



Public Health Workforce Interests and Needs Survey

Presentation at Keeneland, 2015

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Purpose

- To inform future workforce development investments
- To establish a baseline to use for evaluation of future workforce development efforts

Design

- Representative sample of individual state health agency workers
- Pilot in local health departments (over 50 LHDs)
 - Washington
 - Wisconsin
 - South Carolina
 - Arkansas
 - Georgia
 - Mississippi
- Big City Health Coalition (14 big cities)

Methods

- Fielded online September – December 2014
 - Staff lists (states)
 - Staff lists or email from leadership (locals)
- 24 states elected census approach
- Approximately 53,000 survey invitations (25,000 central)
- Sampled without replacement
- Promoted via workforce champions
- Weighted to account for complex sampling design and non-response

PH WINS Topics

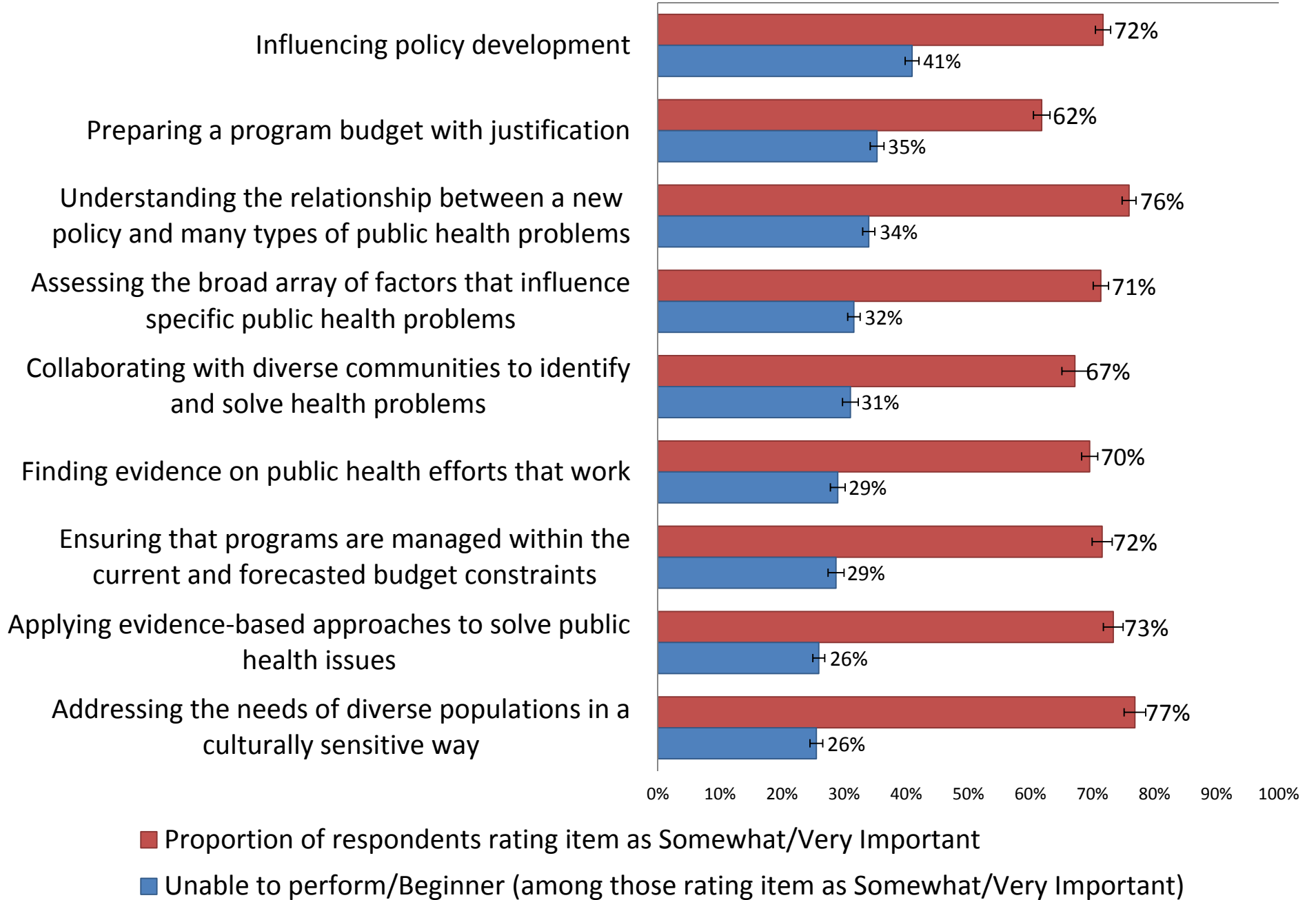
- **Training Needs**
 - Systems Thinking
 - Communicating Persuasively
 - Change Management
- **Workplace Environment**
 - Culture of Learning
 - Job Satisfaction
 - Worker Empowerment
- **National Trends**
 - Quality Improvement
 - Health Information Technology
 - ACA
- **Demographics**

Response

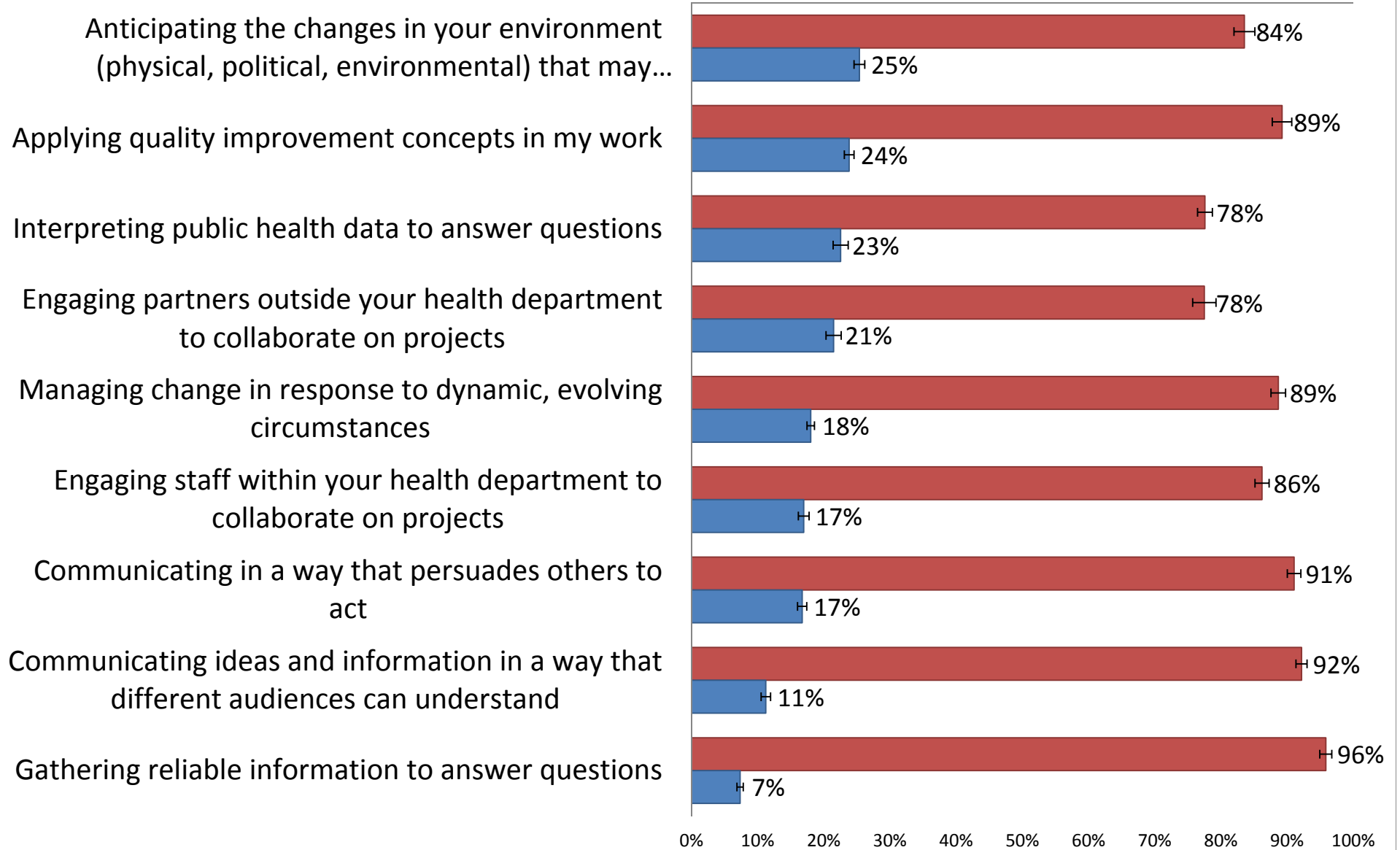
- Survey closed in December
- Over 23,000 responses
- More than expected from LHDs
- Overall response rate approximately 45%

Training Needs

Training needs by importance and ability



Training needs by importance and ability



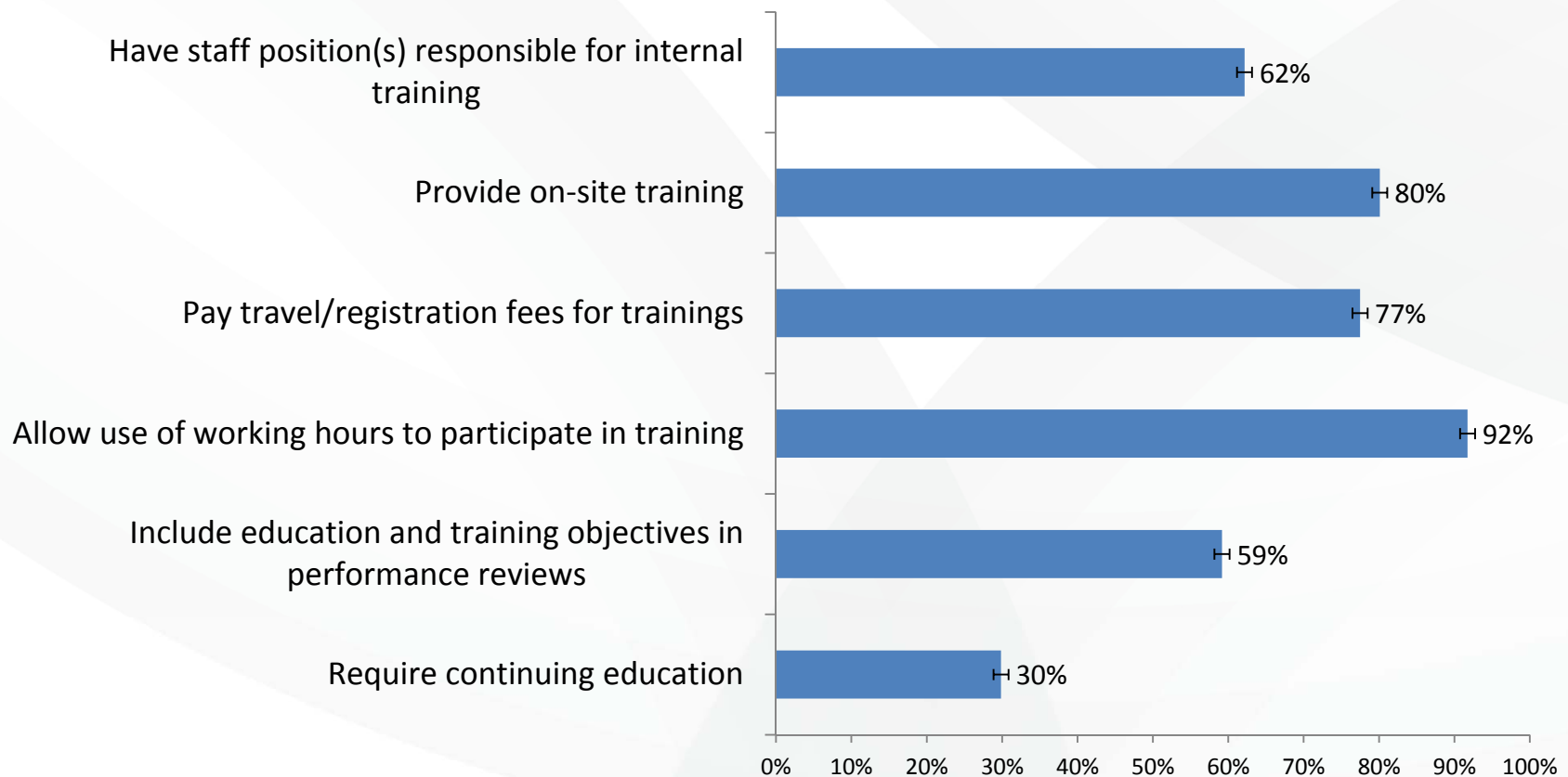
■ Proportion of respondents rating item as Somewhat/Very Important

■ Unable to perform/Beginner (among those rating item as Somewhat/Very Important)

