

Thanks for joining!

HVSA Office Hours

August 18, 2022

Please chat in your name and organization & what you're doing in the month of August to soak up summer in the PNW



Washington State Department of
CHILDREN, YOUTH & FAMILIES

Today's Topics

1. **Announcements**
2. Workforce Incentive Introduction & Overview
3. Summary from Other States on Workforce Incentives
4. Summary of the Survey to the Field on Workforce Incentives
5. Listening Session
6. Open Questions
7. September 15th Office Hours



Home Visiting Budget Assistance Tool (HV-BAT)

- The HV-BAT is an Excel-based instrument developed to standardize the collection of home visiting program cost data nationally
- **MIECHV-funded LIAs** will use the tool to report comprehensive home visiting program service data and costs incurred during a 12-month period (likely the prior fiscal year)
 - Data collection timeline: October 1st - December 2nd
- LIAs will receive a \$5,000 incentive for on-time and approved completion

Webinar: September 22, 3-4pm

Office Hours: October 20, 3-4pm



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Workforce Retention Payment: Introduction

- We hear you and hope that we can discuss all questions, comments, and concerns!
- Please hold on to your questions (feel free to drop in the chat) until the end
- Something to clarify: this **is** taxable income



Workforce Retention Payment: Framing

- The workforce incentives opportunity:
 - SFY23 ~1.2M from MIECHV & State
 - To be distributed by December 2022
 - GOAL: offer a financial incentive that acknowledges and honors the home visiting staff who have stayed in their jobs during a challenging and difficult pandemic
- Work done thus far:
 - Interviewed folks from other states who have distributed this specific fund of Hazard Pay
 - Gathered data for Washington's workforce via PCQs
 - Gathered information on WA's workforce via survey
- Now:
 - We want to hear from you!
 - Hear from Washington's programs about feasibility of various options, concerns, questions, etc.

Workforce Retention Payment: Overview

- **Hazard pay or other staff costs. Funds may be used for hazard pay or other additional staff costs associated with providing home visits or administration for programs.** Examples of this could include:
 - Compensation for performing hazardous duty or work involving physical hardship;
 - Purchase of personal protective equipment for staff;
 - Purchase of technology for staff;
 - Hiring costs, including incentive or overtime pay; and
 - Efforts related to service expansion and family engagement and support, such as:
 - Planning, hiring and onboarding additional staff
 - Administrative supports, and
 - Other activities related to building staff and program capacity

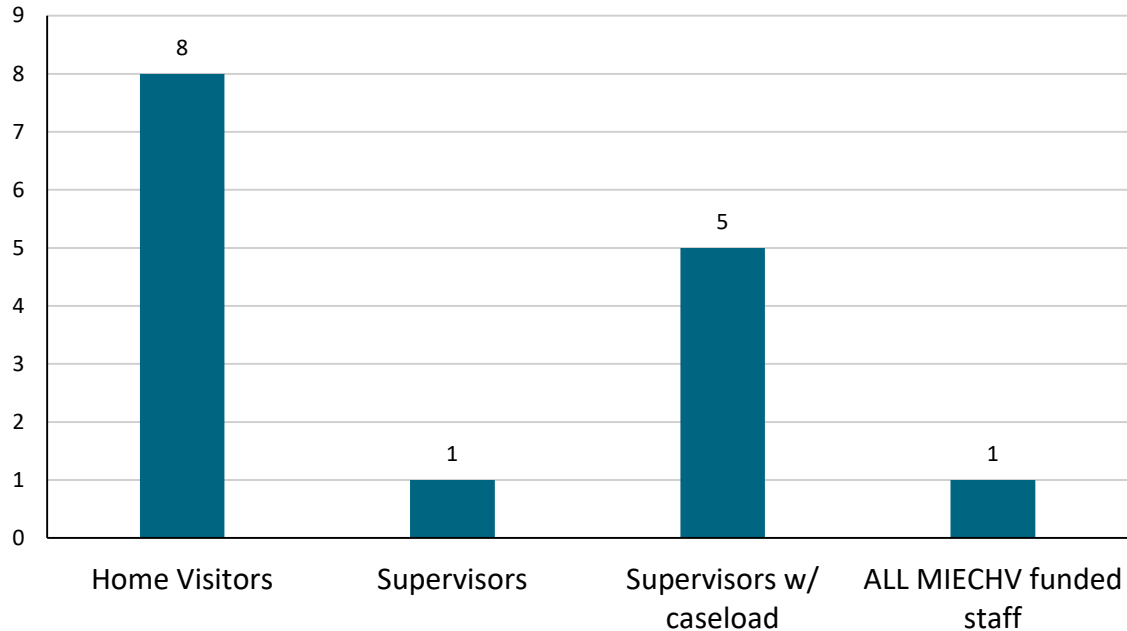
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EIGHT STATES SHARED INFORMATION WITH US:

