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.

- **Race/Ethnicity:**
  - White: 37%
  - 2+ Races: 32%
  - Black/African American: 22%
  - Asian: 15%
  - Hispanic or Latino: 18%
  - Native Hawaiian/Pacific Islander: 5%
  - American Indian/Alaska Native: 2%
  - Other: 0.2%

- **Gender:**
  - Male: 47%
  - Female: 53%

- **Median Age:**
  - U.S. Workforce: 42
  - Public Health Workforce: 47

**Is the workforce sustainable?**

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

- **Turnover:**
  - 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:**
  - Inadequate Pay: 46%
  - Lack of Advancement: 40%
  - Workplace Environment: 31%
  - Job Satisfaction: 26%
  - Lack of Support: 26%

- **2017 National Findings:**
  - NEARLY HALF of the workforce is considering leaving their organization in the next five years.

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.

- **I am determined to give my best effort at work every day.** 95%
- **The work I do is important.** 95%

Opportunities to improve engagement:

-Creativity and innovation are rewarded: 43%
-Communication between leadership and staff is good: 69%

**Gender in the public health workforce**

- Female: 64%
- Male: 36%

**Public Health Executives by Gender**

- Female: 36%
- Male: 64%

**Race/Ethnicity**

- White: 47%
- 2+ Races: 42%
- Black/African American: 38%
- Asian: 24%
- Hispanic or Latino: 22%
- Native Hawaiian/Pacific Islander: 10%
- American Indian/Alaska Native: 2%
- Other: 0.2%

**Gender by Race/Ethnicity**

- Female:
  - White: 79%
  - 2+ Races: 75%
  - Black/African American: 22%
  - Asian: 15%
  - Hispanic or Latino: 18%
  - Native Hawaiian/Pacific Islander: 15%
  - American Indian/Alaska Native: 15%
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**Who is the public health workforce?**

**30%** have an advanced degree

**14%** have formal public health training despite a 300% increase in public health graduates since ‘92.

**The workforce is well educated.**

The workforce is aging.

**SILENT/GREATEST BABY BOOMERS**

**GEN X**

**MILLENNIALS**

**POST-MILLENNIALS**

**Median Age**

- U.S. Workforce: 42
- Public Health Workforce: 47

**U.S. WORKFORCE**

- Bachelor’s: 37%
- Master’s: 25%
- Doctoral: 5%

**PUBLIC HEALTH WORKFORCE**

- Bachelor’s: 30%
- Master’s: 43%
- Doctoral: 14%

**Average tenure in a position is just over 7 years.**

**5 years or less**

- Current Role: 60%
- Current Agency: 63%
- Public Health: 39%

**20+ years**

- Current Role: 7%
- Current Agency: 14%
- Public Health: 21%

**JOB SATISFACTION**

- Pay Satisfaction: 89%
- Organizational Satisfaction: 70%
- Job Satisfaction: 89%

**Top 5 Reasons for Leaving**

- Inadequate Pay: 46%
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- Lack of Support: 26%

- Of respondents that are already underrepresented are patted to leave in large numbers in the next year:
  - 32% of Millennials
  - 34% of those with a degree in public health
  - 31% of men
  - 24% of women executives

- Since 2014, there has been a 41% increase in those planning to leave their organization

**TURNOVER:**

- For every 100 rule workers, 4 reach the highest level of leadership
- For every 500 female workers, only 2 reach that level

**Who is the public health workforce?**

**The workforce is aging.**

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

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