

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.

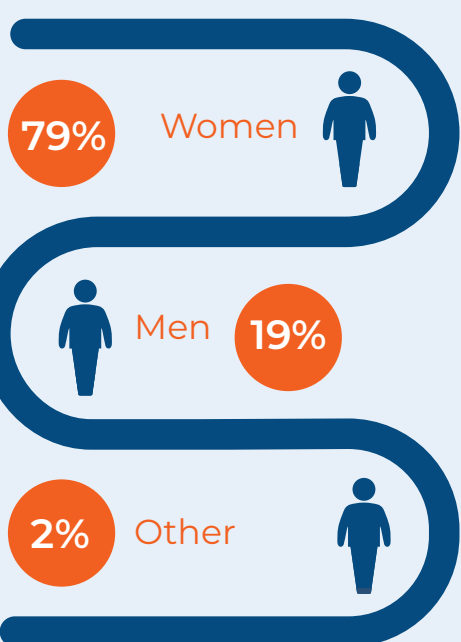
Race/Ethnicity



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

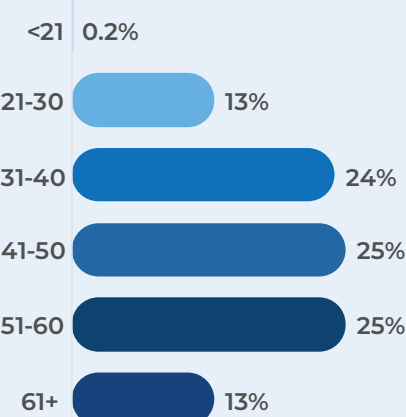
White 54%
Hispanic or Latino 18%
Black or African American 15%
Asian 7%
Two or more races 4%
American Indian or Alaska Native 1%
Native Hawaiian or other Pacific Islander 0.4%

Gender



Age

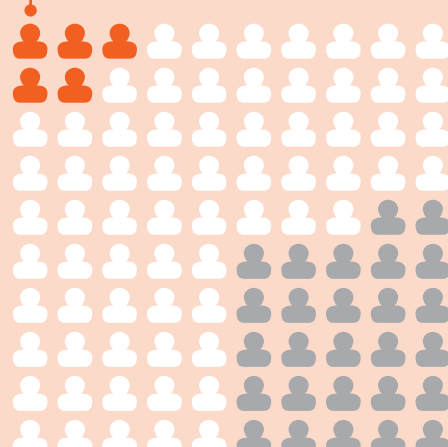
The workforce is becoming younger, with an average age of 46, compared with 47 in 2017 and 48 in 2014.



Intent to Leave

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

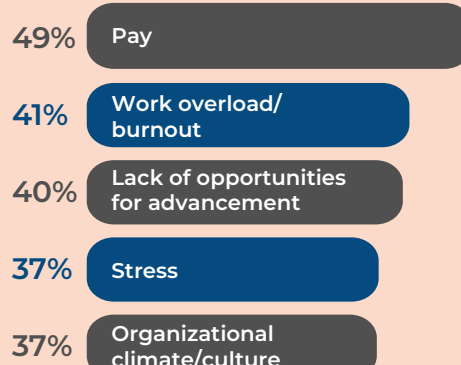
5% plan to retire in the next year



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

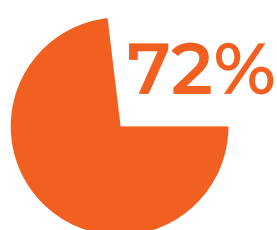
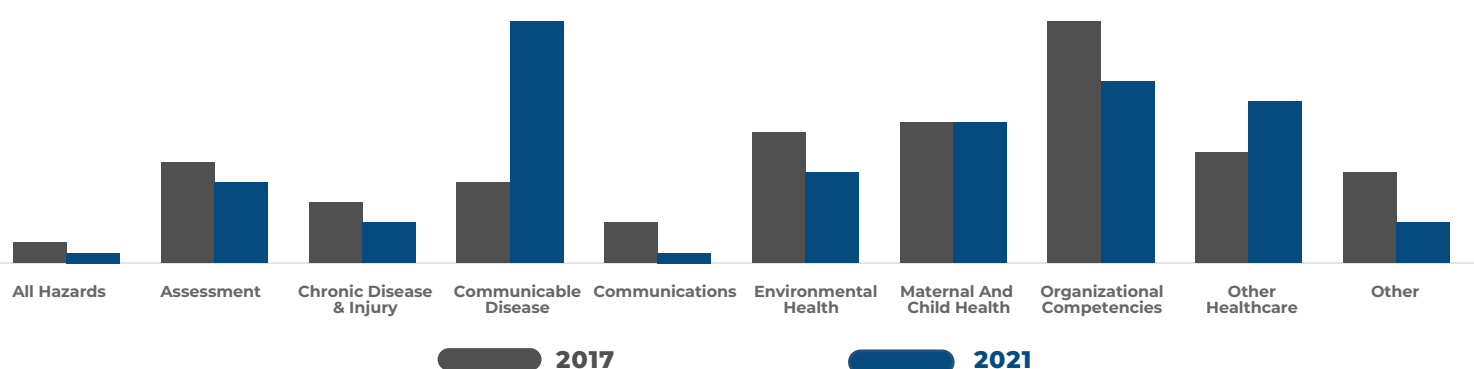
Among those considering leaving, 39% said the pandemic has made them more likely to leave.

REASONS FOR LEAVING



Job Roles

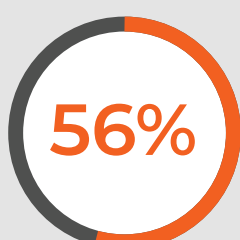
SINCE 2017, THE PROPORTION OF EMPLOYEES WORKING IN COMMUNICABLE DISEASE TRIPLED. THE AREAS WHERE STAFFING DECREASED THE MOST WERE ORGANIZATIONAL COMPETENCIES, ENVIRONMENTAL HEALTH, AND COMMUNICATIONS.



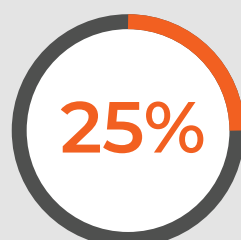
72% of public health employees participated in the response to the COVID-19 pandemic in some way.

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"