Explore Data from PH WINS 2017
Who participated in PH WINS 2017?
Over 47,000 governmental public health workers in 50 states participated.

The map (right) shows where they work:

- **States.** 47 State Health Agencies participated.

- **‘Big Cities.’** 26 health agencies from the Big Cities Health Coalition participated.

- **‘Other Locals.’** Employees from hundreds of other local agencies that have at least 25 staff members and serve a population of at least 25,000 participated.
Who is the governmental public health workforce?
53% work in local agencies.

- State: 30%
- Big Cities: 16%
- Other Locals: 53%
About 6 in 10 are White.

- White: 59%
- Black or African American: 16%
- Hispanic or Latino: 13%
- Asian: 5%
- Two or More / Other: 7%
About 8 in 10 are female.

- Female: 78%
- Male: 21%
- Non-Binary/Other: 1%
42% are over the age of 50.

- 21-30: 11%
- 31-40: 22%
- 41-50: 24%
- 51-60: 29%
- 61+: 13%
33% have advanced degrees.

- Doctoral or Master's: 33%
- Bachelor's: 38%
- Associate's: 14%
- No College Degree: 15%
14% have a public health degree.
42% have 5 years or less in agency.
72% are non-supervisors.
Demographics: All Public Health Employees

Currently showing data for all public health employees.

- 53% work in local agencies.
  - State: 30%
  - Big Cities: 16%
  - Other Locals: 53%

- About 6 in 10 are white.
  - White: 58%
  - Black or African American: 16%
  - Hispanic or Latino: 13%
  - Asian: 5%
  - Two or More / Other: 7%

- About 8 in 10 are female.
  - Female: 78%
  - Male: 21%
  - Non-Binary/Other: 0.6%

- 42% are over the age of 50.
  - 21-30: 11%
  - 31-40: 23%
  - 41-50: 24%
  - 51-60: 28%
  - 61+: 14%

- 31% have advanced degrees.
  - Doctoral or Master’s: 31%
  - Bachelor’s: 37%
  - Associate’s: 14%
  - No College Degree: 17%

- Public health degree: 14%

- 48%: 5 years or less in agency
  - 0-5 years: 43%
  - 6-10 years: 18%
  - 11-15 years: 13%
  - 16-20 years: 12%
  - 21+ years: 14%

- 72% are non-supervisors.
  - Non-Supervisors: 72%
  - Supervisors & Managers: 25%
  - Executives: 2%

Is the workforce sustainable?
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.

Since 2014, there has been a 41% increase in those planning to leave their organization.
Demographics: Employees Considering Leaving Within One Year

Currently showing data for employees considering leaving within one year.

45% work in local agencies.
- State: 37%
- Big Cities: 19%
- Other Locals: 45%

About 5 in 10 are white.
- White: 53%
- Black or African American: 16%
- Hispanic or Latino: 14%
- Asian: 5%
- Two or More / Other: 9%

About 8 in 10 are female.
- Female: 77%
- Male: 22%
- Non-Binary/Other: 0.9%

28% are over the age of 50.
- 21-30: 15%
- 31-40: 27%
- 41-50: 26%
- 51-60: 22%
- 61+: 6%

35% have advanced degrees.
- Doctoral or Master's: 35%
- Bachelor's: 38%
- Associate's: 13%
- No College Degree: 14%

Public health degree: 18%

54%: 5 years or less in agency
- 0-5 years: 54%
- 6-10 years: 19%
- 11-15 years: 13%
- 16-20 years: 7%
- 21+ years: 7%

76% are non-supervisors.
- Non-Supervisors: 76%
- Supervisors & Managers: 22%
- Executives: 2%

Reasons for Leaving for All Public Health Employees

Currently showing data for all public health employees.

