols for how to respond to screening results		
No	19	16
Yes	81	84
Written protocols for when to make referrals and how to make referrals**		
No	21	14
Yes	79	86
List of community resources for referrals		
No	13	11
Yes	87	89
Parenting curricula		
No	14	14
Yes	86	86

My program provides...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Curricula for other topics*		
No	32	25
Yes	68	75
IT support		
No	12	14
Yes	88	86
Support on how to conduct virtual visits		
No	25	26
Yes	75	74

Table 51. Home visitor's indicating a need for more supports from their program (N = 423)

I would like more...	Less than 3 years at the position or in the field	3+ years at the position or in the field
Written protocols for how to respond to screening results		
No	41	51
Yes	59	49
Written protocols for when to make referrals and how to make referrals***		
Less than 3 years at the position or in the field	41	60
3+ years at the position or in the field	59	40
List of community resources for referrals**		
Less than 3 years at the position or in the field	29	45
3+ years at the position or in the field	71	55
Parenting curricula		
Less than 3 years at the position or in the field	45	50
3+ years at the position or in the field	55	50
Curricula for other topics **		
Less than 3 years at the position or in the field	27	41
3+ years at the position or in the field	73	59
IT support		
Less than 3 years at the position or in the field	61	54
3+ years at the position or in the field	39	46
Support on how to conduct virtual visits		
Less than 3 years at the position or in the field	47	42
3+ years at the position or in the field	53	58

Home visiting supports by race/ethnicity⁹

Table 52. Home visitors' reported job satisfaction (N = 810)

Current satisfaction level	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Your job security							
Completely or somewhat dissatisfied	7					7	
Completely or somewhat satisfied	93	89	91	95	86	93	93
The amount of vacation time you receive							
Completely or somewhat dissatisfied	12			18		14	
Completely or somewhat satisfied	88	89	89	82	86	86	93
The amount of on-the-job stress you experience							
Completely or somewhat dissatisfied	37		25	43		41	43
Completely or somewhat satisfied	63		75	57		59	57
Your chances for promotion							
Completely or somewhat dissatisfied	39		37	41		30	50
Completely or somewhat satisfied	61		63	59		70	50
The amount of time required of you to complete your daily responsibilities							
Completely or somewhat dissatisfied	23			27		19	
Completely or somewhat satisfied	77	75	86	73	86	81	64
The amount of on-the-job travel required							
Completely or somewhat dissatisfied	11		17	13		9	
Completely or somewhat satisfied	89	89	83	87		91	93
The flexibility of your schedule							
Completely or somewhat dissatisfied	9			11		7	
Completely or somewhat satisfied	91	100	89	89	100	93	93
The health insurance benefits your employer offers							
Completely or somewhat dissatisfied	17		19	21		22	
Completely or somewhat satisfied	83	89	81	79	86	78	79

⁹ Some race/ethnicity categories are not displayed due to suppression and/or missing data

Current satisfaction level	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
The retirement plan your employer offers							
Completely or somewhat dissatisfied	21			16		21	
Completely or somewhat satisfied	79	100	86	84	86	79	64

Table 53. Home visitors' reported job satisfaction compared to pre-COVID-19 (N = 631)

Changes in satisfaction as a result of program changes due to COVID 19	Hispanic, Latinx, or Spanish origin	Asian	Black	Other	White	Two or more races
Your job security						
No change in satisfaction	64	70	70		77	71
Now I'm less satisfied	18	22	21		18	
Now I'm more satisfied	17				5	
The amount of vacation time you receive						
No change in satisfaction	79	85	88	100	88	86
Now I'm less satisfied	9				9	
Now I'm more satisfied	12					
The amount of on-the-job stress you experience						
No change in satisfaction	55	52	66		48	
Now I'm less satisfied	37	41	27		44	64
Now I'm more satisfied	8				8	
Your chances for promotion						
No change in satisfaction	83	75	84		88	86
Now I'm less satisfied	12				10	
Now I'm more satisfied	5					
The amount of time required of you to complete your daily responsibilities						
No change in satisfaction	63	78	76		64	50
Now I'm less satisfied	22		17		29	50
Now I'm more satisfied	15				7	

Changes in satisfaction as a result of program changes due to COVID 19	Hispanic, Latinx, or Spanish origin	Asian	Black	Other	White	Two or more races
The amount of on-the-job travel required						
No change in satisfaction	63	74	71		74	79
Now I'm less satisfied	7				7	
Now I'm more satisfied	30		24		20	
The flexibility of your schedule						
No change in satisfaction	64	74	77		71	71
Now I'm less satisfied	9				17	
Now I'm more satisfied	27		18		11	
The health insurance benefits your employer offers						
No change in satisfaction	86	81	84	100	94	100
Now I'm less satisfied	4					
Now I'm more satisfied	9					
The retirement plan your employer offers						
No change in satisfaction	88	93	86		96	100
Now I'm less satisfied	3					
Now I'm more satisfied	9					

Table 54. Home visitors' perception of their work environment (N = 812)

Work environment	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Had opportunity to participate in an organized event celebrating or recognizing home visitors							
No	53	67	58	47		57	43
Yes	47		42	53		43	57
Had opportunities to learn and grow in your job**							
No	25		25	24		13	
Yes	75	67	75	76	86	87	100
Had someone at work talk to you about your progress*							
No	26		42	34		34	

Work environment	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Yes	74	67	58	66	86	66	93
Have someone at work you can talk to when you feel stressed							
No	9		17	12		7	
Yes	91	100	83	88	100	93	79
Employees have a say in decisions that will affect them							
No	47		39	41		39	43
Yes	53		61	59		61	57
Employees given fair treatment when decisions are made about pay, rewards, evaluations, promotions, and assignments							
No	36		36	39		30	
Yes	64		64	61	100	70	79
Experienced any discrimination in the workplace related to race, ethnicity, religion, and/or gender identification**							
No	96	78	92	78	100	93	93
Yes	4			22		7	
Ease of taking time off during your work day to take care of personal or family matters							
Somewhat easy	41		42	31		40	
Somewhat hard	10			14		9	
Very easy	45		53	54		49	43
Very hard	3						

