**Project Narrative:** Local Public Health Departments are struggling to recruit and hire. The COVID-19 pandemic caused a lot of burnout and retirement. In fact, approximately 2/3 of Oregon's county public health directors are new in their roles in the last two years. Counties are also not able to be as flexible as hospitals and private clinics when it comes to budgets, hiring, and recruiting. County Human Resource Departments are also short staffed. As such, local public health could really use a Workforce Liaison -- someone to go into the community, shake hands, talk to job seekers, and sell local public health as a great place to work -- because it is! The CLHO Workforce Liaison would also help to shepherd applicants through the hiring process, recongnizing that this may be their first professional job. The Liaison would also follow new hires for the duration of the grant, to help them navigate any professional hurdles and/or help communicate with employers about difficult topics. Local Public Health is striving to be an inclusive, responsive employer, and the Workforce Liaison can help folks communicate in a way that can solve professional conflicts or challenges.

Goal 1: Recruit qualified job applicants for local public health (LPH) open positions in three counties: Polk, Marion, Multnomah.

Goal 2: Publicize local public health as a great place to work, to make a difference, and to help communities thrive.

Goal 3: Develop relationships and educate community partners so that LPH is top-of-mind when thinking of potential employers.

Goal 4: Be a resource to both job applicants and all local public health agencies through consultation and hosting a community of practice.

**Objectives:**

1) Make productive connections with all listed partners and collaborators.

2) Reduce LPH vacancies by 30% by end of year 1.5, and another 30% by the end of year 2.5.

3) Host a bi-monthly new public health professionals cohort and a community of practice (separately).

4) Work with a video production contractor to create three short, inspiring, videos promoting careers in local public health.

**Partnerships:** This project would be conducted in partnership with individual local public health departments, with a focus on Polk, Marion, and Multnomah Counties as a pilot project. The Oregon Office of Rural Health (ORH) is our fiscal partner on this project. In addition to supporting this project, ORH employs a seasoned rural health workforce recruiting and retention staff member and has volunteered to share their expertise and partner on strategy for this project. Further, the Oregon Area Health Education Center (AHEC) Program’s regional AHEC offices provide various programs to middle school and high school students, which offer these students opportunities to explore various careers in health. The goal of these programs is to promote students’ future interests in pursuing health careers. We would work in partnership with the AHEC Program to produce several short videos showcasing public health jobs/careers, which they would be able to use in their health careers promotion programs. We would also be able to utilize those videos in many other settings. The Liaison would also be available to work with the AHEC centers to create a public health showcase for their programs.

**Collaborations**: Work with the following entities to get the word out about job opportunities and connect with applicants: ORH, the Oregon AHEC Program Office and regional AHEC centers; local Employment Offices; local Workforce Boards; community colleges and universities (job boards, career fair events, direct contact with faculty, visiting classrooms); and others.

**Timeframe:** We could fund one "Workforce Liaison" position for 2.5 years at approximately a $60,000 annual salary, which includes Kaiser Permanente health insurance, life insurance, retirement, vacation and sick leave. Travel expenses / mileage would be reimbursed. I would seek to get this person hired immediately upon receipt of funds, as LPH are in need of immediate assistance.