



**COUNCIL ON LINKAGES BETWEEN
ACADEMIA AND PUBLIC HEALTH PRACTICE**

Research Questions on Public Health Worker Recruitment and Retention

*Compiled during January 2005 Council on Linkages Between
Academia and Public Health Practice meeting*

- What are the reasons governmental public health agencies have difficulty recruiting workers?
- What is the current status of the public health workforce? (a needs-based and demand-driven workforce enumeration)
- What, if any, is the correlation between salaries of public health workers and worker performance and community health outcomes?
- How do salaries of entry-level public health workers compare with those of workers in other fields?
- What would be the costs, benefits, and unanticipated consequences of programs to accredit health departments and credential public health workers?
- What types of certificate programs exist and what is their impact on increasing the knowledge, skills, abilities, and competencies of public health workers?
- Are the Health Resources and Services Administration's public health training centers effective in meeting the workforce development and training needs of current workers in the field?
- What is the efficacy of hiring generalists and providing on-the-job training?
- Where do individuals work after graduating from schools of public health and what affects those decisions?
- What career paths do individuals who begin at entry-level positions in public health organizations follow? What opportunities exist for advancement with increased experience and education?
- When employees leave positions at governmental public health agencies, where do they go and why?
- What are the opportunities for movement of employees from other sectors into public health or among nonprofit, government, and for-profit public health settings? What are the benefits and challenges of increased mobility? What programs and/or incentives could increase mobility?
- What are the advantages and disadvantages of high turnover rates?
- What aspects of a worker's experiences during their first few years at a governmental public health agency predict the likelihood that the individual will stay in the field?
- What is the public perception of public health and how does this impact worker recruitment and retention?
- What are the costs, risks, and benefits of internship programs?
- What is the impact of programs that try to entice students in kindergarten through twelfth grade to pursue careers in public health practice?
- What is the field's overall vision of what public health should be and how does/should workforce issues fit into that vision?