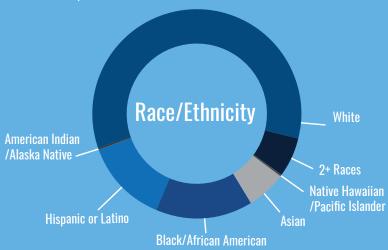


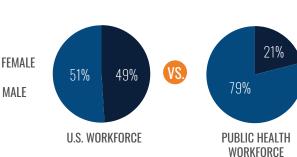
# Who is the public health workforce?

### **DEMOGRAPHICS:**

The public health workforce is predominantly white, female, and over 40 years old — but women are underrepresented in executive positions.



### **Gender** in the public health workforce





The workforce is **aging**.

42

**30**%

5 years or less

60%

43%

30%

Average tenure in a position is just over 7 years.

have an advanced degree

Only 14% have formal public health training

despite a 300% increase in

public health graduates since '92.

20+ years

7%

14%

21%

SILENT/GREATEST 2% **BABY BOOMERS** 

**GEN X** 

**MILLENNIALS** 

**MEDIAN AGE** 

0.2% POST-MILLENNIALS

**Millennials** are the largest group in the U.S.

workforce but are underrepresented

in the public health workforce.

U.S. WORKFORCE

25%

33%

35%

**PHWINS** 

22%

The workforce is well educated

MASTERS

**ASSOCIATES** 

NO COLLEGE

**Tenure in:** CURRENT ROLE

**CURRENT AGENCY** 

**PUBLIC HEALTH** 

37%

40%



Is the workforce sustainable?

## TURNOVFR:

Health departments face a high rate of turnover. Nearly half of the workforce is considering leaving their organization in the next five years.



## **NEARLY HALF**

of the workforce is considering leaving their organization in the next five years



**22%** plan to retire in the next five years **25%** 

plan to leave in the next year for reasons other than retirement

22222222 

Since 2014, there has been a

41%

increase in those planning to leave their organization

# **Top 5** Reasons for Leaving











Inadequate Pay

Advancement

Workplace Environment

Lack of Support 26%

46%

40%

31%

Satisfaction

26%

Certain populations that are already underrepresented are poised to leave in large numbers in the next year:

32% of Millennials

34% of those with a degree in public health

31% of men

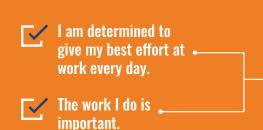
**24%** of women executives



# employee engagement?

# JOB SATISFACTION AND ENGAGEMENT:

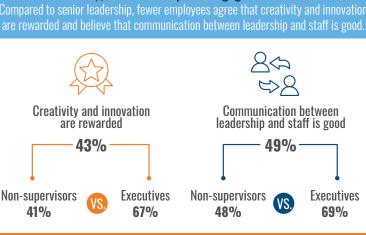
The public health workforce is mission-driven, but factors like pay. lack of opportunities for advancement, and workplace culture can negatively affect engagement and satisfaction.



positively about the impact they make.

### Opportunities to improve engagement:

Compared to senior leadership, fewer employees agree that creativity and innovation









Job Satisfaction 81%

**Organizational** Satisfaction 70%

Pay Satisfaction 48%









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