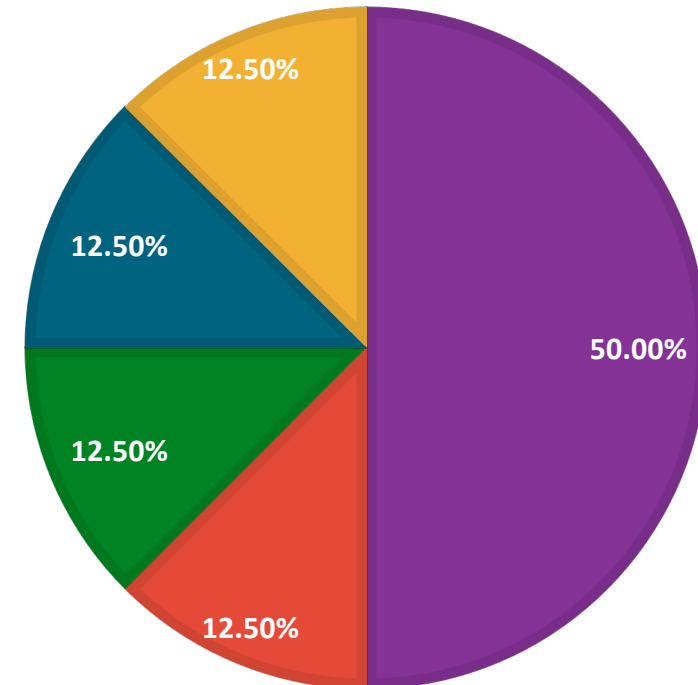
- Colorado
- Illinois
- Iowa
- Kansas
- Michigan
- Montana
- Texas
- Virginia

LIA STAFF THAT RECEIVED PAYMENT



METHOD OF INCENTIVE FUND DISTRIBUTION:

- In contract with other ARPA budget items, individuals received via their LIA payroll
- Fund was requested by LIAs and pulled from a pot of money set aside for HVSA emergencies
- Check sent to individual by the State
- Check sent to individual by a third-party contractor
- Pre-paid gift card sent to individual by third-party contractor



Summary from Other States: Payment Title

- Incentive Pay (3)
- Retention Incentive (2)
- Hazard Pay
- Hazard Pay/Incentive Pay
- Workforce Incentive Payment
- Retention/Incentive Pay



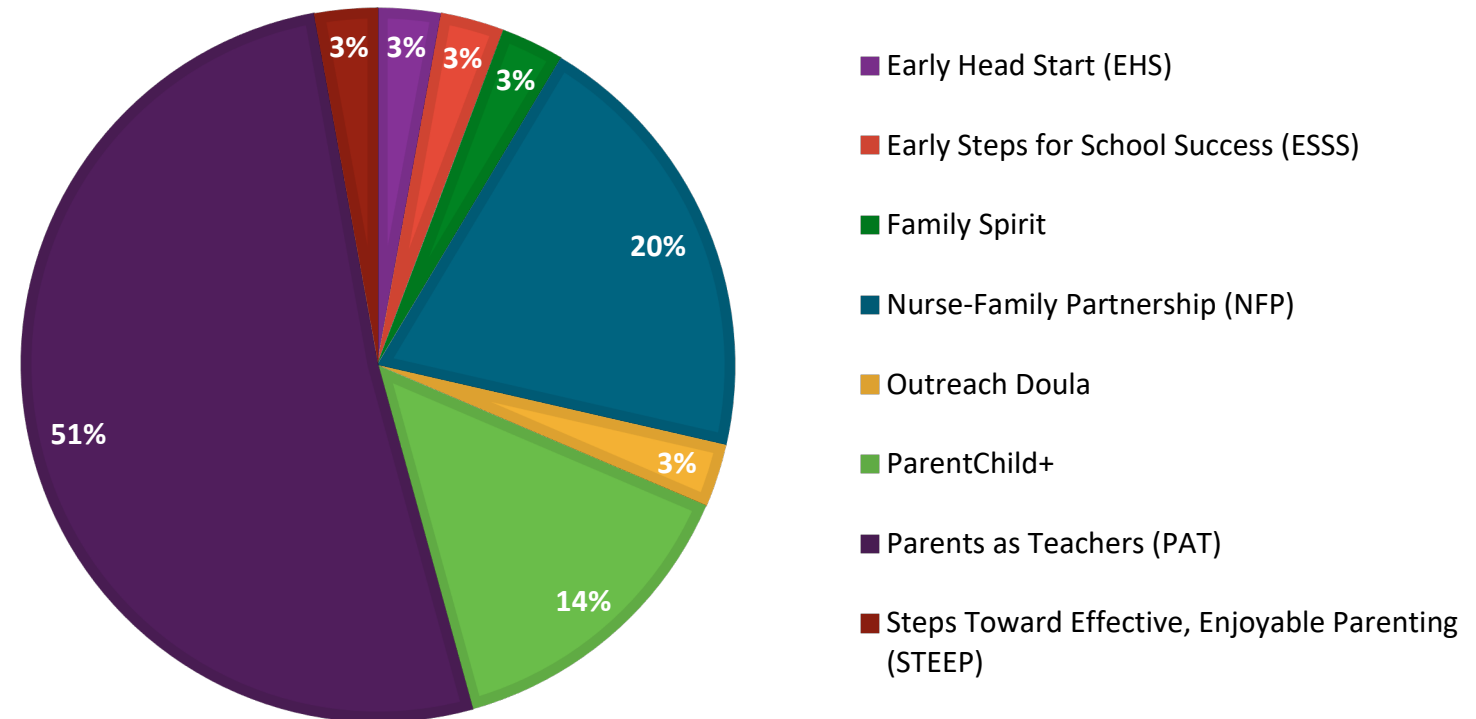
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Survey Results – Part 1: General LIA Information

