

Connecticut's Public Health Workforce

SustiNet Healthcare Workforce Taskforce
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Public Health vs. Health Care

Public Health	Health Care
Health of the Population	Individual Health
Healthy Community	Best outcome for the individual
Focus on prevention	Focus on treatment
Diagnostic tools= demographics, vital statistics, epidemiology	Diagnostic tools= thermometer, stethoscope, individual data and medical history

Fundamental Obligations

- Prevent epidemics and the spread of disease
- Protect against environmental hazards
- Prevent injuries
- Promote and encourage health behaviors and mental health
- Respond to disasters and assist communities in recovery
- Assure the quality and accessibility of health services

Essential Public Health Services

1. Monitor health status to identify health problems
2. Diagnose and investigate health problems & hazards
3. Inform, educate & empower people about health issues
4. Mobilize partnerships to identify & solve health problems
5. Develop policies and plans that support individual and statewide health efforts
6. Enforce laws and regulations that protect health & ensure safety
7. Link people to needed personal health services
8. Assure a competent public health and personal health care workforce
9. Evaluate effectiveness, accessibility, and quality of personal and population-based health services
10. Research for new insights & innovative solutions to health problems



Source: APHA, 1994

<http://www.generationpublichealth.org/>

Emerging Public Health Issues

- Climate change and the impact on health
- Food safety
- Drug-resistant infectious diseases (TB, MRSA)
- Pandemic flu
- Public health preparedness and response to terrorism and natural disasters
- Health disparities
- Genomics
- Childhood obesity
- Toxic Hazards/Chemicals in consumer products
- Health Information Technology

