

# The Home Visiting Workforce Needs Assessment Tool

## Overview

# Introduction

## Scope

- Personnel supporting home visiting programs
- Targeting pregnant mothers and caregivers with children under age 3
- Delivered across sectors

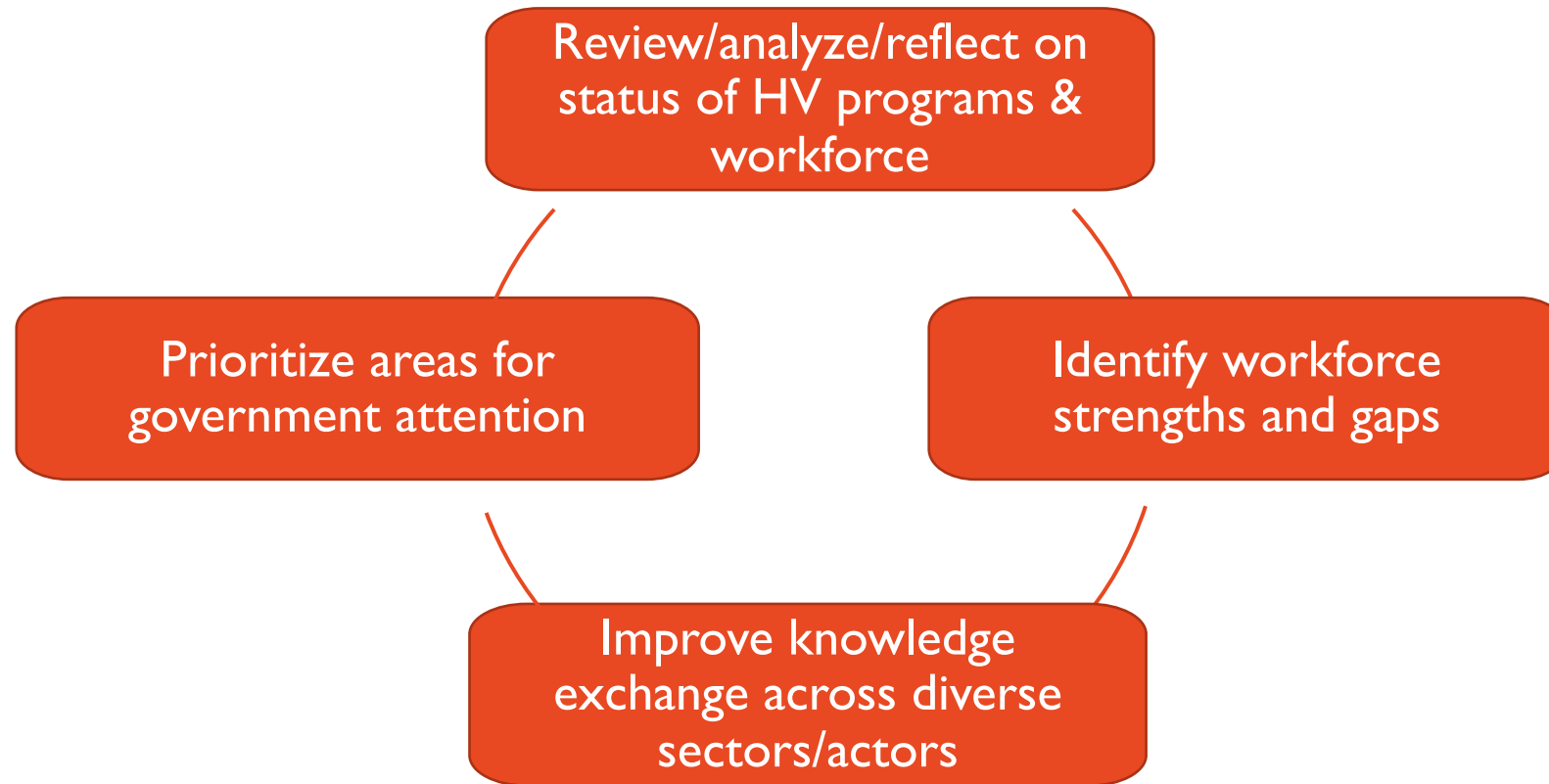
## Rationale

- Increased country focus on supporting parents and children in first 1,000 days
- Supports global efforts, such as the Nurturing Care Framework
- Complements existing tools/resources, such as the UNICEF Pre-Primary Diagnostic and Planning Tool



# Objectives of the Tool

Support policymakers and relevant stakeholders to:



*The Tool was designed to be inclusive and facilitate dialogue among a diverse range of stakeholders across roles, sectors, and levels of government.*

# Areas of the Needs Assessment Tool



The Home Visiting Workforce Needs Assessment Tool is a reflective Tool, comprised of 7 Areas:

- ▶ Workforce Expectations
- ▶ Curricula, Materials & Resources
- ▶ Training, Supervision, & Career Development
- ▶ Workforce Conditions
- ▶ Program Design
- ▶ Enabling Environment
- ▶ Monitoring and Quality Assurance

# Tool Areas in relation to Home Visitors' work



4 Tool Areas impact home visitors' work on a **day to day basis** (inner circle)



3 Tool Areas impact home visitors' work at the **system-level** (outer circle)

# 4 Tool Areas with *day to day impact*

## AREA 1

### Workforce Expectations



- ▶ Job descriptions/ profiles
- ▶ Competences
- ▶ Standards
- ▶ Recruitment
- ▶ Skill assessment at hiring

## AREA 2

### Curricula, Materials, and Resources



- ▶ Curricula
- ▶ Manuals/ resources
- ▶ Screening/ assessment tools
- ▶ Play materials

## AREA 3

### Training, Supervision, and Career Development



- ▶ Training (Pre- and In-Service)
- ▶ Supervision/ mentoring
- ▶ Peer support
- ▶ Professional development
- ▶ Career pathways within the program

## AREA 4

### Workforce Conditions



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

# 3 Tool Areas with *system-level impact*

AREA 5

## Program Design



- ▶ Duration
- ▶ Frequency
- ▶ Target group
- ▶ Content
- ▶ Modality

AREA 6

## Enabling Environment



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

AREA 7

## Monitoring and Quality Assurance



- ▶ Data collection
- ▶ Data usage
- ▶ Program standards/ guidelines
- ▶ Performance monitoring

# Structure of the Tool

Each Tool Area is organized into Goals, Measures, Reflection Questions.



## Area 2 - Curricula, Materials and Resources

### Goal 1

The program clearly describes what home visiting personnel can expect in their roles.

Goals

Measures

Guiding questions

### Measure 1: The program has clear job descriptions for home visitors and supervisors.<sup>2</sup>

- ▶ Do the job descriptions for home visitors and supervisors meet the needs of the program and account for any gaps in the existing workforce's skill set?
- ▶ Do the job descriptions accurately describe the main objectives of the program and duties and responsibilities of home visiting personnel?
- ▶ Do the job descriptions clearly outline the compensation and benefits home visiting personnel will receive for their work?
- ▶ Are job descriptions adequately disseminated and shared with personnel?

Space for personal notes



# Let's get started!

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