



ACTION PLAN

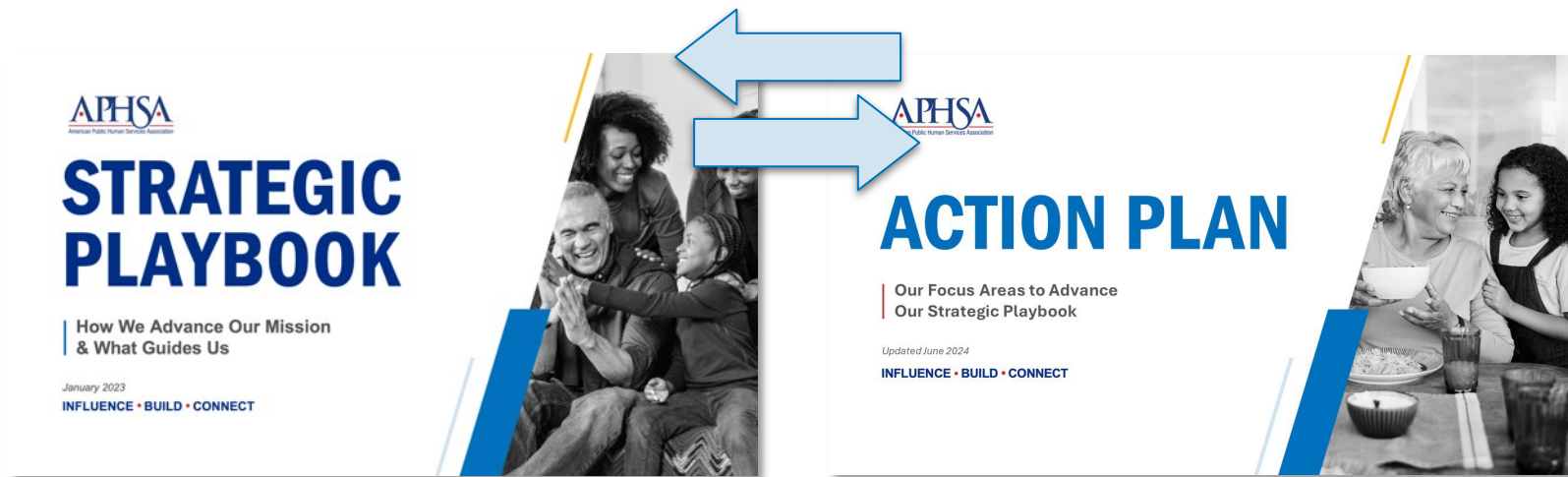
**Our Focus Areas to Advance
Our Strategic Playbook**

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



HUMAN SERVICES BUILDING BLOCKS

- Workforce Well-being
- Data Insights and Interoperability
- Productive Narratives Grounded in Potential of People and Systems
- Public/Community-based Organization Partnerships
- Modern Tools and Technology
- Organizational Alignment Across People, Policies, and Processes
- Place-based Services Tailored to Needs Across Rural and Urban Communities
- Resources and Supports Focused On Community-Driven Leadership



APHSA IMPACT OPPORTUNITIES

- Advancing Lived Experience Within Human Services Processes and Decisions
- Cultivating Human-centered Technology and Artificial Intelligence Innovations
- Building Workforce Capacity and Fostering Leadership Within Human Services
- Platforming of Public Sector Resources and Best Practices
- Advancing EDIB in Human Services Data, Practice, and Policy
- Promoting Coordination, Alignment, and Collaboration Across Federal Agencies
- Access and Inclusion for Communities Facing Structural Barriers to Support

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

