



Supporting the Public Health Workforce in Shifting Times:

The Bad, the Good, and the Opportunity

Joanne Pearsol, MA, MCHES

October 3, 2023

Joanne's Copy

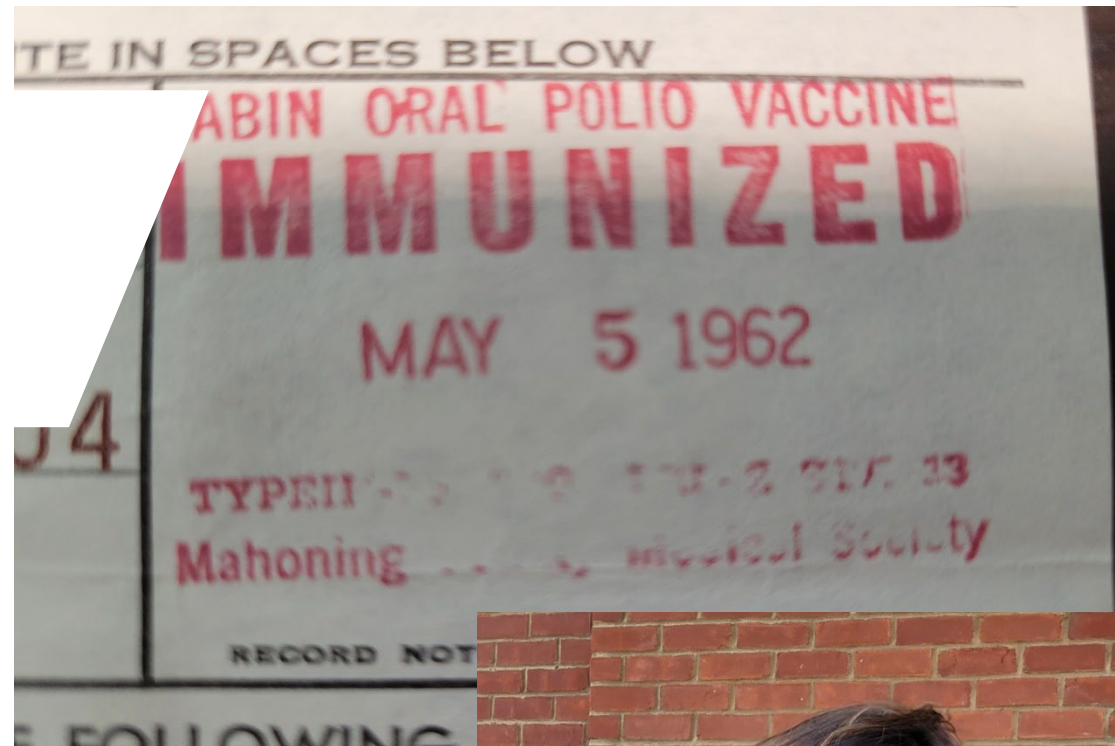
Introduction

administered.

Keep this immunization record in a safe place. This is valuable information for you and, if you should move to another location, for your new doctor.

**Based on Report of the Committee on Infectious Diseases, 1970, American Academy of Pediatrics, Evanston, Illinois 60204.*

	DATE	DOSE	PHY
DTP (Diphtheria, Tetanus, Pertussis)	11/13/59		
	1/11/60		
	2/25/60		
	10/12/60		
	9/15/61		
OPV (Trivalent)	11/27/63		
	7/29/65		
MEASLES (Live attenuated WITHOUT ISG)	6/18/66		
	10/6/64		
MEASLES (Live attenuated WITH ISG)			



CENTER FOR PUBLIC HEALTH PRACTICE

Our mission: Developing people and organizations to advance community health
Our vision: People working together to achieve a culture of health
We believe:

- all communities should have the capacity and means to reach optimal health
- health of a population can only be improved by working with and across organizations, disciplines, and geographic boundaries
- unique needs, strengths and cultures of individuals, organizations, and communities drive our work
- all communities should be supported by a diverse and highly skilled

Mansfield-Richland County Health Department

Health Promotion

Well Aware

Objectives

- **Identify shifts to the external and internal workforce landscape affecting the workplace and workforce.**
- **Name challenges facing your public health agency's workforce and how they affect the organization's operations.**
- **List at least five actions or resources to address contemporary public health workforce issues.**

ASTHO Mission & Members

Association of State and Territorial Health Officials

Mission: To support, equip, and advocate for state and territorial health officials in their work of advancing the public's health and well-being.

ASTHO is a nonpartisan organization and the collective voice of the nation's health officials. Its members are the chief health officials of the 59 states, territories, and Freely Associated States, as well as Washington, D.C.

Reflection

You have superpowers. You can solve two problems facing your organization's workforce. What are they? What effect are they having on your organization and the people who work there?

Context



Political and Legislative

During COVID, many states considered or enacted measures to support the workforce: expanding or extending professional licenses, creating student worker authorizations, and enacting protections from harassments and threats of violence while performing job duties. A handful of states developed commissions or taskforces to assess funding sustainability.

On the other hand, some states restricted or eliminated the health department's ability to use emergency orders to keep people safe, undermining their previous authority.

Workforce-related issues are expected to be a top issue for the 2024 legislative session



ASTHO. COVID-19 Pandemic Further Strains Public Health Workforce. Legislative Overview Series: 2022 Public Health Spotlight.

ASTHO. Strengthening Public Health Agencies for Safe and Healthy communities, Legislative Overview Series: 2023 Public Health Spotlight.

Media

Pandemic sparked key innovations, experts say

Stanford Medicine, November 24, 2021

Public health in America at a breaking point. The question is now 'Can it recover?'

