



Public Health Nursing Learning Lab

February 18, 2026

Welcome!

- Please enter your feedback about the chat question



Today's Topic

- Leveraging Public Health WINS to Strengthen the Public Health Nursing

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Foundation



About de Beaumont

The de Beaumont Foundation creates and invests in bold solutions that improve the health of communities across the country.

Our vision is a nation where every person in every community has the opportunity to achieve their best possible health, regardless of where they live.

Inciting action.
Driving change.

The Public Health Workforce Interests and Needs Survey (PH WINS), the first and only nationally representative survey of state, local, and territorial government public health workers, aims to:



Influence investments
in workforce
development

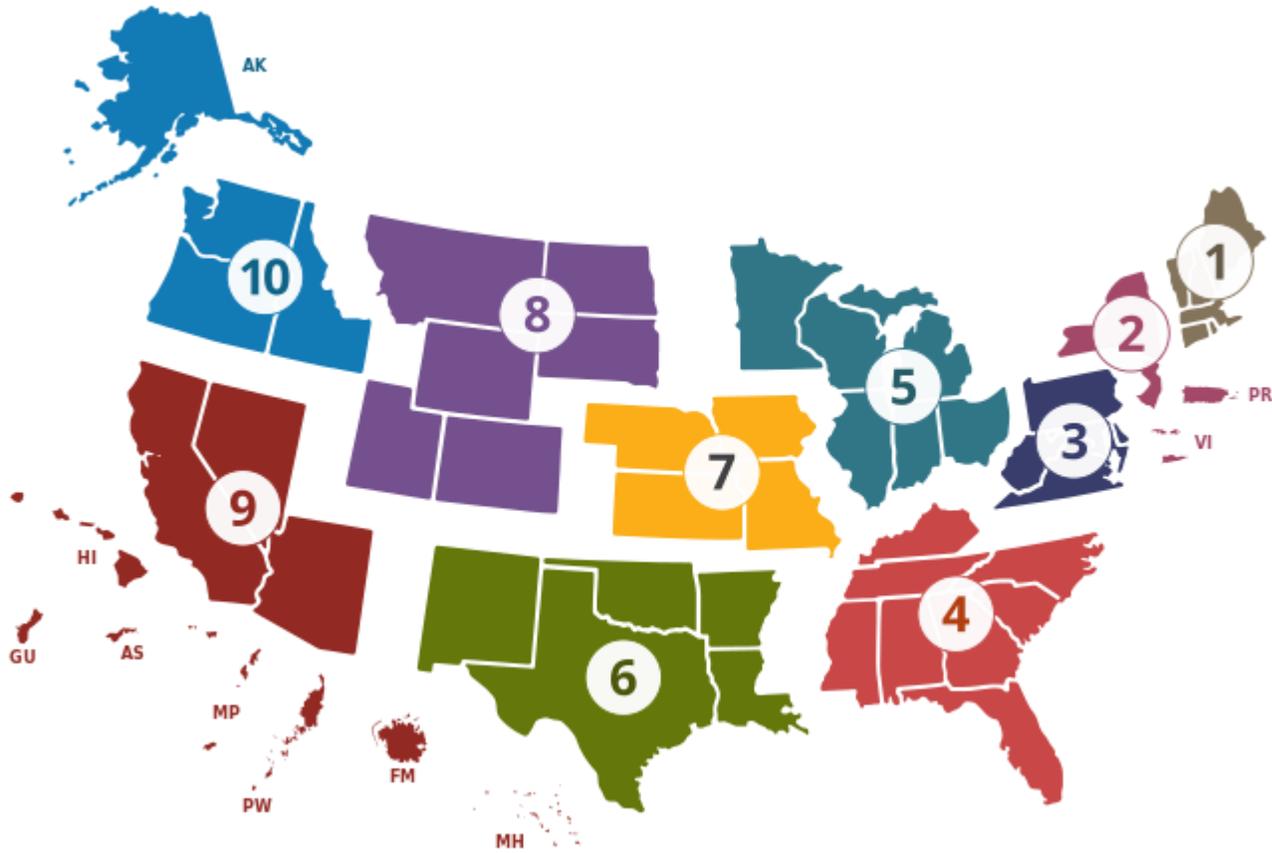


Build the evidence
base of training needs



Identify trends in
attitudes, morale, and
climate

PH WINS 2024 Recruitment Methods



**PUBLIC HEALTH TRAINING
CENTER NETWORK**

PH WINS Survey Instrument

Recruitment and retention among the public health workforce

Survey Topic Areas:

1. Workforce characteristics
2. Workplace engagement, satisfaction, and intent to leave
3. Training needs
4. Workplace infrastructure
5. Demographics

Special Topic Modules:

1. Recruitment of staff 35 years old and under
2. Supervisor skills and training
3. Epidemiologist competency

PH WINS 2024 in the Field

Fielding Timeline & Reach

- **Sept 2024 – Jan 2025**
- Distributed to **159,627** state and local government public health workers in:
 - **48 state health agencies**
 - **~1,200** local health departments in **48 states**

Local Health Department Breakdown

- **219** large local health departments¹
- **424** medium local health departments²
- **535** small local health departments³
- **34** BCHC health departments

