

A background network diagram consisting of numerous black nodes connected by thin blue lines, creating a complex web of connections. The nodes are scattered across the page, with some appearing more prominent than others. The overall aesthetic is clean and professional, suggesting a focus on interconnectedness and data.

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.

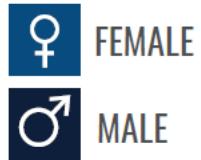
The majority of workers are satisfied with their jobs, but are **less satisfied with their organizations and even less so with their pay**.

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.

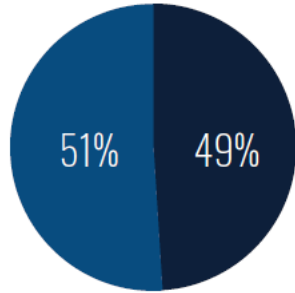
Demographically, **the workforce is not representative of the nation** in terms of gender or age.

WORKFORCE DEMOGRAPHICS

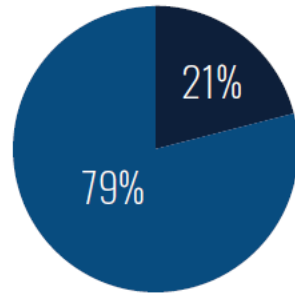


FEMALE

MALE

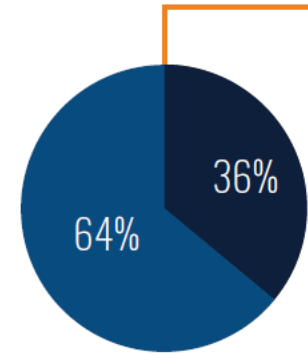


VS.



U.S. WORKFORCE

PUBLIC HEALTH WORKFORCE



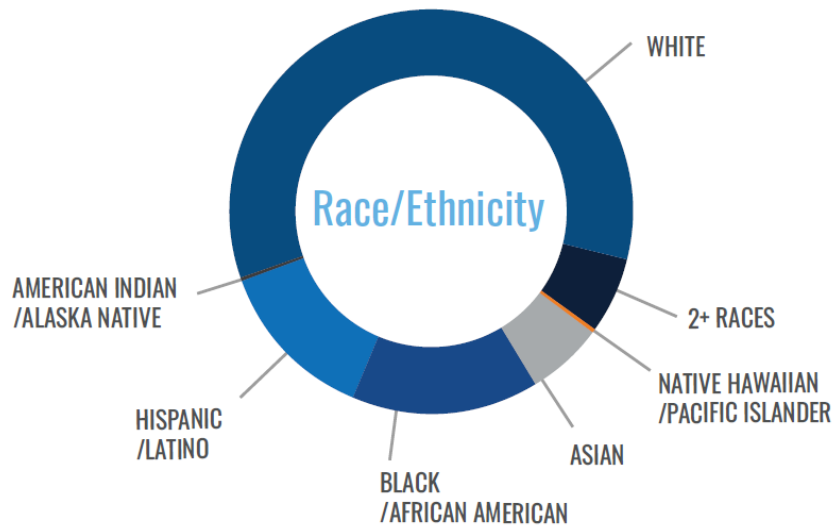
PUBLIC HEALTH EXECUTIVES BY GENDER



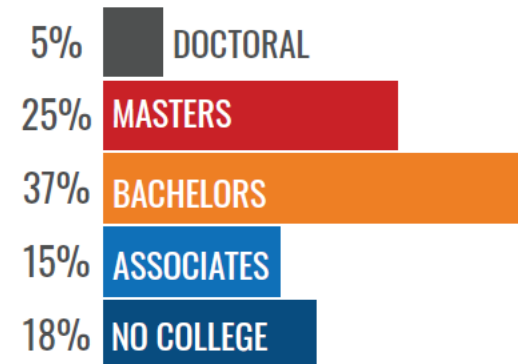
For every 100 male workers, **4 reach the highest level of leadership**



