



CLHO Workforce Report Overview

Coalition of Local Health Officials Meeting
January 20, 2022



Timeline and Background

- Interviews w/LPHA administrators from May - August 2021
- 30 LPHA participated, total of 31 interviews
- Purpose (changed as we went):
 - Baseline measure of LPHA FTE (prior to PHM funding) for advocacy
 - Collect pay scales for local advocacy
 - General challenges and strategies for hiring LPHA staff
 - Rich detail breaking down complex systems
 - Opportunity to inform recommendations, policy platforms, and advocacy with partners for short-, mid-, and long-term solutions for developing PH workforce



Outline of Report

- Background/Lit Review
 - Oregon's public health system
 - Current context and challenges:
 - Funding
 - Emerging areas of PH work
 - The political environment
 - PH workforce morale/ burnout
 - National PH workforce trends:
 - Composition of the workforce
 - Demographics
 - Local public health pay scales (ish)
 - Other trends



Outline of Report

- Methods

- Interview Questions:

- FTE (total, COVID, RN, Epi, EHS)
 - Payscale (RN, Epi, EHS, Administrator)
 - Union Rep, benefits, other position classifications
 - Strategies for recruitment and retention
 - Challenges for recruitment and retention

- Quantitative Data:

- Collecting for baseline
 - Future avenues of study for partners
 - Visual displays of FTE and pay scales in format useful for advocacy

- Qualitative Data

- Identified themes, developed codes, content analysis

Outline of Report

- Results (focus on qualitative)

Qualitative Categories and Themes

Category	Theme	Number of times identified (n = 30 counties)
Recruitment	Diverse/qualified applicant pool	30
	Competitive pay and benefits	26
	Housing	9
Hiring	Staff characteristics	20
	Working with Human Resources	19
Retention	Upward mobility	9
	Wearing multiple hats	21
	Burnout	13



Outline of the Report

- Discussion/Recommendations
- Limitations
- Appendices
 - Compilation of successful strategies LPHAs have used for recruitment and retention



Next Steps

- Verifying FTE, pay scales, and quotes
- Reviewers for editing (Jocelyn, Katrina, Stefanie, and Marie)
- Draft out to all members for feedback
- Convene workgroup to identify recommendations
 - Two 1.5-hour sessions (approximately) in early Feb
 - Have 2 volunteers (Jennifer and Shane) - would like 3-4 more
- Approval at next CLHO meeting (2/17/22)
- Dissemination (AOC, OHSU-ORPRN, OSU, OHA, PHAB/OHPB, OPHA, NWCPHP, NACCHO, 21C, etc.) - send other ideas
- One-pager and advocacy materials
- Coordinate with partners on recommendations