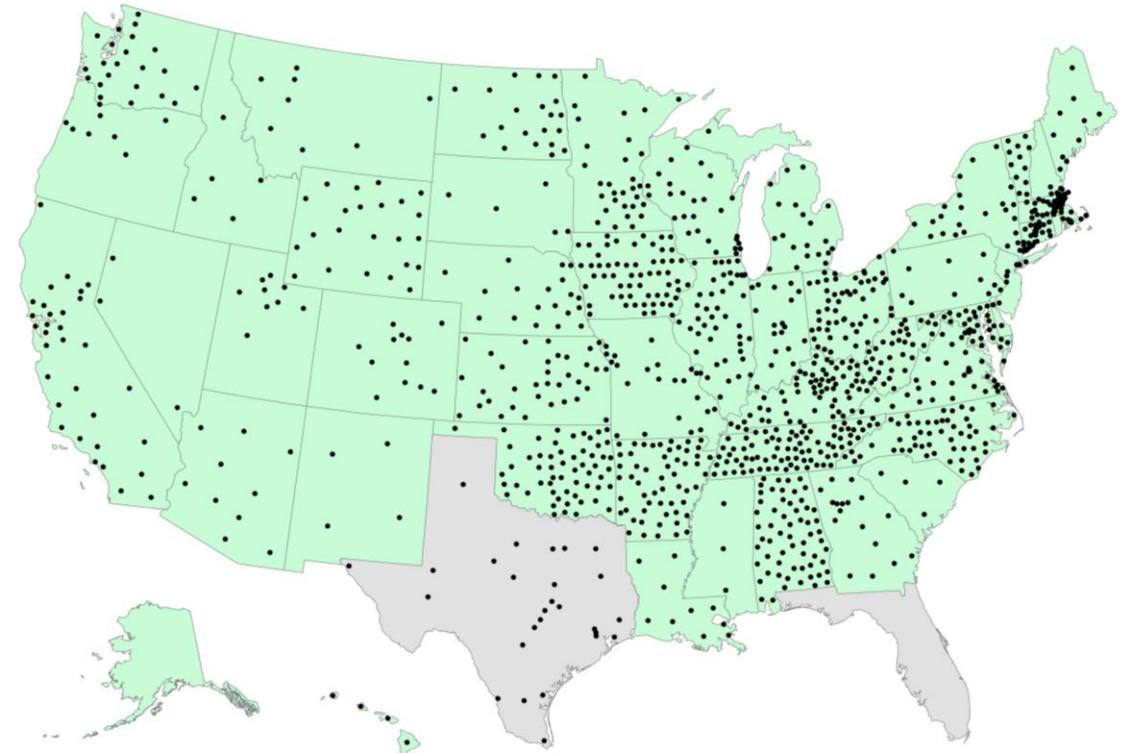
56,595 employees completed the survey
(**37%** response rate)

¹(staff size >25 & population size served >250,000)

²(staff size >25 & population size served between 25,000 and 250,000)

³(staff size <25 or population size served <25,000)

2024 National Participation Map



PHWINS

PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

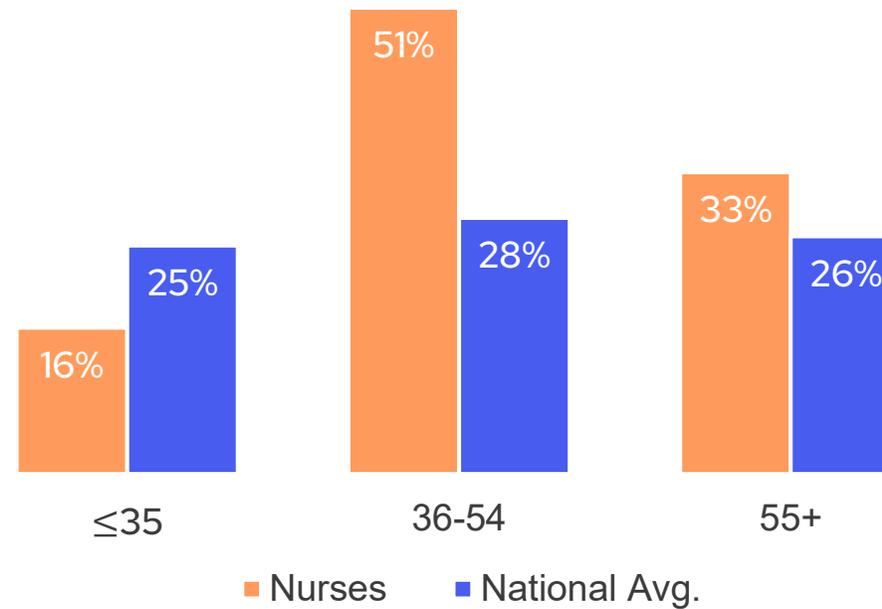
Who makes up today's Public Health Nursing Workforce?

