

2017 Public Health Workforce Interests and Needs Survey

2017 PH WINS

Public Health Workforce Interests and Needs Survey (PH WINS)

About the Survey

You have been selected to participate in the Public Health Workforce Interests and Needs Survey (PH WINS). The purpose of this survey is to inform future public health workforce development initiatives. The survey is being conducted by the Association of State and Territorial Health Officials (ASTHO) with support from the de Beaumont Foundation. This survey should take approximately 15-20 minutes of your time. Your participation is voluntary and your responses will be confidential. We hope you will participate. Your feedback is important and will help determine opportunities for future workforce development efforts.

Instructions for Completing the Survey

If you start the questionnaire and need to complete it at a later time, you may do so, but your responses will not be saved. The survey must be completed in one sitting. The survey is intended for you personally; please do not delegate it. Clicking "continue" will be interpreted as your informed consent to participate and that you affirm that you are at least 18 years of age.

Need Help?

If you have questions about the survey, please email phwins@astho.org or call (571) 318-5418. If you have any questions about your rights as a participant, you may contact the NORC Institutional Review Board at (773) 256-6000.

Defining Terms

Throughout the survey, the terms agency, department, or organization are used interchangeably to refer to independent state or local public health agencies or a unit/division of public health within a larger agency, often referred to as an umbrella agency or super-agency. In this survey, we will use several terms specific to public health practice. In several questions, you will see these terms displayed in blue. If you hover your mouse over them, the definition of that term will appear (pictured below).



The screenshot shows a survey question Q11: "How important are the following areas to public health?". The question is followed by a table with five columns representing levels of importance: "Not at all important", "Not very important", "Somewhat important", "Very important", and "I am not familiar with this". The table lists five areas: "Cross-jurisdictional sharing of public health services", "Fostering a culture of quality improvement (QI)", "Public health and primary care integration", "Evidence-based public health practice", and "Multi-sectoral collaboration". Each area has a radio button in each column. A tooltip is visible over the "Evidence-based public health practice" row, displaying the definition: "The linking of public health and primary care programs and activities to promote overall efficiency and effectiveness and achieve gains in population health. (Michener and Welik, 2012)".

	Not at all important	Not very important	Somewhat important	Very important	I am not familiar with this
Cross-jurisdictional sharing of public health services	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fostering a culture of quality improvement (QI)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public health and primary care integration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence-based public health practice	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-sectoral collaboration	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Section I: Workplace Environment

1. Please rate your level of agreement with the following items:

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I know how my work relates to the agency's goals and priorities.					
The work I do is important.					
Creativity and innovation are rewarded.					
Communication between senior leadership and employees is good in my organization.					
Supervisors/team leaders work well with employees of different backgrounds.					
Supervisors/team leaders in my work unit support employee development.					
My training needs are assessed.					
Employees have sufficient training to fully utilize technology needed for their work.					
Employees learn from one another as they do their work.					
My supervisor/ provides me with opportunities to demonstrate my leadership skills.					
I have had opportunities to learn and grow in my position over the past year.					
I feel completely involved in my work.					
I am determined to give my best effort at work every day.					
I am satisfied that I have the opportunities to apply my talents and expertise.					
My supervisor and I have a good working relationship.					
My supervisor treats me with respect.					
I recommend my organization as a good place to work.					

2. Considering everything, how satisfied are you with:

	Very dissatisfied	Somewhat dissatisfied	Neither dissatisfied nor satisfied	Somewhat satisfied	Very satisfied
Your job?					
Your organization?					
Your pay?					
Your job security?					

3. If you wish, you may provide comments below about your workplace environment or level of job satisfaction.

4. The following statements refer to your feelings and attitudes during work. Please indicate to what extent you agree with each of the following statements.

	Strongly disagree	Disagree	Neither agree nor disagree	Agree	Strongly agree
I always find new and interesting aspects in my work.					
There are days when I feel tired before I arrive at work.					
More and more often I find that I am distancing myself from my job.					
After work, I tend to need more time than in the past to relax and recover.					
I can tolerate the pressure of my work very well.					
Lately, I tend to think less at work and do my job almost mechanically.					
I find my work to be a positive challenge.					
During my work, I often feel emotionally drained.					
Over time I've lost my personal engagement with my work.					
After working, I have enough energy for my leisure activities.					
Sometimes I feel fed up by my work tasks.					
After my work, I usually feel worn out and weary.					
Usually I can manage my workload well.					
This is the only type of work that I can imagine myself doing.					
When I work, I usually feel energized.					
I feel more and more engaged with my work.					

