



Hiring Young People and Recent Graduates

Insights to Action is a suite of resources meant to help state and local public health agencies improve recruitment and retention by acting on their data from the Public Health Workforce Interests and Needs Survey (PH WINS). Find more tools like this at <http://debeaumont.org/programs/insights-to-action/>.

Only a quarter of the government public health workforce is 35 and under, and about a third of those workers plan to leave their positions in the next year (PH WINS 2024). Recruiting more young people to the government public health workforce is vital for the long-term sustainability of health departments. Public health agencies can use the checklist below to attract and hire more young people and recent graduates.

- In job postings and during interviews, emphasize the mission-driven nature of public health work.
- Ensure job postings are written in plain language, concise, and well-organized.
- Partner with local high schools, community colleges, and universities to promote public health careers. Advertise jobs on the schools' listservs and job boards.
- Include young people that work at your agency in interview panels and in the hiring process.
- Explicitly encourage recent graduates to apply.
- Implement an agencywide internship program and explicitly encourage interns to apply to full-time positions.

The Public Health Workforce Interests and Needs Survey (PH WINS), conducted in 2014, 2017, 2021, and 2024, supports the government public health workforce by measuring strengths and gaps to inform future investments in funding, training, recruitment, and retention.

PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

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Sample Text for Job Posting

Do you want to improve community health and help make people's lives better? Do you want a fulfilling career that allows you to engage directly with the community? Do you want to work alongside staff that are collaborative, compassionate, and mission-driven? If so, come work at [name of agency]. Our mission is to [agency mission], and we want you to join us in our efforts to improve the health of [name of jurisdiction].

In this role, you'll have the opportunity to:

■ [describe job duties]

We'd like you to be:

■ [insert qualifications].

Recent graduates are encouraged to apply.