Demographics & Workforce Characteristics



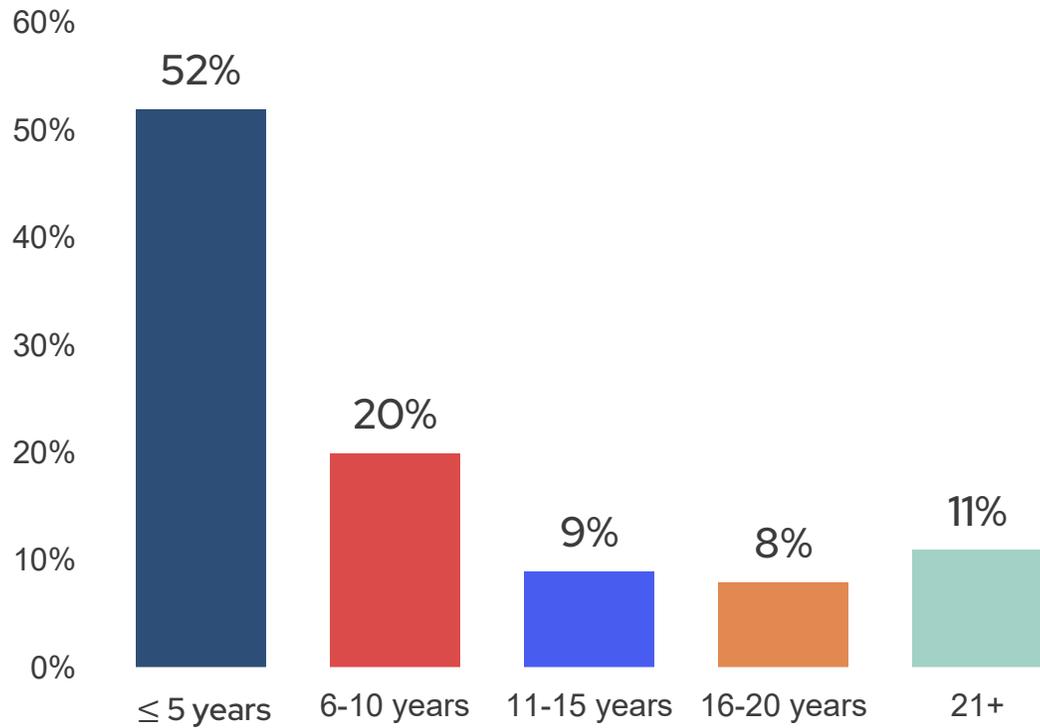
Public Health Nurses Skew Older

Age of the Workforce

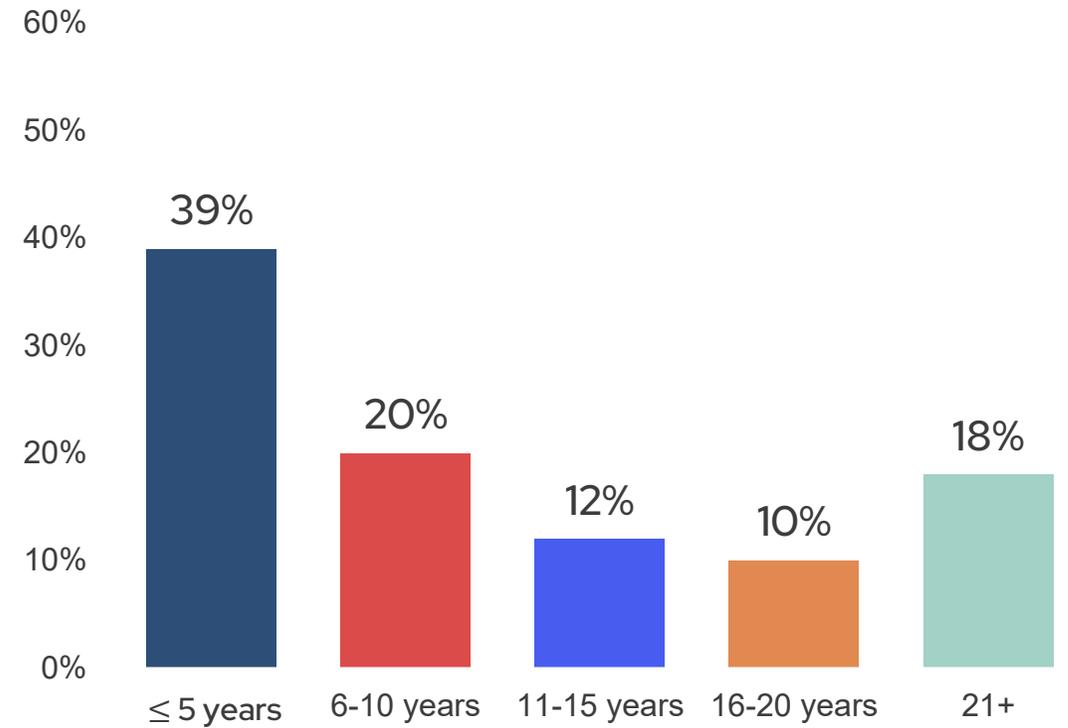


Years of Experience