5. Are you considering leaving your organization within the next year, and if so, why?

- No
- Yes, to retire
- Yes, to take another governmental job (in public health)
- Yes, to take another governmental job (not in public health)
- Yes, to take a non-governmental job (in public health)
- Yes, to take a non-governmental job (not in public health)
- Yes, other _____

[If yes, display:]

5a. For approximately how long have you been considering leaving your organization?

- Less than 3 months
- 3-6 months
- More than 6 months

[If yes for another job, display:]

5b.1 Have you recently taken any steps towards leaving your organization, such as applying or interviewing for a new position outside your organization?

- Yes
- No

[If yes to retire, display:]

5b.2 Have you recently taken any steps towards retiring, such as meeting with HR or submitting relevant paperwork?

- Yes

No

[Display for those leaving for another job]:

5c. Please select the top reason why you are considering leaving your organization.

Lack of acknowledgement/recognition

Job satisfaction

Lack of opportunities for advancement

Lack of training

Leadership changeover

Other opportunities outside agency

Pay

Retirement

Satisfaction with your supervisor

Stress

Lack of flexibility (flex hours/telework)

Weakening of benefits (e.g., retirement contributions/pensions, health insurance)

Work overload / burnout

Workplace environment

Lack of support

Other (open ended)

6. I am planning to retire in:

2017

2018

2019

2020

2021

2022

I am not planning to retire before 2023

Section II: Training Needs Assessment

7. What is your supervisory status? Please note, supervisory levels are defined as follows:

- Non-supervisor: you do not supervise other employees;
- Supervisor: you are responsible for employees' performance appraisals and approval of their leave, but you do not supervise other supervisors;
- Manager: you are in a management position and supervise one or more supervisors; and
- Executive: member of Senior Executive Service or equivalent.

- Non-supervisor
- Supervisor
- Manager
- Executive

8. Please rate the following items in terms of importance to your current position and your current skill level. These items have been adapted from the Core Competencies for public health professionals.

Please note, skill levels are defined as follows:

- Not applicable: current position does not require performing this item
- Unable to perform: lacking the necessary skills to perform
- Beginner: able to perform with assistance
- Proficient: able to perform independently
- Expert: able to assist or teach others

How important is this item in your day-to-day work?			
Not important	Somewhat unimportant	Somewhat important	Very important

What is your current skill level for this item?				
Not applicable	Unable to perform	Beginner	Proficient	Expert

ITEMS		
TIER 1: NON-SUPERVISORS	TIER 2: SUPERVISORS AND MANAGERS	TIER 3: EXECUTIVES
Effectively target communications to different audiences (e.g., the public, community organizations, external partners, the scientific community, etc.)	Communicate in a way that different audiences (e.g., the public, community organizations, external partners, the scientific community, etc.) can understand	Communicate in a way that different audiences (e.g., the public, community organizations, external partners, the scientific community, etc.) can understand
Communicate in a way that persuades others to act	Communicate in a way that persuades others to act	Communicate in a way that persuades others to act
Identify appropriate sources of data and information to assess the health of a community	Identify appropriate sources of data and information to assess the health of a community	Ensure the use of appropriate sources of data and information to assess the health of a community
Collect valid data for use in decision making	Use valid data to drive decision making	Use valid data to drive decision making

