



Legislation Text

File #: 23-1028, **Version:** 1

Health and Human Services Agency (HHS) recommending the Board:

- 1) Accept the competitive California Public Health Workforce Career Ladder Education and Development Program (PH-Career Ladder) grant (Agreement 22-11297), administered by the California Department of Public Health with the retroactive term effective February 1, 2022, through June 30, 2026, in the amount of \$30,488;
- 2) Approve and authorize the HHS Director, or the HHS Chief Fiscal Officer, to execute the PH-Career Ladder Funding Agreement 7767, contingent upon approval by County Counsel and Risk Management; and
- 3) Authorize the HHS Director, or HHS Chief Fiscal Officer, to execute and administer any subsequent administrative documents and required fiscal or programmatic reports related to said award, including amendments, that do not increase the maximum dollar amount of the agreement, contingent upon County Counsel and Risk Management approval.

FUNDING: 100% California PH-Career Ladder Program Grant.

DISCUSSION / BACKGROUND:

In December 2022, CDPH released the Career Ladder Funding Application in accordance with funding appropriated in the 2022 State Budget Act (AB 179, Chapter 249, Statutes of 2022) which created the PH-Career Ladder grant opportunity. The notification required applications to be submitted by local health jurisdictions to CDPH by January 31, 2023. The purpose of these funds is to build an experienced workforce with a focus on retaining critical licensed and certified staff, improve retention of the existing public health workforce and help existing employees develop their skills to meet future public health demands.

On January 26, 2023, HHS submitted its PH-Career Ladder grant application and was subsequently awarded \$30,488 on April 21, 2023, to fund its Workforce Retention Project, priority #1, and its Workforce Ladder Project, priority #2.

The Workforce Retention Project is aimed at building an experienced workforce with a focus on retaining critical licensed and certified staff. By supporting continuing education and other license and certification renewal costs for eligible employees, HHS aims to reduce the high turnover rate among its professional staff (nurses and other disciplines), and to develop a more engaged staff by offering professional development workshops that eligible individuals can select based on their strengths, passions, and goals such as critical thinking, leadership, communication, and collaboration.

The Workforce Ladder Project is aimed at reskilling/upskilling public health agencies' workforces from within by supporting educational costs at regionally accredited institutions in the public health field or Industry-recognized training programs for eligible employees. This project will enable career ladder opportunities for County eligible staff where none existed before. This project will support career development based on the interests and passions of HHS Public Health Division's workforce, while also building workforce resilience.

HHSA requests the Board accept the PH-Career Ladder Program grant in the amount of \$30,488, and delegate authority to the HHSA Director to execute the Funding-In Agreement No. 7767 with a retroactive term effective February 1, 2022, through June 30, 2026.

ALTERNATIVES:

Should the Board decline to approve this recommendation, HHSA would be unable to access the PH-Career Ladder awarded funds resulting in limitations on workforce retention projects.

PRIOR BOARD ACTION:

N/A

OTHER DEPARTMENT / AGENCY INVOLVEMENT:

Approved by County Counsel and Risk Management.

CAO RECOMMENDATION:

Approve as recommended.

FINANCIAL IMPACT:

There is no Net County Cost associated with this Agenda item. Sufficient appropriations were included in the Fiscal Year 2022-2023 Budget and will be included in future budgets for the term of the funding.

CLERK OF THE BOARD FOLLOW UP ACTIONS

N/A

STRATEGIC PLAN COMPONENT:

Good Governance

CONTACT

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