Tenure at Current Agency

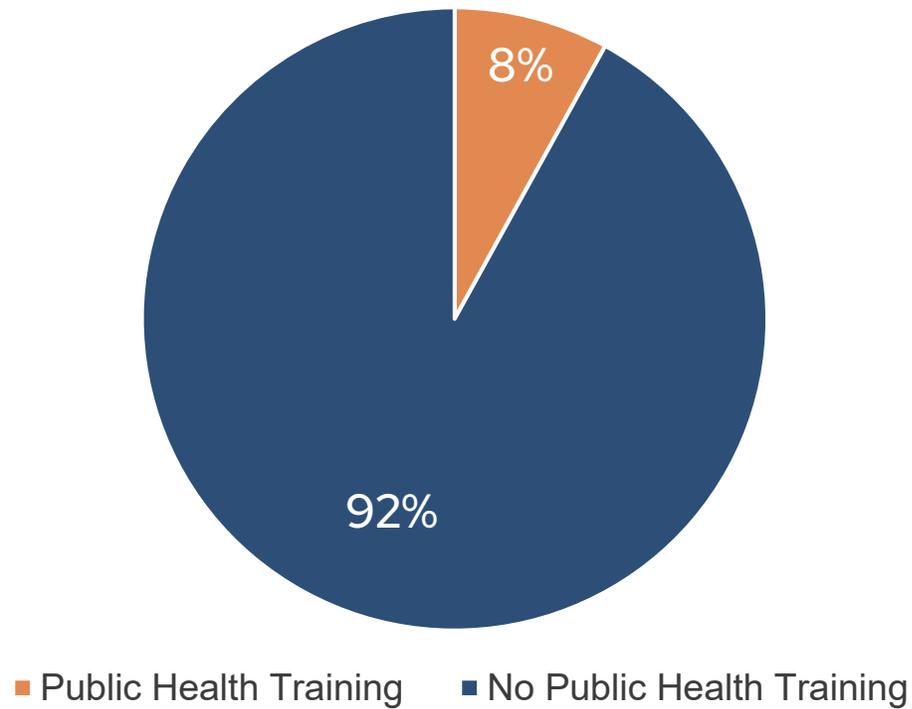


Tenure in Public Health Practice

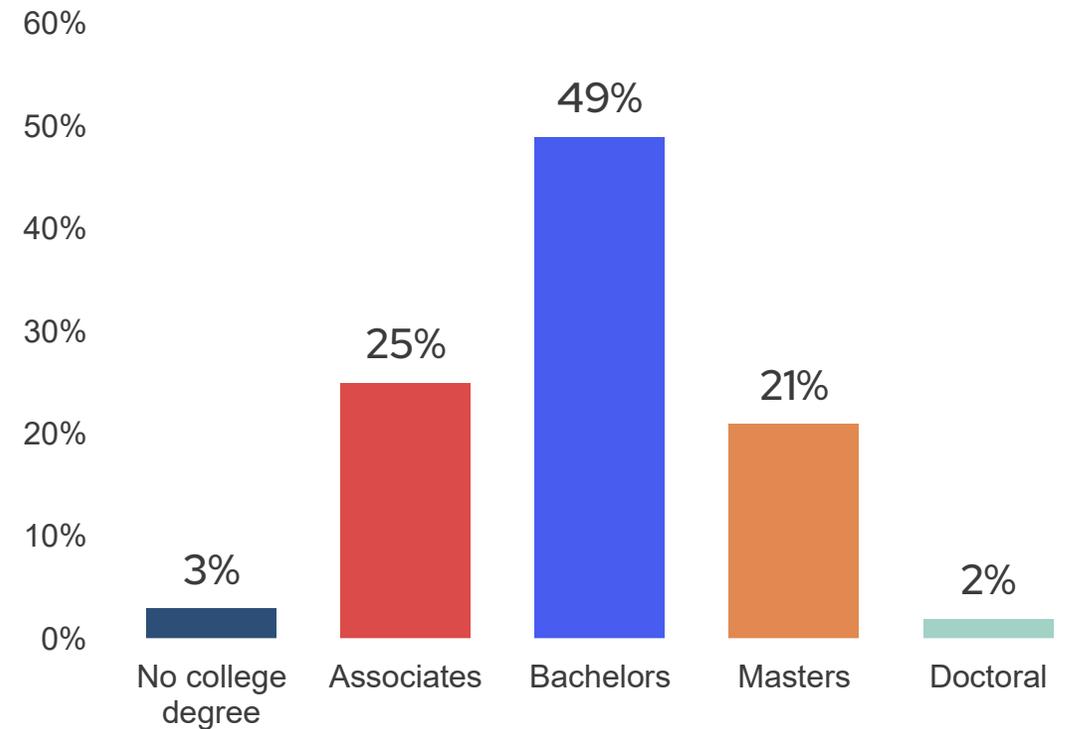


Bringing Skills to the Table

Public Health Training



