

2024 MPHD PHWINS RESULTS

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PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY



PHWINS



WHAT IS IT?

(Public Health Workforce Interests and Needs Survey) is the only nationally representative survey of the U.S. governmental public health workforce. It targets employees of state health agencies and local health departments nationwide.



WHO DOES IT?

PHWINS is hosted and coordinated by the de Beaumont Foundation in partnership with the Association of State and Territorial Health Officials. Its conducted every three years. but MPHD opted out of the 2021 one.



RESPONSE RATES

The national average for responses was 37% but MPHD was 41%!

PHWINS provides national benchmark data on the governmental public health workforce.

Key Findings

PHWINS Insights for MPHD



Committed Workforce

Workforce is highly committed to public health mission



Future Leaders Are Developing Within

Employees want leadership development and policy engagement training



Retention is Still at Risk

Retention risks include pay, burnout, and advancement opportunities



Workforce Investments Are Already Underway

Workforce investments are already underway with positive outcomes

IMPORTANT CONSIDERATIONS

Slow Turnaround for Results

Survey was conducted in Q1 of 2024 and MPHD didn't receive access to results until Q3 2025

01

Self-Reporting Responses

PHWINS relies entirely on self-reported perceptions

02

Over-representation of One Program

Of the 41% responses from MPHD, over 30% of that came from one program: Clinical Services.

03

Public Health Metrics Differ from other Sectors

There is a high risk of misinterpretation of results when comparing them to other sectors.