<table>
<thead>
<tr>
<th>Reason</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pay</td>
<td>46%</td>
</tr>
<tr>
<td>Lack of advancement</td>
<td>40%</td>
</tr>
<tr>
<td>Workplace environment</td>
<td>31%</td>
</tr>
<tr>
<td>Job satisfaction</td>
<td>25%</td>
</tr>
<tr>
<td>Lack of support</td>
<td>25%</td>
</tr>
<tr>
<td>Lack of recognition</td>
<td>24%</td>
</tr>
<tr>
<td>Work overload/burnout</td>
<td>23%</td>
</tr>
<tr>
<td>Stress</td>
<td>22%</td>
</tr>
<tr>
<td>Other reasons</td>
<td>19%</td>
</tr>
<tr>
<td>Supervisor</td>
<td>19%</td>
</tr>
<tr>
<td>Outside opportunities</td>
<td>17%</td>
</tr>
<tr>
<td>Leadership change</td>
<td>14%</td>
</tr>
<tr>
<td>Lack of flexibility</td>
<td>13%</td>
</tr>
<tr>
<td>Lack of training</td>
<td>12%</td>
</tr>
<tr>
<td>Weakening benefits</td>
<td>12%</td>
</tr>
<tr>
<td>Retirement</td>
<td>3%</td>
</tr>
</tbody>
</table>

Are employees satisfied?
Employee Satisfaction for All Public Health Employees

Currently showing data for all public health employees.

Employees are least satisfied with 'Pay'.

How engaged are employees?

What are employees’ perceptions of their workplaces, their supervisors, and their organizations?
Perceptions About Workplace

Currently showing data for all public health employees.

Public health employees agree least with the statement 'My training needs are assessed'.

Percentage Who Disagree

- I give my best effort at work every day: 2%
- The work I do is important: 2%
- I know how my work relates to the agency's goals and priorities: 4%
- I feel completely involved in my work: 6%
- I have opportunities to apply my talents and expertise: 14%
- I've had opportunities to learn and grow in the past year: 13%
- My training needs are assessed: 18%

Percentage Who Agree

- I give my best effort at work every day: 95%
- The work I do is important: 95%
- I know how my work relates to the agency's goals and priorities: 89%
- I feel completely involved in my work: 84%
- I have opportunities to apply my talents and expertise: 71%
- I've had opportunities to learn and grow in the past year: 71%
- My training needs are assessed: 58%

Color Legend: Negative Sentiment

- % who disagree
- % who strongly disagree

Color Legend: Positive Sentiment

- % who strongly agree
- % who agree

Note: Numbers may not add up to 100% because neutral responses are excluded.

Perceptions About Supervisors

Currently showing data for all public health employees.

Public health employees agree least with the statement 'My supervisor provides me with leadership opportunities'.

- **My supervisor treats me with respect.**
  - Percentage Who Disagree: 7%
  - Percentage Who Agree: 84%

- **My supervisor and I have a good working relationship.**
  - Percentage Who Disagree: 6%
  - Percentage Who Agree: 82%

- **My supervisor provides me with leadership opportunities.**
  - Percentage Who Disagree: 13%
  - Percentage Who Agree: 68%

**Color Legend:**
- **% who disagree**
- **% who strongly disagree**
- **% who strongly agree**
- **% who agree**

**Note:** Numbers may not add up to 100% because neutral responses are excluded.

Perceptions About Organization

Currently showing data for all public health employees.

**Public health employees agree least with the statement 'Creativity and innovation are rewarded'.**

<table>
<thead>
<tr>
<th>Statement</th>
<th>Percentage Who Disagree</th>
<th>Percentage Who Agree</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employees learn from one another.</td>
<td>6%</td>
<td>83%</td>
</tr>
<tr>
<td>Supervisors work well with employees of different backgrounds.</td>
<td>11%</td>
<td>72%</td>
</tr>
<tr>
<td>Supervisors in my work unit support employee development.</td>
<td>11%</td>
<td>72%</td>
</tr>
<tr>
<td>I recommend my organization as a good place to work.</td>
<td>11%</td>
<td>71%</td>
</tr>
<tr>
<td>Employees have sufficient technology training.</td>
<td>23%</td>
<td>56%</td>
</tr>
<tr>
<td>Communication between leadership and employees is good.</td>
<td>28%</td>
<td>49%</td>
</tr>
<tr>
<td>Creativity and innovation are rewarded.</td>
<td>26%</td>
<td>44%</td>
</tr>
</tbody>
</table>

**Color Legend: Negative Sentiment**
- % who disagree
- % who strongly disagree

**Color Legend: Positive Sentiment**
- % who strongly agree
- % who agree

What's next for the public health workforce?
Sign up below to get updates about PH WINS.

For more information, please see the PH WINS FAQs or email phwins@debeaumont.org.