

NORTHERN NEVADA
Public Health

Public Health Workforce Development: Insights from the 2025 PH WINS Survey

Why PH WINS & Why It Matters Now

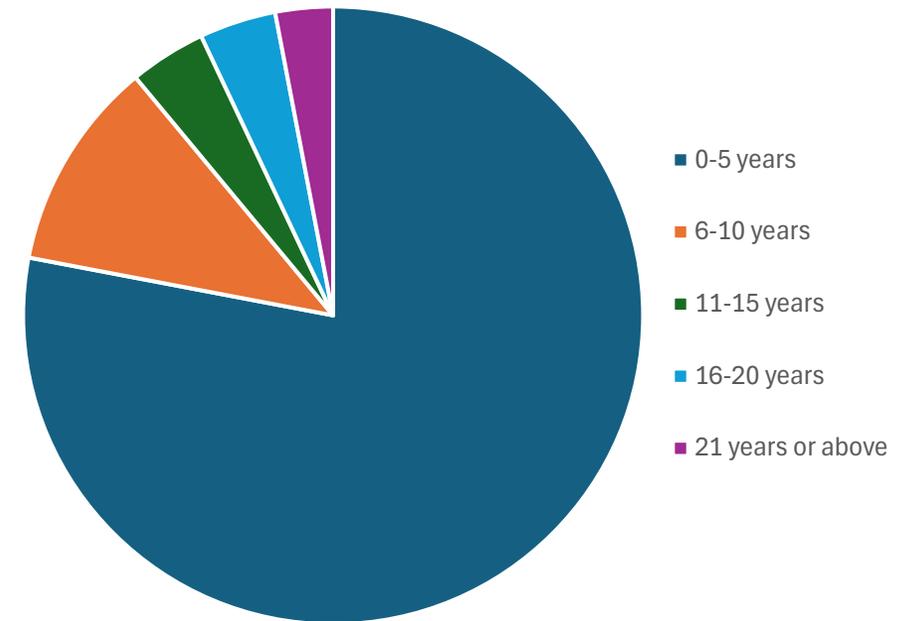
- PH WINS is the national gold standard for public health workforce data
- Captures staff perspectives on skills, engagement, retention, and wellbeing
- Results directly inform strategic workforce investments



Workforce Sustainability

- Structurally stable
- Program-Focused organization
- 48% work in public health programs
- Supervisors are concentrated in Organizational Competencies
- Early career workforce

Tenure in Current Position



Supporting Growth and Succession

- Supervisors have deep public health tenure.
- Retirement risk should be assessed.
- Developing mentorship programs can help prepare younger staff for leadership.



Organizational Health

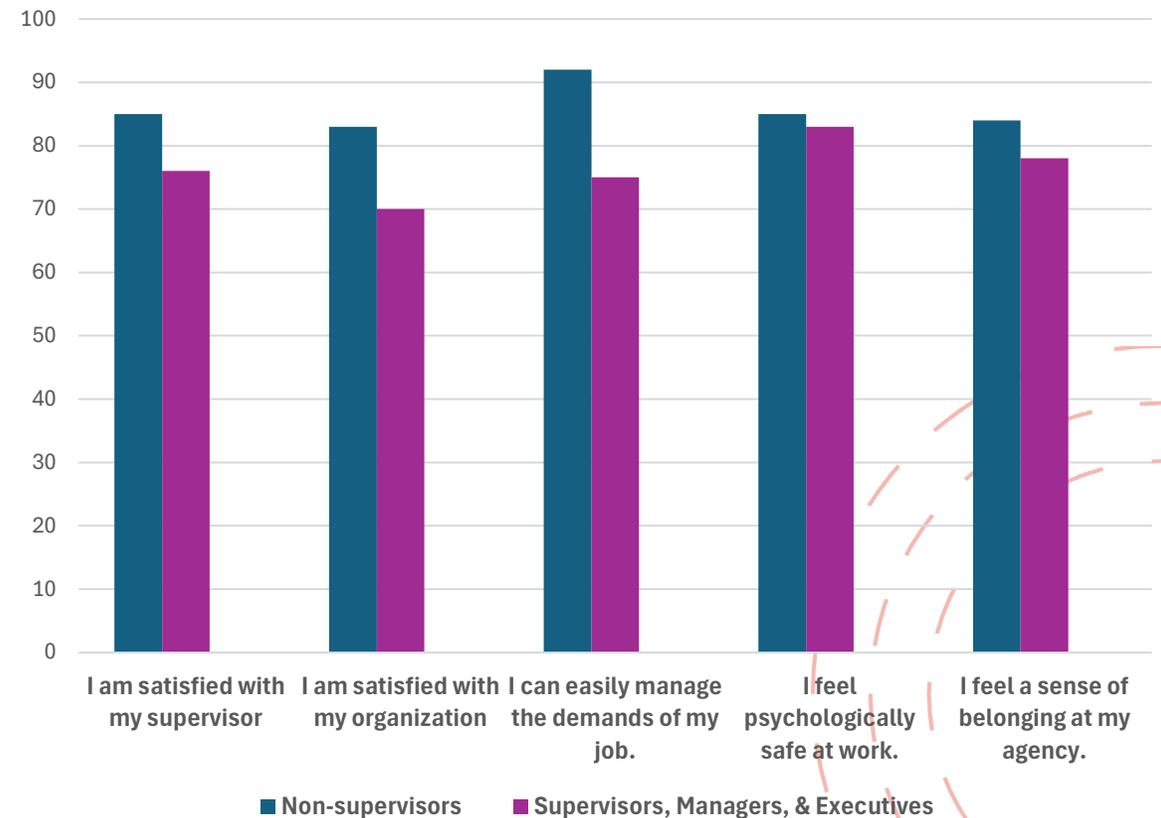
- Reasons for staying vs. leaving
- Workforce stability is strong
- Turnover expectations are within a manageable range



