

**COUNTY OF SAN DIEGO
BOARD OF SUPERVISORS
TUESDAY, NOVEMBER 18, 2025**

MINUTE ORDER NO. 2

SUBJECT: AUTHORIZE ACCEPTANCE OF HEALTH CAREER CONNECTION SAN DIEGO COUNTY REGIONAL HEALTH WORKFORCE INITIATIVE GRANT (DISTRICTS: ALL)

OVERVIEW

The County of San Diego (County) Health and Human Services Agency (HHSA) has been awarded a grant by the Health Career Connection (HCC) Regional Health Workforce Initiative, funded by The California Endowment, for the project called “San Diego Regional Health and Human Services Workforce Initiative.” HCC is a national nonprofit organization leading health and human services workforce development and is dedicated to inspiring and empowering the next generation of health leaders. HCC is known for supporting undergraduate students from disadvantaged backgrounds to become health leaders and professionals. This initiative, overseen by the Department of Strategy and Community Engagement (DSCE) and in partnership with San Diego State University and California State University San Marcos, will facilitate collaboration between the County HHSA and partnering organizations to support a coordinated, regional approach for health and human services workforce development in San Diego County.

The San Diego Regional Health and Human Services Workforce Initiative will help build public awareness and support for the health and human services workforce by highlighting its importance and advocating for its needs; aligning public and private resources to address workforce shortages and development gaps; and creating greater opportunities for students, graduates, and current professionals. These efforts will also strengthen collaboration between academia and employers to effectively prepare students and workers to meet or exceed industry standards, while establishing baseline metrics and formalized systems to track and report progress on health and human services workforce priorities.

Today’s action requests the San Diego County Board of Supervisors to authorize the acceptance of \$900,000 over a three-year period for the HCC Regional Workforce Initiative Grant, and the pursuit of future funding opportunities to address health and human services workforce shortages and development gaps, and promote economic inclusion.

Today's action supports the County vision of a just, sustainable, and resilient future for all, specifically those communities and populations in San Diego County that have been historically left behind, as well as our ongoing commitment to the regional *Live Well San Diego* vision of healthy, safe, and thriving communities. This will be accomplished by fostering countywide leadership and collaboration to strengthen the health and human services workforce.

RECOMMENDATION(S)

CHIEF ADMINISTRATIVE OFFICER

1. Authorize the acceptance of \$900,000 in allocation funds from Health Career Connection (HCC) for the time period of October 15, 2025 to December 31, 2028 and authorize the Chief Administrative Officer or designee, to accept and execute the workforce initiative grant funds from Health Career Connection and any subsequent amendments or funding changes.

2. Authorize the Chief Administrative Officer, or designee, to pursue future funding opportunities to address health and human services workforce shortages and development gaps, and promote economic inclusion.

EQUITY IMPACT STATEMENT

The Health Career Connection (HCC) Regional Health Workforce Initiative grant seeks to advance equity and opportunity for college students by reducing barriers to accessing internships within the Health and Human Services Agency (HSSA). Through the HSSA Live Well Center for Innovation and Leadership (LWCIL)-supported Academic Internship Program Pilot, the initiative will create a more streamlined and coordinated process that expands equitable access to work-based learning and County career pathways. The County of San Diego HSSA LWCIL is an Academic/Practice partnership based on the national Academic Health Department model. It was pioneered by HSSA and San Diego State University, with the mission of strengthening the partnership between academia and health and human services practice through integrated education, research, workforce development, and service. The regional focus of LWCIL is to provide ongoing opportunities for countywide leadership and collaboration to develop the health and human services workforce throughout San Diego County.

SUSTAINABILITY IMPACT STATEMENT

Today's proposed action supports the County of San Diego (County) Sustainability Goal #1 to engage the community; Sustainability Goal #2 to provide just and equitable access; and Sustainability Goal #4 to protect the health and well-being of everyone in the region. This will be accomplished by addressing health and human services workforce shortages and enhancing diversity through the Live Well Center for Innovation and Leadership (LWCIL) and the Health Career Connection Regional Workforce Initiative, strengthening collaboration among education, healthcare, and community partners to expand equitable career pathways and build a skilled, diverse, and resilient workforce that meets the region's evolving health and human services needs. Through data-driven collaboration, shared learning, and coordinated systems change, the County and its partners will increase access to education, training, and employment opportunities for underrepresented and vulnerable populations, enhancing cultural responsiveness, advancing equity, and supporting the health and well-being of all San Diego County residents.

FISCAL IMPACT

Funds for this request are included in the Fiscal Year (FY) 2025-27 Operational Plan in the Health and Human Services Agency. If approved, this request will result in costs and revenue of approximately \$225,000 in FY 2025-26 and \$300,000 in FY 2026-27 for total costs and revenue of \$900,000 through FY 2028-29. The funding source is The California Endowment, through Health Career Connection. There will be no change in net General Fund costs and no additional staff years.

BUSINESS IMPACT STATEMENT

N/A

ACTION:

ON MOTION of Supervisor Montgomery Steppe, seconded by Supervisor Aguirre, the Board of Supervisors took action as recommended, on Consent.

AYES: Aguirre, Anderson, Lawson-Remer, Montgomery Steppe, Desmond

State of California)
County of San Diego) §

I hereby certify that the foregoing is a full, true and correct copy of the Original entered in the Minutes of the Board of Supervisors.

ANDREW POTTER
Clerk of the Board of Supervisors



Signed
by Andrew Potter