



GOVERNOR'S PUBLIC HEALTH COMMISSION

Public Health Workforce



Our goal: To ensure that every Hoosier has access to the core public health services that allow them to achieve their optimal health and wellbeing.

Public Health Workforce

Local health department workforce is often limited by funding, which primarily comes from local property taxes (70%).



This significantly impacts rural counties, which have lower tax revenue and smaller health departments that are expected to fulfill the same duties as larger health departments.



Among Indiana's 94 LHDs, 70 percent are considered small based on the size of the population served.



These 70 LHDs have an average of five full-time employees and fewer than 10 total employees.



Some small LHDs have as few as zero full-time employees or as many as 11 part-time employees.



Smaller LHDs tend to employ part-time health officials who often serve as a physician in a clinical setting and support the LHD as needed.



Many LHDs report lack of specific types of public health expertise at the local level.



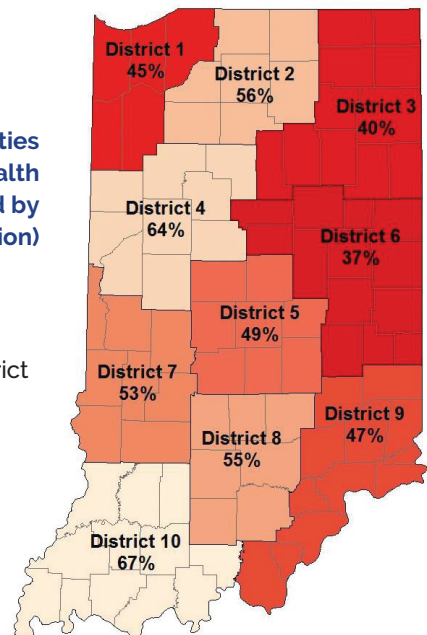
- Indiana has a known clinical and public health workforce shortage that threatens both clinical care and public health service availability
- Although Indiana's 94 local health departments are required by state law to perform essential public health services, a recent report found many are less likely to implement essential public health activities compared to other states, often due to the limited workforce, training and scarce resources to support the workload

LHD Employees by Population Served

Population Served	Number of LHDs (% of 94)	Average Number of Full-Time Employees (range)	Average Number of Part-Time Employees (range)	Average TOTAL Employees (range)
25,000 or less	30 (32%)	4 (0-12)	3 (0-11)	6 (3-14)
25-50,000	35 (37%)	6 (3-12)	2 (0-7)	9 (4-17)
50-100,000	12 (13%)	12 (7-20)	5 (1-7)	17 (8-27)
100-200,000	11 (12%)	25 (13-55)	6 (0-20)	32 (15-75)
200-300,000	2 (2%)	64 (55-73)	13 (1-24)	77 (56-97)
300,000 or more	4 (4%)	204 (25-692)	20 (3-53)	224 (32-745)

Average proportion of activities completed by local health departments (weighted by population)

More than 50% of counties in each district provide minimal services.



Source: Fairbanks School of Public Health Indiana Public Health System Review, December 2020



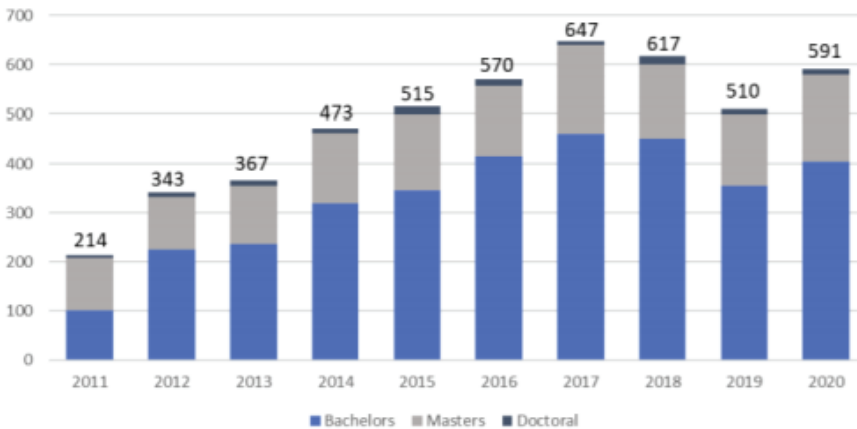
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Public Health Degrees Awarded by Indiana's Public Institutions



- Indiana's public health training capacity has increased significantly over the last decade
- Nearly 5,000 individuals have received a bachelor's, master's or doctoral degree in public health since 2011
- It is unclear how many of those individuals have stayed to work in state or local public health in Indiana
- A formal assessment of the public health workforce is underway to create an overall workforce plan to help inform workforce development efforts

Next steps:

- ✓ Identify clinical and public health workforce shortages, leveraging existing processes and programs to develop a comprehensive state health workforce plan
- ✓ Enhance recruitment, training and retention to ensure workforce capacity and skills are sufficient to support Hoosier health
- ✓ Ensure representation of public health on Indiana workforce initiatives
- ✓ Collaborate on incentive program strategies, experiential learning and cross-training opportunities to promote interest in public health
- ✓ Engage Commission for Higher Education and institutes of higher education in public health workforce training and recruitment
- ✓ Identify incentive program strategies that target Indiana's healthcare workforce needs and complement existing federal programs
- ✓ Promote experiential learning opportunities in public health through paid internships and fellowships
- ✓ Provide state staff and resources at regional and district levels to support local public health capabilities in areas such as data analytics, grant writing, communications, and legal support

Be a public health champion!
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