

# PH WINS Islands Pilot Update

March 2025



# About de Beaumont

The de Beaumont Foundation creates and invests in bold solutions that improve the health of communities across the country.

Our vision is a nation where every person in every community has the opportunity to achieve their best possible health, regardless of where they live.

Inciting action.  
Driving change.

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



Influence investments in  
workforce development



Build the evidence base  
of training needs

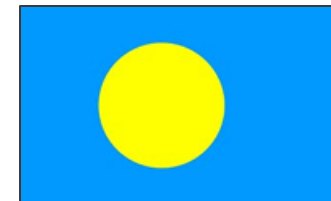


Identify trends in  
attitudes, morale, and  
climate

# The PH WINS Islands Pilot

For the first time, public health agencies in all US Territories and Freely Associated States (T/FAS) can now participate in PH WINS.

- In 2024, The PH WINS team gathered feedback from all T/FAS health agencies and key partners to adapt the survey for the governmental public health workforce in the Islands
- All agencies will receive a slightly amended version of the PH WINS 2024 survey to reflect their unique cultural contexts.



# PH WINS Islands Pilot Survey Instrument

Recruitment and retention among the public health workforce

## Survey Topic Areas:

1. Workplace Characteristics
2. Workplace engagement, satisfaction, and intent to leave
3. Training needs
4. Workplace infrastructure
5. Demographics

## Special Topic Modules:

1. Recruitment of staff 35 years old and under
2. Supervisor skills and training
3. Epidemiologist competency

# Survey Implementation



Electronic internet-based survey in English using a general link that takes 25-30 minutes to complete

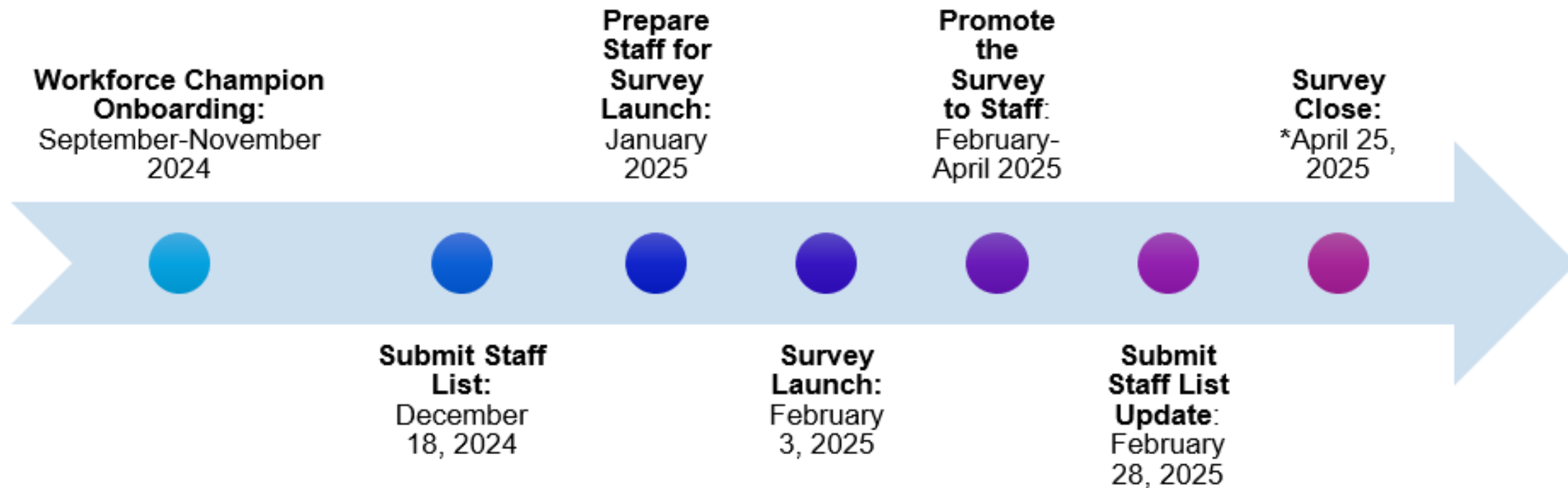


Each jurisdiction was responsible for gathering and preparing a staff list of who should take the survey



Each jurisdiction must encourage staff to take the survey to ensure they meet their individually calculated response rate

# PH WINS Islands Pilot Timeline



\*Please note that the survey deadline is a moving target

# Data Sharing Considerations

## Always Share

- National reports
- Instrument and codebook
- Agency-specific results with permission from the health official or workforce champion

