



PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

PHWINS

DIGITAL APPENDIX

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National Demographic Data

Variable	% of Respondents	95% Confidence Interval
<i>Gender</i>		
Male	21%	[19%-23%]
Female	78%	[77%-80%]
Non-Binary	1%	[.45%-.68%]
<i>Race</i>		
American Indian/Alaska Native	.4%	[.32%-.5%]
Asian	6%	[4%-7%]
Black or African American	15%	[14%-17%]
Hispanic or Latino	13%	[11%-15%]
Native Hawaiian or other Pacific Islander	.42%	[.31%-.57%]
White	59%	[55%-62%]
Two or More Races	6%	[6%-8%]
<i>Position Type</i>		
Administrative	40%	[37%-40%]
Clinical and Lab	24%	[22%-25%]
Public Health Science	33%	[30%-35%]
Social Services and All Other	2%	[5%-6%]
<i>Tenure in Current Health Department</i>		
0-5 Years	43%	[41%-44%]
6-10 Years	17%	[17%-18%]
11-15 Years	14%	[13%-15%]
16-20 Years	12%	[10%-14%]
21+ Years	14%	[13%-16%]
<i>Tenure in Public Health</i>		
0-5 Years	30%	[29%-32%]
6-10 Years	18%	[17%-19%]
11-15 Years	15%	[15%-16%]
16-20 Years	14%	[12%-16%]

21+ Years	22%	[20%-24%]
<i>Age</i>		
20 or below	.21%	[.15%-.3%]
21-25	2%	[2%-3%]
26-30	8%	[7%-9%]
31-35	10%	[9%-10%]
36-40	13%	[11%-15%]
41-45	11%	[10%-12%]
46-50	13%	[13%-14%]
51-55	15%	[14%-16%]
56-60	15%	[14%-16%]
61-65	10%	[9%-10%]
66-70	2%	[2%-3%]
71-75	.58%	[.44%-.77%]
76 or above	.2%	[.13%-.3%]
<i>Highest Degree Attained</i>		
No College Degree	18%	[17%-20%]
Associates	15%	[13%-16%]
Bachelors	37%	[35%-40%]
Masters	25%	[24%-26%]
Doctoral	5%	[4%-5%]
<i>Public Health Degree</i>		
Yes	14%	[13%-15%]
No	86%	[85%-87%]
<i>Annualized Salary</i>		
Less than \$25,000	4%	[4%-5%]
\$25,000-\$34,999	16%	[14%-17%]
\$35,000-\$44,999	18%	[17%-20%]
\$45,000-\$54,999	18%	[18%-19%]
\$55,000-\$64,999	14%	[13%-14%]
\$65,000-\$74,999	10%	[9%-11%]
\$75,000-\$84,999	7%	[6%-8%]
\$85,000-\$94,999	5%	[4%-5%]
\$95,000-\$104,999	4%	[3%-6%]
\$105,000-\$114,999	2%	[1%-2%]
\$115,000-\$124,999	1%	[.71%-1%]
\$125,000-\$134,999	.55%	[.41%-.74%]
\$135,000-\$144,999	.5%	[.28%-.9%]
\$145,000 or more	.84%	[.72%-1%]

Race	SHA		BCHC		LHD	
	%	95% CI	%	95% CI	%	95% CI
American Indian or Alaska Native	.39%	[.28%-.54%]	.28%	[.14%-.57%]	.4%	[.3%-.57%]
Asian	7%	[6%-7%]	13%	[8%-20%]	5%	[3%-8%]

Black or African American	14%	[13%-14%]	23%	[17%-29%]	16%	[14%-18%]
Hispanic or Latino	9%	[8%-9%]	25%	[20%-31%]	15%	[12%-18%]
Native Hawaiian or other Pacific Islander	.56%	[.41%-.76%]	.74%	[.46%-1%]	.36%	[.23%-.57%]
White	64%	[63%-65%]	32%	[23%-43%]	56%	[51%-62%]
Two or More Races	6%	[6%-6%]	7%	[6%-7%]	7%	[5%-8%]

Workforce Satisfaction

National Satisfaction Data

Variable	% of respondents	95% CI
<i>Job Satisfaction</i>		
Very dissatisfied	3%	[3%-3%]
Somewhat dissatisfied	8%	[7%-9%]
Neither dissatisfied nor satisfied	7%	[6%-8%]
Somewhat satisfied	36%	[35%-37%]
Very satisfied	45%	[44%-46%]
<i>Organization Satisfaction</i>		
Very dissatisfied	6%	[5%-6%]
Somewhat dissatisfied	12%	[11%-13%]
Neither dissatisfied nor satisfied	12%	[11%-13%]
Somewhat satisfied	38%	[37%-40%]
Very satisfied	32%	[31%-33%]
<i>Pay Satisfaction</i>		
Very dissatisfied	16%	[14%-17%]
Somewhat dissatisfied	22%	[21%-24%]
Neither dissatisfied nor satisfied	14%	[12%-16%]
Somewhat satisfied	34%	[33%-36%]
Very satisfied	14%	[13%-16%]