Table 55. Home visitors' reported availability of employee benefits and reimbursements (N = 810)

Employee benefits	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Sick leave							
This is available	95	100	94	92	100	94	93
Vacation or personal days							
This is available	97	100	92	98		97	100

Employee benefits	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Paid holidays							
This is available	95	100	86	93	100	93	100
Health insurance plan							
This is available	97	100	89	97		93	86
Flexible spending account for medical care							
This is available	59		67	64		61	43
Dental benefits							
This is available	93	100	89	95		88	86
Vision benefits							
This is available	92	89	92	93		87	86
Life insurance							
This is available	86	100	78	86		76	86
A pension or 401K plan (other than Social Security)							
This is available	80	100	80	74		79	50
Paid short-term disability (e.g., paid maternity leave)							
This is available	76	89	74	72		67	43
Flexible spending account for dependent care*							
This is available	42		64	52		40	
Help paying for child care or child care on site*							
This is available	11		28	11		6	
Help paying for or reimbursement for education expenses							
This is available	33		58	40		40	
An employee assistance plan (e.g. legal or other types of counseling for employees)*							
This is available	42		47	67		54	50
Commuter benefits***							
This is available	42		50	55		28	

Employee benefits	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Other							
This is available	17						
Travel reimbursement policy*							
I don't receive any reimbursement	2						
I receive full reimbursement for all of my work travel costs	18			22		31	
I receive reimbursement for mileage only	69		67	53		53	43
I receive some reimbursement but it does not cover all mileage, gas, and parking costs	10			20		12	
Employer provides Cost-of-Living Adjustments (COLAs)?***							
I don't know	41		50	32		26	
No	28		28	25		18	
Yes	31		22	42		56	
Time since most recent pay increase excluding COLAs							
6 months to 1 year	25		26	24		36	
I have never received a pay increase	23		26	19		17	
Less than 6 months	28		18	34		29	
More than 1 year	24		29	24		19	
Member of a labor union or of an employee association similar to a union							
I don't know	12			10		7	
No	52		44	47	86	46	50
Not applicable	10					6	
Yes	26		42	34		41	

Table 56. Home visitors' future career plans (N = 805)

Future plans	Hispanic, Latinx, or Spanish origin	American Indian and Alaska Native	Asian	Black	Other	White	Two or more races
Remain in current position							
Somewhat or very likely	84	78	83	81		88	79
Somewhat or very unlikely	16		17	19		12	
Pursue additional education or training***							
Somewhat or very likely	90	67	86	90	100	72	86
Somewhat or very unlikely	10			10		28	
Seek new opportunity/promotion within home visiting field***							
Somewhat or very likely	63		58	58		44	64
Somewhat or very unlikely	37	78	42	42		56	
Increase work hours in home visiting position							
Somewhat or very likely	24		33	17		14	
Somewhat or very unlikely	76	78	67	83		86	64
Decrease work hours in home visiting position							
Somewhat or very likely	16		20	17		17	
Somewhat or very unlikely	84	78	80	83		83	93
Find employment outside of in-home visiting)**							
Somewhat or very likely	40		50	47		28	
Somewhat or very unlikely	60	100	50	53		72	64
Retire or stop working*							
Somewhat or very likely	8			14		18	
Somewhat or very unlikely	92	89	97	86		82	100
Be laid off, furloughed, or deployed to work elsewhere							
Somewhat or very likely	12			19		11	
Somewhat or very unlikely	88	78	86	81	86	89	71

Home visiting supports by depressive symptoms

Table 57. Home visitors' receipt of mental health supports from their program (N = 803)

I receive...	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Support from my supervisor*		
No	7	13
Yes	93	87
Counseling**		
No	34	44
Yes	66	56
Mental health treatment**		
No	36	47
Yes	64	53
Peer support***		
No	14	25
Yes	86	75
Opportunities for self-care, exercise, mindfulness***		
No	19	33
Yes	81	67

Table 58. Home visitors' indicating a need for more mental health supports from their program (N = 547)

I would like more...	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Support from my supervisor*		
No	62	52
Yes	38	48
Counseling**		
No	55	40
Yes	45	60
Mental health treatment***		
No	58	40
Yes	42	60
Peer support***		
No	59	41
Yes	41	59
Opportunities for self-care, exercise, mindfulness*		
No	40	30
Yes	60	70

Table 59. Home visitors' reported job satisfaction (N = 807)

Current satisfaction level	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Your job security***		
Completely or somewhat dissatisfied	4	14
Completely or somewhat satisfied	96	86
The amount of vacation time you receive**		
Completely or somewhat dissatisfied	11	18
Completely or somewhat satisfied	89	82
The amount of on-the-job stress you experience***		
Completely or somewhat dissatisfied	30	58
Completely or somewhat satisfied	70	42
Your chances for promotion***		
Completely or somewhat dissatisfied	32	52
Completely or somewhat satisfied	68	48
The amount of time required of you to complete your daily responsibilities***		
Completely or somewhat dissatisfied	19	33
Completely or somewhat satisfied	81	67
The amount of on-the-job travel required***		
Completely or somewhat dissatisfied	9	21
Completely or somewhat satisfied	91	79
The flexibility of your schedule***		
Completely or somewhat dissatisfied	7	15
Completely or somewhat satisfied	93	85
The health insurance benefits your employer offers*		
Completely or somewhat dissatisfied	17	24
Completely or somewhat satisfied	83	76
The retirement plan your employer offers*		
Completely or somewhat dissatisfied	18	25
Completely or somewhat satisfied	82	75

Table 60. Home visitors' reported job satisfaction compared to pre-COVID-19 (N = 632)

Changes in satisfaction as a result of program changes due to COVID 19	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Your job security*		
No change in satisfaction	68	64
Now I'm less satisfied	17	26
Now I'm more satisfied	15	10
The amount of vacation time you receive		
No change in satisfaction	82	80
Now I'm less satisfied	8	12

