

Human Services Provider & Workforce Stability

Health, Housing, and Human Services Committee – 4/1/2025

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 King County

DCHS

Department of Community
and Human Services

County Human Services Goals Require Regional Human Services Workers

DCHS will only achieve needed results for the community through a **robust** and **representative** human services workforce that has the **knowledge**, **experience**, and **skill** to deliver high quality programs.

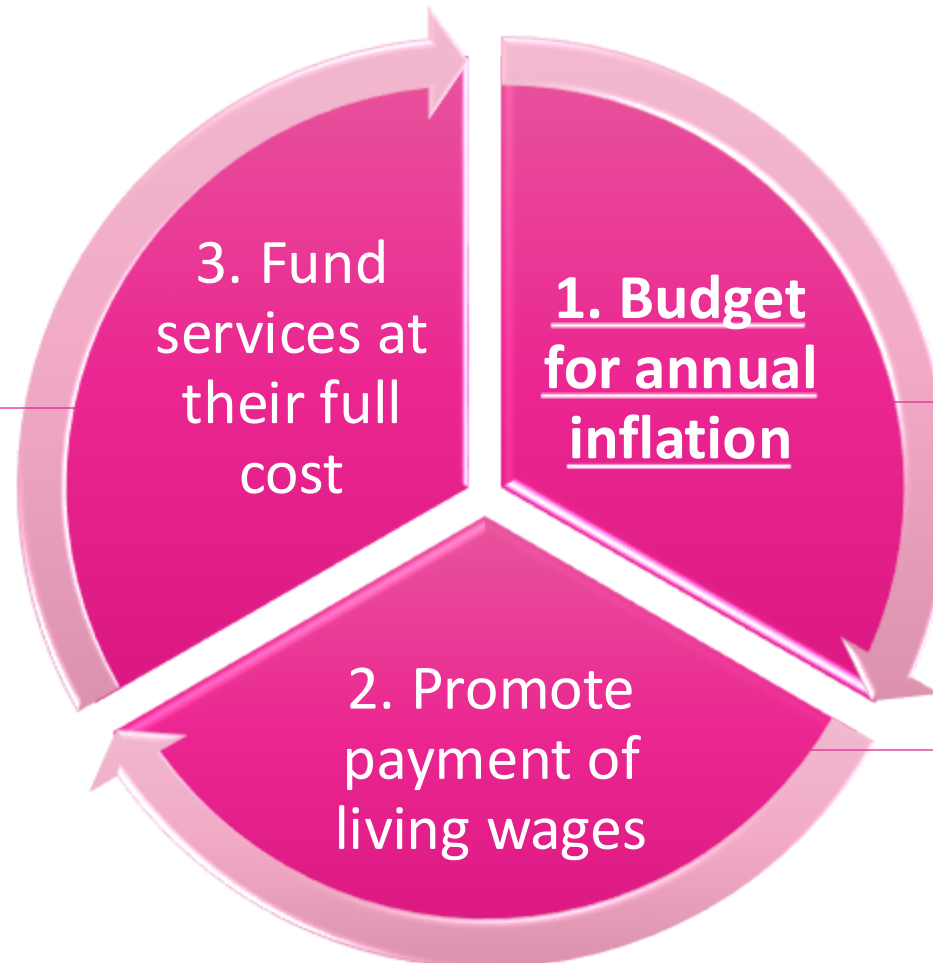
UW Wage Equity Study Findings Agree



DCHS Sustainable Funding Vision

DCHS seeks to normalize and wherever possible:

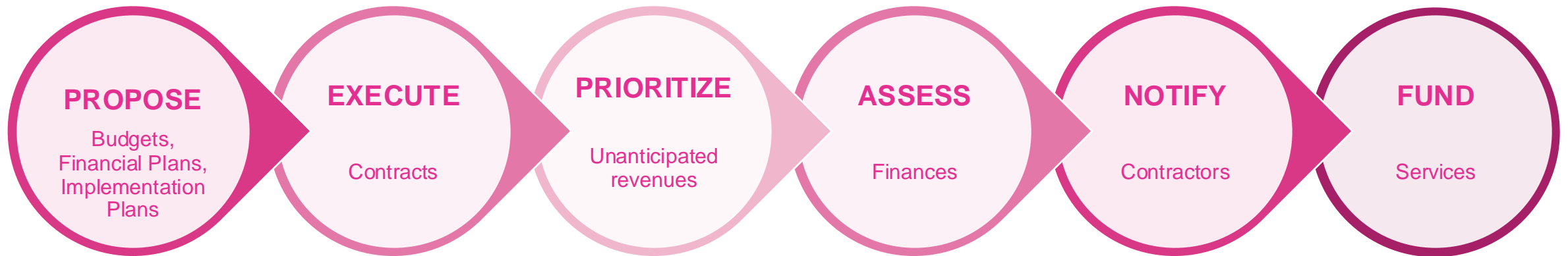
- Pay relative to the value of Human Services Labor & Benefit to the Region
- Offset long-term contraction of federal/state funding



- At Fund Level
- At Strategy Level
- At Contract Level

- KC typically one of several funders
- Promote without mandating organization-wide approach

DCHS Inflation Policy Implementation



Inflation Policy Application

- ✓ Veterans, Seniors, and Human Services Levy
- ✓ Crisis Care Centers Levy
- ✓ MIDD Behavioral Health Fund (2025 only)
- ✓ Health through Housing

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- Lobbying for state Housing/Homelessness, Medicaid, Crisis Behavioral Health, and Early Supports For Infants & Toddlers Funding Increases

Additional Workforce Investments

1. Crisis Care Centers Levy Workforce Investments, \$16.8M (2025)

- \$12M to 37 providers; 25% dedicated to growing a more diverse workforce
- \$4.8M to SEIU Training Fund's Apprenticeship Program

2. Best Starts for Kids Child Care Worker Wage Boost Pilot (2025)

- Annual salary supplement for up to 1,400 childcare providers

3. Veterans, Seniors, & Human Services Levy Workforce Stabilization Strategy (Upcoming, 2025)

- \$58M over the levy, 2024-2029

4. Early Support for Infants & Toddlers (ESIT) Scholarship Pilot (2024)

5. Nonprofit Wage & Benefits and Employee Engagement Surveys (2025)



Department of Community
and Human Services



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Data Dashboard