Highest Degree Attained



PHWINS

PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

Pathways to Public Health Nursing

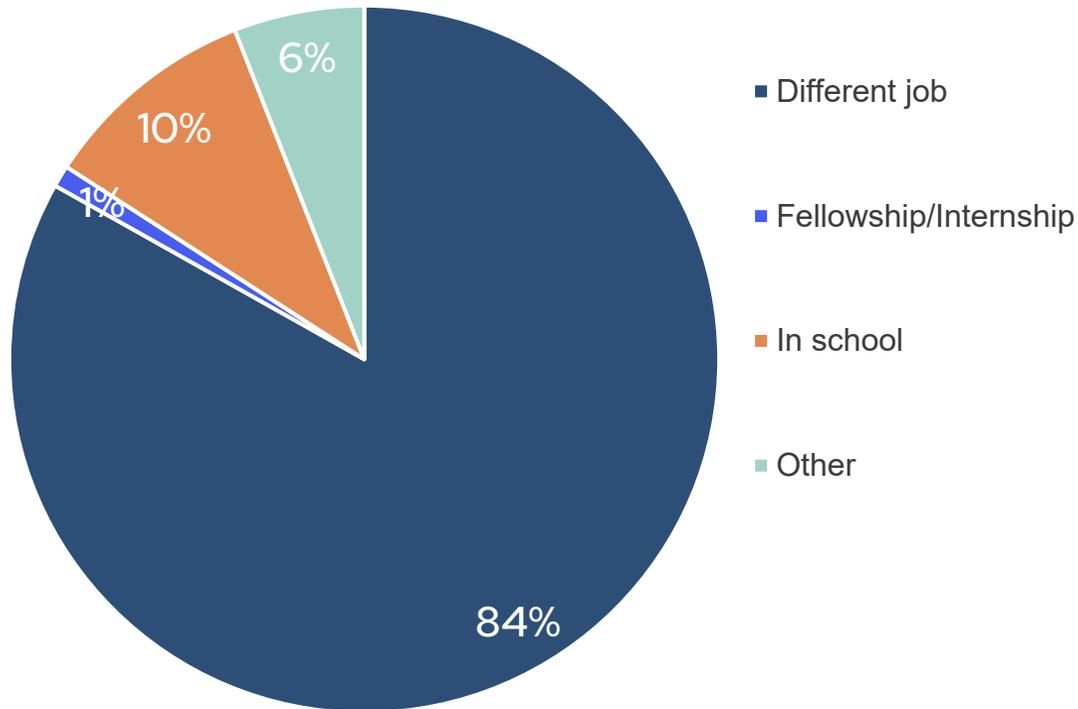
A spotlight on employees aged 35 or under



