

# A Descriptive Profile of Illinois' Home Visiting Workforce



2021

## **ABOUT INCCRRA AND GATEWAYS TO OPPORTUNITY**

The Illinois Network of Child Care Resource and Referral Agencies (INCCRRA) is a statewide organization which—in partnership with 16 local Child Care Resource and Referral (CCR&R) agencies—is a recognized leader, catalyst, and resource for making high-quality, affordable early care and education and school-age care options available for children and families in Illinois. INCCRRA administers Gateways to Opportunity—a statewide professional development support system designed to provide guidance, encouragement, and recognition to individuals and programs serving children, youth, and families.

## **ACKNOWLEDGEMENTS**

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## INTRODUCTION

Home visiting is a family support strategy that pairs parents with trained professionals who provide information and support from pregnancy through the child's first critical years of development. There are over 300 evidence-based home visiting programs in Illinois, serving approximately 17,000 families per year.<sup>1</sup> These programs are supported by funding through:

- Illinois State Board of Education (through the Early Childhood Block Grant) – Prevention Initiative
- Head Start
- Maternal Infant and Early Childhood Home Visiting (MIECHV) Program, administered by the Illinois Department of Human Services
- Illinois Department of Human Services – Healthy Families Illinois
- Illinois Department of Human Services – Parents Too Soon

There are seven home visiting program models utilized by Illinois programs. According to the 2020 Illinois Home Visiting Statewide Needs Assessment, two of those models (Family Connects and Home Instruction for Parents of Preschool Youngsters (HIPPPY)) are implemented in just a few sites.<sup>2</sup> Family Connects is utilized in Illinois as a universal newborn support in selected communities; the model provides one to three visits by a nurse to determine the family's level of support and to provide physical assessments, educational materials, and referrals to services. Therefore, the focus of this report is on home visitors in programs that implement the following models: Baby TALK, Early Head Start Home Based, Healthy Families America (HFA), Nurse-Family Partnership (NFP), and Parents as Teachers (PAT).

The impetus for this report came from enhancements made to the Gateways Registry during 2020 to improve data collection on Illinois' home visiting workforce. While home visitors funded through the MIECHV program have been well-represented in the workforce registry since 2015, previous attempts at analysis revealed that some individuals identified their role as "home visitor" but may have not met the intended definition as such. In order to resolve this situation, new fields and business rules were implemented in the data system to capture the evidence-based program model used by those reporting their role as home visitor. An outreach campaign took place from March through June 2021 to encourage all home visitors in Illinois to join the Gateways Registry or update their existing profile with this new information.

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<sup>1</sup> <https://igrowillinois.org/illinois-home-visiting/>

<sup>2</sup> Center for Prevention Research and Development, School of Social Work at University of Illinois. *Illinois Home Visiting: 2020 Statewide Needs Assessment Update Report to HRSA*. September 2020, <https://igrowillinois.org/wp-content/uploads/2020/12/Illinois-HV-Needs-Assessment-Report-CPRD-2020.pdf>.

## METHODOLOGY

Data for this report were pulled in June 2021 and included individuals with active Gateways Registry memberships within the last two years who also reported employment as a home visitor. These 1,545 records were further refined to exclude those that did not identify using an evidence-based home visiting model listed above, leaving 1,019 individuals in the final data set.

## HOME VISITING ROLES AND MODELS

Records within the dataset represented 1,019 members of the home visiting workforce in Illinois. The majority of these were providing direct service as home visitors (82%) while the remainder were in supervisory roles, as shown in Table 1.

In a home visitor's employment record within the Gateways Registry, they report which evidence-based home visiting model they use. Just over half of those in the dataset reported utilizing the Parents As Teachers (PAT) model, and nearly another 40% reported using Baby TALK or Healthy Families America (HFA). A complete list of home visiting models in use is shown in Table 2.

**TABLE 1 | POPULATION WITHIN THE 2021 HOME VISITING DATASET**

Position/Role	Number of Records	Percentage of Dataset
Home Visitor	838	82.2%
Home Visitor Supervisor	181	17.8%
<b>Total in Dataset</b>	<b>1,019</b>	<b>100.0%</b>