Changes in satisfaction as a result of program changes due to COVID 19	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Now I'm more satisfied	10	7
The amount of on-the-job stress you experience***		
No change in satisfaction	58	43
Now I'm less satisfied	33	52
Now I'm more satisfied	9	4
Your chances for promotion		
No change in satisfaction	84	80
Now I'm less satisfied	12	16
Now I'm more satisfied	4	5
The amount of time required of you to complete your daily responsibilities		
No change in satisfaction	66	60
Now I'm less satisfied	21	29
Now I'm more satisfied	13	11
The amount of on-the-job travel required		
No change in satisfaction	67	63
Now I'm less satisfied	7	11
Now I'm more satisfied	27	26
The flexibility of your schedule***		
No change in satisfaction	71	56
Now I'm less satisfied	7	18
Now I'm more satisfied	21	25
The health insurance benefits your employer offers*		
No change in satisfaction	88	87
Now I'm less satisfied	4	8
Now I'm more satisfied	8	6
The retirement plan your employer offers		
No change in satisfaction	90	90
Now I'm less satisfied	2	4
Now I'm more satisfied	8	6

Table 61. Home visitors' perceptions of their work environment (N = 811)

Work environment	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Had the opportunity to participate in an organized event celebrating or recognizing home visitors		
No	53	56
Yes	47	44
Had opportunities to learn and grow in your job		
No	21	27
Yes	79	73

Work environment	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Had someone at work talked to you about your progress***		
No	25	39
Yes	75	61
Have someone at work you can talk to when you feel stressed*		
No	8	14
Yes	92	86
Employees have a say in decisions that will affect them***		
No	42	57
Yes	58	43
Employees given fair treatment when decisions are made about pay, rewards, evaluations, promotions, and assignments***		
No	30	48
Yes	70	52
Ease of taking time off during your work day to take care of personal or family matters		
Somewhat easy	39	43
Somewhat hard	9	13
Very easy	49	40
Very hard	2	4
Experienced any discrimination in the workplace related to race, ethnicity, religion, and/or gender identification		
No	94	92
Yes	6	8

Table 62. Home visitors' reported job changes before COVID-19 (N = 785)

Experienced position change before COVID 19	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Promotion		
No	95	97
Yes	5	3
Demotion		
No	99	100
Yes		
Furlough		
No	98	99
Yes	2	
Reduction in hours		
No	97	95
Yes	3	5
Deployment or reassignment to other work in your agency***		
No	91	82

Experienced position change before COVID 19	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Yes	9	18
Some other type of position change		
No	94	90
Yes	6	10
I did not have a position change before COVID-19***		
No	22	34
Yes	78	66

Table 63. Home visitors' future career plans (N = 808)

Future plans	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Remain in current position***		
Somewhat or very likely	87	76
Somewhat or very unlikely	13	24
Pursue additional education or training		
Somewhat or very likely	85	88
Somewhat or very unlikely	15	12
Seek new opportunity/promotion within home visiting field		
Somewhat or very likely	59	54
Somewhat or very unlikely	41	46
Increase work hours in home visiting position		
Somewhat or very likely	23	19
Somewhat or very unlikely	77	81
Decrease work hours in home visiting position		
Somewhat or very likely	15	19
Somewhat or very unlikely	85	81
Find employment outside of in-home visiting)**		
Somewhat or very likely	36	47
Somewhat or very unlikely	64	53
Retire or stop working		
Somewhat or very likely	10	10
Somewhat or very unlikely	90	90
Be laid off, furloughed, or deployed to work elsewhere***		
Somewhat or very likely	10	22
Somewhat or very unlikely	90	78

Table 64. Home visitors' experiences with supervision (N = 702)

	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Frequency of group supervision or team meetings that provide time for reflection and sharing ideas with colleagues		
I do not have group supervision meetings	7	9
Monthly	33	39
One to two times per month	23	22
Weekly or more frequently	37	30
Frequency of one-on-one supervision meetings with your supervisor		
I do not have one-on-one supervision meetings	11	13
Monthly	21	23
One to two times per month	18	17
Weekly or more frequently	51	46
Frequency of video recording review of your visits as part of supervision		
Every few months	4	
Monthly	8	5
One to two times per year	6	5
We do not review video recordings	82	88
Frequency of supervisor's attendance at home visits (pre-COVID-19)		
Every few months	25	20
Monthly	7	6
My supervisor did not attend visits with me	32	39
Once per year	18	16
Twice per year	18	19
Frequency of supervisor's attendance at virtual visits (since COVID-19)		
Two to three times	15	13
Four or more time	3	
My supervisor did not join any visits	64	69
One time	17	15
Helpfulness of supervisor's feedback***		
Extremely helpful	46	36
Not at all or not very helpful	4	12
Somewhat helpful	20	17
Very helpful	30	35
Length of one-on-one supervision meetings		
30 minutes	17	12
Less than 30 minutes	10	10
More than 30 minutes	72	78
Supervision meeting includes use of reflective supervision techniques		
No	7	6
Yes	93	94

	Depressive symptoms score less than 8	Depressive symptoms score at 8+
Frequency of feedback from supervisor after observations		
Always	82	76
Usually	11	16
Sometimes	4	
Rarely		
Never		

Home visiting supports by PPIC region

Table 65. Home visitors' reported job changes before COVID-19 (N = 816)

Experienced position change before COVID-19**	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Demotion									
I did not have a position change before COVID-19	84	87	89	90	82	86	89	89	88
Other position change	8		8		10	14			
Promotion	7				8				

Table 66. Home visitors' reported job changes during COVID-19 (N = 816)

Experienced position change during COVID-19	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Promotion*									
No	92	97	99	96	93	98	97	90	95
Yes	8				7				
Demotion									
No	100	100	99	99	100	100	100	100	98
Yes									
Furlough**									
No	93	97	99	98	100	100	100	100	98
Yes	7								
Reduction in hours**									
No	93	90	99	93	99	94	98	98	98
Yes	7			7					
Deployment or reassignment to other work in your agency***									
No	72	83	88	93	95	89	90	90	88

Experienced position change during COVID-19	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Yes	28		12	7	5	11	10		12
Some other type of position change									
No	96	87	93	95	91	97	90	92	91
Yes			7		9		10		
I have not had a position change since COVID-19***									
No	44	43	19	22	21	22	22	25	27
Yes	56	57	81	78	79	78	78	75	73

Table 67. Home visitors' reported availability of employee benefits and reimbursements (N = 818)

Employee benefit	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Sick leave*									
This is available	99	90	97	98	93	92	88	96	98
Vacation or personal days**									
This is available	100	93	99	90	100	98	92	95	97
Paid holidays**									
This is available	99	87	98	87	92	97	92	95	98
Health insurance plan***									
This is available	98	83	94	88	100	98	95	95	97
Flexible spending account for medical care**									
This is available	68	67	52	42	67	55	59	58	77
Dental benefits***									
This is available	94	80	90	84	99	91	88	96	91
Vision benefits**									
This is available	94	80	90	83	96	86	88	98	91

Employee benefit	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Life insurance***									
This is available	87	62	83	73	93	77	85	84	88
A pension or 401K plan (other than Social Security)**									
This is available	85	83	75	60	82	78	85	78	91
Paid short-term disability (e.g., paid maternity leave)**									
This is available	79	67	73	58	80	66	68	83	79
Flexible spending account for dependent care***									
This is available	59	53	37	20	49	28	45	42	62
Help paying for child care or child care on site									
This is available	14	20	8		11	9		13	20
Help paying for or reimbursement for education expenses***									
This is available	50	60	25	33	35	45	21	37	46
An employee assistance plan (e.g. legal or other types of counseling for employees)**									
This is available	62	53	38	34	50	44	31	56	55
Commuter benefits***									
This is available	55	20	31	31	52	22	43	41	35
Other									
This is available			12		23				

Table 68. Home visitors' future career plans (N = 817)

Future plans	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Remain in current position									
Somewhat or very likely	87	87	86	73	82	83	83	89	91
Somewhat or very unlikely	13		14	27	18	17	17	11	

Future plans	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Pursue additional education or training**									
Somewhat or very likely	82	67	86	84	92	80	90	80	93
Somewhat or very unlikely	18	33	14	16	8	20	10	20	
Seek new opportunity/promotion within home visiting field									
Somewhat or very likely	66	45	59	56	60	55	54	44	65
Somewhat or very unlikely	34	55	41	44	40	45	46	56	35
Increase work hours in home visiting position									
Somewhat or very likely	19	21	25	25	22	18	28	13	27
Somewhat or very unlikely	81	79	75	75	78	82	72	87	73
Decrease work hours in home visiting position**									
Somewhat or very likely	16	24	12	23	12	11	26	15	29
Somewhat or very unlikely	84	76	88	77	88	89	74	85	71
Find employment outside of in-home visiting*									
Somewhat or very likely	37	33	40	55	38	25	40	28	40
Somewhat or very unlikely	63	67	60	45	62	75	60	72	60
Retire or stop working**									
Somewhat or very likely	10	30	9	14	6	13			16
Somewhat or very unlikely	90	70	91	86	94	87	93	92	84
Be laid off, furloughed, or deployed to work elsewhere**									
Somewhat or very likely	25	21	10	15	9	9		21	
Somewhat or very unlikely	75	79	90	85	91	91	91	79	91

Factors for retention by PPIC region

Table 69. Recruitment strategies reported by supervisors (N = 109)

Form of recruiting	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Advertise position on agency website									
No					25				
Yes	80		80	64	75	100	100	78	75
Advertise position on home visiting model's national organization website									
No	90	100	100	100	97	86	100	100	92
Yes									
Advertise position on job search websites that require a fee for employers (e.g., LinkedIn, CareerBuilder)									
No			67	82	62				67
Yes					38				
Advertise position on free job search websites (e.g., Indeed)									
No		100	60	91	59				58
Yes			40		41				
Advertise in local newspaper*									
No	90	100	93	100	100		100	100	100
Yes									
Advertise internally at agency to promote or reclassify existing staff									
No			60	64	59		86		50
Yes			40		41			67	50
Advertise at public workforce agency or other employment intermediary (e.g., America's Job Center)									
No	90	100	100	100	97	86	100	100	100
Yes									
Email job announcement to colleagues in your professional network									
No	60		60	64	56		100	67	50
Yes			40		44				50

Form of recruiting	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Post on social media pages (e.g., Facebook, Twitter, LinkedIn)									
No	70	100	60	91	78		86		83
Yes			40		22				
Recruit through local colleges and universities									
No	60		87	82	84	86	86	67	75
Yes									
Encourage your staff to share through word of mouth									
No	60		40		38				
Yes			60	55	62			78	75
Share with current/former home visiting participants to encourage them to apply									
No	60		87	82	72		100		75
Yes					28				
Other									
No	100		93	91	91	100	100	89	92
Yes									

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Table 70. Recruitment qualifications used by supervisors (N = 139)

	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Minimum educational requirement program has for home visitors**									
Associate's degree			32						
Bachelor's degree	38		37	40	69		67		
Bachelor's degree (Nursing)									
High school degree/GED					19				
No requirement									

	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Other requirement									
Length home visitors typically remain employed in program*									
1-2 years				40	24				
3-4 years			30		51				64
5-10 years	38	100	35		22				
Less than 1 year									
More than 10 years									

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Table 71. Main reasons staff stay in home visiting program as reported by supervisors (N = 137)

Reasons for retention	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Feel called to a helping profession									
A major reason	88	100	80	87	90	70	78	100	80
A minor reason									
Not a reason									
Desire to work with families									
A major reason	94	100	85	93	95	100	89	100	82
A minor reason									
Not a reason									
Flexibility of schedule**									
A major reason	69		40	53	65		89		91
A minor reason			60		20				
Not a reason					15				
Salary									
A major reason			35		22				

Reasons for retention	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
A minor reason			45		30				55
Not a reason	38				48	70			
Benefits									
A major reason	44		45	47	38				
A minor reason	38		35		35		67		55
Not a reason					28				
Relationships with colleagues									
A major reason	62		70	60	57			78	82
A minor reason				40	38				
Not a reason									
Opportunities to learn and grow									
A major reason	50		70	60	62			67	60
A minor reason					32	60			
Not a reason									
Recognition and praise received from supervisor and/or peers									
A major reason			45		50				
A minor reason	50		45	40	35				73
Not a reason					15				
Recognition and praise received from families and community stakeholders									
A major reason	62		50	67	42	60			
A minor reason			40		45				
Not a reason									

