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SENATE RESOLUTION

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WHEREAS, The stability of the human services workforce is in crisis due to insufficient reimbursement rates, inadequate state contracts, a constrained de minimis rate cap that is not reflective of the actual cost of overhead expenses, and burdensome reporting requirements; and

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WHEREAS, State funding for human services in Illinois, expressed as a percentage of the General Revenue Fund, is 25% less than it was 27 years ago, representing chronically underfunded state contracts amidst increasing demands for services, high caseloads, increasing costs of delivering services and inflation, resulting in a waning, overworked and underpaid workforce; and

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WHEREAS, The provision of human services in Illinois and across the nation is under attack, and the livelihood of more than 350,000 workers in the sector and the millions of the people to whom they provide services hangs in the balance amidst a blatant devaluing of this work by the federal government; and

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WHEREAS, The pipeline of people entering the human services sector has been decreasing, and people currently working at community-based organizations are leaving the

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1 workforce because of consistently low pay, lack of fully  
2 covered health benefits, and high student loan debt burden  
3 when many positions require bachelor's degrees and  
4 professional licenses; and

5 WHEREAS, Systemic racism and sexism in care-centric work  
6 are exacerbated by state contracts' inadequacy to pay the  
7 people who make up the bulk of this workforce, mainly Black,  
8 Latiné, and Women workers, living wages, so much so that based  
9 on IL Partners' research, 92% of single-income households with  
10 children, the majority of which are women, do not earn a living  
11 wage; and

12 WHEREAS, There are still significant barriers for  
13 organizations with Black and/or Latiné leadership and  
14 organizations with budgets under \$5M in accessing state  
15 funding and contracts, which exacerbates problems with  
16 community trust and service delivery when leadership of  
17 service providers lacks diversity; and

18 WHEREAS, The State values work differently based on where  
19 it is performed, as frontline human services workers at  
20 community-based organizations make significantly less than  
21 employees at state agencies doing similar work; and

22 WHEREAS, Human services are an essential part of a robust

1 economy and thriving communities, ensuring that people are  
2 healthy, stable, and able to work; and

3 WHEREAS, Human service organizations do the State's work  
4 by preventing hospitalizations and providing life-saving  
5 support within the following services, including, but not  
6 limited to, childcare, food security, housing, mental health,  
7 substance use and prevention support, care for people with  
8 disabilities, care for older adults and youth, support for  
9 immigrants and returning citizens, job training and workforce  
10 development, violence prevention, legal aid, interpreters, and  
11 healthcare for historically marginalized populations; and

12 WHEREAS, The human service workforce is highly skilled and  
13 educated, as shown in Illinois Partners for Human Service's  
14 "Worker Well-Being is Community Well-Being" report that  
15 reveals that among the more than 850 workers surveyed, more  
16 than 70% have at least a bachelor's degree and yet more than  
17 64% self-reported not earning enough to make a living wage;  
18 therefore, be it

19 RESOLVED, BY THE SENATE OF THE ONE HUNDRED FOURTH GENERAL  
20 ASSEMBLY OF THE STATE OF ILLINOIS, that we urge the State to  
21 increase reimbursement rates, state grants and contracts, and  
22 the minimum overhead allowance to meet the rising costs of  
23 providing essential human services in Illinois and to support

1 the workers who deliver those services; and be it further

2 RESOLVED, That funding from State agencies should enable  
3 human service employers to provide their workers a thrivable  
4 wage with annual cost-of-living adjustments without having to  
5 increase caseloads, forgo filling vacancies, or provide fewer  
6 services; and be it further

7 RESOLVED, That suitable copies of this resolution be  
8 delivered to the Governor, the Speaker of the House, the House  
9 Minority Leader, the President of the Senate, the Senate  
10 Minority Leader, and to the heads of the Department of Human  
11 Services, the Department of Healthcare and Family Services,  
12 the Department of Children and Family Services, Department of  
13 Early Childhood, Department of Juvenile Justice, Department on  
14 Aging, Department of Public Health, Department of Veteran  
15 Affairs, Department of Commerce and Economic Opportunity, the  
16 the Illinois Criminal Justice Information Authority, and the  
17 Illinois Guardianship and Advocacy Commission.