

Longitudinal Analysis of State Health Agency Workforce Characteristics

Kyle Bogaert, MPH
Analyst, Research & Evaluation
Association of State and Territorial Health Officials (ASTHO)

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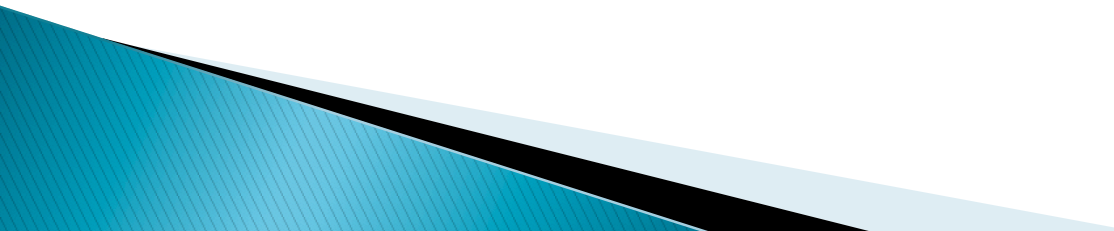
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- ▶ Robert Wood Johnson Foundation
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Disclosures

- ▶ I have had no relevant financial relationships to disclose within the past 12 months.

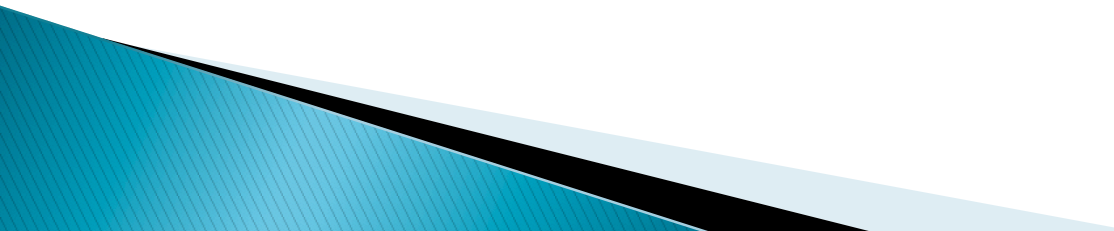
Presentation Overview

- ▶ Background and context
 - ▶ Research objective
 - ▶ Data sources
 - ▶ Methods
 - ▶ Results
 - ▶ Conclusions
 - ▶ Potential implications for policy and practice
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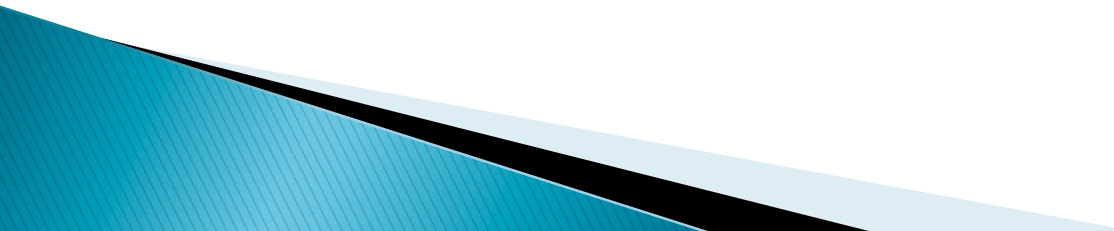
The State Health Agency Workforce

- ▶ Important role of state health agencies in promoting and protecting the health of their citizens
 - ▶ Necessary to have a sufficient workforce comprised of individuals with diverse backgrounds and expertise
 - ▶ Must recruit and retain qualified public health workers
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Research Objective

- ▶ Examine longitudinal trends in the state health agency workforce using data from the 2010 and 2012 ASTHO Profile of State Public Health Surveys
 - ▶ ASTHO Profile of State Public Health is one of the only comprehensive sources of data about the state public health agency workforce
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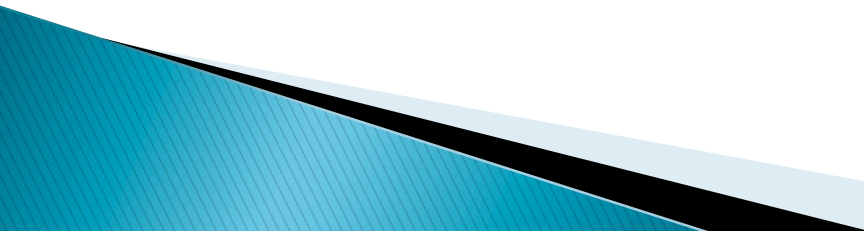
ASTHO Profile of State Public Health