Workplace Environment

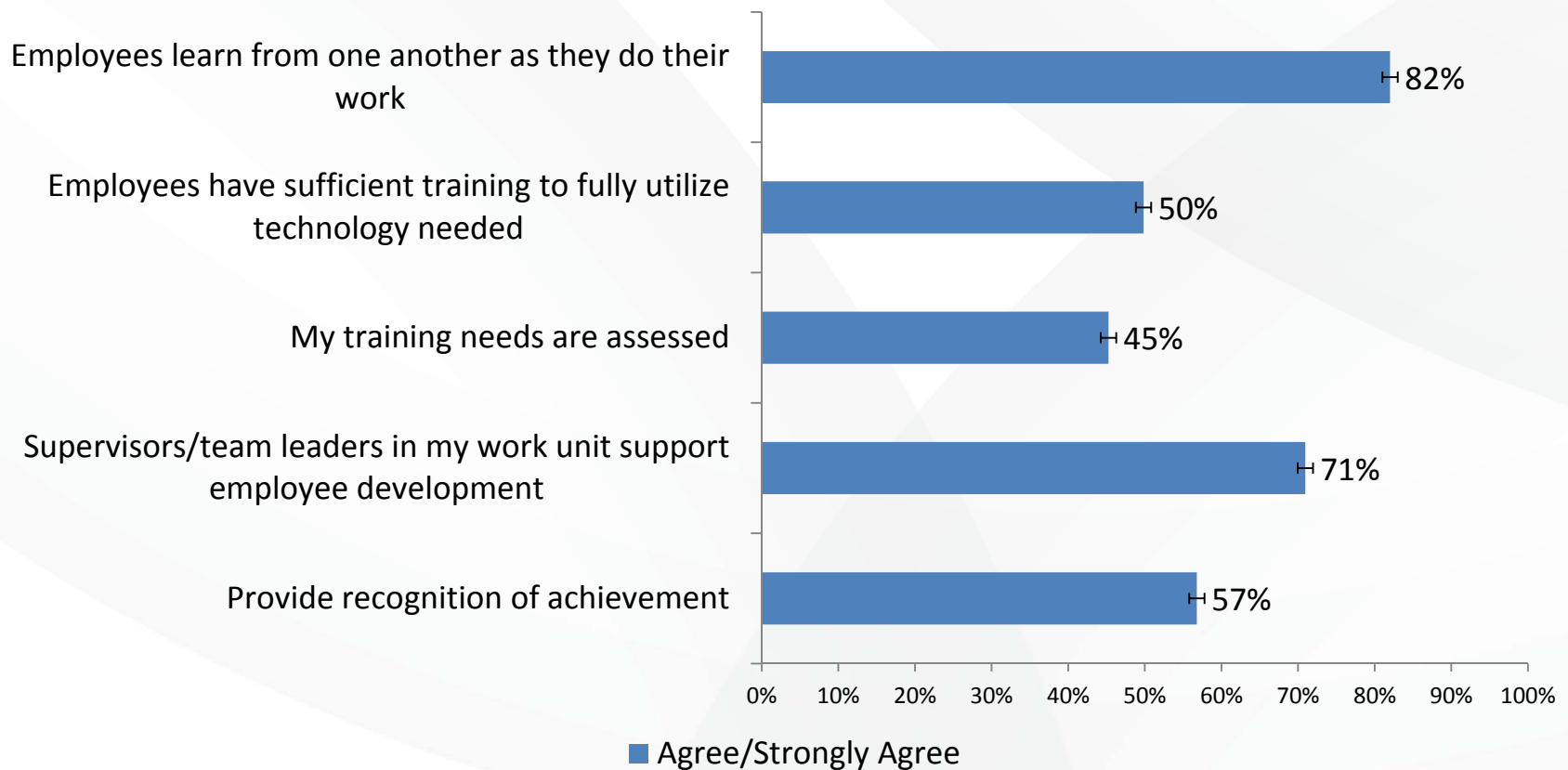
Culture of learning

Does your health department do any of the following?