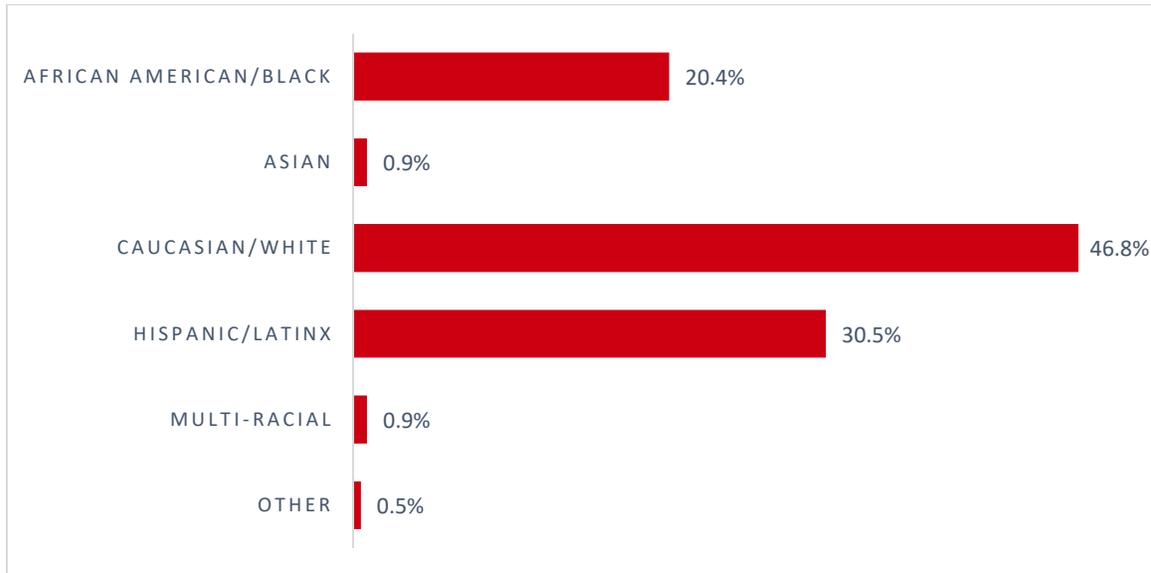
**TABLE 2 | HOME VISITING MODELS USED**

Position/Role	Number of Records	Percentage of Dataset
Baby TALK	202	19.8%
Early Head Start Home-Based	100	9.8%
Healthy Families America (HFA)	175	17.2%
Nurse Family Partnership (NFP)	14	1.4%
Parents As Teachers (PAT)	528	51.8%
<b>Total in Dataset</b>	<b>1,019</b>	<b>100.0%</b>

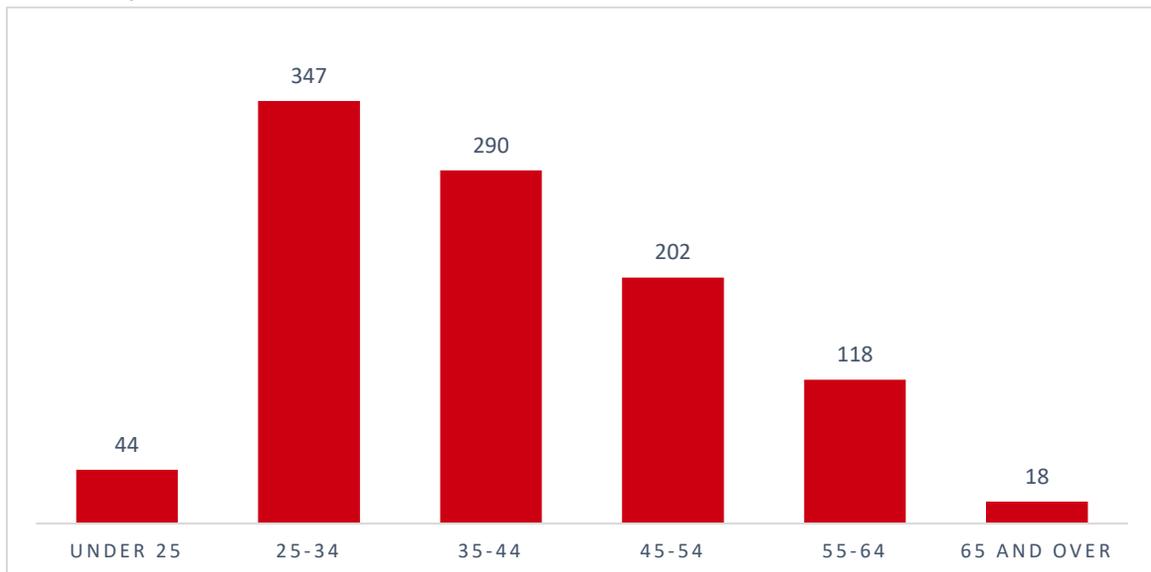
## DEMOGRAPHICS

Like the broader early childhood education and care workforce, most home visiting professionals in Illinois are female (99%). They range in age from 21 to 71, with the average age being 40. Over half identify as Black, Indigenous, and people of color (BIPOC). Additional demographic data are presented in Figures 1-3.