Public Health System & Partners

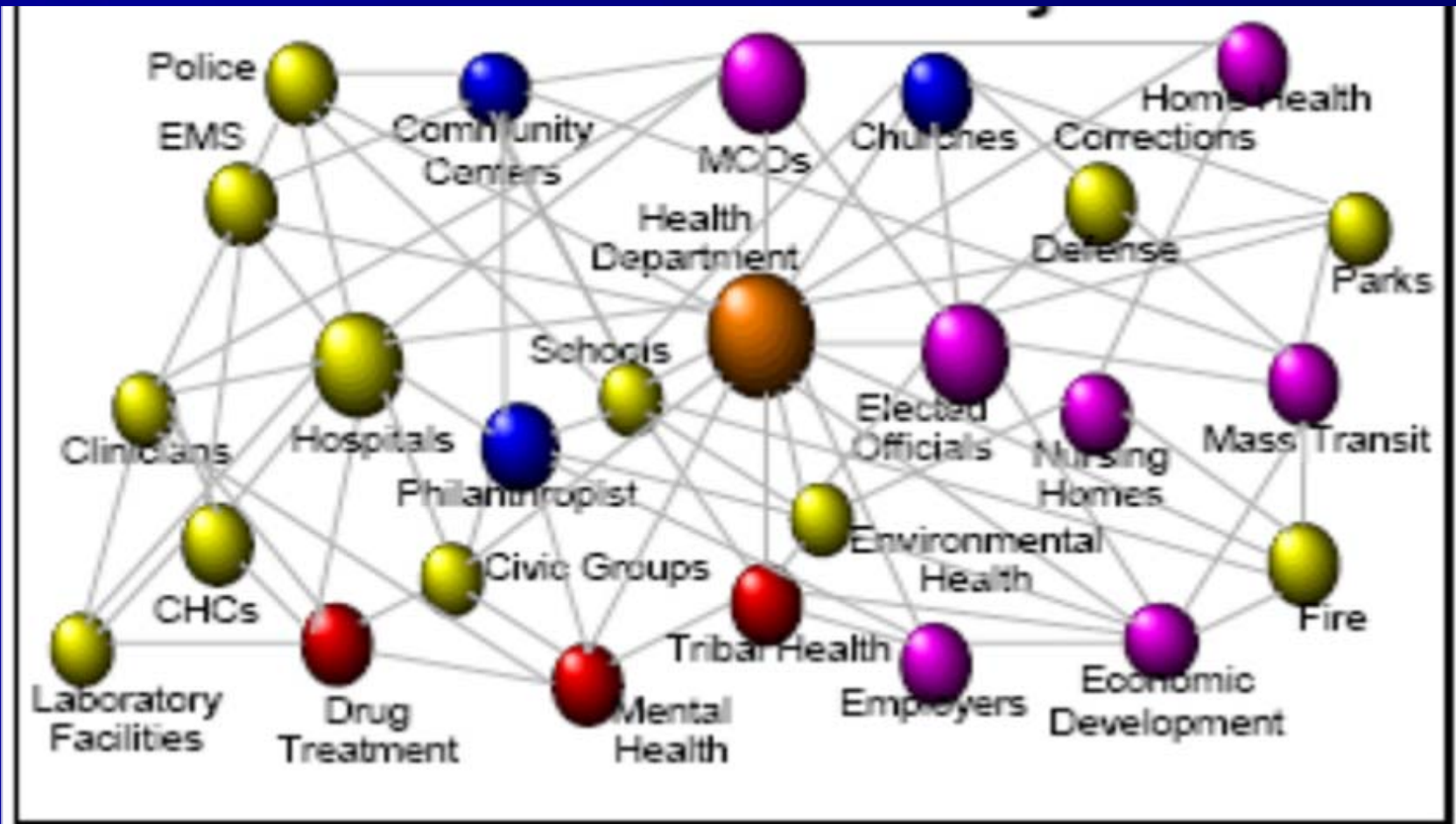


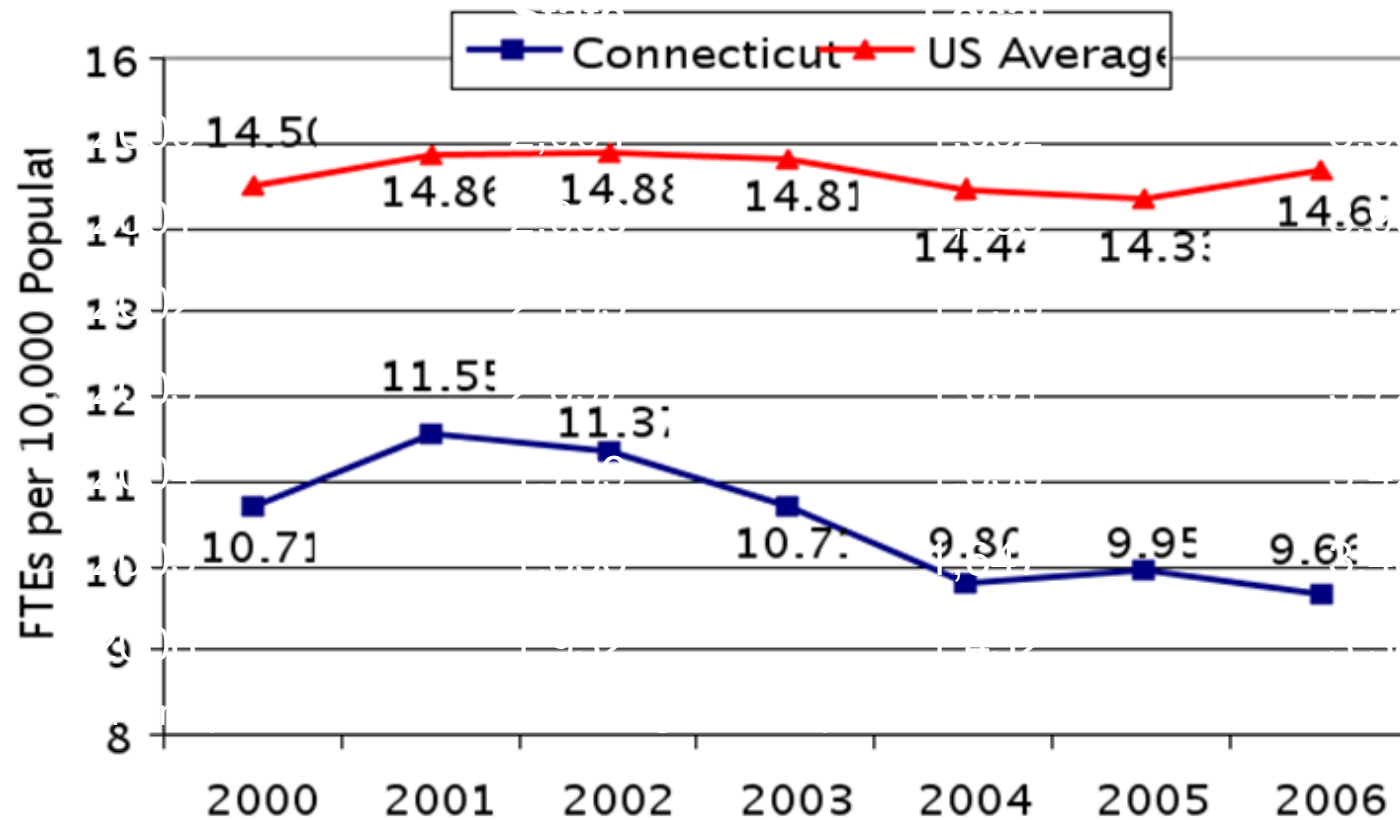
EXHIBIT 1**Summary Of U.S. Public Health (PH) Professionals, By Occupational Title, 2000**

