

Key Findings

2022 Statewide Workforce Assessment

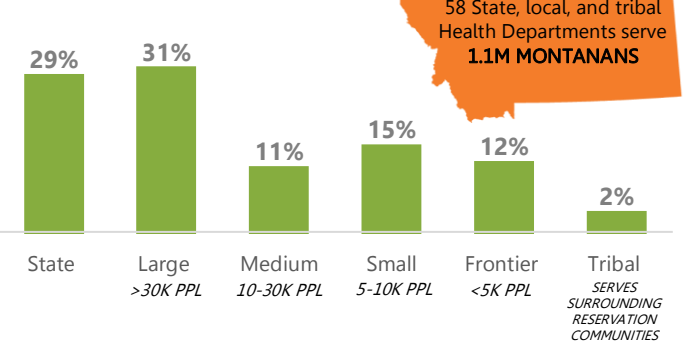
This project was completed by the Montana Public Health Training Center with support from DPHHS Office of Public Health Systems Improvement Office.

Total Assessment Responses: 513 | Incomplete or Non-Consented Responses: 65 | **Total Responses Used for Data Analysis: 448**

MONTANA PUBLIC HEALTH WORKFORCE SUMMARY

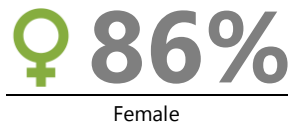


HEALTH DEPARTMENT TYPE

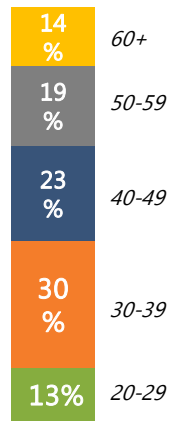


MONTANA PUBLIC HEALTH WORKFORCE DEMOGRAPHICS

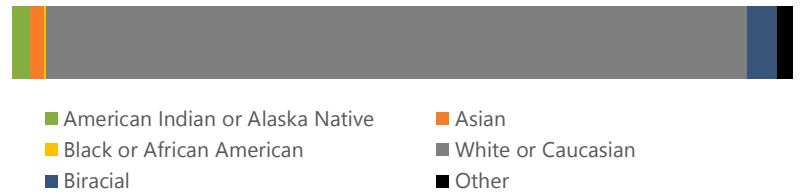
GENDER



AGE



ETHNICITY

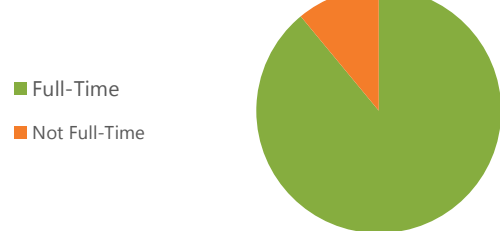


HISPANIC ETHNICITY



WORKFORCE COMPOSITION

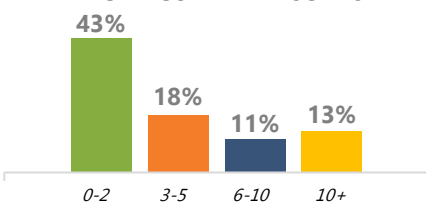
POSITION TYPE



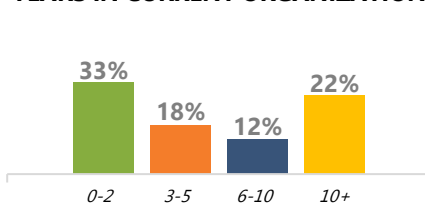
POSITION DURATION



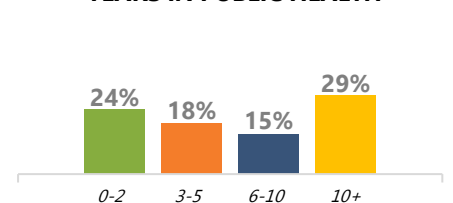
YEARS IN CURRENT POSITION



YEARS IN CURRENT ORGANIZATION

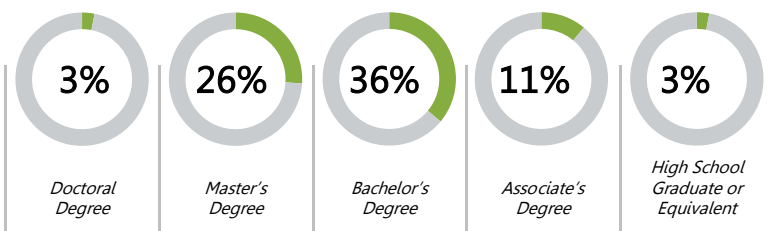


YEARS IN PUBLIC HEALTH



EDUCATION

HIGHEST LEVEL OF EDUCATION



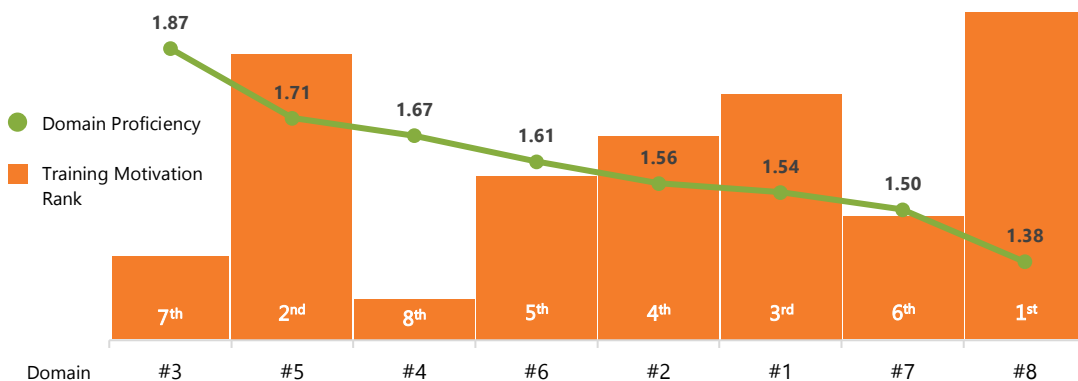
OF CERTIFICATES & LICENSES

