

# 2022 MIECHV STAFF SURVEY REPORT

## Home Visiting Workforce: Demographics, Salaries, & Turnover

### THE SURVEY

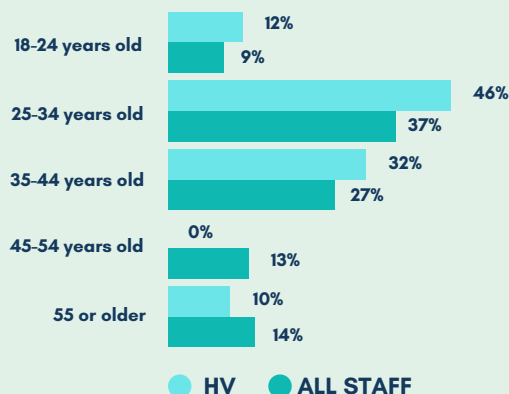
The MIECHV Staff Survey is conducted each year by the Center for Prevention Research and Development (CPRD) at the University of Illinois in conjunction with the Illinois Department of Human Services, Division of Early Childhood, Bureau of Home Visiting (IDHS-DEC-BHV). The goals of the survey are to obtain feedback and better understand the needs of the Illinois MIECHV Home Visiting workforce. In 2022, 77 out of 116 MIECHV staff members responded to the survey, a 66% response rate. To learn more about Illinois MIECHV, including the communities served and benchmark achievements, see the [Illinois MIECHV Statewide Annual Report 2022](#).



### MIECHV WORKFORCE DEMOGRAPHICS

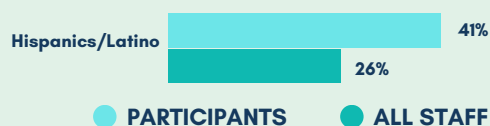
#### Age

The majority (46%) of home visitors are 25-34 years of age, and when including supervisors and others, the overall ages of MIECHV staff increase. The responses to this question are charted to the right, with blue (■) representing the percentage of home visitors and green (■) representing the percentage of all staff.



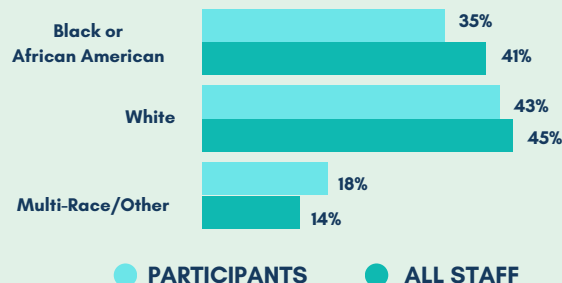
#### Ethnicity

Out of 70 MIECHV staff who responded to this question, 26% of all staff and 37% of home visitors self-identified as Hispanic or Latino. Illinois MIECHV participants self-report their ethnicity upon intake into the program. 4 out of 10 (41%) of all home visiting participants identify as Hispanic or Latino. The responses to this question are charted to the right, with blue (■) representing the percentage of participants and green (■) representing the percentage of all staff.



#### Race

The racial composition of staff is very close to the racial composition of home visiting participants, with a slightly higher percentage of Black/African-American staff and slightly fewer multi-race/other staff compared to participants. Please note that "other" races includes Asian and Native-American. The responses to this question are charted to the right, with blue (■) representing the percentage of participants and green (■) representing the percentage of all staff.

