2017 NATIONAL FINDINGS

PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

PH WINS
Despite high levels of job satisfaction, a large proportion of workers are **considering leaving their jobs in the next year**. Top reasons include dissatisfaction with pay, lack of opportunity for advancement, and workplace environment.

The majority of workers are satisfied with their jobs, but are **less satisfied with their organizations and even less so with their pay**.

Workers indicate a **high level of engagement**, but do not believe that creativity and innovation are rewarded or that communication between senior leadership and staff is good.

The **top areas of training needs** are budgeting and financial management, systems and strategic thinking, change management, and developing a vision for a healthy community.

Demographically, **the workforce is not representative of the nation** in terms of gender or age.
WORKFORCE DEMOGRAPHICS

- **U.S. WORKFORCE**: 51% Female, 49% Male
- **PUBLIC HEALTH WORKFORCE**: 21% Female, 79% Male
- **PUBLIC HEALTH EXECUTIVES BY GENDER**: 36% Male, 64% Female
  - For every 100 male workers, 4 reach the highest level of leadership.
  - For every 100 female workers, only 2 reach that level.

**Race/Ethnicity**
- **White**
- **Black/African American**
- **Hispanic/Latino**
- **Asian**
- **American Indian/Alaska Native**
- **2+ RACES**
- **Native Hawaiian/Pacific Islander**

**The workforce is well educated.**
- 30% have an advanced degree
- 14% have formal public health training despite a 300% increase in public health graduates since 1992.
INTENT TO LEAVE

NEARLY HALF of the workforce is considering leaving their organization the next five years.

22% plan to retire in the next five years
25% plan to leave in the next year for reasons other than retirement

Certain populations that are already underrepresented are poised to leave in large numbers in the next year:

- 32% of Millennials
- 34% of those with a degree in public health
- 31% of men
- 24% of women executives

Since 2014, there has been a 41% INCREASE in employees planning to leave their organization.

TOP 5 REASONS FOR LEAVING

- Inadequate Pay: 46%
- Lack of Advancement: 40%
- Workplace Environment: 31%
- Job Satisfaction: 26%
- Lack of Support: 26%
### What is Driving Engagement?

<table>
<thead>
<tr>
<th>Engagement Item (Top and Bottom 3)</th>
<th>Estimate</th>
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</thead>
<tbody>
<tr>
<td>I am determined to give my best effort at work every day</td>
<td>95%</td>
</tr>
<tr>
<td>The work I do is important</td>
<td>95%</td>
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<tr>
<td>I know how my work relates to the agency's goals and priorities</td>
<td>89%</td>
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<tr>
<td>Employees have sufficient training to fully utilize technology needed for their work</td>
<td>57%</td>
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<tr>
<td>Communication between senior leadership and employees is good in my organization</td>
<td>49%</td>
</tr>
<tr>
<td>Creativity and innovation are rewarded</td>
<td>44%</td>
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Training Needs

- Budget and Financial Management: 55%
- Systems and Strategic Thinking: 49%
- Develop a Vision for a Healthy Community: 45%
- Change Management: 43%
- Cross-Sectoral Partnerships: 38%
- Cultural Competency/Competence: 31%
- Data for Decision-Making: 28%
- Effective Communication: 18%
There is generally low awareness of the emerging concepts related to the orientation of public health practice, such as engagement of other sectors to advance health, compared to those that are related to specific practice, such as quality improvement and evidence-based public health practice. The majority of the workforce was aware of the following concepts: quality improvement (67%), evidence-based public health (62%), and public health and primary care integration (55%). The concepts with the lowest awareness are cross-jurisdictional sharing (48%), multi-sector collaboration (43%), and “Health in All Policies” (35%). Among staff who were aware of a given concept, most said the concept impacts their day-to-day job “some” or “a lot.”
SOCIAL DETERMINANTS OF HEALTH

PERCENTAGE OF EMPLOYEES WHO BELIEVE THEIR AGENCY SHOULD BE INVOLVED IN AFFECTING:

- Health Equity: 85%
- The Quality of Social Support Systems: 75%
- The K-12 System: 63%
- The Quality of Housing: 59%
- The Economy: 56%
- The Built Environment: 55%
- The Quality of Transportation: 53%