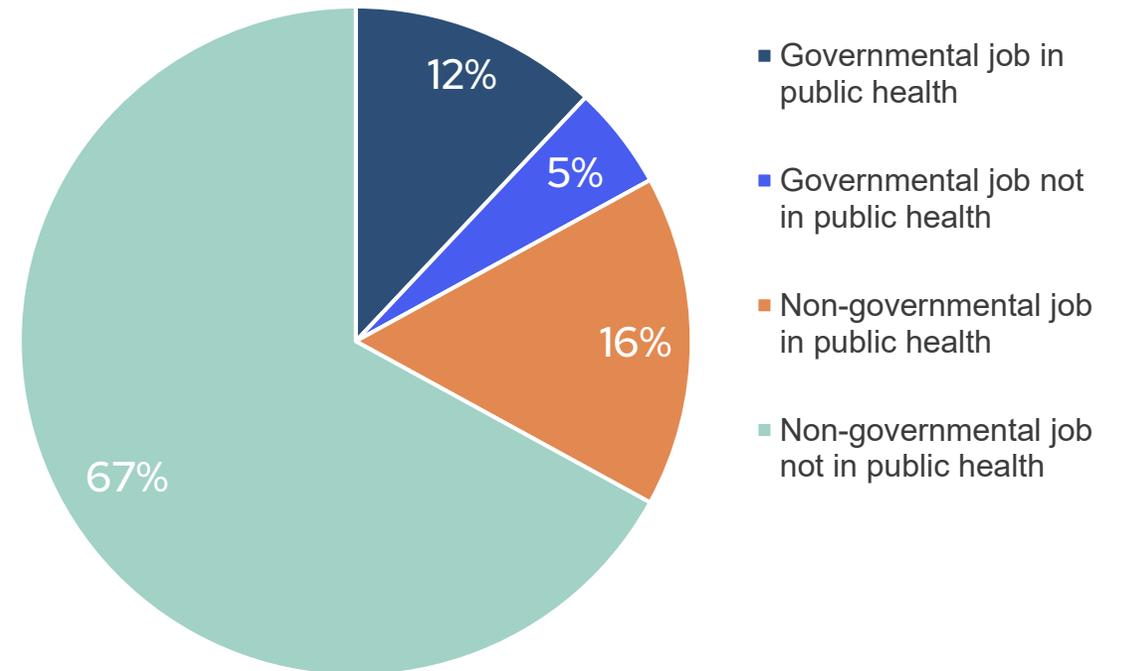
The Road Less Traveled

Most young nurses come from backgrounds outside of public health

Previous Experience

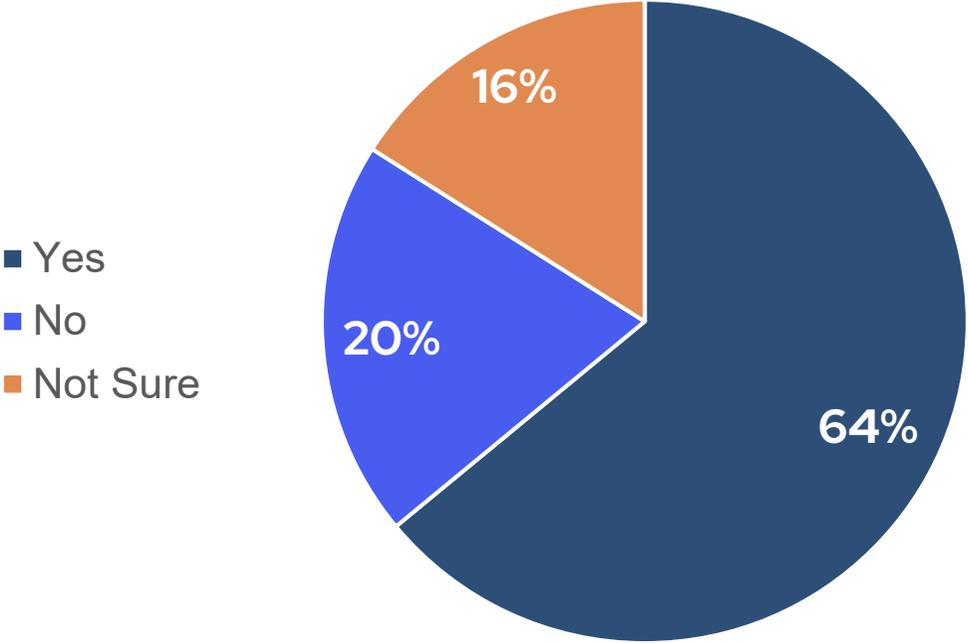


Previous Job Type



Aspiring to Advance, But Lacking Clear Pathways

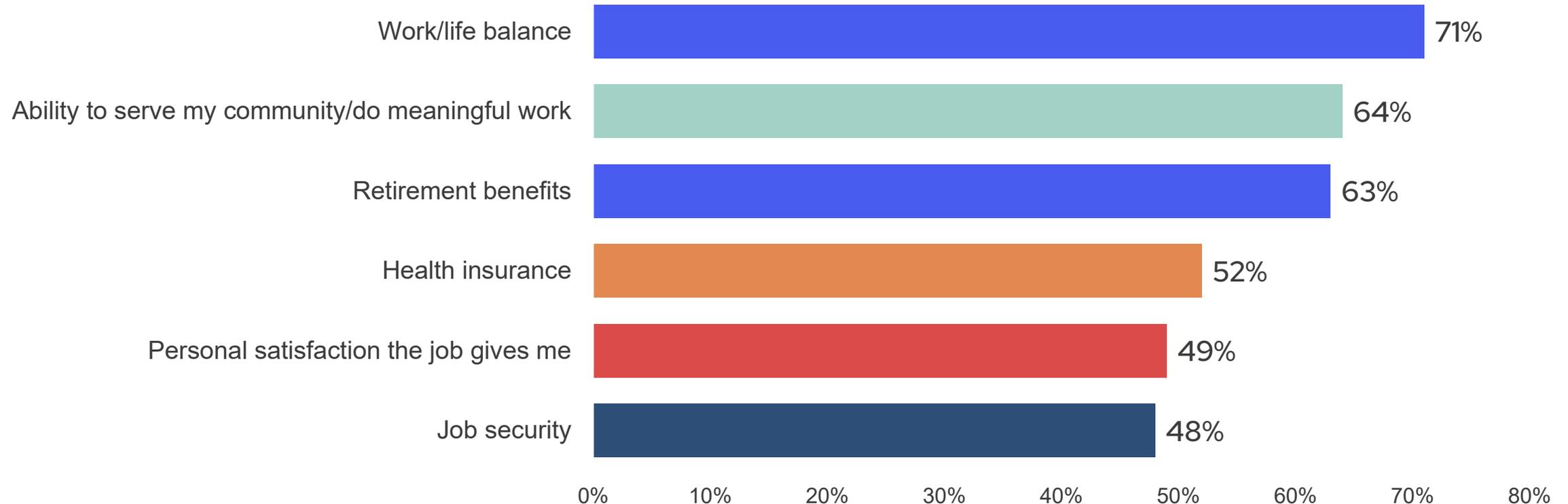
Do you see a pathway for development at your agency?



 52% of nurses aged 35 or younger who are planning on leaving their jobs cite *Lack of opportunities for advancement* as a top reason for leaving

Finding purpose, not just a job

Top Reasons for Joining Government Public Health



Who's leaving and why?

