


STRESS, BURNOUT, AND DEDICATION: THE STATE OF THE GOVERNMENTAL PUBLIC HEALTH WORKFORCE

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LEARNING OBJECTIVES

1. To share findings from PH WINS 2021 with governmental public health workers in New Jersey with a focus on mental health and wellbeing.
2. Discuss findings and reactions, answer questions, and share additional data sources and resources.

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WHAT IS PH WINS?

The Public Health Workforce Interests and Needs Survey (PH WINS), the first and only nationally representative survey of state, city, and local public health workers, aims to:



Influence investments in workforce development



Build the evidence base of training needs



Identify trends in attitudes, morale, and climate

PH WINS 2021 IN THE FIELD

PH WINS 2021 was completed by nearly 45,000 state and local governmental public health workers with a 32.5% response rate

- 47 State Health Agencies
- 29 Big-city Health departments
- 157 other medium and large health departments

Regions 1&2 Participation

- 20,328 possible respondents
- 4,971 completed PH WINS
- Overall response rate of 25%

HHS Regions 1&2



PH WINS 2021 SURVEY CONTENT

Goal: to be inclusive of the effect of COVID and its response on the workforce, but not to be exclusively about COVID

- **Timeline:** September 2021 to January 2022
- **Sections:**
 1. Workplace engagement, satisfaction, and intent to leave
 2. COVID-19 Response
 3. Training needs
 4. Addressing public health issues
 5. Demographics & workforce characteristics

PH WINS DATA VISUALIZATION DASHBOARDS

1. National Dashboards
2. Agency Dashboards

Topics:

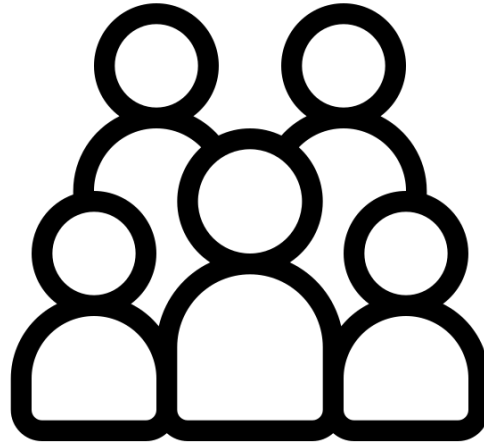
- Demographics
- Workforce Characteristics
- Staying & Leaving
- Training Needs
- Engagement & Satisfaction
- Well-being

Unique ability to view the data by certain subgroups, including:

- Setting (State, Locals, Big Cities)
- Region (based on HHS Regions)
- Workforce Groups

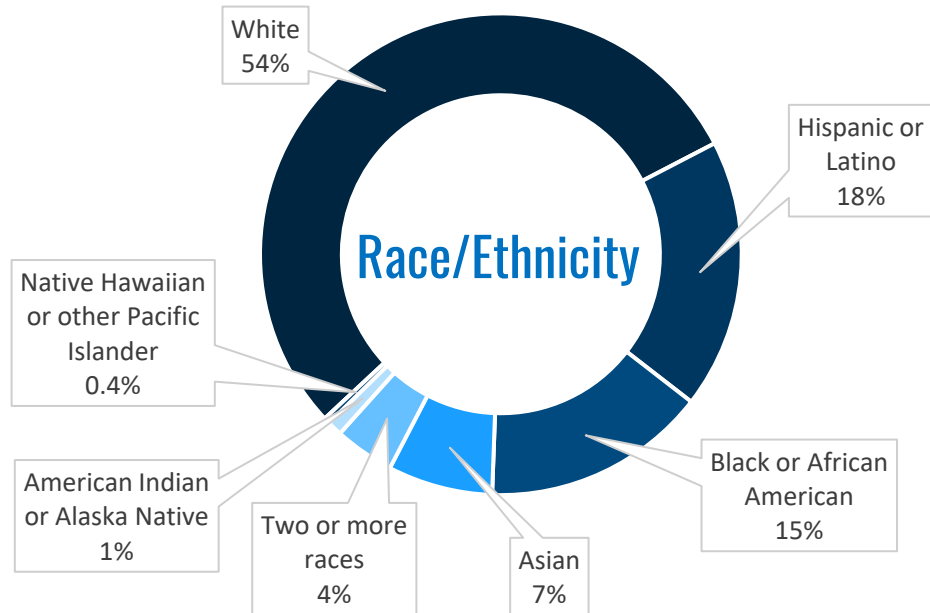
RESULTS FROM PH WINS 2021

WHO IS THE PUBLIC HEALTH WORKFORCE?

