



PUBLIC HEALTH WORKFORCE SURVEY

BE A PART OF HISTORY—LET YOUR VOICE BE HEARD!!!

The Council on Linkages Between Academia and Public Health Practice (Council) is conducting this survey in order to determine how, when, and why individuals enter, stay in, and leave the public health workforce. Your participation and perspectives will help us strengthen our nation's public health workforce.

A survey of this nature has never been attempted before! The information you provide will assist the Council and other organizations with developing effective recruitment and retention strategies for the US public health system. The survey mainly focuses on governmental public health because this is where public health worker shortages are most critical. However, it is important for us to hear from you even if you are not working in governmental public health!

At the end of the survey, you will have an opportunity to enter a raffle to win gift certificates and other prizes. [Click here](#) for more information!

INSTRUCTIONS: [Click Here](#) to start the survey.

PLEASE NOTE:

- Your responses to the survey questions are voluntary and will be confidential
- There are 14-28 questions total (and only one open-ended question)
- It should take you approximately 15-20 minutes to complete the survey
- You do not need to complete the survey in one sitting - you can return to the survey site multiple times

QUESTIONS? Email: PHworkforce@phf.org.

[Privacy Policy](#)

The Council on Linkages Between Academia and Public Health Practice is comprised of 17 organizations:

American Public Health Association (APHA)	Health Resources and Services Administration (HRSA)
American College of Preventive Medicine (ACPM)	National Association of County and City Health Officials (NACCHO)
Association for Prevention Teaching and Research (APTR)	National Association of Local Boards of Health (NALBOH)
Association of Schools of Public Health (ASPH)	National Environmental Health Association (NEHA)
Association of State and Territorial Health Officials (ASTHO)	National Library of Medicine (NLM)
Association of University Programs in Health Administration (AUPHA)	National Network of Public Health Institutes (NNPHI)
Centers for Disease Control and Prevention (CDC)	Quad Council of Public Health Nursing Organizations (Quad Council)
Community-Campus Partnerships for Health (CCPH)	Society for Public Health Education (SOPHE)
Council of Accredited Masters of Public Health Programs (CAMP)	

We thank the TRAIN community for allowing us to survey its users!

1. **How many years have you been employed as a public health professional (e.g. government, private organization, academia)?**

2. **Have you ever been employed by a GOVERNMENTAL public health agency?**

- Yes
- No (Go to question #7)

3. **Are you currently employed by a GOVERNMENTAL public health agency?**

- Yes
- No (Go to question #5)

4. **How many years have you been employed by the GOVERNMENTAL public health agency for which you are currently working?**

5. **In total, how many years have you spent as an employee of a GOVERNMENTAL public health agency?**

6. **Where were you immediately prior to entering the GOVERNMENTAL public health workforce? (SELECT ALL THAT APPLY)**

- High school
- Associate degree program
- Undergraduate program in Public Health
- Other undergraduate program
- Graduate program in Public Health
- Other graduate program
- Doctoral program in Public Health
- Other doctoral program
- Other advanced degree program (e.g. MD, JD, etc.)
- Other governmental agency
- Healthcare services
- Nonprofit organization
- Private industry
- Academic employment

- Retired from a prior position
- Self employed
- Unemployed/Looking for work

7. What is your current work setting (SELECT ALL THAT APPLY):

- Academic institution
- Government-federal
- Government-state
- Government-local
- Government-territory
- Government-tribal
- Healthcare services
- Nonprofit organization
- Private industry
- Self employed (Go to Demographics section)

Organizational Factors

8.	<u>How much did these factors influence your decision to take your first position with your current employer?</u>	No Influence										A lot of Influence
		0	1	2	3	4	5	6	7	8	9	10
○	Job security											
○	Flexibility of work schedule											
○	Ability to work from home											
○	Autonomy/Employee empowerment											
○	Specific duties and responsibilities											
○	Identifying with the mission of the organization											
○	Ability to innovate											
○	Immediate opportunity for advancement/promotion											
○	Future opportunities for promotion											
○	Opportunities for training/continuing education											
○	Competitive salary											
○	Competitive benefits											

Personal Factors

9.	<u>How much did these factors influence your decision to take your first position with your current employer?</u>	No Influence										A lot of Influence
		0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	Enjoy living in the area (e.g. climate, amenities, culture)											
<input type="radio"/>	Wanted to live close to family and friends											
<input type="radio"/>	Wanted to work with specific individual(s)											
<input type="radio"/>	Wanted a job in the public health field											
<input type="radio"/>	Needed a job, but it didn't matter if it was in public health											
<input type="radio"/>	Personal commitment to public service											
<input type="radio"/>	Family member/role model was/is working in public health											

Organizational Factors

10.	<u>How much do these factors influence your decision to remain with your current employer?</u>	No Influence										A lot of Influence
		0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	Job security											
<input type="radio"/>	Flexibility of work schedule											
<input type="radio"/>	Ability to work from home											
<input type="radio"/>	Autonomy/Employee empowerment											
<input type="radio"/>	Specific duties and responsibilities											
<input type="radio"/>	Identifying with the mission of the organization											
<input type="radio"/>	Ability to innovate											
<input type="radio"/>	Immediate opportunity for advancement/promotion											
<input type="radio"/>	Future opportunities for promotion											
<input type="radio"/>	Opportunities for training/continuing education											
<input type="radio"/>	Competitive salary											
<input type="radio"/>	Competitive benefits											