- ▶ Launched in 2007 and fielded every two to three years
 - ▶ Aims to define the scope of state public health services, identify variations in practice among state public health agencies, and contribute to the development of best practices in governmental public health
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Data Sets and Sources

- ▶ 2010 Profile of State Public Health
 - Response rate: 100%
- ▶ 2012 Profile of State Public Health
 - Response rate: 96%
- ▶ Only those that responded in both years were included in analyses for an overall n of 49

Methods

- ▶ Follow-up with survey respondents conducted to clarify unusual values; data was cleaned
 - ▶ Analyses were conducted in SPSS
 - ▶ For each survey item, only those respondents that provided an answer in both years of the survey were included in the analyses
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Results: Number of Full-Time Equivalent Employees

	2010	2012
Number of full-time equivalent employees	101,623	96,070
Mean number of full-time equivalent employees	2,118	2,002
Median number of full-time equivalent employees	1,210	1,152

Results: Employee Age and Tenure

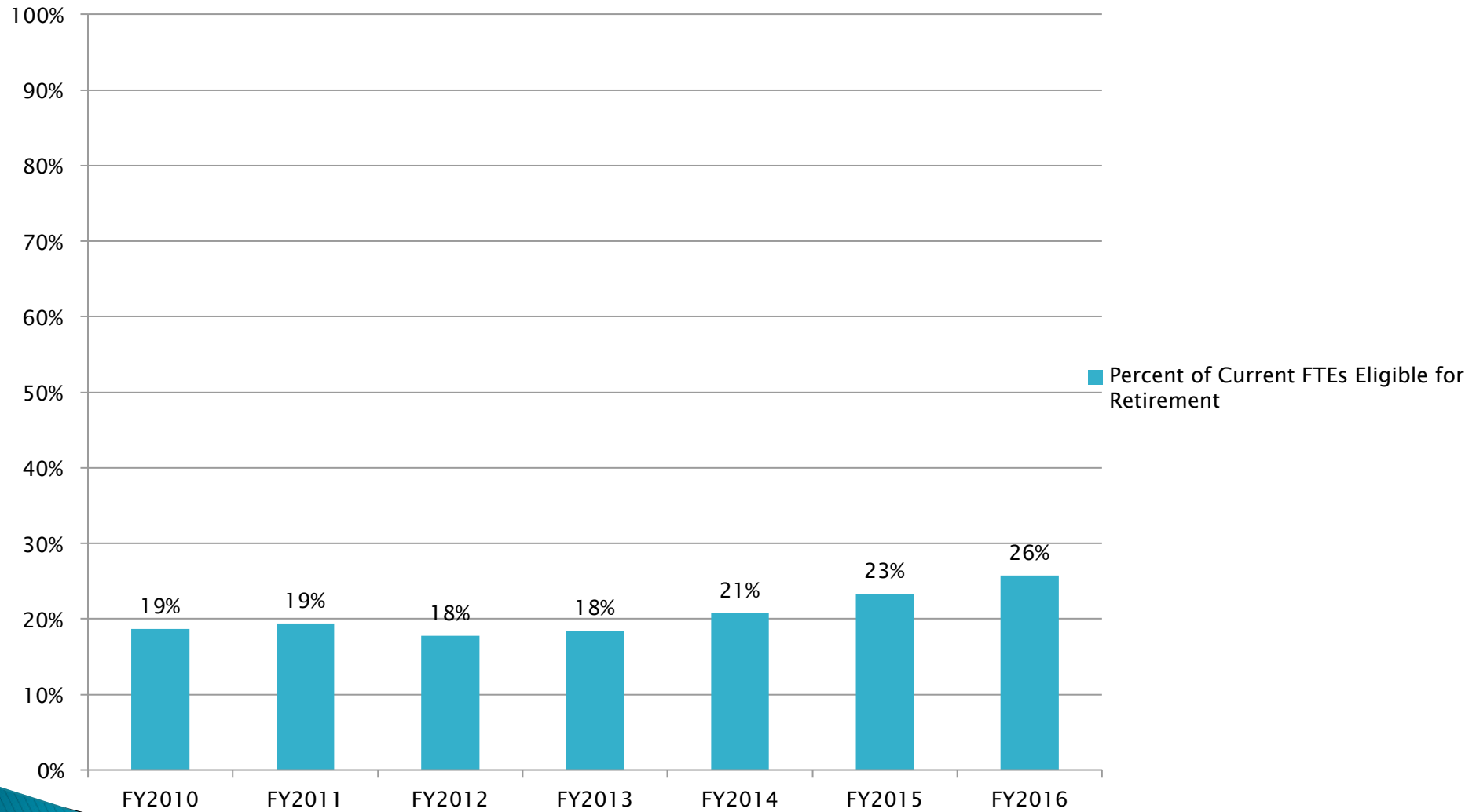
	2010	2012
Average age of employees in years	47	48
Median age of employees in years	48	49
Average years of service	12	12

Average age of new employees remained consistent from 2007–2011, between 40 and 41 years old.