- Total # of LIAs: **49**
- Total # of LIAs in Survey: **36**
- Total # of Programs: **47**
- Total # of Programs in Survey: **37**
- Total # of Surveys Submitted: **41**

HOME VISITING MODELS REPRESENTED



Survey Results – Part 2: Staff Information

- Total # of home visitors with a caseload: **180**
- Total # of MIECHV-funded home visitors: **82**
- Total # of HVSA-funded home visitors that are NOT also MIECHV funded: **75**
- Total # of non-HVSA-funded home visitors (*that are not *also* HVSA funded nor MIECHV funded): **23***



Survey Results – Part 3: Workforce Recognition Payment



What do you feel is the primary benefit of this type of payment?

- Retention, a way to try and maintain home visiting staff: **13**
- Incentive, a way to help recruit new home visitors and motivate current home visitors: **5**
- Appreciation, a way to show how much home visitors are appreciated especially after the last couple years: **14**
- All of the above: **1**
- *A few LIAs noted that due to LIA organizational policy, this type of payment is not allowable/there are certain requirements to be allowable*

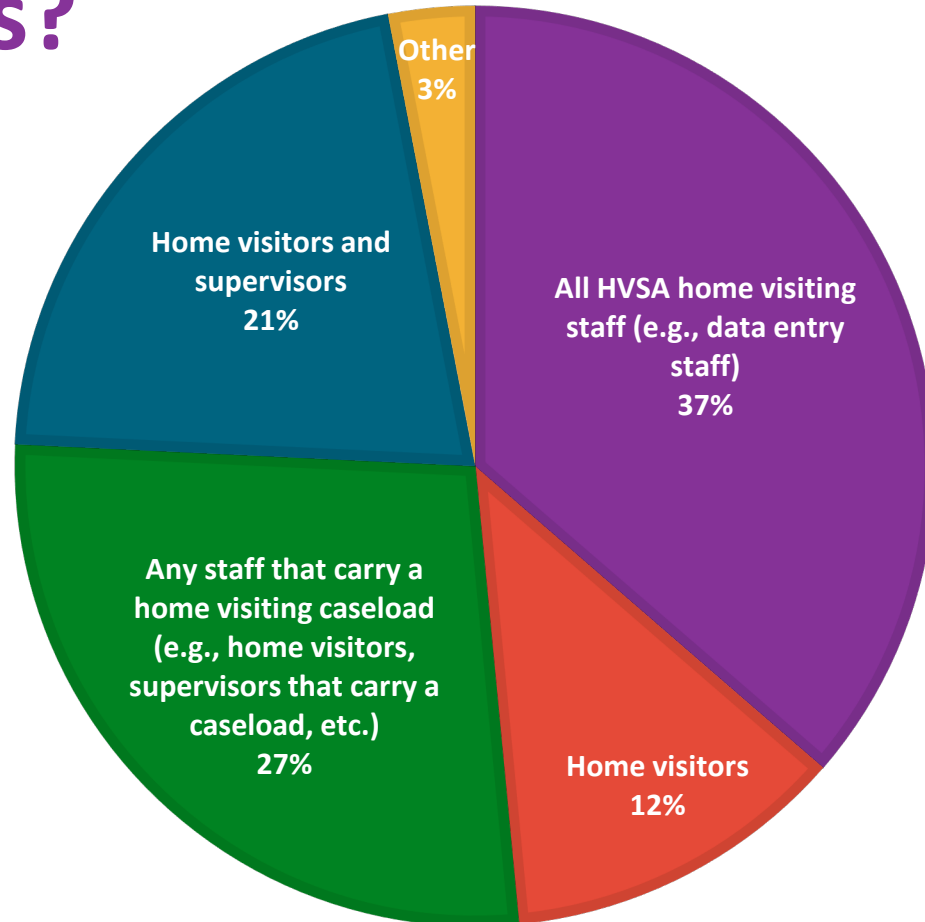


What would you prefer that we name this workforce recognition payment?