USA Today, January 20, 2022

Pandemic exposes dire need to rebuild public health infrastructure

AMA, February 10, 2021

PUBLIC HEALTH

Obesity Rates Rise During Pandemic, Fueled By Stress, Job Loss, Sedentary Lifestyle

NPR September 29, 2021

Perspective

Covid-19 and Health Equity — Time to Think Big

Seth A. Berkowitz, M.D., M.P.H., Crystal Wiley Cené, M.D., M.P.H., and Avik Chatterjee, M.D., M.P.H.

New England Journal of Medicine, September 17, 2020

Why Public Health Faces a Crisis Across the U.S.

An examination of hundreds of health departments around the country shows that the nation may be less prepared for the next pandemic than it was for the current one.

New York Times, October 20, 2021

Science News

from research organizations

COVID's crushing impact on public health

New study shows pandemic response has swamped workforce and crippled other services

Science Daily, October 14, 2021

Dr. Amy Acton's handling of coronavirus crisis made her an Ohio 'icon' — and a target

NBC News, May 9, 2020

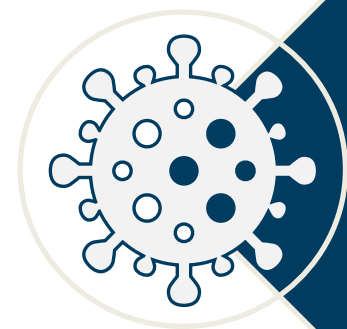
Health Agency Insights: Workforce Trends

- **Most health agencies have restructured or redesigned their organization since 2019.**
- **An increase in employee turnover** has left many health agencies struggling to meet workforce capacity.
- Funding allocated for the COVID-19 pandemic allowed for an **increased number of hired and trained community health workers.**
- **Workforce capacity, public health data systems, and health equity have become increasingly prioritized** by health agencies.

Health Agency Insights: Workforce Capacity

Health agencies are struggling to meet their workforce capacity needs.

Recruitment & Retention



80% of SHA respondents reported needing an increase in permanent positions after the COVID-19 pandemic.



The number of positions being actively recruited by SHAs' HR departments, on average, is equivalent to **12%** of their total number of employees.



The average number of permanent employees who separated from SHAs increased by an average of **16%** between 2020 and 2021.

Post-Pandemic Workforce Transition



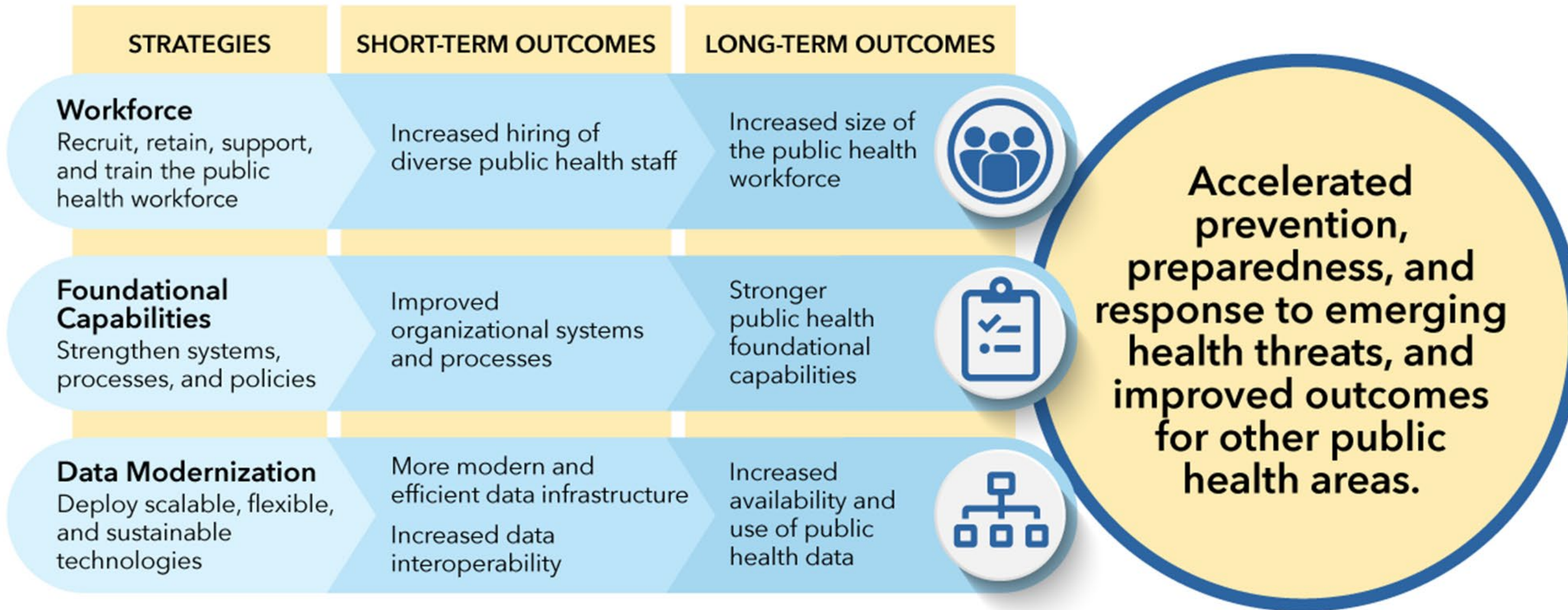
The average total number of temporary or contract workers increased by **67%** between 2019 and 2022 among SHAs.



86% of SHA respondents reported that it has been either "very" or "somewhat" challenging to convert their temporary staff to permanent employees.



Public Health Infrastructure Grant (PHIG)



3,875 staff hired in Year 1
6,174 staff hired by Year 5

www.cdc.gov/infrastructure/phig/state-profiles/funding. Retrieved 9.15.2023



Workforce

We have seen a shift in what is meant when using terms like “workforce” and “workforce development” within public health. What had largely been synonymous with “training” is rightfully expanding to include factors like well-being, satisfaction, engagement, recruitment, retention, psychological safety, culture, belonging, work/life balance, and the like. Prompted by this shift, ASTHO is working to define these terms to establish a common reference.

