



THE RESERVE FOR ACCELERATED DISEASE RESPONSE (RADR)

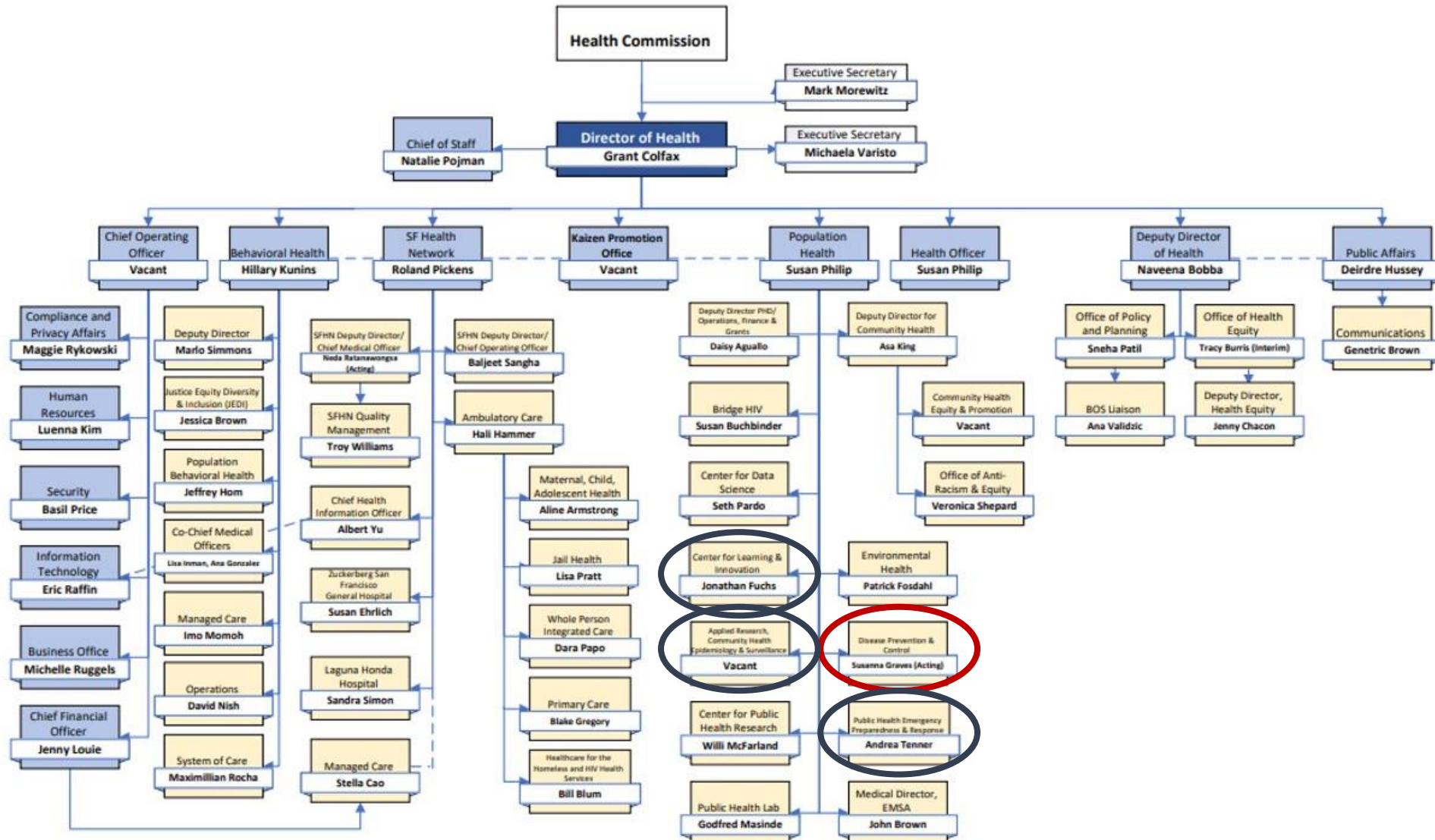
Health Commission, July 16, 2024

Julia Janssen, RADR Medical Director
Joshua Cristantiello, RADR Program Manager
Jennifer Banta, RADR Training Coordinator
HIV/STI Prevention and Control Section



POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

Org Chart



Agenda

- The role of the Disease Intervention Specialist Workforce
- Need for Strengthening the Workforce
- Funding
- RADR's Mission and Org Chart
- RADR Projects
- Conclusion



A close-up photograph of a healthcare worker wearing a blue surgical cap, a blue face mask, and a clear face shield. The worker is wearing blue gloves and is holding a white swab stick. The background is a blurred clinical setting. The text 'Mpox and COVID made headlines' is overlaid in white on the left side of the image.

