

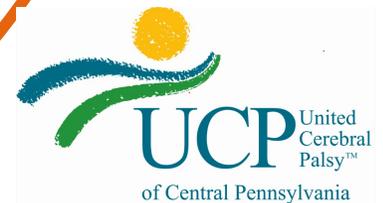
# TOWN HALL

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Janeen Latin

President/CEO

June 13, 2024



GRATITUDE IS...A strong feeling of appreciation to someone for what the person has done to help you.

"Expression of Gratitude" payment will be paid on June 21.

Amount determined by position, tenure, and employment classification

Ineligible employees include those who started after June 1, and those who have given notice

Rewards retention while recognizing your contributions to our success.

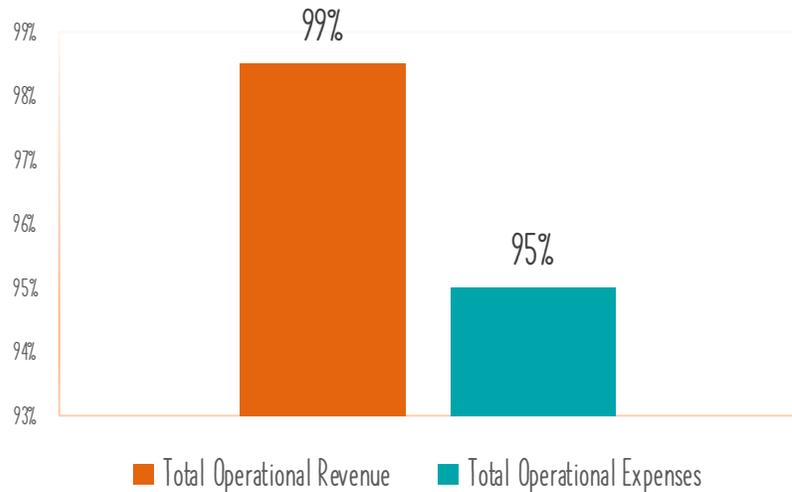
**Strategic Themes:** 1. Service Expansion and Growth, 2..Organizational Capability, 3. Employer of Choice, 4. Strategic Partnerships and Community Awareness, and 5. Funding and Financial Sustainability

MISSION IMPACT	1.1 Increase Service Provision.	1.2 Shift Service Philosophy. to embrace Employment First and Technology First.	1.3 Expand Community Awareness and Partnerships.
FINANCIAL STEWARDSHIP	2.1 Expand Funding Opportunities.	.2.2 Explore and Initiate a Social Enterprise.	2.3 Ensure the Financial Sustainability of each Service Line.
INTERNAL PROCESSES	3.1 Implement Technology Solutions to enhance Efficiency and Compliance.	3.2 Improve internal Process & Controls.	3.3 Improve Stakeholder Involvement.
PEOPLE	4.1 Expand the Strategic Recruitment Plan.	.4.2 Implement Engagement Activities.	4.3 Enhance Retention Initiatives.