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Table 72. Main reasons for turnover among staff as reported by supervisors (N = 132)

Reasons for turnover	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Pursuit of educational opportunities									
A major reason				43	44		75		64
A minor reason					15				
Not a reason	60		55		41				
Desire for more job stability									
A major reason					21				
A minor reason				43	21				
Not a reason	80		65		59	70	75		55
Desire for a different kind of work									
A major reason					23				60
A minor reason	43		30		31	60			
Not a reason			50		46				
Schedule challenges									
A major reason					15				
A minor reason					21				
Not a reason	87		75	64	64	60			73
Low salary*									
A major reason			30	50	51		75		
A minor reason					15			67	
Not a reason	60		45		33				
Limited benefits									
A major reason					15				
A minor reason					31				
Not a reason	87		75	50	54			67	73
Caregiving responsibilities (e.g., to care for one's children or parent)*									
A major reason					26				

Reasons for turnover	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
A minor reason					31	70			
Not a reason	80	100	65	64	44				60
Staff burnout/ heavy caseload									
A major reason					21				
A minor reason					33				
Not a reason	47		75	71	46				
Staff burnout/ data burden									
A major reason					23				
A minor reason			30		28				
Not a reason	47		65	64	49	60			
Personal health reasons									
A major reason					18				
A minor reason			30		28				
Not a reason	80		70	64	54				
Didn't like travel required of job									
A major reason					18				
A minor reason					18				
Not a reason	93		85	57	64	80		67	70
Concerns about safety in the field									
A major reason									
A minor reason					28				
Not a reason	67		70	71	64	60	75		73
Retirement									
A major reason					13				
A minor reason									
Not a reason	67	83	85	71	79		88	89	70

Reasons for turnover	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Moving out of the area									
A major reason									
A minor reason			30		28	60			
Not a reason	71		55	57	62			89	60
Layoffs due to funding or other programmatic changes									
A major reason									
A minor reason					15				
Not a reason	93	100	75	86	77	100	75	100	70
Dismissal from employment due to performance									
A major reason									
A minor reason									
Not a reason	73		74	57	79	70	88		55
Moves to a position at another site or another home visiting program within your agency									
A major reason					28				
A minor reason									
Not a reason	87		65	71	59	70			55

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Table 73. Supervisors' experienced level of difficulty in recruiting qualified home visitor candidates (N = 110)**

	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Over the past year, difficulty recruiting qualified home visitor candidates*									
Somewhat easy	60				24				
Somewhat hard			47		64				
Very easy									
Very hard									

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Table 74. Supervisors' experienced level of difficulty in recruiting home visitors with various qualifications (N = 105)

Difficulty recruiting home visitors with the following qualifications in the past year	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Interest in working with families									
Difficult									
Neutral					22				
Not difficult	70		86	78	66	86	86	78	64
Experience working in tribal communities									
Difficult			75		33				
Neutral									
Not difficult					39				
Minimum education level/degree									
Difficult									
Neutral					38				
Not difficult	60		50		47		86		55
Preferred education level/degree									
Difficult					28				
Neutral					28				
Not difficult	60		43		44		86		
Relevant experience and expertise									
Difficult					50				
Neutral			50		22				
Not difficult					28				
Own personal transportation									
Difficult									
Neutral									
Not difficult	100		83		73	86	86	100	73

Difficulty recruiting home visitors with the following qualifications in the past year	Bay Area	Central Coast	Central Valley & Sierra	Inland Empire	Los Angeles	Northern	Orange County	Sacramento Area	San Diego County
Willingness to travel									
Difficult					22				
Neutral					22				
Not difficult	89		85		56	86	86	89	73
Necessary communication and interpersonal skills									
Difficult					28				
Neutral					31				
Not difficult	70		71		41		86	89	
Flexible in terms of availability and scheduling									
Difficult					19				
Neutral					41				
Not difficult	60		79	78	41		86	78	64
Bilingual ability**									
Difficult					35				55
Neutral					23				
Not difficult			73		42		86	75	

Note: Only supervisors and supervisors with caseloads were asked to report on questions in this table.

Communication methods used by home visiting staff by PPIC region

Table 75. Average length of visits that use voice only (e.g., on the phone or computer) by PPIC region

Region	Mean	Median	SD	Min	Max
Time of voice visit - on average or typically***					
Bay Area (n = 69)	43.83	45	21	0.45	90
Central Coast (n = 24)	40.34	35	26.55	1	90
Central Valley & Sierra (n = 126)	37.29	40	17.71	0.4	70
Inland Empire (n = 63)	35.26	30	21.24	0.3	90
Los Angeles (n = 173)	42.14	45	18.69	0	100
Northern (n = 50)	35.04	30	18.82	0	90
Orange County (n = 42)	50.56	60	20.36	0.5	90
Sacramento Area (n = 43)	42.80	40	19.22	0.5	90
San Diego County (n = 43)	34.69	30	19.48	1.5	90
Time of voice visit - when it's long**					
Bay Area (n = 69)	72.32	70	33.55	0	120
Central Coast (n = 24)	65.60	60	36.90	1	150
Central Coast Valley & Sierra (n = 124)	57.68	60	30.61	0.92	150
Inland Empire (n = 61)	56.73	60	33.07	0.45	120
Los Angeles (n = 166)	62.21	60	33.17	0	180
Northern (n = 47)	59.93	60	28.03	0	120
Orange County (n = 42)	75.49	90	33.90	0.75	120
Sacramento Area (n = 42)	66.36	60	24.71	2	120
San Diego County (n = 42)	52.64	60	28.99	1	120
Time of voice visit - when it's short***					
Bay Area (n = 69)	25.41	20	15.21	0	60
Central Coast (n = 24)	25.21	17.5	20.44	0.3	60
Central Coast Valley & Sierra (n = 123)	22.40	20	12.14	0.15	55
Inland Empire (n = 64)	20.99	15	18	0	75
Los Angeles (n = 164)	29.36	30	13.52	0	60
Northern (n = 47)	18.02	15	13	0	60
Orange County (n = 42)	34.32	32.5	14.35	0.25	70
Sacramento Area (n = 42)	21.43	20	12.35	0.25	60
San Diego County (n = 43)	21.98	20	13.98	0	60