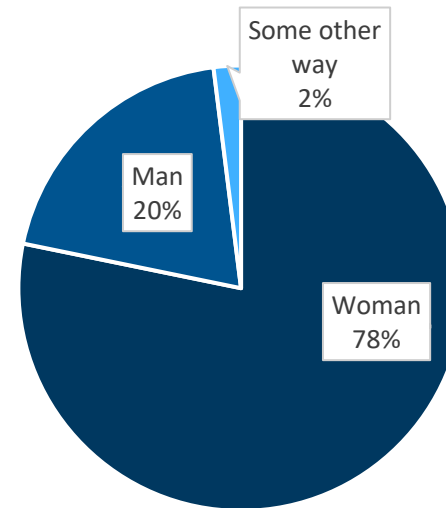


WHO IS THE PUBLIC HEALTH WORKFORCE?

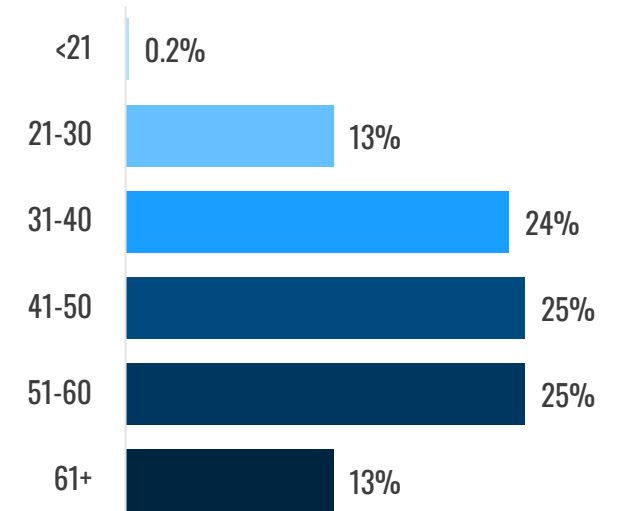
THE GOVERNMENTAL PUBLIC HEALTH WORKFORCE IS PREDOMINANTLY WHITE, FEMALE, AND OVER THE AGE OF 40.



