

Home Visiting Rate Setting

Home Visiting PC+ Rate Setting Meeting #2
September 20th, 2023

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Note: We will be recording today's meeting for posting and notetaking.


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Washington State Department of
CHILDREN, YOUTH & FAMILIES

Session Objectives

- DCYF provides definitions of personnel standards
- DCYF reviews options for personnel standards, possible SOC Codes and implications on rates
- Participants reflect on options and provide input
- Next Meeting Agenda
 - Service Standards Discussion #1
 - More Reflections on Personnel Standards?



Some Listening;
some reflecting
and sharing! 😊



Rates Planning Framework

Cost Factors/Buckets to Build the Rate

- Personnel Standards
- Service Delivery Standards/
Workload Standards
- Quality and Training
- Overhead and Operational Costs



Approach to Equity

- Are we ensuring that the rate process does not further marginalize communities of color?
- Are we ensuring that BIPOC led/owned community agencies are not negatively impacted by the rate process? How will we know?
- Are we ensuring that rural communities and the agencies that serve them are not being disproportionately being impacted by the rates process?



Issues for More Discussion (Parking Lot)

To be addressed within the most relevant of the 4 cost buckets

- Competitive salaries for working in King County
- Travel time (not just distance)
- Year-round funding



Personnel Standards

- Personnel Standards will be identified for all required positions in the contract:
 - Home Visitor (Early Learning Specialist)
 - Supervisor
- While other staff may be necessary to complete work in the contract, we will **not** be identifying Standard Occupational Classifications (SOC) codes for these staff. Based on the work required in the contract, costs will be assigned in the service standards review. For example:
 - Program managers/directors
 - Data managers
 - Administrative Assistants/Support Staff



Personnel Standards

- Personnel Standards include the following:
 - Education,
 - Experience (work experience, lived experience)
 - Special Certification, and
 - Relevance to other DCYF Services
- Personnel Standards will guide identification of the SOC Code
 - SOC Codes have salary ranges
 - As the experience/education increases (and the job expectations increase), the position moves up on the SOC scale
 - DCYF utilizes the **median** of the identified salary range

SOC Code Reference:
[ESDWAGOV - Occupations \(OEWS\)](#)

Personnel Standards

The ParentChild+ model has set the following standards for recruiting Early Learning Specialists:

- Former parent participants
- From the community to be served (demographic, linguistic, cultural match)
- Skills in working with families



How DCYF Uses SOC Code

- Objective – finding Occupation codes that reflect the work
- These all fall into the overarching category of Community and Social Service Specialist 21-1000
- The difference more often represented regional variations in pay rather than difference in the work force.
- DCYF uses the wage data from the overarching group for rate setting.

SOC	Occupation
21-1012	Educational, Guidance, and Career Counselors and Advisors
21-1013	Marriage and Family Therapists
21-1015	Rehabilitation Counselors
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors
21-1019	Counselors, All Other
21-1021	Child, Family, and School Social Workers
21-1022	Healthcare Social Workers
21-1023	Mental Health and Substance Abuse Social Workers
21-1029	Social Workers, All Other
21-1091	Health Education Specialists
21-1092	Probation Officers and Correctional Treatment Specialists
21-1093	Social and Human Service Assistants
21-1094	Community Health Workers
21-1099	Community and Social Service Specialists, All Other

Data for Counselors, Social Workers, and Other Community and Social Service Specialists 21-1000



Personnel Standards → SOC Code

Within an SOC, the next objective is to define the level of experience needed.

	Community and Social Service Occupations (21-1000) - Annual Wages			
DCYF Service Framing	Peer Support	Paraprofessional	Skills Based Teaching	Clinical*
Education	H.S.	A.A.	BA	Masters
Types of Experience		2 years of service delivery	4 years of service delivery	6 years of service delivery
ESD Researched groups	10%	25%	50%	75%

* *Counseling services must meet RCW 18.225*

Questions for Programs – ELS Standards

The ParentChild+ model has set the following standards for recruiting Early Learning Specialists:

- Former parent participants
- From the community to be served (demographic, linguistic, cultural match)
- Skills in working with families

What are YOUR minimum requirements for hiring Early Learning Specialists?