Table 76. Average length of visits that use video (e.g., on the phone or computer) by PPIC region

Region	Mean	Median	SD	Min	Max
Time for video visits - on average or typically**					
Bay Area (n = 64)	45.69	45	22.85	0	120

Region	Mean	Median	SD	Min	Max
Central Coast (n = 21)	40.90	30	32.93	1	120
Central Coast Valley & Sierra (n = 118)	39.10	40	20.45	0	90
Inland Empire (n = 63)	37.91	40	22.50	0	90
Los Angeles (n = 188)	47.16	50	21.20	0	130
Northern (n = 40)	40.93	42.5	17.90	1	90
Orange County (n = 41)	50.55	60	19.74	0.5	90
Sacramento Area (n = 40)	44.14	45	15.93	0	60
San Diego County (n = 43)	38.86	40	18.80	1	75
Time for video visits - when it's long					
Bay Area (n = 63)	68.18	60	32.80	0	150
Central Coast (n = 21)	61.90	45	52.23	1	180
Central Coast Valley & Sierra (n = 116)	56.10	60	30.98	0.75	120
Inland Empire (n = 62)	58.05	60	40.73	0	240
Los Angeles (n = 181)	66.54	70	34.51	0.12	180
Northern (n = 40)	62.91	60	24.16	1.5	120
Orange County (n = 41)	65.73	60	28.02	1	120
Sacramento Area (n = 39)	63.54	60	26.92	0	120
San Diego County (n = 42)	56.77	60	29.92	1	90
Time for video visits - when it's short***					
Bay Area (n = 63)	26.65	30	13.55	0	60
Central Coast (n = 21)	26.30	20	23.80	0	90
Central Coast Valley & Sierra (n = 116)	25.71	25	14.17	0.15	65
Inland Empire (n = 64)	25.99	20	17.28	0	60
Los Angeles (n = 180)	34.65	35	15.45	0	100
Northern (n = 41)	24.68	20	15.02	3	60
Orange County (n = 41)	35.40	40	16.53	0	80
Sacramento Area (n = 39)	25.01	30	14.68	0	60
San Diego County (n = 42)	27.10	30	13.25	0.03	50

Table 77. Frequency of text communication among home visiting staff by PPIC region

Region	Mean	Median	SD	Min	Max
Texts typically sent per week - on average or for a typical family					
Bay Area (n = 63)	10.41	5	12.64	0	60
Central Coast (n = 21)	4.29	3	3.64	1	15
Central Coast Valley & Sierra (n = 105)	9.35	3	17.29	0	100
Inland Empire (n = 60)	17.52	4.5	64.59	0	500
Los Angeles (n = 102)	7.74	4	13.02	0	100
Northern (n = 50)	8.62	4	12.38	1	60
Orange County (n = 23)	10.05	3	19	0.25	90

Region	Mean	Median	SD	Min	Max
Sacramento Area (n = 38)	8.05	4	10.13	1	50
San Diego County (n = 38)	6.99	3	9.48	0	50
Texts typically sent per week - when it is a lot of texts (for a family who has a lot of needs)					
Bay Area (n = 62)	19.74	10	22.37	0	100
Central Coast (n = 20)	8.85	6	7.31	1	25
Central Coast Valley & Sierra (n = 102)	16.03	7.5	27.79	0	200
Inland Empire (n = 56)	24.75	9.5	80.22	1	600
Los Angeles (n = 100)	12.46	7.5	14.10	0	90
Northern (n = 49)	19.02	10	31.16	1	200
Orange County (n = 23)	16.02	7	25.58	0.5	120
Sacramento Area (n = 36)	17.39	9	19.75	2	90
San Diego County (n = 38)	9.82	5.5	11.63	0	60
Texts typically sent per week - when it's a few texts (for a family with few needs)					
Bay Area (n = 63)	5.08	2	6.26	0	30
Central Coast (n = 20)	2.30	1.5	2.23	1	10
Central Coast Valley & Sierra (n = 102)	5.05	2	9.76	0	60
Inland Empire (n = 56)	7.70	2	26.78	0	200
Los Angeles (n = 100)	5.16	2	11.15	0	100
Northern (n = 49)	3.86	2	6.77	0	40
Orange County (n = 23)	5.01	2	7.86	0.25	30
Sacramento Area (n = 36)	5.11	3	6.80	1	30
San Diego County (n = 38)	3.77	2	4.81	0	20

Table 78. Average length of in-person visits by PPIC region

Region	Mean	Median	SD	Min	Max
Time of in-person visit - on average or typically*					
Bay Area (n = 19)	50.33	50	30.77	0	90
Central Coast (n = 7)	57.86	60	35.57	10	120
Central Coast Valley & Sierra (n = 22)	43.05	45	25.67	5	90
Inland Empire (n = 8)	48	57.5	28.37	4	90
Los Angeles (n = 8)	34.50	40	32.63	0	90
Northern (n = 37)	62.34	60	24.15	1.5	90
Orange County (n = 1)	1	1	NA	1	1
Sacramento Area (n = 12)	39.19	37.5	27.34	0.25	90
San Diego County (n = 4)	42.50	40	40.31	0	90
Time of in-person visit - when it's long*					
Bay Area (n = 19)	70.89	90	36.50	2	120
Central Coast (n = 7)	83.57	75	53.98	15	180
Central Coast Valley & Sierra (n = 22)	61.14	60	34.22	10	120
Inland Empire (n = 8)	65	87.5	36.94	5	90

Region	Mean	Median	SD	Min	Max
Los Angeles (n = 8)	61.88	60	38.07	0	130
Northern (n = 37)	90.46	90	29.14	2	120
Orange County (n = 1)	1.50	1.50	NA	1.50	1.50
Sacramento Area (n = 12)	59.60	65	37.35	0.25	120
San Diego County (n = 4)	52.50	60	45	0	90
Time of in-person visit - when it's short					
Bay Area (n = 19)	30.26	30	18.37	5	60
Central Coast (n = 7)	40.71	45	24.74	5	70
Central Coast Valley & Sierra (n = 21)	24.43	20	18.13	3	60
Inland Empire (n = 7)	34.43	30	28.73	1	90
Los Angeles (n = 8)	27.63	22.5	30.81	0	90
Northern (n = 37)	37.43	30	21.43	5	90
Orange County (n = 1)	0.50	0.50	NA	0.50	0.50
Sacramento Area (n = 12)	17.10	17.5	11.34	0.25	30
San Diego County (n = 4)	32.50	20	40.31	0	90

