

## *Quick Chat Share:*

*Who's the Primary Workforce You Support or Work With?*



# Today's Agenda

- HVAC WF Subcommittee Purpose and Other Committees/Purposes
- Key Points and Notes from Last Meeting
- Use of Recommendations Working Document
- Today's Discussion: Consultant Update; PD/Training Survey
- Final Reflections and Next Steps

*Notetaking:*

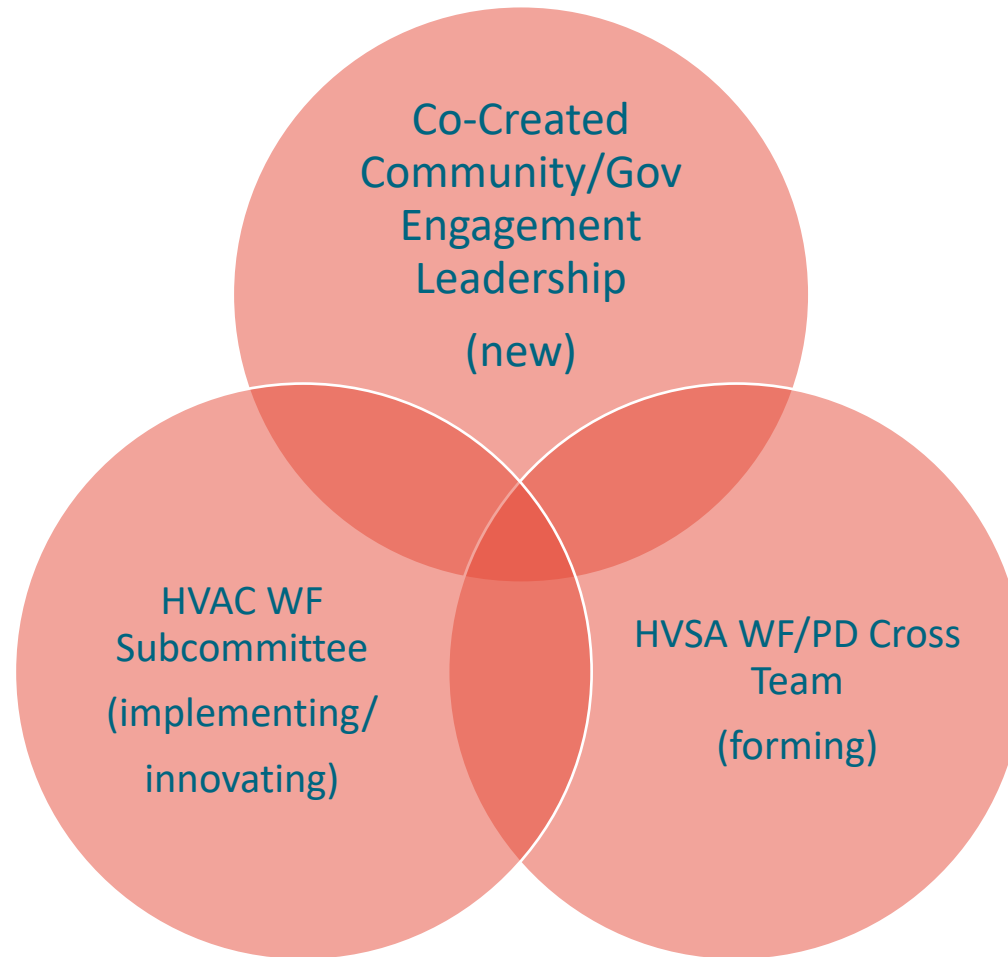


## Subcommittee Overview: Purpose and Functions

### *Established SFY 21*

- Support accountability of HVAC members to engage in reciprocal communications and coordination of workforce development efforts across communities and home visiting systems in our state.
- Ensure equitable implementation practices for subcommittee initiatives.
- Advise HVAC on HVSA Workforce goals, planning and implementation.

# Committees Supporting HVSA WF/PD Development



# LAST MEETING: Workforce Development Recommendation #5: 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.



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### Highlights from Feedback on [HVAC Workforce Subcommittee Handout](#)

- Engagement beyond HVSA and HVSA Workforce - *reflect whole state*
- *Community needs* and how to build out promising practices to meet underserved and underrepresented needs
- Relational Trust: Liberatory Design Mindset example: *Invest in relationships with intention*, especially across differences. Honor stories. Practice empathetic listening.
- Accountability: *how will those sharing their feedback know that their contributions were heard and if/how acted on?*
- Compensating and incentivizing : there needs to be *discussions on caseloads*; we need *to consider part-time staff*; hitting salary ceilings on HVSA funding
- Universal Access- make sure *there isn't a trade-off* if you're not doing your job if you're going to professional development.

# Workforce Development Recommendation Priorities June 2023 WF Subcommittee

## *Recommendation #2 - Access to Professional Development*

Increase HVSA training and professional development to ensure a workforce that can address full range of needs of Washington families.

- **Focus on #2b:** Expand current training to build a comprehensive, integrated training infrastructure that includes centralized and community-based offerings.
  - Coordination and Implementation happens on internal **HVSA WF/PD Cross Team**
- **Focus on #2c:** Conduct annual assessments of training and technical supports in order to ensure access to trainings that support community chosen programming. **DCYF to conduct initial baseline assessment in SYF24.**

# Training Survey Conversation: Key Categories Feedback

- Demographics on Staffing and Agency
- Key Demographics of Families
- Organizational Culture and Trainings
- Community-centered Feedback on Attrition, Recruitment and Hiring
- Equity Training Needs by Topics
- Training Content Needs



# Wrap Up Reflections

*What was most helpful today?*

*Was there adequate time for the training conversation?*

*Other topics from today to continue next time?*