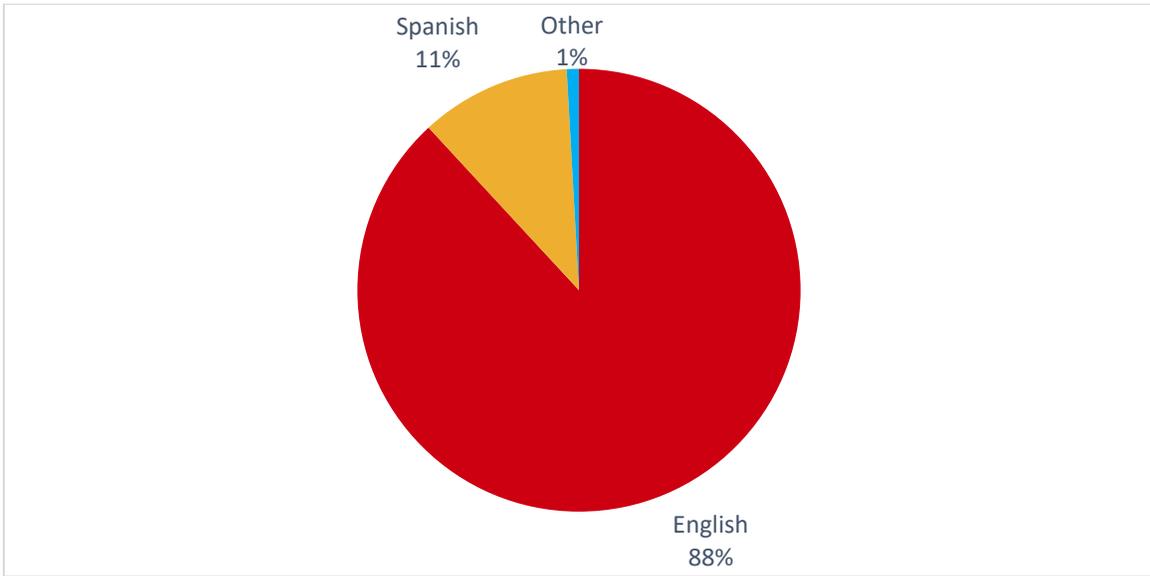
**FIGURE 1 | RACE/ETHNICITY OF HOME VISITORS**



**FIGURE 2 | AGE COHORTS**



**FIGURE 3 | PRIMARY LANGUAGE SPOKEN**



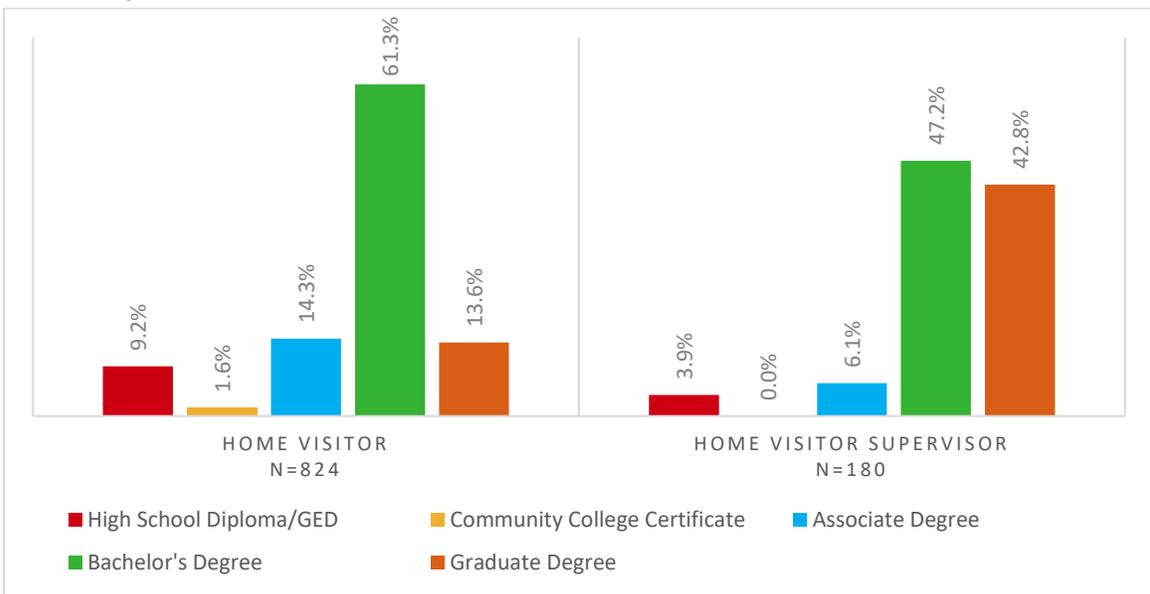
*Note: The other primary languages home visitors report speaking include Arabic, Chinese, and Urdu.*

Thirty-three percent of home visitors in this data set report being bilingual. Home visitors' primary languages are shown in the figure above.