Gender



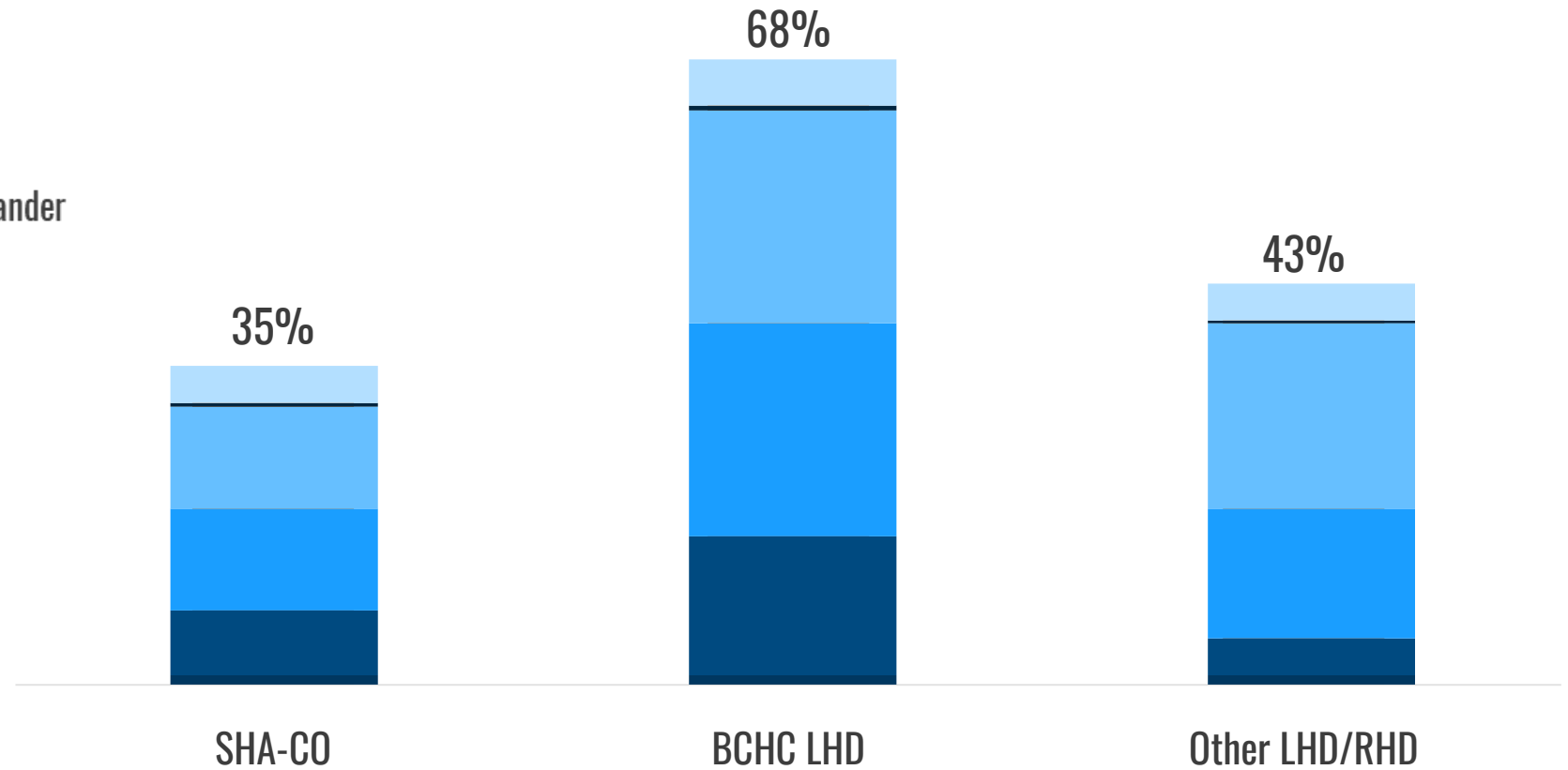
Age



RACE/ETHNICITY BY SETTING

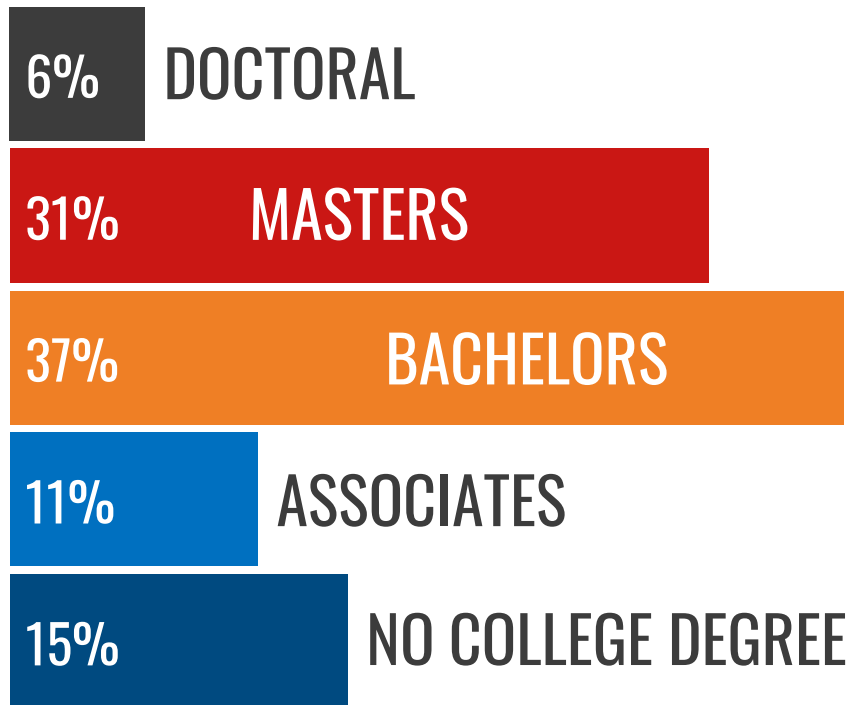
PERCENTAGE OF WORKFORCE WHO ARE PEOPLE OF COLOR

