

AAAPP Strategic Plan: September 2022 ~ September 2023

QUARTERLY WORKGROUP PROGRESS REPORT: WORKFORCEREPORT DATE: 10/16/2023**WORKGROUP:**

Board Champion: Lena Wilfalk

Members: Virginia Rowell, Strategic Plan Implementation Advocate; Harriet Crozier, Charlie Robinson,
Board President

Staff Liaisons: Wendy Arroyo, HR Administrator

BOARD GOAL: Recruit & retain qualified staff & volunteers ~ Workforce Workgroup*BOARD ISSUE:* How do we meet AAAPP's increased manpower needs: 1. employee retention, recruitment, training, & salary ranges; 2. possibly meeting some needs with volunteers**STRATEGY 1: Review of position classifications****How we will measure success:**

- **Survey has been conducted with data available to justify positions and compensation packages.**

Target date for completion: 2023

Board Responsibilities:

1. Review HR analysis and recommendations regarding job classifications & job satisfaction
2. Actively support any reclassification recommendations with the Dept of Elder Affairs

Choose one Completed: Successfully/Unsuccessfully

X In Progress

 Stalled**NARRATIVE SUMMARY OF PROGRESS OR PROBLEMS:**

By means of Full Board approval, the Workforce Group moved forward with Agency Staff to research and identify an HR consulting firm to conduct a Compensation Survey. The Survey was completed in August and the results are due at the end of October. A compensation review will be conducted following completion of the survey. Agency Staff and HR continue to review and implement programs that would support employees and represent our Organizational values.

WORKGROUP RECOMMENDATIONS:**STRATEGY 2: Increase the number of active volunteers.****How we will measure success:**

- **Increase in the number of volunteers who are actively involved**

Target date for completion: 2024

Board Responsibilities:

AAAPP Strategic Plan: September 2022 ~ September 2025

QUARTERLY WORKGROUP PROGRESS REPORT: WORKFORCE

1. Outreach to community contacts such as community groups, schools, businesses, etc. that may be able to refer volunteers
2. Be familiar with AAAPP volunteer opportunities

Choose one

Completed: Successfully/Unsuccessfully

X In Progress

Stalled

NARRATIVE SUMMARY OF PROGRESS OR PROBLEMS:

WORKGROUP RECOMMENDATIONS: