

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

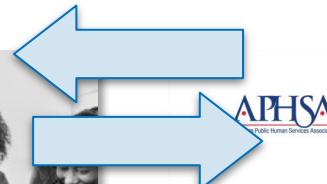


STRATEGIC PLAYBOOK

How We Advance Our Mission
& What Guides Us

January 2023

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**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

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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

