



2025 CHEAC Annual Meeting Workshop Session Biographies

San Diego's Public Health Workforce and Training Strategy: Do the Right Thing and Stay the Course with Steady, Continuous Progress

Jo-Ann Julien, B.A., M. Ed, Workforce Director

Since 2015, Jo-Ann Julien has been leading workforce development and training efforts within the Public Health Services (PHS) department, in the County of San Diego (County) Health and Human Services Agency (HHSA). In this role, Ms. Julien has developed the department's Workforce Development Plan, a requirement of nationally accredited public health departments, every 2 years. As the Workforce Director, for the Centers for Disease Control and Prevention (CDC) Public Health Infrastructure Grant, she and her team, work collaboratively with PHS leadership, the HHSA Knowledge Center, HHSA Human Resources, other local health departments, and state and national partners, as well as the CDC, to advance workforce development, recruitment, retention, training, leadership development, succession planning, foundational capabilities (e.g., organizational competencies), and the public health infrastructure of the County PHS department. In this capacity, Ms. Julien oversees workforce and public health infrastructure-related grants, collaborates internally across the seven PHS branches, chairs the PHS Training Champions Working Group, and coordinates training efforts of staff (e.g., FEMA training). She also collaborates and coordinates with schools of public health including Cal State University San Marcos, University of California San Diego, San Diego State University through the Live Well Center for Leadership and Innovation through a series of Memoranda of Understanding, to maintain the public health workforce pipeline. Her team also supports the Academic Health Department efforts related to career fairs, student internships and residency programs (e.g., Preventive Medicine, Family Medicine). Ms. Julien and her team are responsible for the Employee Engagement Plan and the Wellness Plan. Her team develops and delivers training on key concepts in public health and public health history and coordinates subject matter experts to provide essential training to staff (e.g., PHS Response to Outbreaks and Emergencies). Jo-Ann has 27 years of experience in public service at County and Federal levels. She started in Public Health in 1997 as a graduate student. Jo-Ann served within the Government of Canada (e.g., Public Health Agency of Canada and Health Canada) for 15 years and the County of San Diego in 2013. She has a B.A. in Communications and a Master's degree in Education.