



PH WINS 2017 Report: Association of State Public Health Nutritionists (ASPHN)

Background

What is PH WINS?

The Public Health Workforce Interests and Needs Survey (PH WINS) is a national level survey of state and local public health agency workers that captures their perspectives on key issues such as workforce engagement and morale, training needs, worker empowerment, emerging concepts in public health, as well as collects data about the demographics of the workforce. PH WINS is a partnership between the Association of State and Territorial Health Officials (ASTHO) and the de Beaumont Foundation. First fielded in 2014, PH WINS is the only nationally representative data source of the governmental public health workforce.

The goals of PH WINS are to:

- Influence future investments in public health workforce development
- Identify trends in workforce attitudes, morale, and climate
- Build the evidence base of cross-cutting training needs and skill gaps across the workforce

PH WINS 2017 was fielded from September 2017 - January 2018 to 47 state health agencies, 26 city health departments that are members of the Big Cities Health Coalition, an independent project of NACCHO, and for the first time, a nationally representative sample of mid-to-large local health departments. The overall response rate to PH WINS 2017 was 48%.

PH WINS 2017 Report

For this report, survey respondents were categorized based on reported program area and/or job classification. This information was then matched to the constituencies of your affiliate group. The respondents are not necessarily members of your affiliate group, but their program area and/or job classification aligns with your affiliate group's focus. For ASPHN, this includes respondents who selected their program area and/or job classification as:

- Nutritionist or Dietician
- Maternal and Child Health (WIC)

The data in this report represents the perspectives of 2,429 respondents from both state and local health departments. We used statistical methods to create an affiliate-level estimate that extrapolates the responses from staff whose program area and/or job classification aligns with your affiliation and who participated in the survey. We used a Taylor Series Linearization estimation method and adjusted for non-response.

ASTHO staff are available to provide additional assistance as needed in interpreting the results. Please contact Kyle Bogaert, director of workforce research, at kbogaert@astho.org.

JOB SATISFACTION

85%

of nutritionist/dietitian respondents are somewhat or very satisfied with their jobs

INTENT TO LEAVE

25%

of nutritionist/dietitian respondents plan to leave their position in 2018 (excluding retirements)

INTENT TO RETIRE

17%

of nutritionist/dietitian respondents plan to retire within the next 5 years



TOP SKILL GAPS AND MOTIVATION TO SEEK OUT TRAINING



62% of nutritionist/dietitian respondents expressed a skill gap in “Budget and Financial Management”

55% of nutritionist/dietitian respondents expressed a skill gap in “Systems and Strategic Thinking”

51% of nutritionist/dietitian respondents expressed a skill gap in “Change Management”

The top motivations for seeking additional training for nutritionist/dietician respondents are “Personal Growth/Interest” (82%), “Covered time for training” (60%), and “Paid travel for training” (55%).



PERSPECTIVES ON EMPLOYEE ENGAGEMENT



96% of nutritionist/dietitian respondents agree with the statement “The work I do is important”

94% of nutritionist/dietitian respondents agree with the statement “I am determined to give my best effort at work every day”

92% of nutritionist/dietitian respondents agree with the statement “I know how my work relates to the agency's goals and priorities”

Key Findings

Encourage workplace policies that support innovation in public health

48% of nutritionist/dietitian respondents agree that creativity and innovation are rewarded in their organization.

Promote creativity and innovation within governmental public health as an indicator for employee engagement.

Support policies and practices that enhance job satisfaction and improve retention

61% of nutritionist/dietitian respondents have been in their current position for 5 or fewer years. Invest early in workforce development efforts aimed at improving employee engagement to reduce future costs and losses due to turnover.

Build channels to improve communication between senior leadership and staff

53% of nutritionist/dietitian respondents agree that communication between senior leadership and employees is good in their organization.