OPH PHI Grant Overview & Updates

Keshana Owens-Cody, Workforce Director

November 15, 2023

Agenda

- Introduction
- Grant Overview
- Team Introduction
- Grant Updates
- Program Evaluation
- Discussion

OPH Workforce Team

Program Leadership & Management

Role: OPH Workforce Director
- Lead OPH efforts for this program
- Responsible for enhancing/supporting the health of the Office of Public Health's culture and the well-being of staff
- Work closely with the Department's Human Resource Management Group, HRI's Human Resources, and reports directly to the Deputy Commissioner of Public Health
- Travel to state regional and district offices and considers strategies to enhance state connection with communities
- Direct resources to advance health equity, justice, diversity, equity, inclusion, and accessibility

Come to me for: PHI Grant Updates, New Job Creation, LHD Engagement, OPH Workforce Development Needs, DEI, and Community Engagement.

Find me at:
DOH, Albany, NY

Contact:
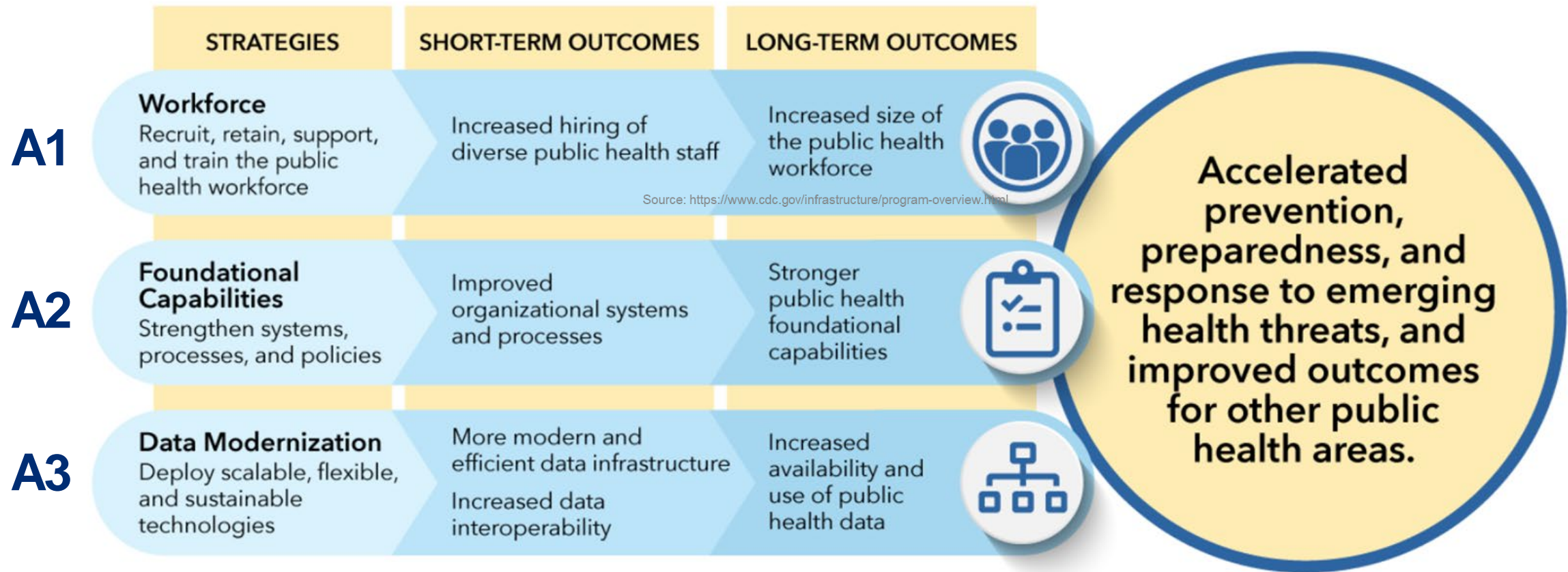keshana.owens-cody@health.ny.gov

OPH Workforce Director

Keshana Owens-Cody

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PHI Workforce Grant Overview

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Grant Background

The *Strengthening U.S. Public Health Infrastructure, Workforce, and Data Systems grant*, supported in part by the <u>American Rescue Plan Act</u>, is a groundbreaking investment that supports critical public health infrastructure needs of jurisdictions across the United States.

