

Insights and influences to understand how to help improve well-being, engagement and retention of home visitors.

## Workforce Snapshot

**70%** Nearly 70% of home visitors report their salary does not meet basic needs.

**73%** 73% of the workforce intends to stay in their position.

**Half** While well-being is generally moderate to high, nearly half of all home visitors are at risk of distress related to burnout.

Perceived high caseloads, low wages, and unclear organizational support are key stressors.

## Well-Being Influencers

The evaluation identified several supports that can be controlled at the organizational level that may significantly improve wellbeing and reduce turnover intention.



Sufficient mental health consultation



Professional development opportunities



Well-being supports



Flexible and remote work options



Regular group supervision



Wage supports

## How Organizations Can Influence Well-Being

Prioritize Wage Supports and Workload Alignment



- Advocate for higher base pay and wage parity
- Many home visitors describe financial strain as their top barrier to staying in their role

Promote Well-being and Expand Flexible Work Options



- Provide routine self-care messaging
- Ensure access to mental health consultation
- Provide mental health days or flexible options (like remote work) when possible

Strengthen Supervisory and Organizational Supports



- Offer regular group supervision
- Communicate available organizational supports

Invest in Professional Development



- Provide funding and release time
- Support credentialing or endorsement processes