

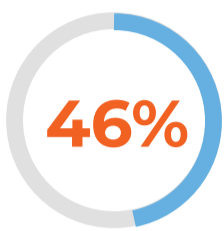
Public Health Turnover Threatens Community Health and Safety



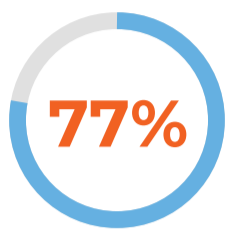
THE PROBLEM

Nearly half of state and local public health employees left their organizations from 2017 to 2021, creating a **critical lack of skills and experience** across the nation.

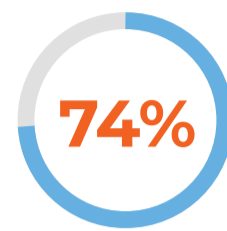
WHO LEFT



of state and local **public health employees**



of employees with **<5 years' experience** at their organizations



of employees **under age 35**



WHY IT MATTERS

In addition to eroding services that improve chronic disease, injury prevention, maternal and child health, environmental health, and other needs, this loss of public health experience and institutional knowledge puts communities at significant **risk for infectious diseases and other health crises.**

SERVICES AT RISK



Chronic disease



Injury prevention



Maternal and child health



Environmental health

IF TRENDS CONTINUE



nearly 130,000

staff will have left their jobs by 2025

This is on top of an **existing shortage** of

80,000 staff

needed to provide basic, necessary, public health services.



SOLUTIONS

Public health departments need to dramatically improve their **recruitment and retention.**

WHAT NEEDS TO BE DONE



Reform and streamline **hiring systems.**



Create **recruitment pathways** for people with bachelor's degrees.



Reduce the burden of **student debt** by extending loan forgiveness and service scholarships for public health practitioners.



Create **mentorship programs** to prepare early-career professionals for leadership roles.



Offer accessible and affordable **supervisory training** tailored to government practice.



Improve systems to monitor and track **workforce trends** over time, to be able to anticipate and proactively mitigate future workforce crises.