Satisfaction and Intention to Leave

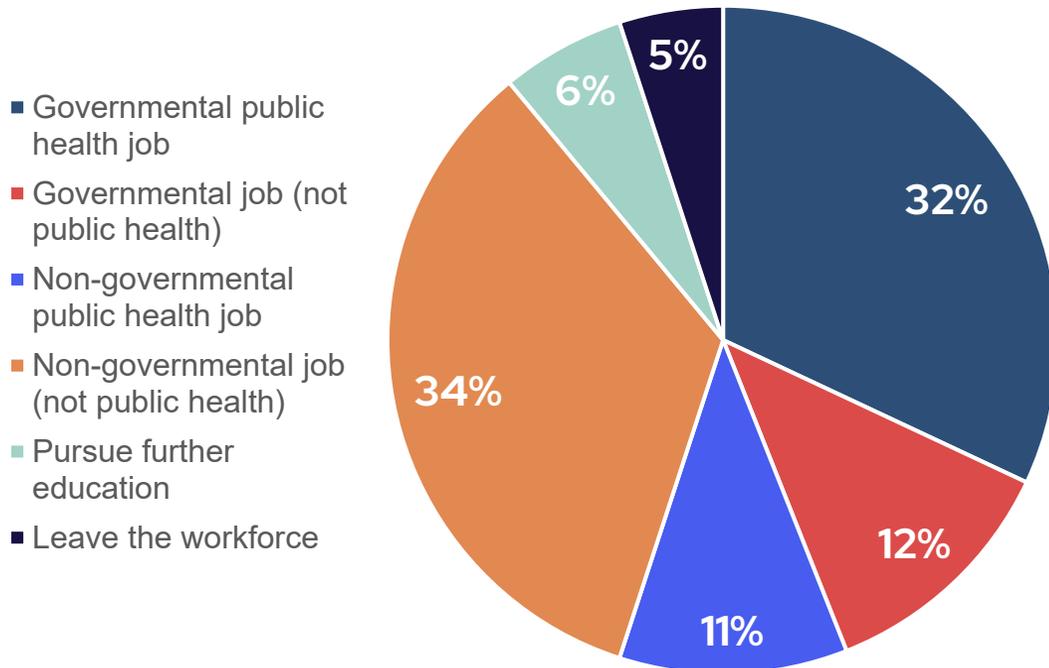


Employees are generally satisfied...

Work Unit Satisfaction	87%
Job Satisfaction	88%
Supervisor Satisfaction	87%
Benefits Satisfaction	83%
Organizational Satisfaction	78%
Pay Satisfaction	57%

Yet 22% intend to leave in the next year

Plans After Leaving



Top 5 Reasons for Leaving

1. Pay
2. Work overload/burnout
3. Job satisfaction
4. Organizational climate/culture
5. Stress

Burnout and Work Overload

PHN employees report a high level of burnout

Report one or more
symptoms of burnout



Report near constant
symptoms of burnout



1 in 2 report having to take on
responsibilities outside of their job
description.



Staying Power: What Keeps Staff Engaged

There are many benefits to working in government public health

Top 5 Reasons for Staying

- Benefits
- Support
- Job stability
- Job satisfaction
- Satisfaction with your supervisor

Policies and practices that support well-being

- **87%** feel comfortable using their PTO
- **79%** are able to complete their work within working hours
- **76%** say that their agency implements policies and practices that support their mental well-being

