

Areas for ECWI Home Visiting Workforce Needs Assessment Tool

Focus of ECWI Tool

The Home Visiting Workforce Needs Assessment Tool, inspired by the UNICEF Pre-Primary Diagnostic and Planning Tool, aims to help Ministries and government agencies reflect on the ways in which they can support personnel delivering home visiting programs across sectors for pregnant mothers and caregivers with children under 3. The tool is intended for countries with home visiting programs at either the sub-national or national levels.

The scope of this tool includes home visitors who work directly with young children and their families, as well as supervisors and trainers. Drawing on a literature review and feedback from early childhood researchers and practitioners, the key areas of focus for the tool are summarized in Figure 1 below. Considering their influence on the role of the home visitor, the tool reflects the overall environment in which the home visiting program operates as well as how it is designed and executed. Additionally, the tool addresses the support that home visitors receive since it impacts the way in which they carry out their tasks on a day to day basis and ultimately influences their relationship with families.

Conceptual framework

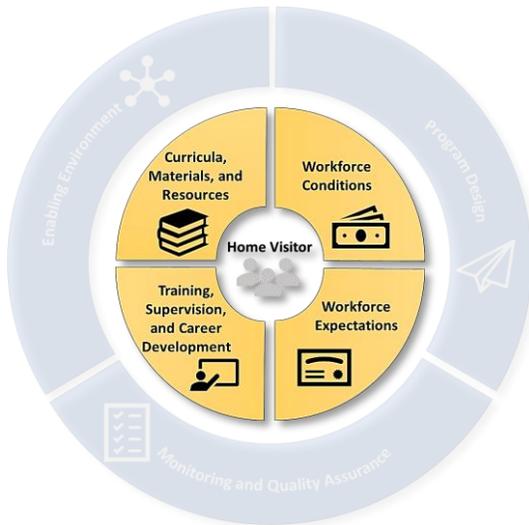


Methods:

- Review of literature
- Review of workforce tools
- Consultations with global and regional experts
- Feedback from stakeholders in pilot countries

Figure 1: Supporting and Strengthening the Home Visiting Workforce

Areas with Direct Impact



- Job descriptions/profiles
- Competences
- Standards
- Recruitment
- Skills assessment at hiring

Workforce Expectations



- Curricula
- Manuals/Resources
- Screening/assessment tools
- Play materials

Curricula, Materials, and Resources



- Training (Pre- and In-Service)
- Supervision/Mentoring
- Peer Support
- Professional Development
- Career Pathways

Training, Supervision, and Career Development

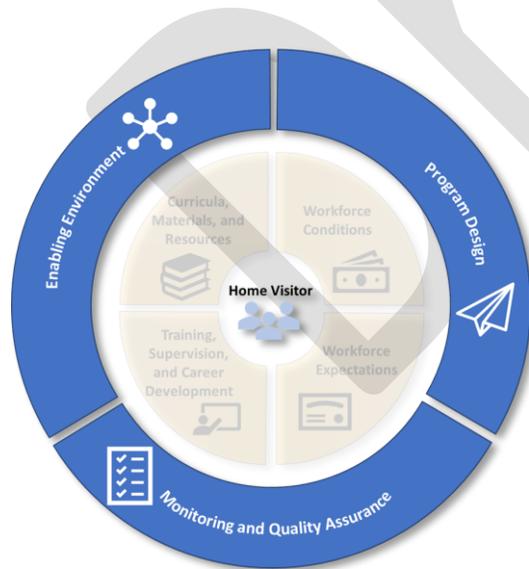


- Workload
- Remuneration
- Incentives (monetary and non-monetary)
- Organizational culture/stress
- Transportation
- Community Safety

Training, Supervision, and Career Development



Areas with System-level Impact



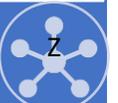
- Duration
- Frequency
- Target Group
- Constant
- Modality

Program Design



- Program governance
- Program finance
- Buy-in for HV programs
- Workforce rules/regulations
- Community support
- Coordination across services/sectors
- Program leadership

Enabling Environment



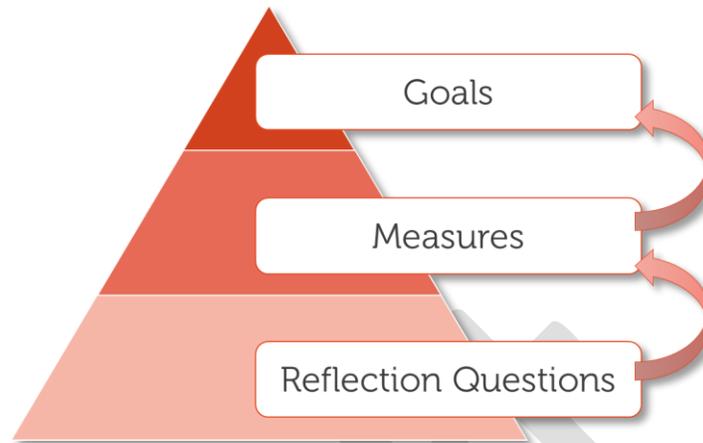
- Data Collection
- Data Usage
- Program standards/guidelines
- Performance monitoring

Monitoring and Quality Assurance



Structure of the Tool

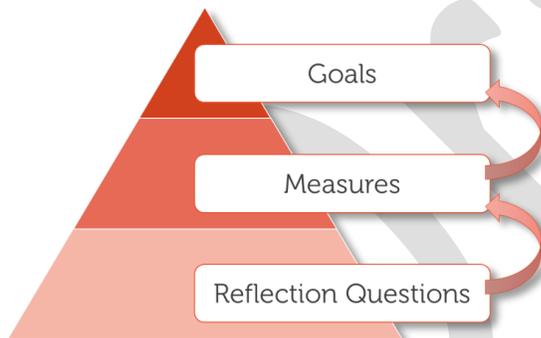
Each of the 7 Tool Areas is organized into Goals, Measures, Reflection Questions.



Area 3: Training, Supervision, and Career Development



Goal 2: Home Visitors have adequate opportunities while in their roles to develop the skills and knowledge needed to support families and grow their careers.



Measure 1: In-service training is widely available and accessible, and adequately focuses on the knowledge and skills most relevant for the day to day roles of home visitors.

- Are in-service training opportunities available and accessible to all home visitors? (e.g. offered on a regular basis, at a low cost or free of charge...)
 - If transportation is a barrier to attending trainings, are there stipends available to cover such costs?
 - Are home visitors able to leave work to participate in these opportunities? Do they receive paid time off to participate?
- Are in-service training opportunities responsive to and reflective of the roles and responsibilities of home visitors?
 - Are topics relevant to their day-to-day roles?