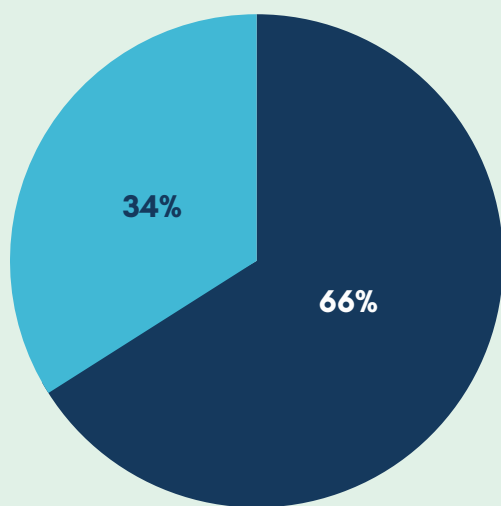


### MIECHV WORKFORCE DEMOGRAPHICS (cont.)

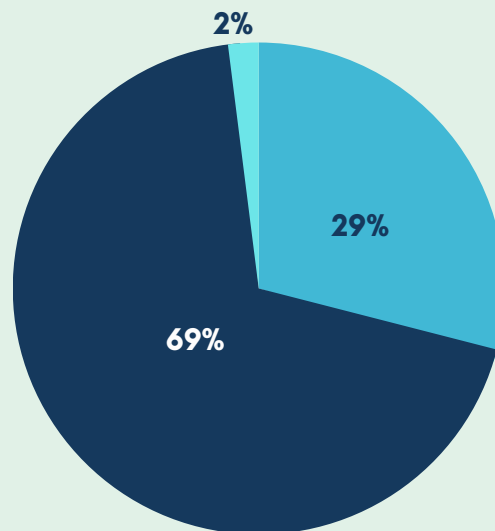
#### Language

Home visiting is a relationship-based service and offering services in the family's home/native language is a key component to making strong connections. MIECHV currently offers home visiting services in English and Spanish.

One quarter (26%) of all survey respondents (18 MIECHV staff) and 34% of home visitors (14 of 41) indicated they are proficient in Spanish. In FY 2022, 29% of MIECHV participants were primarily Spanish speaking, 69% English speaking and 2% "other".



Languages spoken by home visitors:  
● English ● Spanish



Languages spoken by MIECHV participants:  
● English ● Spanish ● Other

Of the 70 survey respondents, 81% indicated they see a need in their community for home visitors who speak languages other than English. The top additional language indicated as needed was Spanish (73%), followed by French (17%), Arabic (17%), and Sign Language (17%). Also mentioned were Mandarin (5%), Polish (5%), Swahili (3%), Hindi (3%), and single responses including Korean, Karen, and various Spanish dialects. The lack of bilingual staff presents a challenge in recruiting a diverse clientele to participate in home visiting services.

#### Top 4 Languages Needed:

- Spanish (73%)
- French (17%)
- Arabic (17%)
- Sign Language (17%)

**"If you talk to a man in a language he understands, that goes to his head.  
If you talk to him in his language, that goes to his heart."  
NELSON MANDELA**

### MIECHV WORKFORCE CHARACTERISTICS

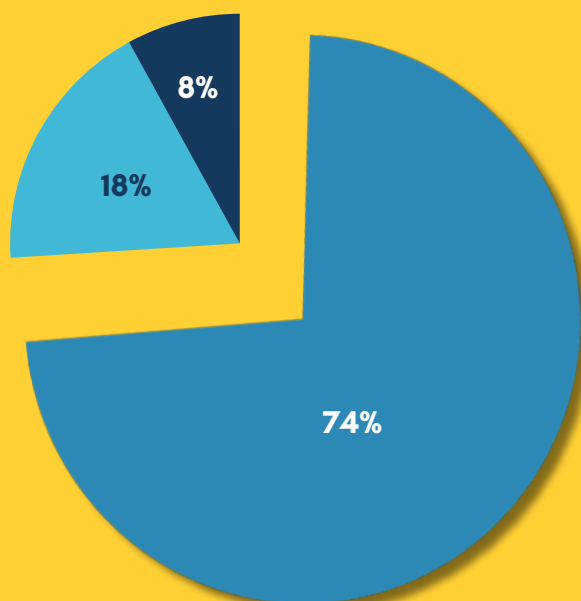
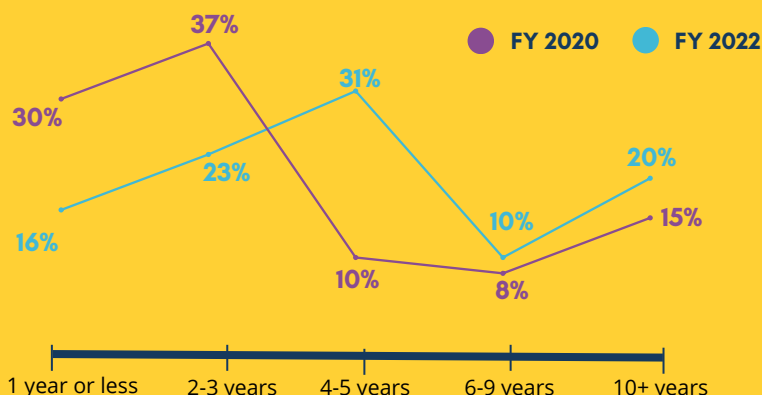
Survey participants responded to a series of questions about their work history and job qualifications. The data below is a summary of results from the last 3 MIECHV annual surveys (FY 2020, FY 2021, and FY 2022).