Challenges

Recruitment/Hiring

- **Cumbersome and/or ill-defined processes**
- **Takes too L—O—N—G: resulting in work that remains incomplete, remains a burden on someone else's plate, and/or candidates lose interest**
- **Limitations on how and where to post/promote**
- **Templates/position descriptions are unappealing**
- **Required or engrained practices thwart efficiency and ability to attract desired diverse talent**
- **Salary limitations**
- **Competition for limited pool of candidates with desired skill**
- **FTE restrictions**
- **Job requirements limit applicant pool**

Challenges

Retention

- **Lack of career path and advancement opportunities**
- **Lack of work-life harmony**
- **Compensation ceilings**
- **Work conditions: lack of flexibility, remote options, etc.**
- **Lack of psychological safety (shared belief that it is okay to take risks, express ideas & concerns, speak up with questions and admit mistakes all without fear of negative consequences)**
- **Absence of efforts directed at unique needs of underrepresented employee groups**
- **Limited initiatives such as scholarships, loan forgiveness, bonuses**
- **Absence of recognition, reward, and/or appreciation and celebration of success**

Challenges

Belonging

- **Insufficient social connection opportunities**
- **Homogenous workplace**
- **Lack of support for BIPOC employees**
- **Lack of support for LGBTQ+ employees**
- **Unintentional organizational bias**
- **Disconnect with organizational mission/programming**
- **Incongruity between job and personal passion**
- **Few opportunities for underrepresented employees to contribute to decision-making and “sit at the table”**

Challenges

Expectations

- **Multigenerational skill and work preferences and expectations of work, one another**
- **Changes in perceived value of traditional benefits for new hires**
- **Conditions of work: remote, flexibility, tools, processes, communication**
- **Opportunities to engage at higher levels of decision-making**

Challenges

Visibility

- **Public health in the media resulting in more attention on work and how it is done**
- **Politicalization of public health issues**
- **The emergent divide brought upon by differences in perceptions/beliefs about public health (science, right to choose)**
- **Intentional messaging that depreciates or misrepresents public health**
- **Misinformation**
- **Job-related harassment or threats**
- **Instantaneous communications**

Discussion

What is your organization doing (or what have you heard of others doing) to address some of the workforce issues you reflected upon earlier? Some of the other issues just listed?



Opportunities

Yes, public health is facing unprecedented challenges – some are new, some have been percolating for some time and are bubbling to the surface. *And* there are many good things happening and new resources to help support the public health workforce.

The “Why”

- The mission
- The ability to have an impact, make change, see change, do good
- Contribute to greater good
- Community focus
- The colleagues and people
- Benefits



Opportunities

Recruitment/Hiring

- Apply QI methodology to improving processes, and position promotion
- Tell the stories of the diverse workforce
- Use enticing language in messaging, even if the description language remains prescribed
- Share benefits info in engaging ways
- Expand where & how positions are posted
- Use current staff as recruiters
- Promote/Establish/Expand scholarship, loan repayment programs
- Engage in pathway programs
- Engage academic institutions (Yes! to HBCUs, but don't stop there!)
- Look beyond traditional public health degreed programs
- Start now to work on goals that you know will take time to achieve (such as FTE cap expansion, classification & salary changes)

Opportunities

Retention

- **Implement succession planning with eye to diversity**
- **Implement psychological safety programming**
- **Explore salary, bonus, benefit enhancement options**
- **Revisit legacy policies that no longer work to your advantage (flexibility, remote work, etc.)**
- **Assign stretch and temporary growth experiences to develop staff**
- **Support Employee Resource Groups, Affinity Groups, internship cohorts, etc.**
- **Generate career path opportunities**
- **Implement supervisory supports such as training supervisors on how to talk about mental health in non-stigmatizing manner and trauma-informed leadership practices**
- **Conduct stay interviews**
- **Make it a routine practice to talk about retention in manager : staff**

Opportunities

Belonging

- Intentionally and frequently connect day-to-day work to the larger mission
- Make personal and social connection deliberate in routine interactions
- Implement efforts to ensure the workforce reflects population served
- Ask employees what they need to achieve belonging; take action
- Implement policies that are supportive of underrepresented populations
- Examine policies and practices for unintentional bias; make revisions
- Practice stretch assignments as development opportunities
- Include underrepresented staff in decision-making

Opportunities

Expectations

- **Communicate job benefits in ways that resonate with potential applicants**
- **Implement flexibility in work conditions where possible**
- **Offer opportunity for staff to provide input into organizational level decision-making**
- **Provide transparency to the fullest degree possible when communicating actions/decisions**
- **Train staff on multigenerational preferences and work styles**
- **Capitalize on individual strengths when making work assignments**

