

IMPERIAL COUNTY PUBLIC HEALTH DEPARTMENT

FUTURE OF PUBLIC HEALTH OVERVIEW

Through the 2022 Budget Act, California took a transformational step toward rebuilding our state and local public health workforce and infrastructure that was devastated by the COVID-19 pandemic and years of disinvestment. The \$300 million ongoing General Fund investment (\$200 million for local health departments, \$100 million for CDPH), referred to as the Future of Public Health, is a critical investment in our state's public health readiness and response to existing and emerging public health threats.

FUTURE OF PUBLIC HEALTH INVESTMENTS REBUILD OUR LOCAL PUBLIC HEALTH WORKFORCE AND INFRASTRUCTURE

- ▶▶▶ Onboarded two staff for the Epidemiology area: Epidemiologist I and Program Supervisor II– Epidemiologist. The focus of the work has been on the coordination of detection, identification, reporting and control of disease for our border community; conducting and analyzing epidemiological investigations for disease surveillance; and compiling, analyzing and reporting community health status outcomes.
- ▶▶▶ Allowed Imperial County to establish the Strategic Planning, Analysis and Communications Division which serves as the backbone for the department.
- ▶▶▶ Several teams were introduced and have been leading efforts related to performance management, quality improvement, workforce development, organizational capacity, community health assessment/community health improvement planning, strategic planning, policy development, accreditation, and communications.
- ▶▶▶ The Workforce Development team has been working on the development of standard frameworks, assessing workforce management and development capabilities, coordinating needed training. The team launched a formal Department onboarding process, oversees the tuition reimbursement program, and worked on centralized hub for staff management tools, career exploration opportunities for students, and on an array of recruitment and retention strategies.
- ▶▶▶ The Performance Management and Quality Improvement team coordinated and launched the PM/QI 101 training for all department staff, as well as a PMQI Train the Trainer course for 24 staff with an outcome of 5 quality improvement projects being worked on the Department.
- ▶▶▶ The Information and Communications team introduced communication policies, implemented the Freshdesk System to automate and provide department structure for various information and communications-related requests, completed full migration of department Shared Drive files to Office 365 SharePoint, implemented CANVA as a tool and resource for department staff and strengthened the department's branding efforts. Additionally, the team worked with the Epidemiology team to introduce a system in Tableau to display COVID-19 data. The next step is to add other local disease data into that system (or dashboard).
- ▶▶▶ The Workforce Development Team working in partnership with San Diego State University Imperial Valley Campus School of Nursing. Supporting the SDSU motto "growing our own" professionals to help fill the nursing gap in Imperial County, an area that's medically underserved and considered a professional shortage area.