Factors Affecting the Public Health Workforce

**Composition and Numbers of Workers**
- Insufficient number of current workers
- Inadequate workforce data
- Inadequate information about disciplines
- Imbalance of disciplines
- Imbalance of governmental and non-governmental workers

**Competency of Workers**
- Incomplete competencies
- Inadequate training needs assessments
- Lacking system for continuous learning
- Insufficient investment in training
- Inadequate training evaluations
- Insufficient PH curriculum for clinicians
- Workers need new skills

**Contextual Environment**
- Lack of awareness of PH careers
- Economic crisis - furloughs, layoffs
- Keeping up with technology
- Diminishing fed/state/local funds
- Unclear fed/state/local roles
- Insufficient quality improvement
- Expanding mission
- Underdeveloped partnerships
- Legislation/Policy

**Work Environment**
- Lack of the right number of people with the right skills in the right place at the right time
- Working conditions
- Quality of leadership, supervision
- Inadequate tools
- Lack of organization support
- Uncompetitive salaries
- Erosion of benefits and pensions
- Unclear career paths
- Lack understanding of the larger system
- Recruitment challenges
- Insufficient retention strategies
- Incomplete workforce planning
- Lack of job classifications

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