2022-2023 MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT

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2023 MISSOULA ACADEMIC HEALTH DEPARTMENT CONFERENCE
GOAL & OBJECTIVES

• THE PURPOSE OF THIS ASSESSMENT IS TO COLLECT COMPREHENSIVE INFORMATION ABOUT THE CAPACITY OF THE PUBLIC HEALTH WORKFORCE ACROSS THE STATE OF MONTANA IN ORDER TO INFORM WORKFORCE DEVELOPMENT POLICIES AND INITIATIVES.

• TO GATHER REPRESENTATIVE DATA ON THE WORKFORCE
• TO IDENTIFY STRENGTHS & POTENTIAL GAPS IN KNOWLEDGE AND SKILLS.
• TO ESTABLISH PRIORITY TRAININGS THAT ADDRESS THOSE GAPS.
• TO INVEST IN FUNDING, TRAINING, RECRUITING, AND RETAINING PUBLIC HEALTH WORKERS
FOUNDATIONS OF THE WORKFORCE ASSESSMENT

• 2020-2021 MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT & PLAN
  • MONTANA PUBLIC HEALTH TRAINING CENTER
• 2021 PUBLIC HEALTH WORKFORCE INTERESTS & NEEDS SURVEY (PH WINS)
  • DE BEAUMONT FOUNDATION
• 2021 CORE COMPETENCIES FOR PUBLIC HEALTH PROFESSIONALS
  • COUNCIL ON LINKAGES
• 10 ESSENTIALS OF PUBLIC HEALTH
  • CENTERS FOR DISEASES CONTROL (CDC)
• PUBLIC HEALTH 3.0
  • CENTERS FOR DISEASES CONTROL (CDC)
  • NATIONAL ASSOCIATION OF COUNTY AND CITY HEALTH OFFICIALS (NACCHO)

• 2022 FOUNDATIONAL PUBLIC HEALTH SERVICES
  • PUBLIC HEALTH NATIONAL CENTER FOR INNOVATIONS
• NATIONAL CONSORTIUM FOR PUBLIC HEALTH WORKFORCE DEVELOPMENT
  • DE BEAUMONT FOUNDATION
  • CDC FOUNDATION
• 2022 PUBLIC HEALTH ACCREDITATION BOARD (PHAB) GUIDELINES
• 2021 COUNCIL ON EDUCATION FOR PUBLIC HEALTH (CPEH) GUIDELINES
WORKFORCE ADVISORY COUNCIL

• MT DPHHS PUBLIC HEALTH & SAFETY DIVISION (PHSD/PHSIO)
• CONFLUENCE PUBLIC HEALTH ALLIANCE (MEHA, MPHA, AMPHO)
• MT PUBLIC HEALTH INSTITUTE
• SMALL HEALTH DEPARTMENTS
• TRIBAL HEALTH DEPARTMENTS
• AREA HEALTH EDUCATION CENTER (AHEC) – OFFICE OF RURAL HEALTH
• RIVERSTONE HEALTH
• ROCKY MOUNTAIN PUBLIC HEALTH TRAINING CENTER
• UNIVERSITY OF MONTANA SCHOOL OF PUBLIC & COMMUNITY HEALTH SCIENCES
• MONTANA PUBLIC HEALTH TRAINING CENTER
### TIMELINE

<table>
<thead>
<tr>
<th>Month</th>
<th>Events</th>
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| June-September | • Workforce Advisory Council met monthly  
• Guiding documents identified & Questionnaire drafted  
• September 26 meeting – Final draft approved |
| October | • Assessment built in Qualtrics  
• Small pilot October 16  
• Feedback → final version November 4 |
| November-December 2022 | • November 9 - Assessment launched  
• Dissemination efforts  
• Target participation: ≥ 500 individuals (est. 50% of PH workforce)  
• December 21, 2022 Assessment closed |
| January-June | • Data Analysis  
• June 2023 - Written Report  
• Spring/Summer 2023 – Plan for workforce trainings |
MONTANA PUBLIC HEALTH WORKFORCE ASSESSMENT

- DEMOGRAPHICS (5 QUESTIONS)
- CORE COMPETENCIES SELF-ASSESSMENT (19 QUESTIONS)
- WORKFORCE CHARACTERISTICS: EMPLOYMENT STATUS, EXPERIENCE/ROLES, AND EDUCATION (33 QUESTIONS)
- WORKFORCE TRAINING NEEDS ASSESSMENT (17 QUESTIONS)

