

# Family Members Employed as Staff in Title V MCH and CYSHCN Programs

From late 2014 through early 2015, the Association of Maternal & Child Health Programs (AMCHP) conducted a nationwide survey about family engagement in Title V maternal and child health (MCH) and children and youth with special health care needs (CYSHCN) programs. Out of 59 states and territories with Title V funding, 68 percent of MCH programs (40) and 75 percent of CYSHCN programs (44) responded.<sup>1</sup> The survey results reflect the perspectives of responding Title V programs about the range, depth, and effectiveness of strategies to engage families in program planning and improvement activities. A full picture of family engagement in Title V programs requires the views of families and family organizations as well. The survey is intended as a starting point for further work by AMCHP with its state and national partners to drive practice and policy change to support meaningful family engagement in Title V programs. This report examines the employment and compensation of families who are staff, including their part/full-time status, hourly wages, and salary ranges.

## Employment Mechanisms

Most Title V programs employ family members, either directly or through a contract with another agency. The practice is more common among CYSHCN programs, with 82 percent of CYSHCN respondents reporting that family members are employed as staff, compared with 55 percent of MCH respondents. Programs employ family members more often through contracts with other organizations than through the Title V agency directly, and most family staff members are employed at the state level.

## Role of Family Staff Members

Respondents were asked whether family members employed by their programs either directly or through contracts with other agencies serve exclusively in a dedicated parent/family staff role, or also fill another staff role (e.g., a nurse who is a parent of a child with special health care needs, a program coordinator who

<sup>1</sup>Total n for individual survey items varies due to skip patterns and nonresponses.

## Family Engagement and Position

	MCH % (n)	CYSHCN % (n)
Among all respondents:		
Employ family members as staff (either directly or through contract with another agency)*	55 (21)	82 (36)
Among programs that employ family staff members:		
How Title V programs employ family staff members		
Employed directly by the program	48 (10)	42 (15)
Employed through a contract with another agency	86 (18)	72 (26)
Levels of program where family members are employed		
State	86 (18)	86 (31)
Regional	38 (8)	39 (14)
County/local/city	48 (10)	31 (11)

\* Percentages based on 38 MCH responses and 44 CYSHCN responses to this question.

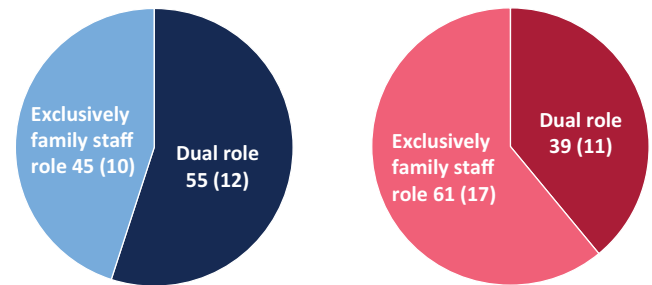


is a recipient of MCH services). A slight majority of CYSHCN respondents report that family staff members serve exclusively in a parent/family role, while a slight majority of MCH respondents report that family staff members serve dual roles.

## Role of Family Staff Members in Program

MCH % (n)

CYSHCN % (n)



NOTE: Percentages based on 22 MCH responses and 28 CYSHCN responses to this question.

## Employment Terms

### Hours Worked

Family staff members are employed by Title V programs in both full-time and part-time positions. The hours for part-time positions most often are 10 to 20 hours per week, or they vary based on specific contracts, projects, and program areas.

## Family Staff Members' Employment Status

Hours Worked	MCH % (n)	CYSHCN % (n)
Full-time (40 hours per week)	52 (11)	72 (26)
Part-time*	76 (16)	67 (24)
Less than 10 hours per week	0	9 (2)
10-20 hours per week	53 (9)	26 (6)
21-30 hours per week	12 (2)	17 (4)
31-39 hours per week	6 (1)	9 (2)
Varies based on contract, program area, or project	29 (5)	39 (9)

\* Percentages based on 21 MCH responses and 36 CYSHCN responses to this question.

### Compensation

In close to half of both MCH and CYSHCN programs, family members on staff are salaried employees, and in roughly two-thirds of programs, family staff

members earn an hourly wage. (Programs may employ both salaried and hourly family staff members.) Most programs also offer benefits to family staff members.

## Family Staff Members' Compensation

Type of Compensation	MCH % (n)	CYSHCN % (n)
Salary	57 (12)	46 (16)
Hourly wage	67 (14)	69 (25)
Benefits (retirement, sick leave, vacation)	67 (14)	72 (26)

NOTE: Percentages based on 21 MCH responses and 36 CYSHCN responses to this question.

No clear trends are evident for salary amounts. However, not all respondents who reported that family staff members earn a salary also provided the amount. Of the 16 CYSHCN respondents who reported that family staff members earn a salary, 15 provided an amount. Only seven of the 12 MCH respondents who reported that family staff members earn a salary provided an amount.