Funding from this grant will help ensure that every U.S. community has the people, services, and systems needed to promote and protect health. The grant creates a foundation for CDC's public health infrastructure work and provides maximum flexibility so jurisdictions can address their most pressing needs.

Source: https://www.cdc.gov/infrastructure/program-overview.html

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Program Strategies and Outcomes

A1

A2

A3

STRATEGIES	SHORT-TERM OUTCOMES	LONG-TERM OUTCOMES
Workforce Recruit, retain, support, and train the public health workforce	Increased hiring of diverse public health staff	Increased size of the public health workforce
Foundational Capabilities Strengthen systems, processes, and policies	Improved organizational systems and processes	Stronger public health foundational capabilities
Data Modernization Deploy scalable, flexible, and sustainable technologies	More modern and efficient data infrastructure. Increased data interoperability	Increased availability and use of public health data

Accelerated prevention, preparedness, and response to emerging health threats, and improved outcomes for other public health areas.

Source: https://www.cdc.gov/infrastructure/program-overview.html

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NYS Public Health Infrastructure Grant Activities

A1: Workforce

- Hire 82+ staff across the Office of Public Health (OPH), and its Centers.

- Hire a Workforce Director, and Data Modernization Director to manage the PHI Grant implementation.

- Establish three new units in OPH that will increase community engagement, provide subject matter training and development and research and develop innovative approaches to serve New Yorkers holistically health, wealth and well-being).

- Provide 40% of the States award to Local Health Departments (LHDs).

- Provide technical assistance to LHDs.
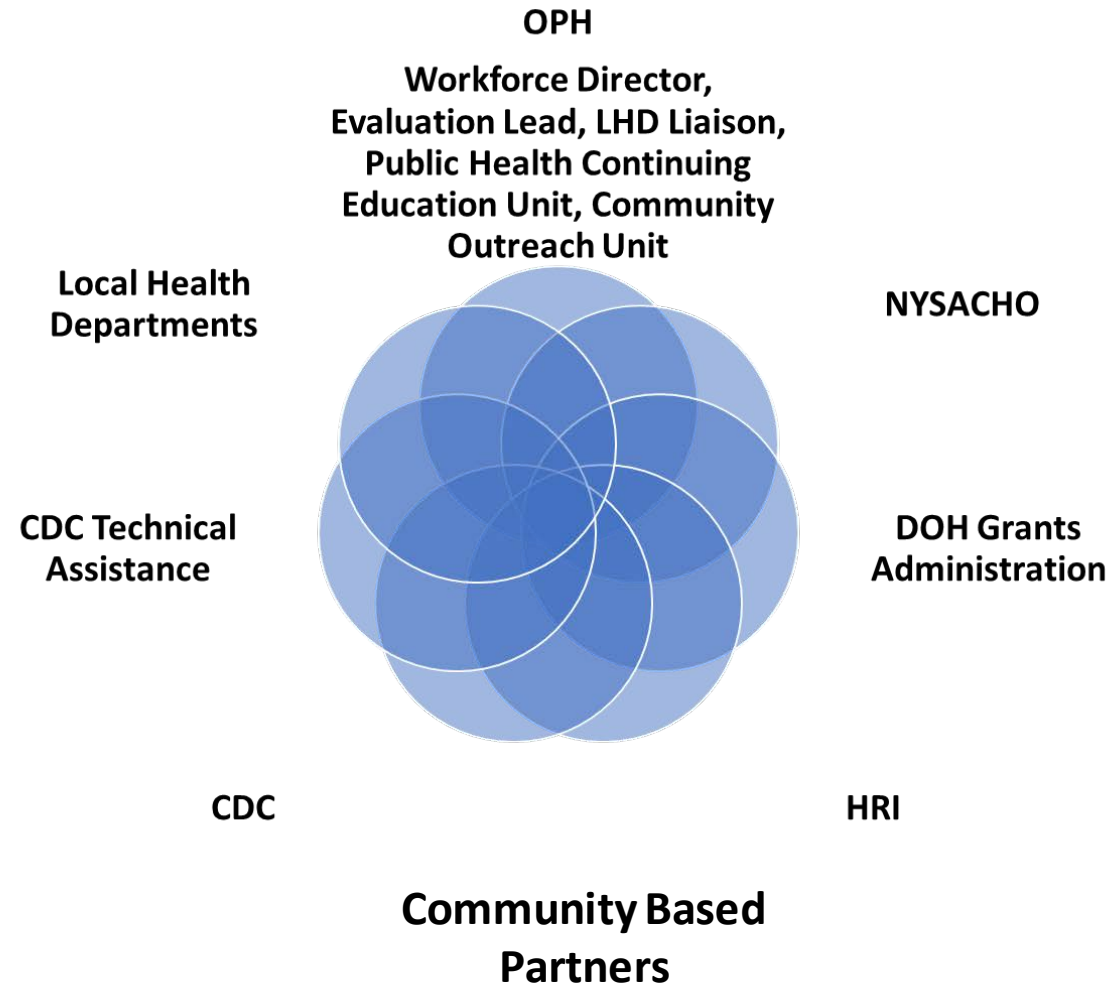
A2: Foundational Capabilities

