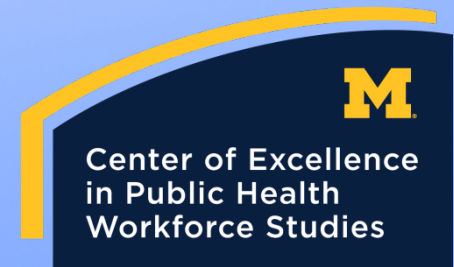


A Profile of the Public Health Nurse Workforce

Keeneland Conference
April 10, 2013

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Public Health Nurse Workforce Survey

- Public health nurses represent the largest segment of the public health workforce
- Little is known about their training, education, job functions, demographics, and retirement intention
- Purpose: develop a comprehensive profile of the public health nursing workforce
- Led by a workforce advisory committee composed of stakeholders
- Study case definition: all RNs employed or contracted by a state or local health department, regardless of job type, title, or function

Public Health Nurse Workforce Advisory Committee

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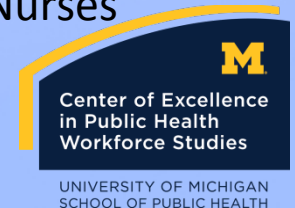
University of Albany-SUNY

Jennifer G. Nooney, PhD

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Public Health Nurse Workforce Advisory Committee

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Susan Swider, PhD, APHN-BC

Association of Community Health Nursing
Educators

External Reviewer: **Michele Issel, PhD, MN, RN**
University of Illinois at Chicago

Methods

- Organizational-level survey:
 - Nationally representative random sample of 328 local health departments stratified by population size (sampling frame obtained from NACCHO); large LHDs oversampled
 - 50 state health departments
 - Incentive: states with 80% response receive data profile of their RN workforce
- Individual-level survey:
 - Disseminated to all RNs in the 328 local health departments and a random sample of 9 state health departments stratified by population size and governance structure
 - Approximate total sample: ~7500-8000
 - Incentive: drawing for APHN/ACHNE conference registration
- Association of Public Health Nurses was responsible for marketing, dissemination of surveys, and follow up

Organizational-Level Survey

- Data collection period: July 23-Oct 5, 2012
- Target response rate: 80%
- Survey themes:
 - Workforce size
 - Program areas and job functions
 - Educational background
 - Job titles, salaries, licensure/education requirement, experience
 - Union representation
 - Retirement/shortage projections
 - Vacancies
 - Clinical service provision
 - RN recruitment and retention

Individual-Level Survey

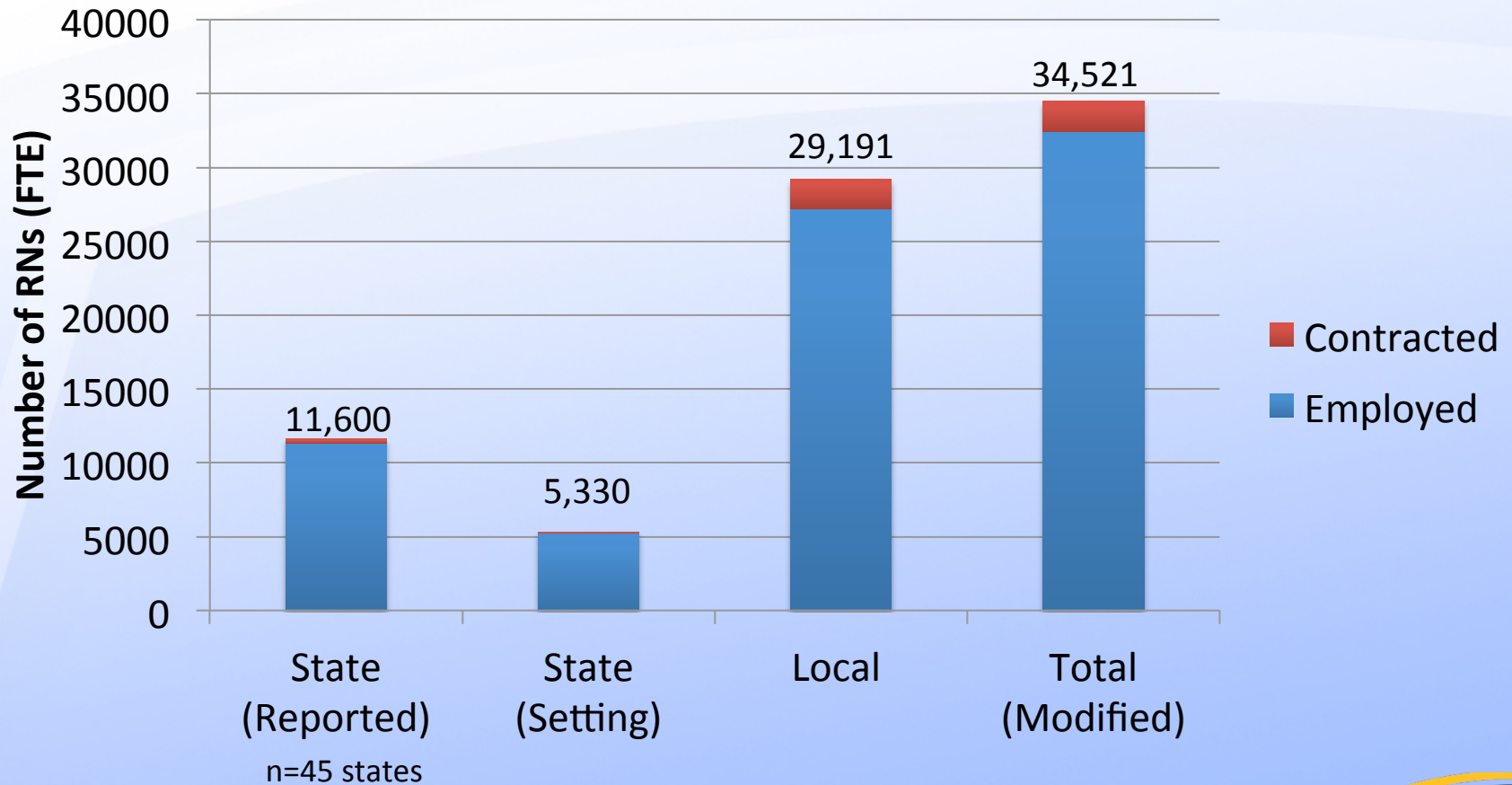
- Data collection period: Oct 15- Nov 30, 2012
- Target response rate: 35%
- Survey themes:
 - Demographics
 - Education/training
 - Employment information: title, licensure requirement, experience, projected retirement
 - Job function
 - Job satisfaction

