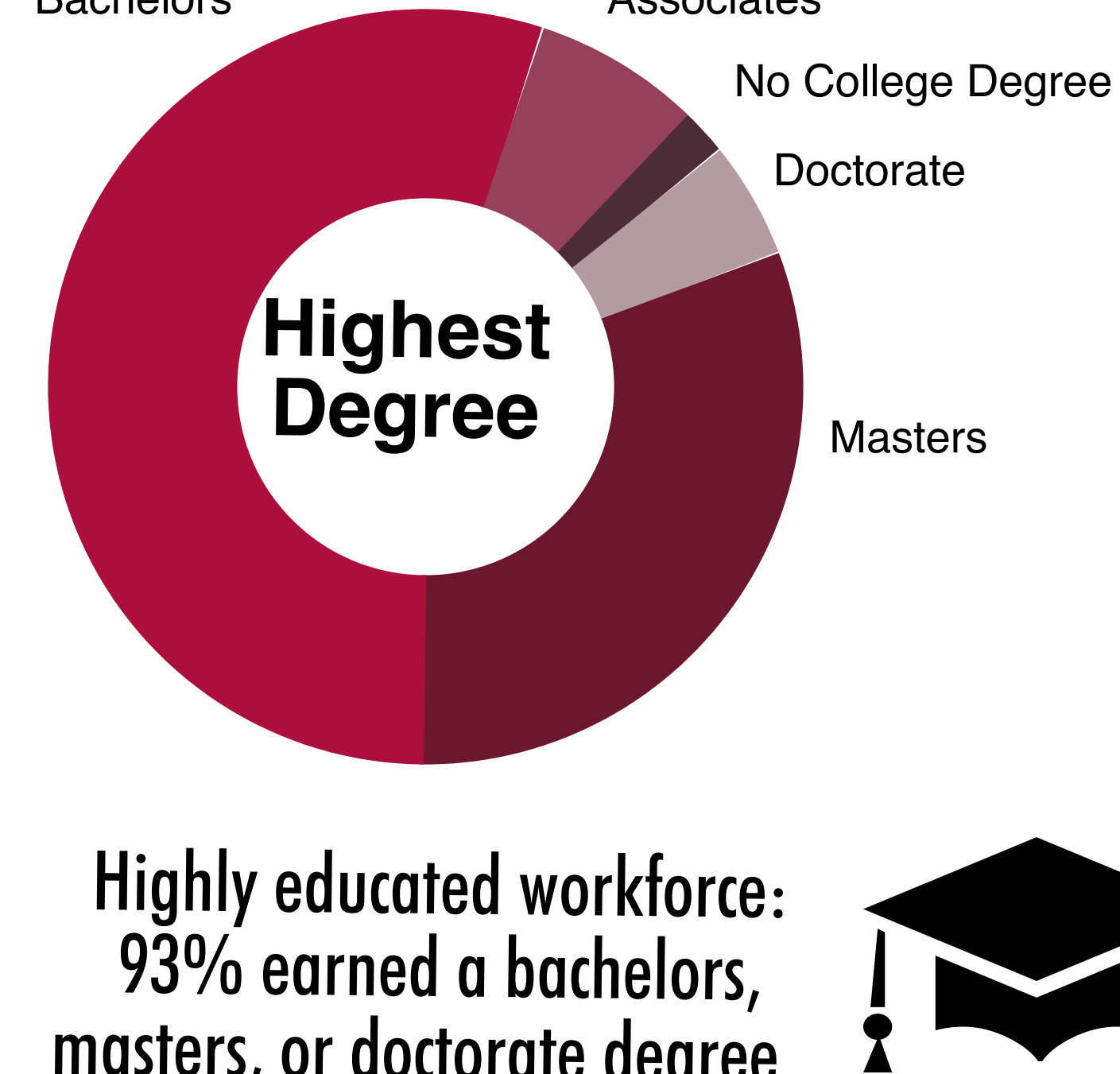


Maternal and Child Health Workforce Needs

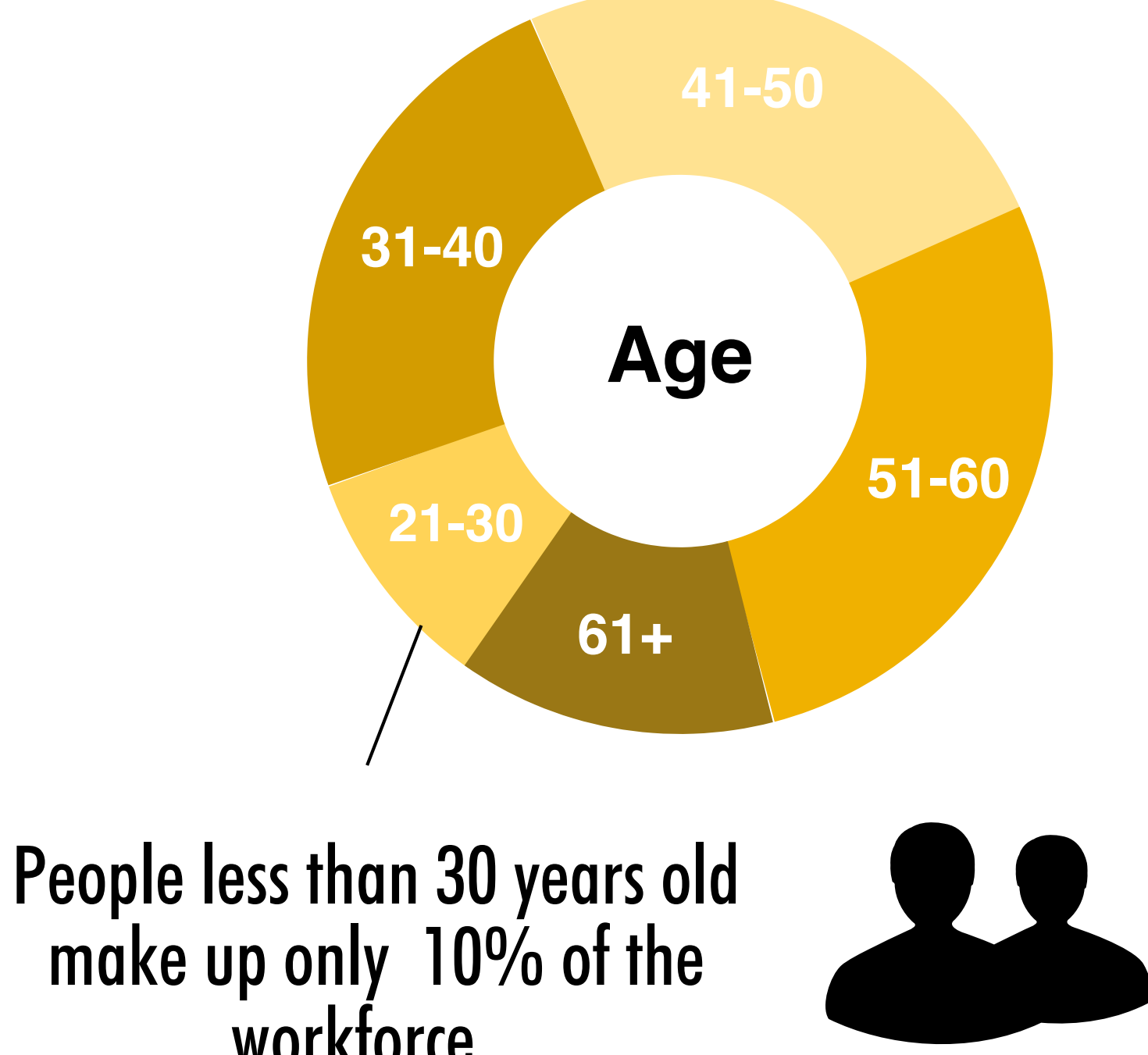
AMCHP's analysis of the maternal and child health (MCH) workforce, based on the Public Health Workforce Interests and Needs Survey (PH WINS) 2017 findings



