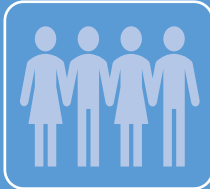


At-A-Glance

Los Angeles County Department of Public Health Workforce Development Plan 2022-2026



Goal 1 - Recruit and retain highly skilled workforce members. (Aligns with Strategic Priority 1 and 5)

- **Strategy 1.1:** Foster development of future DPH workforce by offering quality learning opportunities to gain experience in DPH through programs such as internship, residency, and fellowship programs.
- **Strategy 1.2:** Partner with local universities, colleges, and schools to work together to develop the current and future public health workforce.
- **Strategy 1.3:** Integrate recruitment and retention strategies into succession planning.



Goal 2 - Provide professional development opportunities to DPH workforce to develop leaders, enhance skills, and support employees to achieve their career goals. (Aligns with Strategic Priority 5)

- **Strategy 2.1:** Use DPH Core Competencies as a tool to identify gaps and areas of learning and development.
- **Strategy 2.2:** Develop learning opportunities and programs for DPH supervisors, managers, and emerging leaders to effectively lead.
- **Strategy 2.3:** Provide learning opportunities and programs that are equitable, accessible, relevant, and engaging.
- **Strategy 2.4:** Advocate for and leverage funding that support equitable Public Health workforce development and learning opportunities.



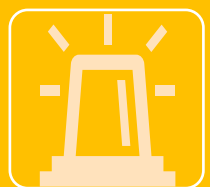
Goal 3 - Foster organizational infrastructure and culture aligned with DPH core values for workforce development. (Aligns with Strategic Priority 1,2 and 3)

- **Strategy 3.1:** Enhance ongoing efforts that promote a workplace culture that is just and supports and advances equity.
- **Strategy 3.2:** Promote wellness programs and activities for the DPH workforce.
- **Strategy 3.3:** Sustain initiatives that recognize ongoing employee contribution and efforts.
- **Strategy 3.4:** Modernize department-wide systems and infrastructure to enhance workforce development efforts.
- **Strategy 3.5:** Foster a continuous learning culture that promotes professional development and quality improvement.



Goal 4 - Create a workplace culture that embraces and applies diversity, equity, and inclusion (DEI) principles. (Aligns with Strategic Priority 1)

- **Strategy 4.1:** Implement organizational policies and practices that align with DEI principles in recruitment, retention, and workforce development.
- **Strategy 4.2:** Allocate organizational resources to align with DEI practices in recruitment, retention, and workforce development.
- **Strategy 4.3:** Provide workforce learning opportunities on applying DEI practices in recruitment, retention, and workforce development.



Goal 5 - Prepare workforce to respond to public health emergencies. (Aligns with Strategic Priority 3 and 5)

- **Strategy 5.1:** Integrate recruitment strategies to ensure hiring of workforce members that understand the role of and must serve as Disaster Service Workers during public health emergency/crises.
- **Strategy 5.2:** Assess workforce skills and identify gaps to ensure emergency preparedness and operations.
- **Strategy 5.3:** Develop and evaluate emergency training programs to implement strategies to strengthen workforce preparedness and response capability.
- **Strategy 5.4:** Assess and identify operations and personnel gaps to address and align emergency response operations.