Occupation	Federal agencies	Select voluntary agencies	State and territorial agencies	Total
Administrators				
Health administrator	1,152	-	14,768	15,920
Professionals				
Administrative/business professional	3,133	-	1,592	4,725
Attorney/hearing officer	351	-	250	601
Biostatistician	684	-	480	1,164
Clinical, counseling, and school psychologist	1	-	1	2
Environmental engineer	3,092	-	1,457	4,549
Environmental scientist and specialist	3,951	-	10,931	14,882
Epidemiologist	5	-	922	927
Health economist	86	-	19	105
Health planner/researcher/analyst	2,074	-	1,499	3,573
Infection control/disease investigator	2	-	781	783
Licensure/inspection/regulatory specialist	9,625	-	4,155	13,780
Marriage and family therapist	-	-	-	-
Medical and public health social worker	170	-	2,006	2,176
Mental health/substance abuse social worker	-	-	-	-
Mental health counselor	113	-	673	786
Occupational/safety and health specialist	3,619	-	1,974	5,593
PH dental worker	1,240	-	792	2,032
PH educator	126	-	2,104	2,230
PH laboratory professional	9,603	-	4,485	14,088
PH nurse	4,311	8,000	36,921	49,232
PH nutritionist	269	-	6,411	6,680
PH optometrist	5	-	4	9
PH pharmacist	1,180	-	316	1,496
PH physical therapist	12	-	60	72
PH physician	4,055	-	1,953	6,008
PH program specialist	3,836	-	3,984	7,820
PH student	37	-	14,996	15,033
PH veterinarian/animal control specialist	1,929	-	108	2,037
Psychiatric nurse	-	-	4	4
Psychiatrist	-	-	1	1
Psychologist	688	-	67	755
Public relations/media specialist	448	12	115	575
Substance abuse and behavioral disorders counselor	2	-	36	38
	55,799	8,012	113,865	177,676

SOURCE: Bureau of Health Professions, National Center for Health Workforce Information and Analysis, *The Public Health Workforce: Enumeration 2000* (Rockville, Md.: Health Resources and Services Administration, 2000).

Workforce Estimates

Figure 2. State and Local Public Health per 10,000 Population



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State Public Health Workforce Estimates

DPH	PERSONNEL STATISTICS		ES
Le	DPH PERSONNEL STATISTICS		45
Pu	Average Age	47	86
En			66.5
Pu	Average Years of Service	12	4
Ep			96
La	Average Age of New Hires	35	77
Pu	Eligible for Retirement within 2 years	216 (26%)	3
Ot			225.3
Te			186.7
Source: DPH, Human Resources as of February, 2010			
TOTAL			787.5
Source: DPH, Human Resources as of February, 2010			

Local Public Health Workforce Estimates

Local Health Personnel	2008 FTEs	Local Health Personnel	2008 FTEs
Director of Health	52.9	Public Health Nurse	68
Asst. Dir of Health	13.5	School Nurse	122.7
BT Coordinator	31.8	Other Nurse	7.4
Medical Advisor	6	Dentist	0.16
Physician	3.8	Dental Hygienist	19.28
Chief Sanitarian	27.6	Epidemiologist	4
Registered Sanitarian	122	Health Educator	27.1
San Inspector	52.4	Registered Dietician	2.2
Environmental Health Dir	16	Nutritionist	15
Communications	23	Lab Personnel	7.5
Housing Inspector	19.2	Office Manager	23.55
Director of Nursing	9	Secretary	81.4
Nursing Supervisor	10.8	Bookkeeper	8.72
Nurse Practitioner	10.5	Social Worker	14
		Other Paid Worker	104.4
TOTAL			904

Shortage Areas

- Public Health Nurses
- Epidemiologists
- Environmental Health Practitioners
- Laboratory Scientists and Technicians
- Public Health Physicians
- Planners
- Public Health Leaders

Source: ASTHO Survey, 2007; Institute of Medicine Report Brief, June 2007

Workforce Issues

- Insufficient numbers of workers in specific occupational categories
- Aging of workforce/loss of talent through retirement and attrition
- Inadequate replacements in the pipeline
- Insufficiently prepared workers
- New skills and expectations post-9/11

Source: Miner and Richter, Public Health Reports, 2008 Supp. 2; Gebbie and Turnock, Health Affairs, July/August 2006.

Workforce Issues

- Bureaucratic processes in selection and hiring qualified candidates
- Rigid job classifications
- Hiring freezes/budget crisis
- Lack of visibility and understanding about the importance of public health careers
- Lack of career ladders, competitive salaries

Source: Miner and Richter, Public Health Reports, 2008 Supp. 2; Gebbie and Turnock, Health Affairs, July/August 2006.

Needs

- Periodic enumeration of the public health workforce
- Workforce strategic plan tied to a formal state health planning process
- Visibility of public health practice and careers
 - Better defined pipeline into public health careers
 - Connect the public health and health care career pipeline
 - Teacher and guidance counselor awareness at the middle and high school level
- Continuing Education/training and mentoring programs