PH WINS

PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY




# PH WINS Islands Pilot
# PIHOA Executive Board Meeting

March 28, 2024

# ROADMAP FOR TODAY

1. About the de Beaumont Foundation
2. PH WINS 101
3. Connections to the PIHOA Enumeration Study
4. PH WINS Islands Pilot Implementation
5. Next steps






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# de Beaumont

We advance policy, build partnerships, and strengthen public health to create communities where everyone can achieve their best possible health.



**Rachel Hare Bork**
Director of Research and Impact



**Kay Schaffer**
Senior Research Associate



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# PH WINS 101

# PH WINS

PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

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



Influence investments in workforce development

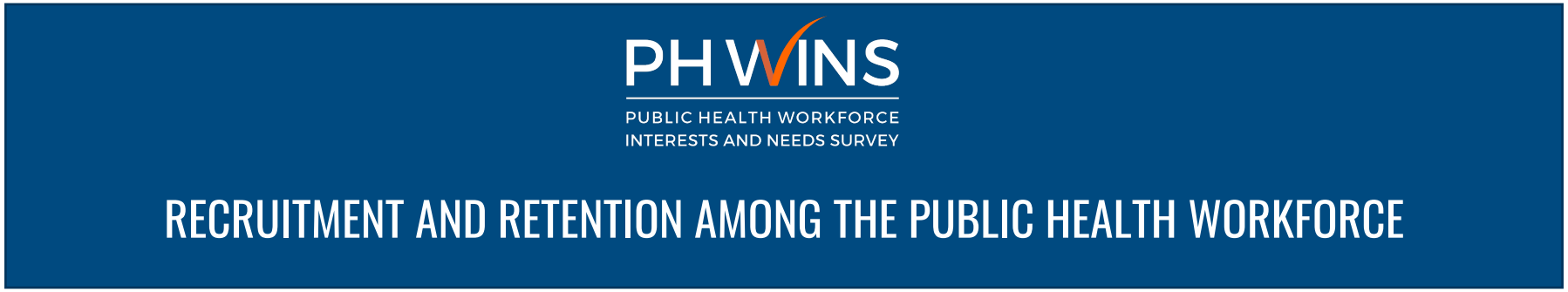


Build the evidence base of training needs



Identify trends in attitudes, morale, and climate

# PH WINS ISLAND PILOT SURVEY INSTRUMENT




## Survey Topic Areas:

1. Workplace engagement, satisfaction, and intent to leave
2. Training needs
3. Workplace infrastructure
4. Demographics & workforce characteristics

# WORKPLACE ENVIRONMENT

3. The following items relate to how you perceive the work you do day-to-day. Please indicate how often, if at all, you have generally felt that way about your work over the last month.

| | Never | Rarely | Sometimes | Usually | Almost Always | Always |
|---|---|---|---|---|---|---|
| I love my job. | | | | | | |
| I am treated fairly at work. | | | | | | |
| I can achieve a healthy balance between my work and life outside of work. | | | | | | |
| I am paid fairly for the job that I do. | | | | | | |
| I am happy with how much input I have in decisions that affect my work. | | | | | | |

# WORKPLACE INFRASTRUCTURE

20. Please rate your level of agreement with the following items.

| | Strongly disagree | Disagree | Agree | Strongly agree |
|---|---|---|---|---|
| I have to work overtime to complete my work. | | | | |
| I have to take on responsibilities outside of my job description or programmatic area. | | | | |
| I feel comfortable using my paid time off. | | | | |

# WHAT MAKES PH WINS UNIQUE?

10 YEARS OF PH WINS
PUBLIC HEALTH WORKFORCE INTERESTS AND NEEDS SURVEY

Only individual-level survey of the governmental public health workforce

Asks individual employees questions about their experiences in their jurisdiction

Measures strengths and gaps to inform future investments in funding, training, recruitment, and retention

Provides actionable information that can inform workforce development plans and other strategic plans

# WHY TAKE PH WINS?



Participation is free!



Reduces the burden on health departments to implement their own workforce development surveys



PH WINS Team provides Specialized technical assistance



Can be used for PHAB Accreditation and PHIG workforce development plans



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# IT TAKES TWO: PH WINS & THE PIHOA ENUMERATION STUDY

# PH WINS & THE PIHOA ENMUERATION STUDY



- The PIHOA Enumeration Study describes **the composition** of the entire USAPI healthcare workforce

- PH WINS describes **the needs and experiences** of the USAPI public health workforce



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# COMPLEMENTARY SURVEYS

| PIHOA Enumeration Study | PH WINS |
|---|---|
| Focused on enumerating the USAPI healthcare workforce | Focused on gather the perspective of the USAPI Public Health Workforce |
| Quantifies the USAPI healthcare workforce to determine needs and gaps through standardized data collection | Surveys individual employees to determine needs and gaps across the USAPI public health workforce through standardized data collection |
| Allows departments to understand the size and composition of the healthcare workforce | Allows departments to understand how employees experience their jobs as members of the public health workforce |
| Can be used to understand workforce size, demographics, and composition to inform workforce development and succession planning | Can be used to improve the workplace environment, inform PHAB accreditation & PHIG reporting, and support workforce development and succession planning |
| Creates a USAPI Regional database with data dashboards | Creates USAPI Regional and health department-specific data visualization dashboards |

# QUESTIONS THAT CAN BE ANSWERED WITH BOTH SURVEYS



What is the size of the USAPI public health workforce, and what percentage intend to leave their organizations in the next five years?



