



Legislation Text

File #: 24-0259, **Version:** 1

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

- 1) Accept Round 2 grant funding for the California Public Health Workforce Career Ladder Education and Development Program (PH-Career Ladder) grant, administered by the California Department of Public Health (CDPH), with the additional funds awarded through Amendment 1 to CDPH Agreement 22-11297 (County Agreement 7767), in the amount of \$34,999.50, for a new amended total grant amount of \$65,487.50, with no change to the term and performance period of February 1, 2022, to June 30, 2026; and
- 2) Delegate authority to the HHS Director to execute Amendment I to Grant Agreement 7767 expected to be issued to HHS by CDPH next month contingent upon Board acceptance of this funding, and future amendments that do not increase Net County Cost, contingent upon County Counsel and Risk Management approval, and subsequent administrative documents or required fiscal or programmatic reports.

FUNDING: 100% State California PH-Career Ladder Program Grant. No matching funds are required.

DISCUSSION / BACKGROUND:

In December 2022, CDPH released the Career Ladder Funding Application in accordance with funding appropriated in the 2022 State Budget Act (Assembly Bill 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 Public Health Division (PHD) submitted its PH-Career Ladder grant application to CDPH. Thereafter, on April 21, 2023, HHS was awarded Round 1 of the PH-Career Ladder grant in the amount of \$30,488 to fund its Workforce Retention Project (priority 1) and Workforce Ladder Project (priority 2). On June 20, 2023, the Board accepted the PH-Career Ladder Round 1 grant award of \$30,488 and authorized the HHS Director to execute the resulting Grant Agreement for the term and performance period from February 1, 2022, to June 30, 2026 (CDPH Agreement 22-11297, County Agreement 7767, File ID: 23-1028).

HHS PHD PH-Career Ladder Funding Overview:

The Workforce Retention Project (priority 1) 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 (priority 2) 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 HHSAs Public Health Division's workforce, while also building workforce resilience.

On June 28, 2023, CDPH issued a memorandum to notify HHSAs PHD that Round 2 PH-Career Ladder funding had become available, resulting from the State's May Budget Revision and the 2023 Budget Act, which fully restored the original budgeted funding to the PH-Career Ladder program (memo is included as Attachment A to this item). Subsequently, on January 24, 2024, CDPH notified prior grantees (which included HHSAs PHD) of its intention to add the Round 2 funds via Amendment I to its prior awarded grant agreement, following the grantees' governing board acceptance of the additional funding.

HHSAs PHD was advised that this Amendment I would increase its awarded grant agreement from \$30,488 to the new total of \$65,487.50, with no change to the stated term or conditions. CDPH stipulated that for jurisdictions to accept these additional funds and be issued the Amendment I, the participating jurisdiction had to receive approval from its governing board first. Accordingly, HHSAs is requesting the Board accept these Round 2 PH-Career Ladder funds and authorize the HHSAs Director to execute the Amendment I to the Agreement, which is anticipated to be awarded to HHSAs within the next month following HHSAs's presentation to CDPH that the Board accepted these additional funds.

ALTERNATIVES:

Should the Board decline to approve this recommendation, HHSAs would be unable to access the additional PH-Career Ladder Round 2 funds resulting in limitations on workforce retention projects.

PRIOR BOARD ACTION:

06/20/23, 23-1028, HHSAs CDPH Career Ladder Grant Agreement 7767

OTHER DEPARTMENT / AGENCY INVOLVEMENT:

N/A

CAO RECOMMENDATION:

Approve as recommended.

FINANCIAL IMPACT:

There is no Net County Cost associated with this Agenda item. Sufficient revenue and appropriations were included in the Fiscal Year 2023-24 Budget for this Grant and will be included in future budgets for the term of the Grant.

CLERK OF THE BOARD FOLLOW UP ACTIONS:

N/A

STRATEGIC PLAN COMPONENT:

Workforce Excellence

CONTACT

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