

Oxygen Masks On? Time to Prioritize Public Health Workforce Well-Being



JOHNS HOPKINS
BLOOMBERG SCHOOL
of PUBLIC HEALTH



Beth Resnick, DrPH, MPH
Practice Professor
Assistant Dean for Public Health Practice
Department of Health Policy & Management
Johns Hopkins Bloomberg School of Public Health

Background

PH WINS

PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY

2024 National Findings

Public health workers are younger,
committed, and burned out

Explore PH WINS:
<https://debeaumont.org/phwins/2024-survey/>



Younger Workforce

The state and local government public health workforce are **younger than in previous surveys.**



25%
are age 35
or under



41%
have been working
in public health for
5 years or less



54%
have been at their
current agency for
5 years or less

Committed Workforce

Employees are committed to staying in government public health, yet burnout persists at high levels.

More people want to stay at their organizations than in previous years

75% intend to stay at their agency in the next year

Of those planning to leave, more than a quarter (**27%**) are planning to stay in government public health

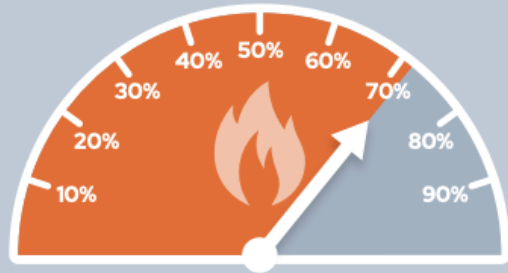


Workers want to become more effective in responding to the needs of today's communities.

High Rate of Burnout

Over 70%

of state and local government public health workers are experiencing at least one symptom of burnout

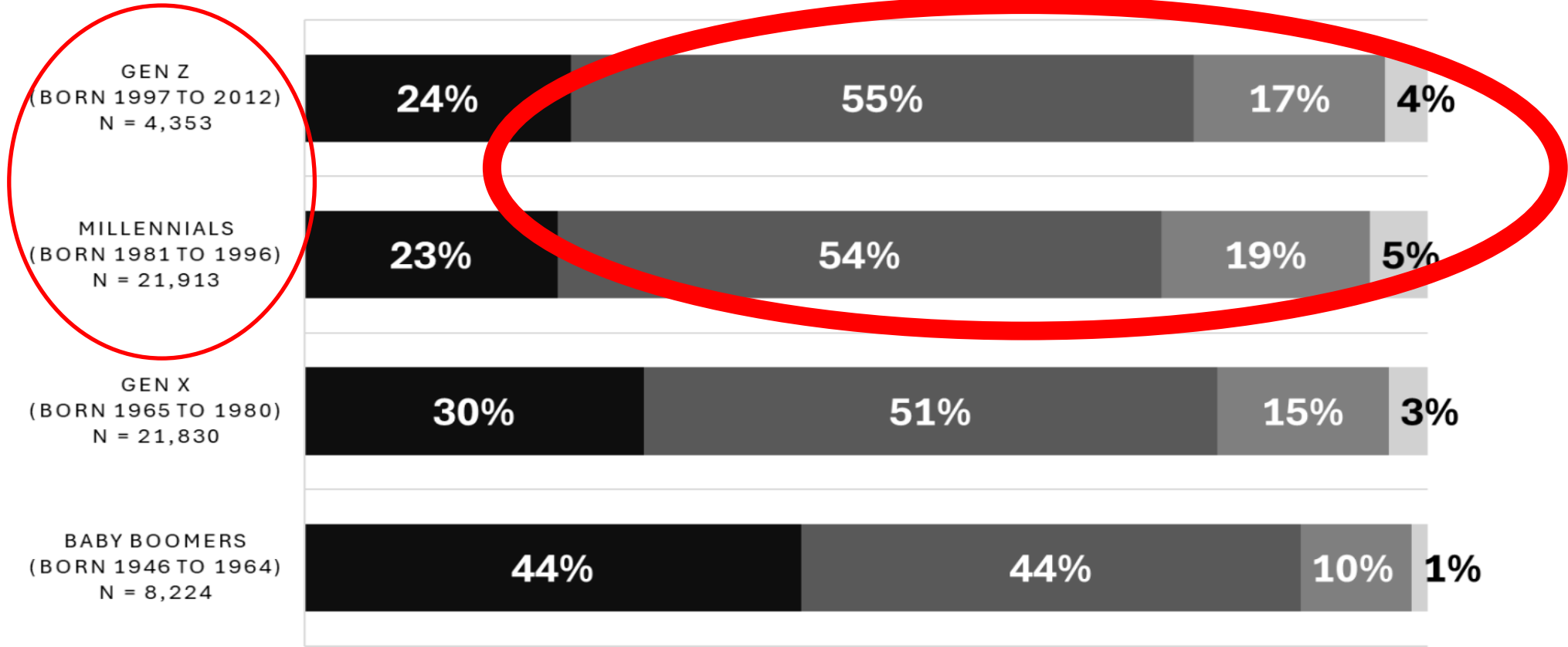


1 in 5

workers experience near constant symptoms of burnout



Burnout by Age



- No Burnout ("I have no symptoms of burnout.")
- Intermittent Burnout ("I have one or more symptoms of burnout that come and go away.")
- Persistent Burnout ("I have one or more symptoms of burnout that won't go away.")
- Complete Burnout ("I am completely burnt out, my symptoms won't go away.")



Putting our People First



An annotated discussion guide that provides a pathway for dialogue among state and local public health agency leadership and staff to identify and address worker needs



Pilot Test: 3 Maryland Counties



Maryland



Pilot Findings

Mirrored National PH Wins!

- Committed to the public health mission
- Burned Out
- Overburdened

Pilot Findings

Areas of Frustration:

- Infrastructure & Policies
- Communications
- Leadership

Guide Revisions

- Individual modules
- Embeddable into existing initiatives
- Include more case examples and tools



Next steps:

Join our Peer Learning Worker Well Being Circles!

Join a free, facilitated 3-month peer-learning worker well-being circle (May–July 2026) where you'll connect with peers, exchange strategies, and discover tools and resources to support worker well being in once a month one-hour virtual peer-circle meetings.

Interested in Participating?

Email Beth Resnick (bresnick@jhu.edu)

Know of others who might be interested? Refer them our way!



Thank you!

Questions and Dialogue Welcomed!

Beth Resnick, DrPH, MPH

bresnick@jhu.edu