ORGANIZATIONAL-LEVEL RESULTS

Organizational-Level Results

- Overall response rate: 82%
- 259 local health department responses; population results are based on weighted estimates
- Responses were obtained from 45/50 state health agencies; data are not weighted
- Denominators vary by survey question; number of responses noted throughout

RN Workforce Size



Program Areas

Program Area	State	Local
Access to Care	4%	2%
Ambulatory Services	<1%	4%
Case Management	7%	12%
Chronic Disease Services	4%	2%
Communicable Disease	8%	10%
Correctional Health	<1%	1%
Emergency Preparedness	2%	2%
Environmental Health	<1%	1%
Family Planning	8%	7%
Home Health Care	8%	4%

Program Area	State	Local
Immunizations	7%	9%
Inspections	17%	1%
MCH Programs	6%	9%
Refugee Health	<1%	<1%
School Health	2%	10%
Substance Abuse	1%	1%
WIC	4%	2%
Administration	5%	4%
Other Clinical	12%	1%
Other/Unspecified	3%	18%

State n=37; Local n=248

Job Functions

Activity/Function	State	Local
Administration/Staff Supervision	15%	14%
Community Engagement	3%	22%
Clinic-based Care	38%	32%
Outreach Activities	11%	11%
Population-level Prevention	10%	6%
Quality Improvement Activities	9%	3%
Workforce Development	3%	3%
Other: Regulatory/Compliance Monitoring	9%	--
Other	4%	10%

State n=35

Local n=238

RN Recruitment and Retention

Statement	State		Local	
	n	% Agree/ Strongly Agree	n	% Agree/ Strongly Agree
Our department is having a great deal of difficulty hiring RNs	40	43%	243	23%
Our department's financial resources are sufficient to hire budgeted vacant RN positions	41	37%	199	43%
Our department's salary scale for RNs is competitive	40	23%	239	25%
Our department provides adequate training and professional development opportunities for RNs	41	63%	239	72%
Our department is having a great deal of difficulty retaining RNs	41	29%	228	18%
Our department has sufficient RN staff to deliver public health services	40	20%	240	45%

