

Category	Recommendation Type and Description	Engage	Authority	Budget Impact	Time	HVAC WF Subcommittee
WFD #1	Recommendation #1 - Wages: DCYF should develop an approach to raising wages across the field which also intentionally redresses: a) racial wage inequities in the system and b) positional wage disparities (i.e., disparities between home visitors and supervisors) in the system.	Y	-Leg needed for \$ next biennium	\$\$\$	SFY26 and beyond	
WFD #1a	<p>a. Conduct policy and costing research and analysis to inform potential strategies for raising wages in regions across the state.</p> <ul style="list-style-type: none"> ▪ Develop parameters for what is included in the definition(s) of living, competitive, and thriving compensation (i.e., housing, child care, benefits, etc.) ▪ Explore potential unintended consequences of wage increases (i.e. loss of access to public benefits, etc.) 	N	DCYF – via Cost Study work	\$	SFY24	
WFD #1b	b. Identify strategies for supporting organizations and programs in implementing wage changes	Y		\$	SFY24	
WFD #1c	<p>c. Partner with LIAs to co-create a wage increase strategy and compensation structures that is pro-equity. Define and understand the cost of “living wages,” “competitive wages,” and “thriving” wages and identify which will drive the approach in co-creating policy guidelines and compensation structures to implement increased wages in partnership with providers. Ensure policy guidelines:</p> <ul style="list-style-type: none"> ▪ Include enhanced compensation for home visiting professionals who bring cultural or advanced speaking proficiency in more than one language to their work advancing home visiting practices. ▪ Demonstrate a value for lived experience. ▪ Address racial wage disparities across programs and within organizations. 	Y	LIA’s set wage	\$	SFY25 and 26	

HVAC WF SUB Working Doc 6.1.23

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	<ul style="list-style-type: none"> ▪ Address incentives at the systems, agency, and role levels that deepen practitioner expertise, advance program quality, and maintain longevity for home visitors. 					
WFD #2	<p><i>Recommendation #2 - Access to Professional Development:</i> Increase HVSA training and professional development to ensure a workforce that can address full range of needs of Washington families.</p>	Y	DCYF has authority for HVSA	\$\$ to \$\$\$ ongoing investment needed for training.	SFY23 and ongoing	
WFD #2a	<p>a. Establish equitable participation guidelines for balancing caseload and visit dosage expectations with paid training time and ensure inclusion in, and access to, professional development for entry level and continuing staff.</p>	Y	Would require authorize and coop. w/models	\$\$	SFY24	
WFD #2b	<p>b. Expand current training to build a comprehensive, integrated training infrastructure that includes centralized and community-based offerings.</p> <ul style="list-style-type: none"> ▪ Develop a predictable, annual HVSA calendar of onboarding, specific model-required trainings, and foundational and advanced professional development, offered at regular intervals as needed, to meet service delivery standards. ▪ Offer virtual, in-person and on-demand trainings to maximize accessibility and support timely onboarding of new hires. ▪ Identify and develop training offerings needed to align with home visitor and supervisor core competencies currently in development. 	Y		\$\$	SFY24	

HVAC WF SUB Working Doc 6.1.23

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	<ul style="list-style-type: none"> ▪ Increase advanced content trainings, coaching, as well as role specific and team-based learning opportunities that may include implementation supports and mentorship opportunities shown to build and sustain relationship-based practices. ▪ Develop comprehensive professional development offerings related to supporting: <ul style="list-style-type: none"> ✓ culturally and linguistically responsive home visiting practices, ✓ families of children with special needs, and ✓ families experiencing stressors including historical trauma, poverty, health/mental health issues, substance use and domestic abuse 					
WFD #2c PD	c. Conduct annual assessments of training and technical supports in order to ensure access to trainings that support community chosen programming (e.g., Native evidence-based practices) as well as access to trainings for models new to the HVSA or to HOMVEE.	N		\$	SFY24	6.1.23 – discuss initial survey
WFD #2d	d. Identify trainings that can be made accessible to all home visiting professionals throughout the state, including those that are HVSA-specific as well as staff funded by other sources.	Y		\$\$	SFY26 and beyond	
WFD #3	Recommendation #3 - Workforce Recruitment: Develop infrastructure to recruit and retain a workforce that is representative of communities and families served through the HVSA.	y	Add Funds needed for engage	\$\$\$	SFY23 and beyond	
WFD #3a	a. Develop HVSA strategies to advance the cultural, linguistic, and racial match between home visitors and families served. <ul style="list-style-type: none"> ▪ Invest in community based, multilingual training and targeted recruitment to reach potential candidates 	Y	Authority to advise best practices. LIA's have authority to change now	\$\$	SFY24 review and strategy develop	