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

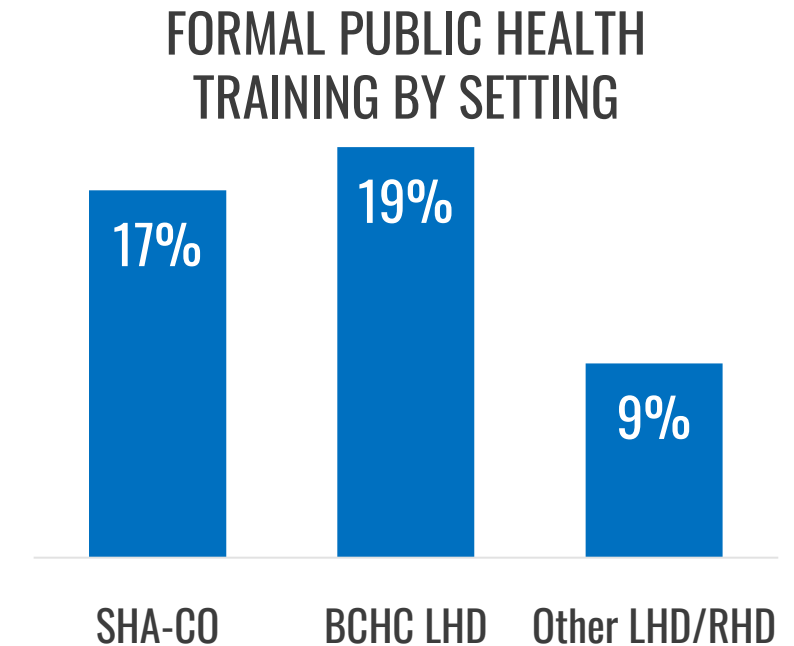


EDUCATION

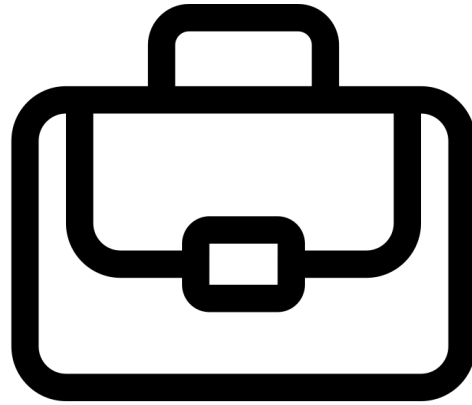
THE WORKFORCE IS
GENERALLY WELL EDUCATED,



BUT ONLY 14% HAS FORMAL TRAINING IN
PUBLIC HEALTH.

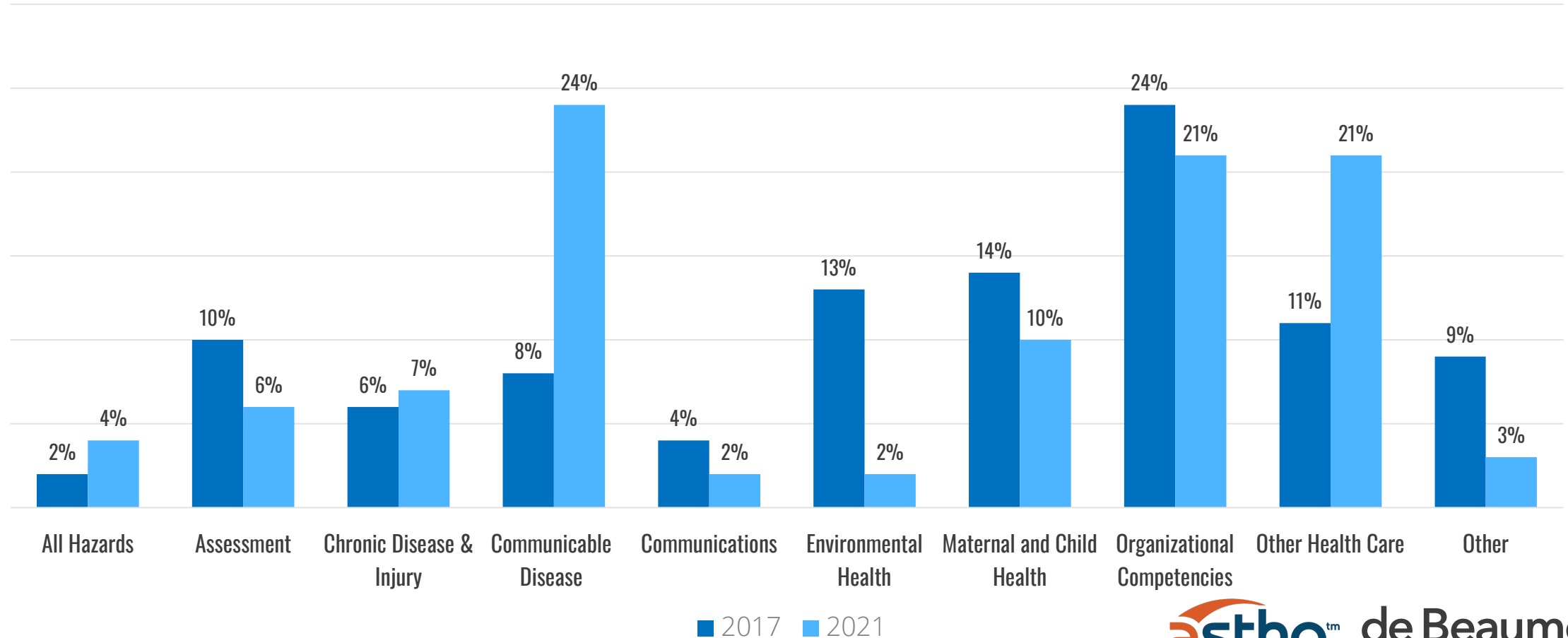


WHAT HAVE PUBLIC HEALTH WORKERS BEEN WORKING ON?



