BPH Workforce Ladder

Knowledge Transfer/Exit
• More than 60 (≈ 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 (≈ 3%) BPH employees retired and 66 (≈ 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 (≈ 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 ≈162/700 (23%) of BPH positions were vacant with action being taken on ≈ 45 of these positions#

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#DHHR HR Data FY 2013, July 2013 – March 2014
*BPH Workforce Assessment Report (2012), 81% response rate