Identify evidence-based approaches to address public health issues	Apply evidence-based approaches to address public health issues	Ensure the application of evidence-based approaches to address public health issues
Describe the value of a diverse public health workforce (e.g., diverse in terms of race, ethnicity, gender, age, sexual orientation)	Support development of a diverse public health workforce (e.g., diverse in terms of race, ethnicity, gender, age, sexual orientation)	Develop a diverse public health workforce (e.g., diverse in terms of race, ethnicity, gender, age, sexual orientation)
Support inclusion of health equity and social justice principles into planning for program and service delivery (e.g., include health equity in a strategic plan, promote health-in-all-policies, engage marginalized and under-resourced communities in decision making)	Incorporate health equity and social justice principles into planning for programs and services (e.g., include health equity in a strategic plan, promote health-in-all-policies, engage marginalized and under-resourced communities in decision making)	Incorporate health equity and social justice principles into planning across the agency (e.g., include health equity in a strategic plan, promote health-in-all-policies, engage marginalized and under-resourced communities in decision making)
Deliver socially, culturally, and linguistically appropriate programs and customer service	Implement socially, culturally, and linguistically appropriate policies, programs, and services that reflect the diversity of individuals and populations in a community	Ensure the implementation of socially, culturally, and linguistically appropriate policies, programs, and services that reflect the diversity of individuals and populations in a community
Describe financial analysis methods applicable to program and service delivery	Use financial analysis methods in managing programs and services	Use financial analysis methods in making decisions about programs and services across the agency
Describe how public health funding mechanisms support agency programs and services (e.g., categorical grants, state general funds, fees, third-party reimbursement, tobacco taxes)	Identify funding mechanisms and procedures to develop sustainable funding models for programs and services (e.g., categorical grants, state general funds, fees, third-party reimbursement, tobacco taxes, value-based purchasing, budget approval process)	Leverage funding mechanisms and procedures to develop sustainable funding models for the agency (e.g., categorical grants, state general funds, fees, third-party reimbursement, tobacco taxes, value-based purchasing, budget approval process)
Describe the value of an agency business plan (e.g., tool for analyzing and planning for a product or service that will meet a community need, will generate revenue, and be sustainable)	Implement a business plan for agency programs and services (e.g., tool for analyzing and planning for a product or service that will meet a community need, will generate revenue, and be sustainable)	Design a business plan for the agency (e.g., tool for analyzing and planning for a product or service that will meet a community need, will generate revenue, and be sustainable)
Describe the influence of internal changes (e.g., personnel changes, funding cuts, internal policies, etc.) on organizational practices	Modify programmatic practices in consideration of internal and external changes (e.g., social, political, economic, scientific)	Manage organizational change in response to evolving internal and external circumstances (e.g., social, political, economic, scientific)
Assess the external drivers in your environment (e.g., physical, political, social, fiscal, etc.) that may influence your work	Assess the drivers in your environment (e.g., physical, political, social, fiscal, etc.) that may influence public health programs and services	Assess the drivers in your environment (e.g., physical, political, social, fiscal, etc.) that may influence programs and services across the agency
N/A	Integrate current and projected trends (e.g., physical, political, social, fiscal, etc.) into strategic planning for programs and services	Integrate current and projected trends (e.g., physical, political, social, fiscal, etc.) into organizational strategic planning
Describe how social determinants of health impact the health of individuals, families, and the overall community	Build cross-sector partnerships (e.g., agencies or organizations supporting transportation, housing, education, and law enforcement) to address social determinants of health	Influence policies external to the organization that address social determinants of health (e.g., zoning, transportation routes, etc.)

Participate in quality improvement processes (e.g., Plan-Do-Check-Act, SWOT analysis, fishbone, lean, kaizen, etc.) for agency programs and services	Apply quality improvement processes (e.g., Plan-Do-Check-Act, SWOT analysis, fishbone, lean, kaizen, etc.) to improve agency programs and services	Create a culture of quality improvement (e.g. an integrative process that links knowledge, structures, processes, and outcomes to enhance quality throughout an organization) at the agency or division level
Describe the value of community strategic planning that results in a community health assessment or community health improvement plan	Apply findings from a community health assessment or community health improvement plan to agency programs and services	Ensure health department representation in a collaborative process resulting in a community health assessment or community health improvement plan.
Describe your agency's strategic priorities, mission, and vision	Implement an organizational strategic plan	Ensure the successful implementation of an organizational strategic plan
Describe the importance of engaging community members in the design and implementation of programs to improve health in a community	Engage community members in the design and implementation of programs to improve health in a community	Ensure community member engagement in the design and implementation of programs to improve health in a community
Engage community assets and resources (e.g., Boys & Girls Clubs, public libraries, hospitals, faith-based organizations, academic institutions, federal grants, fellowship programs) to improve health in a community	Identify and engage assets and resources (e.g., Boys & Girls Clubs, public libraries, hospitals, faith-based organizations, academic institutions, federal grants, fellowship programs) that can be used to improve health in a community	Negotiate with multiple partners for the use of assets and resources (e.g., Boys & Girls Clubs, public libraries, hospitals, faith-based organizations, academic institutions, federal grants, fellowship programs) to improve health in a community
Collaborate with public health personnel across the agency to improve the health of the community	Engage in collaborations within the public health system, including traditional and non-traditional partners, to improve the health of a community.	Build collaborations within the public health system among traditional and non-traditional partners to improve the health of a community
Describe your role in improving the health of the community served by the agency	Assess how agency policies, programs, and services advance population health	Advocate for needed population health services and programs

Q8.1 Items shown are those you identified as "Very Important" to your current position from the last three pages. Select the most important item for your current position.

