

# ALIGN's Advocacy and Key Messages

## Chronically underpaid workforce

- no increases in group care since 2014

## Severe fatigue by pandemic demands

- This leads to a staffing crisis at the frontline. Managers and executives are burnt out adapting, adjusting, and leading through a pandemic crisis. Staff report significant mental health challenges, and turnover rates are significant. Foster and kinship families absorbed the costs throughout the pandemic in areas of food, child care, and time off due to the needs of isolation.

## Shortfalls in funding

- The expiration of federal subsidies, decrease in provincial support, drops in donor support, decreased ability to fundraise. Some agencies have foundations that cover shortfalls but those are eroding.

## 30-year peak in inflation

- escalating cost of living, administration, indirect service costs like insurance, utilities, workers compensation. These are hard costs that service providers are unable to absorb given the cost cannot be passed on to those we serve.