Results: Vacancies and Separations

	2010	2012
Median number of non-temporary employees separating from the agency	110	129
Average percentage of vacant positions	11%	12%
Median percentage of vacant positions	9%	11%

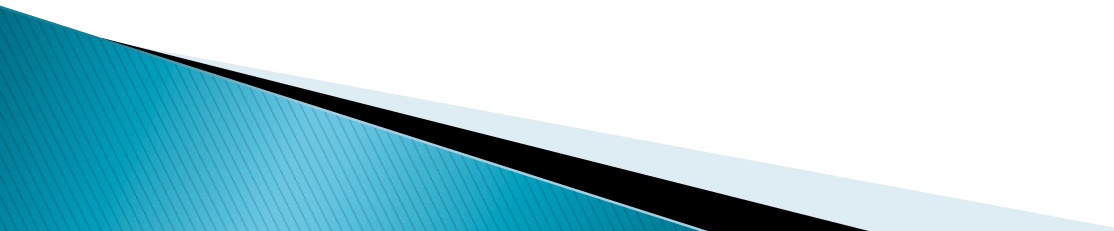
Percent of Full-Time Equivalent Staff Eligible for Retirement FY2010–FY2016 (n=27)



Results: Recruitment

	2010	2012
Mean number of positions being actively recruited for	45	52
Average percentage of positions that are being actively recruited for	15%	24%

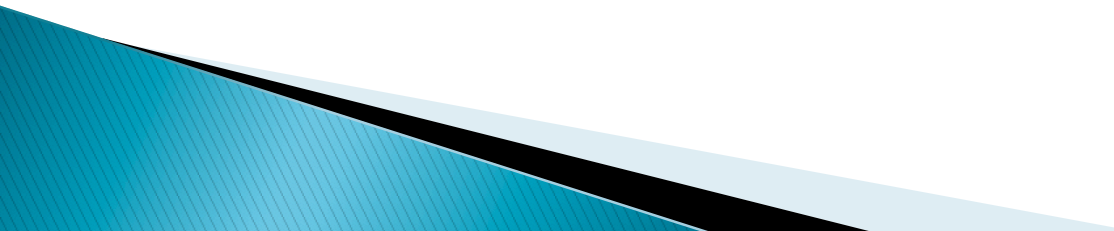
Conclusions

- ▶ Many characteristics of the state health agency workforce have stayed the same from 2010 to 2012, including average age of employees and years of service
 - ▶ There has been a decline in the number of employees at state health agencies from 2010 to 2012
 - ▶ Recruitment for vacant positions is increasing
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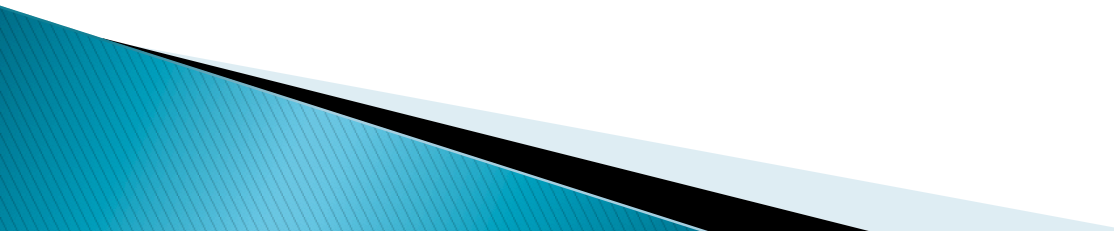
Challenges and Limitations

- ▶ Data collection challenges
 - Categorization of employees
 - Interpretation of the questions or classification categories
 - Changes in respondents at the agency level
 - Difficulty in counting staff
- ▶ Cross sectional study
 - Limitations of applicability

Implications for Practice and Policy

- ▶ Potential implications for the loss of institutional knowledge, with increasing proportions of the workforce eligible for retirement and increasing numbers of staff separating from agencies
 - ▶ Potential implications of generational differences among employees at state health agencies
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Implications for Practice and Policy

- ▶ Increased opportunities available at state health agencies as a result of increased recruiting
 - ▶ Importance of workforce enumeration
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Contact Information

Kyle Bogaert, MPH
Analyst, Research & Evaluation
ASTHO

kbogaert@astho.org

- ▶ For more information on the ASTHO Profile of State Public Health visit:
www.astho.org/profile or the ASTHO booth
- ▶ ASTHO Profile of State Public Health, Volume Three will be available in late May 2014