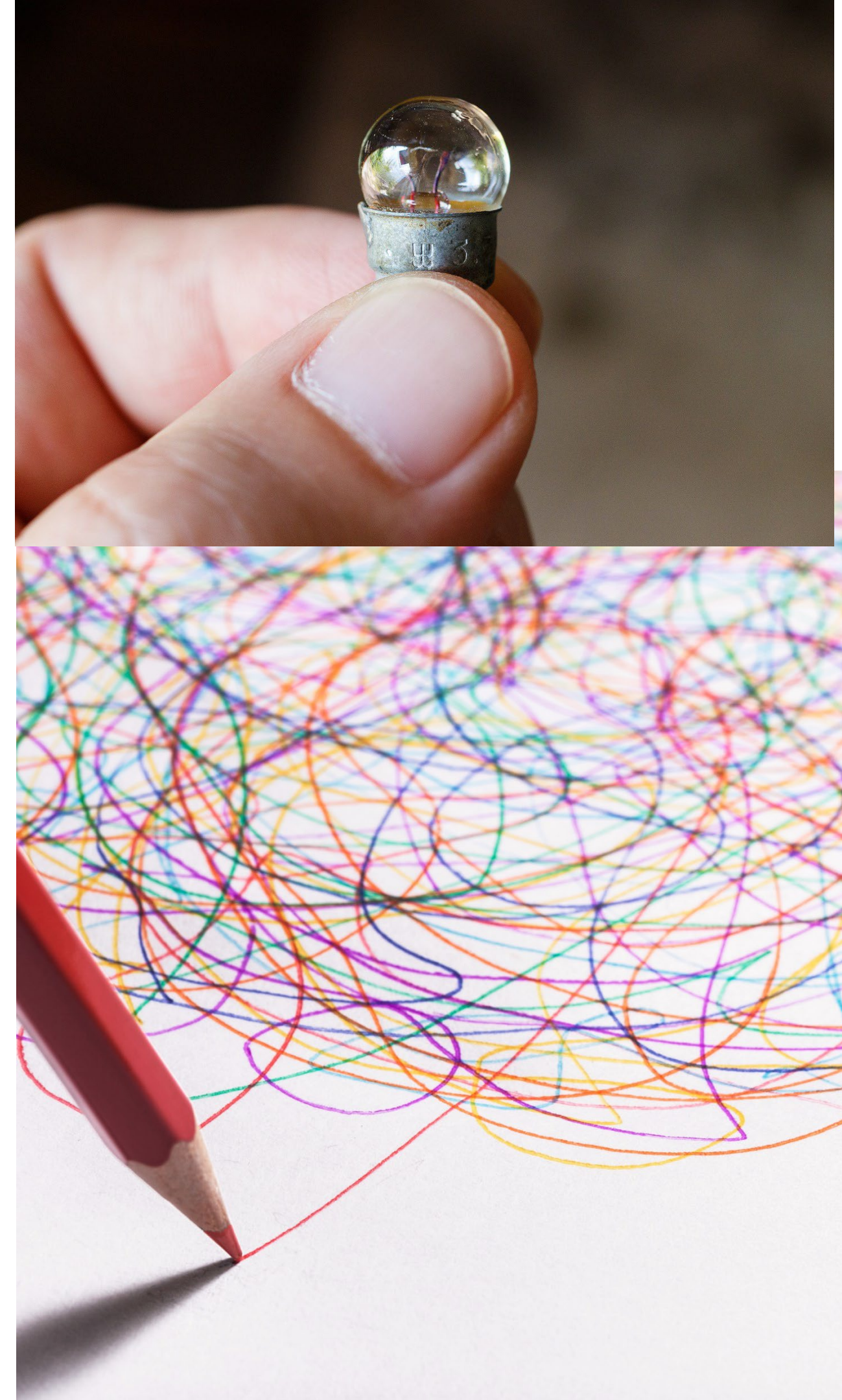
Opportunities

Visibility

- Embark on public health and organizational communication campaigns
- Share your success stories
- Capitalize on social media and other creative avenues for messaging
- Engage staff in messaging/communications
- Act on real or perceived threats to psychological and physical harm by implementing safeguards/programs to address them


Resources


WE ARE HIRING!



Data

Welcome to the **Public Health Workforce Interests and Needs Survey (PH WINS) national dashboards**. PH WINS is the first and only nationally representative source of data on the people that make up the governmental public health workforce. It captures their perspectives on several key topics as well as their demographics.



de Beaumont 

DASHBOARDS

Use these dashboards to explore the national findings from PH WINS 2021. To examine the data in more detail, try applying filters, comparing subsets of the workforce, or selecting a topic or subgroup of interest.