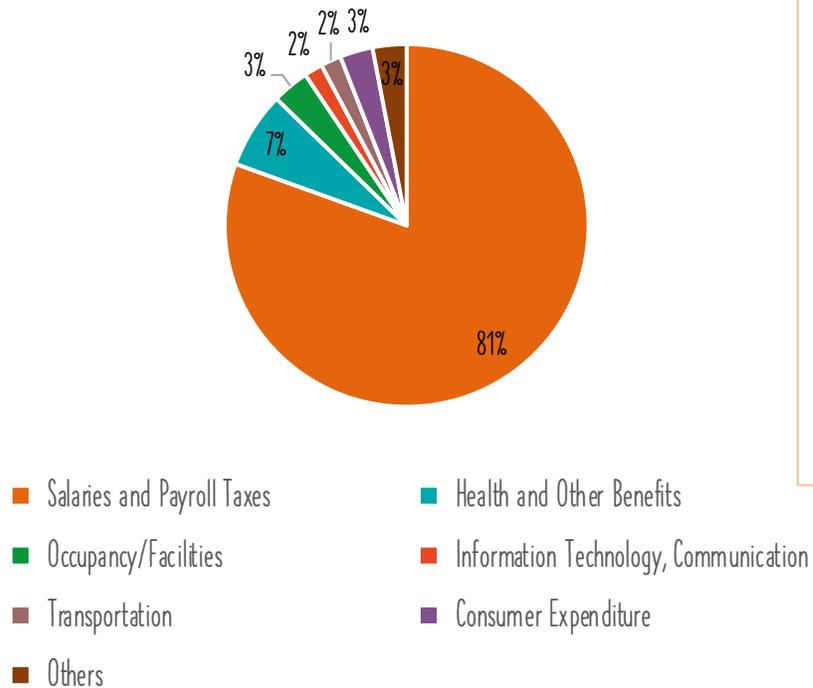
# THINGS TO KNOW

Financial- July 2023-April 2024

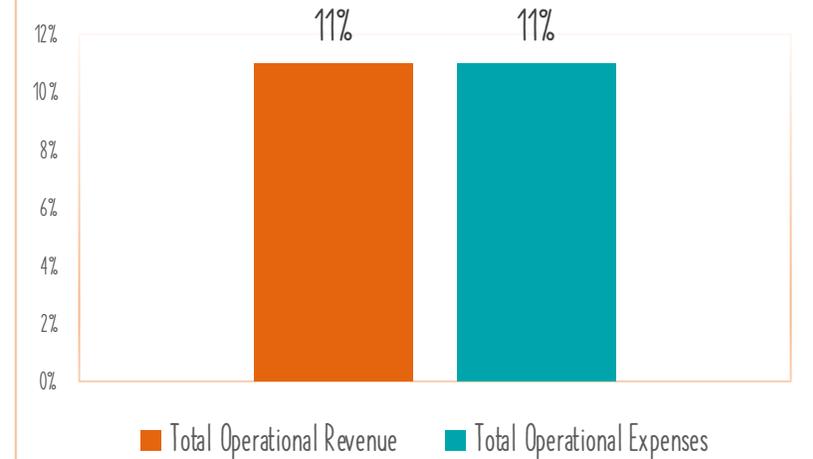
### Revenue & Expense Compared to Budget



### Where do we Spend our Money?



### Revenue & Expense Compared to FY23



# THINGS TO KNOW

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## Relias

Learning Management System

Roll-out to all July 1

Why? Ease of access to training resources and maintaining training records.

## A Helping Hand

Resources located on UCP Connect

Topics Include:

- Childcare
- Education
- Financial Assistance
- Food
- Healthcare
- Housing
- Utilities
- Victim Assistance

## CPS Licensing

Camp Hill West- 3 citations

Mechanicsburg- 1 citation

Citations all related to paperwork, no health & safety findings

CONGRATULATIONS!

# THINGS TO KNOW

## Personnel

### Total Employees- 1582

- Admin-43
- AWC-28 (SSPs 1,230)
- Childhood & Ancillary-27
- CPS-85
- Employment & Community- 23
- Residential-146

### Hires

Since July 1, we hired 167 employees.

- Admin-8
- AWC-7 (363 SSPs)
- Childhood & Ancillary-8
- CPS-66
- Employment & Community-11
- Residential-67

60+ open positions

Net Gain:  
16

### Turnover

Since July 1, we lost 151 employees.

- Admin-9
- AWC-4 (432 SSPs)
- Childhood & Ancillary-7
- CPS-52
- Employment & Community-12
- Residential-67

Less than 6  
mo.- 39%  
(59ppl)

# Retention IS EVERYONE'S BUSINESS

"People leave because of the accumulated emotions of everyday problems"

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83% of respondents in the Communication and Recognition survey feel recognition from coworkers is important

Take a moment to nominate a coworker today for a STAR award

Let them know you noticed them demonstrating at least one of the the UCP principles.

Visit: [www.ucplistsens.com](http://www.ucplistsens.com)





# CAREER PATHFINDER

Professional Development/Credentialing Opportunities for staff in ODP funded programs

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## About

- Launched January 26, 2023
- Credentialing funded through Office of Developmental Programs
- Opportunity for bonus (ODP funded) and wage increase (UCP funded) for agency employees

## Opportunities!

NADSP- DSP I, II, III

NADSP- Front Line Supervisor

Charting the Life Course

SHIFT: Enabling Technology

Opportunity for a  
bonus is ending in  
September

# VOLUNTEERS NEEDED

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## Diversity, Equity, and Inclusion Committee Events

### Juneteenth

Tuesday, June 18

Harrisburg University

11AM-5PM

Help with UCP Booth

Contact Nate Desmarais

### Jubilee Day

Thursday, June 20

Mechanicsburg, PA

10AM-9PM

Help with UCP Booth

Contact Nate Desmarais

### Summer Carnival

Wednesday, July 10

55 Utley Drive Camp Hill

10AM-2PM

Help with various stations

Contact Jen Taylor

# WHAT TO WATCH FOR IN THE COMING MONTHS...

- Benefit Survey COMING SOON!
- Distribution of the results and action plan from the Communication and Recognition Survey.

# DATES TO REMEMBER

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1

June 15, UCP Sports Auction,  
Carousel Pavilion, Harrisburg City  
Island

2

July 10- Summer Carnival,  
55 Utley Drive

3

September 13- Town Hall  
Meeting (9:30 and 3:30)

4

September 14- Employee  
Picnic, Harrisburg Senators,  
Harrisburg City Island

# HOW YOU CAN HELP...

- Volunteer for UCP Events and Activities
- Refer a Friend to work at UCP... you could receive \$1,000 for EACH referral!
- Share jobs on social media
- Budget advocacy

<https://www.par.net/action-center>

QUESTIONS?

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