- ESTIMATED TIME TO COMPLETION: 25-30 MINUTES
- ABILITY TO DOWNLOAD A PDF COPY OF RESPONSES TO SHARE WITH SUPERVISOR/MENTOR
- PRIZE DRAWING
DISTRIBUTION OF THE ASSESSMENT

• WORKFORCE ADVISORY COUNCIL
• TASKFORCE MEETING
• ASSOCIATION OF MONTANA PUBLIC HEALTH OFFICIALS (AMPHO) “SMALL CALL” & “LARGE CALL”
• SUPPORT FROM DPHHS, MTPHI, CONFLUENCE TO REACH LEADERSHIP
• EMAIL HEALTH DEPARTMENTS WITH LETTER OF INTRODUCTION & LINK
• EMAIL SPCHS STUDENT & ALUMNI LISTSERV
• CONNECTED COMMUNITY
• NEWSLETTERS (MTPHI, MPHTC, CONFLUENCE, DPHHS)
METHODOLOGY & DATA ANALYSIS

- QUALTRICS PLATFORM
- ASSESSMENT OPEN FROM NOVEMBER 9 – DECEMBER 21, 2022
- TOTAL RESPONSES: 513
- NUMBER OF INCOMPLETE RESPONSES: 65
  - (63 PEOPLE DID NOT GET PAST THE DEMOGRAPHICS)
- NUMBER OF PARTICIPANTS DECLINED: 1
- FINAL NUMBER ANALYZED FOR DATA: 448
KEY FINDINGS - RESPONDENTS

What is the size/classification of your health department or organization? Select all that apply.

- Tribal: 2% (7 respondents)
- Frontier (serving less than 5,000 people): 12% (48 respondents)
- Small (serving 5,001-10,000 people): 15% (62 respondents)
- Medium (serving 10,001-40,000 people): 11% (44 respondents)
- Large (serving more than 40,000 people): 31% (126 respondents)
- State of Montana: 30% (120 respondents)
KEY FINDINGS – DEMOGRAPHICS

**Gender**
- Female: 86%
- Male: 12%
- Non-Binary: <1%

**Age**
- 60+: 14%
- 50-59: 19%
- 40-49: 23%
- 30-39: 30%
- 20-29: 13%

**Ethnicity**
- American Indian or Alaska Native
- Black or African American
- Biracial
- Asian
- White or Caucasian
- Other

**Hispanic Ethnicity**
- Yes
- No
KEY FINDINGS – EMPLOYMENT STATUS

FULL-TIME/PART-TIME

PERMANENT/TEMPORARY

- Full-time [89%]
- Part-time [10%]
- As Needed [1%]
- Other [0%]

- Permanent [80%]
- Temporary [14%]
- Contract [2%]
- Other [3%]
- Not Answered [1%]
KEY FINDINGS – WORKFORCE COMPOSITION

44% have been in PH > 5 years

51% have been in their current organization < 5 years

61% have been at their current position < 5 years
KEY FINDINGS – SUPERVISORY STATUS

- Non-supervisor: 252
- Supervisor and/or manager: 111
- Executive: 17
KEY FINDINGS – HIGHEST LEVEL OF EDUCATION

- Bachelor's Degree: 36%
- Master's Degree: 26%
- Associate Degree: 11%
- Did not Answer: 15%
- High School or Equivalent: 9%
- Doctoral Degree: 3%
KEY FINDINGS – CREDENTIALS & CERTIFICATES

Credentials and Licensure

Nurse, Breastfeeding/Lactation, Public Health, Registered Dietitian, EMS, Laboratory, CNW, Infection Control, Diabetes Educator, CSW, Other
KEY FINDINGS – CURRENTLY ATTENDING/EARNING DEGREES

42 Pursuing Degree Now

127 Respondents are Interested in Pursuing Degrees

= Robust, Educated Workforce
KEY FINDINGS – PROFESSIONAL DEVELOPMENT

Attend professional development trainings in 2020-2022?