What qualifications are most desirable for your Early Learning Specialists? How often are you able to find and hire individuals who meet these qualifications?

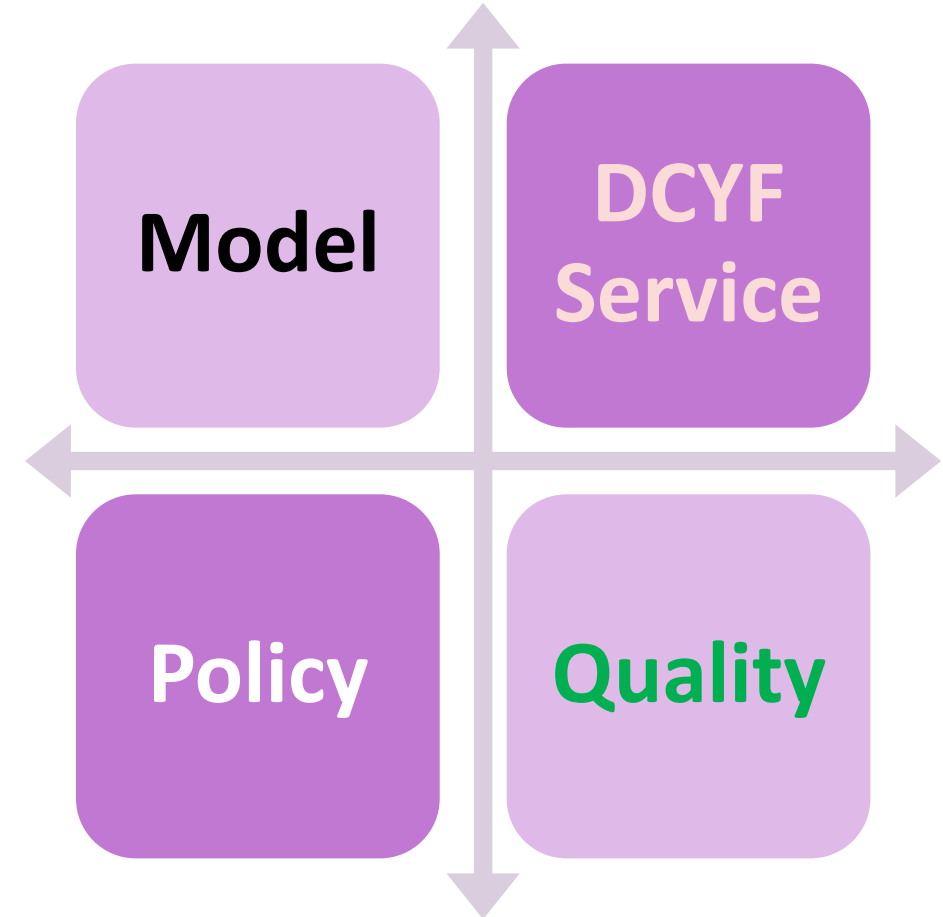
What are the standards you believe are needed for the highest quality program?



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Next Steps

Oct. 9th 9:00 am: Service Delivery/Workload Standards

- Interpreting Model Expectations as the primary drivers
- Understanding contract requirements beyond the fidelity essential requirements to influence workload

Future Meetings

- Quality and Training Expectations - Nov. 3rd 1 pm
- Overhead and Operational Costs – Nov. 20th 2:30 pm
- Closing Meeting – Dec. 7th 2 pm



List of Potential Survey Topics

Staffing

- How many years of work experience do your current ELS have?
- What education do your current ELS have?
- How many years of work experience do your current Coordinators have?
- What education do your current Coordinators have?
- How do you assess if your ELS candidates have the right demographic, linguistic, and cultural background to serve your families?

Check-In/Reflections

Please chat in

- *1-2 takeaways from today's meeting?*
- *How can our meetings improve for you?*



THANK YOU!!

