Office of Human Resources and Customer Service
Administration Division

**Current Staffing Status**
BambooHR data used to compile the following staffing chart with a total of 136 current staff (not counting open positions).

<table>
<thead>
<tr>
<th>Office/Division</th>
<th>ADM – HC</th>
<th>FI$ &amp; BSO</th>
<th>COM &amp; MAR</th>
<th>HR &amp; CS</th>
<th>EH</th>
<th>HSP</th>
<th>P&amp;W</th>
</tr>
</thead>
<tbody>
<tr>
<td>Leadership</td>
<td>3</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>10</td>
<td>6</td>
<td>5</td>
</tr>
<tr>
<td>Admin Support</td>
<td>1.5</td>
<td>0</td>
<td>1</td>
<td>1.5</td>
<td>5</td>
<td>4</td>
<td>4</td>
</tr>
<tr>
<td>Total Current Staff</td>
<td>4.5</td>
<td>8</td>
<td>6</td>
<td>5.5</td>
<td>45</td>
<td>41</td>
<td>25</td>
</tr>
<tr>
<td>Open Positions</td>
<td>0</td>
<td>1</td>
<td>0</td>
<td>0</td>
<td>7</td>
<td>4</td>
<td>2</td>
</tr>
</tbody>
</table>

We are still experiencing significant challenges in hiring registered nurses and plumbing inspectors. That being said, we have expanded our posting locations, methods of contact and are exploring more ideas to reach potential applicants.

**Customer Service**
Starting July 5, 2022, we welcomed the public back into the FCPH lobby. So far, we have had 85 walk-in clients to the agency. We still utilize the drop-off box for those who may need to drop off or pick up materials most efficiently.

Our customer service representatives will be attending a training called Front Desk Safety & Security, focused on preventing workplace violence, handling emergencies and being prepared for any situation.

**National Workgroup**
Jen Robinson has been accepted into the National Association of County & City Health Officials (NACCHO) Subject Matter Expert Advisory workgroup on Workforce and Leadership. This is a 2-year renewable membership.

NACCHO’s Subject Matter Expert Advisory Workgroups are smaller groups of subject matter specialists with expertise in a specific programmatic area. Workgroup members assist NACCHO by developing policy statements, advising on issues important to local health departments, and informing NACCHO programs. Workgroup members may provide a voice for NACCHO on the federal level when invited or may be asked to speak at specific
conferences and events on behalf of NACCHO. Membership in these groups is by appointment from the chair of the group and the NACCHO staff lead for the group.

NACCHO’s Subject Matter Expert Advisory Workgroups comprise members with expertise in local public health practice. Workgroup members:

- Play an integral part in ensuring NACCHO’s policy and advocacy is grounded in the latest science and the day-to-day experience of local health departments;
- Connect with peers and other subject matter experts in the field;
- Gain exposure to innovative programmatic work at NACCHO and in other local health departments across the country; and
- Help craft policy statements, shape strategic messaging on key subject matter areas, review tools and Model Practices, and share perspectives on how local health departments are addressing key public health issues.

**Wellness Committee**
The 2022 American Heart Association Heart Walk is August 20, 2022 at McFerson Commons Park. As of 08/05/2022, we have 12 participants and have raised $1,021.82 out of a goal for $2,000.00. [https://www2.heart.org](https://www2.heart.org)

**PHAB Reaccreditation Update**
No update on PHAB at this time.

**PH WINS**
The results from the 2021 PH WINS survey have been shared. I have attached a summary key findings, as well as the full report for our region (Region 5).

One of the most disquieting items released involve the amount of employees looking to leave public health (1/4) from stress/overload/burnout, pay and lack of advancement opportunities.

The largest training request for supervisors and non-supervisors is budget and financial management, as well as systems and strategic thinking. The outcomes from this report, and how some mirror with the earlier Occumetrics results, will be used in agency planning for workforce growth, retention and development.

This data has also been shared with our HSP Epidemiology staff.

Respectfully Submitted by:
Jennifer Robinson, Director of Human Resources and Customer Service
THE GOVERNMENTAL PUBLIC HEALTH WORKFORCE IS PREDOMINANTLY WHITE, FEMALE, AND OVER THE AGE OF 40.

While the workforce as a whole has become more diverse, 66% of all executives are white.

- White: 54%
- Hispanic or Latino: 18%
- Black or African American: 15%
- Asian: 7%
- American Indian or Alaska Native: 1%
- Native Hawaiian or other Pacific Islander: 0.4%

THE WORKFORCE IS BECOMING YOUNGER, WITH AN AVERAGE AGE OF 46, COMPARED WITH 48 IN 2014.

For 2021:
- <21: 0.2%
- 21-30: 13%
- 31-40: 24%
- 41-50: 25%
- 51-60: 25%
- 61+: 13%

Since 2017, the proportion of employees working in communicable disease tripled. The areas where staffing decreased the most were environmental health, assessment, and maternal and child health.

