



PH WINS 2017 Report: National Association of State EMS Officers (NASEMSO)

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 NASEMSO, this includes respondents who selected their program area and/or job classification as:

- Emergency Medical Services Worker
- Emergency Medical Technician/Advanced Emergency Medical Technician/Paramedic
- Emergency Medical Services

The data in this report represents the perspectives of 229 respondents from state health departments. We used statistical methods to create an affiliate-level estimate that extrapolates the responses from state health department 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

80%

of emergency medical services respondents are somewhat or very satisfied with their jobs

INTENT TO LEAVE

32%

of emergency medical services respondents plan to leave governmental public health in 2018 (excluding retirements)

INTENT TO RETIRE

20%

of emergency medical services respondents plan to retire within the next 5 years



TOP SKILL GAPS AND MOTIVATION TO SEEK OUT TRAINING



49% of emergency medical services respondents expressed a skill gap in “Systems and Strategic Thinking”

43% of emergency medical services respondents expressed a skill gap in “Budget and Financial Management”

39% of emergency medical services respondents expressed a skill gap in “Developing a Vision for a Healthy Community”

The top motivations for seeking additional training for emergency medical services respondents are “Personal Growth/Interest” (77%), “Availability of applicable online training opportunities” (47%), and “Covered time for training” (46%).



PERSPECTIVES ON EMPLOYEE ENGAGEMENT TOP 3 ENGAGEMENT ITEMS



97% of emergency medical services respondents agree with the statement “I am determined to give my best effort at work every day”

95% of emergency medical services respondents agree with the statement “The work I do is important”

86% of emergency medical services respondents agree with the statement “I know how my work relates to the agency's goals and priorities”

Key Findings

Support policies and practices to improve retention

Ensure that retention efforts directly address the workforce’s main motivations for leaving. Of state health department staff in emergency medical services considering leaving, 39% of respondents selected “Lack of Opportunities for Advancement” as their top reason for leaving.

Support policies and practices that enhance job satisfaction and improve retention

66% of emergency medical services 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.

Prioritize succession planning

48% of state emergency medical services respondents are age 51 or older. Support the development of succession plans that ensure continuity of operations during potential transition.