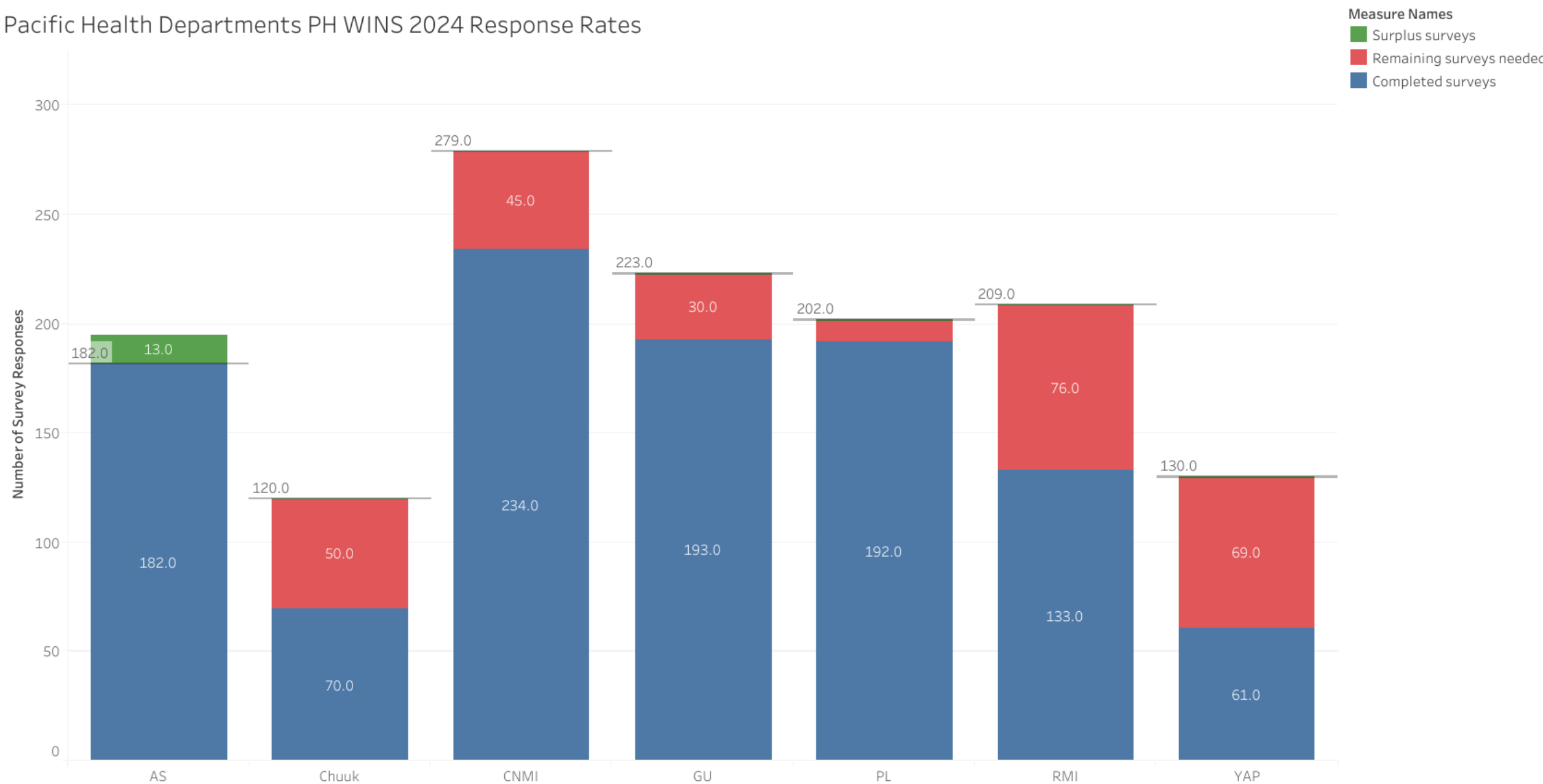
## Sometimes Share

- De-identified raw national data for an approved project
- De-identified agency-specific raw data to a non-agency entity with permission from a health official or workforce champion

## Never Share

- Agency-specific raw data for that agency
- Agency-specific results for an agency with less than 25 employees or responses

# Pacific Health Departments PH WINS 2024 Response Rates



Stacked bar chart detailing the number of completed responses (in blue), the remaining number of responses needed (in red), and additional responses (in green). The number at the top of each bar represents the minimum number of responses needed in order to receive a data dashboard. Updated with responses submitted through March 21, 2025.

# Challenges

- Email outages and lack of connectivity
- Staff not accessing their official email accounts, especially clinical staff
- Language barriers
- Concerns about confidentiality
- Length of time

# How to Boost Response Rates!

- Raffles!
  - Prizes from local businesses
  - Agency prizes (e.g. day off, parking spot)
- Designated meetings – food helps!
- Putting up the fliers with the QR code throughout offices
- Have staff take the survey on their smartphones or bring tablets around to help people take the survey (especially clinical staff)
- Encourage managers and supervisors to talk to their staff about the survey

# Please take the survey!



<https://public.tableau.com/app/profile/maddy.popalis/viz/2024PHWINSIslandsPilotResponseRateDashboard/MainDashboard>

## Questions?

Email us at any time!

Rachel Hare Bork: [harebork@debeaumont.org](mailto:harebork@debeaumont.org)

General Email: [phwinsislands@debeaumont.org](mailto:phwinsislands@debeaumont.org)