Variable	SHA		BCHC		LHD	
	%	95% CI	%	95% CI	%	95% CI
<i>Job Satisfaction</i>						
Very dissatisfied	4%	[3%-4%]	3%	[3%-4%]	3%	[2%-3%]
Somewhat dissatisfied	10%	[9%-10%]	8%	[7%-10%]	7%	[6%-8%]
Neither dissatisfied nor satisfied	7%	[7%-8%]	7%	[6%-8%]	7%	[6%-9%]
Somewhat satisfied	37%	[37%-38%]	38%	[36%-39%]	36%	[35%-37%]
Very satisfied	42%	[41%-43%]	44%	[42%-46%]	47%	[45%-48%]

<i>Organization Satisfaction</i>						
Very dissatisfied	7%	[6%-7%]	6%	[5%-8%]	5%	[5%-6%]
Somewhat dissatisfied	13%	[13%-13%]	12%	[10%-14%]	11%	[10%-13%]
Neither dissatisfied nor satisfied	12%	[11%-12%]	11%	[10%-13%]	12%	[11%-13%]
Somewhat satisfied	39%	[38%-40%]	40%	[37%-42%]	38%	[36%-40%]
Very satisfied	29%	[28%-30%]	31%	[29%-35%]	33%	[32%-34%]
<i>Pay Satisfaction</i>						
Very dissatisfied	16%	[15%-16%]	11%	[8%-14%]	16%	[14%-18%]
Somewhat dissatisfied	23%	[23%-24%]	18%	[15%-22%]	22%	[20%-24%]
Neither dissatisfied nor satisfied	13%	[12%-13%]	12%	[11%-13%]	14%	[11%-17%]
Somewhat satisfied	34%	[33%-35%]	40%	[37%-43%]	35%	[33%-37%]
Very satisfied	14%	[14%-15%]	20%	[17%-23%]	14%	[12%-16%]

Engagement Item	Estimate	95% CI
I am determined to give my best effort at work every day	95%	[94%-95%]
The work I do is important	95%	[94%-95%]
I know how my work relates to the agency's goals and priorities	89%	[88%-90%]

Engagement Item	Estimate	95% CI
Creativity and innovation are rewarded	44%	[42%-45%]
Communication between senior leadership and employees is good in my organization	49%	[47%-51%]
Employees have sufficient training to fully utilize technology needed for their work	57%	[54%-58%]

Intent to Leave

National Data

	% of respondents	95% CI
<i>Intent to Leave</i>		
Not planning to leave or retire	71%	[70%-73%]
Leaving for another job not in public health	6%	[5%-6%]
Leaving for another job in public health	7%	[6%-8%]
Planning to retire	5%	[5%-6%]
Yes - other	11%	[10%-11%]
<i>If you are considering leaving, how long have you been considering it?</i>		
Less than 3 months	20%	[18%-21%]
3-6 months	24%	[23%-25%]
More than 6 months	57%	[55%-58%]
<i>Top Reasons for Leaving</i>		
	% of respondents	95% CI
Pay	46%	[44%-49%]
Lack of Opportunities for Advancement	40%	[39%-42%]
Workplace Environment	31%	[30%-33%]
Job Satisfaction	26%	[25%-27%]
Lack of Support	26%	[24%-27%]
Work Overload/Burnout	24%	[23%-24%]
Lack of acknowledgement	24%	[22%-26%]
Stress	23%	[22%-24%]
Satisfaction w/ Supervisor	19%	[18%-20%]
Other	18%	[17%-20%]
Other Opportunities Outside Agency	17%	[16%-18%]
Leadership Changeover	14%	[13%-16%]
Lack of Training	12%	[11%-14%]
Lack of Flexibility	13%	[12%-14%]

Weakening of Benefits	11%	[10%-13%]
Retirement	3%	[2%-3%]
<i>Intent to Retire by 2023</i>		
Yes	22%	[21%-23%]
No	78%	[77%-79%]

