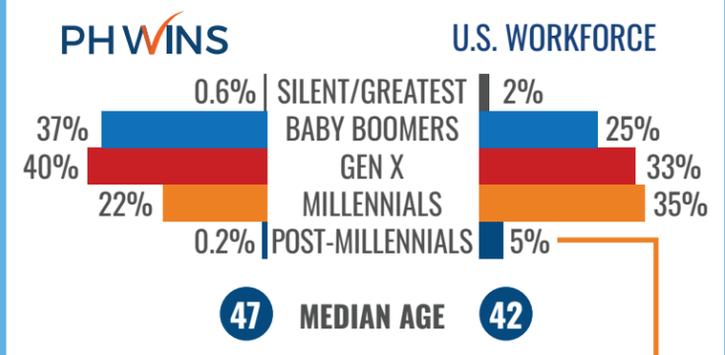


# PHWINS

PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

2017 NATIONAL FINDINGS

The workforce is aging.

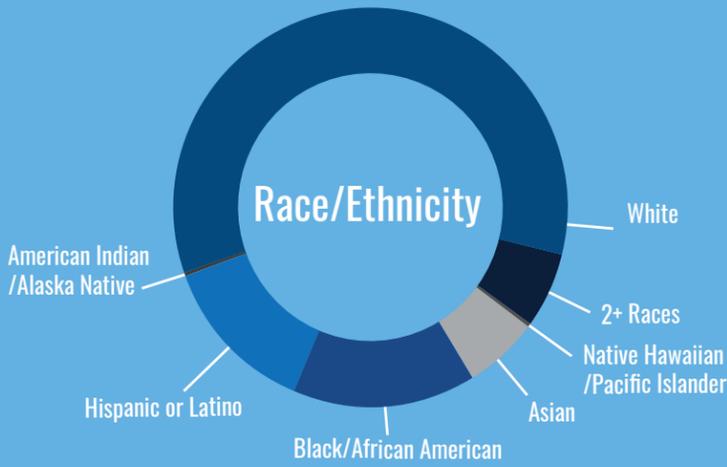


Millennials are the largest group in the U.S. workforce but are underrepresented in the public health workforce.

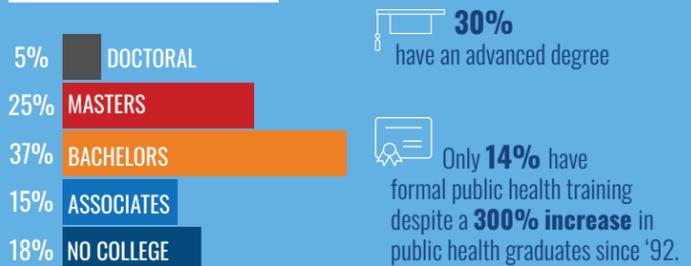
## Who is the public health workforce?

### DEMOGRAPHICS:

The public health workforce is predominantly white, female, and over 40 years old — but women are underrepresented in executive positions.



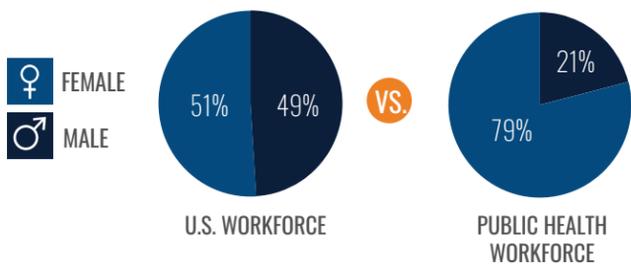
### The workforce is well educated.



Tenure in:	5 years or less	20+ years
CURRENT ROLE	60%	7%
CURRENT AGENCY	43%	14%
PUBLIC HEALTH	30%	21%

Average tenure in a position is just over 7 years.

### Gender in the public health workforce



## Is the workforce sustainable?

### TURNOVER:

Health departments face a high rate of turnover. Nearly half of the workforce is considering leaving their organization in the next five years.

NEARLY HALF of the workforce is considering leaving their organization in 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



### Top 5 Reasons for Leaving



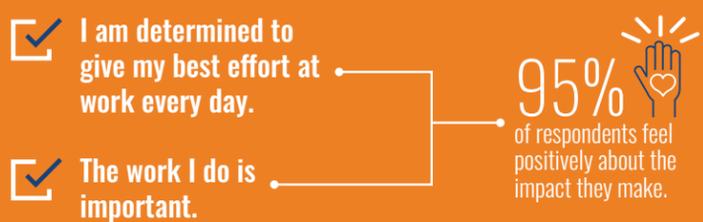
Certain populations that are already underrepresented are poised to leave in large numbers in the next year:



## What drives employee engagement?

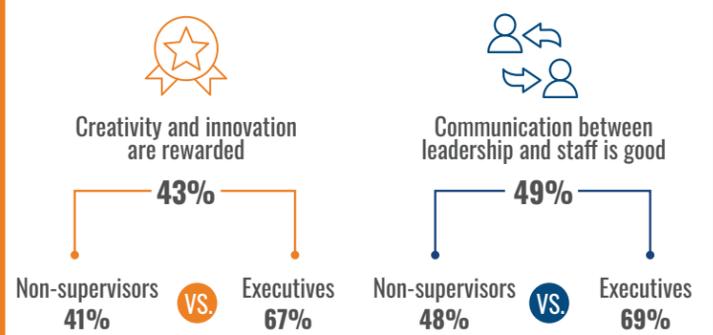
### JOB SATISFACTION AND ENGAGEMENT:

The public health workforce is mission-driven, but factors like pay, lack of opportunities for advancement, and workplace culture can negatively affect engagement and satisfaction.



### Opportunities to improve engagement:

Compared to senior leadership, fewer employees agree that creativity and innovation are rewarded and believe that communication between leadership and staff is good.



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