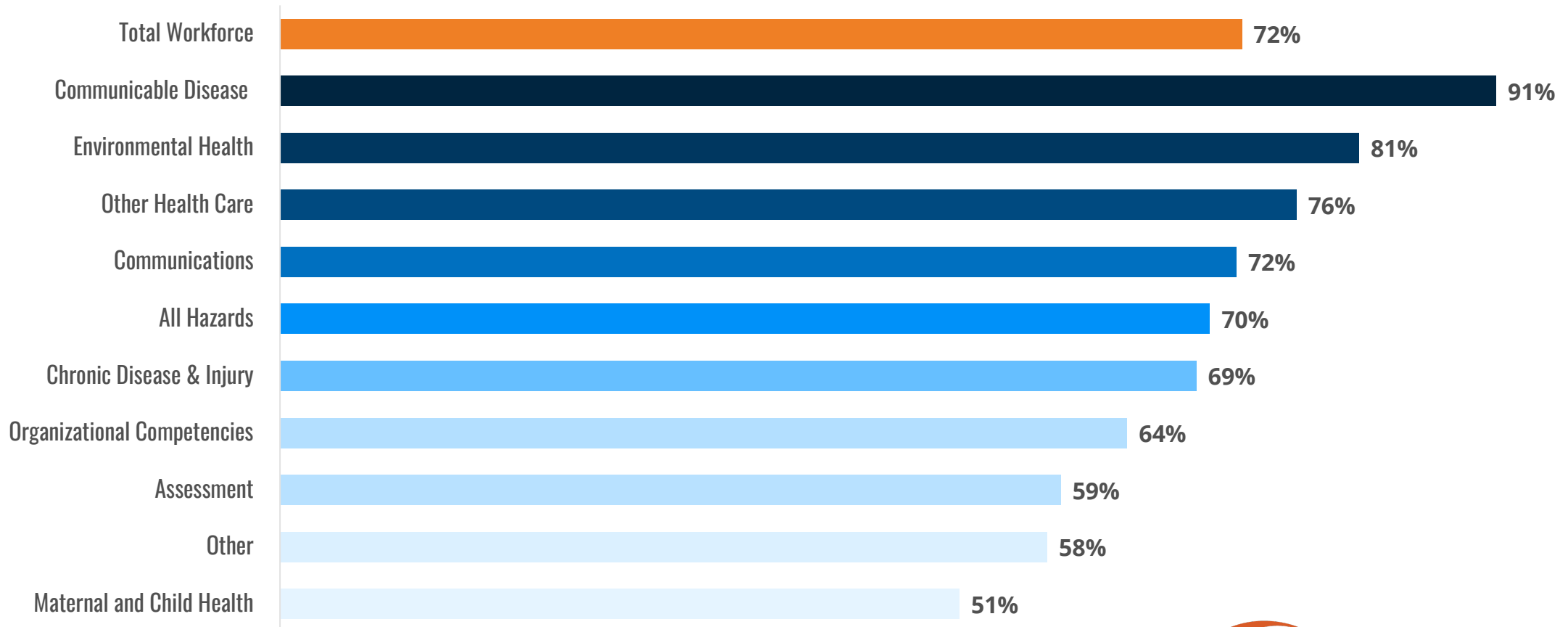
JOB ROLES OVER TIME

THE PERCENTAGE OF THOSE WORKING ON **COMMUNICABLE DISEASE AND OTHER HEALTH CARE HAS RISEN**, WHILE THE PERCENTAGE OF THOSE WORKING ON **ENVIRONMENTAL HEALTH HAS DROPPED SUBSTANTIALLY**.



COVID DEPLOYMENT RATES (FULLY & PARTIALLY)

NEARLY THREE-QUARTERS OF THE GOVERNMENTAL PUBLIC HEALTH WORKFORCE SERVED IN A COVID-19 RESPONSE ROLE AT SOME POINT DURING THE PANDEMIC



HOW HAS THIS AFFECTED THEM AND THE WORKFORCE?