- Strengthen the recruitment infrastructure to attract and retain qualified diverse talent.

- Provide public health subject matter professional development opportunities to both the LHD and OPH workforce.

- Modernize data reporting systems in both select OPH programs and learning management systems.

- Strengthen community partnership development and engagement with community-based organizations, and higher education institutions.

- Implement transition plans from COVID-19 community capacity building programs (CDC OT 21-2103 COVID-19 Health Disparities, and OASAS/AIDS Institute COVID-19 Health Literacy for Drug User Health populations)
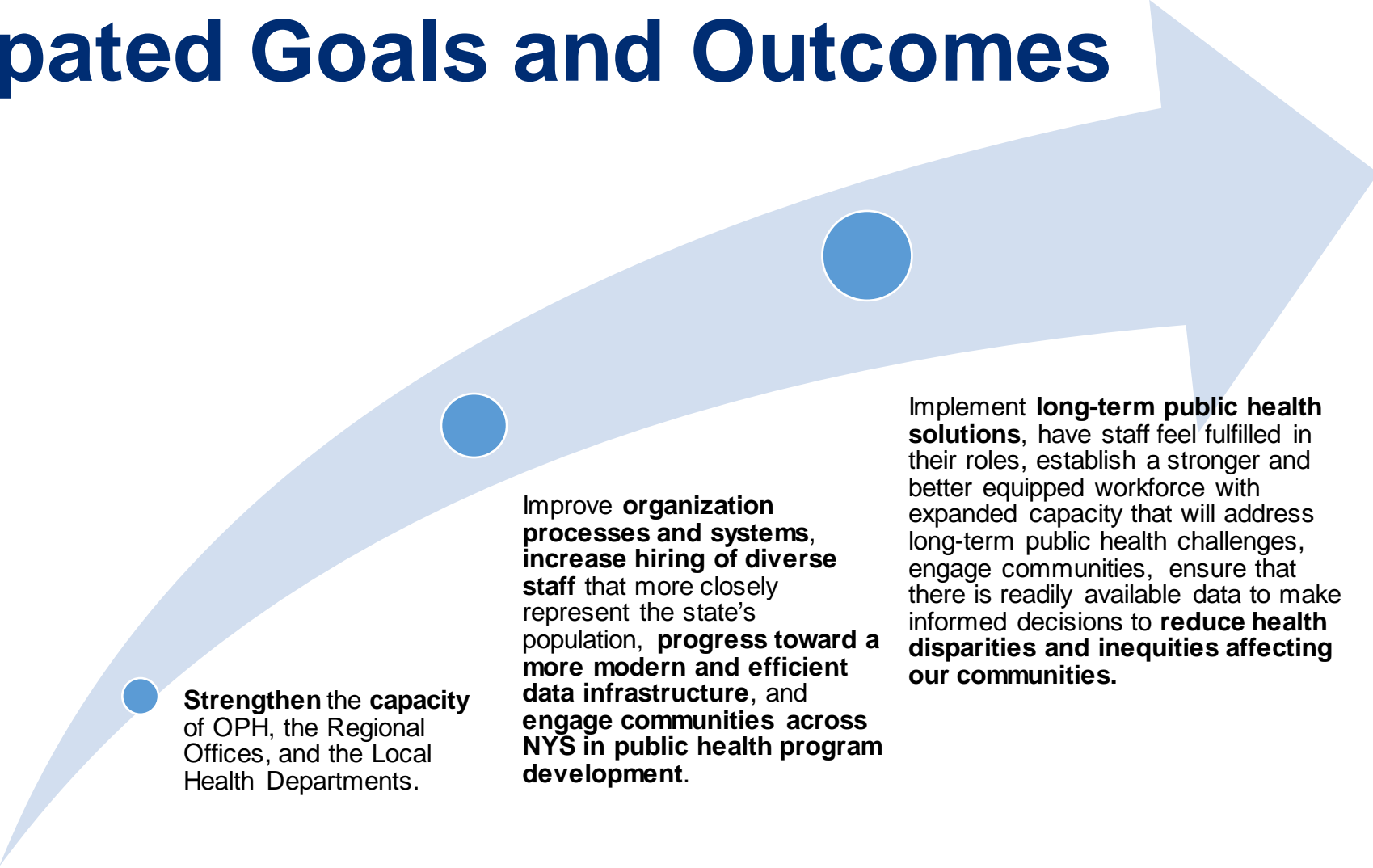
A3: Data Modernization Initiative