- Yes, 67%
- No, 33%

Number of trainings

- 1
- 2
- 3
- 4
- 5
- >5
KEY FINDINGS – FUTURE PLANS

Considering Leaving

- YES, 32%
- NO, 68%

Reasons

- Retire: 24%
- Take another position elsewhere: 51%
- Pursue education: 10%
- Other: 13%
- Leave the workforce: 2%
KEY FINDINGS – SALARY

What is your current annual salary?
- Less than $25,000: 3
- $25,000 - $35,000: 0
- $35,001 - $45,000: 3
- $45,001 - $55,000: 14
- $55,001 - $65,000: 5
- $65,001 - $75,000: 13
- $75,001 - $85,000: 17
- $85,001 - $95,000: 5
- More than $95,000: 4

What is your current hourly wage?
- Minimum wage - $15.00: 1
- $15.01 - $20.00: 38
- $20.01 - $25.00: 72
- $25.01 - $30.00: 82
- $30.01 - $35.00: 69
- $35.00 - $40.00: 32
- $40.01 - $50.00: 10
- More than $50: 4

Wage base
- Hourly: 81%
- Annual: 19%
KEY FINDINGS – TRAININGS OF INTEREST

Leadership & Systems Thinking Skills
Community Partnership Skills
Data Analytics & Assessment Skills
Policy Development & Program Planning Skills
Public Health Sciences Skills
Management & Finance Skills
Communications Skills
Health equity Skills
SUMMARY – ALL EMPLOYEES

• MT DEMOGRAPHIC, WORKFORCE & EDUCATIONAL ATTAINMENT DATA COMPARABLE TO NATIONAL TRENDS
  • DEMOGRAPHICS: SELF-IDENTIFY AS WHITE, AS WOMEN, AND AS AGE 40 OR OLDER
  • EDUCATION: HIGHLY EDUCATED WORKFORCE
  • INTENT TO LEAVE: NEARLY 1/3 OF EMPLOYEES SAID THEY'RE CONSIDERING LEAVING
  • DESIRED TRAININGS: LEADERSHIP & SYSTEMS THINKING, COMMUNITY PARTNERSHIP SKILLS, AND DATA ANALYTICS & ASSESSMENT SKILLS
INTEREST AREA – NEW HIRES

How many years of experience do you have in Public Health (any agency, any position)? Please round to the nearest year.

- 0 to 2 years: 106
- 3 to 5 years: 82
- 6 to 10 years: 66
- Over 10 years: 129
KEY FINDINGS – NEW HIRES IN PUBLIC HEALTH

• 106 RESPONDENTS
  • MT DPHHS 18
  • COUNTY HEALTH DEPARTMENT 82
  • TRIBAL HEALTH DEPARTMENT 1
WHO ARE THE NEW HIRES?

**AGE?**
- 48% over age 40

**GENDER IDENTITY?**
- Predominantly female

**RACE?**
- Predominantly white

**HISPANIC or LATINO?**
- Predominantly non-hispanic
EDUCATION & TRAINING

HIGHEST LEVEL OF EDUCATION?

~¾ have bachelors degree or higher

CREDENTIALS or LICENSURES?

Yes [40%]
No [60%]
WHAT CREDENTIALS DO NEW HIRES HAVE?

- public health
- physician assistant
- exercise physiologist
- medical administrative assistant
- registered environmental health specialist
- G.I.S. certificate
- armed private security license
- community health worker
- health education specialist
- pharmacy technician
WHAT AGENCIES DO NEW HIRES WORK FOR?

What is the size/classification of your health department or organization? Select all that apply.

[Bar chart showing distribution of health department/organization size]

Which Public Health Agency do you currently work for?

[Bar chart showing distribution of public health agency]
### WHAT DO NEW HIRES KNOW ABOUT PUBLIC HEALTH?

