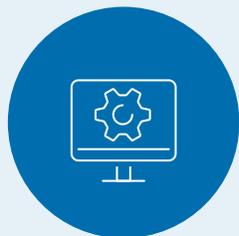# Home Visiting Workforce

DATA DASHBOARD

Dashboard

Data Sources

Metric Definitions

HVWFD
INSTITUTE FOR HOME VISITING
— WORKFORCE DEVELOPMENT —

& Jackie Walorski Center for Evidence-Based Case Management

TABLE OF CONTENTS

Introduction to the Home Visiting Workforce Data Dashboard

The Home Visiting Workforce Data Dashboard (Dashboard) provides key metrics on the home visiting workforce at the national, state, and county levels.

These include:

Workforce supply metrics: Number of home visitors and supervisors

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Workforce characteristics: Home visitor age, sex, work experience, and education level

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Workforce supply and demand metrics: Ratio of available home visitors to households with young children or pregnant women

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Workforce trends: Graduates and debt to earnings ratio for individuals in adjacent fields, including early childhood education, nursing, social work, and public health

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Data Sources

Multiple data sources were used to calculate Dashboard metrics.
Data sources for key metrics are described below.

Data Sources for Metrics on Workforce Characteristics and Supply

Model Developer Data

Data collected from seven evidence-based and six emerging home visiting models, out of 29 known models operating in the United States. Models are recognized as evidence-based by the Home Visiting Evidence of Effectiveness (HomVEE) project, and the National Home Visiting Resource Center (NHVRC) defines emerging models as those that have demonstrated a contribution to home visiting but have not received a designation of evidence-based after review by the HomVEE project.[i]

Model developers were invited to participate in voluntary data collection and provide data on their home visiting workforce. Data were collected over approximately 2 months, from January through March 2025. The data covered approximately the prior year; models were given the option to use slightly different reporting periods (such as program- or calendar-year) if the period was for the most recent full year. Models and their local implementing offices submitted aggregate data on the number and characteristics of home visitors and home visiting supervisors. Data was cleaned and aggregated from local office submissions to the county and state levels. Due to data limitations, model data was primarily used to inform the counts of home visitors and home visiting supervisors. The 13 models that provided data include Attachment and Biobehavioral Catch-Up (ABC), AVANCE Parent-Child Education Program, Baby Talk, Early Head Start (EHS) Home-Based Option, Family Connects, Family Spirit, High Risk Perinatal Program (HRPP), Maternal Early Childhood Sustained Home Visiting (MECSH), ParentChild+, Parents as Teachers (PAT), Promoting First Relationships (PFR), SafeCare, and Team for Infants Exposed to Substance Use (TIES). This data represents more than 1,000 counties, 12,000 home visitors, and 1,000 supervisors, and covers 45 percent of counties with at least one home visiting agency.

Head Start Program Information Report

The Head Start Program Information Report (PIR) summarizes program data from Head Start and Early Head Start programs throughout the United States, including data on families served and the workforce. The 2023 PIR (representing the 2023-2024 program year) was used to extract counts of home visitors at the local level. This included home visitors at Early Head Start home-based programs and home visitors employed through Head Start Preschool programs. Counts of home visitors at the zip-code level were converted to the county level and merged with model developer data described above. This data set includes more than 1,000 programs employing more than 5,000 home visitors, across almost 600 counties.

The Institute for the Advancement of Family Support Professionals Professional Development Platform

The Institute for the Advancement of Family Support Professionals (IAFSP) hosts an online professional development platform where home visiting program staff can create a user account and complete web training courses. Restricted data on user accounts was obtained through a data sharing agreement with IAFSP. Data included information on years of work experience, education level, sex, age, as well as the state that home visitors and supervisors work in. The IAFSP also asks account users to indicate whether they implement one of the following models: Early Head Start-Home Based Option, Healthy Families America, Home Instruction for Parents of Preschool Youngsters, Nurse-Family Partnership, Parents as Teachers, and SafeCare. Account users can also select "Other national model," or "Other state or local model." Records include observations for 24,407 users who self-identified as a home visitor and 7,051 who self-identified as a home visiting supervisor in the United States with accounts created over a 4-year period of March 2021 through February 2025.

