

FDA

U.S. FOOD & DRUG
ADMINISTRATION

OFFICE OF REGULATORY AFFAIRS

FUTURE OF THE LABORATORY WORKFORCE – PUBLIC HEALTH LABORATORY PERSPECTIVE

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Office of Regulatory Affairs
Office of Regulatory Sciences

THE IMPACT OF THE COVID-19 PANDEMIC

Rising Stress and Burnout in Public Health

Two years into the COVID-19 pandemic, a survey of nearly 45,000 employees in state and local government health departments reveals high levels of stress, burnout, and intent to leave.



PHWINS
PUBLIC HEALTH WORKFORCE
INTERESTS AND NEEDS SURVEY



POST-TRAUMATIC STRESS AND MENTAL HEALTH

More than half of public health workers report symptoms of post-traumatic stress disorder (PTSD), and many are struggling with their mental health.

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Has the coronavirus or COVID-19 outbreak been so frightening, horrible, or upsetting that you...

- Had nightmares about it or thought about it when you did not want to?
- Tried hard not to think about it, or went out of your way to avoid situations that reminded you of it?
- Were constantly on guard, watchful, or easily startled?
- Felt numb or detached from others, activities, or your surroundings?



More than 1 in 5 employees (22%) reported that their mental health was either "fair" or "poor"



BULLYING, THREATS, AND HARASSMENT

Many public health workers, especially executives, report bullying, threats, and harassment.



"I have felt bullied, threatened, or harassed."



"I have felt my public health expertise was undermined or challenged."



INTENT TO LEAVE

Nearly 1 in 3 public health employees say they are considering leaving their organization within the next year.

REASONS FOR LEAVING



of employees who are considering leaving said the pandemic made them more likely to leave.



JOB SATISFACTION

Despite the challenges they have faced, a majority of public health workers remain committed to their jobs and organizations.

79%

Satisfied with job

68%

Satisfied with organization

94%

"The work I do is important."

93%

"I am determined to give my best effort at work every day."



Findings from the Public Health Workforce Interests and Needs Survey (PH WINS), conducted by the de Beaumont Foundation and the Association of State and Territorial Health Officials from September 2021 to January 2022.

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reported at least one symptom of PTSD



reported 3 or more symptoms, indicating probable PTSD



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2 in 5 (41%)

public health executives

"I have felt bullied, threatened, or harassed."



3 in 5 (59%)

public health executives

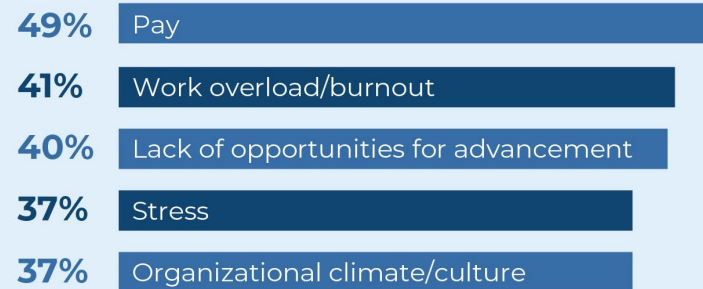
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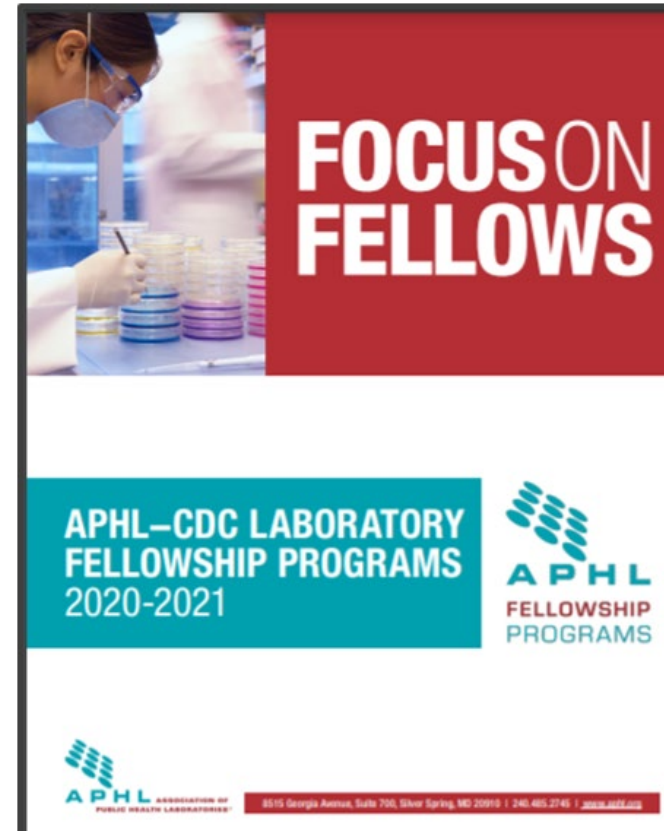
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BOLD SOLUTIONS FOR HEALTHIER COMMUNITIES.