- Establish data governance

- Improve inclusive data collection practices

- Manage organizational change

- Upskill the current public health workforce (LHDs and OPH staff).

- Accelerate data into action activities through regular Department and Office updates.

- Make data accessible and visible for all OPH Stakeholders (LHDs, OPH Staff, and Community Based Organizations).

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Grant Implementation

Strengthening Public Health Infrastructure

OPH

Workforce Director, Evaluation Lead, LHD Liaison, Public Health Continuing Education Unit, Community Outreach Unit

Local Health Departments

NYSACHO

CDC Technical Assistance

DOH Grants Administration

CDC

HRI

Community Based Partners

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Anticipated Goals and Outcomes

Strengthen the **capacity** of OPH, the Regional Offices, and the Local Health Departments.

Improve **organization processes and systems**, **increase hiring of diverse staff** that more closely represent the state's population, **progress toward a more modern and efficient data infrastructure**, and **engage communities across NYS in public health program development**.

Implement **long-term public health solutions**, have staff feel fulfilled in their roles, establish a stronger and better equipped workforce with expanded capacity that will address long-term public health challenges, engage communities, ensure that there is readily available data to make informed decisions to **reduce health disparities and inequities affecting our communities.**

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Local Health Departments Investments

- The investments in the *local public health workforce* and *foundational capabilities* supports Local Health Departments (LHDs) to address health inequities and disparities more effectively across populations and regions throughout their jurisdiction and better meet the ongoing and future public health needs of New Yorkers.

  - **Short-term outcomes** of this funding investment include improvements in the LHD workforce to include *hiring new or vacant positions, retaining current staff through various investments or services, or improving foundational public health capabilities* through training and other staffing enhancements.

  - **Longer-term outcomes** of this funding investment include *improvements in the public health of the jurisdiction*, especially among socially and economically marginalized communities.

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OPH Workforce Team

Public Health Continuing Education Unit

Program Leadership & Management

Health, Wealth and Wellbeing Unit

Liaisons: Academic, LHD, Regional Offices

Community Engagement Unit Leadership

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Program Implementation Team

Data Modernization Director

Grants Administration

Program Evaluation Specialist
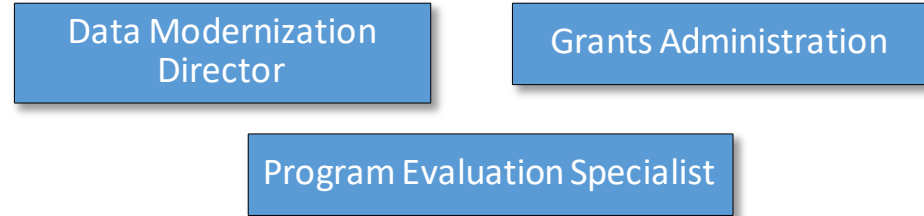
Workforce Director

NEW! Community Engagement and Outreach Unit
- Community Engagement Director
- Assistant CE Director
- Procurement Manager
- Program Coordinator
- Regional Office Community Outreach Specialist (4)

NEW! Public Health Continuing Education Unit
- Public Health Continuing Education Director
- Technology Coordinator
- Assistant CE Unit Director
- Regional Office Public Health Continuing Education Specialists (4)

- Executive Assistant
- Administrative Aide
- OPH Workforce Manager
- Academic Liaison
- Student Interns (10)

- Regional Office Liaison
- LHD Liaison

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Where will everyone work?
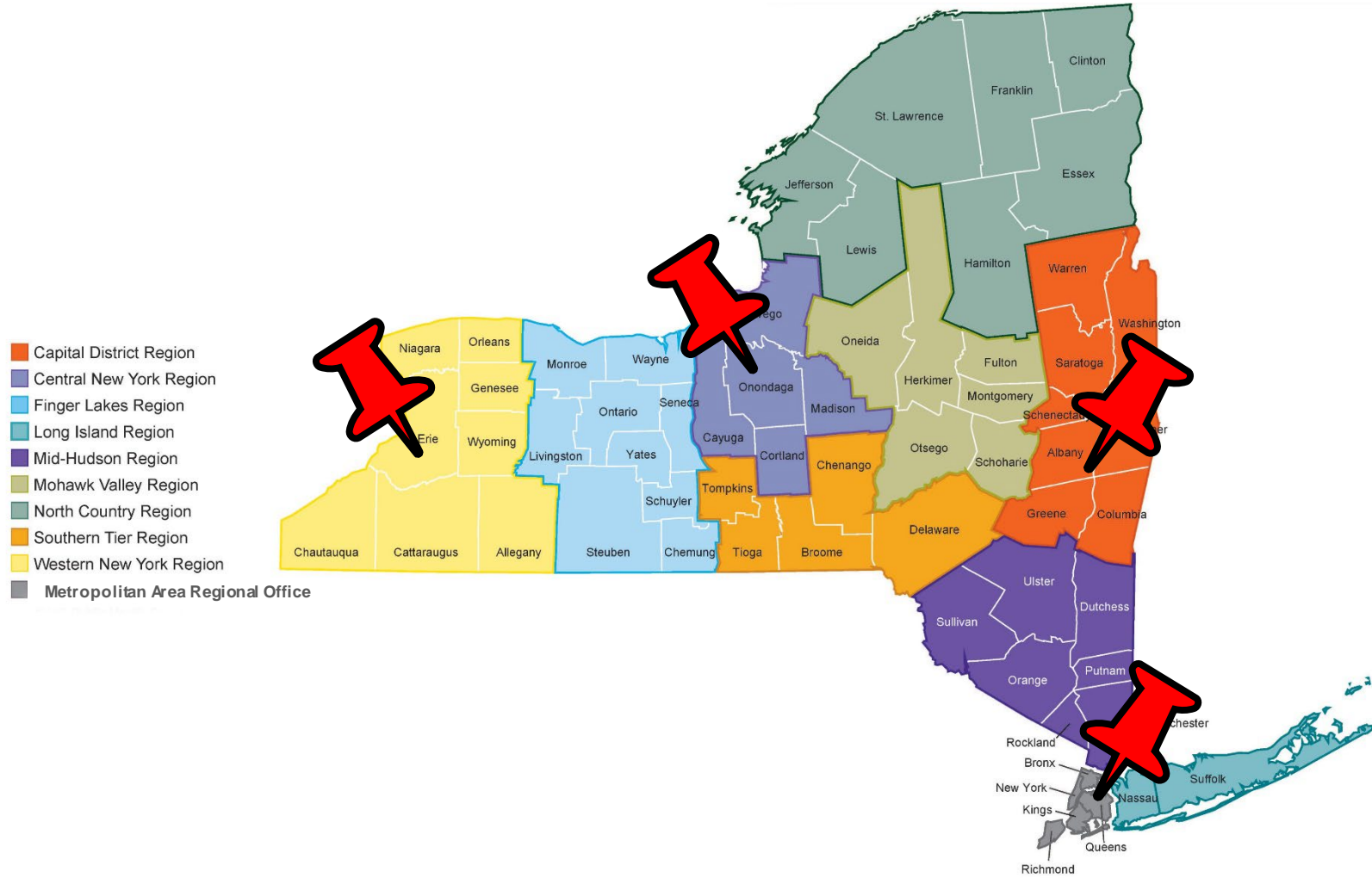
Positions to be Hired across OPH

Regional Office PHI Grant Staff

Capital District
Program Manager
Data Analyst II
Computer Systems Manager
Health Program Administrator II (Personnel)
Public Health Nurse
Public Health Nurse
Public Health Representative III
Assistant Engineer (CEH)
Health Program Administrator
Community Outreach Specialist (OPH)
T&C Specialist (OPH)

Central
Data Analyst 2
Public Health Nurse
Public Health Nurse
Senior Health Program Coordinator (CEH)
Community Outreach Specialist (OPH)
T&C Specialist (OPH)

Metropolitan
Public Health Nurse
Assistant Engineer (CEH)
Senior Health Program Coordinator (CEH)
Senior Health Program Coordinator (CEH)
Senior Health Program Coordinator (CEH)

Western NY
Data Analyst 2
Public Health Nurse
Public Health Nurse
Assistant Engineer (CEH)
Senior Health Program Coordinator (CEH)
Community Outreach Specialist (OPH)
T&C Specialist (OPH)

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80+ Positions to be Hired in OPH

Center for Environmental Health

- Information Technology Coordinator
- Research Scientist 4, Climate
- Research Scientist 4, Bio Monitoring
- Program Coordinator, Environmental Health Protection
- Program Coordinator, Environmental Health Assessment
- Public Health Specialist 3, School IAQ
- Public Health Specialist 3, School IAQ
- Disaster Preparedness Program Representative, WRO
- Disaster Preparedness Program Representative, MARO
- Disaster Preparedness Program Representative, CNYRO
- Disaster Preparedness Program Representative, CDRO
- Information Technology Specialist, Birth Defects Registry

Grants Administration Unit

- Senior Health Program Administrator
- Health Program Administrator
- Assistant Health Program Administrator
- Administrative Aide

Wadsworth Center

- Research Scientist (Laboratory Emergency Response)
- Associate Software Engineer/Developer
- Tech Support Specialist 2
- Sr. Software Engineer/Developer
- Project Manager
- Principal Software Engineer/Developer
- Program Research Specialist
- Data Analyst

NEW! Health, Wealth and Well-Being Unit

- Principal Health Economist
- Epidemiologist (Research Scientist 3)
- Community Development Specialist (Economic Development Specialist 2)
- Community Based Contract Manager
- Business Liaison (Economic Development Specialist 2)
- Data analyst (Data Analyst
- Data Visualization Specialist (Data Analyst 1

Emergency Preparedness

- Associate Attorney
- Health Program Coordinator II

Center for Community Health

- Health Program Administrator I
- Health Program Administrator
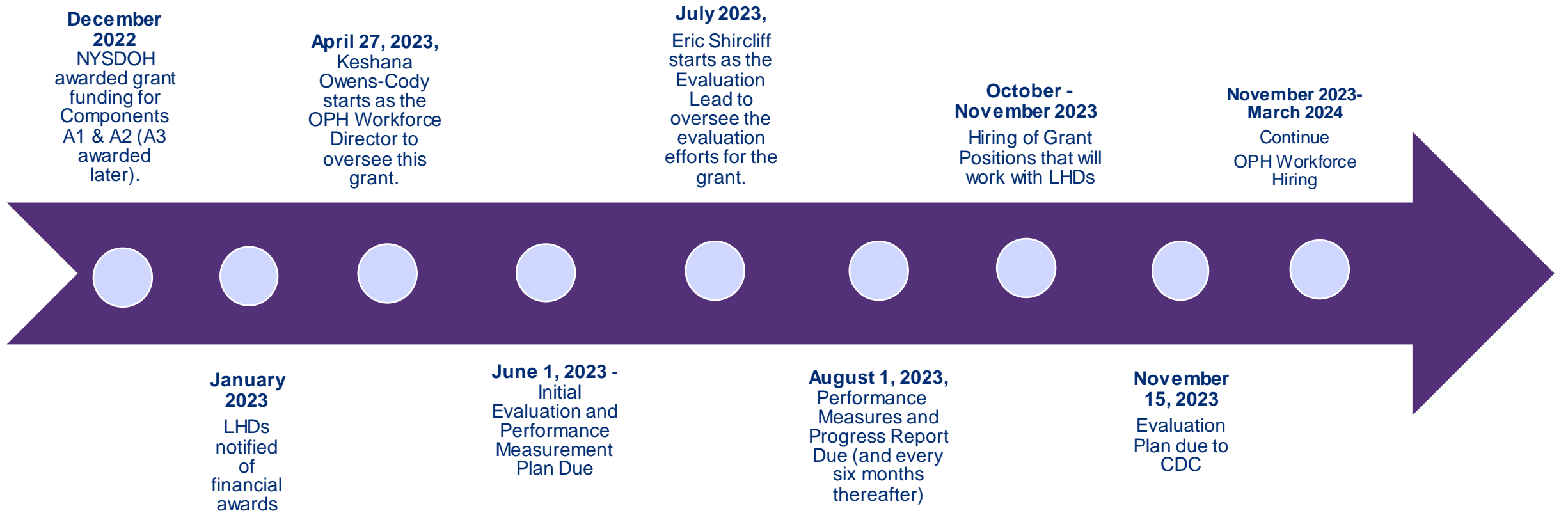- Public Health Specialist

Bureau of Vital Records

- Project Assistant

Office of Public Health

- Data Modernization Director

Public Health Information Group

- Research Scientist 4
- Data Analyst/Visualization Specialist (Data Analyst 2)
- Research Scientist 3
- Health Program Education Coordinators (2)

Grant Updates

Timeline of CDC PHI Grant Activities

December 2022
NYSDOH awarded grant funding for Components A1 & A2 (A3 awarded later).