[Populated with items from training needs assessment deemed "Very Important" by the respondent]

9. What would motivate you to seek out training? Select all that apply.

- Maintenance of licensure
- Taken into account during performance reviews
- Requirement for promotion
- Peers were taking it
- Expectation from my supervisor
- Pay incentive
- Mandated by agency supervisor/management/leadership
- Covered time for training
- Paid travel for training
- Availability of applicable in-person training opportunities
- Availability of applicable online training opportunities
- Personal growth/interest
- None of the above
- Other

Section III: Emerging Issues in Public Health

Please use the following definitions for Q10.

Cross-jurisdictional sharing of public health services-

Cross-jurisdictional sharing refers to the sharing of resources, such as equipment or personnel, to provide essential public health services. Sharing may take place across state boundaries (such as between state health agencies) or within a state (such as between a state and local health department or two local health departments.)

Fostering a culture of quality improvement (QI)-

"QI is an integrative process that links knowledge, structures, processes, and outcomes to enhance quality throughout an organization. The intent is to improve the level of performance of key processes and outcomes within an organization." (ASTHO)

Public health and primary care integration-

The linking of public health and primary care programs and activities to promote overall efficiency and effectiveness and achieve gains in population health. (Michener and Wellik, 2012)

Evidence-Based Public Health Practice (EBPH)-

"Key components of EBPH include making decisions on the basis of the best available scientific evidence, using data and information systems systematically, applying program-planning frameworks, engaging the community in decision making, conducting sound evaluation, and disseminating what is learned."(Brownson et al., 2009)"

Health in All Policies (HiAP)-

HiAP is a collaborative approach that considers health as a factor when making policy decisions about sectors such as education, housing, transportation, and neighborhood safety to improve the health of all communities and people.

Multi-sectoral collaboration-

Deliberate collaboration among various stakeholder groups (e.g., government, civil society, and private sector) and sectors (e.g., health, environment, economy) to jointly achieve a shared goal or outcome of interest.

10. How much, if anything, have you heard about the following concepts in public health?

	Nothing at all	Not much	A little	A lot
Cross- jurisdictional sharing of public health services				
Fostering a culture of quality improvement (QI)				
Public health and primary care integration				
Evidence-Based Public Health Practice (EBPH)				
Health in All Policies (HiAP)				
Multi-sectoral collaboration				

11. To what extent do each of the following areas impact your day-to-day work?

a. [carryforward all items not identified as "nothing at all"]

12. To what extent do you believe your agency should be involved in:

	Not all involved	Not very involved	Somewhat involved	Very involved
Affecting the K-12 education system in your state?				
Affecting the economy in your state?				
Shaping the built environment (roads, parks, greenways, walking and biking trails, etc.) in your state?				
Affecting the availability of safe, affordable, healthy housing in your state?				
Affecting access to affordable, reliable, and clean transportation in your state?				
Impacting social connectedness, or the quality and quantity of social support systems for individuals in the state?				
Impacting health equity in the state?				

Section IV: Demographics

Please remember that your responses will remain confidential.

13. What is your gender?

- Male
- Female
- Non-binary/Other

14. Are you Hispanic or Latino?

- No
- Yes

15. Please select the racial category or categories with which you most identify.

- White
- Black or African American
- Native Hawaiian or other Pacific Islander
- Asian
- American Indian or Alaska Native
- Two or more races

16. What is your age in years? Please round to the nearest whole year. [dropdown list]

17. Please move the sliders to indicate how long you have been in each of the following (in years). Please round to the nearest year.

