**WORKFORCE COMMITTEE ISSUES & IDEAS**

**Issues (Reasons Given for Leaving Employment)**

* **Investigations**
* **Pay and Benefits**
* **Shifts: Not getting the shift wanted/promised. Being over-worked – covering call offs.**
* **Transportation: Not having reliable transportation. Required to do too much driving. Cost of gas. Cost of required insurance. Too many points.**
* **Child care: Lack of availability for hours needed. Cost.**
* **Supervision: Lack of support. Inconsistent application of policy.**
* **Peer Relations: Lack of support. Poor Relationships. Solitary Work Environment.**

**Ideas**

* **Allow “bridge” employment until GED is obtained**
* **PSA’s: Be a DSP!**
* **Develop a Public Education Plan**
* **Mentor Program: “mission” focused work**
* **PATHS Supervision Training**
* **Partner with Universities for staff**
* **DSP training focusing on teamwork, communication, behavior support, human sexuality, dementia and working with guardians**
* **State to provide reimbursement for individual specific training**
* **Tie transportation to the site**
* **Shift differentials**
* **Better/more mileage reimbursement**
* **Pay for training**
* **Pay differential for working with challenging individuals**
* **Child care assistance**
* **Provide transportation for staff**
* **Improve the on-boarding process**