April 27, 2023,
Keshana Owens-Cody starts as the OPH Workforce Director to oversee this grant.

July 2023,
Eric Shircliff starts as the Evaluation Lead to oversee the evaluation efforts for the grant.

October - November 2023
Hiring of Grant Positions that will work with LHDs

November 2023- March 2024
Continue OPH Workforce Hiring

January 2023
LHDs notified of financial awards

June 1, 2023 -
Initial Evaluation and Performance Measurement Plan Due

August 1, 2023,
Performance Measures and Progress Report Due (and every six months thereafter)

November 15, 2023
Evaluation Plan due to CDC

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Status of LHD Contracts and Budget Modifications

Status of Contracts

- Partially Executed (sent by HRI): **55**
- Fully Executed (signed/returned by LHD): **41**
- Direct Assistance Executed: **1**

LHD Budget Modifications

- Budget modifications received: **47**
- Budget modifications approved by HRI: **11**
- Budget modifications approved by GA: **6**
- Budget modifications awaiting information or clarification from LHD: **12**
- Budget modifications currently being reviewed by GA: **17**

Contract signed by LHD and returned to HRI Subcontracting Unit	→	Budget modifications created and sent to GA	→	Budget modifications approved by GA and sent to Subcontracting	→	Budget modifications sent to LHD by HRI/GA

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Evaluation

Evaluation: CDC Performance Measures

Focus Areas and Performance Metrics

Hiring

- # of New Hires for the PHI Grant
- # of Job Classifications and Areas hired or TBH
- Minimum days to fill, Median days to fill and Max days to fill positions (Posting to Start Date)

Accreditation

- Accredited, Reaccredited, Undecided

Retention

- Retention Rate Permanent and Temporary Contract Staff
- Retention Rate for Permanent Staff Only

Data Quality

- Ability to capture the data needed for above deliverables

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State Evaluation Plan: Focused on Recruitment

Job Creation

Job Posting

Interviewing

Job Offer
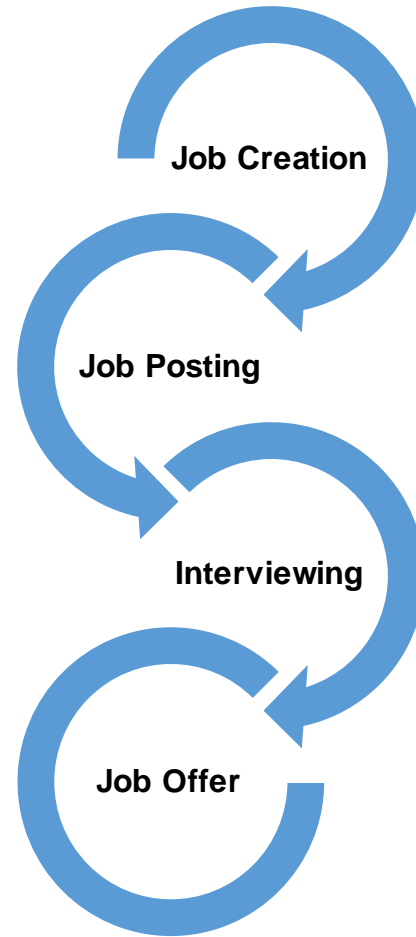
OPH Workforce Team

Program Leadership & Management

Hired

Role: Evaluation Specialist
- Lead data analysis for program improvement and to guide decision-making regarding any needed program changes
- Responsible for program evaluation and performance measurement for this program
- Facilitate progress reporting, uses grant performance measures, conducts internal activities
- Collaborate with national partners on evaluation of the grant
- Participate in relevant national organizational and workforce assessments

Come to me for:

Find me at:
DOH, Albany, NY

Contact:
eric.shircliff@health.ny.gov

Evaluation Specialist

Eric Shircliff

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Questions?

Contact:

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