- _____ In your current position
- _____ With your current agency in total (in any position)
- _____ In public health practice in total (in any agency, in any position)

[Display if supervisory status of manager or executive is selected]

In years, please indicate how long you have been in public health management in total (in any agency, in any public health Manager or Executive position). Please round to the nearest year. _____

18. Which of the following better describes your employment status?

- Contractor employed by third party rendering services to the health department
- Permanent staff employed directly by the health department
- Intern employed directly by the health department
- Temporary staff employed directly by the health department

19. Is your position a bargaining unit (union) position?

- Yes
- No

20. Are you currently employed full-time at the public health department?

- Yes
- No

[if no]: Please indicate what percent time you are working at the public health department. (e.g., 50% for half-time [.5 FTE], 100% for full-time [1.0 FTE])

_____ Part-time percentage

21. Is your pay based on an annual salary or hourly wage?

- Annual salary
- Hourly wage

[if annual]: What is your current annual salary?

- Less than \$25,000
- \$25,000 - \$35,000
- \$35,000.01 - \$45,000
- \$45,000.01 - \$55,000
- \$55,000.01 - \$65,000
- \$65,000.01 - \$75,000
- \$75,000.01 - \$85,000
- \$85,000.01 - \$95,000
- \$95,000.01 - \$105,000
- \$105,000.01 - \$115,000
- \$115,000.01 - \$125,000
- \$125,000.01 - \$135,000
- \$135,000.01 - \$145,000
- More than \$145,000

[if hourly] What is your current hourly wage?

- Less than \$12.50
- \$12.51 - \$17.50
- \$17.51 - \$22.50
- \$22.51 - \$27.50
- \$27.51 - \$32.50

- \$32.51 - \$37.50
- \$37.51 - \$42.50
- \$42.51 - \$47.50
- \$47.51 - \$52.50
- \$52.51 - \$57.50
- \$57.51 - \$62.50
- \$62.51 - \$67.50
- \$67.51 - \$72.50
- More than \$72.50

22. Please identify the classification that best represents your role in the organization.

- Animal Control Worker
- Attorney or Legal Counsel
- Behavioral Health Professional
- Business Support - Accountant/Fiscal
- Business Support services – Administrator
- Business Support services - Coordinator
- Clerical Personnel - Administrative Assistant
- Clerical Personnel - Secretary
- Community Health Worker
- Custodian
- Disease Intervention Specialist
- Department/Bureau Director
- Deputy Director
- Economist
- Emergency Medical Services Worker
- Emergency Medical Technician/Advanced Emergency Medical Technician
- Emergency Preparedness/Management Worker
- Engineer
- Environmental Health Worker
- Epidemiologist
- Grants or Contracts Specialist
- Health Educator
- Health Navigator
- Health Officer
- Human Resources Personnel
- Implementation Specialist
- Information Systems Manager/Information Technology Specialist
- Laboratory Aide or Assistant
- Laboratory Technician
- Laboratory Quality Control Worker
- Laboratory Scientist/Medical Technologist
- Licensure/Regulation/Enforcement Worker
- Medical Examiner
- Nursing and Home Health Aide
- Nutritionist or Dietitian
- Other
- Other Business Support Services
- Other Facilities or Operations Worker
- Other Oral Health Professional

- Other Registered Nurse – Clinical Services
- Peer Counselor
- Pharmacist
- Physician Assistant
- Policy Analyst
- Population Health Specialist
- Program Director
- Program Evaluator
- Public Health Agency Director
- Public Health Dentist
- Public Health Manager or Program Manager
- Public Health/Preventive Medicine Physician
- Public Health Veterinarian
- Public Health Informatics Specialist
- Public Information Specialist
- Quality Improvement Worker
- Registered Nurse – Public Health or Community Health Nurse
- Registered Nurse - Unspecified
- Sanitarian or Inspector
- Social Worker/Social Services Professional
- Statistician
- Student, Professional or Scientific

23. Please specify your setting.

- City/Town Health Agency
- County Health Agency
- Other Public Health Local Agency
- Multi-city Health Agency
- Multi-county Health Agency
- State Health Agency - Central Office
- State Health Agency - Local or Regional Office
- Other State Agency, not Health Agency
- Hospital or Primary Care Clinic
- Inpatient or Outpatient Clinical Setting
- Other [please specify]

24. Please specify your employer.

- Local government
- State government
- Federal government
- Non-governmental

25. Please indicate which degrees you have attained. Check all that apply.

- High school or equivalent
- Associate's degree in nursing
- Other associate degree
- BS/BA
- BSN
- Other baccalaureate degree
- MA/MS
- MBA
- MHA

- MPA
- MPH
- MSN
- MSW
- Other masters degree
- DDS/DMD
- DrPH/PhD/ScD/other public health doctorate
- DNP
- DVM/VMD
- JD
- MD/DO, or international equivalent
- PharmD
- PhD/ScD/other non-public health doctorate

[Display all selected above high school or equivalent]

25a. Please indicate the primary major/concentration associated with your degrees, "eg BA Biology, MPH Health Policy, MD Internal Medicine". Write "N/A" if this is not applicable.

