ACTION PLAN

Our Focus Areas to Advance
Our Strategic Playbook

Updated June 2024

INFLUENCE • BUILD • CONNECT
Our action plan is grounded in our strategic playbook and furthers our call to advance race equity
Equity, diversity, inclusion, and belonging are foundational in all we do.
IN OUR ACTIONS, WE ARE COMMITTED TO…

PEOPLE AND PUBLIC SERVICE

BUILDING COMMON GROUND

PARTNERING ACROSS SECTORS

INFLUENCE • BUILD • CONNECT
OUR DESIRED STATE FOR HUMAN SERVICES

Led by People With Lived Experience

Driven by a Fierce Commitment to Equity, Diversity, Inclusion, and Belonging

Human Services that are Human-Centered and Community-Driven

Embedded with a Workforce Culture of Safety, Well-Being, and Belonging

Aligned with Other Systems to Foster Thriving Communities
OUR FOCUS AREAS

Moving Human Services Upstream
Proactively Promoting Well-Being

Advancing Social & Economic Mobility
Co-Creating Pathways for Long-Term Success

Strengthening the Human Services Sector
Supporting People and Systems to Move Us Forward
OUR APPROACH TO THE WORK

Moving Human Services Upstream
- Focus on Primary Prevention
- Align Systems to Advance Community Well-Being

Advancing Social & Economic Mobility
- Focus on Whole Family Approaches
- Eliminate Benefit Cliffs

Strengthening the Human Services Sector
- Innovate Human Services Workforce and Systems
- Build Culture of Belonging

Shift Power by Centering Lived Experience
Champion Strategies to Eliminate Disparate Outcomes for BIPOC Communities
Community-Led Services and Decision-Making
MOVING HUMAN SERVICES UPSTREAM
Proactively Promoting Well-Being

HUMAN SERVICES BUILDING BLOCKS

- Concrete and Economic Supports
- Quality and Accessible Early Childhood Supports
- Food and Nutrition Security
- Trauma-informed, Appropriate Care for Youth, Children, and Adults
- Alternate Pathways in Response to the Risk of Child Maltreatment
- Multigenerational Services Inclusive of Aging and Disability Communities
- Bundling Services to Support People Through Critical Life Events

APHSA IMPACT OPPORTUNITIES

- Multi-system Solutions to Prevent Child Welfare Involvement
- Child Care Subsidy System Sustainability and Alignment with Other Sectors
- Cross-sector Coalition Building to Address Needs of High Acuity Youth in Care and Successful Transition of Youth Out of Care
- Summer EBT Implementation and Strategies to Align Nutrition and Anti-Hunger Investments
- National Partnerships with Public and Behavioral Health, Aging, Disability, Juvenile Justice, and Housing
# ADVANCING SOCIAL & ECONOMIC MOBILITY

Co-Creating Pathways for Long-Term Success

## HUMAN SERVICES BUILDING BLOCKS

- Stability as a Foundation for Mobility
- Food and Nutrition Security
- Education and Skill Development
- Employment and Training Services
- Affordable and Accessible Early Childhood Supports
- Asset Building, Credit Repair, and Financial Wellness
- Partnerships to Foster Pathways for Upward Mobility

## APHSA IMPACT OPPORTUNITIES

- TANF FRA Implementation and Shifting Toward Comprehensive Reform
- Farm Bill Passage and Implementation
- Cementing Child Support’s Role as a Part of the Human Services Ecosystem
- Advancing Benefit Cliff Strategies at all Levels of Government
- Leveraging Philanthropy to Pilot Innovations
- Promoting Income and Asset-Building Strategies through Human Services
- EBT Infrastructure Modernization
- Population-Specific Mobility Strategies
# Strengthening the Human Services Sector

Supporting People and Systems to Move Forward

<table>
<thead>
<tr>
<th>Human Services Building Blocks</th>
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<tbody>
<tr>
<td>• Workforce Well-being</td>
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<tr>
<td>• Data Insights and Interoperability</td>
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<td>• Productive Narratives Grounded in Potential of People and Systems</td>
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<td>• Public/Community-based Organization Partnerships</td>
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<td>• Modern Tools and Technology</td>
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<td>• Organizational Alignment Across People, Policies, and Processes</td>
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<td>• Place-based Services Tailored to Needs Across Rural and Urban Communities</td>
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<tr>
<td>• Resources and Supports Focused On Community-Driven Leadership</td>
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<thead>
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</tr>
</thead>
<tbody>
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<tr>
<td>• Cultivating Human-centered Technology and Artificial Intelligence Innovations</td>
</tr>
<tr>
<td>• Building Workforce Capacity and Fostering Leadership Within Human Services</td>
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<tr>
<td>• Platforming of Public Sector Resources and Best Practices</td>
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<td>• Advancing EDIB in Human Services Data, Practice, and Policy</td>
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<td>• Promoting Coordination, Alignment, and Collaboration Across Federal Agencies</td>
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<tr>
<td>• Access and Inclusion for Communities Facing Structural Barriers to Support</td>
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EXPLORE HOW WE ADVANCE OUR ACTION PLAN

APHSA conferences, convenings, and webinars
Policy and practice meetings with federal, state, and county agencies and other strategic partners
Peer-to-peer learning and support through APHSA Affinity Groups and Peer Communities
Focused efforts to advance state and local practice in key areas of human services policy implementation
Training and technical assistance through our Organizational Effectiveness Practice

THRIVE Learning Management System
Policy briefs and reports
Practice and process innovation
Leadership workshops
Interstate Compact management and data exchange platform
Publications including Policy and Practice magazine, This Week in Washington and The Compass newsletters, The Catalyst blog, and A Dream Deferred and Disrupt the Dialogue podcasts
Learn more about APHSA and our partners

www.aphsa.org