POST-TRAUMATIC STRESS AND MENTAL HEALTH

Nearly 1/3 of employees in Regions 1 & 2 reported 3 or more symptoms of Post-Traumatic Stress Disorder, indicating probably PTSD

reported at least one symptom of PTSD

National



Regions 1&2

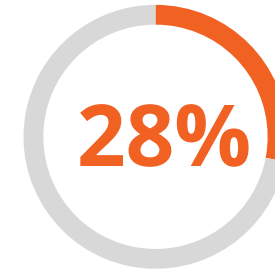


reported 3 or more symptoms, indicating probable PTSD

25%



28%





BULLYING, THREATS, AND HARASSMENT

Many public health workers, especially executives, report experiencing bullying, threats, and harassment.

"I have felt bullied, threatened, or harassed."



Regions 1&2

25%
public health executives

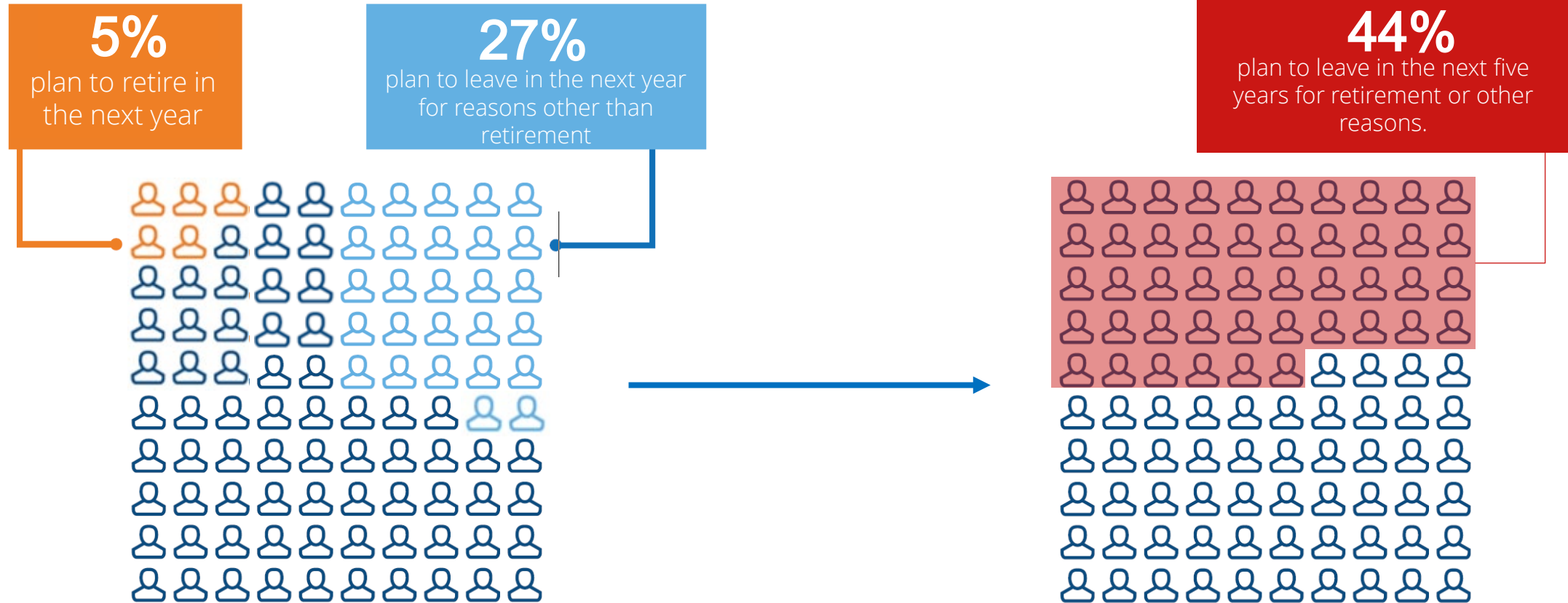
"I have felt my public health expertise was undermined or challenged."



58%
public health executives

INTENT TO LEAVE

MORE THAN A THIRD OF THE WORKFORCE SAID THEY ARE CONSIDERING LEAVING THEIR ORGANIZATION IN THE NEXT YEAR, BUT **44% SAY THEY ARE LEAVING IN THE NEXT FIVE YEARS.**