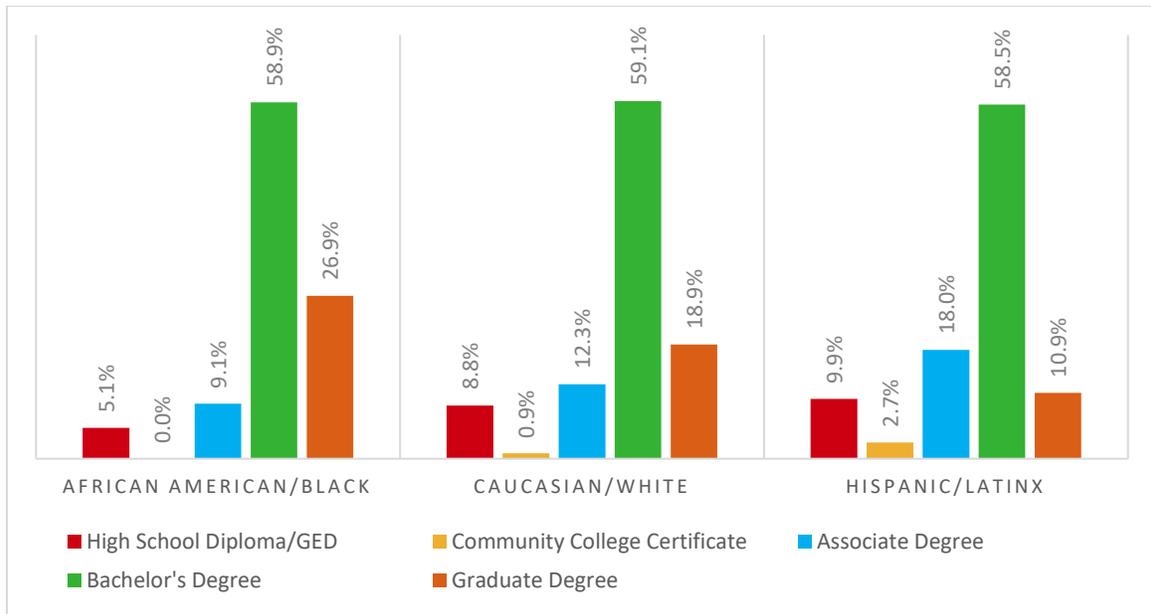
### EDUCATION AND CREDENTIALS

More than 75% of home visitors and supervisors hold at least a bachelor's degree. Home visitor supervisors have higher levels of education: 90% hold at least a bachelor's degree, compared to 75% of home visitors.

**FIGURE 4 | HIGHEST LEVEL OF EDUCATION BY ROLE**



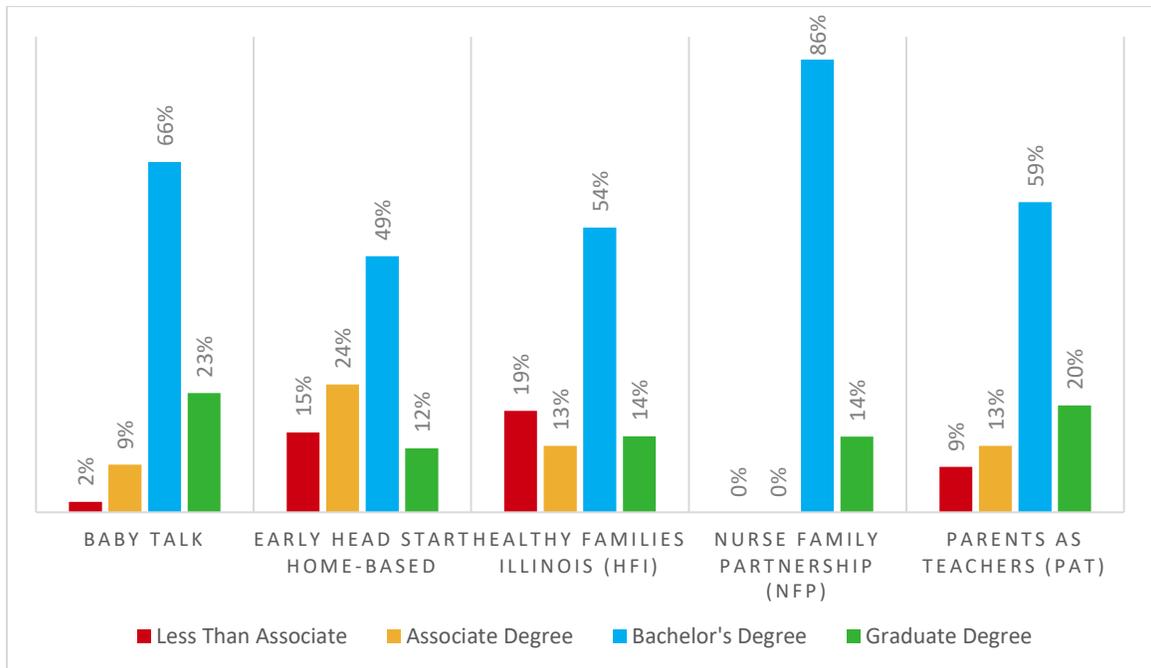
**FIGURE 5 | HIGHEST LEVEL OF EDUCATION BY RACE/ETHNICITY**



*Note: Categories with fewer than 10 records are not displayed.*

The highest level of education varies by home visiting model and is likely impacted by requirements of the models and/or the agencies funding the home visiting services.

