

**Staff Report**  
**Board Meeting Date: March 26, 2025**

**DATE:** March 19, 2026  
**TO:** District Board of Health  
**FROM:** Rayona LaVoie, Director of Programs and Projects  
775-328-2404, rlavoie@nmph.org  
**SUBJECT:** Presentation and possible acceptance of the 2025 PH WINS Survey Results and Workforce Insights.

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**SUMMARY**

The Workforce Insights presentation, originally prepared as part of the strategic planning retreat materials, provides an overview of staff feedback and workforce trends that will inform Northern Nevada Public Health's 2026-2029 Workforce Development Plan. The information presented is integrated into NNPH's strategic planning discussions to help leadership and the District Board of Health consider workforce competencies, workplace culture, and organizational investments needed to meet the community health needs. A key source of this information is the Public Health Workforce Interests and Needs Survey (PH WINS), the nation's largest survey of the governmental public health workforce, which collects data on staff engagement, training needs, workplace environment, and emerging workforce challenges across state and local health departments. NNPH uses PH WINS results to better understand employee perspectives, identify workforce strengths and gaps, and guide the development and implementation of its Workforce Development Plan, ensuring that professional development, leadership training, and organizational supports align with staff needs and national workforce trends.

**District Health Strategic Priority supported by this item:**

**This item addresses all Health District Strategic Priorities.**

**PREVIOUS ACTION**

- The Board directed staff to submit an above-base budget request of \$45,000 for FY23 to support workforce development initiatives; the request was subsequently approved as part of the FY23 budget.
- The 2022-2024 Workforce Development Plan was accepted on February 24, 2022
- The 2017 Workforce Development Plan was accepted on September 28, 2017

**BACKGROUND**

Northern Nevada Public Health (NNPH), has taken deliberate steps to strengthen its workforce capacity by developing and implementing comprehensive Workforce Development Plans aligned with the organization's Strategic Plan. Previous plans have been informed by nationally recognized workforce surveys and subsequent strategic planning discussions, where staff and leadership assessed organizational capacity, identified workforce gaps, and evaluated staff knowledge, skills, and abilities needed to advance public health priorities. These findings guided the creation of targeted workforce interventions. Workforce development planning is essential in public health because a skilled, adaptable, and well-supported workforce is the foundation for delivering effective programs, responding to emergencies, advancing health equity, and maintaining community trust. Additionally, maintaining and implementing a workforce development plan is a core requirement for national public health accreditation under Public Health Accreditation Board (PHAB) Standard 8.1.1, which emphasizes the need for health departments to build and support a skilled and diverse public health workforce to perform public health functions. In recognition of the importance of investing in its workforce, the District Board of Health demonstrated its commitment by allocating \$45,000 in FY2023 toward professional workforce development investments, reinforcing the agency's capacity to support staff growth, strengthen organizational performance, and ensure the long-term effectiveness and resilience of the public health system serving Washoe County.

### **FISCAL IMPACT**

There is no additional fiscal impact to the FY26 budget should the Board accept the 2025 PH WINS Survey Results and Workforce Insights.

### **RECOMMENDATION**

Staff recommends the District Board of Health accept the 2025 PH WINS Survey Results and Workforce Insights.

### **POSSIBLE MOTION**

Should the Board agree with staff's recommendation, a possible motion would be "Move to accept the 2025 PH WINS Survey Results and Workforce Insights."