

A strategic opportunity to drive meaningful change in public health practice

Policy engagement is the **second highest-ranked training need** among government public health workers, the 2024 Public Health Workforce Interests and Needs Survey (PH WINS) shows.

In 2021, policy engagement was cited as the **5th** most-reported need nationally.



Nearly **40%** of large LHD staff say they **need more training** in policy engagement.



Large LHDs sit in a strategic position to **shape, implement, and advocate** for public health policy and practice.

They have a staff size of at least **25** and serve a population of **250,000** or more people.



They are often located in urban areas and **serve millions** of people in diverse communities.



Their scale and resources enable them to **make a lasting impact** locally, regionally, and nationally.



Experience and education can help bridge the gap, but **policy engagement skills are a must-have** across the workplace.



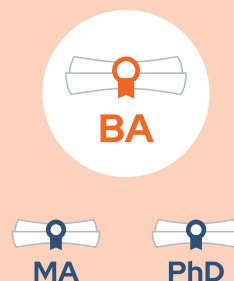
All program areas reported a high need for policy engagement skills.



Supervisors and managers were more likely than non-supervisors to identify a need for additional training in this area.



Staff with **bachelor's degrees** were more likely to report a need for policy engagement training than those with higher degrees.



Early-career public health employees were also more likely to identify a need for policy engagement training than those with more years of experience.



KEY TAKEAWAYS

Equipping local public health staff with policy skills can turn community insights into meaningful policy change.

- ▶ Graduate education builds exposure to policy concepts, but training investments for early-career professionals, mid-level supervisors, and those without advanced degrees can fuel innovation, leadership, and lasting impact across public health.
- ▶ Policy skills aren't just for executives – they're for everyone shaping public health programs.
- ▶ Weaving policy training into onboarding, continuing education, and leadership development programs empowers emerging leaders to step forward and craft the future of public health policies.

Go to phwins.org to see more

de Beaumont