**FIGURE 6 | HIGHEST LEVEL OF EDUCATION BY HOME VISITING MODEL**



Just 11 home visitors reported holding a Home Visitor CDA credential; the Gateways ECE and Family Specialist Credentials are more commonly held by this population. The Gateways ECE Credential is held by 21% of home visitors and the Family Specialist Credential (FSC) is held by 17%. These credential attainments are broken down by level in the tables below.

**TABLE 3 | HOME VISITORS WITH GATEWAYS ECE CREDENTIAL BY LEVEL**

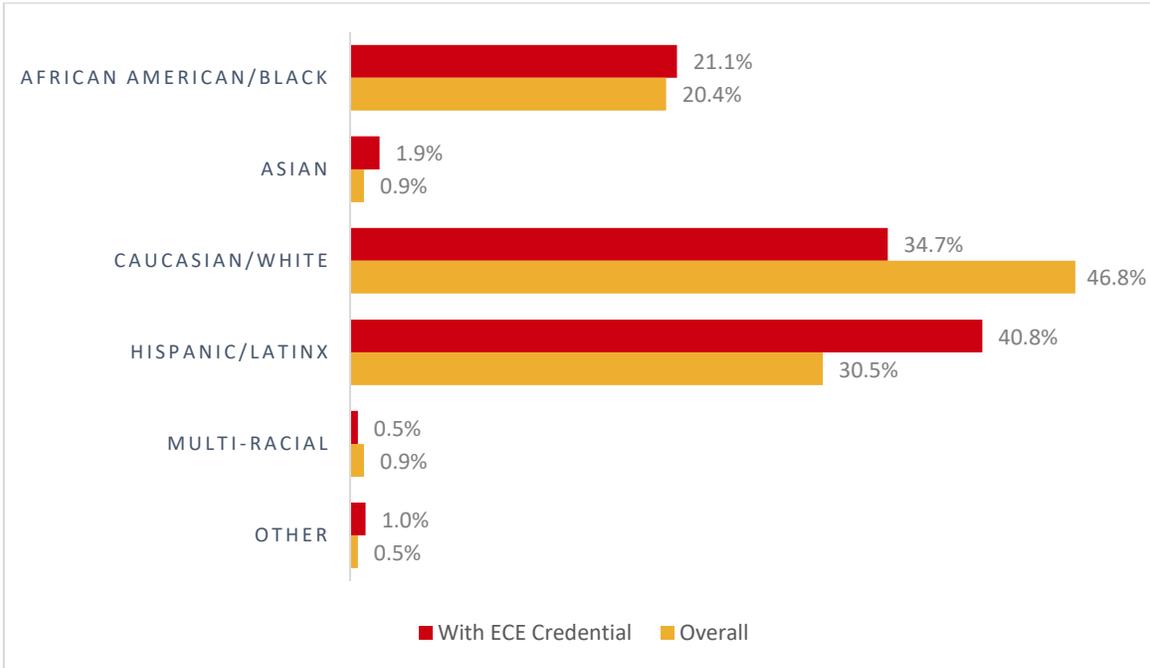
Position/Role	N	Percent of Total w/ Credential	Percent of Full Dataset
ECE Level 1	99	45.8%	9.7%
ECE Level 2	12	5.6%	1.2%
ECE Level 3	5	2.3%	0.5%
ECE Level 4	44	20.4%	4.3%
ECE Level 5	56	25.9%	5.5%
<b>Total</b>	<b>216</b>	<b>100.0%</b>	<b>21.2%</b>