- Home Visitor Retention Incentive: **8**
- Home Visiting Workforce Incentive Payment: **10**
- Home Visitor Incentive Payment: **2**
- Home Visiting Bonus Payment: **9**
- Others:
 - Home Visitor [Appreciation](#) Award
 - Home Visiting Workforce [Appreciation](#) Payment
 - Hazard Payment
 - Budget Adjustment



Who would you prefer to be eligible to receive these funds?



- All HVSA home visiting staff (e.g., data entry staff)
- Home visitors
- Any staff that carry a home visiting caseload (e.g., home visitors, supervisors that carry a caseload, etc.)
- Home visitors and supervisors
- Other
ALL HVSA staff not including clerical/data entry - to include Behavioral Health and Community Health Workers

Would you prefer that payment eligibility be based on when a staff member started?

- No, all staff should get the Incentive Payment = **5**
- No, all staff should get the Incentive Payment, but those who have worked since 2020 should be eligible for a higher payment = **21**
- Yes, the Home Visitor should have worked with the organization on/before January 1, 2022 = **2**
- Yes, the staff member should have worked with the organization on/before January 1, 2021 = **2**
- Yes, the staff member should have worked with the organization on/before January 1, 2020 = **2**

How would you prefer the payment amount be determined for staff?

- Flat rate = **5**
- Rate based on individual home visitor FTE = **7**
- Rate based on current staff salaries = **1**
- Rate based on individual home visitor caseload = **1**
- Rate based on individual home visitor tenure = **16**
- Others = **3**
 - Flexible—agency determines matrix
 - Combo of Rate based on FTE and Rate based on Tenure
 - Rate based on individual home visitor tenure, but per months worked. (ex: start date in March 2020 till now = different amount of months than someone who started in January 2022).



How would you prefer the payment be dispersed to staff?

- **Check via LIA as a result of a contract amendment = 13**
 - Contract amendment → LIA pays staff →
- Check via LIA as a result of a new contract = 2
- **Check via the state (may require that staff individually register via the state payee system with support provided by DCYF) = 14**
 - Staff register with State Payee System via OFM → Staff submit invoice → Check is mailed to them (or digitally routed to them) via DCYF
- Other:
 - Whatever method is easiest for the DCYF budget office
- *A few LIAs noted uncertainty and concerns about funding*



Our LIA & Home Visitor Information via PCQs

- Total LIA Programs = 47, 10 based on 2022 PCQs
 - LIAs with no MIECHV funding = 25/47 (**53.19%**)
 - LIAs with mixed funding = 12/47 (**25.53%**)
 - LIAs with all MIECHV funding = 10/47 (**21.28%**)
- Total Home Visitors/Supervisors with caseload = 222*

* number of people under Staffing Position. Did not include 1. the vacancies planned to fill unless it was the 2022 PCQ 2. number of non-HVSA funded Home Visitors

Overview

- **MIECHV vs. Non-MIECHV HVSA PCQ Data:**

- Total MIECHV funded Home Visitors/Supervisors with caseload = **96**
- Total HVSA (non-MIECHV) funded Home Visitors = **126**
- Total only non-HVSA funded Home Visitors = **X**

- **MIECHV vs. Non-MIECHV HVSA Survey Data:**

- Total MIECHV funded Home Visitors/Supervisors with caseload = **82**
- Total HVSA (non-MIECHV) funded Home Visitors = **75**
- Total only non-HVSA funded Home Visitors = **23**

- **Funding available:**

- Total MIECHV available funds = **\$500,000**
- Total State available funds = **\$700,000**

- **Goal:** Issue payments *December 2022*

- **Quick Math PCQ Data:**

- $\$500,000 / 96 = \$5,208$
- $\$700,000 / (126 + X) = ?$

- **Quick Math Survey Data:**

- $\$500,000 / 82 = \$6,097.56$
- $\$700,000 / 98 = \$7,142.86$



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Questions We Have for You—*Listening Session*

- How do the survey results resonate with you?
- What parts give you pause?
- What is something you would like included?



Looking Ahead

- Develop a methodology for distributing hazard pay
 - Hear from you again!



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Questions?



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Save the Date

HVSA Office Hours, September 15th 3-4pm

- Open Questions
- New website pages and communications
- Workforce Incentive Payment Follow Up?



Thank You!



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