



Workforce Investment Message + Resources for Human Services Workers

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In June, you and thousands of workers showed up at City Hall to demand #JustPay, and the result was a **\$60 million pot of money for human services workers** in the City budget. This was an important step in equitable pay – but it was just one step and we know we have further to go before we’ve reached our goals.

We have waited since June for the City to roll out this promised \$60 million “workforce investment” in their FY23 budget to providers. Last week, the government finally sent out information about the new funds – **but created further delays by telling human services providers they’ll need to proactively request and distribute those funds to workers, rather than just sending them to workers directly.**

Here’s what we know:

The City was delayed in its rollout, only recently sharing [the guidance](#) that organizations needed to request and distribute funds from the “workforce investment” fund to workers and programs.

HSC understands the frustration you feel in having shown up and waiting so long to know how and when you will see this investment. Providers now must work with City agencies to drill down on how this funding can be used, assess other funding and investment opportunities, and negotiate with unions where needed – all before being able to pass along this much needed funding to workers. Some of this delay is due, in part, to the New York City government budget process – particularly with new funding and a new Administration – but it has gone on far too long.

The City’s “workforce investment” is different than what we asked for in our #JustPay campaign advocacy.

It does not represent the 5.4% COLA we fought for, though it is a significant investment when compared the historical lack of investment in our workforce and the overall FY23 budget which included cuts to education and reduction in spending overall due to COVID-19 funding ending. Because this was not a traditional COLA with a set percentage increase, providers could not make this investment before waiting for guidance from the City. The City released a Q&A regarding more about what this investment covers [here](#).

Both the achievements and drawbacks of this first step confirm what we already know: we are committing to a meaningful, sustained movement.

In our first year, we secured \$60 million in funding for workers at the City level and \$500 million in funding for workers at the State level. We will fight together for much bigger investments and changes in the coming years, along with adequate timelines and clear guidance on how future investments will be dispersed. The #JustPay campaign isn’t over until human services workers have paychecks that match their contributions to their communities.

Here is what is next:

Over the coming weeks, providers will have questions and HSC will continue to work with our members to get answers and to get this money out to workers.

That is the crucial step, but providers will need time to make these decisions and announce them to their workforce.

We will ensure this money gets out while fighting for this year's budget priorities.

We know that this investment is a win and a first step in broader advocacy for the sector as we look to bigger successes in future years. We have heard from you all how the lack of clarity from the City to date has caused pain and confusion for human services workers and the communities we serve and will adjust our advocacy accordingly.

We will continue to fight!

The #JustPay campaign is most importantly a movement. HSC created this campaign to show the vast power of the sector, and we are so appreciative of all of you that showed up in the first year. We knew we would not get everything in just one year, and we must continue to stand together and grow to have the lasting, sustainable, and just change human services workers and those you serve deserve.

We are committed to continue pushing our cause and our stories into the priorities and actions of City leadership. We'll continue to share information with you all as we receive it. Please continue to share your concerns and questions, which will help us get the answers you need from the Administration and strengthen our advocacy in this movement.

Thank you again for everything you have done to get us here. Stick with us in the coming months to help the sector make our voices heard and achieve #JustPay!

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