Work Experience

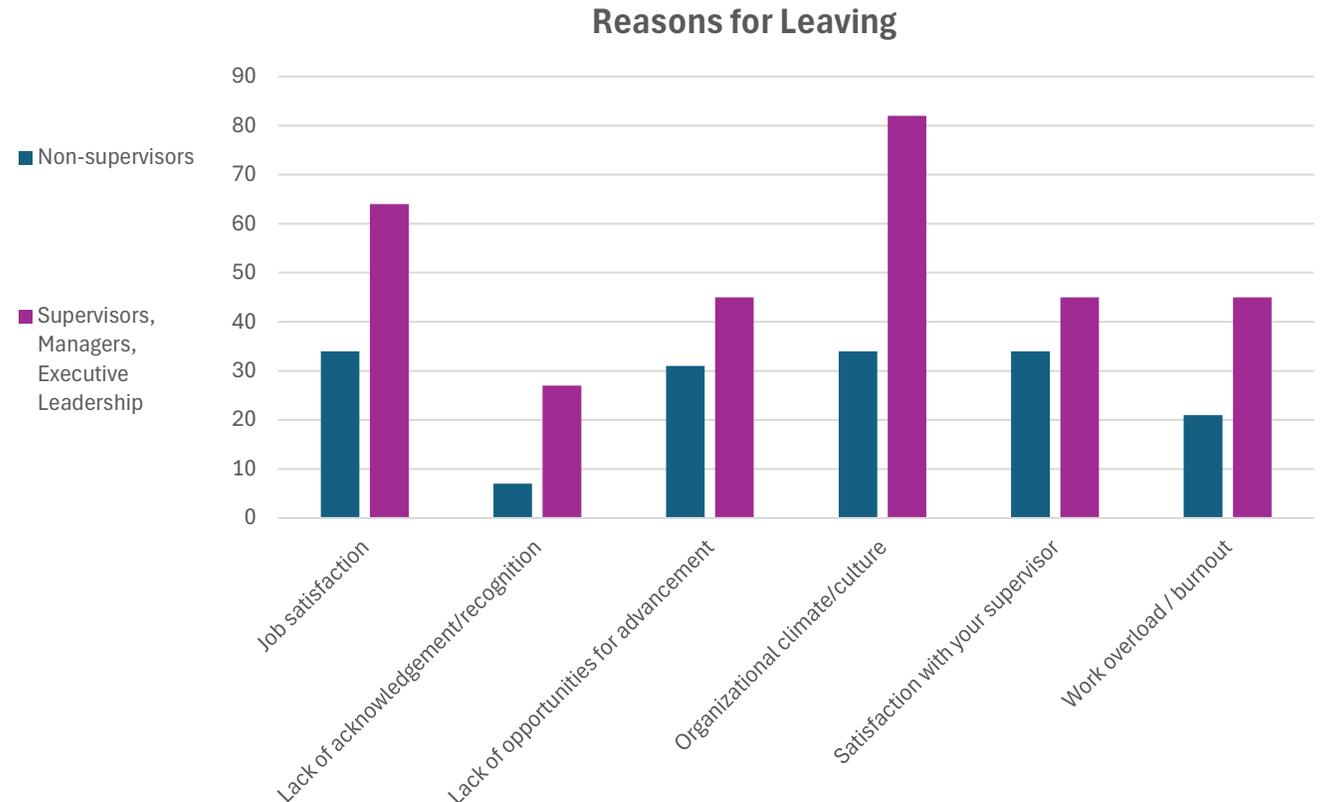
- Experience varies by division
- High satisfaction with supervisory relationships
- Benefits are the strongest retention tool
- Work-life balance is viewed positively