HVAC WF SUB Working Doc 6.1.23

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	<p>where they live and build more diverse applicant pathways into the home visiting field.</p> <ul style="list-style-type: none"> ▪ Offer compensation enhancements for home visiting professionals who bring cultural or advanced language proficiency in more than one language that they utilize to advance home visiting practice. 				<p>pment if staffing and \$ available</p>	
WFD #3a	<p>a. Develop HVSA professional development trainings, tools, and mentorship at leadership, supervisor, and home visitor levels in order to advance supportive, multicultural workplace practices.</p> <ul style="list-style-type: none"> ▪ Develop an intentional career pathway for BIPOC home visiting professionals to advance into leadership roles in the field of home visiting. ▪ Provide Communities of Practice for providers serving families with similar cultural and language backgrounds, to build cultural and family engagement capacities across LIA's. ▪ Provide Communities of Practice for organizational LIA executive and program managers to support culturally responsive and anti-racist workplaces. 	Y	Request for increased funding in next biennium to support	\$\$	SFY25 and SFY26	
WFD #4	<p>Recommendation #4 - Workplace Well-Being: Invest more deeply in resources that advance organizational and systems changes to support the mental health, well-being, and retention of a diverse home visiting workforce.</p>	Y		\$\$\$	SFY23 and beyond	
WFD #4b	<p>b. Provide funding and implement contracting approaches that support organizational well-being.</p> <ul style="list-style-type: none"> ▪ Re-evaluate and reduce caseload requirements with consideration of specific community implementation needs and practices and adjust caseloads. ▪ Provide adequate funding for LIA administration needed to implement well-being activities. 	Y		\$\$\$	SFY26	

HVAC WF SUB Working Doc 6.1.23

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	<ul style="list-style-type: none"> ▪ Reduce reporting requirements and streamline data collection (See data enhancement recommendations). ▪ Provide funding for LIAs to engage stakeholders and develop and implement local, community-based responses by: <ul style="list-style-type: none"> ✓ Contracting with community experts to provide culturally responsive self-care and healing events, ✓ <i>Mainstream Organizations</i>: Conducting organizational equity assessments addressing anti-racism and intersecting oppression. Setting goals to make institutional changes to address intersectional oppression, access training and coaching that supports institutional and practice change (including implicit bias training), and work toward building inclusive work cultures ✓ BIPOC Organizations: Engaging in restorative and transformative practice opportunities, ✓ Developing and implementing affinity groups or caucuses, and ✓ Providing benefits and promoting access to mental health services. 					
WFD #4d	<ul style="list-style-type: none"> ▪ Build system capacity in trauma-informed and healing-centered practice. ▪ Continue to build field capacity in reflective supervision through guidelines and trainings. Ensure building both understanding and skills in responding to the impacts of racial trauma and healing processes. ▪ Build supervisor pipeline for delivering reflective supervision that is reflective of home visitors and communities served. 	Y		\$\$\$	SFY26	

HVAC WF SUB Working Doc 6.1.23

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	<ul style="list-style-type: none"> ▪ Ensure all LIAs have access to Paid Family Leave, (focusing on addressing disparities in access for rural communities) 					
WFD #5	Recommendation #5 –Workforce Engagement: Provide time and resources needed to equitably implement policies that elevate the experience and voices of communities, families, the home visiting workforce, LIA’s, and model developers	Y	Need time for development and financial resources		SFY23 and beyond	4.6.23: Outline and Consultation Discussion and 5b/c/d
WFD #5a	a. Prioritize engagement around model and funding fidelity requirements to understand impact of current caseload policies on overall home visitor performance, well-being, and retention.	Y		\$	SFY23	
WFD #5b	b. Prioritize development of equity standards such as shared definition of “cultural match” relative to diversifying the field.	Y		\$	SFY23	
WFD #5c	c. Develop guiding principles and an engagement framework that centers diversity, equity, and inclusion of voices at the onset of implementation for all workforce and professional development recommendations.	Y		\$\$\$	SFY23 and beyond	
WFD #5d	d. Procure equity and engagement personnel in order to center BIPOC and other underserved community voices in identifying home visiting needs. This may include such things as developing communication protocols, convening structures for outreach and engagement, annual calendar of feedback activities, reimbursement mechanism	Y		\$\$	SFY24	
WFD #5e	e. Develop evaluation protocols to regularly monitor progress made at systems, implementation, and outcomes levels.	Y		\$\$	SFY24	6.1.23 Discussion as relates to Training