**TABLE 4 | HOME VISITORS WITH GATEWAYS FAMILY SPECIALIST CREDENTIAL BY LEVEL**

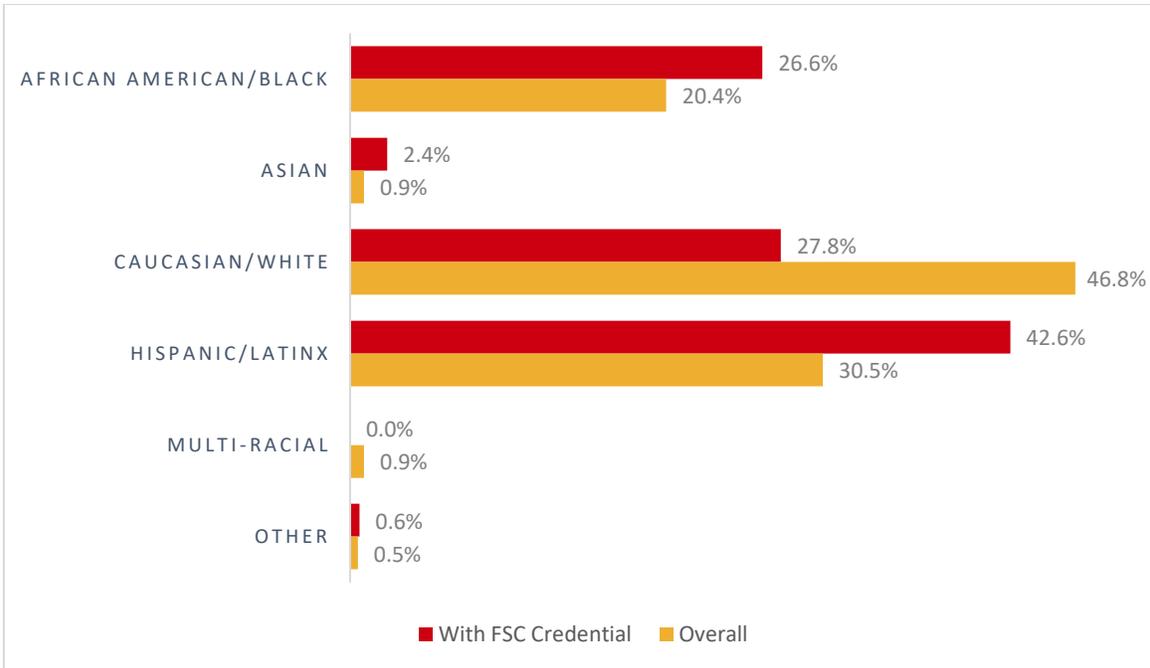
Position/Role	N	Percent of Total w/ Credential	Percent of Full Dataset
FSC Level 2	31	18.0%	3.0%
FSC Level 3	30	17.4%	2.9%
FSC Level 4	32	18.6%	3.1%
FSC Level 5	79	45.9%	7.8%
<b>Total</b>	<b>172</b>	<b>100.0%</b>	<b>16.8%</b>

Women of color are typically overrepresented in the population of home visitors with Gateways ECE and FSC Credentials, compared to home visitors as a whole. For example, Hispanic/Latinx women represent 41% of home visitors with a Gateways ECE Credential (Figure 7) and 43% with a Family Specialist Credential (Figure 8), but just 31% of the home visiting workforce at large.

**FIGURE 7 | RACE/ETHNICITY OF HOME VISITORS WITH GATEWAYS ECE CREDENTIALS VS. OVERALL**

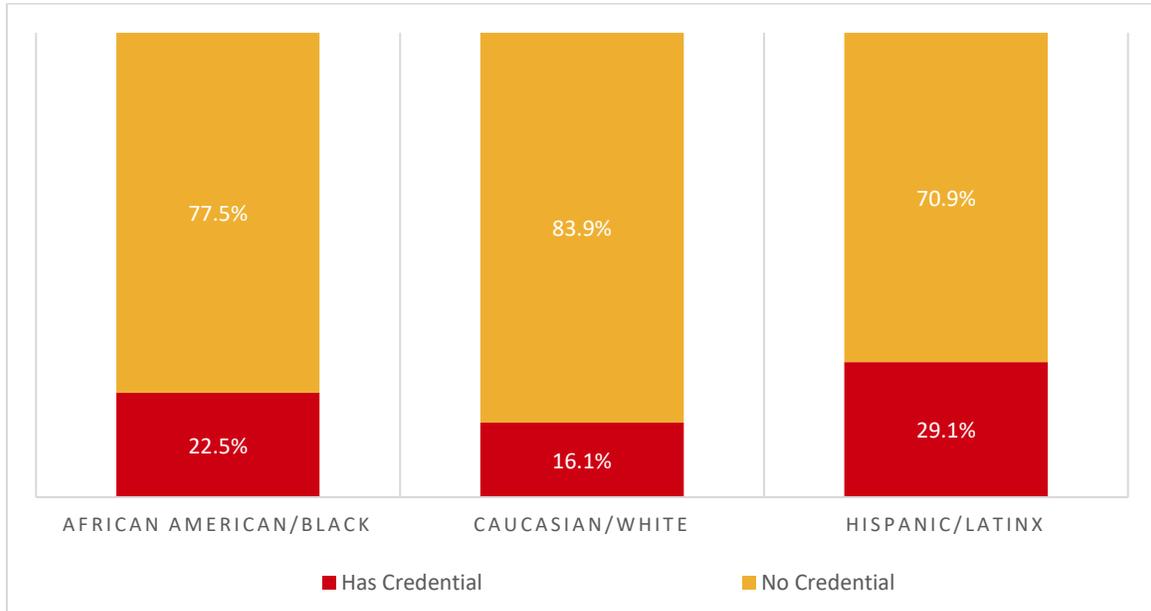


**FIGURE 8 | RACE/ETHNICITY OF HOME VISITORS WITH GATEWAYS FSC CREDENTIALS VS. OVERALL**



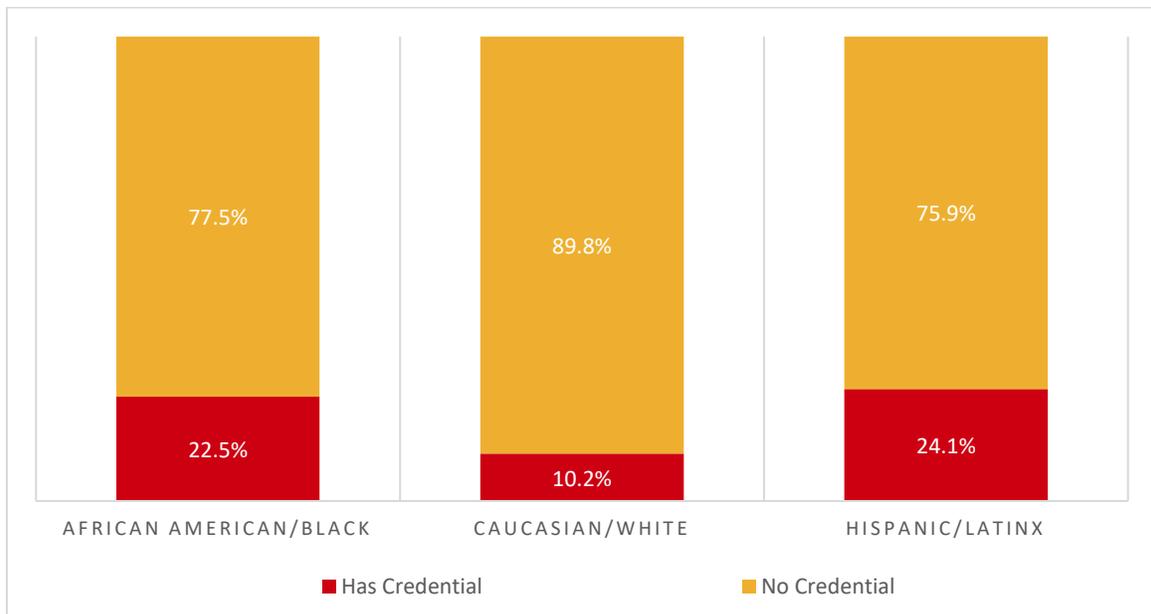
Figures 9 and 10 reveal that women of color are more likely to have a Gateways ECE or FSC credential than White/Non-Hispanic home visitors.