26. Please indicate which credentials you have attained. Check all that apply.

- Certified Health Education Specialist/Master Certified Health Education Specialist
- Certified in Public Health
- Laboratory Certification [Infection Control Certification; National generalist certification; National specialist certification; State licensure to practice laboratory science]
- Nurse Certification [advanced Public Health Nurse- Board Certified; Clinical Nurse Specialist; Nurse Executive, Advanced (NEA-BC); Nurse Executive RN- BC; Nurse Practitioner; Public/Community Health Clinical Nurse Specialist- Board Certified; Other; Registered Nurse Anesthetist]
- Physician Assistant Certification
- Physician Certified; [Aerospace Medicine; Preventive Medicine Physician; Public Health and General Preventive Medicine; Other Board Certified Physician; Specialty: Occupational Medicine]
- Registered Dietitian
- Not formally certified
- Other certification _____

27. Please specify your primary program area.

- Communicable Disease - HIV
- Communicable Disease - STD
- Communicable Disease - Tuberculosis
- Other Communicable Disease
- Non-Communicable Disease
- Injury
- Environmental Health
- Maternal and Child Health
- Maternal and Child Health - WIC
- Clinical Services (excluding TB, STD, family planning)
- Clinical Services - Immunizations
- Oral Health/Clinical Dental Services
- Administration/Administrative Support
- Mental Health
- Substance Abuse, including tobacco control programs
- Public Health Genetics
- Vital Records
- Medical Examiner
- Animal Control
- Emergency Preparedness
- Epidemiology Surveillance
- Program Evaluation
- Health Education

- Health Promotion/Wellness
- Community Health Assessment/Planning
- Training/Workforce Development
- Global Health
- Public health laboratory
- Other Program Area (specify)
- I work equally in multiple programs

[Display if "Other Program Area (specify)" is selected]

27a. Please specify your primary program area

[Display if "I work equally in multiple programs" is selected]

27b. Please select your program areas.

- Administration/Administrative Support
- Animal Control
- Clinical Services (excluding TB, STD, family planning)
- Clinical Services - Immunizations
- Communicable Disease - HIV
- Communicable Disease - STD
- Communicable Disease - Tuberculosis
- Other Communicable Disease
- Community Health Assessment/Planning
- Emergency Preparedness
- Environmental Health
- Epidemiology Surveillance
- Global Health
- Health Education
- Health Promotion/Wellness
- Injury
- Maternal and Child Health
- Maternal and Child Health - WIC
- Medical Examiner
- Mental Health
- Non-Communicable Disease
- Oral Health/Clinical Dental Services
- Program Evaluation
- Public Health Genetics
- Substance Abuse, including tobacco control programs
- Training/Workforce Development
- Vital Records
- Other Program Area (specify) _____

28a. Please indicate where you work by answering the following questions (Alaska-Louisiana). For other states, please scroll to the corresponding question. As a reminder, your responses are confidential and individual responses will never be shared with your agency.

What state do you work in?

What agency do you work in?

What division or bureau do you work in?

Q28b. Please indicate where you work by answering the following questions (Massachusetts-New York). For other states, please scroll to the corresponding question. As a reminder, your responses are confidential and individual responses will never be shared with your agency.

What state do you work in?

What agency do you work in?

What division or bureau do you work in?

Q28c. Please indicate where you work by answering the following questions (Ohio-Wyoming). As a reminder, your responses are confidential and individual responses will never be shared with your agency.

What state do you work in?

What agency do you work in?

What division or bureau do you work in?

[Display if "Other (please specify)" is selected]

Q28d. If you selected "Other" above, please specify. Otherwise, please leave this blank or write "N/A"

Thank you for participating in the survey.

ASTHO will be analyzing and disseminating the results of PH WINS. Aggregated results will be provided to your agency in 2018. For more information about PH WINS, please visit: <http://www.astho.org/phwins/>

If you would like to review any of your answers, please hit the "Back" button at the bottom of this page. Otherwise, click submit.