Table 79. Average length of visits that use voice only (e.g., on the phone or computer) by tenure

Tenure	Mean	Median	SD	Min	Max
Time of voice visit - on average or typically					
Less than 3 years at the position or in the field (n = 235)	38.13	45	20.53	0	90
3+ years at the position or in the field (n = 386)	41.30	45	19.63	0	100
Time of voice visit - when it's long					
Less than 3 years at the position or in the field (n = 233)	60.26	60	30.54	0	150
3+ years at the position or in the field (n = 374)	63.60	60	33.32	0	180
Time of voice visit - when it's short					
Less than 3 years at the position or in the field (n = 234)	24.00	20	15.35	0	60
3+ years at the position or in the field (n = 374)	25.40	25	14.64	0	75

Table 80. Average length of visits that use video (e.g., on the phone or computer) by tenure

Tenure	Mean	Median	SD	Min	Max
Time for video visits - on average or typically*					
Less than 3 years at the position or in the field (n = 234)	41.04	45	21.17	0	130
3+ years at the position or in the field (n = 371)	44.75	45	21.57	0	120
Time for video visits - when it's long*					
Less than 3 years at the position or in the field (n = 229)	58.82	60	32.89	0	180
3+ years at the position or in the field (n = 364)	64.69	60	34.05	0	240
Time for video visits - when it's short					
Less than 3 years at the position or in the field (n = 230)	28.24	30	16.37	0	100
3+ years at the position or in the field (n = 365)	29.66	30	15.80	0	90

Table 81. Frequency of text communication among home visiting staff by tenure

Tenure	Mean	Median	SD	Min	Max
Texts typically sent per week - on average or for a typical family*					
Less than 3 years at the position or in the field (n = 175)	13.21	5	40.15	0	500
3+ years at the position or in the field (n = 315)	7.20	3	10.81	0	90
Texts typically sent per week - when it is a lot of texts (for a family who has a lot of needs)*					
Less than 3 years at the position or in the field (n = 171)	20.63	10	50.77	0	600
3+ years at the position or in the field (n = 305)	13.67	7	19.43	0	200
Texts typically sent per week - when it's a few texts (for a family with few needs)*					
Less than 3 years at the position or in the field (n = 172)	6.72	2.5	18.11	0	200
3+ years at the position or in the field (n = 305)	4.01	2	6.38	0	60

Table 82. Average length of in-person visits by tenure

Tenure	Mean	Median	SD	Min	Max
Time of in-person visit - on average or typically					
Less than 3 years at the position or in the field (n = 37)	50.68	60	29.91	1	90
3+ years at the position or in the field (n = 78)	49.69	60	29.35	0	120
Time of in-person visit - when it's long					
Less than 3 years at the position or in the field (n = 37)	72.20	85	38.86	1.5	120
3+ years at the position or in the field (n = 78)	72.88	90	37.52	0	180
Time of in-person visit - when it's short					
Less than 3 years at the position or in the field (n = 37)	31.12	30	23.67	0.5	90
3+ years at the position or in the field (n = 76)	30.19	30	22.14	0	90

Table 83. Average length of visits that use voice only (e.g., on the phone or computer) by depressive symptoms

Depression scale	Mean	Median	SD	Min	Max
Time of voice visit - on average or typically					
Depressive symptoms score at 8+ (n = 158)	41.85	45	19.37	0	100
Depressive symptoms score below 8 (n = 437)	39.45	45	20.04	0	90
Time of voice visit - when it's long					
Depressive symptoms score at 8+ (n = 155)	63.90	60	32.09	0.6	150
Depressive symptoms score below 8 (n = 425)	62.18	60	31.97	0	180
Time of voice visit - when it's short					
Depressive symptoms score at 8+ (n = 155)	25.09	25	14.21	0	60
Depressive symptoms score below 8 (n = 425)	24.57	25	14.82	0	70

Table 84. Average length of visits that use video (e.g., on the phone or computer) by depressive symptoms

Depression scale	Mean	Median	SD	Min	Max
Time for video visits - on average or typically					
Depressive symptoms score at 8+ (n = 155)	43.67	45	21.61	0	120
Depressive symptoms score below 8 (n = 424)	42.74	45	20.93	0	120
Time for video visits - when it's long					
Depressive symptoms score at 8+ (n = 153)	63.56	60	34.89	0	180
Depressive symptoms score below 8 (n = 415)	62.20	60	32.86	0	240
Time for video visits - when it's short					
Depressive symptoms score at 8+ (n = 155)	27.99	30	15.13	0	60
Depressive symptoms score below 8 (n = 414)	29.24	30	15.96	0	90

Table 85. Frequency of text communication among home visiting staff by depressive symptoms

Depressive symptoms scale	Mean	Median	SD	Min	Max
Texts typically sent per week - on average or for a typical family					
Depressive symptoms score at 8+ (n = 131)	10.60	5	15.29	0	100
Depressive symptoms score below 8 (n = 344)	9.29	4	29.41	0	500
Texts typically sent per week - when it is a lot of texts (for a family who has a lot of needs)					
Depressive symptoms score at 8+ (n = 128)	19.08	10	27.23	0	200
Depressive symptoms score below 8 (n = 333)	15.58	8	37.55	0	600
Texts typically sent per week - when it's a few texts (for a family with few needs)					
Depressive symptoms score at 8+ (n = 128)	4.55	2	6.97	0	50
Depressive symptoms score below 8 (n = 334)	5.23	2	13.75	0	200