INTENT TO LEAVE
NATIONAL: ALL EMPLOYEES

Percent of Employees

Leaving in one year: 27%

Leaving in five years: 20%

Staying: 60%

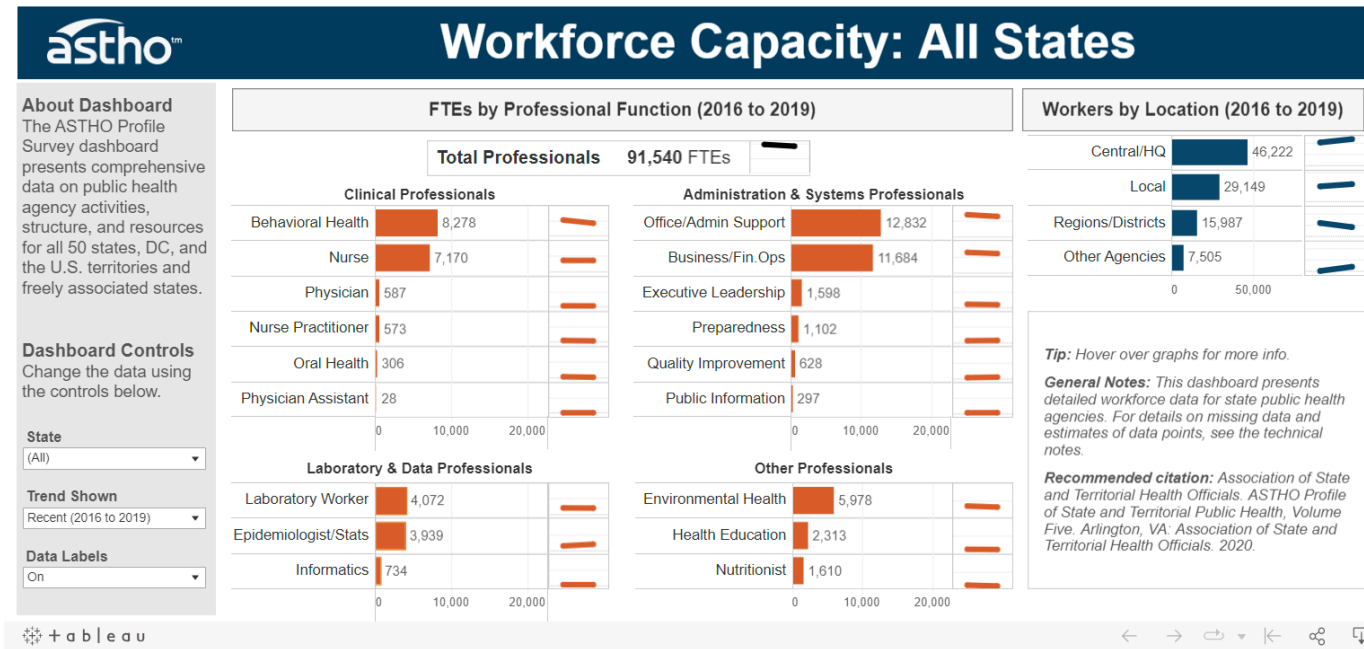
DASHBOARD TOPICS

Use the buttons below to explore national-level data by different key PH WINS 2021 topics.

- DEMOGRAPHICS
- TRAINING NEEDS
- WORKFORCE CHARACTERISTICS
- ENGAGEMENT & SATISFACTION
- STAYING & LEAVING
- WELL-BEING
- HEALTH EQUITY CONCEPTS

Use the links below to examine the data for a specific subgroup. To switch to a different subgroup, click the drop-down menu titled "Subgroups" at the top of the page.

phwins.org



[Back to top](#)

Individual Agency Profiles

astho.org

de Beaumont

Staffing Up: Investing in the...

Staffing Up

Investing in the public health workforce

PHAB About Accreditation & Recognition Center for Innovation Education & Training Data & Insights Communications

Public HealthWorkforce Calculator

The Public Health Workforce Calculator is a tool to help local health departments with workforce planning by utilizing information provided about the local health department to estimate the number of full-time equivalents (FTEs) needed to ensure the provision of the Foundational Public Health Services (FPHS). The Calculator is intended for use in decentralized public health systems with a jurisdiction size of 500,000 or less.

The Calculator was developed through a partnership between the de Beaumont Foundation, Public Health National Center for Innovations at the Public Health Accreditation Board, UMN SPH Center for Public Health Systems, and Centers for Disease Control and Prevention, Center for State, Tribal, Local and Territorial Support.

Public Health Workforce Calculator: Introduction and Instructions

The Public Health Workforce Calculator helps local health departments (LHDs) plan for staffing needs to provide Foundational Public Health Services (FPHS). This Calculator uses information you provide about your local health department to estimate the number of full-time equivalents (FTE) needed to ensure the provision of the FPHS in health departments like yours. **The current version of Calculator is intended for use by local health departments in decentralized public health systems that serve less than 500,000 residents.**

Please review the [User Guide](#) and [FAQs](#) to use the calculator effectively and ensure reliable results.

*Use your best judgment to estimate approximately how many FTEs spend time contributing to the Foundational

The Calculator has two user options, basic and advanced.

- Basic users should use their best judgment to estimate approximately how many FTEs spend time contributing to each Foundational Capability and Foundational Area.
- Advanced users are health departments who have participated in the FPHS related Capacity and Cost Assessments.

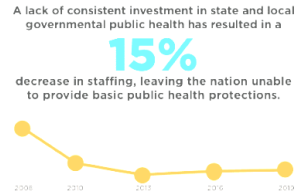
The User Guide should be used alongside the Calculator; it will help health departments determine which user option is best based on available data, provides definitions and details on how to enter data, and provides a template for advanced users to complete before inputting data into the Calculator.

[USER GUIDE](#) [FAQ](#)

Departments need an 80% increase in num set of public health services

Staffing up: Investing to improve public health services and protections

A lack of consistent investment in state and local governmental public health has resulted in a **15%** decrease in staffing, leaving the nation unable to provide basic public health protections.



According to a new analysis by the de Beaumont Foundation and the Public Health National Center for Innovations, the nation needs

debeaumont.org/staffing-up

Pathway & Post Degree Programs



WHO WE ARE WHAT WE DO LATEST NEWS HOW YOU CAN HELP DONATE

Who We Are / Internships

Internships

cdcfoundation.org/internships

SHARE

The CDC Foundation combines philanthropic and private resources with CDC's world-class scientific expertise and the CDC Foundation's speed and flexibility to create innovative, high-impact programs and breakthrough collaborations. Our internships are as diverse as our work—we look for students interested in learning more about the challenging work of protecting the public's health.

CAN YOU TELL ME ABOUT THE CDC FOUNDATION INTERNSHIP PROGRAM?

The CDC Foundation Internship Program offers educational work opportunities to students in undergraduate and graduate programs across a variety

On Our Blog:

- [Learn from our 2018 interns about their experiences](#)



About Us Membership Topics Policy & Advocacy Resources News Events

Graduate Student Epidemiology Program

The Graduate Student Epidemiology Program (GSEP) is a Maternal and Child Health leadership program and internship opportunity. GSEP is funded by the Health Resources and Services Administration (HRSA), a department of the U.S. Department of Health and Human Services, and has been around since 1997. The program has trained over 400 students. After a four-year hiatus from 2017 to 2020, 44 students across two Summer cohorts have participated in the program since it relaunched in 2021. [Click here](#) to view a list of previous GSEP host sites and a summary of projects completed by GSEP interns. The application process, orientation, and 10-week summer internship experience are led by the Association of Maternal and Child Health Programs (AMCHP). Students will receive a \$7,000 stipend provided by AMCHP.

