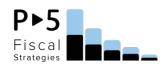


Engagement of Programs



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

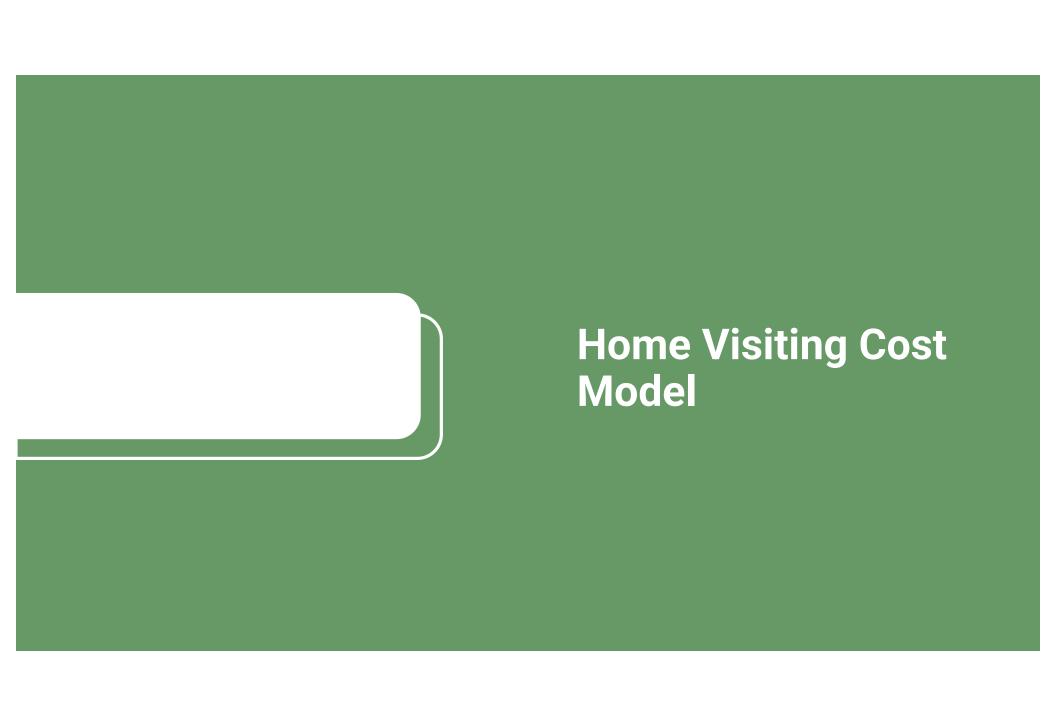




Photo: Unsplash in collaboration with Getty Images

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



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			
	St			Single Person		Family Composition of ECE Workforce	
Home Visiting Positions							
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	

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)			
Using Statewide Living Wage	\$1,207	\$5,600	\$7,100 – 9,300	\$12,600			

Questions and Discussion



Reflect on

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