04

REASONS FOR LOW RESPONSE RATES IN SURVEYS



NOT INTERESTED



QUESTION ANONYMITY



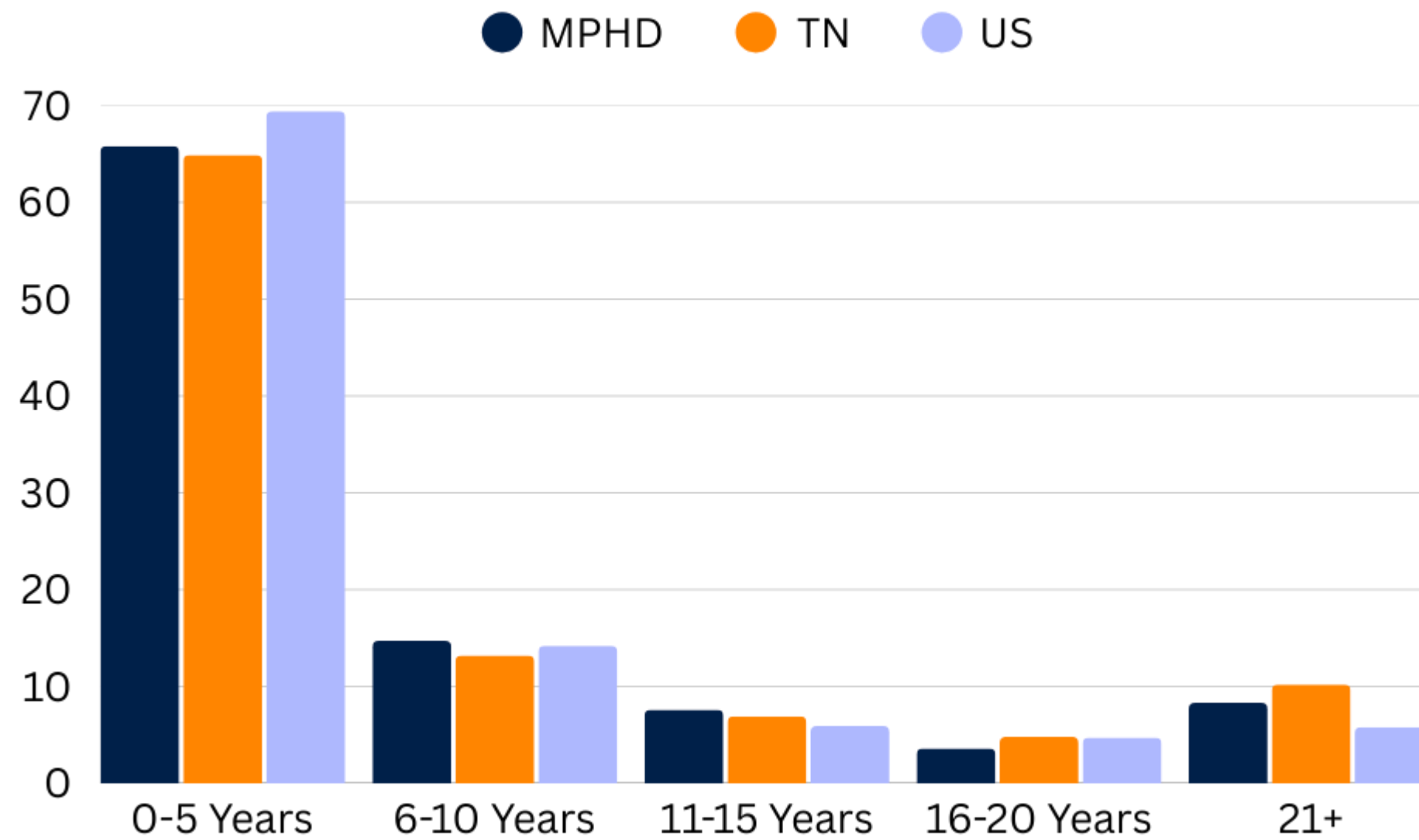
GLASS CEILINGS



UNLIKELY TO PROMPT ACTION

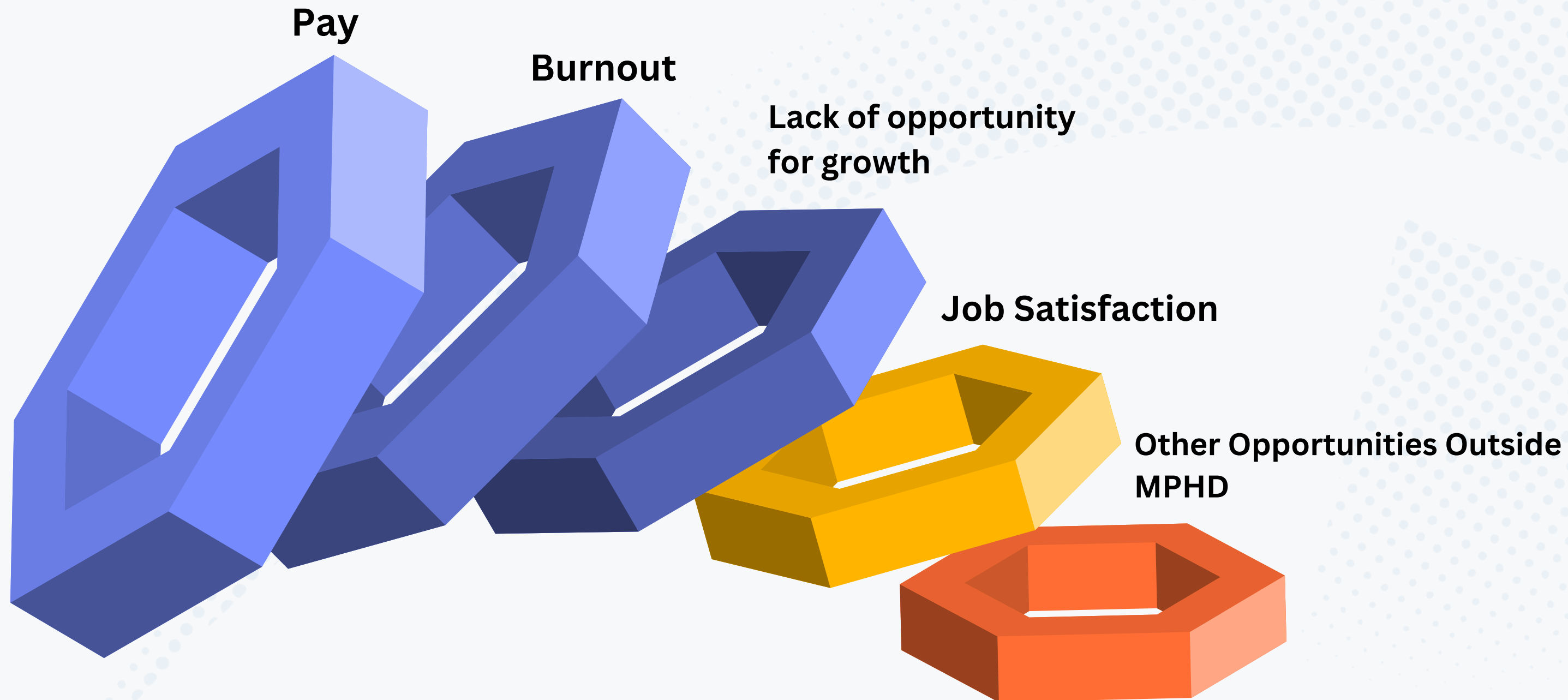




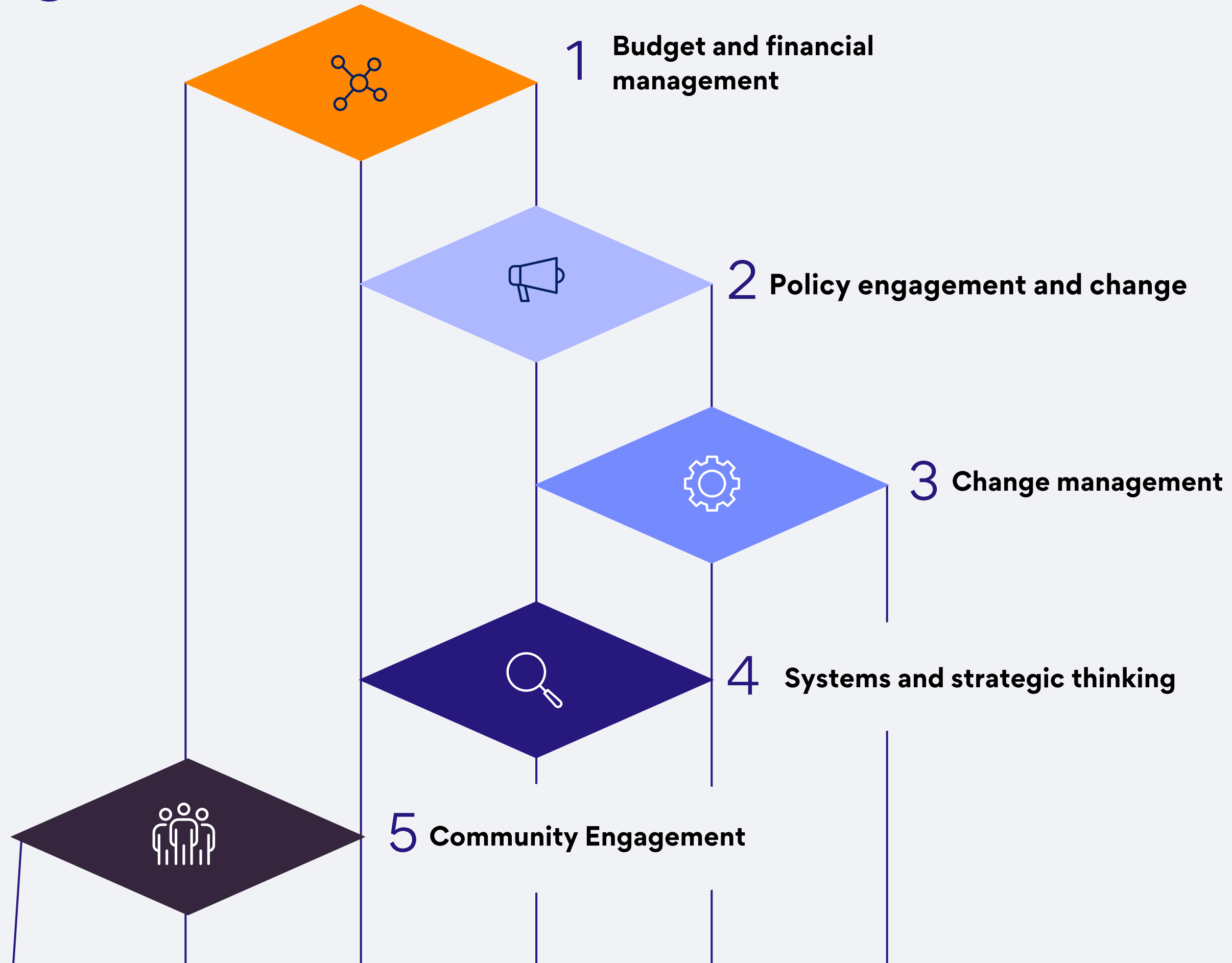


Tenure In Position

Top Reasons for Leaving



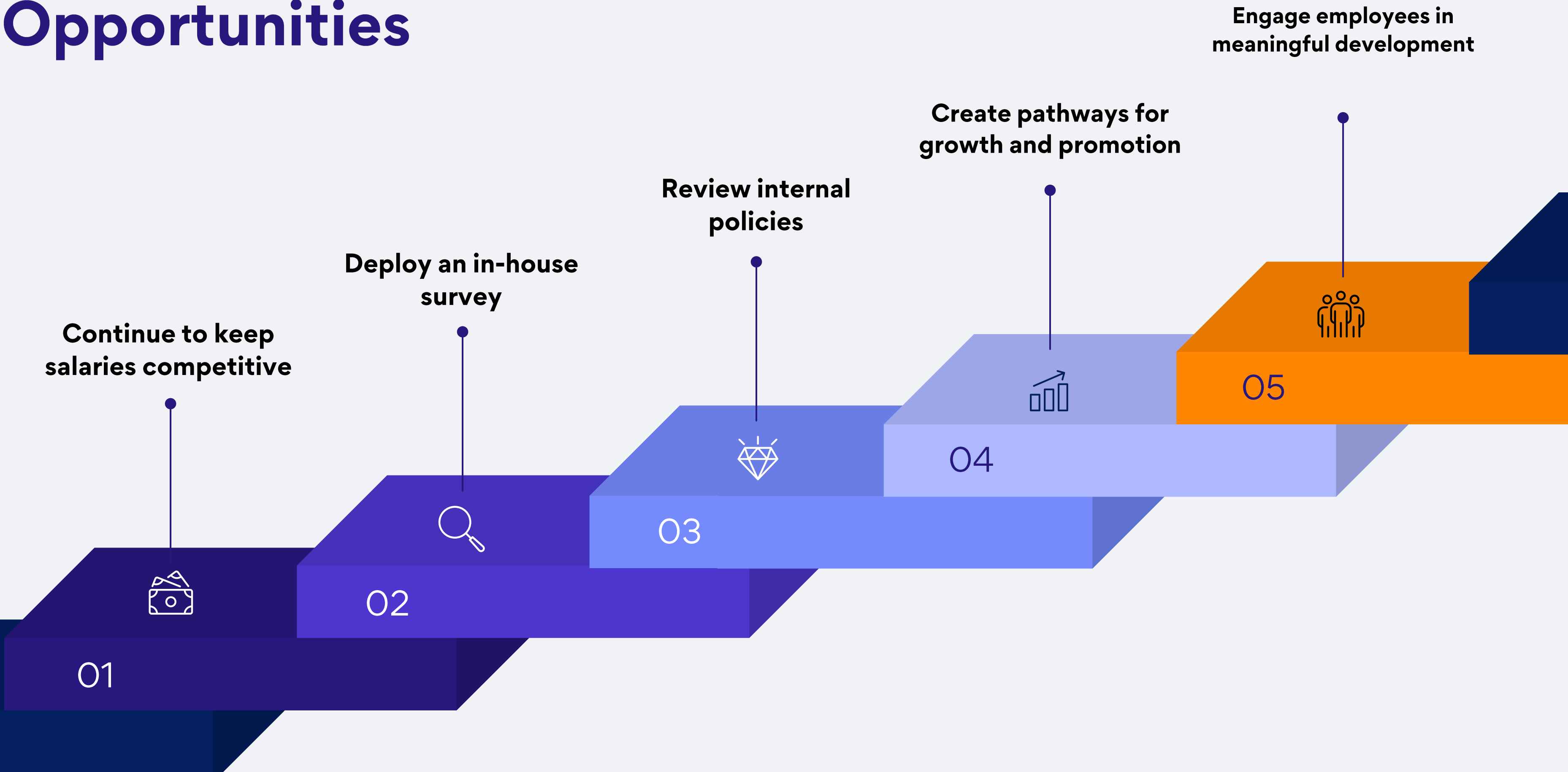
Top Training Interests



TURNING DATA INTO ACTION



Strategic Workforce Opportunities



Conduct-Analyze-Report-Act

Repeat



Benchmarks

Participated in 2024
PHWINS w/ 41% response
rate



Grant Utilization

Use a third-party service
provider to conduct annual
surveys 2026-2028



Measuring Change

MPHD will measure
progress against previous
years to track improvement



Marketed to the Workforce

The survey will be marketed
to the workforce, pre-
launch through targeted
outreach and
communication

Leadership Engagement

Leadership will engage on
targeted solutions to
strengthen workplace
culture



Transparency

Survey findings will be
shared with team members,
leaders and managers.



Leadership Development

Leadership sessions will
support managers in
implementing change
initiatives



Follow Through

Survey results will directly
impact workforce
development plan





The Public Health Infrastructure Grant

Public Health Infrastructure is made up of the **people, services, and systems** needed to promote and protect health in every U.S. community



This page is intended to serve as a resource for staff and community partners who want to know more about the CDC Funded Public Health Infrastructure Grant (PHIG) and what MPHD is doing with the funding.

Grant



Staff Directory

First Name:

Last Name:

Division:

SEARCH

GRANT RELATED RESOURCES

- [How to request PHIG Funding](#)
- [New2Public Health Information](#)
- [BEAM Leadership Development Certificate](#)
- [Membership Reimbursement Process – NEW!](#)
- [2024 PHWINS Survey Results and Action steps](#)

THANK YOU

QUESTIONS?

PH WINS

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Metro Public Health Dept

Nashville / Davidson County

Protecting, Improving, and Sustaining Health