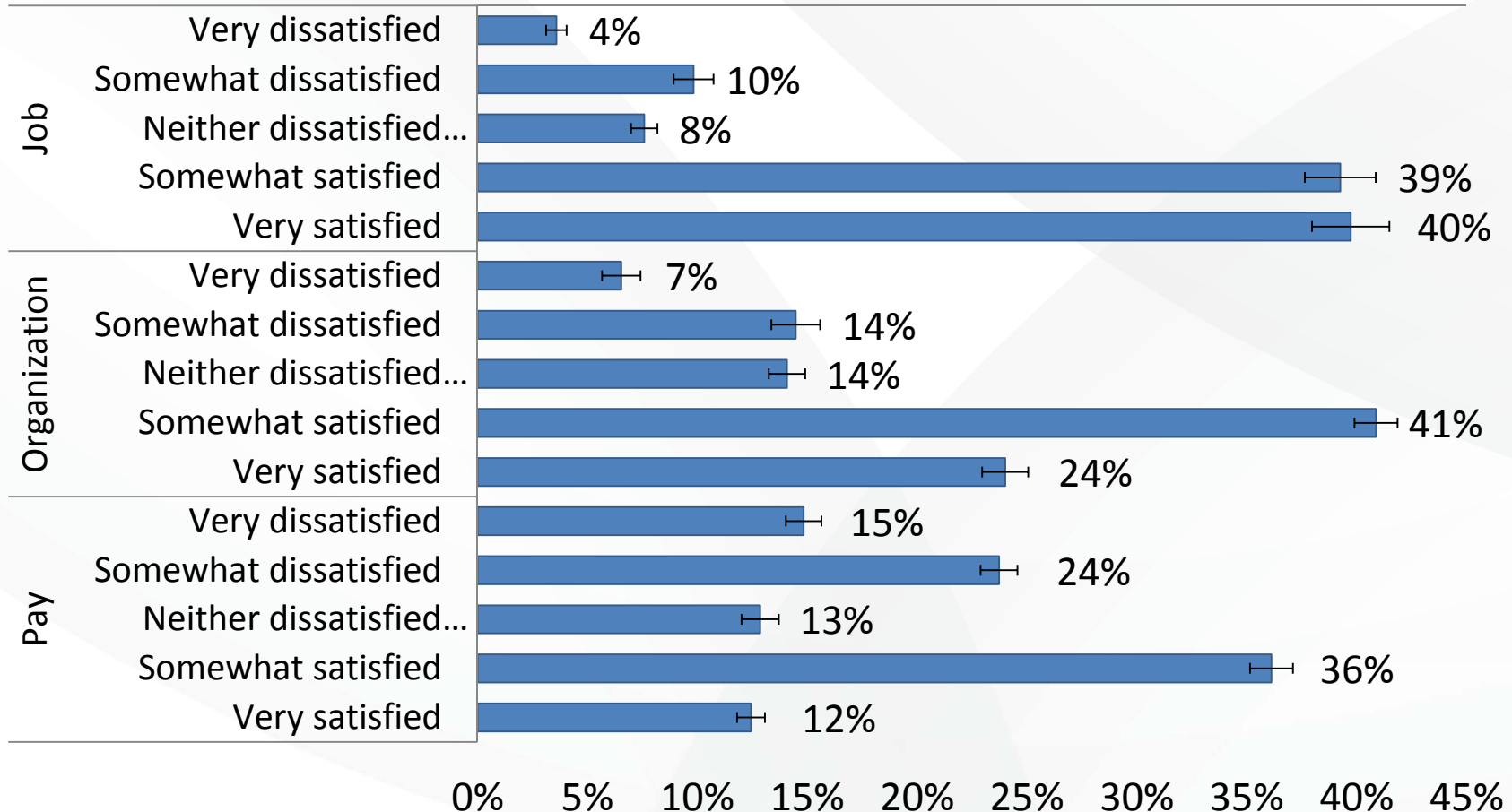


Culture of learning

Please rate your level of agreement with the following items



Job satisfaction



National Trends

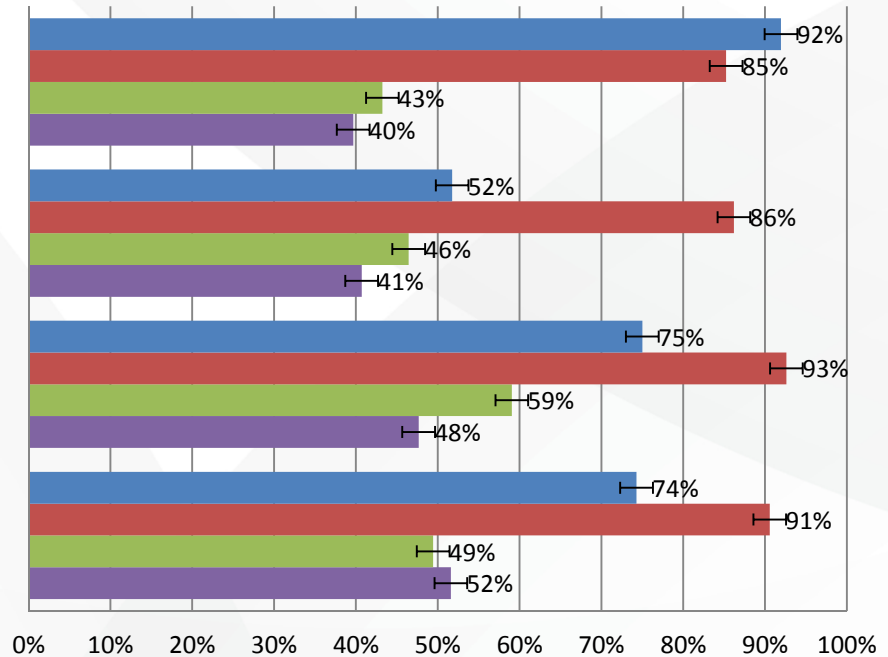
National trends

Implementation of the Affordable Care Act

Health in All Policies

Evidence-Based Public Health Practice

Public health and primary care integration



- Have heard of trend
- Trend is somewhat/very important to public health*
- Trend will impact my day-to-day work a fair amount/a great amount*
- More emphasis should be placed on this trend in the future*