GSEP 2023 will be a full-time, 40 hour per week remote experience requiring no relocation. While the internship will be remote, student interns will have the opportunity for optional in-person site visits during the first three weeks of their internships, with travel and lodging covered by AMCHP. The virtual experience creates an opportunity for a more inclusive program, ensuring that students who might have been unable to relocate for the summer due to expense or commitment will be able to participate. Remote work also expands the list of possible host sites that may have been limited due to location or cost of living (e.g., those in Hawaii, Alaska, U.S. Territories, or Freely Associated States). For the full program timeline, please [click here](#).

amchp.org



Fellowships and Training Opportunities

Print



A Laboratory Leadership Service fellow operates a next generation sequencer instrument in a CDC streptococcus laboratory. Atlanta, GA (2017)

Whether you are on a career track or deciding on which career you would like to pursue, CDC has many diverse fellowship, internship, training, and volunteer opportunities for students and professionals. Many of these opportunities provide invaluable experience and potentially offer clear cut paths to exciting careers with CDC.

Short-Term Internships

Full-Time Fellowships (1-2 Years)

Work Experience Opportunities

cdc.gov/fellowships



ASSOCIATION OF PUBLIC HEALTH LABORATORIES

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Search for Training and Resources

Our Value
About APHL & Our Membership

Our Work
Programs, Publications & Services

Your Resources
Member, Funding, Emergency & Contact Information

Your Development
Training, Conferences & Careers

I Want To

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APHL | CAREER PATHWAYS IN PUBLIC HEALTH LABORATORY SCIENCE

Career Pathways in Public Health Laboratory Science

Career Pathways in Public Health Laboratory Science

Internships

Fellowships

Academic Partnerships

Leadership

Contact

Christine Bean
Chief Learning Officer
Christine.Bean@aphl.org



Explore APHL's Career Pathways!

APHL offers a variety of opportunities to explore career pathways in public health laboratory science. We support professional development experiences for current students, early career scientists and established laboratorians. As a recipient of American Rescue Plan funding, APHL has also expanded upon its current Public Health Laboratory Fellowship Program offerings and has added a new Internship Initiative Program.

Program Performance Dashboard

The purpose of the Performance Dashboard is to provide important information to our users on the success of our program and program detailed unidentifiable summary information about our mentor, fellow and intern applications.

aphl.org

Pathway & Post Degree Programs

HEALTH CAREER CONNECTION

Connect With
Diverse Talent & Host An Intern

Access bright, motivated, and ethnically diverse talent to meet your priority project, diversity, and community health goals.

READ MORE

Connect to talented and diverse future health leaders.

HOST AN INTERN

100%

100% of interns would recommend HCC internships to their peers.

95%

95% of employers say hosting an HCC intern is a good return on investment.

70%

70% of interns were offered a job or extended internship with their host organizations.

healthcareers.org



Colorado Public Health Works Program

[Ver esta página en Español.](#)

[Prospective Host Sites – Express Interest Here](#)

[Prospective Members – Express Interest Here](#)

Program Overview

Colorado Public Health Works is a groundbreaking AmeriCorps Apprenticeship program providing career entry into the field of public health from local communities throughout Colorado. This innovative program marks the first time AmeriCorps has integrated with a registered community health worker apprenticeship program and is paving new pathways into the field for Colorado's next generation of public health leaders.

Through the Colorado Public Health Works program, AmeriCorps members will serve in regions throughout the state and many will simultaneously pursue certification as a Community Health Worker through a U.S. Department of Labor registered apprenticeship designed to increase the capacity of local public health agencies.

trailhead.institute

Paving New Pathways Into the Field of Public Health

SERVE > AMERICORPS
> AMERICORPS STATE AND NATIONAL

Public Health AmeriCorps

A new generation of public health leaders responding to communities' urgent public health needs.

Make Your Mark

AmeriCorps and the Centers for Disease Control and Prevention have joined forces through Public Health AmeriCorps. Together, we are supporting the recruitment, training, and development of the next generation of public health leaders who will be ready to respond to the nation's public health needs.

Public Health AmeriCorps has two main goals:

• Address public health needs of local communities by providing support to state and local public health agencies.

Jump to:

- [Benefits](#)
- [Eligibility](#)
- [How to Apply](#)
- [From the Newsroom](#)
- [Get in Touch](#)

americorps.gov

Intermediary Hiring



STATE FUNDED PROGRAMS (SFP)

CONNECTICUT- SFP

Administrative Assistant

CONNECTICUT STATE FUNDED PROGRAMS (SFP) - CONNECTICUT- SFP FULL-TIME HYBRID

APPLY

Communications Specialist

CONNECTICUT STATE FUNDED PROGRAMS (SFP) - CONNECTICUT- SFP FULL-TIME HYBRID

APPLY

Data Analyst

CONNECTICUT STATE FUNDED PROGRAMS (SFP) - CONNECTICUT- SFP FULL-TIME HYBRID

APPLY

Health Equity Project Manager

CONNECTICUT STATE FUNDED PROGRAMS (SFP) - CONNECTICUT- SFP FULL-TIME HYBRID

APPLY

Program Manager

CONNECTICUT STATE FUNDED PROGRAMS (SFP) - CONNECTICUT- SFP FULL-TIME HYBRID

APPLY

cdcfoundation.org

StaffUP Clinical and Public Health Staff

ASTHO partners with Wanderly to support StaffUP—a program that allows for rapid, on-demand recruiting for governmental public health agencies looking for public health and healthcare professionals.

