

Meet Your Presenters



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Ending homelessness
Rebuilding lives

Session Objectives

1. Review of Federal Strategic Plan to End Homelessness (*"All In"*) relating to the importance of workforce/staff investments & state considerations.
2. Engage with applied strategies at funder, organization, and department levels that support recruitment, retention, development, and self-care (incl. individuals with lived expertise).
3. Promote Provider Community Engagement in navigating barriers and building solutions for a strong workforce (Here and Back Home)



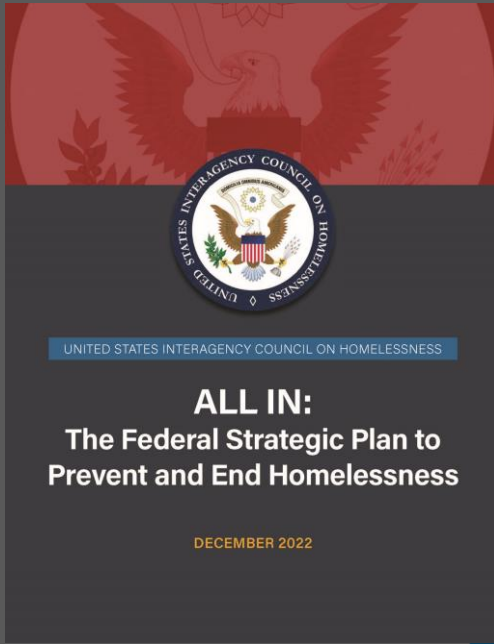
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Before We Start...



- What are 1-2 challenges your organization is currently facing regarding your workforce?
- What are 1-2 solutions or action steps your organization has engaged with and found progress and/or success in addressing workforce challenges?
- *(We will come back to these later in the session)*

“All In” Federal Strategic Plan



“Create flexibilities in existing federal programs to encourage funding recipients that serve people at risk of or experiencing homelessness to hire people with lived experience and compensate them on par with other staff.” (p. 29)



“Develop and implement strategies to support organizations that receive federal funding to maintain and increase staff capacity, reduce burnout, increase compensation to a living wage, and promote the well-being of staff.” (p. 39)



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Considerations for State-Level Agencies



- Be Intentional
- Work to ensure that teams look like the people you serve
- Cast a wide net to gather large pools of candidates
- Education/Experience are part of a candidate (not the whole)

Organization Practices

- Executive Level Interviewing
- Pay Equity Assessments
- Staff Feedback Practices



Workforce Investments



- Self-Care, Professional Development, and Appreciation



- Emerging Leaders



- Interest Groups and Advocacy



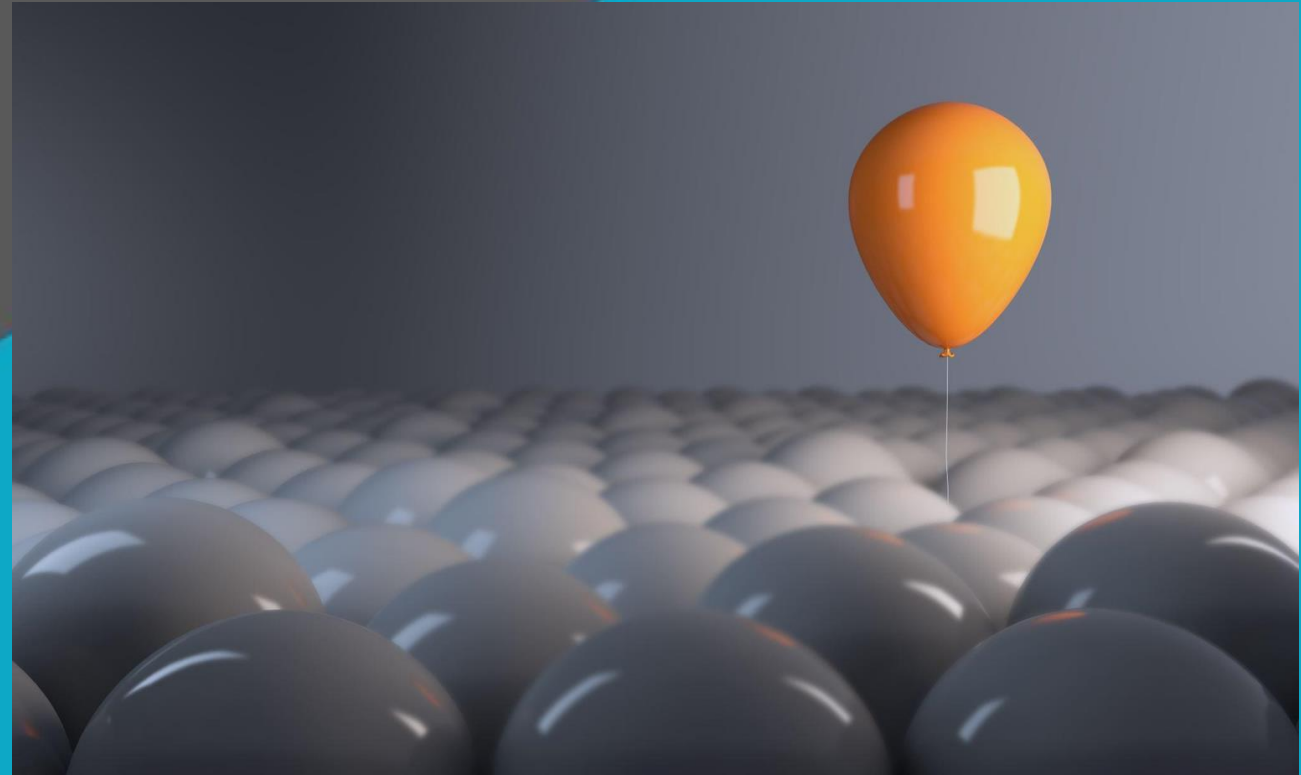
Division/Department



- Staff Meeting and Retreat Strategies
- Leadership Development
- Management Engagement and “Skip-Level” Meetings

Exploring Solutions

- Locate your responses to the two questions from the start of the presentation
- Form a group no larger than 5 individuals
- Share a challenge and a success
- 90-seconds per person
- Keep the dialogue flowing.



Q & A



Thank You!

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