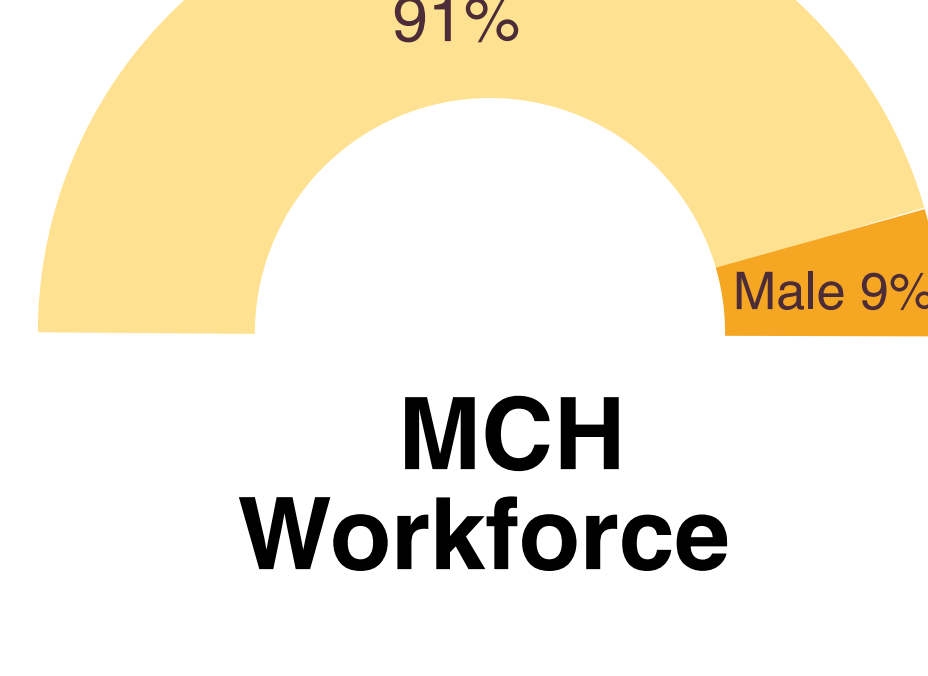
Who is the MCH Workforce?



Highly educated workforce: 93% earned a bachelors, masters, or doctorate degree.