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<tr>
<th>Topic</th>
<th>A great deal</th>
<th>A lot</th>
<th>A moderate amount</th>
<th>A little</th>
<th>None at all</th>
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<td>Public Health 3.0</td>
<td>5</td>
<td>18</td>
<td>29</td>
<td>40</td>
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<tr>
<td>10 Essential Public Health Services</td>
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<td>Social determinants of health</td>
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<td>31</td>
<td>25</td>
<td>6</td>
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<td>Public Health Accreditation or ...</td>
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<td>25</td>
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<tr>
<td>Environmental justice</td>
<td>2</td>
<td>6</td>
<td>39</td>
<td>22</td>
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- A great deal: 1
- A lot: 2
- A moderate amount: 3
- A little: 4
- None at all: 5
<table>
<thead>
<tr>
<th>Domain 1</th>
<th>Domain 2</th>
<th>Domain 3</th>
<th>Domain 4</th>
<th>Domain 5</th>
<th>Domain 6</th>
<th>Domain 7</th>
<th>Domain 8</th>
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</thead>
<tbody>
<tr>
<td>Unable to perform/beginner</td>
<td>41%</td>
<td><strong>62%</strong></td>
<td>32%</td>
<td>32%</td>
<td>54%</td>
<td>52%</td>
<td><strong>58%</strong></td>
</tr>
<tr>
<td>Proficient/expert</td>
<td><strong>59%</strong></td>
<td>38%</td>
<td><strong>68%</strong></td>
<td><strong>68%</strong></td>
<td>45%</td>
<td>48%</td>
<td>42%</td>
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</table>
WHICH DOMAINS ARE YOU MOST INTERESTED IN AND MOTIVATED TO ATTEND TRAININGS ON?

- **Domain 5**: Community Partnership Skills - 33
- **Domain 3**: Communication Skills - 25
- **Domain 2**: Policy Development & Program ... - 24
- **Domain 8**: Leadership & Systems thinking ... - 23
- **Domain 6**: Public Health Sciences Skills - 22
- **Domain 4**: Health Equity Skills - 20
- **Domain 1**: Data Analytics & Assessment Skills - 18
- **Domain 7**: Management and Finance Skills - 11
HOW OFTEN DO YOU USE THE SKILLS?

- Data Analytics
- Policy & Programs
- Communication
- Health Equity
- Community Partnership
- Public Health Sciences
- Management & Finance
- Leaderships & Systems Thinking
WHICH ARE THE PREFERRED FORMATS FOR TRAINING?
BARRIERS TO ATTENDING WORKFORCE DEVELOPMENTS TRAININGS?

What are your barriers to attending workforce development trainings. Select all that apply.

- Unaware of training events: 60
- Costs: 43
- Logistics of travel: 42
- Location: 40
- Family Responsibilities: 36
- Topics that do not interest me: 26
- Can't leave department/no back up: 23
- Time of the year: 23
- Getting release time to attend: 15
- Technology: 2
- Other: 6
INCENTIVES TO ATTENDING WORKFORCE DEVELOPMENTS TRAININGS?

Which of the following incentives would encourage you to attend trainings? Select all that apply.

- Allow use of working hours to ...
- Pay travel/registration fees for ...
- Prize drawings upon completion
- Provide on-site training
- Provide recognition of achievement
- Include education and training ...
- Have staff position(s) responsible ...
- Other
CONCLUSIONS

• NO TWO PUBLIC HEALTH WORKFORCES ARE THE SAME
  • PUBLIC HEALTH ATTRACTS INDIVIDUALS FROM A VARIETY OF BACKGROUNDS & EXPERIENCES

• BE STRATEGIC IN DEVISING TRAININGS THAT ADDRESS MULTIPLE COMPETENCIES
  • PROGRAM PLANNING & EVALUATION + BUDGET & FINANCE
  • COORDINATE LOCAL, STATE, & REGIONAL TRAINING OPPORTUNITIES
  • OFFER FOCUSED TRAININGS FOR PH WORKERS VS. MANAGERS VS. LEADERS BASED UPON NEEDS & INTEREST
  • DEVELOP RESOURCES TO SUPPORT TRAVEL & INCENTIVES

• ADVERTISE TRAININGS
  • EMAIL, FLYERS, TEXTS, DIRECTLY FROM SUPERVISORS

➢ ENSURE THAT THE PH CORE COMPETENCIES CONTINUE THROUGHOUT THE EDUCATIONAL PROCESS INCLUDING ACADEMIA & PROFESSIONAL WORKFORCE TRAININGS
MOVING FORWARD

• DATA FOR PUBLIC HEALTH WORKFORCE REPORTING, GRANTS, PLANS, AND ADVOCACY
• A VISION OF THE PUBLIC HEALTH WORKFORCE OF THE FUTURE
• A ROAD MAP FOR SUCCESSION PLANNING, RECRUITMENT & RETENTION
• A TOOL THAT SATISFIES REQUIREMENTS FOR ACCREDITATION (PATHWAYS OR PHAB)