Staff Engagement



Workforce Continuity

- Leadership support systems need strengthening
- Planned departures reflect
 - Burnout
 - Organizational climate
 - Growth opportunities
- Leadership strain may be influencing perception

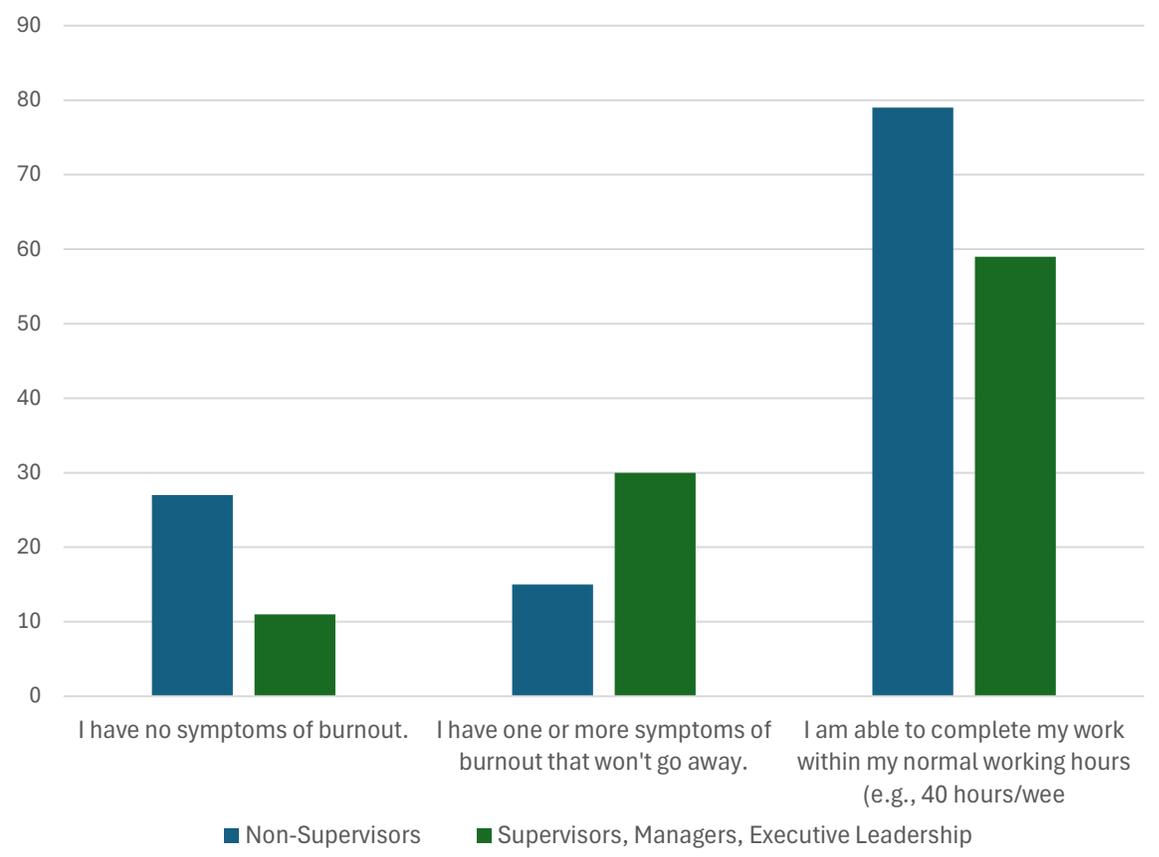




Workplace Well-being

- Solid foundation to support employee wellness
- Supervisory roles may carry sustained workload pressures
- Opportunity to refine role clarity and workload distribution

Staff Well-being



Training Priorities

- Staff feel confident in their core program knowledge
- Supervisory training needs
 - cross-sector leadership
 - organizational impact
- Non-supervisory staff training needs
 - operational
 - policy engagement
 - budget management



What's next

- Convene a working group
- Develop action plan
- Present Workforce Development at DBOH meeting in May



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