Mpox and COVID made headlines

The Disease
Intervention Specialist
Workforce is our
city's first line of public
health response to
infectious disease



Public Health Turnover Threatens Community Health and Safety

PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

+ + + + +
+ + + + +



THE PROBLEM

Nearly half of state and local public health employees left their organizations from 2017 to 2021, creating a **critical lack of skills and experience** across the nation.

WHO LEFT

46%

of state and
local **public health
employees**

77%

of employees with
<5 years' experience
at their organizations

74%

of employees
under age 35

The Call to Action

• Top reasons for leaving:

- Work overload
- Burnout
- Lack of advancement opportunities
- Stress
- Lack of support

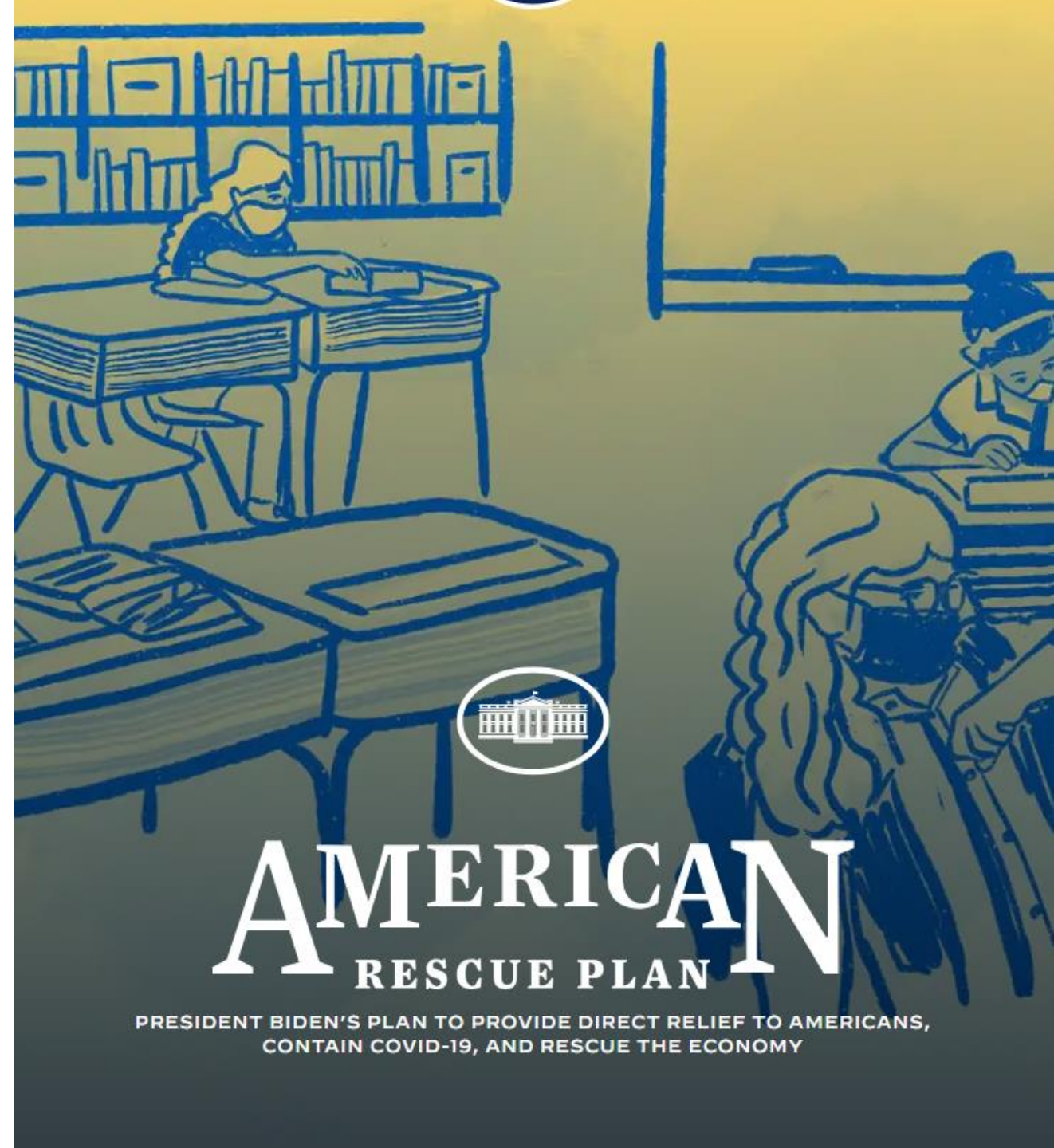


POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

Sources: Leider et al, *Health Affairs*, 2023; PWINS 2021

Strengthening the Disease Intervention Specialist (DIS) Workforce was recognized as a critical need

- In 2021, Congress signed the American Rescue Plan Act
- Included funding to strengthen the Disease Intervention Specialist Workforce in health departments