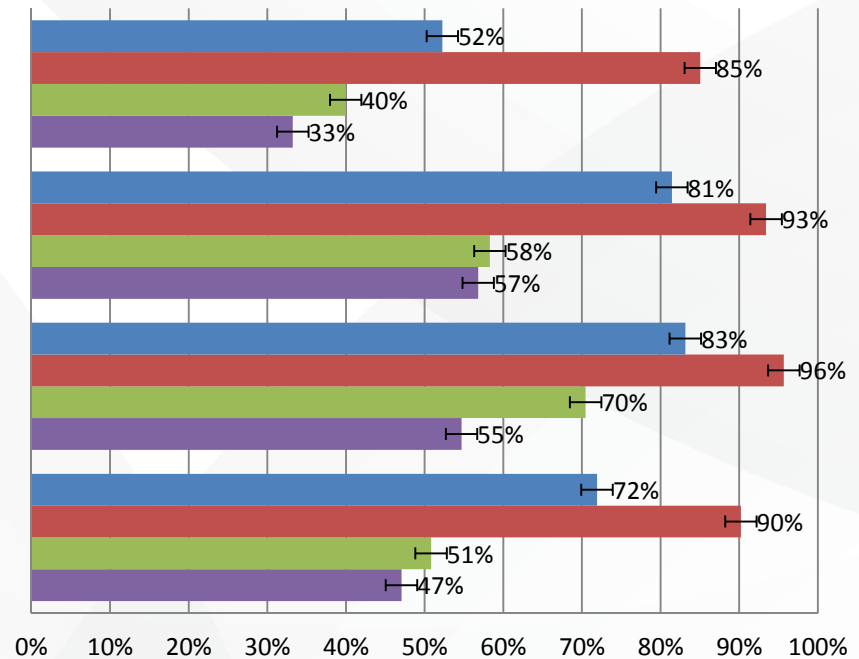
National trends

Public Health Systems and Services Research

Leveraging electronic health information

Fostering a culture of quality improvement

Cross-jurisdictional sharing of public health services

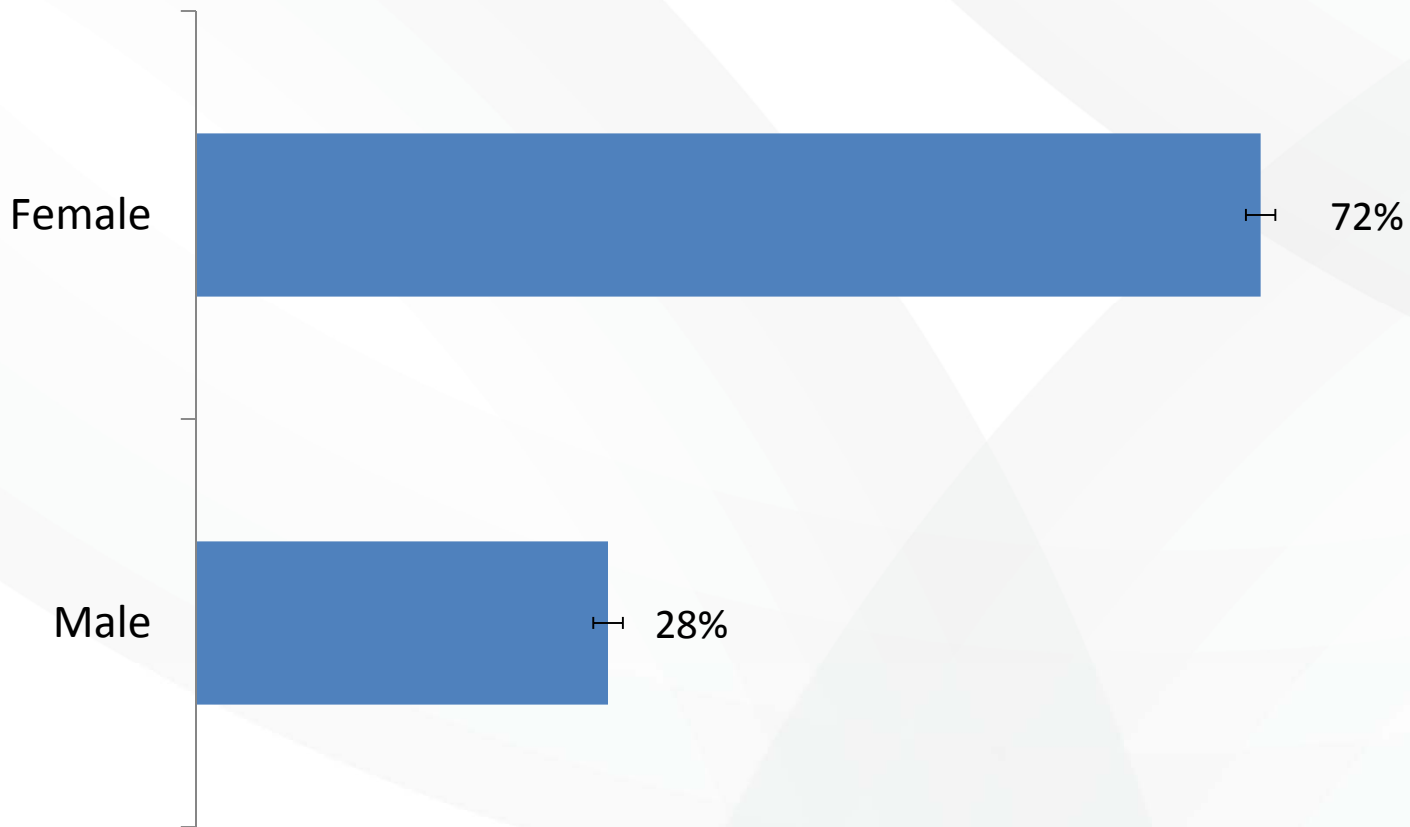


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Demographics

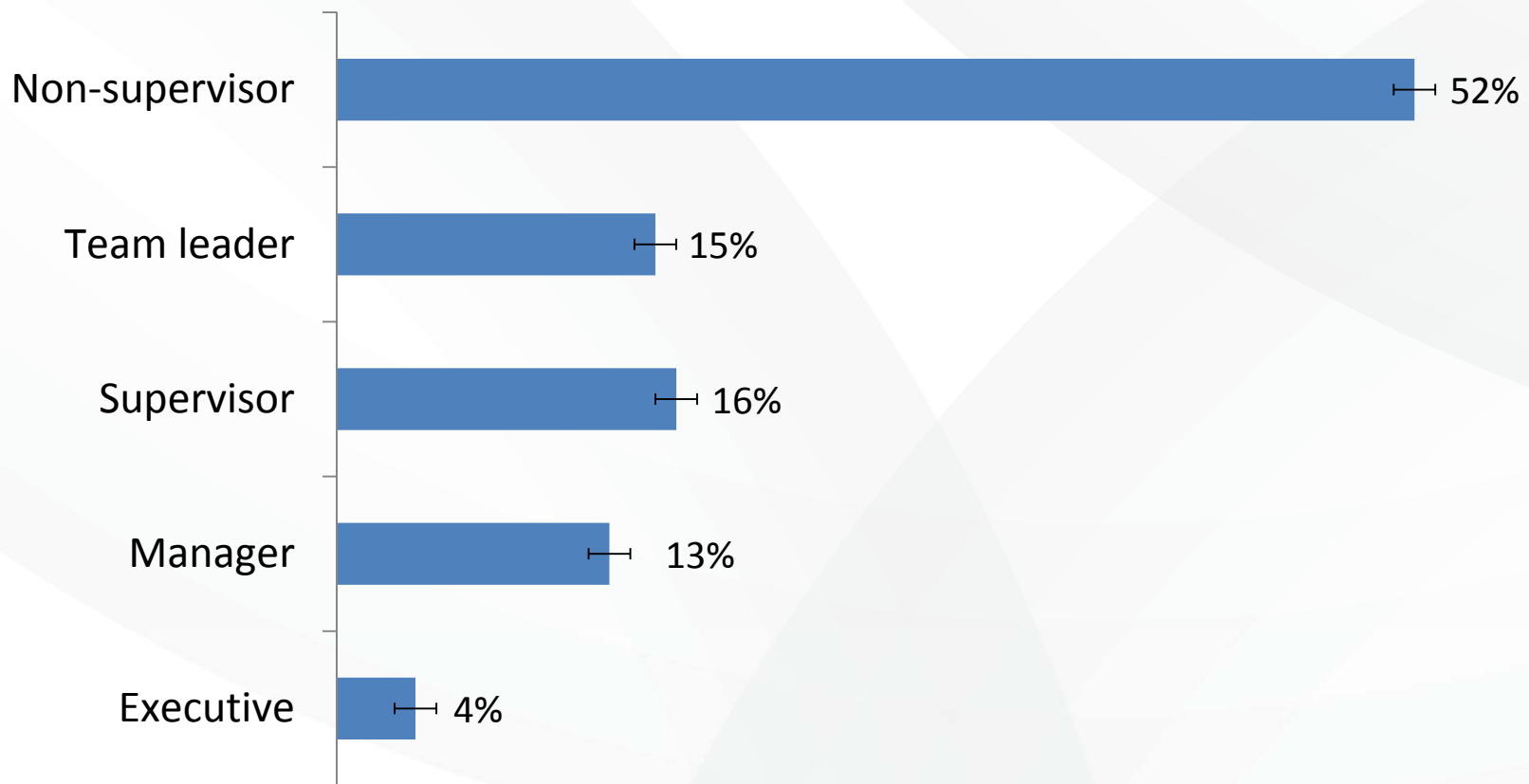
Gender

Proportion of workforce by gender



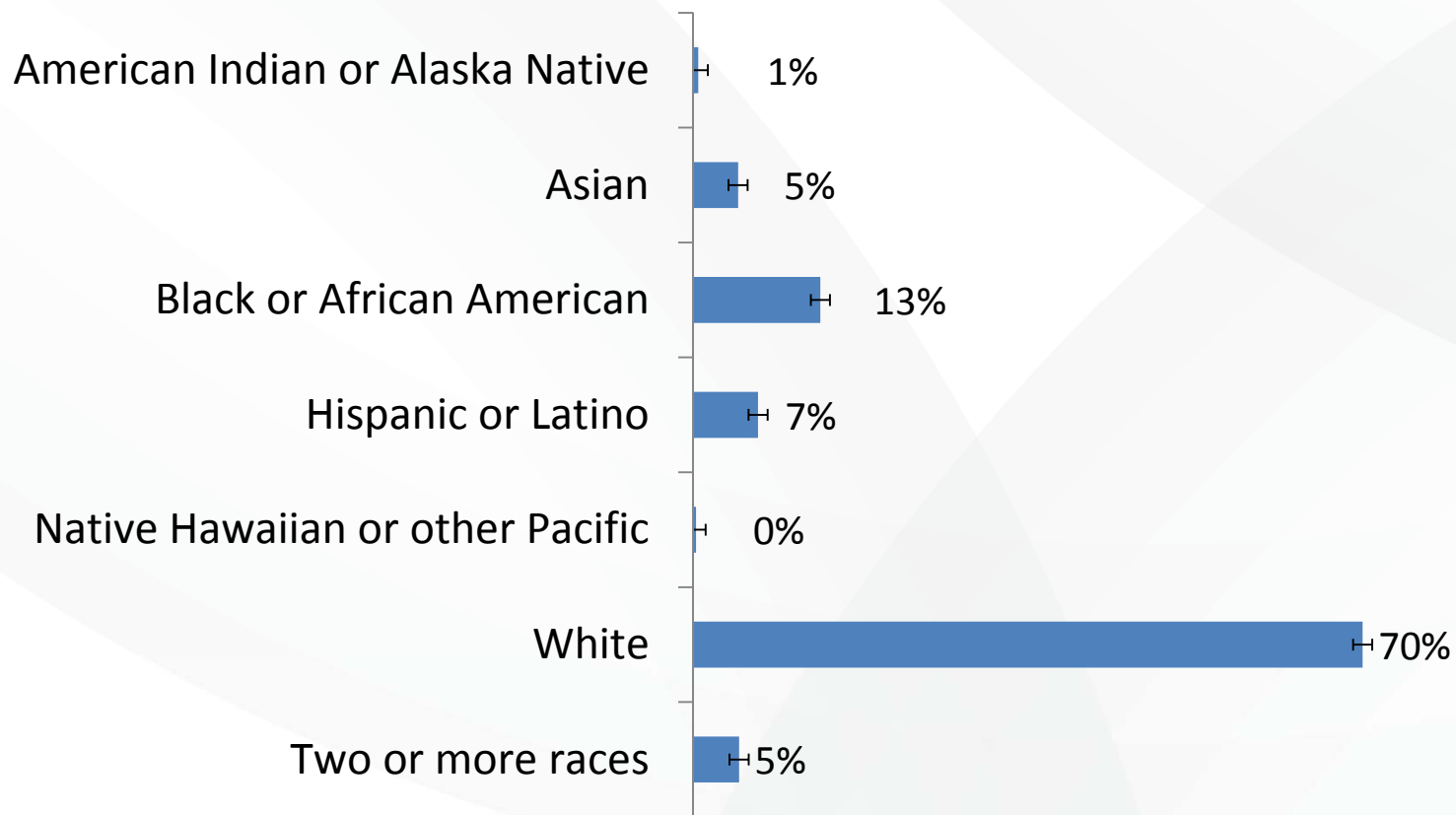
Supervisory status