Supporting the Workforce



Upskilling the Workforce

Top Training Needs



Budget and Financial Management



Policy Engagement



Change Management

Top Strategic Strengths



Effective Communication



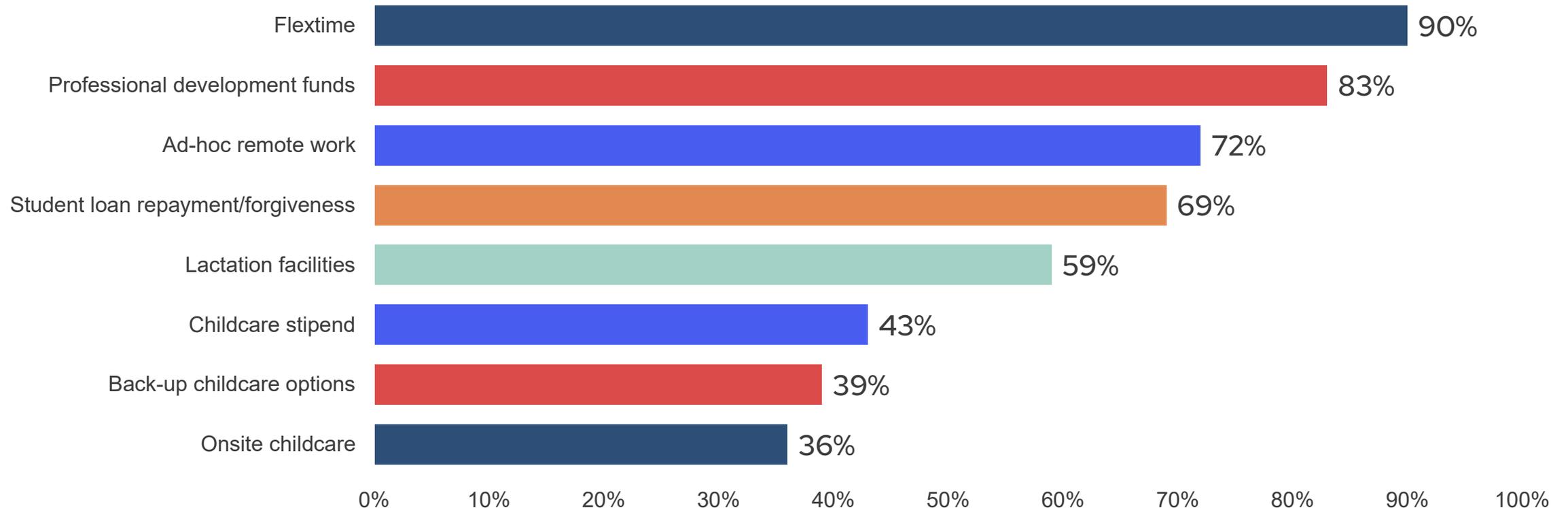
Programmatic Expertise



Data-Based Decision-Making

Key to Retention: Flexible Schedules and Educational Support

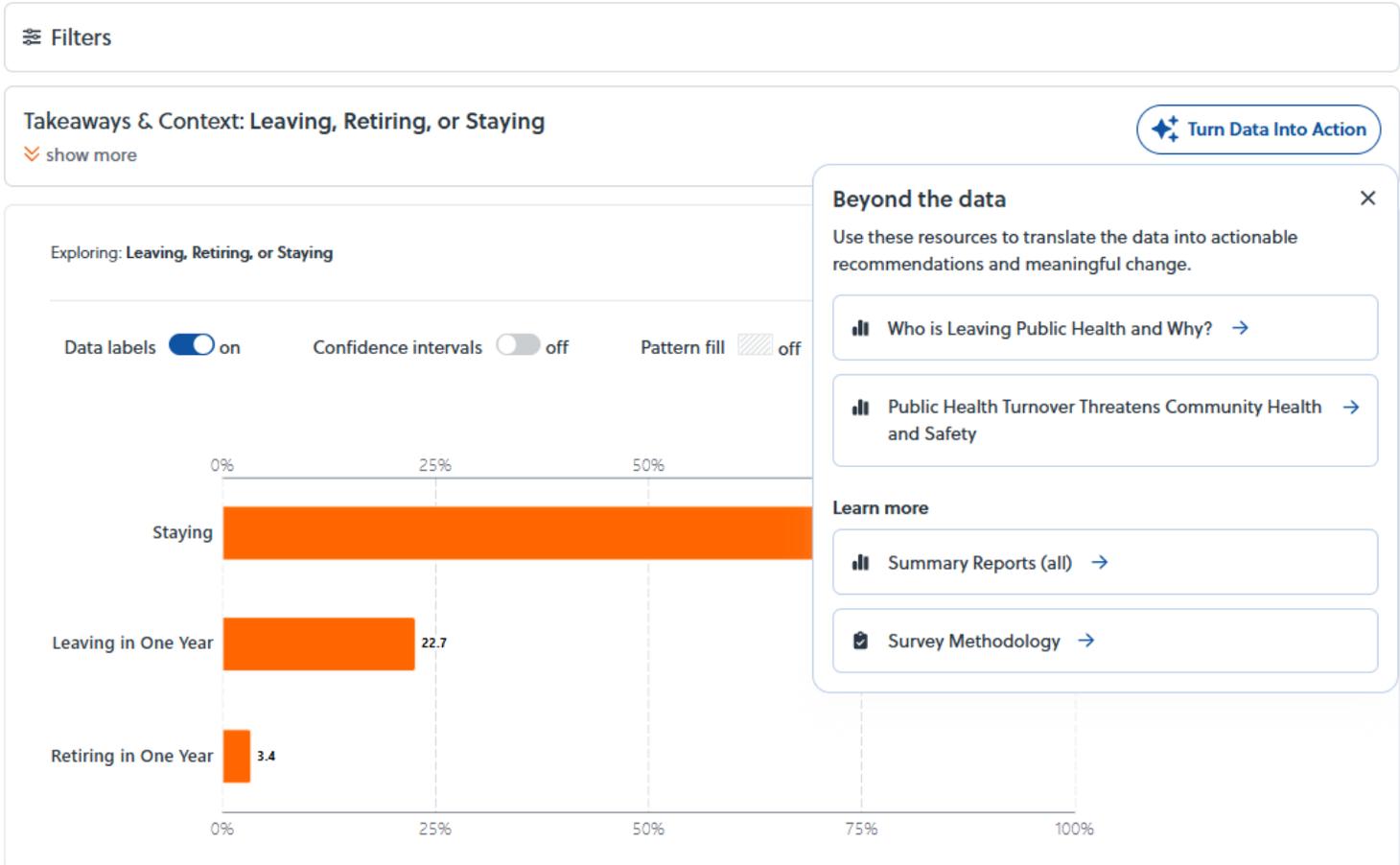
Reported Interest in Non-Traditional Benefits



Live PH WINS Dashboards Demo

Exploring National ▾ All LHDs ▾

TOPIC Staying & Leaving ▾ SUBTOPIC Leaving, Retiring, or Staying ▾



Questions and Discussion



The Power of Public Health Nursing: Building Bridges and Improving Health

2026 Virtual Conference with Live Sessions April 29, May 6, 13, 20



Register at phnurse.org

See you on March 18!

Building an Organizational Culture Promoting
PHN Satisfaction and Retention:
Insights from Public Health Nurse Leaders