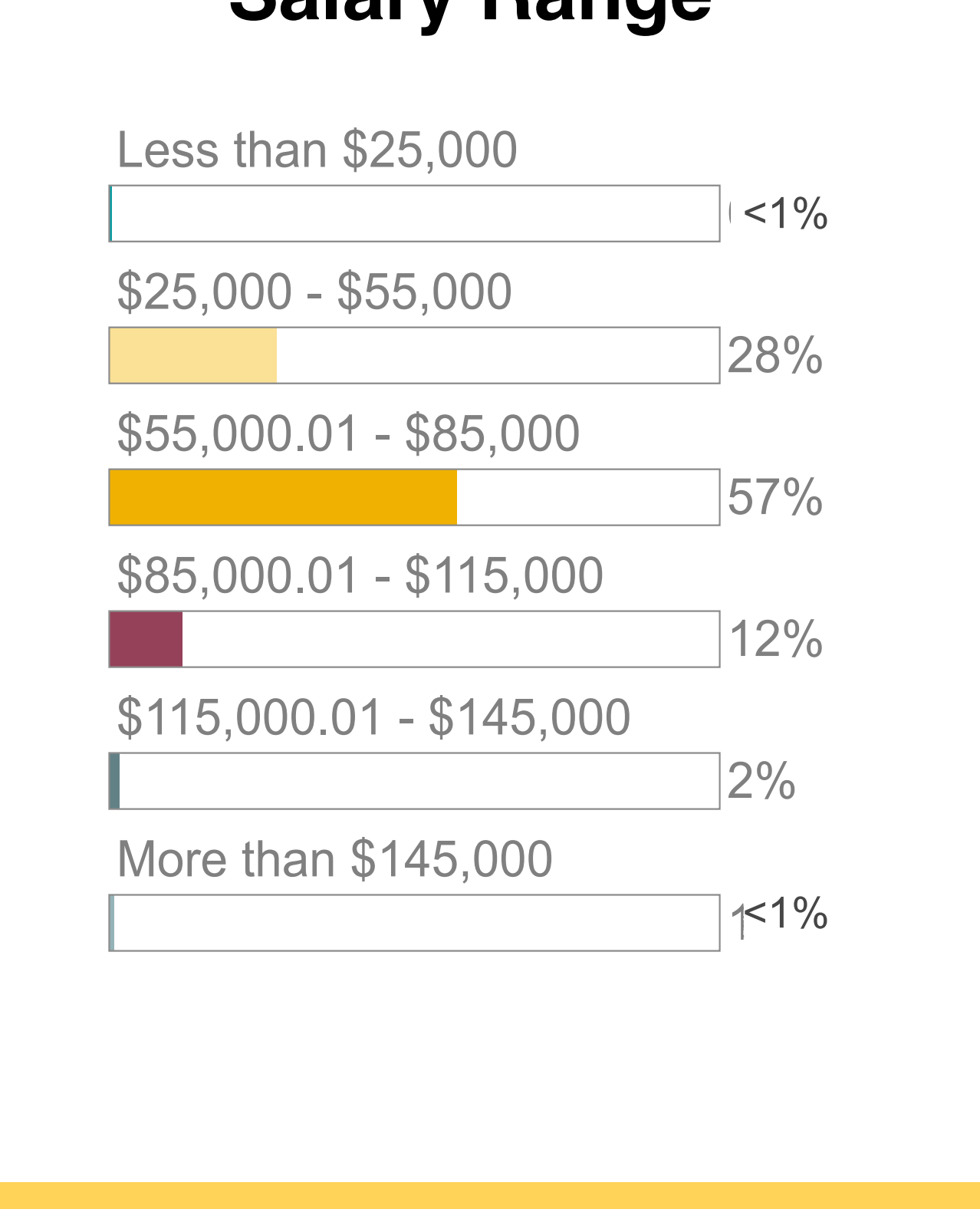
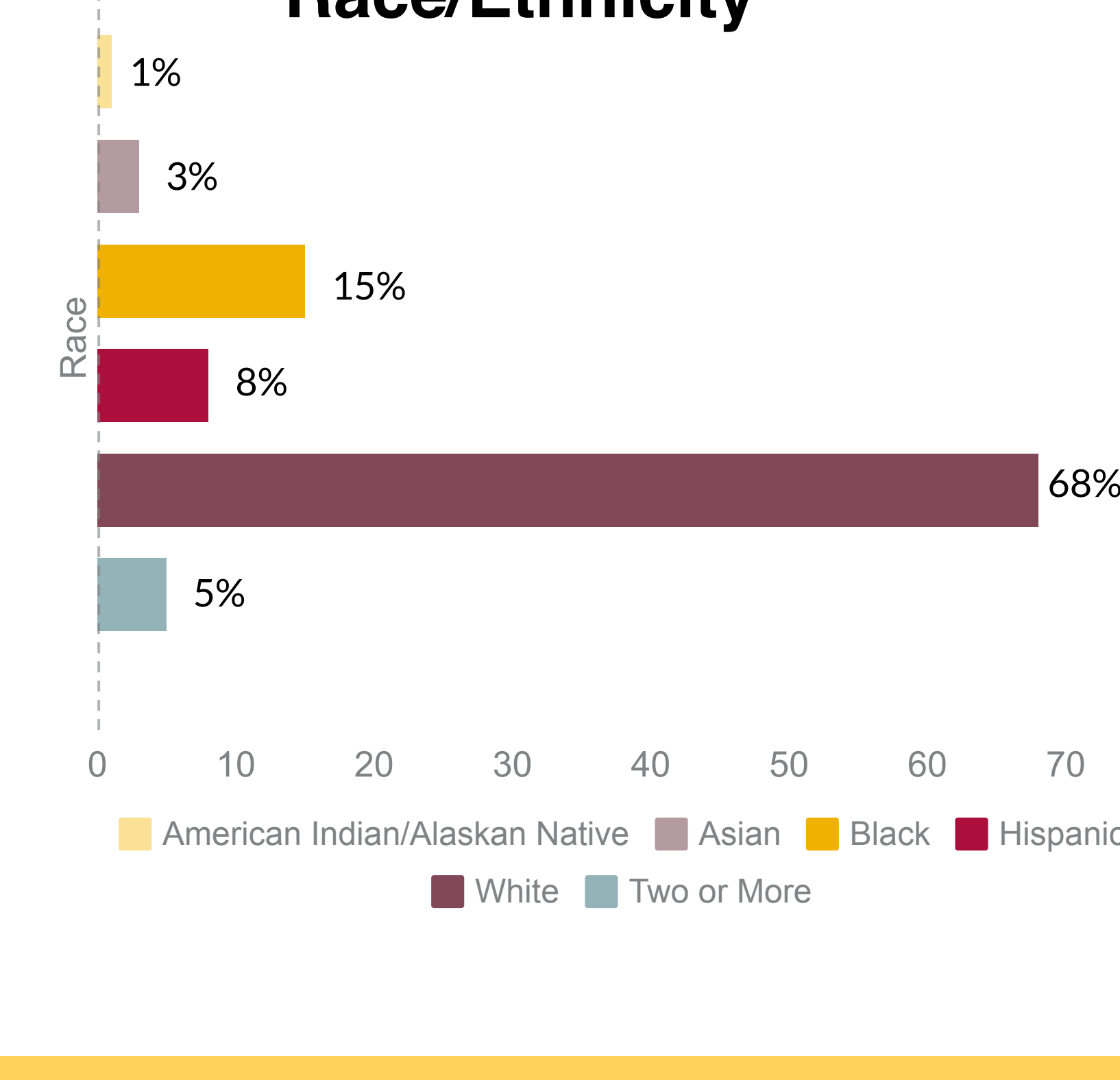