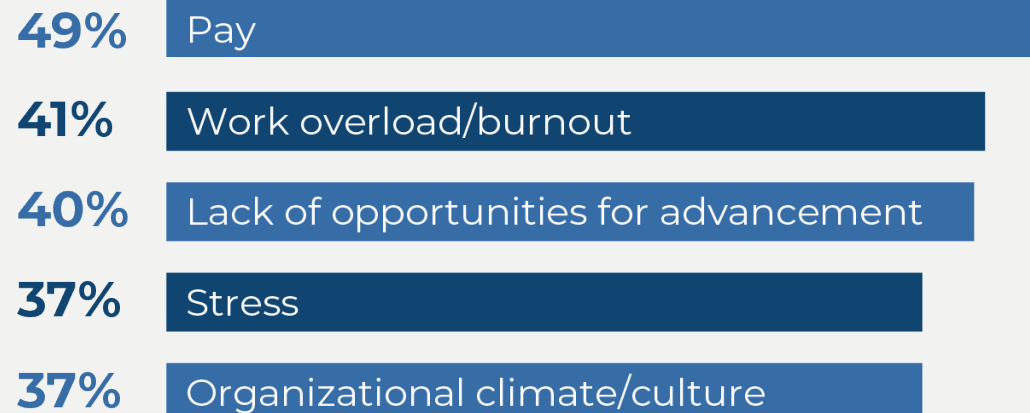




INTENT TO LEAVE

More than 1 in 4 public health employees say they are considering leaving their organization more because of the COVID-19 pandemic.

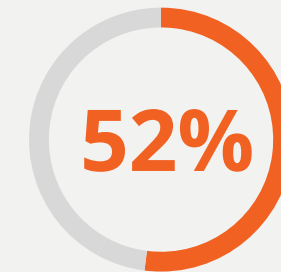
REASONS FOR LEAVING



National



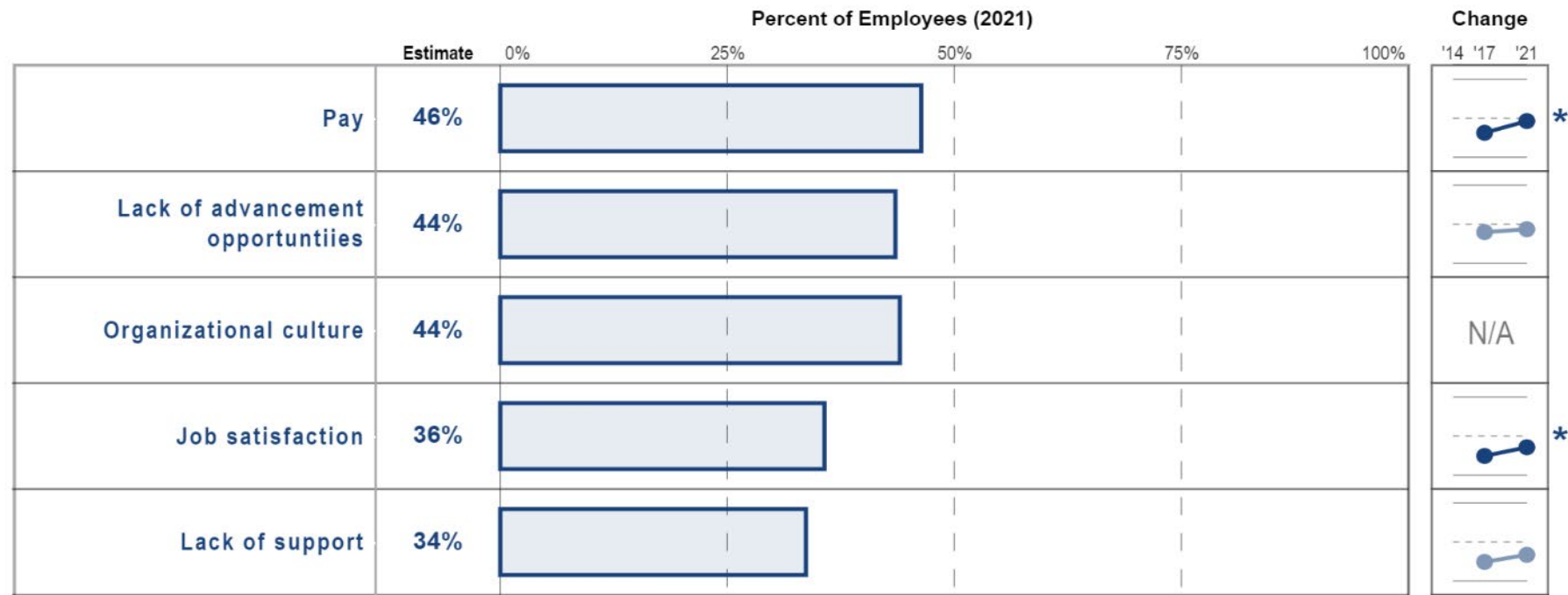
Regions 1&2



of employees who are considering leaving said the **pandemic made them more likely to leave.**