[StaffUP Clinical and Public Health](#)

astho.org



COLLEGE OF PUBLIC HEALTH OFFICE OF PUBLIC HEALTH PRACTICE

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Contact Us

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Omaha, NE 68198-4335
Phone: (402) 559-5645
Email: ophp@unmc.edu

Social Links

Office of Public Health Practice

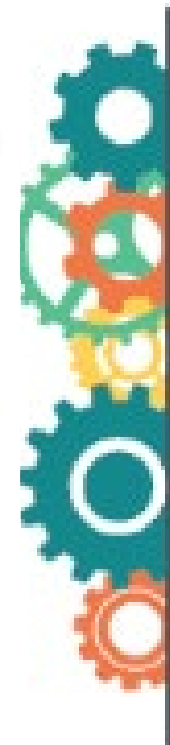
Our purpose at the Office of Public Health Practice is to advance academia and practice toward a more effective, interconnected, just, and modernized public health system. We achieve this through our academic and practice partnerships, capacity development efforts, the training and technical assistance we offer, and student practice experiences. Please click through our website to learn more about each of these focus areas! Contact information for our team members is provided on our "About Us" page.

universities

Public Health Training Centers

Region 2: Recruitment Toolkit
Region V: Public Health Model Job Descriptions

Introducing The Racial Justice Competency Model for Public Health Professionals (RJCM)



REGION **V**
PUBLIC HEALTH TRAINING CENTER

phtcn.org



PUBLIC HEALTH TRAINING CENTER NETWORK

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Public Health Training Center Network

We are a consortium of ten regional Public Health Training Centers that collectively represent the nation's most comprehensive resource for public health workforce development.

Training Centers offer programs that addresses critical workforce needs we are building and for the future— today, and for the future.

1,000,000+

Learners

25,000

Hours of instruction

11,000

Trainers

978

Students Placed



PUBLIC HEALTH LEARNING NAVIGATOR

phlearningnavigator.org



Training & Development

- Diverse Executives Leading in Public Health
- Public Health Regenerative Leadership Synergy
- NACCHO's Adaptive Leadership Academy
- Global Health Corps
- Leadership Academy for the Public's Health
- Region V Public Health Leadership Institute
- Building Capacity to Advance Health (coming soon)
- CDC Training Plan
- Public Health Training Centers

PHIG Resources



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Stories Trainings and Events Resources Opportunities About ▾

About Us

The [Public Health Infrastructure Grant \(PHIG\)](#) is a groundbreaking investment that supports critical public health infrastructure needs of health departments across the United States. Funding from this grant will help ensure that every U.S. community has the people, services, and systems needed to promote and protect health.

In Fall 2022, the U.S. Centers for Disease Control and Prevention (CDC) awarded the [Association of State and Territorial Health Officials \(ASTHO\)](#), [National Network of Public Health Institutes \(NNPHI\)](#), and [Public Health Accreditation Board \(PHAB\)](#) historic grants to support state, local, and territorial health departments through the PHIG grant. Together, these national partners will collaborate with health agencies in their efforts to modernize data systems, recruit and retain a skilled public health workforce, and address longstanding public health infrastructure needs.

This website, produced by the national partners, supports jurisdictions in their drive to modernize the nation's public health systems. Visitors can [explore our technical assistance offerings](#), [view resources](#) to accelerate their work, and [see stories](#) of impact from the PHIG grant in communities.

phinrastructure.org

Latest Resources



ASTHO STAR Center

The ASTHO STAR Center connects public health agencies to peers, resources, and consultants who can help leaders modernize and strengthen their agency's infrastructure and processes.

[Read More](#)



Glidepath to the Future of Public Health Report

This report provides both tactical and strategic frameworks to assist users engaged in modernizing public health structures, systems, and practice.

[Read More](#)

Tools for Transformation

PHAB

Tools for Public Health Transformation

These modern tools and resources by PHAB help health departments transform their public health systems.

[Read More](#)



Transforming the Public Health Workforce

Strategies and examples for strengthening and transforming the public health workforce.

[Read More](#)



Missouri DHHS Director Paula Nickelson on Historic PHIG Funding

[Read Story](#)

Workforce Spotlight: Successfully Raising FTE Caps in Rhode Island

Learn how Rhode Island successfully advocated for new permanent positions through the state budget process by focusing on documentation, staying within the position cap, emphasizing the value of public health, prioritizing engagement, and persistently working through the process.

[Access Resource](#)

Groups



National Consortium for Public Health Workforce Development

Collaborate to strengthen and support the PH workforce through research, public engagement, advocacy, convening & creating learning opportunities

Association of Schools and Programs of Public Health

Framing the Future Education for Public Health Undergraduate Network for Academic Public Health

Public Health Foundation – Academic Health Department Learning Community

Designed to support development, maintenance & expansion of formal affiliations of HDs and academic institutions

Groups



04

Consortium for Workforce Research in Public Health

Six universities working together to research and support the PH workforce

05

Peer Networks, Learning Communities

Organized groups of professionals working on like initiatives convening for the purpose of sharing ideas, jointly problem-solving and learning together.

Video



Saif

Field Representative, Disease Control
Monmouth County Health Department

[Hear from Public Health Professionals](#)
[| Public Health Careers.org](#)



PublicHealthCareers.org

THIS NEW WEBSITE IS

1. A centralized space for those seeking employees at all levels of governmental public health
2. A place to be seen by both new and experienced talent
3. Dynamic and engaging, with content to inspire a new generation of candidates

Who should post opportunities?

Professionals with responsibilities for human resources and/or workforce development activities in governmental public health jurisdictions.

Promote Individual Openings

Post jobs to the ASTHO Job Board (ASTHO.org) to have them appear in PublicHealthCareers.org searches. Governmental public health agencies use **promo code STHA72022** at checkout to post unlimited 30-day listings.

Automate Your Postings

Explore how you may be able to promote jobs by automatically providing an XML feed. Contact workforce@astho.org to find out how!



