Gaining a National Perspective of the Public Health Workforce: Results from the ASTHO Public Health Interests and Needs Survey (PH WINS)

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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

• National Trends
  – Quality Improvement
  – Health Information Technology
  – ACA

• Workplace Environment
  – Culture of Learning
  – Job Satisfaction
  – Worker Empowerment

• Demographics
Response

- Survey closed in December
- Over 23,000 responses
- More than expected from LHDs
- Overall response rate approximately 45%
Training Needs
Influencing policy development
Understanding the relationship between a new policy and many types of public health problems
Preparing a program budget with justification
Assessing the broad array of factors that influence specific public health problems
Collaborating with diverse communities to identify and solve health problems
Finding evidence on public health efforts that work
Ensuring that programs are managed within the current and forecasted budget constraints
Anticipating the changes in your environment (physical, political, environmental) that may influence your work
Addressing the needs of diverse populations in a culturally sensitive way

Proportion of respondents rating item as Somewhat/Very Important  Unable to perform/Beginner (among those rating item as Somewhat/Very Important)
Applying evidence-based approaches to solve public health issues 73%
Applying quality improvement concepts in my work 89%
Interpreting public health data to answer questions 78%
Engaging partners outside your health department to collaborate on projects 78%
Managing change in response to dynamic, evolving circumstances 89%
Communicating in a way that persuades others to act 91%
Engaging staff within your health department to collaborate on projects 86%
Communicating ideas and information in a way that different audiences can understand 92%
Gathering reliable information to answer questions 96%

Proportion of respondents rating item as Somewhat/Very Important
Unable to perform/Beginner (among those rating item as Somewhat/Very Important)
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

- 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*
Workplace Environment
Does your health department do any of the following?

- Have staff position(s) responsible for internal training: 62%
- Provide on-site training: 80%
- Pay travel/registration fees for trainings: 77%
- Allow use of working hours to participate in training: 92%
- Include education and training objectives in performance reviews: 59%
- Require continuing education: 30%
Culture of learning

Please rate your level of agreement with the following items

- Employees learn from one another as they do their work: 82%
- Employees have sufficient training to fully utilize technology needed: 50%
- My training needs are assessed: 45%
- Supervisors/team leaders in my work unit support employee development: 71%
- Provide recognition of achievement: 57%

Agree/Strongly Agree
Job satisfaction

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Demographics
Gender

Proportion of workforce by gender

Female: 72%
Male: 28%
Supervisory status

Proportion of workforce by supervisory status

- Non-supervisor: 52%
- Team leader: 15%
- Supervisor: 16%
- Manager: 13%
- Executive: 4%
Race/Ethnicity

Proportion of workforce by race/ethnicity

- American Indian or Alaska Native: 1%
- Asian: 5%
- Black or African American: 13%
- Hispanic or Latino: 7%
- Native Hawaiian or other Pacific: 0%
- White: 70%
- Two or more races: 5%
Workforce composition

Proportion of workforce by position type

- Administrative: 28%
- Clinical and Lab: 14%
- Public Health Science: 41%
- Social Services and All Other: 16%
Proportion of workforce by age

- 21 to 25: 2%
- 26 to 30: 6%
- 31 to 35: 9%
- 36 to 40: 10%
- 41 to 45: 12%
- 46 to 50: 14%
- 51 to 55: 16%
- 56 to 60: 17%
- 61 to 65: 11%
- 66 to 70: 3%
- 71 to 75: 1%
- 76 or above: 0%
Salary

Proportion of full-time workforce by annual earnings

- Less than $25,000: 2%
- $25,000 - $35,000: 9%
- $35,000.01 - $45,000: 15%
- $45,000.01 - $55,000: 19%
- $55,000.01 - $65,000: 18%
- $65,000.01 - $75,000: 14%
- $75,000.01 - $85,000: 10%
- $85,000.01 - $95,000: 6%
- $95,000.01 - $105,000: 4%
- $105,000.01 - $115,000: 2%
- $115,000.01 - $125,000: 1%
- $125,000.01 - $135,000: 0%
- $135,000.01 - $145,000: 0%
- More than $145,000: 1%
Educational attainment

Proportion of workforce by educational attainment

- Associates: 18%
- Bachelors: 75%
- Masters: 38%
- Doctoral: 9%
- Any formal professional certification: 33%
- Public Health degree (any level): 17%
Educational attainment by age

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

- Bachelors
- Masters
- Doctoral
Educational attainment by age

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

- Bachelors
- Masters
- Doctoral
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?

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