Frame-specific data for comparisons

Variable	SHA		BCHC		LHD	
	%	95% CI	%	95% CI	%	95% CI
<i>Intent to Leave</i>						
Not planning to leave or retire	66%	[65%-67%]	70%	[68%-72%]	74%	[71%-76%]
Leaving for another job not in public health	8%	[7%-8%]	6%	[4%-8%]	5%	[4%-6%]
Leaving for another job in public health	9%	[8%-10%]	9%	[6%-13%]	6%	[5%-7%]
Planning to retire	5%	[5%-6%]	4%	[4%-5%]	5%	[5%-7%]
Yes - other	12%	[11%-13%]	11%	[9%-12%]	10%	[9%-11%]
<i>If you are considering leaving, how long have you been considering it?</i>						
Less than 3 months	20%	[18%-21%]	21%	[18%-23%]	20%	[18%-22%]
3-6 months	23%	[22%-25%]	23%	[21%-25%]	24%	[22%-26%]
More than 6 months	57%	[56%-58%]	56%	[53%-59%]	57%	[54%-59%]
<i>Intent to Retire by 2023</i>						
Yes	23%	[22%-24%]	20%	[19%-21%]	22%	[21%-23%]
No	77%	[76%-78%]	80%	[79%-81%]	78%	[77%-79%]

Emerging Concepts in Public Health

National Awareness of and Perceived Impact of Emerging Concepts in Public Health

	%	95% CI
<i>Fostering a culture of quality improvement</i>		
Awareness	67%	[65%-68%]
Impact	69%	[68%-70%]
<i>Evidence-Based Public Health Practice</i>		

Awareness	62%	[60%-64%]
Impact	64%	[63%-65%]
<i>Public health and primary care integration</i>		
Awareness	55%	[53%-58%]
Impact	53%	[52%-55%]
<i>Cross-jurisdictional sharing of public health services</i>		
Awareness	48%	[46%-50%]
Impact	53%	[52%-54%]
<i>Multi-Sectoral Collaboration</i>		
Awareness	43%	[41%-46%]
Impact	59%	[57%-60%]
<i>Health in All Policies</i>		
Awareness	35%	[33%-37%]
Impact	51%	[47%-55%]

Frame-specific variations

	SHA		BCHC		LHD	
	%	95% CI	%	95% CI	%	95% CI
<i>Fostering a culture of quality improvement</i>						
Awareness	68%	[67%-69%]	70%	[62%-77%]	66%	[64%-68%]
Impact	68%	[67%-69%]	72%	[69%-75%]	70%	[68%-71%]
<i>Evidence-Based Public Health Practice</i>						
Awareness	62%	[61%-63%]	69%	[65%-73%]	62%	[59%-65%]
Impact	60%	[60%-61%]	68%	[66%-70%]	65%	[64%-67%]
<i>Public health and primary care integration</i>						
Awareness	53%	[53%-54%]	62%	[59%-65%]	56%	[53%-59%]
Impact	46%	[44%-48%]	57%	[54%-60%]	56%	[54%-58%]
<i>Cross-jurisdictional sharing of public health services</i>						
Awareness	46%	[45%-47%]	54%	[50%-59%]	49%	[46%-52%]

Impact	49%	[48%-50%]	57%	[54%-60%]	55%	[53%-56%]
<i>Multi-Sectoral Collaboration</i>						
Awareness	44%	[43%-45%]	53%	[49%-57%]	43%	[39%-47%]
Impact	57%	[56%-58%]	64%	[61%-67%]	59%	[57%-61%]
<i>Health in All Policies</i>						
Awareness	33%	[32%-33%]	43%	[38%-47%]	36%	[33%-39%]
Impact	43%	[42%-44%]	55%	[52%-58%]	54%	[48%-59%]

IX. Social Determinants of Health

National

To what extent do you believe your agency should be involved in affecting:	%	95% CI
Health equity in your jurisdiction	85%	[84%-86%]
The quality of social support systems in your jurisdiction	75%	[74%-77%]
The K-12 system in your jurisdiction	63%	[62%-64%]
The quality of housing in your jurisdiction	59%	[57%-60%]
The economy in your jurisdiction	56%	[55%-58%]
The built environment in your jurisdiction	55%	[53%-57%]
The quality of transportation in your jurisdiction	53%	[52%-55%]

Frame-specific variations

To what extent do you believe your agency should be involved in affecting:	SHA		BCHC		LHD	
	%	95% CI	%	95% CI	%	95% CI
The K-12 system in your jurisdiction	55%	[54%-56%]	66%	[62%-70%]	67%	[65%-68%]
The economy in your jurisdiction	49%	[49%-50%]	64%	[60%-68%]	60%	[58%-62%]
The built environment in your jurisdiction	49%	[48%-50%]	62%	[56%-67%]	58%	[55%-60%]
The quality of housing in your jurisdiction	52%	[51%-53%]	71%	[67%-75%]	62%	[60%-64%]
The quality of transportation in your jurisdiction	46%	[45%-47%]	62%	[56%-67%]	57%	[54%-59%]
The quality of social support systems in your jurisdiction	70%	[70%-71%]	81%	[75%-85%]	78%	[76%-79%]
Health equity in your jurisdiction	83%	[82%-83%]	88%	[84%-91%]	86%	[85%-88%]