		FY 2020 (n = 95)	FY 2021 (n = 94)	FY 2022 (n = 77)
Work status	Full-time	97%	98%	99%
	Part-time	3%	2%	1%
Role	HV	64%	56%	60%
	HV Supervisor	22%	20%	21%
	CI	12%	9%	9%
	Other	2%	6%	4%
	CI Supervisor	-	2%	3%
	Agency Director	-	6%	3%
Years worked at current agency	One year or less	30%	11%	16%
	2-3 years	37%	33%	23%
	4-5 years	10%	22%	31%
	6-9 years	8%	11%	10%
	10 years or more	15%	23%	20%
Prior relevant experience	One year or less	42%	31%	33%
	2-3 years	16%	22%	23%
	4-5 years	10%	9%	10%
	6-9 years	15%	11%	7%
	10 years or more	18%	28%	27%
Highest level of education	High School/GED	5%	3%	1%
	Associate's	8%	9%	7%
	Bachelors	65%	56%	74%
	Masters	22%	32%	18%

### MIECHV WORKFORCE CHARACTERISTICS (cont.)

We examined the results from the statements in the table above by full-time/part-time status, by previous experience, years worked at the agency, and education. We found that:

- Primarily all (99%) survey respondents work at their agencies on a full-time basis.
- Two-thirds (67%) of survey respondents come to their agencies with two or more years of prior home visiting experience. This finding is consistent with FY 2021 annual survey results.
- From FY 2020 to FY 2022, there has been a dramatic shift in the number of years survey respondents report working in their agencies, reflecting a more seasoned workforce. In FY 2020, 33% report working in their agencies for 4 or more years compared to 61% in FY 2022. The responses to this question are charted to the right, with purple (■) representing the percentage of all staff in FY 2020 and blue (■) representing the percentage of all staff in FY 2022.



#### ALL STAFF EDUCATION LEVELS:

- Master's Degree
- Bachelor's Degree
- Less than Bachelor's Degree

- MIECHV has a highly educated workforce. This finding is stable across multiple years of the MIECHV annual survey. According to FY 2022 data results, 87% of home visitors and 92% of all survey respondents indicated they hold a bachelor's degree or higher.
- When the weekly median salary for home visitors with a bachelor's degree is compared to "all workers" with a bachelor's degree (Bureau of Labor Statistics Career Outlook, 2021), "all workers" earn a median salary of \$1,334 per week (\$69,358 per year) while MIECHV home visitors earn \$900 or less per week (\$900 is based on an annual salary of \$46,800).

### MIECHV HOME VISITOR SALARIES

When asked about the supports needed to address disparities in home visiting outcomes and access to services, one home visitor recommended **"starting with the roots by providing equitable salaries to MIECHV home visitors."**

For FY 2023, minimum salary requirements were issued by the IDHS-DEC-BHV for home visitors, home visiting supervisors, coordinated intake workers, and coordinated intake supervisors. The minimum requirement for home visitors working in Chicago, Cook County, and collar counties (DuPage, Kane, Lake, McHenry, Will) is \$46,800 and for "the rest of the state", it is \$37,485. The following salary data is based on the actual salaries of all 66 MIECHV full-time home visitors, as of July 1, 2022 (Source - IDHS-DEC-BHV).

- 32% of home visitors are earning annual salaries above the minimum level (95% of these home visitors work in agencies classified as "the rest of the state").
- 48% of home visitors are earning salaries equal to the minimum level (100% of these home visitors work at agencies classified as Cook County, collar counties, or Chicago).
- 20% of home visitors (one of every five) earn below the new minimum level and are employed at agencies paying less than the minimum requirement. The IDHS mandates these agencies to boost the salaries to the minimum levels by FY 2025.

When asked about improving support for the MIECHV program at your agency, one home visiting supervisor said **"hold our executive director/Board accountable for meeting the implemented salary floors immediately."**

FT MIECHV Home Visitor Salaries	FY 2022	FY 2023
Salary Range	\$28,642 to \$45,244	\$30,576-\$47,804
Median Salary	\$35,652	\$46,800
Mean Salary	\$35,622	\$43,635

**Overall, the FY 2023 mandated salary floor for MIECHV home visitors resulted in a 31% increase in the median salary and a 23% increase in the mean salary from FY 2022 (although raises only averaged around 4% in some agencies).** This represents an average increase in Illinois home visitor salaries of \$5,500 or more. This is a promising start in the right direction of a plan to assure higher salaries for the home visiting workforce.

