REHABILITATION & COMMUNITY PROVIDERS ASSOCIATION

Meeting Agenda

Human Resources Committee Meeting

Wednesday, November 18, 2026 • 10:00 am – 12:00 pm

Webcast Only

I. Welcome & Introductions

Melissa May, New Committee Co-Chair, Director of Human Resources, Lighthouse Vocational Services

II. RCPA Legislative Update

Jack Phillips, Director, Government Affairs

A. Election Updates

III. RCPA Updates

Jim Sharp, COO and Director, Mental Health Services, Behavioral Health Division

A. H.R. 1 Medicaid Updates

Tim Sohosky, Director, Intellectual & Developmental Disabilities Division

A. ODP Work Group(s) Focus
B. Performance-Based Contracting Updates

IV. HR Topic Items for Discussion

A. Workforce Crisis: Are we prepared for the future of recruitment and retention? What workforce challenges are organizations facing today?
    1. Review of workforce shortages and staggering vacancy trends across Pennsylvania.
    2. How are behavioral health and human service organizations adapting to a shrinking labor pool?
    3. What strategies are proving most effective for recruitment, retention, and employee engagement?
    4. What should we be doing now to ensure a sustainable workforce for the future?
    5. What recruitment strategies have been working well for your organization?
    6. What approaches have not been successful?
    7. Are there practices that others should avoid based on your experience?
    8. Which recruitment sources have produced the strongest candidate pools and best hiring results?
B. Documents for Distribution:
    1. PowerPoint: "Navigating the Behavioral Health & I/DD Workforce Crisis in Pennsylvania"

a. The data used in the presentation was developed using information from ANCOR's 2026 State of America's Direct Support Workforce Crisis, along with several behavioral health workforce statistics.

2. 30 / 60 / 90-Day Onboarding & Stay Interview Packet

V. Open Discussion

Next Meeting: Wednesday, January 13, 2027, 10:00 am – 12:00 pm, via Webcast

You can sign up for future meetings through your RCPA portal.
Please follow these instructions for account creation and event registration.