**FIGURE 9 | GATEWAYS ECE CREDENTIAL ATTAINMENT BY RACE/ETHNICITY**



*Note: Categories with fewer than 10 records are not displayed.*

**FIGURE 10 | GATEWAYS FAMILY SPECIALIST CREDENTIAL ATTAINMENT BY RACE/ETHNICITY**

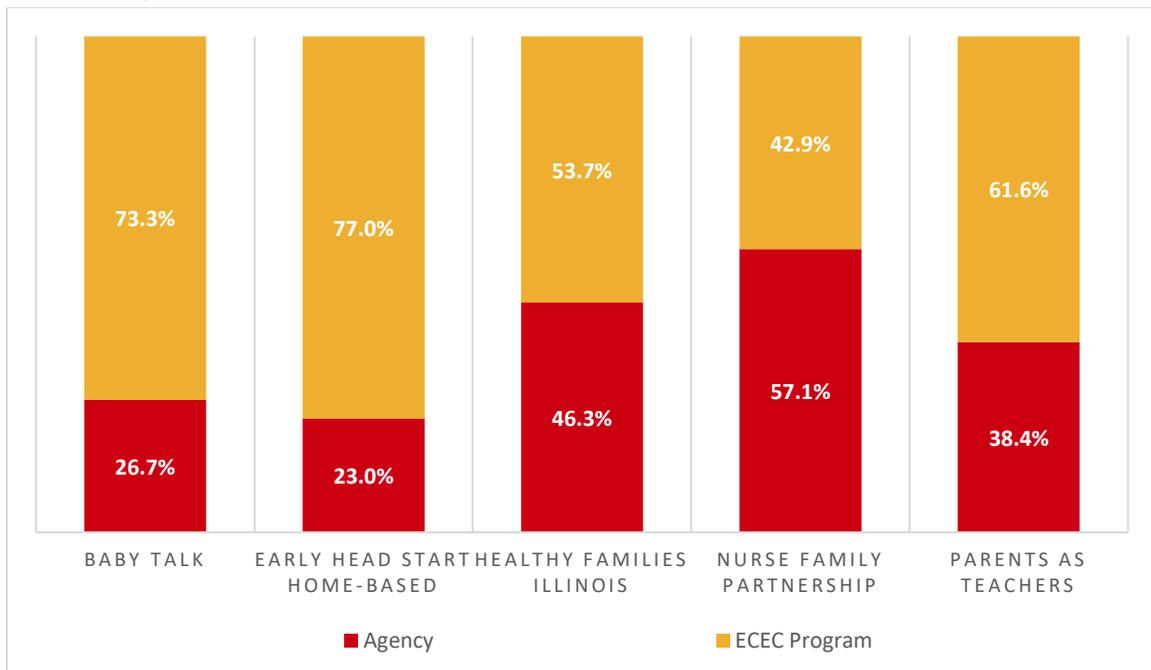


*Note: Categories with fewer than 10 records are not displayed.*

## EMPLOYMENT

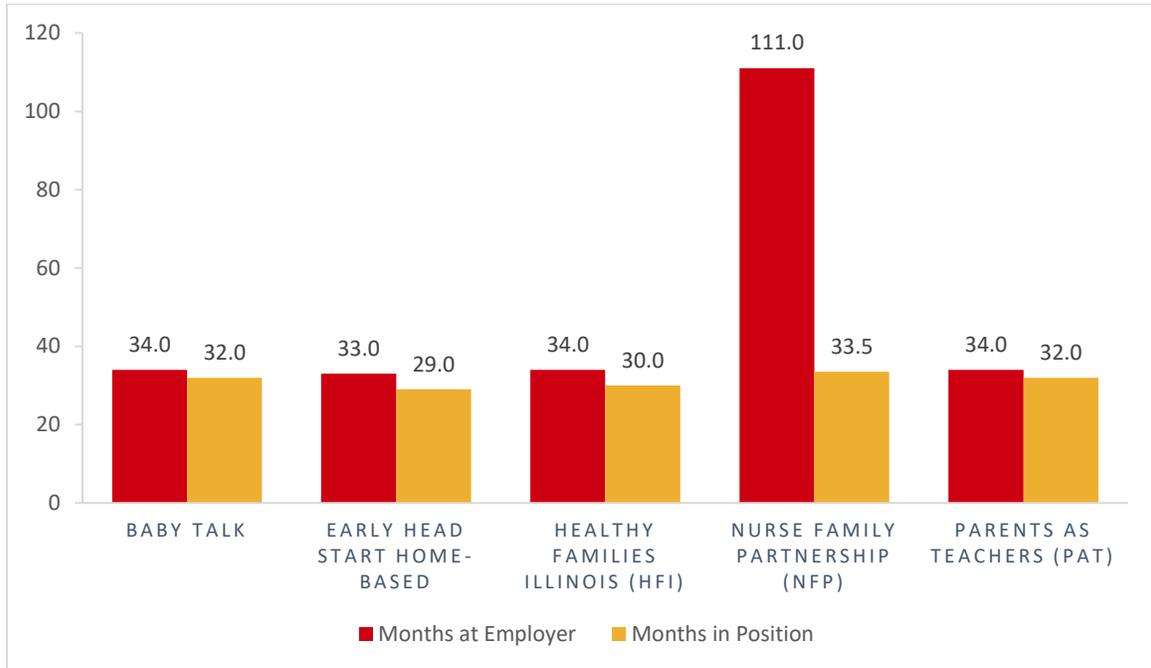
The home visitors in the data set reported working in a variety of employers that were coded as either agencies or early childhood education and care (ECEC) programs. If the employer was listed in the Gateways Registry as an early childhood program, such as a licensed child care center, Head Start, or preschool program, they were coded as ECEC. Otherwise, they were coded as an agency. Examples of agencies include health departments, hospitals, regional offices of education (ROE), and other community-based agencies that provide a variety of services. Nearly two-thirds of home visitors were employed by early childhood programs. Use of home visiting models also varied by employer type, as shown in the figure below.

**FIGURE 11 | HOME VISITING MODEL BY EMPLOYER TYPE**



Home visiting professionals have been employed an average of five years at their current place of employment and nearly four years in their current position. Duration of employment does not vary greatly across models, except for the Nurse Family Partnership (NFP). NFP home visitors have been employed an average of nine years at their current employer and two years in their current position. This finding may be influenced by the relatively small number of NFP home visitors in the data set. Figure 12 displays this even more clearly based on the median values for months at employer and position by home visiting model.

**FIGURE 12 | MEDIAN NUMBER OF MONTHS AT EMPLOYER AND POSITION BY MODEL**



## **CONCLUSION**

The Gateways Registry is a valuable source of data for better understanding the home visiting workforce within Illinois. Through the investments made as part of the Preschool Development Grant Birth through Five (PDG B-5), system enhancements were made that now allow for an even more accurate and comprehensive understanding of the characteristics of these important professionals working for the betterment of children and families in Illinois.

