

8. **Proposed Grant Project Summary: Reinforce and expand the public health workforce by hiring, retaining, supporting, and training the workforce. By strengthening relevant workforce planning, systems, processes, and policies. Hire a PCS deputy workforce development director, as required per the grantor. Hire a PCS program evaluator specialist for program evaluation, monitor performance measures and strengthen support for grant implementation, as required by grantor. Fund contract with Facente Consulting for early evaluation planning to submit EPMP as required by the grantor. In addition, hire the following PCS positions to address key gaps: equity coordinator and equity health program planner to support activities organized by Office of Antiracism and Equity; grant analyst, HRS liaison, and contracts coordinator for supporting core organizational infrastructure; data visualization lead and braided funding for Electronic Lab reporting manager to bolster data infrastructure; training officer, instructional designer, pathways coordinator to support robust training and internship opportunities, Public Relations/Communications officer focused on population health, Public Health Trainees at entry level for pathways into civil service positions. Fund the Populations Health Scholars program and support a whole genome sequencing informatics fellow. Promote advance opportunities via short term residencies as pathways to new positions and promoting reassignment opportunities and other mobility opportunities within the DPH. Sustain and support staff by convening a workforce development working group and strengthening staff well bring programs to improve staff engagement. Train new and existing public health staff by partnering with technical assistance providers, CDPH, UCSF and UC Berkeley, and supporting staff to attend these trainings. Work with Public Health Institute to strengthen gathering and analysis of workforce data to finesse the workforce development plan and use the findings to guide workforce planning, development training, organizational structure and forecasting for future needs. Strengthen accountability and performance management, including reaccreditation by purchasing project documentation tools. Strengthening contracts service and developing a e-learning module for CBOs seeking to contract with SFDPH. Enhancing SFDPH's and PHD's ability to use social media platforms and other digital communications strategies to reach priority populations with key public health messages and investing in media training for multilingual staff. Strengthening community partnership and engagement via community consultants group for community input into strategic planning, launching community of practice for community health workers, and strengthening partnership with Empowered Communities Program for all-hazards disaster preparedness efforts in Visitation Valley. Launch leadership development fund and translate results from workforce analysis to inform PHD reorganization efforts.**