Human Services Provider & Workforce Stability

Health, Housing, and Human Services Committee – 4/1/2025

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County Human Services <u>Goals</u> Require Regional Human Services <u>Workers</u>

DCHS will only achieve needed results for the community through a **robust** and **representative** human services workforce that has the **knowledge**, **experience**, and **skill** to deliver high quality programs.



UW Wage Equity Study Findings Agree

Competitive Wages

Human services organizations can afford to offer competitive wages, benefits, and working conditions to their employees.

Employee Retention

Human services employees are able to afford to stay in their jobs long term.

Skilled Workers

Human services employees build client trust. experience, and expertise.

Increased Impact

Human services are accessible, effective, and equitable. Our community is best served.





DCHS Sustainable Funding Vision

DCHS seeks to normalize and wherever possible:

- Pay relative to the value of Human Services Labor & Benefit to the Region
- Offset long-term contraction of federal/state funding

3. Fund services at their full cost

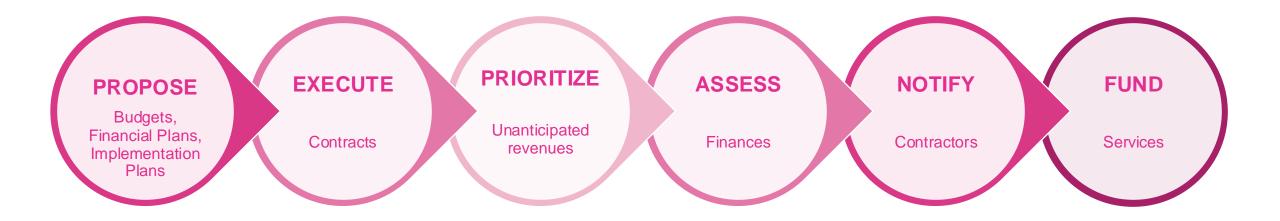
1. Budget for annual inflation

2. Promote payment of living wages

- At Fund Level
- At Strategy Level
- At Contract Level

- KC typically one of several funders
- Promote without mandating organizationwide approach

DCHS Inflation Policy Implementation





Inflation Policy Application

- ✓ Veterans, Seniors, and Human Services Levy
- ✓ Crisis Care Centers Levy
- ✓ MIDD Behavioral Health Fund (2025 only)
- Health through Housing

+

Lobbying for state Housing/Homelessness,
Medicaid, Crisis Behavioral Health, and Early Supports
For Infants & Toddlers Funding Increases



Additional Workforce Investments

- 1. Crisis Care Centers Levy Workforce Investments, \$16.8M (2025)
 - \$12M to 37 providers; 25% dedicated to growing a more diverse workforce
 - \$4.8M to SEIU Training Fund's Apprenticeship Program
- 2. Best Starts for Kids Child Care Worker Wage Boost Pilot (2025)
 - Annual salary supplement for up to 1,400 childcare providers
- 3. Veterans, Seniors, & Human Services Levy Workforce Stabilization Strategy (Upcoming, 2025)
 - \$58M over the levy, 2024-2029
- 4. Early Support for Infants & Toddlers (ESIT) Scholarship Pilot (2024)
- 5. Nonprofit Wage & Benefits and Employee Engagement Surveys (2025)







Department of Community and Human Services



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