

# THE PUBLIC HEALTH WORKFORCE IN THE COVID-19 ERA: Younger, More Diverse, With High Levels of Stress and Intent to Leave

## Demographics

THE GOVERNMENTAL PUBLIC HEALTH WORKFORCE IS PREDOMINANTLY WHITE, FEMALE, AND OVER THE AGE OF 40.

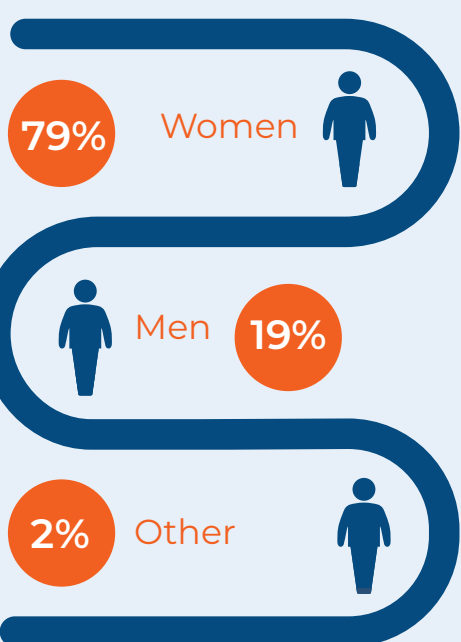
### Race/Ethnicity



While the workforce as a whole has become more diverse, 66% of all executives are white.

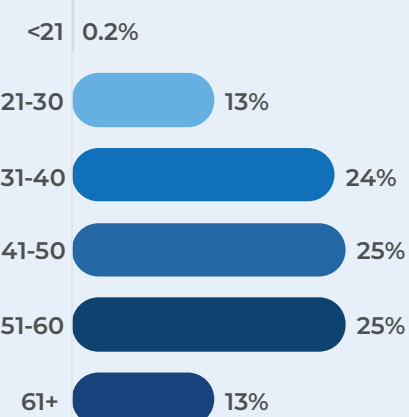
- White 54%
- Hispanic or Latino 18%
- Black or African American 15%
- Asian 7%
- Two or more races 4%
- American Indian or Alaska Native 1%
- Native Hawaiian or other Pacific Islander 0.4%

### Gender



### Age

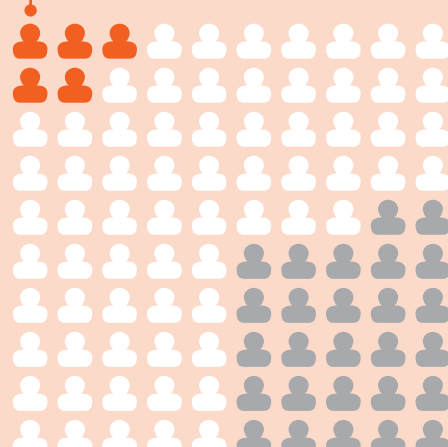
The workforce is becoming younger, with an average age of 46, compared with 47 in 2017 and 48 in 2014.



## Intent to Leave

NEARLY A THIRD OF THE WORKFORCE SAID THEY ARE CONSIDERING LEAVING THEIR ORGANIZATION IN THE NEXT YEAR.

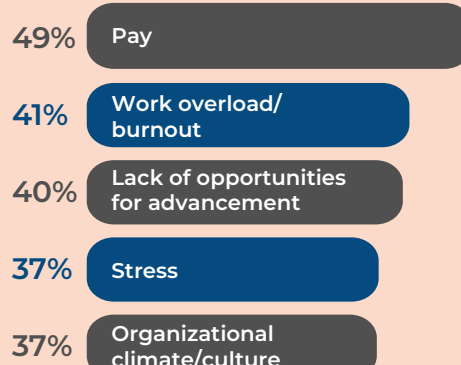
5% plan to retire in the next year



27% plan to leave in the next year for reasons other than retirement

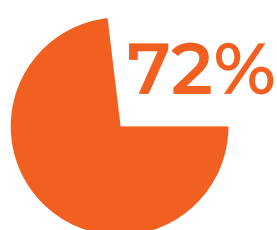
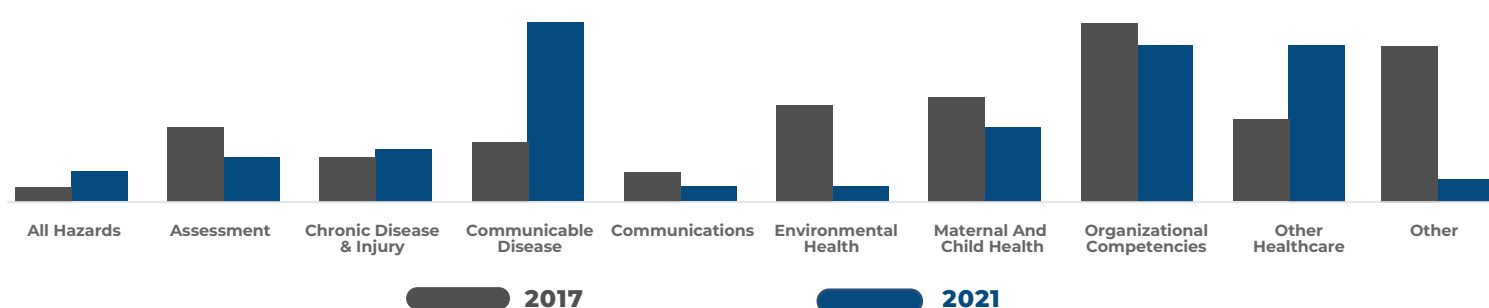
Among those considering leaving, 39% said the pandemic has made them more likely to leave.

### REASONS FOR LEAVING



## Job Roles

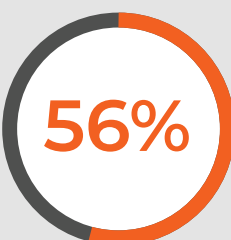
SINCE 2017, THE PROPORTION OF EMPLOYEES WORKING IN COMMUNICABLE DISEASE TRIPLED. THE AREAS WHERE STAFFING DECREASED THE MOST WERE ENVIRONMENTAL HEALTH, ASSESSMENT, AND MATERNAL AND CHILD HEALTH.



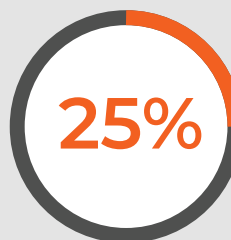
72% of public health employees participated in the response to the COVID-19 pandemic in some way.

## Mental Health

MORE THAN HALF OF PUBLIC HEALTH WORKERS REPORT SYMPTOMS OF POST-TRAUMATIC STRESS DISORDER (PTSD), AND MANY ARE STRUGGLING WITH THEIR MENTAL HEALTH.



56% reported at least one symptom of PTSD



25% reported 3 or more symptoms, indicating probable PTSD



More than 1 in 5 employees (22%) reported that their mental health was either "fair" or "poor"