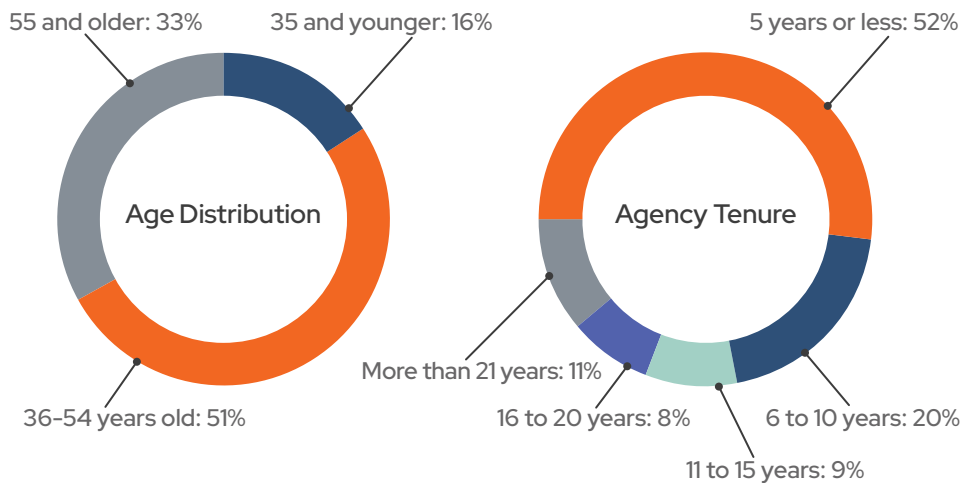# PH WINS 2024 Spotlight:
Public Health Nurse Workforce

PH WINS 2024 included public health employees across many specialty areas. This fact sheet describes the approximately 45,500 public health nurses, who comprise about 19% of the total state and local government public health workforce.

PH WINS
PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

The Public Health Workforce Interests and Needs Survey (PH WINS) supports the government public health workforce by measuring strengths and gaps to inform future investments in funding, training, recruitment, and retention. Conducted in 2014, 2017, 2021, and 2024, PH WINS is the only nationally representative source of data about the government public health workforce.

Key Characteristics

Age Distribution
- 55 and older: 33%
- 35 and younger: 16%
- 36–54 years old: 51%

Agency Tenure
- 5 years or less: 52%
- More than 21 years: 11%
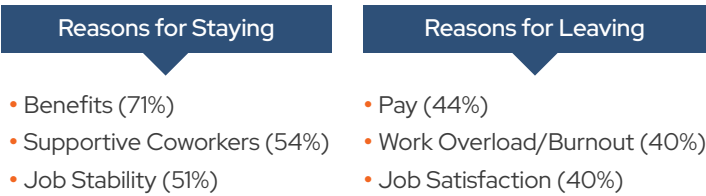- 16 to 20 years: 8%
- 11 to 15 years: 9%
- 6 to 10 years: 20%

Educational background:

- 50% have a bachelor's degree
- 23% have a master's or doctoral degree
- 8% have a degree in public health
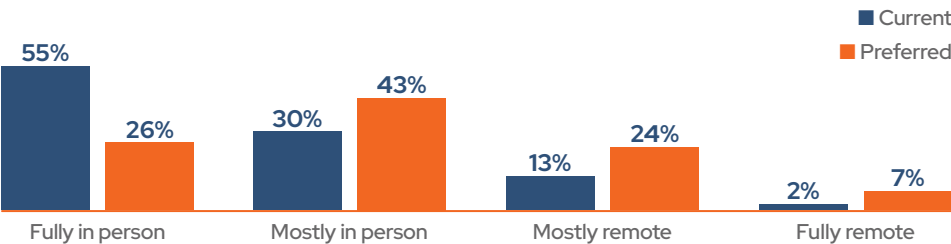
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Most employees are committed to staying at their organization.

Nearly 8 in 10 public health nurses (78%) plan to stay at their organization for the next year.

Reasons for Staying

- Benefits (71%)
- Supportive Coworkers (54%)
- Job Stability (51%)

Reasons for Leaving

- Pay (44%)
- Work Overload/Burnout (40%)
- Job Satisfaction (40%)

Employees value flexible work arrangements.

Current and Preferred Remote Work Status

■ Current ■ Preferred

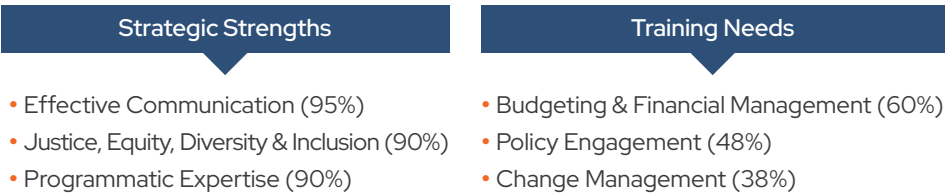|	Current	Preferred
Fully in person	55%	26%
Mostly in person	30%	43%
Mostly remote	13%	24%
Fully remote	2%	7%

Supporting work-life balance can combat burnout.

Eighteen percent of the workforce reports experiencing lasting symptoms of burnout. More than three-quarters of public health nurses (76%) agree that their agency implements policies and programs to support their mental health.

Focused training can supplement existing skills.

Top Strengths and Training Needs

Strategic Strengths

- Effective Communication (95%)
- Justice, Equity, Diversity & Inclusion (90%)
- Programmatic Expertise (90%)

Training Needs

- Budgeting & Financial Management (60%)
- Policy Engagement (48%)
- Change Management (38%)

Actionable Insights

- When possible, provide **flex time** and allow remote work when needed.

- Provide time and resources for **professional development**.

- Improve opportunities for **shared decision making**.

- Expand programs and policies to address **mental health and burnout**.

For more insights, explore the infectious disease workforce on the **PH WINS Dashboard** using the "Refine To" filter option.

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