How satisfied is the USAPI public health workforce with their jobs and organization?



What are the top training needs and strengths of the USAPI public health workforce?

# PH WINS ISLANDS PILOT

# SURVEY IMPLEMENTATION

- Electronic internet-based survey in English
- Google translate services available
- Each jurisdiction is 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

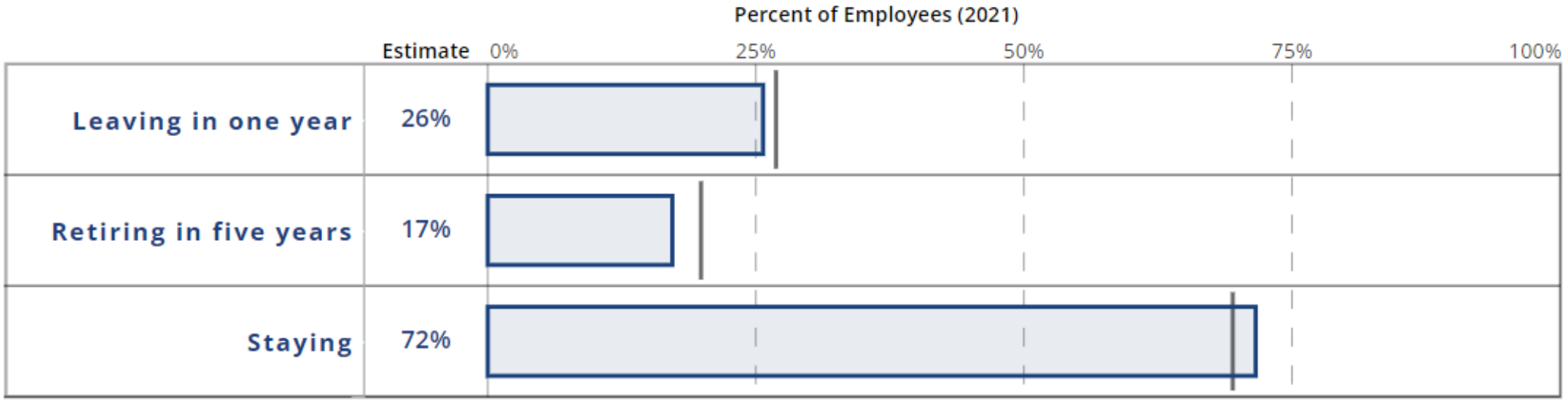


PH WINS DASHBOARDS

# INTENT TO LEAVE

## COMMUNITY HEALTH WORKERS: ALL EMPLOYEES

## COMPARED TO NATIONAL, ALL EMPLOYEES






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# DATA SHARING CONSIDERATIONS

## Always share

- National reports and dashboards
- 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

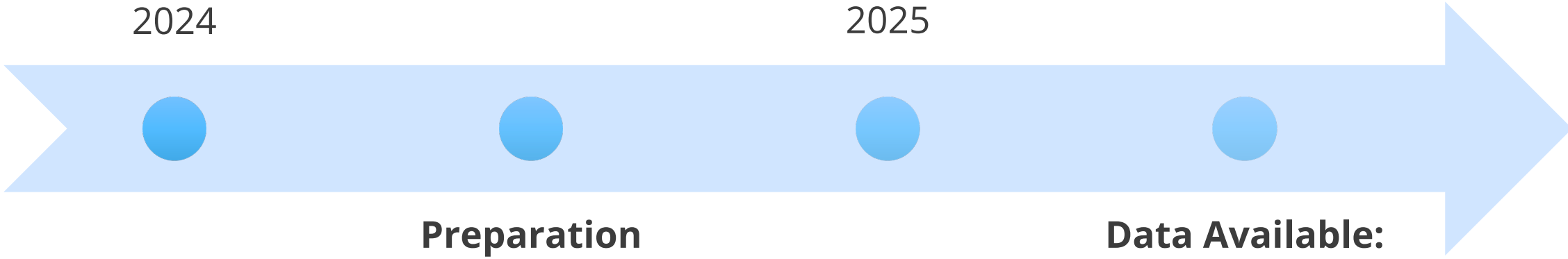
# PH WIND ISLANDS PILOT KEY DATES

**Recruitment:**
January – May 2024

**Preparation and Staff List Collection:**
September – November 2024

**Survey Administration:**
January – March 2025

**Data Available:**
Summer 2025





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# HOW TO SIGN ON TO PARTICIPATION IN PH WINS

1. Send the PH WINS team an email with written approval from your health official

2. Identify a Workforce Champion (point of contact at the health department)






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# QUESTIONS?



Email us at any time!

- Rachel Hare Bork: harebork@debeaumont.org
- Kay Schaffer: schaffer@debeaumont.org



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# THANK YOU!