People less than 30 years old make up only 10% of the workforce.



Public health is a female-dominated field but the gender gap is even wider in MCH.

While AMCHP understands gender identity goes beyond the binary, the survey only captured data on female and male gender identity.



What do they need?

The MCH field knows their strengths. Non-supervisors, supervisors, and executives all report having high skill levels in these areas:

- Applying Evidence-Based Practices
- Using Valid Data to Drive Decision-Making
- Persuading Others to Act
- Effectively Communicating
- Developing Diverse Workforce
- Describing role of agency
- Assessing Drivers in Environment

Here are areas the MCH workforce thinks are highly important to their job functions, but they report having low skill levels:

Non-supervisors need help:

- Describing financial analysis methods
- Describing value of agency business plan
- Describing funding mechanisms

Supervisors need help:

- Using financial analysis in managing
- Implementing business plan for agency
- Identifying funding mechanisms

Executives need help:

- Influencing policies external to social determinants of health
- Using financial analysis methods
- Incorporating health equity

When asked about comfort level in implementing the "inclusion of health equity and social justice principles" into programming, participants ranked this area as a highly important component of their work, but reported having low skill levels in. The data is included below, by position level:

Non-supervisors: 31%
Supervisors: 34%
Executives: 49%

While executive positions reported needing the most support, all levels of the MCH workforce require more training around **health equity** and the inclusion of **social justice** principles in programs.

How long do they stay?

How do we compare to turnover rates in other industries?

- MCH professional turnover rate: 28%
- Nurse turnover rate: 20%
- Teacher turnover rate: 16%
- Law enforcement turnover rate: 14%

MCH professionals are significantly more likely to have been on the job for five years or less, indicating **higher turnover** than the rest of the public health workforce.

72% of respondents have been in their current position for **5 years or less**

Think of it this way: 72% of MCH workers only last through ONE Title V Needs Assessment process. This means a loss of institutional knowledge to guide subsequent cycles.

Why are they leaving?

Top 5 Reasons for Leaving

- Lack of opportunities for advancement
- Pay
- Workplace Environment
- Job Satisfaction
- Lack of Support

24% plan to retire within the next 5 years

28% plan to leave their agency within the year

59% have been considering leaving for 6 months or more (among staff considering leaving in the next year)

43% are not satisfied/somewhat satisfied by their pay

83% are fairly satisfied with their job but only 67% are satisfied with their organization.

What are our key takeaways?

Strengths

MCH is a highly educated and motivated workforce, particularly skilled in evidence-based programming and communicating their work to various audiences.

Challenges

There's an alarming turnover rate rooted in an aging workforce and employees finding new opportunities as a result of low pay and lack of advancement.

Opportunities

This is a great chance for our existing workforce development partners and resources to support MCH in their financial, business, and health equity training.

Barriers

To strengthen the pipeline, we need a strategy for recruitment while dealing with the inadequate satisfaction levels the workforce faces right now.

For more information, please contact tchapple-mcgruder@amchp.org. To view the original data source, please visit: <https://www.debeaumont.org/phwins/>

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