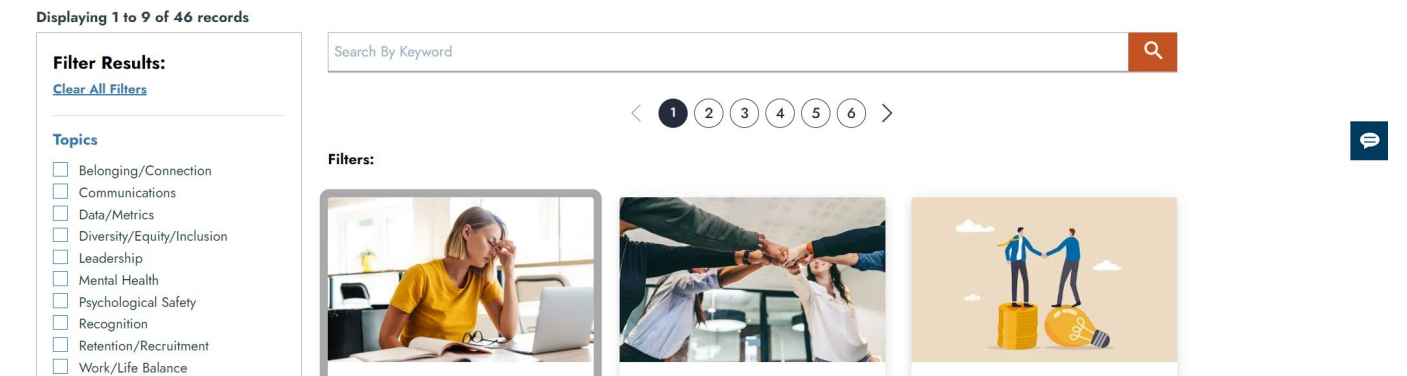
PH-HERO

The Public Health – Hope, Equity, Resilience, and Opportunity (PH-HERO) initiative is designed to address **workforce burnout**, **moral injury**, and aid in overall **retention** and **recruitment** efforts to support a **culture of well-being** and resilience within public health agencies at the **organizational level**. PH-HERO is building upon the best available evidence for designing thriving workplaces using a **trauma-informed approach** and **equity framework**.

astho.org/ph-workforce-resources



Resources for Public Health Leaders



Change Level

- Organization/Agency
- Senior Leadership
- Supervisory
- Individual

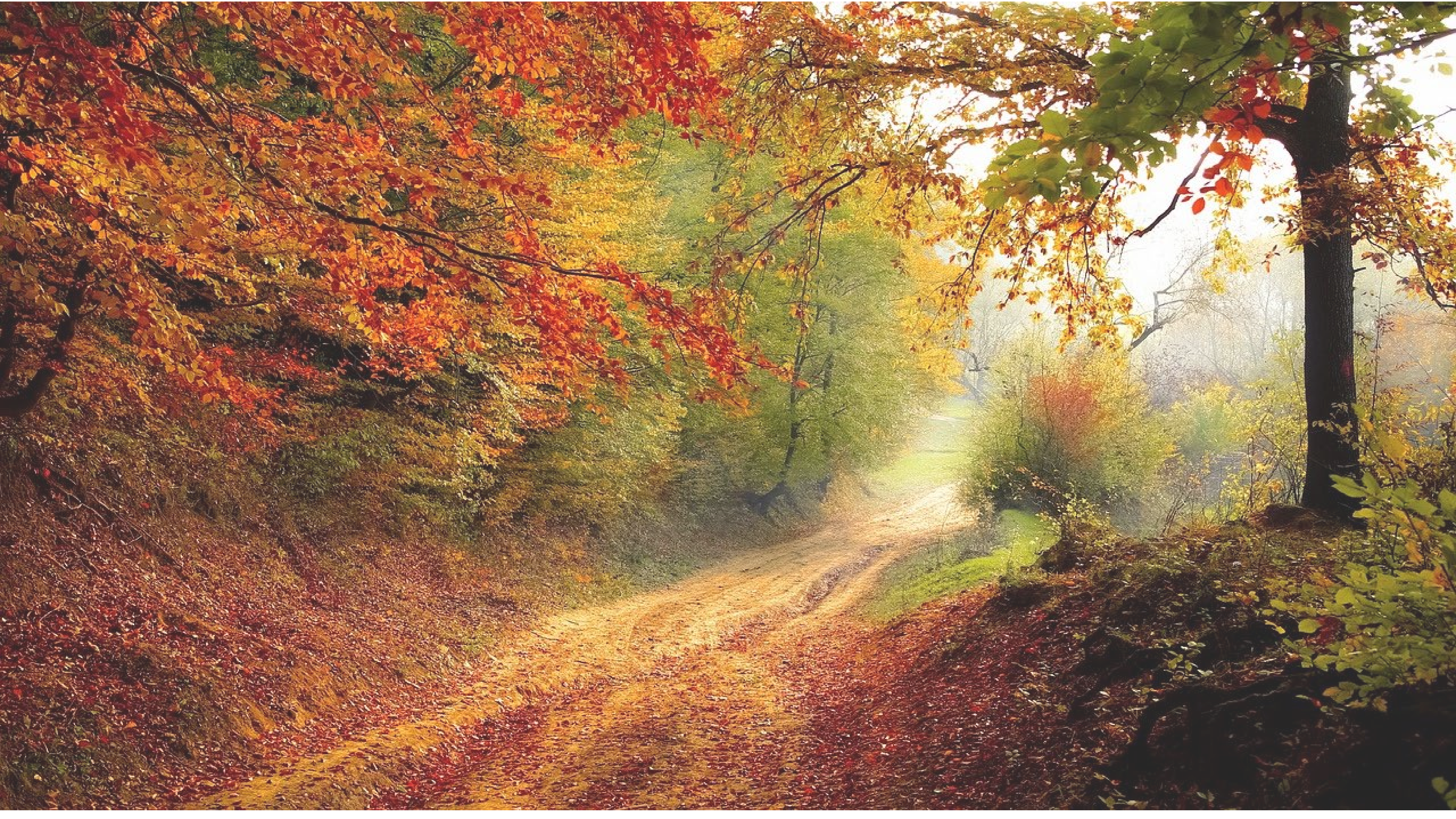
Actions



Reflection

What resource might you use?

What is one action you could take within the next week?



Q & A



Contact

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