



**San Francisco  
Department of Public Health**

**DHRPSC0001793 : High School Behavioral Health Workforce  
Development Program**

**Department Project Manager:** Kimberly Ganade, MSW, Program Manager,  
Behavioral Health Services Act

**DPH Division – Section:** SFDPH – BHS, Office of Justice, Equity, Diversity, and  
Inclusion/Behavioral Health Services Act

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**Civil Service Commission**

**December 1, 2025**

## PSC REQUEST OVERVIEW: HIGH SCHOOL BEHAVIORAL HEALTH WORKFORCE DEVELOPMENT PROGRAM

- **Scope of Services:** Teach students understanding of integrated lab approach with health/behavioral health care John O'Connell High School. Combined instruction with community-based organization for project-based learning. The program offers career exposure, academic support, wellness/wrap around services and youth leadership development opportunities for students.
- **Need of Services:** This process is critical to DPH's overall public mental health/behavioral health workforce development pipeline as San Francisco does not fund a high school program pipeline. In-house high school programs have liability issues because of clearance regulations.
- **Service Delivery Locations:** Departments and clinics within DPH during normal business hours.
- **Service Delivery Timeline:** FY 2025 - 2031
- **Clients to be Served:** 80 students to be served annually

## WHY THIS PSC SUPPORTS DPH'S MISSION

- **Background and Service History:** The partnership between the Department of Public Health (DPH), the San Francisco Unified School District (SFUSD) and an expert organization of mental health/behavioral health workforce development is unprecedented and is vitally needed to ensure that San Francisco's healthcare industry's labor market is properly and competitively prepared to accommodate the level of patient/client care required in the next 5-10 years by placing students with internship rotations by job shadowing different health/behavioral health professionals.
- **Why Contracting is the Right Tool for This Need:** The behavioral health workforce development program requires specialized expertise that is not available within existing City classifications, particularly for delivering services in a school setting to unserved and underserved high school students.
- **How This Supports DPH Programs:** This PSC supports DPH programs by funding the High School Behavioral Health Workforce Development Program at John O'Connell High School, which introduces underserved students to mental and behavioral health careers.
- **PSC Amount:** \$1,738,706
- **PSC Duration:** 60 months



**THANK YOU**