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Goals of the Workforce Pipeline Project

- Grow the pool of applicants for internship and fellowship opportunities, targeting under-represented and under-served populations
- Expand curriculum and professional development offerings to better prepare participants for careers in PHL science





Find the APHL-CDC Fellowship that's right for you!

Bioinformatics	Biorisk Management	Environmental Health	Food Safety	Infectious Diseases	Informatics	Quality Management	Newborn Screening
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Fellowship Benefits

Training	In addition to specific training relevant to fellowship activities, all APHL-CDC fellowships provide training around a core competencies curriculum, networking and other professional development opportunities.						
Stipend	Bachelor-level: \$41-51,000		Master's-level: \$46-56,000		Postdoctoral-level: \$57-68,000		
	Note: Annual stipend ranges are based on highest degree and vary by experience and host laboratory location						

Education, Experience and Other Requirements

Bachelor's degree-level candidates eligible	✓	✓	✓	✓	✓	✓	✓	✓
Master's degree-level candidates eligible	✓	✓	✓	✓	✓	✓	✓	✓
Postdoctoral degree-level candidates eligible	✓	✓	✓	✓	✓	✓	✓	✓
Academic backgrounds of successful applicants	<ul style="list-style-type: none"> Bioinformatics Genetics Molecular Biology Microbiology Computer Science Epidemiology 	<ul style="list-style-type: none"> Microbiology Biology Public Health Biochemistry Chemistry Virology Laboratory Science Medical Technology 	<ul style="list-style-type: none"> Public Health Environmental Health Environmental Science Biology Chemistry 	<ul style="list-style-type: none"> Microbiology Molecular Biology Public Health Virology Chemistry Food Science Epidemiology Other related science fields 	<ul style="list-style-type: none"> Microbiology Biology Public Health Virology Chemistry Laboratory Science 	<ul style="list-style-type: none"> Computer Science Information Science Healthcare Informatics Clinical Informatics Laboratory Science with coursework in computer science, health information technology or technical project management 	<ul style="list-style-type: none"> Public Health Environmental Health Environmental Science Microbiology Biology Biochemistry Chemistry Molecular Biology Virology Laboratory Science 	<ul style="list-style-type: none"> Biology Chemistry Microbiology Biochemistry Genetics
Bench lab experience required (academic course lab experience is acceptable)	⊘	✓	✓	✓	✓	⊘	✓	✓
US Citizenship/permanent residency required	✓	✓	✓	✓	✓	✓	✓	✓

Fellowship Application Status 3-11-2022

Program	Applicants	Mentors in Host Labs	Projects in Host Labs
Bioinformatics	44	41	58
Biorisk	32	7	11
Environmental Health	113	42	59
Food Safety	44	14	22
Quality Management	36	19	30
Infectious Diseases	337	56	84
Informatics	14	9	17
Newborn Screening	32	17	22
Final Total	651	203	303



Analysis. Answers. Action.

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