

Staff Report
Board Meeting Date: February 24, 2022

TO: District Board of Health

FROM: Rayona LaVoie, Management Analyst
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SUBJECT: Presentation and possible acceptance of the 2022-2024 Workforce Development Plan.

SUMMARY

In August 2021, staff completed the 2021 Washoe County Health District Workforce Development survey. Following the survey, staff were engaged in discussions during strategic planning meetings to discuss organizational capacity, survey results, professional development, and needs of the workforce. The Washoe County Health District leadership team created goals and objectives to build organizational capacity and meet the workforce needs identified to accomplish initiatives in the FY22-24 Strategic Plan. The organizational capacity goals and workforce development goals were presented to members of the District Board of Health during the strategic plan retreat in November 2021. The FY 22-24 Strategic Plan was approved at the December DBOH meeting. Following the approval of the Strategic Plan, the complimentary Workforce Development Plan was finalized in draft form for Board acceptance.

District Health Strategic Priorities supported by this item:

5. Organizational Capacity: Strengthen our workforce and increase operational capacity to support a growing population.

PREVIOUS ACTION

- The 2017 Workforce Development Plan was accepted on September 28, 2017

BACKGROUND

This Workforce Development Plan is an outline of workforce interventions and activities to close identified workforce gaps and enable the Washoe County Health District to meet the FY 22-24 strategic goals. Fundamental to this work is identifying gaps in organizational capacity and in knowledge, skills and abilities through the assessment of both the agency and individual needs. The WFD plan addresses the gaps through six focus areas including: onboarding, core competencies, diversity, equity and inclusion, supervision and management, leadership development, and resilience and wellness. Workforce development opportunities and interventions identified in this plan are aligned to the Washoe County Health District strategic priorities as outlined in the FY 22-24 Strategic Plan.

This document is the third comprehensive workforce development plan for the Washoe County Health District. It also serves to address the documentation requirement for Public Health

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Accreditation Standard 8.2.1: Maintain, implement and assess the health department workforce development plan that addresses the training needs of the staff and the development of core competencies.

FISCAL IMPACT

An above base request of \$45,000 will be presented for adoption in the FY23 budget.

RECOMMENDATION

Staff recommends the DBOH review and accept the 2022-2024 Workforce Development Plan as presented.

POSSIBLE MOTION

Should the Board agree with staff's recommendation, a possible motion would be "Move to accept the 2022-2024 Workforce Development Plan as presented."