

Health and Human Services: Alignment Summary

-March 2022-

The Iowa Departments of Public Health (IDPH) and Human Services (DHS) are working to become one, single department. For nearly a year, the Departments have been working with Public Consulting Group (PCG) on 'the Alignment Project.' This project aims to:

- Align and integrate programs, practices and policies to improve delivery of services and most effectively leverage funding.
- Create an organizational structure that optimizes delivery of services, supports efficiency for staff, and integrates the departments' programs and services with community and other available resources.
- Utilize gained efficiencies and better leverage resources to reinvest in our system and drive improved outcomes for Iowans.

WHY NOW?

There are extensive connections between Iowa's public health and human services efforts to help all Iowans live safe, stable, and healthy lives. It's become clear we can serve Iowans more effectively and efficiently through:

1. An integrated organizational structure that brings like functions and services together
2. Shared direction among state staff and partners and shared connection with the big picture
3. A welcoming and efficient 'front door' to health and human services
4. Closed loops and warm handoffs to connect Iowans seamlessly to services and supports that are right for them
5. Improved use and integration of data to make informed decisions and provide seamless service to Iowans



WE'VE REACHED A KEY MILESTONE.

The Final Change Package is being released in March of 2022. The Final Change Package is a package of changes aimed at moving toward the ultimate vision of a fully aligned Iowa health and human services system, starting with the integration of Iowa's Departments of Public Health and Human Services that will begin in July 2022.

THE FINAL CHANGE PACKAGE:

Is...	Is not...
A set of change initiatives toward bringing together Iowa's Departments of Public Health and Human Services	A list of ways that the two agencies can work together while remaining separate
A prioritized collection of opportunities to work together more closely to benefit Iowans	A comprehensive inventory of all public health and human services programs and services in Iowa
A series of efforts that will take place across multiple years	A detailed implementation plan that will go live on July 1, 2022
The result of in-depth analysis by 70+ staff members and input from 500+ Iowans	The opinion of just a few people
The jumping off point for an ongoing continuous improvement effort	A rigid set of changes to move through in lockstep

SUMMARY OF MAJOR IMPACT AREAS:

1. Implement an **integrated organizational structure** that brings like functions and services together
2. Establish **shared direction and connection with the big picture** through routinized cross-training, collaboration, and continuous improvement
3. Draw on existing tools, partnerships and other assets to present Iowans with a **welcoming and efficient 'front door'** to health and human services
4. **Closed loops and facilitate warm handoffs** to connect Iowans seamlessly to services and supports that are right for them
5. **Improve the use of data** to enable data integration, informed decision making, and seamless service to Iowans

WHAT'S NEXT?

2021-2022	2022	2022-2023	2023-2024	2025+
Explore and Analyze	Prepare and Establish Foundation	Launch and Pilot	Scale and Broaden	Routinize and Continuously Improve

By June 30, 2022

- Identify, scope and begin the work of building the administrative foundation for the new department.
- Expand the Functional Organizational Chart to a detailed Table of Organization so staff understand reporting structures for the new department.

July 1, 2022 and Beyond

- On July 1, 2022, state legislation is anticipated to establish a transition department of health and human services.
- Identify, scope, and plan a sequence of projects, with staff engagement, to start implementing priority recommendations in the Final Change Package, recognizing full integration of the agencies will take time (months or even years to fully implement).
- Begin implementation of the new table of organization.

We plan to communicate to all staff and partners across the new organization and Iowa's larger health and human services community throughout this process.