

PH WINS

PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

2024 National Findings

Public health workers are younger,
committed, and burned out

The workforce's age,
public health training, and
experience in the workforce
have evolved over the years.



22%

of state and local public
health workers have a
degree in public health

The state and local
government public
health workforce are
younger than in
previous surveys.



25%
are age 35
or under



41%

have been working
in public health for
5 years or less



54%

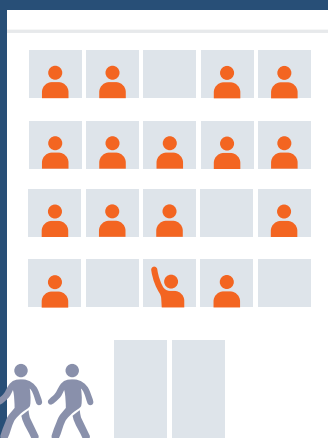
have been at their
current agency for
5 years or less

Employees are committed to
staying in government public health,
yet burnout persists at high levels.

More people want to stay at their organizations
than in previous years

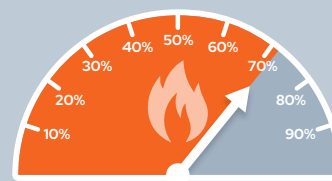
75% —→
intend to stay at their
agency in the next year

Of those planning to leave,
more than a quarter (**27%**)
are planning to stay
in government
public health



Over 70%

of state and local government public
health workers are experiencing at
least one symptom of burnout



1 in 5

workers experience
near constant symptoms of burnout



Workers want to become more effective in responding to the needs of today's communities.

The top three training needs among state and local government public health employees are:

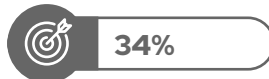
Budget and financial management



Policy engagement



Systems and strategic thinking



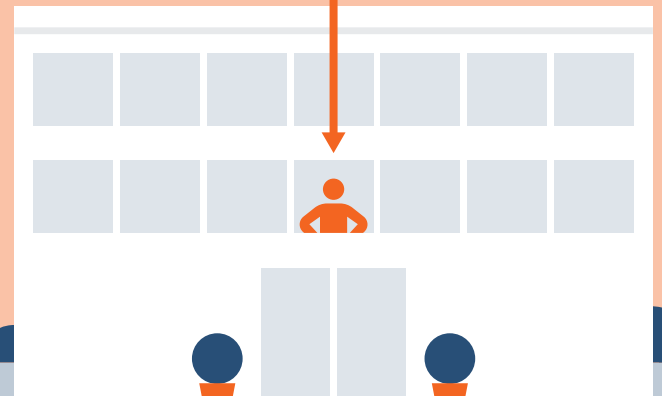
Regardless of their current skill level, employees consistently rank **policy engagement** in their **top 5** interest areas for training



Most employees agree that their agencies **infuse the community** into work and actively collaborate with external organizations. However...

1 in 4

say their department **does not** regularly involve community members



Go to phwins.org to see more

10 YEARS
OF
PH WINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

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