More than half of public health workers report symptoms of post-traumatic stress disorder (PTSD), and many are struggling with their mental health.

- Reported at least one symptom of PTSD: 56%
- Reported 3 or more symptoms, indicating probable PTSD: 25%

Among those considering leaving, 39% said the pandemic has made them more likely to leave.

Reasons for leaving:
- Pay: 49%
- Work overload/burnout: 41%
- Lack of opportunities for advancement: 40%
- Stress: 37%
- Organizational climate/culture: 37%

Since 2017, the proportion of employees working in communicable disease tripled. The areas where staffing decreased the most were environmental health, assessment, and maternal and child health.

Nearly a third of the workforce said they are considering leaving their organization in the next year.

- Plan to retire in the next year: 5%
- Plan to leave in the next year for reasons other than retirement: 27%

Conducted by the de Beaumont Foundation and the Association of State and Territorial Health Officials, the PH WINS 2021 survey was distributed to nearly 138,000 state and local governmental public health employees, representing 47 state health agencies, 29 large city agencies, and 259 local health departments. It was completed by 44,732 individuals, for a 32.5% response rate.

More than 1 in 5 employees (22%) reported that their mental health was either "fair" or "poor".

For more information, visit PHWINS.org.
2021 SUMMARY REPORT:

HHS Region 5
Governmental Public Health Workforce
ACKNOWLEDGEMENT & CITATION

The Public Health Workforce Interests and Needs Survey (PH WINS) was developed by the de Beaumont Foundation and the Association of State and Territorial Health Officials to understand the interests and needs of the state and local governmental public health workforce in the United States, and was fielded in 2014, 2017, and 2021. For more information, visit www.phwins.org.

ABOUT THIS REPORT

This report summarizes key findings about the governmental public health workforce in HHS Region 5 from the 2021 Public Health Workforce Interests and Needs Survey (PH WINS).

• Key findings are organized by the main sections of PH WINS 2021:
  • Demographics
  • Workforce Characteristics
  • Staying & Leaving
  • Training Needs
  • Engagement & Satisfaction
  • Well-being
WHAT IS PH WINS?

Public Health Workforce Interests and Needs Survey

• PH WINS, a partnership between the de Beaumont Foundation and the Association of State and Territorial Health Officials (ASTHO), was fielded in 2014, 2017, and 2021.

• First and only nationally representative source of data about the governmental public health workforce.

• Supports the governmental public health workforce in understanding their strengths and gaps and informs future investments in workforce development efforts.
2021 METHODS

- PH WINS 2021 was distributed via web survey to 137,446 state and local governmental public health workers:
  - 47 state health agencies
  - 29 big city health departments
  - 259 local health departments
- The PH WINS 2021 instrument had five domains: workplace environment, COVID-19 response, training needs, addressing public health issues, and demographics.
- One important change in 2021: non-permanent employees of centralized state health agencies were included in the nationally representative data set.
SETTING DEFINITIONS

• **States** setting includes respondents in a State Health Agency Central Office.

• **Big Cities** setting includes respondents in a health department that is a member of the Big Cities Health Coalition.

• **Other locals** setting includes respondents in local health departments with staff>25 and serving a population>25,000.
  - This includes local health departments in HHS Regions V and X as well as local health departments in other regions.
NATIONAL PARTICIPATION

- Nationally, the survey was completed by 44,732 individuals, for a 35% response rate.

- Response rates varied by frame:
  - States: 34%
  - Big Cities: 28%
  - Other locals: 52%
    - Locals in Regions V and X*: 56%

*HHS Regions V and X participated in the PH WINS for All pilot programming, recruiting all locals in those regions, regardless of size, to participate in PH WINS.
NATIONAL PARTICIPATION

- Nationally, the survey was completed by 44,732 individuals, for a 35% response rate.

- Response rates varied by frame:
  - SHA: 34%
  - Big Cities: 28%
  - Other locals: 52%
    - Locals in Regions V and X*: 56%

*HHS Regions V and X participated in the PH WINS for all pilot programming, recruiting all locals in those regions, regardless of size, to participate in PH WINS.

The Region 5 workforce accounts for 16% of the national governmental public health workforce.
2021 KEY FINDINGS: DEMOGRAPHICS

• PH WINS respondents self-reported demographic (personal) characteristics like their gender, race/ethnicity, and age.

• Respondents also self-reported the highest level of education attained and whether they have a specialized degree in public health.
DEMOGRAPHICS

- 81% of the Region 5 workforce self-identifies as a woman.
- Three-quarters of the Region 5 workforce self-identifies as White.
• **Half** of the Region 5 workforce is between the ages of 31 and 50 years.
EDUCATIONAL ATTAINMENT

- 36% of the Region 5 workforce has an advanced degree.
  - 32% has a Master’s degree.
  - 4% has a Doctoral degree.
- 15% has a specialized degree in public health.
2021 KEY FINDINGS: WORKFORCE CHARACTERISTICS

- PH WINS respondents were asked a series of questions related specifically to their job and the work they do, including:
  - Supervisory status
  - Job role
  - Primary program area
  - Tenure in public health overall, at their agency, and in their current job.