Reserve for Accelerated Disease Response's Mission

Strengthen

- Workforce expansion
- Training
- Metrics
- Surveillance systems

Prepare

- Simulations
- Plans
- Data
- Rostering

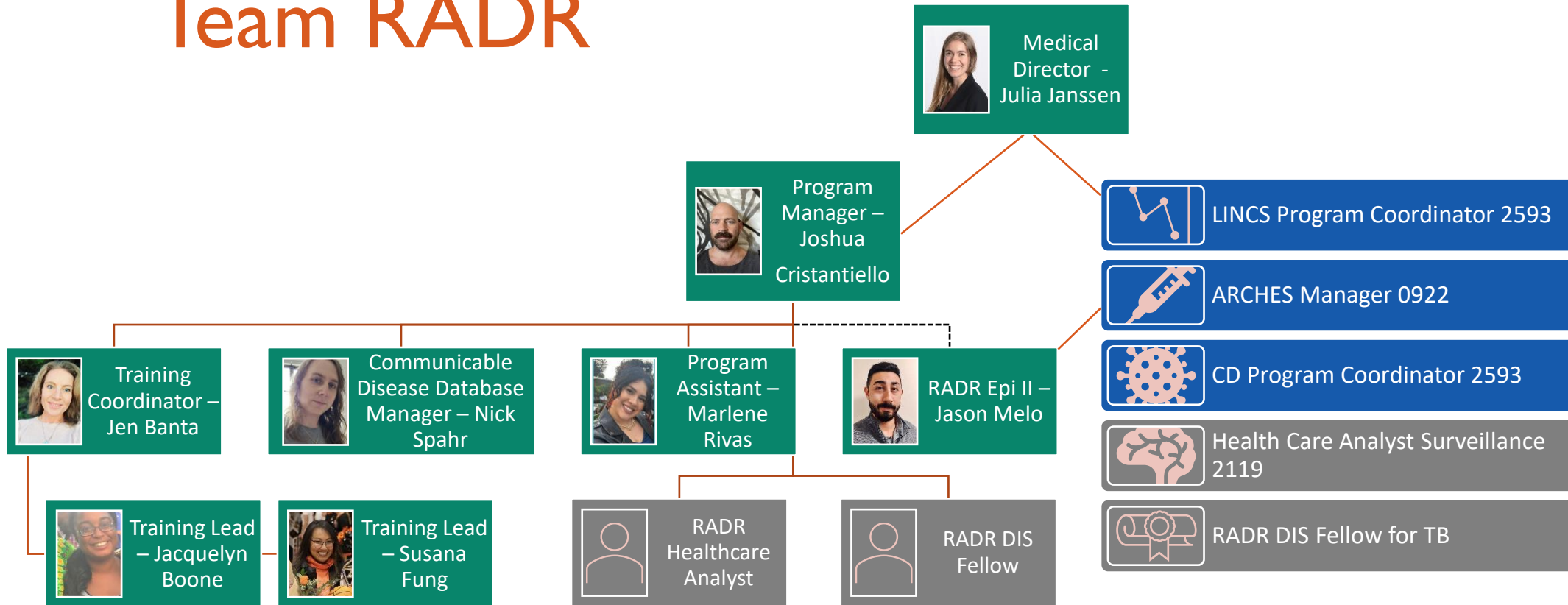
Respond

- Pivot to accelerate early disease response

**Evaluation and Quality Improvement
Racial & Health Equity**



Team RADR



Opportunity: Improve cross-unit collaboration and communication



Based on Allan, B. (2008). Knowledge creation within a community of practice

Measure of success:

- Since 2022 RADR has hosted over 50 DIS Supervisors Community of Practice sessions
- Spring 2024 RADR launched inaugural meeting of DIS Community of Practice for staff



Opportunity: Create Engaging Standardized Training Content & Plans

Measure of Success:

- Developed 13 hours of content-based training
- 112 learners have completed 1 or more lessons on Communicable Disease
- Trained 14 staff across 2 teams with new onboarding manuals

Communicable Disease Control: Vector-Borne Diseases

0% COMPLETE

Vector-Borne Diseases (VBD)

Examples of VBDs

VBDs in California

Knowledge Check

Exiting the Course

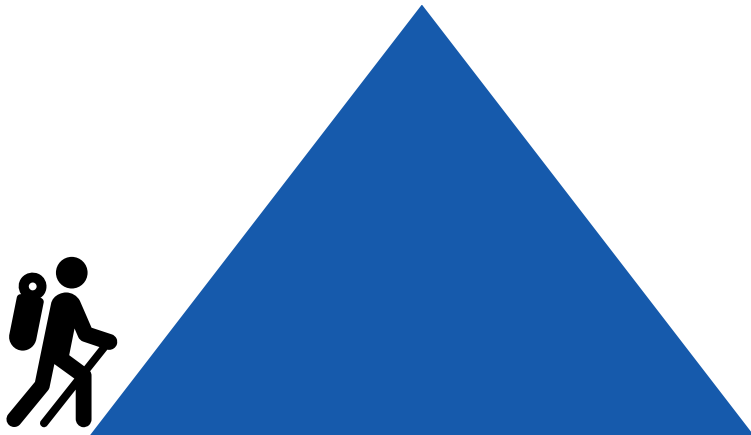
POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH
DISEASE PREVENTION & CONTROL