Table 86. Average length of in-person visits by depressive symptoms

Depression scale	Mean	Median	SD	Min	Max
Time of in-person visit - on average or typically*					
Depressive symptoms score at 8+ (n = 30)	60.50	60	25.30	0	90
Depressive symptoms score below 8 (n = 79)	46.34	45	30.04	0	120
Time of in-person visit - when it's long					
Depressive symptoms score at 8+ (n = 30)	83.83	90	30.84	15	120
Depressive symptoms score below 8 (n = 79)	68.87	85	39.41	0	180
Time of in-person visit - when it's short					
Depressive symptoms score at 8+ (n = 30)	33.00	30	21.36	0	90
Depressive symptoms score below 8 (n = 77)	30.33	30	23.64	0	90

Table 87. Rates of new hires and turnover by PPIC region

Region	Mean	Median	SD	Min	Max
Home visitors program hired in past year*					
Bay Area (n = 16)	1.69	1	1.78	0	5
Central Coast (n = 7)	1.86	1	1.95	0	6
Central Valley & Sierra (n = 20)	2.30	1	3.95	0	18
Inland Empire (n = 15)	8.60	3	13.25	0	40
Los Angeles (n = 42)	3.83	3	3.60	0	15
Northern (n = 10)	1.70	1.5	1.64	0	5
Orange County (n = 8)	2.13	2	2.23	0	7
Sacramento Area (n = 9)	4.22	3	4.24	1	15
San Diego County (n = 12)	3.25	3	2.70	1	10
Home visitors that left program in past year					
Bay Area (n = 16)	0.81	0	1.33	0	5
Central Coast (n = 7)	0.57	0	0.79	0	2
Central Valley & Sierra (n = 20)	0.70	0	1.03	0	3
Inland Empire (n = 14)	2.14	1	2.57	0	7
Los Angeles (n = 39)	2.03	1	2.27	0	10
Northern (n = 10)	2.50	2.5	2.37	0	8
Orange County (n = 8)	1.38	1.5	0.74	0	2
Sacramento Area (n = 9)	1.78	1	1.79	0	4
San Diego County (n = 11)	2.00	2	1.67	0	5

Workforce salary

Table 88. Supervisor salary by PPIC region

Region**	Mean	Median	SD	Min	Max
Bay Area (n = 12)	\$88,025	\$90,120	\$39,412	\$38,400	\$149,760
Central Coast (n = 7)	\$99,218.50	\$108,160	\$25,344	\$59,800	\$135,200
Central Valley & Sierra (n = 16)	\$60,156	\$58,281.50	\$19,339	\$37,050	\$110,604
Inland Empire (n = 11)	\$59,032	\$52,000	\$32,549	\$20,592	\$145,600
Los Angeles (n = 36)	\$57,643	\$55,500	\$16,892	\$27,913	\$124,800
Northern (n = 8)	\$70,648	\$62,670	\$32,769	\$40,800	\$143,000
Orange County (n = 6)	\$54,824	\$53,500	\$22,149.50	\$31,200	\$90,384
Sacramento area (n = 8)	\$70,820	\$60,780	\$25,164.50	\$49,400	\$120,000
San Diego County (n = 10)	\$71,378	\$57,200	\$31,629	\$44,741	\$131,040

Table 89. Home visitor salary by PPIC region

	Mean	Median	SD	Min	Max
Region**					
Bay Area (n = 65)	\$72,416	\$51,605	\$42,592	\$23,131	\$172,640
Central Coast (n = 17)	\$58,516	\$46,904	\$32,591	\$16,900	\$109,000
Central Valley & Sierra (n = 113)	\$44,827	\$40,800	\$15,859	\$21,632	\$99,918
Inland Empire (n = 52)	\$42,946	\$31,980	\$26,952	\$16,380	\$140,556
Los Angeles (n = 156)	\$50,174	\$43,680	\$22,526	\$13,000	\$183,040
Northern (n = 47)	\$41,328	\$36,400	\$22,637	\$19,968	\$143,000
Orange County (n = 41)	\$48,893	\$38,400	\$23,674	\$28,800	\$109,824
Sacramento Area (n = 37)	\$48,534	\$41,600	\$20,596	\$26,400	\$103,938
San Diego County (n = 33)	\$49,476	\$41,600	\$21,606	\$28,800	\$114,400

Table 90. Home visitor salary by education, tenure, and race and ethnicity

	Mean	Median	SD	Min	Max
Education					
HS, some HS, vocational (n = 20)	\$35,055	\$34,640	\$11,230	\$16,505	\$60,000
Some college (n = 64)	\$39,372	\$37,440	\$12,630	\$16,560	\$96,000
Associate (n = 89)	\$40,748	\$38,480	\$15,792	\$16,380	\$124,800
Nurse with BA+ (n = 89)	\$100,677.50	\$100,526	\$31,978	\$18,304	\$183,040
ECD with BA+ (n = 138)	\$46,876	\$43,680	\$13,727	\$13,000	\$99,819
Social work with BA+ (n = 70)	\$49,216	\$42,172	\$21,172	\$20,592	\$124,800
Human dev/education/psych with BA+ (n = 101)	\$46,906	\$44,200	\$16,054.50	\$19,843	\$108,672
Public Health or other with BA+ (n = 78)	\$47,138	\$41,600	\$17,742	\$16,900	\$124,800
Tenure***					
Less than 3 years at the position or in the field (n = 227)	\$43,318	\$39,000	\$18,573	\$16,380	\$149,739
3+ years at the position or in the field (n = 413)	\$58,004	\$45,760	\$29,844	\$13,000	\$183,040
Race and ethnicity***					
Hispanic, Latinx, or Spanish origin (n = 433)	\$48,609	\$42,016	\$22,657	\$13,000	\$183,040
American Indian and Alaska Native (n = 6)	\$54,436	\$48,346	\$20,067	\$33,446	\$83,200
Asian (n = 29)	\$56,470	\$42,000	\$30,357	\$21,600	\$131,040
Black (n = 42)	\$56,151.50	\$45,550	\$29,584	\$19,843	\$163,696
White (n = 118)	\$64,740	\$52,869	\$36,027	\$16,900	\$172,640
Other (n = 6)	\$49,116	\$41,600	\$27,160	\$30,420	\$103,203
Two or more races (n = 11)	\$51,844	\$41,205	\$30,890	\$22,913	\$124,800