

BPH Workforce Ladder

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Knowledge Transfer/Exit

- More than 60 ($\approx 9\%$) BPH employees are currently eligible to retire with an additional 100 eligible in the next 5 years[#]
- From 7-2013 to 3-2014, 18 ($\approx 3\%$) BPH employees retired and 66 ($\approx 9\%$) BPH employees resigned or transferred to another state agency[#]

Employee Engagement

- In 2012, 20% of BPH respondents listed **lack of recognition** as a reason they would leave public health practice^{*}
- In 2012, 27% of BPH respondents listed **stress** as a reason they would leave public health practice; 70% listed **salary**^{*}

Professional Development

- In 2012, 29% of BPH respondents had < 5 years public health experience^{*}
- In 2012, 48% of BPH respondents were interested in public health coursework^{*}
- From 7-2013 to 3-2014, 43 ($\approx 6\%$) of BPH employees were promoted[#]

Onboarding

- In 2012, 55% of BPH respondents had worked in their position for < 5 years^{*}

Recruitment

- As of May 28th, 2014 $\approx 162/700$ (23%) of BPH positions were vacant with action being taken on ≈ 45 of these positions[#]