

PH|WINS

Public Health Workforce
Interests and Needs Survey

INTRODUCTION

The de Beaumont Foundation and the Association of State and Territorial Health Officials (ASTHO) convened an expert panel to develop and implement an innovative, national survey that measured the strengths, weaknesses, attitudes, skills, and beliefs of the public health workforce. The Public Health Workforce Interests and Needs Survey (PH WINS) was launched in 2014 and surveyed more than 23,000 state and local public health workers. As the first nationally representative sample of individual perspectives from public state health agency workers across all programs, levels, and geographic areas, the final product is an effective roadmap for the field's future development. The following infographics highlight major findings from the survey.

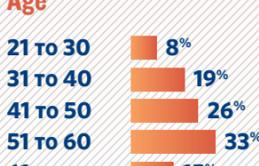


WHO IS PUBLIC HEALTH?

Gender



Age



Educational Attainment



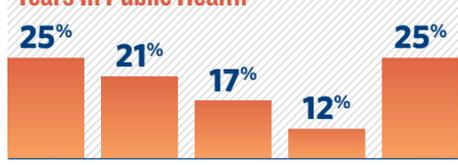
Race & Ethnicity



Position Type



Years In Public Health



PAY

Median Annual Earnings Fall Between



Difference in Median Earnings by Degree



40% of the employees in state governmental public health agencies reported being somewhat or very dissatisfied with their pay.

Average Yearly Pay



WOMEN MEN

After matching on seniority, experience, educational attainment, and other demographic characteristics within a state, on average, women earned 90 to 95 cents on the dollar compared with men. This gap grows considerably among women who have higher levels of supervisory status.

Employees of color also earned 90 to 95 cents on the dollar compared with their non-Hispanic white colleagues.

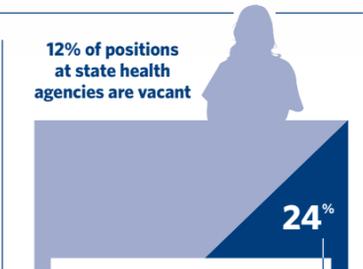
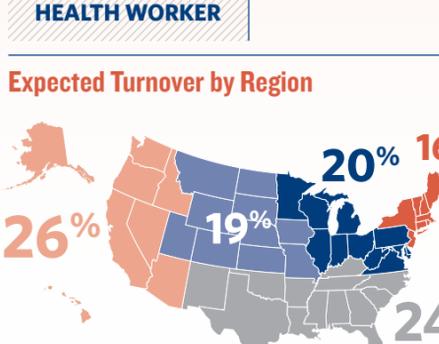
WORKFORCE TURNOVER

48
AVERAGE AGE OF STATE PUBLIC HEALTH WORKER

38%
plan to leave governmental public health before 2020

18%
of workers intend to leave their job within 1 year

Expected Turnover by Region



WORKFORCE RETENTION

There's a lot that can be done beyond increasing pay to make people stay. **Job satisfaction and organizational satisfaction** also play a large role.



Actions That Can Influence Job Satisfaction

Job satisfaction dramatically increases when workers receive the following support (in priority order):

- ### Supervisory Support
- Good working relationship
 - Treated with respect
 - Support employee development
 - Opportunities to demonstrate leadership skills
 - Work well with people of difference backgrounds

- ### Organizational Support
- Creativity and innovation are rewarded
 - Training needs are assessed
 - Training to fully utilize job-related technology
 - Good communication between leadership and employees
 - Reasonable workload

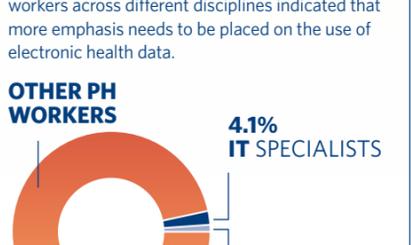
WORKFORCE TRAINING & SKILLS

Executives and Employees Agreed the Top 3 Training Needs Are:

- Influencing policy development
- Understanding the relationship between a new policy and many types of public health problems
- Assessing the broad array of factors that influencing specific public health problems

Roughly 1 in 2 respondents indicated that health departments provide sufficient technology training for the current workforce.

Although Public Health Informatics (PHI) is a very small segment of the public health workforce, workers across different disciplines indicated that more emphasis needs to be placed on the use of electronic health data.



Most Important Skills Identified by Workers



Percent of Workers Aware of Emerging Trends