Diabetes Education	Clinical Worker	Infection Control	Community Health Worker	Laboratory	Registered Dietitian	EMS	Health Education	Public Health	Breastfeeding / Lactation	Environmental Health / Sanitarian	Nurse	Other
1	1	3	4	5	6	6	9	18	21	30	49	50

TOTAL = **203**

WORKFORCE COMPETENCIES & TRAINING SUMMARY

DOMAIN PROFICIENCY & DOMAIN-RELATED TRAINING MOTIVATION



DOMAINS

- #1 Data Analytics
- #2 Policy Development & Program Planning
- #3 Communications
- #4 Health Equity
- #5 Community Partnership
- #6 Public Health Services
- #7 Management & Finance
- #8 Leadership & Systems Thinking

PROFESSIONAL DEVELOPMENT

ATTENDED TRAININGS

57%

Yes

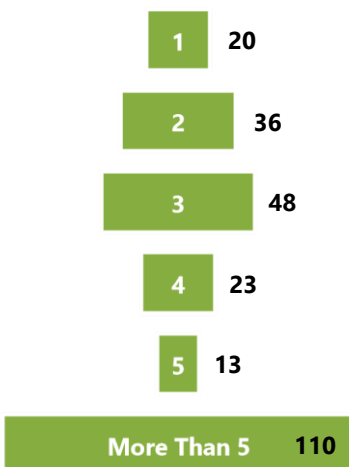
28%

No

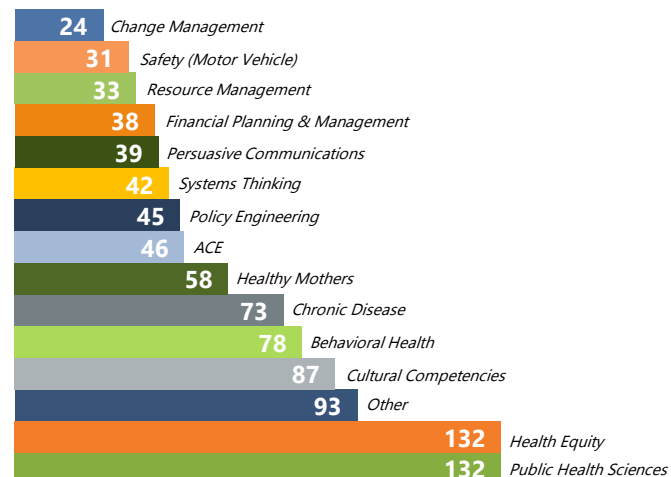
15%

Did Not Answer

OF TRAININGS ATTENDED

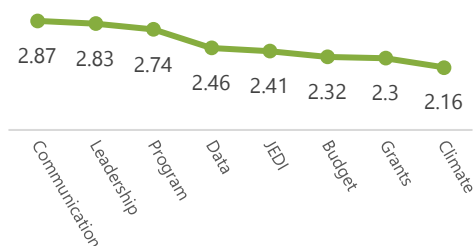


TRAINING AREAS (# ATTENDED IN LAST 2 YEARS)



LIKELIHOOD TO ATTEND TRAINING

(OTHER THAN DOMAINS)



RANKING OF TRAINING INCENTIVES

1. During Work Hours
2. Pay Travel & Fees
3. Drawings
4. On-Site Trainings
5. Recognition
6. In-Performance Reviews
7. Internal Training Staff
8. Other

RANKING OF TRAINING BARRIERS

1. Unaware of Trainings
2. Cost
3. Travel
4. Location
5. Topics Not Interesting
6. Family Obligations
7. Time of Year
8. No Backup
9. No Release Time
10. Technology