Opportunity: Transform the Workforce

Measure of Success:

- Digital literacy support for all new staff at LINCS and RADR
- Provided 75 units of training in resilience, retention and wellness



"As a new employee joining LINCS, I found the training manual to be incredibly beneficial... I appreciated the flexibility of being able to complete trainings at my own pace and having access to all of them simultaneously..." - LINCS

"...As a supervisor, I found the manual to be equally valuable. It enabled me to offer the same level of flexibility to the staff I brought on board, allowing them to learn and grow at their own pace." - LINCS

"This was the smoothest onboarding experience I ever had."

- RADR



POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

Opportunity: Provide Reserve Outbreak Capacity to Flex



Measure of success:

Two RADR staff deployed during mpox response:

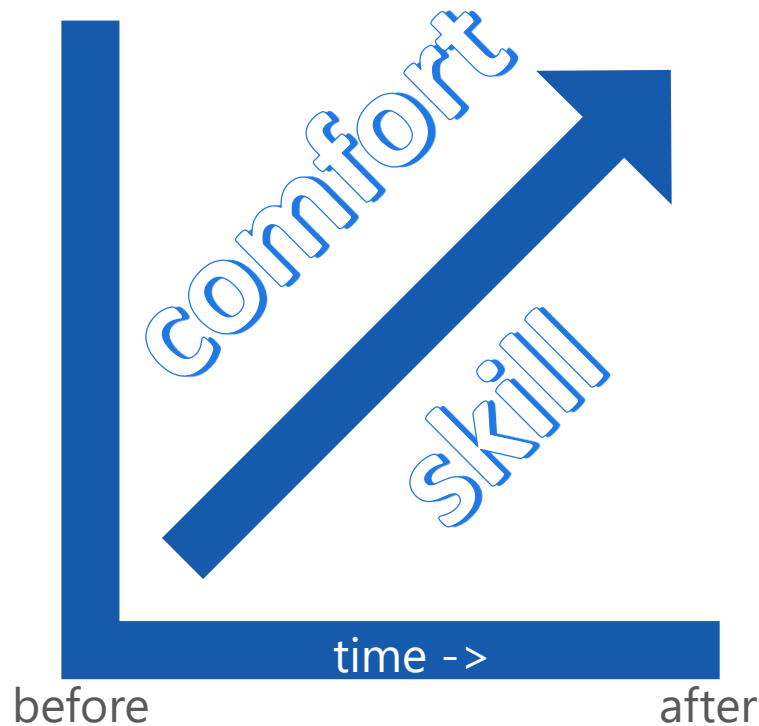
- Standard Work Library and Workflows
- File Directory
- Training
- Standard Operating Procedures



POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

Opportunity: Cross-train Communicable Disease Staff for Sexual Health Interviewing

Measure of Success:



Please rate your comfort level with the following domains as related to clinical interviewing:

Asking questions related to gender identity and sexual orientation

Taking a detailed sexual health history



Opportunity: Enhance Local Outbreak Preparedness

Measure of Success:

- Hosted COVID-19 Outbreak Variant Simulation in June 2022 with SFDPH and SNFs
 - 83% of respondents were “better able to respond to an outbreak” after participating
- Hosted Ceftriaxone Resistant Gonorrhea Simulation in November 2022
 - Post-test showed increase in preparedness

Drug-resistant *Neisseria gonorrhoeae*

Centers for Disease Control and Prevention



POPULATION HEALTH DIVISION
SAN FRANCISCO DEPARTMENT OF PUBLIC HEALTH

Slide 15

Loss of funding puts work at risk

- Our funding was bundled in with COVID-19 relief funds as part of the American Rescue Plan Act
- Year 4 and 5 of funding rescinded as part of federal debt ceiling deal
- We have until 2/28/2026 to spend remaining funds
 - Working to move team to other funding where possible
 - Looking for new funding
 - Likely will need to significantly narrow focus in coming years



Conclusions

- The DIS Workforce is the first line of public health response
- The RADR Team is committed to
 - **Strengthening** the DIS Workforce, filling in essential gaps
 - **Preparing** the DIS Workforce for the next outbreak
 - **Responding** during the next outbreak to provide surge support
- Infrastructure to support DIS is critical to public health preparedness
- In an increasingly interconnected world, we know we must be ready
- And the response – it starts at the local level



Thank You! Questions?