### MIECHV HOME VISITOR SALARIES (cont.)

For Chicago, Cook County and Collar Counties, median salaries for progressive years of service and education levels are likely eclipsed by the sheer number of salaries set at the minimum level of \$46,800 (encapsulates 75% of the salaries). For “rest of the state” agencies outside the Chicago area, where 80% of salaries fall above the recommended salary requirement, this may not be the case. **However, people at all Illinois MIECHV agencies may require equity raises to keep up with the salaries of new home visiting professionals entering the field at the higher minimum starting salary.**

**"A moment of appreciation for the existence of the MIECHV program that has allowed me to serve from my heart so many children and families. At my agency, it would be helpful if upper leadership, such as board of directors, learned about MIECHV and the valuable service we provide to the community. This would help them value, appreciate, and provide equitable salaries to home visitors, who are the front line providers to families that face multiple struggles."**

HOME VISITOR

When comparing MIECHV salaries to FY 2022 Start Early salaries for home visitors (mean = \$37,837; median = \$37,428; range - \$30,835 - \$53,909), it becomes abundantly clear how MIECHV home visitors have benefited from a mandated salary floor. Salary increases reinforce the recognition of home visitors as professionals and emphasize their years of experience, educational level, and training. Moreover, one out of six home visitors consider professional recognition as a key factor for staying in their jobs.

**"Recognition is not a scarce resource. You can't use it up or run out of it."**

SUSAN M. HEATHFIELD, ABOUT.COM HUMAN RESOURCES EXPERT



### TURNOVER

**"The HV Supervisor is the back-up CI when that position is empty. Due to the slow hiring processes by the CI Supervisor, the HV Supervisor had to fill this role for over eight months."**

#### HOME VISITING SUPERVISOR

MIECHV Position Type	Sum of Positions SFY22	SFY 2022 New Hires	SFY 2022 Departures (turnover)	% Departures	Average Length of vacancy (months)	Average of Length of Employment-MIECHV Start Date (years)
CI	13.5	3	6	44%	7.5	2.0
CI Supervisor	7	1	0	0%	N/A	4.6
HV	85	24	26	31%	3.7	2.6
HV Supervisor	23.5	0	2	9%	7.8	4.2
Other Staff	28.5	4	5	18%	7.0	3.5
Grand Total	157.5	32	39	25%	4.8	3.0

- The overall staff turnover rate for all MIECHV positions increased from 19% in FY 2020 and FY 2021 to 25% in FY 2022. There was a total of 39 departures, with the highest percentage by position type being CI workers (44%) followed by home visitors (31%).
- After dropping from 23% in FY 2020 to 20% in FY 2021, home visitor turnover increased significantly to 31% in FY 2022 with 26 home visitors leaving their positions. During the pandemic, there was less turnover, so rates may be returning to pre-pandemic levels.

These data show that it was challenging to fill vacant positions, with the average length of vacancies being almost five months. On average, it took approximately 8 months to replace supervisors, 7 1/2 months to replace CI workers and over 3 1/2 months to replace home visitors.

### **TURNOVER** (cont.)

**Two-thirds of CI staff indicated that HV program staff turnover is a moderate barrier and one-third felt it was a significant barrier to filling caseloads.**

#### **Turnover impacts services at many levels**

- Home visitor staff turnover impacts services in a number of ways, including delays in filling caseloads until staff are hired and training requirements are completed, losing families who do not want to change to a new home visitor, burnout from remaining staff covering for open positions, and a decline in the ability to recruit and engage new participants. It also takes time for new home visitors to build their caseloads, which impacts capacity for several months while new workers engage families and become familiar with paperwork and data entry requirements.
- Since typically, there is only one CI worker per MIECHV community, the loss of that worker has a significant impact on recruitment and community partner engagement and interrupts the flow of referrals to a single point of contact. Since referral partnerships are relationship based, new staff need to regain trust with established partners.
- Supervisor turnover creates a disruption in supervision/administrative support as well as the supportive relationship established with the HV team. MIECHV invests in ongoing training for staff at all levels, so turnover represents a big loss in experience and specialized knowledge and can impact the quality of programs.

#### **For More Reports on the 2022 MIECHV Staff Survey:**

- [Parent Engagement & Caseload Capacity Report](#)
- [Professional Development Report](#)
- [Assessing Disparities in Home Visiting Report](#)
- [Home Visiting Workforce: Demographics, Salaries, & Turnover Report](#)
- [Home Visiting Workforce: Burnout, Stressors, & Supports Report](#)