- Respondents also reported full-time/part-time status and salary information.
SUPERVISORY STATUS/JOB ROLE

- More than three-quarters of Region 5 staff work in a non-supervisory role.
- 44% of staff worked in a public health sciences job role, which includes program staff, epidemiologists, and contact tracers, among others.
Nearly two-thirds of the Region 5 workforce is distributed across three primary program areas:

- **Communicable disease**
- **Other health care**, including certain clinical services, immunizations, mental, oral, and school health, and substance misuse.
- **Organizational competencies**, including administrative support, workforce development, and other business services.
TENURE AT AGENCY

- Nearly half of the Region 5 workforce in 2021 had served at their agency for 5 years or less.
- 14% had served 21 or more years.
2021 KEY FINDINGS: STAYING & LEAVING

• PH WINS respondents were asked a series of questions related to their intent to leave or stay at their agency and whether the COVID-19 pandemic affected their decision.

• Respondents were also asked to select reasons why they intend to stay or leave.
**INTENT TO LEAVE/STAY**

- **One-quarter** of Region 5 employees are considering leaving their organization within the next year.

- 27% reported that the COVID-19 pandemic impacted their decision to stay or leave.
  - Among those who intend to leave, 48% said the pandemic impacted their decision (*data not shown*).

![Intent to Leave and Stay Diagram](image)
REASONS FOR LEAVING/STAYING

- Understanding employees’ reasons for leaving is critical for improving recruitment and retention.

- Top reasons for leaving among Region 5 staff who intend to leave include:
  - Work overload/burnout (reported by 45%)
  - Pay (reported by 44%).
2021 KEY FINDINGS: TRAINING NEEDS

- PH WINS respondents were asked to rate the day-to-day importance of and their own proficiency with 25-26 skill items, tailored for their supervisory level.

- Skills were collapsed into 10 strategic skill categories.

- A **training need** is a skill item reported as having **high importance, but low proficiency**.

- Identifying training needs can help support strategies to produce T-employees, or those who have depth in technical skills and breadth in strategic skills.

**FIGURE 2.**

The Public Health T: Complementing Specialized Skills with a Cohesive Cross-Cutting Skill Framework

Note: T-shaped employees have depth in specialized skills related to a specific program or topic area (e.g., communicable disease control, environmental public health, etc.) and breadth in cross-cutting skills that include the Strategic Skills and Core Competencies.

The top 5 areas of training needs across all supervisory levels are:

- Budget and financial management
- Systems and strategic thinking
- Community engagement
- Change management
- Policy engagement
The top 5 areas of training needs among non-supervisors are:

- Budget and financial management
- Systems and strategic thinking
- Change management
- Community engagement
- Cross-sectoral partnerships
The top 5 areas of training needs among supervisors, managers, & executives are:

- Systems and strategic thinking
- Budget and financial management
- Community engagement
- Justice, equity, diversity & inclusion
- Policy engagement
2021 KEY FINDINGS: ENGAGEMENT & SATISFACTION

PH WINS respondents were asked to rate their agreement with several statements related to:

• Job, organizational, and pay satisfaction
• Perceptions about their workplace
• Perceptions about their supervisors
• Perceptions about their organization
The Region 5 workforce is largely satisfied with their job (78%) and organization (69%).

Slightly more than half (54%) are satisfied with their pay.
PERCEPTIONS ABOUT ORGANIZATION

- In Region 5, the staff’s overall perceptions of their organizations are positive.

- However, there is room for improvement:
  - Less than half of the workforce agrees that leadership staff and employees communicate well.
  - Less than half agrees that creativity and innovation are rewarded.
2021 KEY FINDINGS: WELL-BEING

• The 2021 PH WINS survey included questions specifically about employees’ mental and emotional well-being.
Nearly one-quarter of Region 5 staff rate their mental health as either “poor” or “fair.”

<table>
<thead>
<tr>
<th>Well-Being</th>
<th>Estimate</th>
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<th>25%</th>
<th>50%</th>
<th>75%</th>
<th>100%</th>
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<tbody>
<tr>
<td>Poor</td>
<td>5%</td>
<td></td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Fair</td>
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<td>34%</td>
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</tr>
<tr>
<td>Very good</td>
<td>30%</td>
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</tr>
<tr>
<td>Excellent</td>
<td>12%</td>
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</tr>
</tbody>
</table>
• Looking for more data and graphs?
  - This report represents only a small portion of the data that are available from the 2021 PH WINS.
  - Go to the national PH WINS Dashboard to view more data, download graph images, and more. You can find the dashboard at www.phwins.org/national

• Want to learn more about the survey?
  - Go to https://debeaumont.org/phwins/2021-findings/ for more information about PH WINS 2021, including key findings, links to publications and survey methods.

• Have questions?
  - Contact the PH WINS team at: phwins@debeaumont.org