

REQUEST FOR APPLICATIONS (RFA)
Applications for Pilot Site Opportunity
to Implement Joy in Work Framework
Due by 11:59 PM EST
Friday, February 2, 2024

Summary Information

Project Title: Joy in Work Pilot Site Implementation
Release Date: Wednesday, January 17, 2024
Application Due Date and Time: Friday, February 2, 2024
Selection Announcement Date: On or around Friday, February 9, 2024
Source of Funding: Centers for Disease Control and Prevention
Estimated Period of Participation: February 19, 2024 – June 30, 2024
Number of available awards: 5
Awards: 2 scholarships to NA360 2024 in Detroit, Michigan per site
Point of Contact for Questions Regarding this Application: Ashley Edmiston,
AEdmiston@naccho.org

Background

Overview

NACCHO is the voice of the approximately 3,300 local health departments (LHDs) across the country. These city, county, metropolitan, district, and Tribal departments work to protect and improve the health of all people and all communities. NACCHO provides resources to help LHD leaders develop public health policies and programs to ensure that communities have access to the vital programs and services people need to keep them protected from disease and disaster. Additionally, NACCHO advocates on behalf of LHDs with federal policymakers for adequate resources, appropriate public health legislation, and sensible policies to address the myriad of challenges facing communities.

Joy in Work is a framework and toolkit created by the Institute for Healthcare Improvement and adapted by the National Association of County and City Health Officials (NACCHO) for use in Local Health Departments. Joy in Work aims to understand the impediments to what brings meaning and purpose to work and provides evidence-based interventions to manage these and affect positive change at all levels of an organization. NACCHO is committed to responding to the data from the Public Health Workforce on burnout and high levels of stress with the implementation of a Joy in Work pilot program. The current toolkit can be accessed here on NACCHO's webpage <https://www.naccho.org/blog/articles/new-resource-the-joy-in-work-toolkit>.

Joy in Work Implementation

NACCHO will select five (5) local health departments who are willing to implement the Joy in Work framework within their agencies to participate in this project. A consultant Cornett Improvement and Development, LLC has been selected to develop an implementation guide and subsequent materials for utilization among LHDs to support uptake and use of the Joy in Work framework within health agencies. In addition to the implementation guide, a series of skill-

building workshops will be developed and delivered to assist health agencies in developing the skills and knowledge to understand and apply the framework.

The chosen LHDs will utilize the implementation guide to work with their staff on having one-on-one “what matters to you?” conversations, discovering impediments to joy in the workplace, and create shared commitments to tangible actions in response to expressed need.

The target audience is mid-level managers at LHDs across the country who are interested in the Joy in Work toolkit and are committed to collaborating with other LHDs to incorporate the principles, framework, and tools from Joy in Work with their staff. We are looking for a geographically diverse range of health departments that vary in size and demographics.

Activities and Timeline

Participants will be expected to engage in the following activities:

- **Kick-off call:** This meeting will take place in February 2024, and will include all selected LHD sites, NACCHO, and the consultant. As part of this meeting, there may be some additional information gathering about your organization to learn more about the needs of LHD sites around implementing the Joy in Work framework.
- **Monthly skill-building workshops (3):** These one-hour workshops will take place from March 2024 – May 2024 and focus on skills needed to implement the framework within your team and organization.
- **Monthly coaching calls:** These one-on-one calls will take place from March 2024 – June 2024 and will provide a more individualized approach to implementation.
- **Evaluation activities:** Each LHD should expect to contribute to all data gathering efforts, which may include information gathering during February and March as well as a post-activity survey in June 2024.
- **Stories from the Field:** Each LHD will be asked to provide an overview of challenges, successes, lessons, and best practices that arise over the course of the project. These will be compiled to create a series of “stories from the field” to share on the NACCHO website.

Total anticipated commitment is between 5-7 hours per month, which includes training, coaching, and individual implementation of activities. All workshops will be held virtually, and coaching calls will be scheduled individually.

Eligibility

Local health departments with demonstrated interest in 1) learning and implementing the Joy in Work framework, 2) testing interventions and holding conversations to understand what matters within their team and 3) working with their peers across agencies to understand impediments to Joy in Work and ways to sustain this work.

Up to 3 individuals may participate directly from each health agency as part of a core team, though one point of contact should be identified to act as the primary liaison with NACCHO and

the consultant. Selected LHDs are encouraged to expand their implementation efforts with additional staff but to ensure consistency and feasibility, we ask that no more than three (3) core team members join calls and trainings.

Selection Process

Each proposal will be reviewed on the following elements:

- **An interest and commitment to testing, adapting, and investing time to implement Joy in Work strategies that fit best in *your* workplace context.**
- **An interest and commitment to championing Joy in Work within your team and your LHD.**
- **A basic understanding of the difficulties that may arise when addressing employee work perceptions, an ability to articulate needs to overcome those challenges, and willingness to problem solve and innovate to overcome the challenges.**
- **Clear stated benefits you anticipate for you and your team (or LHD) as part of participating in this learning experience.**

While geography and demographics will not be scored, they will be considered during the review process to ensure a variety of health agencies are represented.

Application Requirements

Step 1. Review the requirements and expectations outlined in this RFA.

Step 2. Submit an application, as a single PDF file. No applications will be accepted by mail or fax. Applications are due by Friday, February 2. Email your application to aedmiston@naccho.org with the subject line “Joy in Work demo site, <name of your health department>”

Step 3. Include, in the proposal, the following information:

A. Applicant Information

1. Organization Name, Street Address, City/State/Territory, Zip Code
2. Lead project contact (designated project contact for all matters pertaining to the project): Name, title, email, phone
3. Names of (up to 2) additional team members who will participate as part of the core team: Names, titles, emails, phone

B. Content (should not exceed 3 pages)

1. Why is this opportunity of interest to you? Describe what you hope to achieve individually in your own professional growth AND what you hope to achieve within your team and/or organization by implementing the Joy In Work framework.
2. How does this initiative align with your team and organizational purpose and strategies?
3. What challenges or opportunities exist in your current work environment that could positively benefit by implementing the Joy In Work framework?
4. What involvement have you had in initiatives targeting organizational culture change and staff engagement and support? Describe your experience, highlighting key lessons learned.
5. What challenges do you anticipate arising as you implement the Joy in Work framework? Describe how you might navigate and adapt to these challenges. What strategies will you use to stay focused on your goals?

Key Dates

Event	Date
Release of RFA	Wednesday, January 17, 2024
Close of RFA submission window	Friday, February 2, 2024
Anticipated notice	Friday, February 9, 2024
Content Delivery Initiation	Monday, February 19, 2024
End of Project Period	Sunday, June 30, 2024