

# Home Visiting Career Trajectories

*Snapshot of Home Visitors' Qualifications, Job Experiences, and Career Pathways*

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Early childhood home visiting programs can provide important benefits to children and families. However, we know relatively little about the workers who deliver these interventions. New findings from the Home Visiting Career Trajectories study on home visitors' qualifications, job experiences, and career pathways can help policymakers and program administrators implement strategies to improve staff recruitment and retention as well as strengthen training and professional development programs.

## CAREER MOTIVATION

Home visitors are mission driven. They enter the field because they care deeply about working with families (90%) and want to make a difference (81%). Schedule flexibility (51%) is another top reason cited by home visitors for applying for a home visiting job.

## Prior Work Experience

*Home visitors' and supervisors' relevant work experience prior to current position*

	Home visitors	Supervisors only
Worked as a home visitor for a different employer	30%	36%
Worked as a home visiting supervisor for a different employer	4%	17%
Worked as frontline worker in other health and human services fields	50%	59%
Worked in the early care and education field	41%	40%
Worked as an educator in grades K–12	16%	15%

## EDUCATION AND TRAINING

- Home visitors range in education level from a high school diploma to a master's degree. Supervisors have more education on average, as 90 percent have a bachelor's degree or higher compared with 73 percent of home visitors.
- The most common fields of study reported by home visitors in MIECHV-funded agencies are nursing (33 percent), social work (14 percent), and education (13 percent)—including early education and special education.
- Home visitors discussed the need to improve the content, format, and timing of required trainings to better meet their diverse educational experiences and professional needs, such as early childhood mental health or serving child or parents with disabilities.

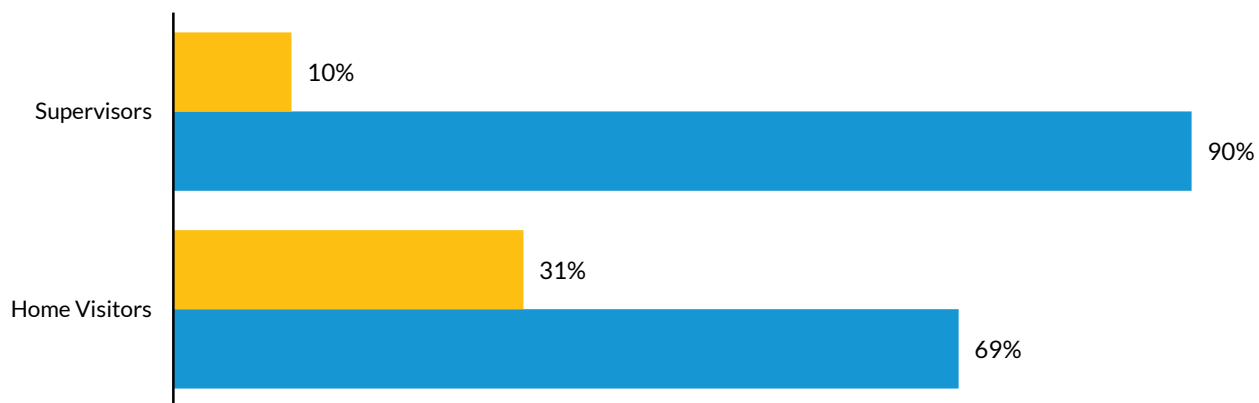
## Project Overview

Launched in 2016, the Home Visiting Career Trajectories study examined home visitors and home visiting supervisors employed in local agencies nationwide receiving federal funding from the Maternal, Infant, and Early Childhood Home Visiting (MIECHV) Program. The study gathered information on staff qualifications, training, job experiences, and career pathways through online surveys with program managers and home visitors, as well as key informant interviews with program managers and supervisors and focus groups with home visitors in eight states. For more information, click the link for the full report: [https://www.acf.hhs.gov/sites/default/files/opre/hvct\\_final\\_report\\_feb\\_2020.pdf](https://www.acf.hhs.gov/sites/default/files/opre/hvct_final_report_feb_2020.pdf).

**Figure 1. Most Home Visitors and Supervisors Have at Least Three Years of Related Work Experience**

*Professional experience in the home visiting field including current and former positions*

■ Less than 3 years ■ 3 or more years



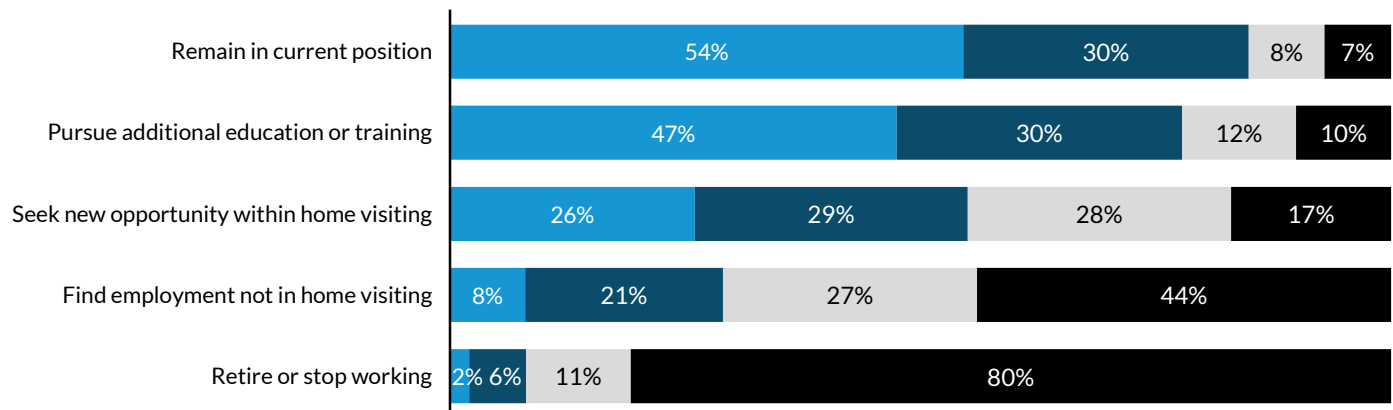
## JOB EARNINGS

- Home visitors without supervisory duties earn a median \$697 a week before taxes, equal to \$36,300 a year if working 40 hours a week and year-round.
- Supervisors without client caseloads earn a median \$920 a week before taxes, equal to \$48,000 a year if working 40 hours a week and year-round.

**Figure 2. About Half of Home Visitors Consider Two-Year Retention Very Likely**

*Other career plans include additional education, job opportunities within and outside home visiting, and retirement*

■ Very likely ■ Somewhat likely ■ Somewhat unlikely ■ Very unlikely



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