Proportion of workforce by supervisory status



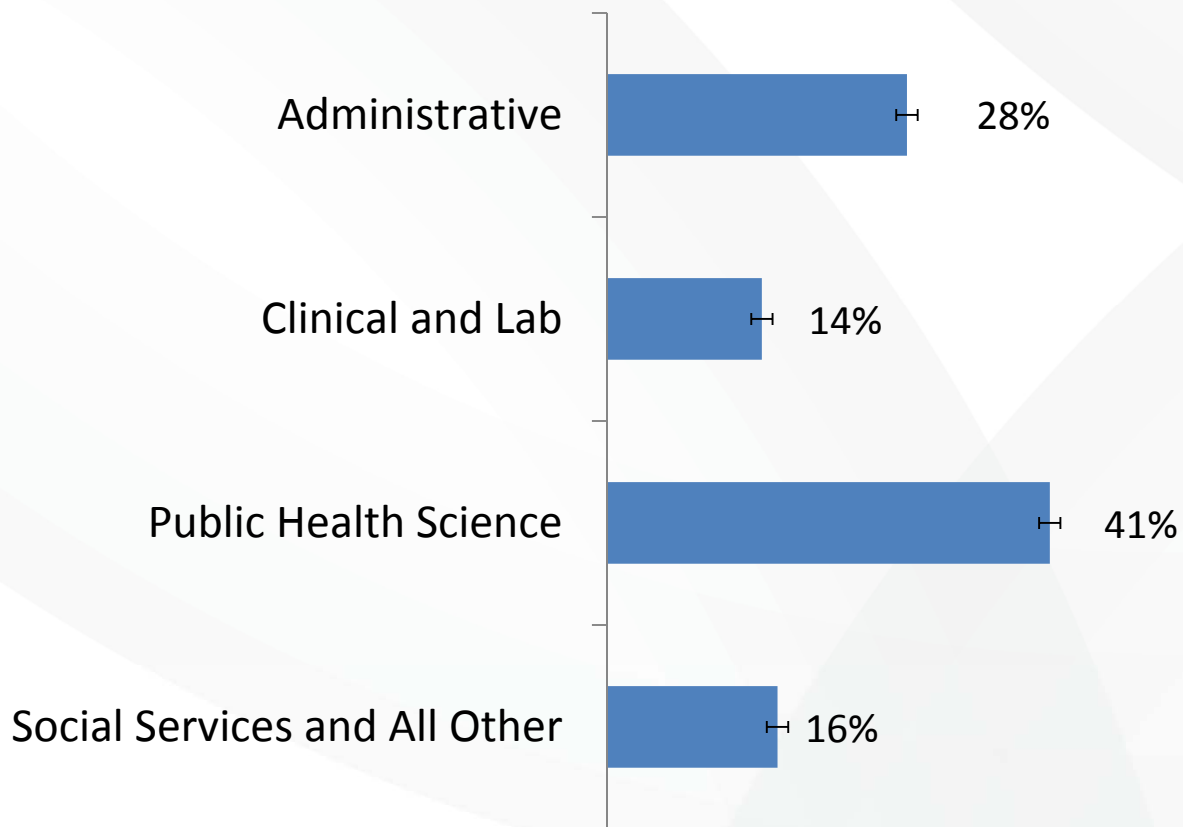
Race/Ethnicity

Proportion of workforce by race/ethnicity



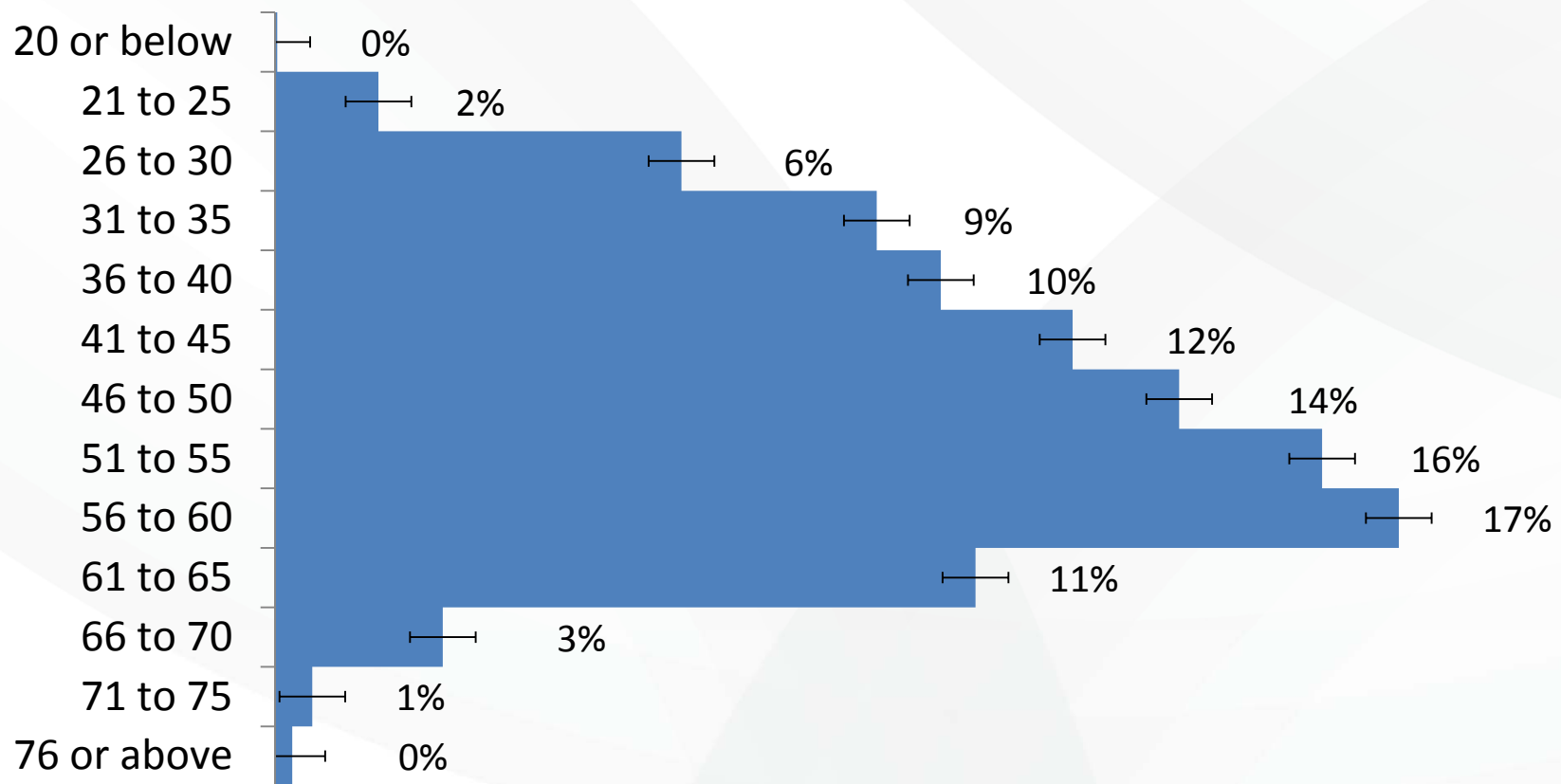
Workforce composition

Proportion of workforce by position type



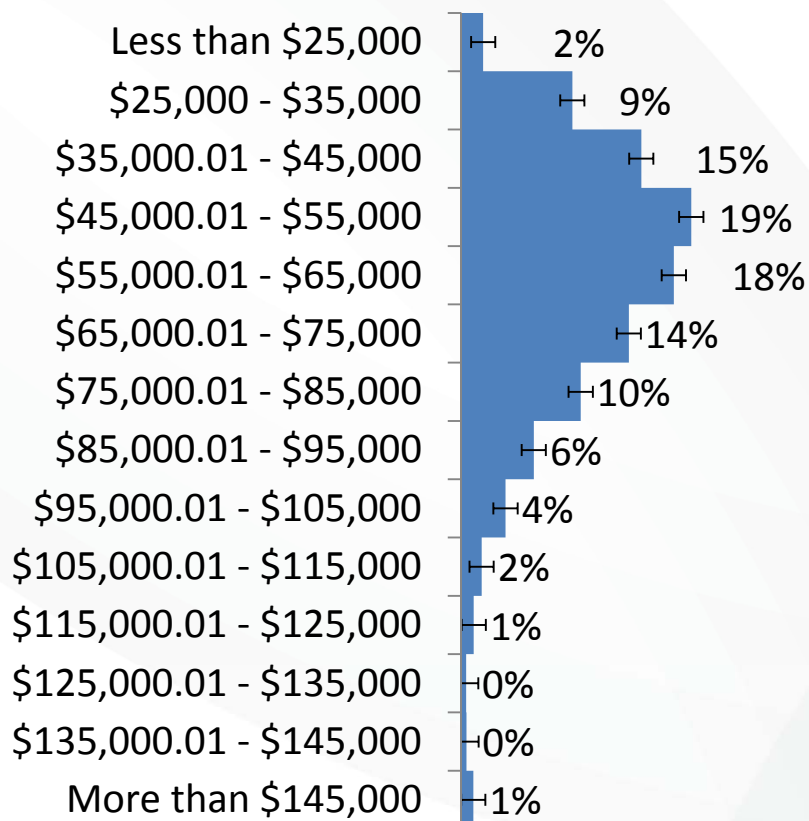
Age

Proportion of workforce by age



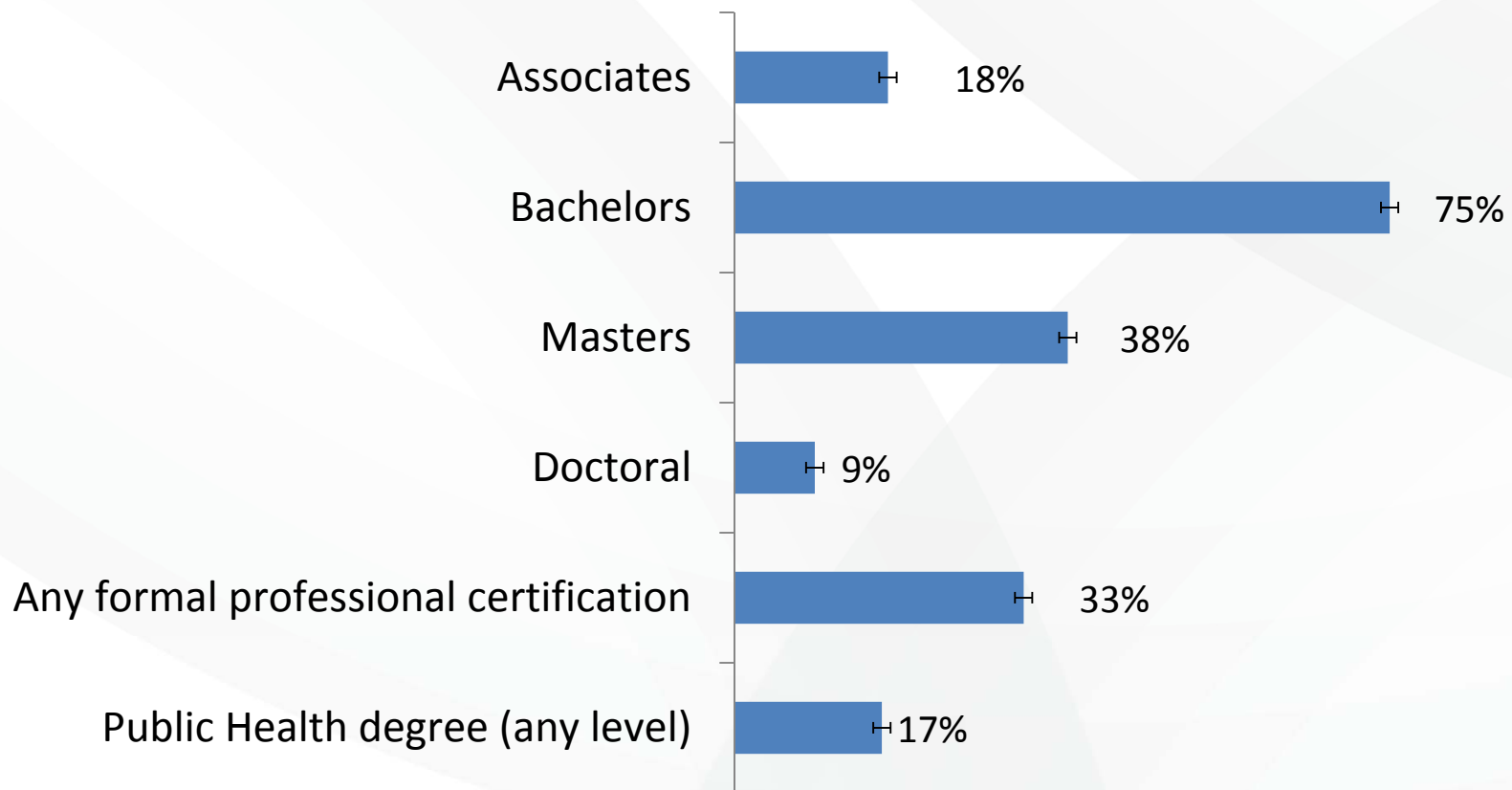
Salary

Proportion of full-time workforce by annual earnings



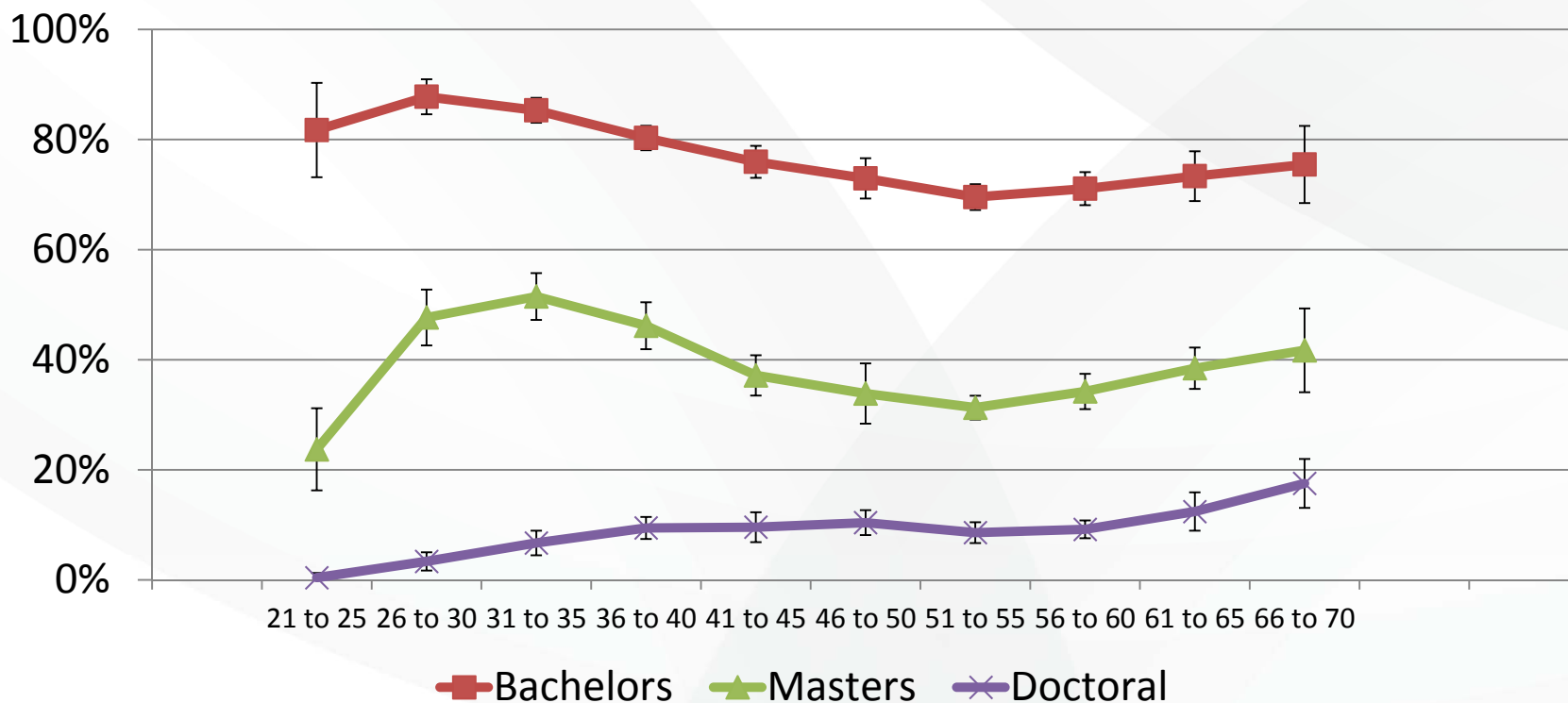
Educational attainment

Proportion of workforce by educational attainment