INDIVIDUAL-LEVEL RESULTS

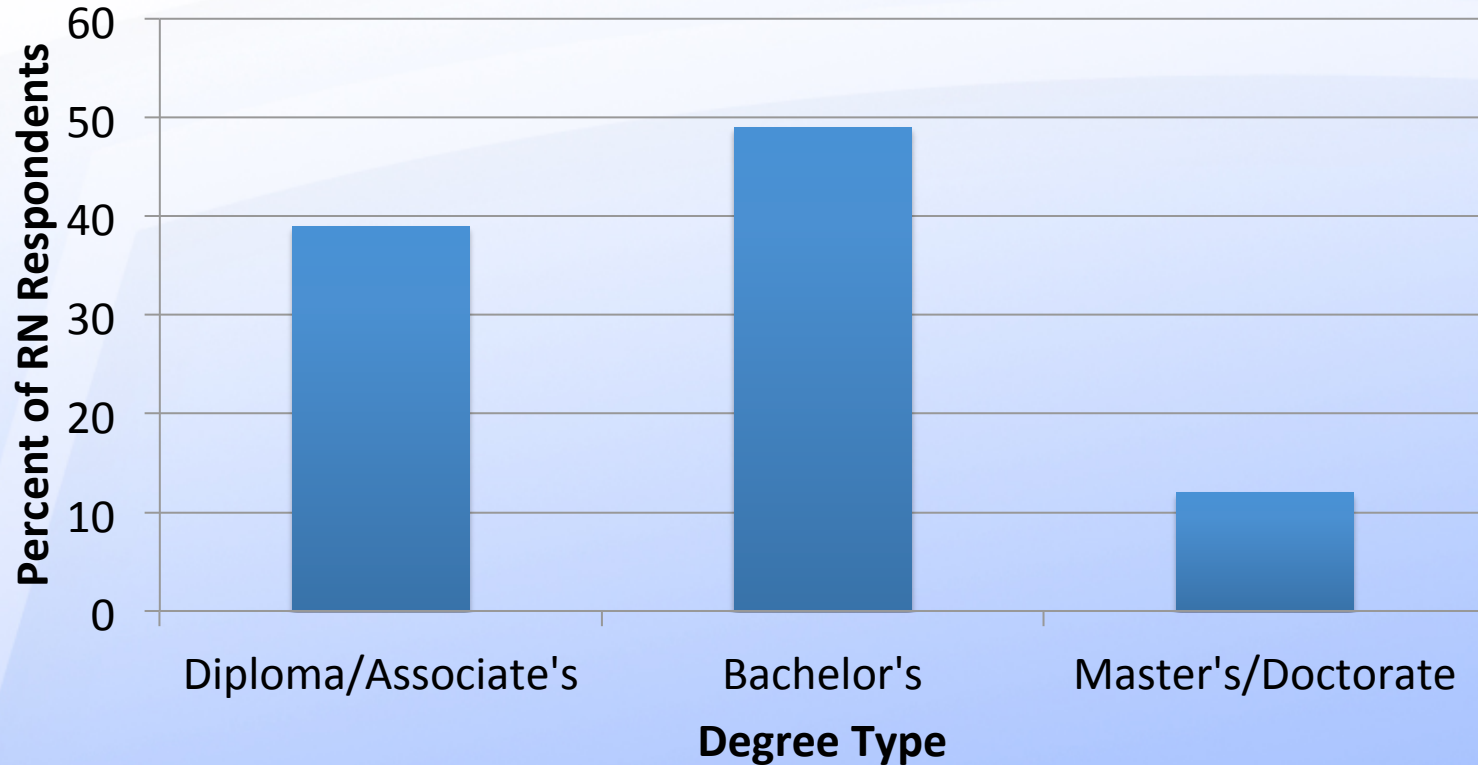
Respondent Profile

- Responses were received from 2,697 RNs in state and local health departments (~35% response rate); weighted estimates presented
- 56% of respondents were in the LHD sample
- Average age of respondents was 49.6 years (n=2180)
- 98% were female (n=2686)
- Race/ethnicity
 - White: 88%
 - African-American/Black: 8%
 - Asian: 4%
 - American Indian/Alaska Native: 1%
 - Native Hawaiian/Other Pacific Islander: <1%
 - Latino/Hispanic: 4%

Respondent Profile, Continued

- 87% of respondents work full-time (n=2681)
- 97% were employees of the health department (n=2681)
- Job Title (n=2,683)
 - 52% Public Health/Community Health Nurses
 - 17% Managers/Supervisors
 - 9% Registered Nurses
 - 5% Nursing Director
 - 4% Nurse/Public Health Nurse Consultant
 - 4% Coordinator/Practice Specialist
 - 3% Advanced Practice Nurse/Nurse Practitioner
 - 3% Public Health Director/Administrator
 - 3% Other

Highest Nursing Degree Held by Respondents



Retirement Intention

Respondents to the survey indicated that they plan to retire:

- Within the next 5 years: 27%
- 6-10 years: 18%
- More than 10 years from now: 38%
- Undecided: 17%

N=2683

RN Attitudes and Beliefs

Statement	n	% Agree/ Strongly Agree
I am satisfied with my current job.	2687	85%
I feel like I am making a difference in the health of the community.	2683	90%
My job gives me considerable opportunity for independence and freedom in how I do my work.	2687	83%
I am able to practice to the full extent of my education and training.	2682	70%
The salary I receive in my current position is adequate.	2680	33%
I would like more opportunities for training and professional development.	2674	64%

Challenges/Lessons Learned

- Dissemination
 - Worked through APHN's state liaisons
 - Did not have a sampling frame for individual-level survey
- Workforce data tend not to be readily available
 - Could not obtain data for all nurses who met the case definition
 - Difficult for health departments to answer some questions (needed to survey their own staff)
- Nurses were participative and supportive throughout the survey process

Questions?