



# IL Home Visiting Cost Model Update

IL Health and Home Visiting Committee

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# Engagement of Programs

Partnered with Models to host 7 sessions:

- Parents As Teachers, 3 sessions
- Healthy Families, 2 sessions
- Baby TALK, intro and 1 session
- Early Head Start, 1 session
- NFP, 1 session

*\*\*Over 100 attendees in Input Sessions*

Review of other IL source data: contractor budgets; INCCRRA workforce and program surveys and focus groups



# Additional Data Sources

## Extant Data to Support Cost information:

- BLS data
- MIT Living Wage
- IL approach to salary scale in previous modeling



# Hearing From the Field



Photo: Unsplash in collaboration with Getty Images

## Challenges:

- Competition due to inequities of salaries and benefits
- Recruitment and retention of qualified staff
- Need for additional administrative staff
- High caseloads
- Need for alignment on state and model requirements
- Expanded topics for professional development
- Additional resources to support families' diverse needs



# Home Visiting Cost Model

# Cost Model Functioning and Selections

- All Home Visiting Models (current and potential models)
- Group Services (if not included in national model)
- Mandatory taxes and benefits covering all the staffing
- Nonpersonnel expenses related to running a home visiting program
- Indirect rate applied to all models, to cover other expenses and approaches to organizational operations

## Model Options:

### *Salary*

- Current salaries (BLS statewide average)
- MIT Living Wage, statewide average and regional
- Dual Language Wage Enhancement

### *Additional Selections:*

- Trauma informed practice
- Infant EC Mental Health Services
- Child Welfare protocols
- Caseloads (model standards or reduced caseloads to meet intensity of need)

# Service Models in the Cost Model

BabyTalk

Doula Services

Early Head Start Home Based

Family Connects

Healthy Families

HIPPY

Nurse Family Partnership

Parents As Teachers



# Exploring Salary Level Options

	Salaries, Statewide BLS	Salaries, Statewide Living Wage	
		Single Person	Family Composition of ECE Workforce
<b>Home Visiting Positions</b>			
Program Manager	\$ 77,531	\$ 92,002	\$ 110,879
Nurse Program Manager	\$ 113,327	\$ 139,106	\$ 167,649
Program Supervisor	\$ 63,550	\$ 75,411	\$ 90,884
Nurse Program Supervisor	\$ 92,891	\$ 114,022	\$ 137,417
Home Visitor	\$ 52,090	\$ 61,812	\$ 74,495
Nurse Home Visitor	\$ 76,140	\$ 93,460	\$ 112,637
Clinical Home Visitor	\$ 60,740	\$ 77,884	\$ 93,864
Parent Educator	\$ 52,090	\$ 61,812	\$ 74,495

DRAFT - FOR DISCUSSION



# Cost Model Outputs

## Cost model outputs include:

- Annual cost per child/family
- Outputs differ by model, based on characteristics of the model
- Outputs will also differ by choices made in using the model

Organize outputs at a high level by the intensity of the home visiting service model

	Cost Per Child, Annually			
MODEL TYPE:	Universal Touch Model	Low/Medium Intensity (HIPPY)	Medium/High Intensity (BT, HFA, PAT, NFP)	Highest Intensity (EHS)
<i>Using Statewide Living Wage</i>	\$1,207	\$5,600	\$7,100 – 9,300	\$12,600

Initial Outputs - FOR DISCUSSION ONLY

## Questions and Discussion



- Reflect on**
- **salary points in the current wage scale**
  - **Cost per child outputs**