INTENT TO LEAVE IN REGIONS 1 & 2

REASONS FOR LEAVING REGIONS 1 & 2: ALL EMPLOYEES



BRIGHT SPOTS AND OPPORTUNITIES





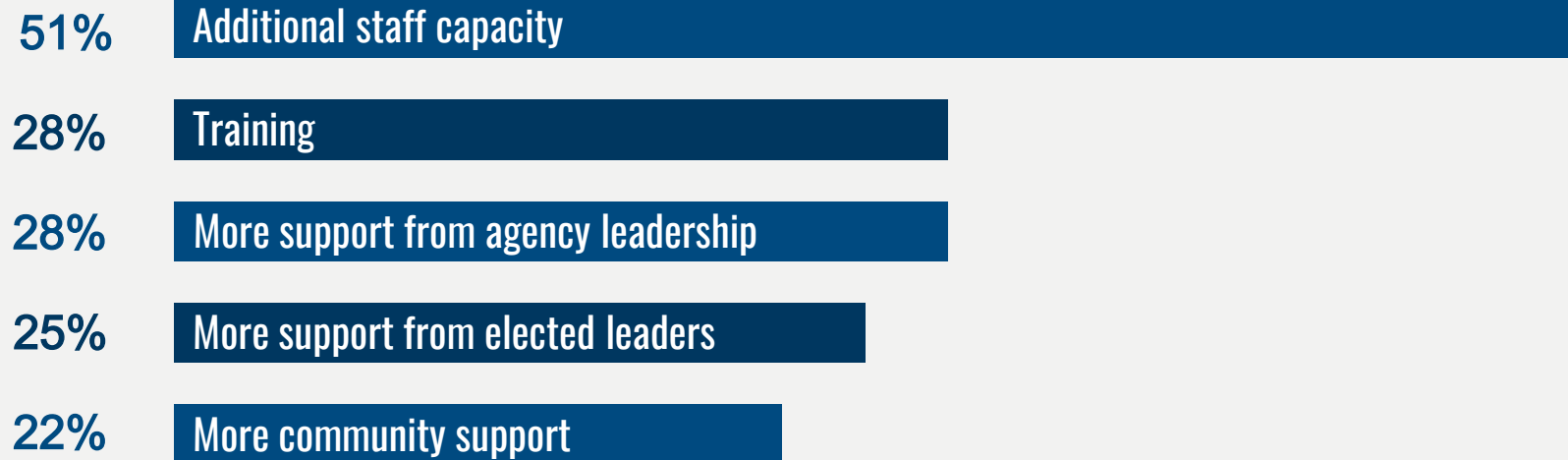
JOB SATISFACTION

Public health employees remain committed to their jobs and their communities.

	Satisfied with job	Satisfied with organization	"The work I do is important."	"I am determined to give my best effort at work every day."
National	79%	68%	94%	93%
Regions 1&2	73%	60%	92%	91%

NEEDS WHEN RESPONDING TO COVID-19

More than half of public health employees in Regions 1 and 2 cite more staff as a top need when responding to COVID.



TRAINING NEEDS BY SUPERVISORY STATUS

THE NEED FOR TRAINING IN **POLICY ENGAGEMENT AND JUSTICE, EQUITY, DIVERSITY, AND INCLUSION** RISES AT HIGHER SUPERVISORY LEVELS.

Non-Supervisors	Supervisors & Managers	Executives
Budget and Financial Management	Budget and Financial Management	Budget and Financial Management
Change Management	Systems and Strategic Thinking	Systems and Strategic Thinking
Systems and Strategic Thinking	Community Engagement	Policy Engagement
Community Engagement	Change Management	Justice, Equity, Diversity, and Inclusion
Cross-Sectoral Partnerships	Policy Engagement	Community Engagement
Policy Engagement	Justice, Equity, Diversity, and Inclusion	Change Management
Justice, Equity, Diversity, and Inclusion	Cross-Sectoral Partnerships	Cross-Sectoral Partnerships
Data-Based Decision-Making	Data-Based Decision-Making	Data-Based Decision-Making
Effective Communication	Effective Communication	Effective Communication
Programmatic Expertise	Programmatic Expertise	Programmatic Expertise

QUESTIONS?



THINK & REFLECT



Reflection Questions:

- What findings or ideas stood out to you and why?
- What are your main take aways from PH WINS?
- Are there gaps in the research? What else do you want to know?
- What resources would be helpful for you to have moving forward?

THANK YOU!

For more information, visit phwins.org or email phwins@debeaumont.org.

Full results will be available in August 2022

PH WINS

**PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY**