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FACT SHEET: [Staff Retention](#)

Healthy Families America Implementation Study

This fact sheet on staff retention is based on the report of the Healthy Families America Implementation Study (May 2004)ⁱ. The primary sample for the study includes approximately 100 sites in nine states or Healthy Families America systems. This number is approximate as the number of sites and states represented in each area of the study varies considerably. The study provides the most comprehensive picture of Healthy Families America implementation status to date. Overall, the results reveal that sites vary in their implementation in ways that may affect family outcomes in areas such as parent-child interaction, child development and child abuse and neglect. The study provides a foundation for interpreting the differences in these outcomes from site to site.

Summary of Results

Staff Retention:

- ▶ About 72% of Family Support Workers are employed for at least 24 months.
- ▶ Older sites had higher Family Support Worker retention at 24 months.
- ▶ Family Support Workers employed for at least 24 months were older compared to those who left the program before six months.
- ▶ Years of experience in home visiting (prior to hire) were greater for Family Support Workers retained 24 months or longer.

Staff Characteristics:

- ▶ Over a third of Family Support Workers employed in the Healthy Families America study site have a Bachelor's or Master's degree.
- ▶ On average, over half of Family Support Workers employed in the Healthy Families America study sites are Anglo.
- ▶ Nearly 30% of Family Support Workers in the Healthy Families America study site have three or more years experience in home visiting.
- ▶ The average years of home visiting experience for Family Support Workers (at the time of hire) is 2.3 years.
- ▶ On average, the majority of Family Support Workers in Healthy Families America study sites are in their 20's.

ⁱSee Harding, K., Reid, R., Oshana, D., & Holton, J., (April 2004). Initial results of the HFA implementation study. National Center on Child Abuse Prevention Research, Prevent Child Abuse America: Chicago, IL.