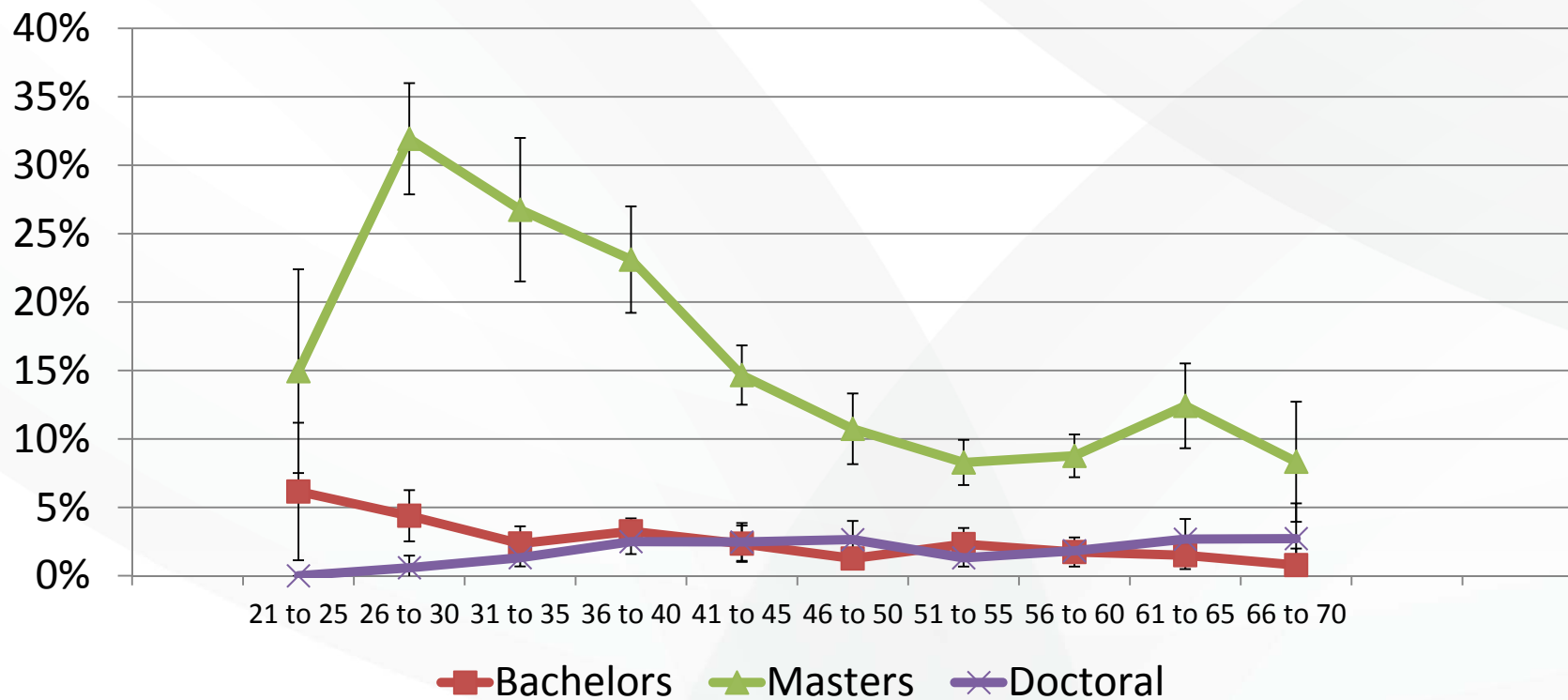
Educational attainment by age

Percent of public health workers with college degrees, by age category



Educational attainment by age

Percent of public health workers with college degrees in public health, by age category



Discussion

- PH WINS is a collaboration between ASTHO and de Beaumont that has significant implications for workforce development
 - Workers perceive the top training needs to be policy development and financial management, but social determinants, cultural competency, and communicating persuasively may also be top needs
 - Morale is fairly high.
 - Workers see the importance of QI and electronic health information would like more emphasis on these areas.
 - The workforce is aging!
 - Relatively small proportion of the public health workforce has any formal training in public health
 - Especially the case for mid- and later-career professionals

Questions?

- Data will become available to the public in April
 - <http://www.astho.org/phwins/>