The IAFSP platform includes the start date the home visitor began working in the field and the date of account creation (see Table 1 below) but does not include a variable indicating whether home visitors are currently employed in the field. Because the IAFSP data captures a four-year period, some of these workers have likely left their position (and possibly the field) since their account creation with IAFSP. We generated two simple person-level weights to approximate the likelihood of each worker still being in the field. This is a data limitation and may lead to an overestimate of home visiting supply.

Prior literature[ii, iii, iv] suggests average turnover rates of approximately 20 percent annually, with wide variation depending on state or region, home visiting model, and year of data collection. The permanent vacancy rate is estimated to be closer to 5 percent; few recent sources on home visitor vacancy rates exist and definitions

vary, such as reporting current open positions rather than a rate of unfilled positions.[v, vi, vii] We assumed that each position has a 5 percent chance per year of becoming permanently vacant, resulting in the attrition person weights below. The second weight accounts for individual-level turnover and adjusts estimates of home visitors' demographic characteristics. We assumed each account has a 20 percent chance of leaving their position per year. Because IAFSP data were collected in February 2025, we assumed accounts created in 2025 were still active. This approach provides a broad estimation of turnover and does not fully account for variations in turnover as a function of workforce characteristics, such as staff age, education level, pay, and location. Lastly, because the IAFSP platform was created in 2021, the data captures increasing platform adoption simultaneously to worker turnover, making it a challenge to estimate a point-in-time size of the home visiting workforce.

Table 1. IAFSP Accounts and Account Weights, by Year

Account creation	# of new accounts	Total accounts	Attrition weight	Demographic weight	Total accounts
2021	10,035	10,035	0.815	0.41	8,179
2022	4,718	14,753	0.857	0.512	12,222
2023	4,955	19,708	0.903	0.64	16,696
2024	4,284	23,992	0.95	0.8	20,766
2025	351	24,343	1	1	21,117

Data Sources for Metrics on Workforce Demand

National Home Visiting Resource Center 2025 Home Visiting Yearbook

The *2025 Home Visiting Yearbook* includes data on the home visiting workforce nationally and by model, including staff counts or full-time equivalents, as well as information on the reach of home visiting services and the potential demand for services.[viii] We used the Yearbook to determine which home visiting models are operating in which states and to identify counties with at least one agency delivering evidence-based home visiting.[1]

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[1] Evidence-based models are those that have met standards of evidence as determined by the Home Visiting Evidence of Effectiveness (HomVEE) project, administered by the U.S. Department of Health and Human Services.

American Community Survey

The American Community Survey (ACS) is a nationally representative survey conducted by the U.S. Census Bureau. Public use data files include information on household demographics such as age, income, education levels, and relationships among household members. The most recent 5-year data file spans 2019 to 2023. Data is available at the Public Use Microdata Area (PUMA) level. This data was used to produce county-, state-, and national-level estimates of demand for home visiting services. We define demand as the number of households that have children in age ranges that are often eligible for early childhood home visiting services. (See Metrics section for details on estimations.)

A key limitation of the ACS is that the PUMA boundaries do not align cleanly with all county boundaries. PUMAs are used primarily due to Census Bureau confidentiality rules, which require a geographic area have a population of at least 100,000 to prevent individual re-identification. Data is only available for counties that satisfy the confidentiality condition and as a result only counties with a large enough population can be directly identified. Therefore, to generate county-level estimates, we used the Missouri Census Data Center's (MCDC) Geocorr crosswalk to allocate PUMAs to counties. The crosswalk was implemented by joining PUMAs to counties on a one-to-one basis. We then applied a Geocorr estimate of the proportion of a PUMA's population residing in each county, using the provided allocation factors, to adjust ACS-provided person and household weights. This produced reweighted estimates aligned with county boundaries.

After completing the crosswalk, we use standard allocation ACS IPUMS factors to assess the reliability of this approach by assessing how much of a county population estimate is being drawn from PUMA geographies that may be outside of that county (due to complex or incomplete overlap). We also compare the reweighted county population estimates against the 2020 Decennial Census. Adjusted weighted totals preserve the ACS's sample design and aligns with Census Bureau analysis standards.

Data Sources for Metrics on Workforce Trends in Adjacent Fields

College Scorecard and Integrated Postsecondary Education Data System

This U.S. Department of Education data file from 2024 contains data on specific postsecondary education and training programs in the U.S. The data are related to the Integrated Postsecondary Education Data System (IPEDS), which compiles administrative and outcomes data that U.S. Title IV-accredited institutions are required to report. The College Scorecard contains the annual earnings of program completers up to five years after completion, the student loan debt that completers had at the time of completion, and the number of completers. Programs are distinguished by the institution they are at, the academic field of study they are in, and the credential they confer (such as associate or bachelor's degree). One institution can have multiple programs. These data represent 188,028 programs in 5,640 institutions of higher education across 921 U.S. counties. Counties are identified through the address of each institution.

Fields of study are defined by codes called Classification of Instructional Programs (CIP) codes, at the 4-digit level (CIP codes can be specified to the more detailed 6-digit level). For the Dashboard, we use five CIP codes tracked in the College Scorecard that strongly align with credentials needed to work in home visiting. We use these as proxies for home visiting education trends, as there is not a single discipline or area of study that leads to home visiting jobs. The codes are as follows:

→ **1312:** Teacher Education and Professional Development, Specific Levels and Methods (Early Childhood Education)

→ **5138:** Registered Nursing, Nursing Admin, Nursing Research, Clinical Nursing and **5116:** Nursing (composite proxy for nursing)

→ **4407:** Social Work (Social Work)

→ **5122:** Public Health (Community Health Work)

CIP code 5138 was the dominant code used for nursing in postsecondary education, with 5116 only having 35 programs included in our analysis.

The College Scorecard earnings and debt are suppressed for privacy when fewer than 30 students complete a program. Therefore, debt and earnings data are representative of larger programs, capturing a large share of all graduating students but a smaller share of all programs (especially in fields where programs tend to be small). Our analysis also combines earnings and debt into an earnings-to-debt ratio, referred to as "credential value." This is the annual earnings of completers at 5 years post-completion, divided by their total student loan debt at the time of completion. It is a measure of how well and how quickly a degree is paying off for students after completion, through earnings. The Dashboard displays data for the total number of completers of programs in each proxy field as well as the average credential value of programs in each proxy field. The total number of program completers comes from IPEDS completion data, which tracks annual program completions for the same institutions and programs in the College Scorecard. Credential value data is weighted by program size, so that larger programs (by number of completers) contribute more to the average.

Bureau of Labor Statistics Occupational Employment and Wage Statistics

The Bureau of Labor Statistics (BLS) 2024 data file includes the earnings, number of jobs, and density of occupations in labor markets across the U.S. In total, the data contain 220,903 labor market-level records on occupations, which are defined at the 6-digit Standard Occupational Classification (SOC) level. For our analysis of workforce trends, we used annual earnings and job density data for occupations related to home visiting as a proxy for home visiting jobs, as there is not a single occupational code for "home visiting." Those proxy categories are nursing, social work, early childhood education, and community health work. For nursing, social work, and community health work we used one occupational code that was the most direct fit. Early childhood education has multiple relevant codes which were averaged to create a proxy. The average was weighted by the number of jobs, so that more common occupations contributed more heavily to the average. The specific codes are listed below.

→ Early childhood education composite proxy composed of:

- **25-2011:** Preschool Teachers, Except Special Education
- **25-2012:** Kindergarten Teachers, Except Special Education
- **25-2021:** Elementary School Teachers, Except Special Education
- **25-2051:** Special Education Teachers, Preschool
- **25-2052:** Special Education Teachers, Kindergarten and Elementary School

→ **29-1141:** Registered Nurses (proxy for nurses)

→ **21-1021:** Child, Family, and School Social Workers (proxy for social workers)

→ **21-1094:** Community Health Workers (proxy for community health workers)

The data are by labor market, which sometimes match counties, but other times contain multiple counties or geographies. We used standard BLS and Census crosswalks to assign occupational employment and wage statistics labor market data to the counties that were contained within each labor market.

Metric Definitions

Definitions and data sources for all Dashboard metrics are described below

Workforce Supply Metrics

Estimated number of home visitors trained in any field (county- and state-level). This is an approximate count of home visitors. The county-level metric was estimated by aggregating data received from 13 home visiting models. Data on these workforce counts are available for 45 percent of counties with at least one home visiting agency. Counties were identified based on the locations of local agencies implementing the 13 models. Nine of the 13 models (ABC, AVANCE, Baby Talk, Family Spirit, Family Connects, PAT, PFR, Safe Care, and TIES) submitted data at the local agency or county level. Counts of EHS Home-Based Option home visitors were also available at the local agency or county level through the Program Information Report (PIR). Though two models (MECSH and HRPP) submitted counts of home visitors at the state-level only, we used data on the geographic location of their local agencies from the NHVRC 2025 Home Visiting Yearbook to estimate counts of home visitors at the county level. To do this, we assumed an equal distribution of home visitors across the counties in which the model is known to operate. Overall, these counts totaled 11,248 home visitors across 1,037 counties. One model (Parent Child +) submitted data at the state-level, and we were unable to estimate these counts at the county-level. The data for this model was only included in the state-level metric for 17 states.

To protect the privacy of home visitors in the data, we suppress all county-level counts of home visitors or supervisors that are under 5, instead displaying "<5" in the Dashboard. The Dashboard also indicates counties where a home visiting model is known to be operating but where no data was received from model operators by displaying a value of "missing."

The state-level metric was estimated by aggregating data submitted by 13 models and data from the IAFSP professional development platform, which maintains records on nearly 25,000 home visitors in the United States with accounts created since March 2021. Specifically, for models that submitted data at the county-level, a state-level count was calculated by aggregating home visitors across all counties in that state. When the count of home visitors was unavailable for models within a given state where the model is known to be operating (based on the NHVRC 2025 Home Visiting Yearbook), IAFSP data on the count of home visitors for the specified model for that state was used. This replacement process was done for state-level estimates using weighted data from IAFSP to account for turnover (see Table 2 for more details). **Sources:** IAFSP, Model Data, NHVRC 2025 Home Visiting Yearbook.

Estimated number of home visitors trained in nursing (state-level). This value was estimated at the state level by counting home visitors who select "nursing" as their background field when registering for the IAFSP workforce professional development platform, after weighting the data to account for the likelihood of turnover. As a data check, we compared state-level counts to service location information on model developers that require a nursing degree. This data check confirmed that larger counts of nurse home visitors exist in states where models that require nursing degrees are located, and that lower counts tend to be found in states without models that require nursing degrees. **Sources:** IAFSP, Model data, NHVRC 2025 Home Visiting Yearbook data.

Estimated number of supervisors (county- and state-level). The county-level metric was estimated by aggregating data submitted by 10 home visiting models (ABC, AVANCE, Baby Talk, Family Spirit, HRPP, PAT, PFR, TIES, Parent Child +), based on the locations of the local offices that reported their counts of supervisors. Some models only reported counts at the state level. In cases where models submitted data only at the state level (MECSH), we assumed an equal distribution of supervisors across all counties where the model is known to be operating. For models with no available data on the counties in which they operate (Parent Child +), we included their counts at the state level only.

The state-level metric is estimated by aggregating data submitted by 10 models and using the IAFSP data. For models that submitted data at the county-level, a state-level count was calculated by aggregating supervisors across all counties in each state. When counts of supervisors were unavailable for a certain model within a given state where the model is known to be operating (based on NHVRC 2025 Home Visiting Yearbook data), the state count for the specified model used IAFSP data, as described above (see Table 3 for more details). **Sources:** IAFSP, Model Data, NHVRC 2025 Home Visiting Yearbook data.

Table 2. Data Sources for Number of Home Visitors by State

State	Count of Models that Submitted Data Out of Models Operating in State	Home Visitor Count from Models	Home Visitor Count from IAFSP, Weighted
Alabama	2/6	143	362
Alaska	2/4	62	13
Arizona	5/10	300	432
Arkansas	3/10	87	43
California	6/13	1538	724
Colorado	3/10	219	155
Connecticut	2/6	138	92
Delaware	4/6	64	50
District of Columbia	3/6	31	29
Florida	4/6	212	312
Georgia	4/5	76	184
Hawaii	2/5	78	48
Idaho	2/5	71	8
Illinois	3/8	987	512
Indiana	2/4	123	799
Iowa	3/5	250	685
Kansas	3/9	431	223
Kentucky	2/7	83	398

State	Count of Models that Submitted Data Out of Models Operating in State	Home Visitor Count from Models	Home Visitor Count from IAFSP, Weighted
Louisiana	3/7	51	87
Maine	3/4	108	8
Maryland	4/8	54	192
Massachusetts	3/4	296	144
Michigan	4/9	427	855
Minnesota	6/11	582	464
Mississippi	0/3	0	69
Missouri	4/8	259	268
Montana	3/6	68	22
Nebraska	2/4	132	134
Nevada	2/4	59	16
New Hampshire	1/2	15	206
New Jersey	2/6	107	189
New Mexico	3/8	157	117
New York	5/8	475	697
North Carolina	6/11	250	270
North Dakota	2/5	24	42
Ohio	4/5	460	1111
Oklahoma	4/8	212	19
Oregon	3/7	113	390
Pennsylvania	5/9	823	275
Rhode Island	3/4	52	84
South Carolina	5/11	200	117
South Dakota	2/4	61	30
Tennessee	2/7	58	532
Texas	6/12	512	349
Utah	4/5	127	29
Vermont	3/3	55	38
Virginia	2/5	106	2104
Washington	6/9	556	69
West Virginia	2/5	147	36
Wisconsin	4/7	259	185
Wyoming	2/4	27	5

Notes: Count of models operating was calculated by combining the count of evidence-based and emerging models operating in each state based on the NHVRC Yearbook 2025. All operating models were invited to submit data for the Dashboard.

Table 3. Data Sources for Number of Supervisors by State

State	Count of Models that Submitted Data Out of Models Operating in State	Supervisor Count from Models	Supervisor Count from IAFSP, Weighted
Alabama	0/6	0	110
Alaska	0/4	0	30
Arizona	2/10	13	115
Arkansas	0/10	0	32
California	3/13	7	365
Colorado	0/10	0	94
Connecticut	0/6	0	63
Delaware	2/6	29	45
District of Columbia	1/6	0	28
Florida	1/6	3	140
Georgia	1/5	1	88
Hawaii	0/5	0	41
Idaho	0/5	0	14
Illinois	1/8	23	333
Indiana	0/4	0	163
Iowa	0/5	0	307
Kansas	1/9	1	140
Kentucky	0/7	0	121
Louisiana	1/7	2	41
Maine	1/4	0	34
Maryland	2/8	1	102
Massachusetts	1/4	36	77
Michigan	1/9	1	208
Minnesota	3/11	17	199
Mississippi	0/3	0	25
Missouri	2/8	1	171
Montana	0/6	0	25
Nebraska	0/4	0	63
Nevada	0/4	0	14
New Hampshire	0/2	0	54
New Jersey	0/6	0	71
New Mexico	1/8	1	62
New York	2/8	30	282
North Carolina	3/11	10	134
North Dakota	0/5	0	14

State	Count of Models that Submitted Data Out of Models Operating in State	Supervisor Count from Models	Supervisor Count from IAFSP, Weighted
Ohio	1/5	0	323
Oklahoma	1/8	2	63
Oregon	1/7	1	153
Pennsylvania	2/9	8	227
Rhode Island	0/4	0	29
South Carolina	2/11	7	76
South Dakota	0/4	0	13
Tennessee	0/7	0	109
Texas	3/12	24	223
Utah	1/5	3	50
Vermont	1/3	7	25
Virginia	0/5	0	684
Washington	4/9	72	108
West Virginia	0/5	0	55
Wisconsin	1/7	1	81
Wyoming	0/4	0	9

Notes: Count of models operating was calculated by combining the count of evidence-based and emerging models operating in each state based on the NHVRC Yearbook 2025. All operating models were invited to submit data for the Dashboard.

Workforce Characteristics Metrics

Four state-level metrics describing home visitors' demographics were calculated using IAFSP data. Each home visitor with a user account in the IAFSP professional development platform self-reported their age, years of work experience, sex, and highest educational attainment.

Age (state-level). Age was calculated as the difference between home visitor reported date of birth and the data extract date from the IAFSP professional development platform, expressed as years with decimal places to the one-tenth of a year. Ages are assumed to be erroneous when greater than 90 (3 records) or less than 18 (11 records). Average age was calculated at the state-level. **Source:** IAFSP.

Work experience (state-level). This metric was calculated using each home visitor's self-reported start date in the field and their IAFSP user account creation date. The difference in these two dates was used to calculate each home visitor's years of work experience and then used to create state and national averages. We used account creation date as a conservative endpoint of our calculation of work experience, because it is the last known date when we are certain the home visitor was still employed in the home visiting field. **Source:** IAFSP.

Percent female (state-level). This metric reflects the percentage of home visitors in a state or nationally with IAFSP user accounts who reported being female. **Source:** IAFSP.

Education level (state-level). This metric reflects the highest educational attainment self-reported by each home visitor with a user account in the IAFSP professional development platform. The "high school degree or less" metric combines the response options of "High School Diploma/GED" and "Less than High School Diploma/GED." The "Associate degree" metric includes the response option of "Associate degree." The "Bachelor's degree" metric includes the "Bachelor's degree" response option. The "Graduate degree" metric combines the response options of "Master's Degree" and "PhD or equivalent." The share of home visitors in each metric was calculated by dividing the number of home visitors in a state with that response option divided by the number of home visitors in the corresponding state with a non-missing education level indicator. **Source:** IAFSP.

Workforce Demand Metrics

All state and county-level estimates are based on analyses of the 2023 ACS data. See the Data Source section for more information on weighting and methodologies. Each household-level metric (i.e., counts of households) used the adjusted household weight described below, and each person-level metric (i.e., counts of children) used the adjusted person weight described below. Children who are not yet in kindergarten were determined using school enrollment and highest grade-attainment variables.

Various demand metrics identify households with low incomes. "Low income" is defined as less than 200 percent of the federal poverty level (FPL). This was measured using an FPL variable in the ACS that calculates the ratio of household income to the FPL for the relevant household size. An important note is that the FPL does not vary by locale, and so a household of a given size might face more acute cost of living challenges in one location compared to a similarly sized family in a different location with a lower average cost of living.

Table 4. Workforce Demand Metric Descriptions

Metric label	Description
Households with a child under 6	Estimated number of households with at least one child under age 6 and not yet in kindergarten
Households with a child under 6 and low incomes	Estimated number of households with at least one child under age 6 and not yet in kindergarten and incomes below 200 percent of FPL.

Metric label	Description
Households with an infant, toddler, or preschooler	Estimated number of households with at least one child under age 1; households with at least one child ages 1 or 2; and households with at least one child ages 3 to 5 and not yet in kindergarten.
Households with an infant, toddler, or preschooler and low incomes	Estimated number of households with incomes below 200 percent of FPL and with at least one child under age 1; with at least one child ages 1 or 2; or with at least one child ages 3 to 5 and not yet in kindergarten.
Pregnant women, total and with low incomes	Estimated number of pregnant women using an ACS indicator for whether a woman was pregnant in the last year. We apply a 0.75 factor to account for the typical 9-month duration of pregnancy out of 12 months. We also use the same factors to estimate the number of pregnant women in households with low incomes below 200 of the FPL.
Children under 6	Estimated number of children under age 6 and not yet in kindergarten.
Children under 6 in households with low incomes	Estimated number of children under age 6 and not yet in kindergarten in households with incomes below 200 percent of the FPL.
Infants, toddlers, and preschoolers	Estimated number of infants under age 1, toddlers ages 1 and 2, and children ages 3 to 5 and not yet in kindergarten.
Infants, toddlers, and preschoolers in households with low incomes	Estimated number of children in households below 200 percent of the FPL who are under age 1, ages 1 and 2, and ages 3 to 5 and not yet in kindergarten.

Metric label	Description
Households with children under 3 or a pregnant woman, any income or low income	Estimated number of households with at least one child under age 3 or a pregnant woman. The metric was constructed for households of any income and for households below 200 percent of the FPL. This metric is provided in addition to the under 6 metrics because many home visiting programs focus on serving pregnant women and households with infants or toddlers.
Households with children under age 6 or with at least one pregnant woman, any income or low income	Estimated count of households with at least one child under age 6 or a pregnant woman. The metric was constructed for households of any income and for households below 200 percent of the FPL.

Supply-and-Demand Metrics

Workforce supply-and-demand ratios were calculated from metrics described above. Each ratio is calculated by taking the count of households in each state/county divided by the count of home visitors in the same state/county. Because workforce estimates are likely based on underestimated data, the ratios will also be underestimates of the ratio of the workforce to the demand for services. The metric is produced using counts of households that meet selected demand criteria above (e.g., child age, low income). See above for definitions of the component workforce supply and household metrics.

To protect the privacy of home visitors in the data, we suppress all county-level supply-demand ratios for counties for which the count of home visitors is under 5, instead displaying "missing" in the Dashboard. The Dashboard also indicates counties where a home visiting model is known to be operating but where no data was received from model operators on counts of home visitors by also displaying a value of "missing."

Table 5. Supply-and-Demand Metric Descriptions

Metric label	Description
Households per home visitor (with child under 6 or pregnant woman)	A ratio of the estimated number of households in a state/county with a child under age 6 not yet in kindergarten or a pregnant woman, for every one home visitor working in that state/county.
Households per home visitor (with child under 6 or pregnant woman, low incomes)	A ratio of the estimated number of households with low incomes (under 200 percent of the FPL) in a state/county that have a child under age 6 not yet in kindergarten or a pregnant woman, for every one home visitor working in that state/county.
Households with children under 3 or a pregnant woman, per home visitor	A ratio of the estimated number of households in a state/county with a child under age 3 or a pregnant woman, for every one home visitor working in that state/county.
Households per home visitor (with child under 3 or pregnant woman, low incomes)	A ratio of the estimated number of households with low incomes (under 200 percent of the FPL) in a state/county that have a child under age 3 or a pregnant woman, for every one home visitor working in that state/county.

Workforce Trends Metrics

Four metrics available at the state and county level describe workforce trends in occupations related to home visiting services and rely on publicly available data.

Number of graduates (county- and state- level). This metric is the annual number of credential or degree completers for undergraduate programs in fields of study related to home visiting, including early childhood education, nursing, social work, and community health programs. Completers were identified by their program and institution, which were mapped to the county-level based on the institution's address. Completers were further summed across counties to obtain state-level counts. **Source:** IPEDS.

Job density (county- and state-level). This metric measures the density of jobs in each proxy occupation in a particular county or state in units of jobs in the occupation of interest out of every 1,000 jobs in the locale. For example, a job density of "5" means that 5 out of every 1,000 jobs in that region are in the occupation. The Dashboard includes the job density of the four occupations related to home visiting described above. Some labor markets contain multiple counties, resulting in the same values being assigned to each county within the labor market. State-level metrics were taken from state-level BLS data. **Source:** BLS OEWS.

Annual earnings (county- and state-level). This metric is the market-level average annual earnings for occupations related to home visiting, including early childhood education, nursing, social work, and community health work. Market-level earnings were mapped onto all US counties from BLS-defined labor market areas. Some labor markets contain multiple counties, resulting in the same values being assigned to each county within the labor market. State-level metrics were taken from state-level BLS data. **Source:** BLS OEWS.

Credential value (county- and state- level). This metric is the 5-year credential value (sometimes referred to as the return on investment or ROI of the credential) for undergraduate programs in fields of study related to home visiting, including early childhood education, nursing, social work, and community health programs. The credential value is the ratio of median 5-year annual earnings of completers divided by the median federal student loan debt of completers. Debt is an aggregate of direct loans and parent PLUS loans and does not include private or Perkins loans. Credential values were tied to programs and institutions, which were mapped to the county-level using the institution's address. To obtain a county-level average credential value, we weighted the calculation by the number of completers included in the earnings and debt measures so that larger programs contribute more to the aggregated averages. We carried out a similar weighted average calculation to obtain state-level credential values. **Source:** IPEDS, College Scorecard.

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