Personal Factors

11.	<u>How much do these factors influence your decision to remain with your current employer?</u>	No Influence										A lot of Influence
		0	1	2	3	4	5	6	7	8	9	10
<input type="radio"/>	Enjoy living in the area (climate, amenities, culture, etc.)											
<input type="radio"/>	Want to live close to family and friends											
<input type="radio"/>	Want to continue working with specific individual(s)											
<input type="radio"/>	Want a job in the public health field											
<input type="radio"/>	Need a job, but it doesn't matter if it is in public health											
<input type="radio"/>	Personal commitment to public service											
<input type="radio"/>	Family member/role model was/is working in public health											

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12.	<u>Please rate how strongly you agree or disagree with the following statements about leadership in your organization:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/>	There is an atmosphere of trust and mutual respect within the organization					
<input type="radio"/>	Management and staff have a shared vision					
<input type="radio"/>	Employees are held to high professional standards for the work they do					
<input type="radio"/>	Employee performance evaluations are handled in an appropriate manner					
<input type="radio"/>	The procedures for employee performance evaluations are consistent					
<input type="radio"/>	Employees receive constructive feedback that can help them improve their performance					
13.	<u>Over the past 12 months, management in the organization has made a sustained effort to address employee concerns about:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/>	Tools needed to do my job					
<input type="radio"/>	Professional development					
<input type="radio"/>	Autonomy /Employee empowerment					
<input type="radio"/>	Leadership issues					
<input type="radio"/>	New employee support					
<input type="radio"/>	Safety and security					
14.	<u>Please rate how strongly you agree or disagree with the following statements about professional development in your organization:</u>	<u>Strongly agree</u>	<u>Somewhat agree</u>	<u>Neither agree nor disagree</u>	<u>Somewhat disagree</u>	<u>Strongly disagree</u>
<input type="radio"/>	Sufficient funds and resources are available to allow employees to take advantage of professional development opportunities					
<input type="radio"/>	Adequate time is provided for professional development					
<input type="radio"/>	Employees have sufficient training to fully utilize technology needed for their work					
<input type="radio"/>	Employees are provided with opportunities to learn from one another					
<input type="radio"/>	Professional development provides employees with the knowledge and skills most needed to do their work effectively					

DEMOGRAPHICS

Your responses to these questions will help us better understand the characteristics of the individuals completing this survey. Demographic information will **NOT** be linked to any identifier data and will only be used in a summary manner.

15. Gender:

- Male
- Female

Questions on race and ethnicity are optional

16. Race (SELECT ALL THAT APPLY):

- American Indian or Alaska Native
- Asian
- Black or African American
- Native Hawaiian or Other Pacific Islander
- White

17. Ethnicity (Hispanic, Latino or Spanish origin):

- Yes
 - No
-

18. Please enter your age:

19. Primary professional role(s) (SELECT UP TO THREE):

- Administrative Support Staff
- Administrator/Director/Manager
- Allied Health Professional
- Biostatistician/Epidemiologist/Statistician
- Data Analyst
- Environmental Health Specialist
- Emergency Responder/Planner
- Faculty/Educator
- Health Educator

- Laboratory Professional
- Nurse
- Physician
- Public Health Service Provider (non-clinical)
- Researcher
- Student

20. What was the highest level of education you had completed WHEN YOU FIRST BECAME A PUBLIC HEALTH PROFESSIONAL?

- High school
- Associate degree
- Bachelor's degree in Public Health
- Other bachelor's degree
- Master's degree in Public Health
- Other master's degree
- Doctoral degree in Public Health
- Other doctoral degree
- Other advanced degree (e.g. MD, JD, etc.)

21. Current education level (HIGHEST ATTAINED):

- High school
- Associate degree
- Bachelor's degree in Public Health
- Other bachelor's degree
- Master's degree in Public Health
- Other master's degree
- Doctoral degree in Public Health
- Other doctoral degree
- Other advanced degree (e.g. MD, JD, etc.)

22. In your current position you are a:

- Full time employee
- Part time employee
- Contractual worker
- Volunteer

23. State/territory where you WORK:

24. Zip code of where you WORK:

25. The jurisdiction served by your current employer is:

- Local (e.g. county, municipality, township) (Go to **question #26**)
- District/region within a state (Go to **question #26**)
- Tribal
- State/Territory (Go to **question #27**)
- Multi-state (Go to **question #27**)
- National (Go to **question #27**)

26. How large is the jurisdiction served by your organization?

- <25,000 people
- 25,000-49,999
- 50,000-99,999
- 100,000-249,000
- 250,000-499,999
- 500,000-999,999
- 1,000,000+

27. How large is your organization?

- Not sure/Unknown
- Less than 25 people
- 25-99
- 100-499
- 500-999
- 1,000-9,999
- 10,000 or more

28. Is there anything else you would like to tell us that we did not ask?

29. Sign me up for the following:

- A summary of the results of this survey
- PHF E-News - bringing you the latest ideas and tools for quality improvement and workforce development in public health
- Hot Off the Press - notices of new learning resources available through the Public Health Foundation online store

30. Enter me in the drawing to win: [gift certificates and other prizes!](#) My email address is:

Thank you for taking the survey!!!