



Initiative: Attract and Retain Staff

Subgroup – Advocacy

- 1) We will not recommend adding any additional members until we get a better sense of our desired outcomes/deliverables.
- 2) We need additional data from the other groups as to what we are advocating for in terms of proposed solutions before we can build an advocacy plan.
- 3) We recognize that we may need to "go back to basics" and understand WHY we have this problem. What are the origins and root causes of the crisis? Not enough people in the labor market? Wages? Benefits? Schedules? Generational issues? Too much training? Justice Center? Other things?
- 4) We identified the need for additional data that could demonstrably show what things have really improved either recruitment or retention at Chapters so we know what is an effective strategy to focus advocacy efforts on. We also don't know well "who" our employees are, what their needs are, and what is the competition for our jobs.
- 5) We identified a need to work on the federal level to support Arc US and ANCOR efforts on the American Infrastructure Act and other related caring infrastructure funds/initiatives.
- 6) Survey other provider associations on their current and future planned efforts; report back and make recommendations regarding whether any strategic partnership can be formed
 - Kirk - IAC, DDAWNY, NY Alliance
 - Philip - Arc US
 - Kate - Allison Barkoff