Among programs that compensate family staff members with an hourly wage, the most common wage is \$16 to \$20 per hour. Out of 25 CYSHCN respondents reporting that family staff members earn an hourly wage, 20 provided a wage amount. Of 14 MCH respondents reporting that family staff members earn an hourly wage, nine provided an amount.

Salary and Wage Amounts	MCH % (n)*	CYSHCN % (n)*
<b>Salary</b>		
Less than \$15,000 per year	0	0
\$15,001-\$25,000 per year	14 (1)	0
\$25,001-\$35,000 per year	14 (1)	27 (4)
\$35,001-\$45,000 per year	14 (1)	20 (3)
\$45,001-\$55,000 per year	29 (2)	27 (4)
More than \$55,000 per year	29 (2)	27 (4)
<b>Hourly wage</b>		
Less than \$10 per hour	11 (1)	0
\$11-\$15 per hour	22 (2)	25 (5)
\$16-\$20 per hour	44 (4)	45 (9)
\$21-\$25 per hour	0	25 (5)
More than \$25 per hour	22 (2)	5 (1)

\*Salary amounts reported by seven of 12 possible MCH respondents and 15 of 16 possible CYSHCN respondents. Hourly wage amounts reported by nine of 14 possible MCH respondents and 20 of 25 possible CYSHCN respondents.

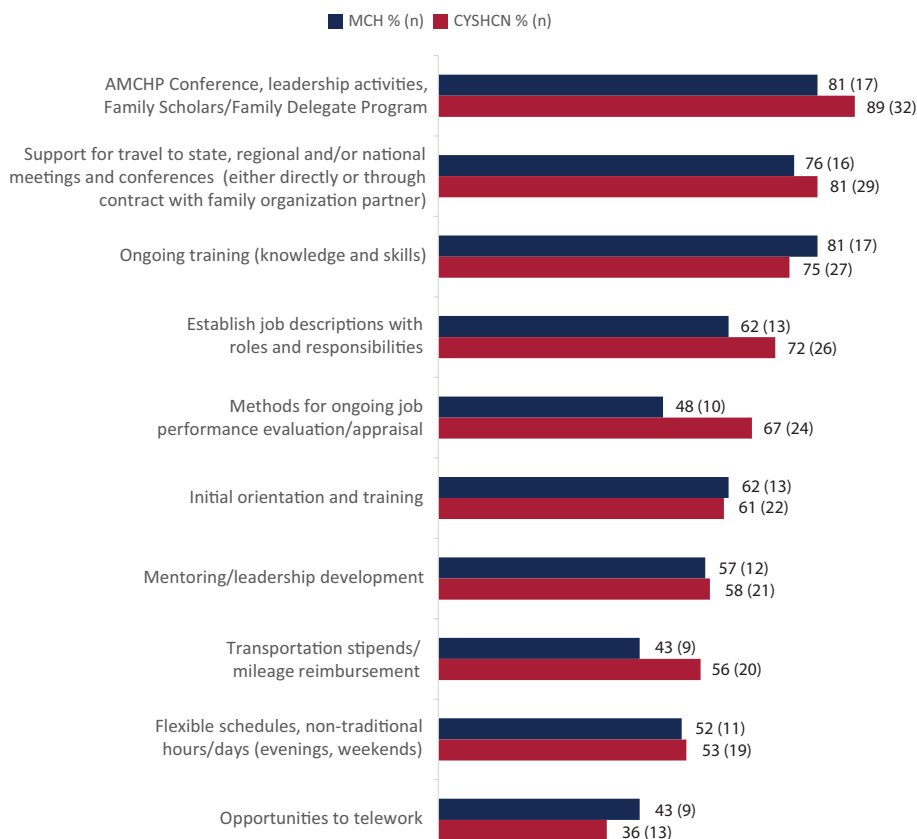
## Support for Family Staff Members

Title V programs support the employment and professional development of family staff members in a number of ways. The most common mechanisms for both MCH and CYSHCN programs are opportunities offered by AMCHP, such as attending its Annual Conference and participating in the Family Scholars Program, Family Delegate Program, or other leadership activities. Among MCH programs, an equal number provide family staff members with ongoing training to build knowledge and skills. Support for travel to state, regional, or national meetings is similarly common across programs.

Among MCH programs, 62 percent have established job descriptions with roles and responsibilities for family staff members, but only 48 percent have methods for ongoing job performance evaluation or appraisal. By comparison, 72 percent of CYSHCN respondents report having such job descriptions and 67 percent report having methods for ongoing performance appraisal.

Mechanisms that assist work-life balance, such as flexible schedules or opportunities to telework, are among the less frequently reported supports for family staff members, but still are offered by between one-third and one-half of programs.

## Supports for Family Staff Members



NOTE: Percentages based on 21 MCH responses and 36 CYSHCN responses to this question.



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