For every 100 female workers, **only 2 reach that level**



The workforce is **well educated.**



30%

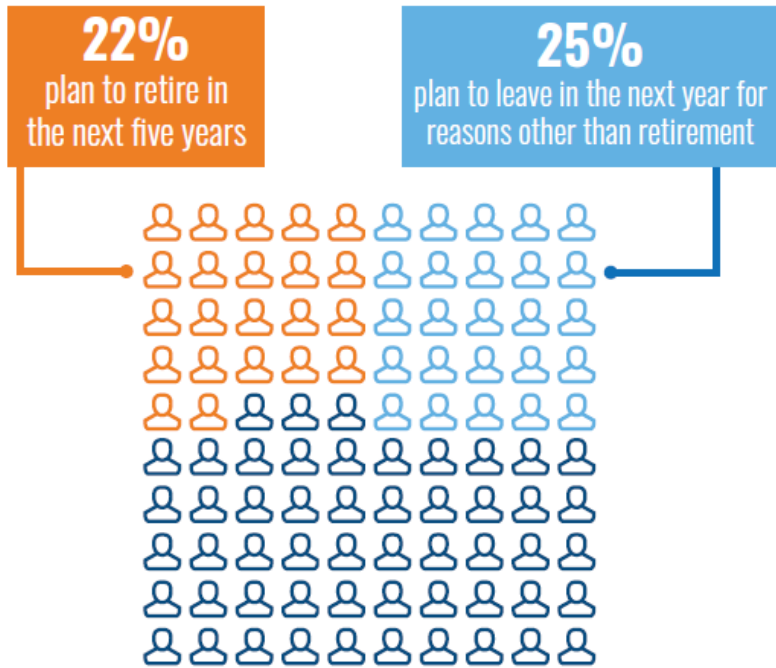
have an advanced degree



Only **14%** have formal public health training despite a **300% increase** in public health graduates since 1992.

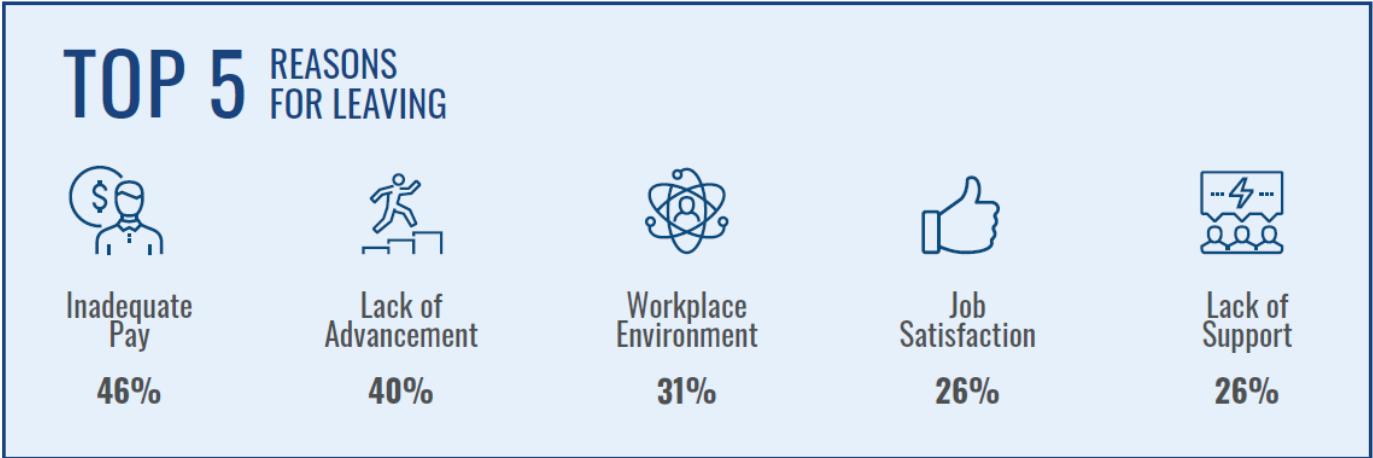
INTENT TO LEAVE

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



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

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



WHAT IS DRIVING ENGAGEMENT?



ENGAGEMENT ITEM (TOP AND BOTTOM 3)	ESTIMATE
I AM DETERMINED TO GIVE MY BEST EFFORT AT WORK EVERY DAY	95%
THE WORK I DO IS IMPORTANT	95%
I KNOW HOW MY WORK RELATES TO THE AGENCY'S GOALS AND PRIORITIES	89%
EMPLOYEES HAVE SUFFICIENT TRAINING TO FULLY UTILIZE TECHNOLOGY NEEDED FOR THEIR WORK	57%
COMMUNICATION BETWEEN SENIOR LEADERSHIP AND EMPLOYEES IS GOOD IN MY ORGANIZATION	49%
CREATIVITY AND INNOVATION ARE REWARDED	44%

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%

EMERGING CONCEPTS IN PUBLIC HEALTH

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:

