*Table A1: Financial skills and competencies of the public health workforce in comparison to perceptions of importance*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Competency** | **Self-Reported Skill Level** | **Perceived Importance** | | | |
| **Not Important** | **Somewhat unimportant** | **Somewhat Important** | **Very Important** |
| Program and Service Delivery | Not Applicable | 46.0% | 8.0% | 18.4% | 27.6% |
| Unable to Perform | 11.0% | 20.1% | 36.7% | 32.2% |
| Beginner | 4.3% | 13.8% | 40.6% | 41.4% |
| Proficient | 1.8% | 4.8% | 33.6% | 59.8% |
| Expert | 2.5% | 1.7% | 9.6% | 86.3% |
| **Overall** | **19.9%** | **9.6%** | **28.9%** | **41.7%** |
| Agency Funding | Not Applicable | 43.0% | 7.1% | 17.5% | 32.3% |
| Unable to Perform | 7.0% | 19.5% | 31.9% | 41.7% |
| Beginner | 2.8% | 10.3% | 37.3% | 49.7% |
| Proficient | 1.3% | 3.7% | 28.4% | 66.6% |
| Expert | 2.2% | 1.9% | 9.1% | 86.9% |
| **Overall** | **16.1%** | **7.7%** | **26.5%** | **49.7%** |
| Business Planning | Not Applicable | 43.4% | 11.3% | 18.8% | 26.6% |
| Unable to Perform | 9.0% | 22.5% | 36.8% | 31.6% |
| Beginner | 3.2% | 12.5% | 44.5% | 39.8% |
| Proficient | 1.8% | 4.8% | 39.2% | 54.3% |
| Expert | 2.5% | 2.5% | 9.4% | 85.7% |
| **Overall** | **18.2%** | **10.4%** | **31.3%** | **40.1%** |

P-values for significant difference in variable distribution:   
\* p < .05 \*\* p < .01 \*\*\* p < .001

*Table A2: Overall, state, and local public health workforce demographics and characteristics*

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Workforce Characteristic** | **Nation-wide (n=41,265)** | | | | **Persons for Whom Financial Skills Applicable to Position (n=25,087)** | | | |
| **Overall** | **State** | **Local** | **p-value**  **for state vs local** | **Overall** | **State** | **Local** | **p-value**  **for state vs local** |
| **JOB TYPE** |  |  |  |  |  |  |  |  |
| Job Classification |  |  |  |  |  |  |  |  |
| Administration | 38.5% | 43.6% | 36.3% | < 0.001 | 34.8% | 38.1% | 33.4% | < 0.001 |
| Clinical and Lab | 23.7% | 15.6% | 27.1% |  | 23.2% | 14.5% | 27.0% |  |
| Public Health Sciences | 31.7% | 36.6% | 29.7% |  | 38.0% | 44.1% | 35.4% |  |
| Social Sciences | 6.1% | 4.2% | 6.9% |  | 4.0% | 3.3% | 4.3% |  |
| Supervisory Status |  |  |  |  |  |  |  |  |
| Non-Supervisor | 72.3% | 69.6% | 73.4% | < 0.001 | 66.2% | 60.3% | 68.8% | < 0.001 |
| Supervisor | 16.4% | 16.3% | 16.4% |  | 17.4% | 18.7% | 16.9% |  |
| Manager | 8.9% | 11.3% | 7.9% |  | 12.4% | 16.5% | 10.7% |  |
| Executive | 2.4% | 2.9% | 2.3% |  | 3.9% | 4.5% | 3.6% |  |
| **EXPERIENCE/TENURE** |  |  |  |  |  |  |  |  |
| < 5 Yr Public Health Practice Experience | 29.0% | 30.4% | 28.5% | 0.2270 | 27.4% | 28.2% | 27.0% | 0.487 |
| < 5 Yr Public Health Management Experience | 58.5% | 64.8% | 55.8% | < 0.001 | 61.3% | 67.9% | 58.6% | < 0.001 |
| Plans to Retire within 5 Years | 28.2% | 28.4% | 28.1% | 0.5518 | 27.0% | 27.5% | 26.8% | 0.407 |
| Age |  |  |  |  |  |  |  |  |
| 40 or younger | 33.5% | 31.3% | 34.4% | 0.1014 | 33.8% | 30.7% | 35.2% | 0.106 |
| 41-60 | 53.2% | 54.4% | 52.6% |  | 53.8% | 55.7% | 53.0% |  |
| Over 60 | 13.4% | 14.3% | 13.0% |  | 12.4% | 13.7% | 11.9% |  |
| **EDUCATION/TRAINING** |  |  |  |  |  |  |  |  |
| Certified in Public Health | 8.3% | 12.7% | 6.5% | < 0.001 | 10.5% | 15.9% | 8.2% | < 0.001 |
| Public Health Degree (MPH/DrPH) | 2.3% | 1.7% | 2.6% | 0.0443 | 2.8% | 2.1% | 3.0% | 0.085 |
| **SATISFACTION & BURNOUT** |  |  |  |  |  |  |  |  |
| Burnout score from 1-5 (5 is high) | 2.29 | 2.31 | 2.28 | 0.002 | 2.27 | 2.30 | 2.26 | 0.001 |
| Percent who are satisfied with: |  |  |  |  |  |  |  |  |
| Overall Job | 81.5% | 79.1% | 82.6% | < 0.001 | 83.0% | 81.5% | 83.7% | 0.054 |
| Organization | 70.5% | 68.1% | 71.5% | < 0.001 | 72.1% | 70.9% | 72.5% | 0.422 |
| Pay | 49.4% | 48.2% | 49.9% | 0.3552 | 51.0% | 51.6% | 50.8% | 0.620 |
| Job Security | 72.1% | 73.8% | 71.3% | 0.0123 | 73.1% | 74.7% | 72.4% | 0.036 |
| **DEPARTMENT CHARACTERISTICS** |  |  |  |  |  |  |  |  |
| Employed By: |  |  |  |  |  |  |  |  |
| State Health Agency | 29.5% | -- | -- |  | 29.8% | -- | -- |  |
| Local Health Agency | 70.5% |  |  |  | 70.2% |  |  |  |
| State’s Governance Classification |  |  |  |  |  |  |  |  |
| Centralized | 13.5% | 15.5% | 12.7% | 0.4044 | 13.1% | 16.2% | 11.8% | 0.123 |
| Decentralized | 60.5% | 58.7% | 61.3% |  | 61.0% | 57.2% | 62.6% |  |
| Shared or Mixed | 26.0% | 25.7% | 26.1% |  | 25.9% | 26.6% | 25.6% |  |
| Health and Human Services Region |  |  |  |  |  |  |  |  |
| 1 & 2 | 0.1274 | 12.5% | 12.9% | 0.5244 | 12.1% | 11.7% | 12.3% | 0.478 |
| 3 | 0.0907 | 6.2% | 10.3% |  | 9.0% | 6.6% | 10.0% |  |
| 4 | 0.272 | 28.1% | 26.8% |  | 27.0% | 28.9% | 26.3% |  |
| 5 | 0.1388 | 12.3% | 14.6% |  | 14.4% | 11.7% | 15.6% |  |
| 6 | 0.0868 | 9.8% | 8.2% |  | 8.6% | 9.6% | 8.1% |  |
| 7 | 0.032 | 3.5% | 3.1% |  | 3.7% | 3.9% | 3.6% |  |
| 8 | 0.0429 | 6.4% | 3.4% |  | 4.6% | 7.0% | 3.5% |  |
| 9 | 0.1559 | 15.4% | 15.7% |  | 15.2% | 14.7% | 15.4% |  |
| 10 | 0.0536 | 5.9% | 5.1% |  | 5.5% | 5.8% | 5.3% |  |

*Table A3: Financial skills and competencies in the public health workforce* ***for agency funding****, by workforce demographics and characteristics*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Workforce Characteristic** | **Self-Reported Skill Level (n=41,265)** | | | | |
| **Not Applicable** | **Unable to Perform** | **Beginner** | **Proficient** | **Expert** |
| **OVERALL** | 36.7% | 6.9% | 25.7% | 26.4% | 4.4% |
| **JOB TYPE** |  |  |  |  |  |
| Job Classification |  |  |  |  |  |
| Administration | 45.5% | 5.4% | 21.6% | 23.2% | 4.3% |
| Clinical and Lab | 34.5% | 10.8% | 29.1% | 23.0% | 2.6% |
| Public Health Sciences | 27.4% | 5.9% | 28.5% | 32.5% | 5.7% |
| Social Sciences | 39.0% | 6.9% | 23.0% | 26.7% | 4.4% |
| Supervisory Status |  |  |  |  |  |
| Non-Supervisor | 40.4% | 7.0% | 24.8% | 24.2% | 3.6% |
| Supervisor | 37.0% | 8.2% | 27.8% | 23.7% | 3.3% |
| Manager | 15.0% | 5.0% | 28.3% | 43.2% | 8.6% |
| Executive | 7.7% | 4.0% | 27.5% | 43.7% | 17.1% |
| **EXPERIENCE/TENURE** |  |  |  |  |  |
| < 5 Years’ Public Health Practice Experience |  |  |  |  |  |
| No | 35.5% | 7.1% | 24.0% | 28.6% | 4.8% |
| Yes | 39.5% | 6.4% | 29.8% | 20.9% | 3.3% |
| < 5 Years’ Public Health Management Experience |  |  |  |  |  |
| No | 40.0% | 7.5% | 19.7% | 28.5% | 4.4% |
| Yes | 34.4% | 6.5% | 29.8% | 24.9% | 4.4% |
| Plans to Retire within 5 Years |  |  |  |  |  |
| No | 36.3% | 6.8% | 26.8% | 25.9% | 4.2% |
| Yes | 37.5% | 7.2% | 22.8% | 27.6% | 4.9% |
| Age |  |  |  |  |  |
| 40 or younger | 36.7% | 6.1% | 29.7% | 23.6% | 3.9% |
| 41-60 | 35.5% | 7.3% | 25.0% | 27.7% | 4.6% |
| Over 60 | 39.9% | 7.9% | 19.4% | 28.1% | 4.7% |
| **EDUCATION/TRAINING** |  |  |  |  |  |
| Certified in Public Health |  |  |  |  |  |
| No | 36.5% | 7.1% | 26.0% | 26.1% | 4.3% |
| No | 24.3% | 8.5% | 30.2% | 28.6% | 8.4% |
| Public Health Degree (MPH/DrPH) |  |  |  |  |  |
| No | 38.3% | 7.0% | 25.0% | 25.5% | 4.1% |
| Yes | 19.0% | 5.6% | 33.0% | 35.1% | 7.3% |
| **SATISFACTION & BURNOUT** |  |  |  |  |  |
| Percent who are satisfied with: |  |  |  |  |  |
| Overall Job | 80.6% | 78.8% | 83.3% | 84.0% | 80.0% |
| Organization | 69.0% | 65.6% | 74.6% | 71.4% | 69.8% |
| Pay | 47.6% | 46.2% | 52.0% | 51.9% | 47.0% |
| Job Security | 71.6% | 68.0% | 72.5% | 74.4% | 74.0% |
| Measures of Burnout (score from 1 – 5, where 5 is high) |  |  |  |  |  |
| Burnout | 2.33 | 2.35 | 2.27 | 2.25 | 2.23 |
| Exhaustion | 2.32 | 2.38 | 2.29 | 2.26 | 2.25 |
| **DEPARTMENT CHARACTERISTICS** |  |  |  |  |  |
| Employed By\*\* |  |  |  |  |  |
| State Health Agency | 37.2% | 5.6% | 23.6% | 27.8% | 5.9% |
| Local Health Agency | 36.4% | 7.5% | 26.6% | 25.8% | 3.7% |
| State’s Governance Classification\*\* |  |  |  |  |  |
| Centralized | 38.3% | 7.8% | 23.8% | 25.8% | 4.3% |
| Decentralized | 35.8% | 7.0% | 26.9% | 26.4% | 3.9% |
| Shared or Mixed | 37.8% | 6.2% | 23.9% | 26.7% | 5.4% |
| Health and Human Services Region |  |  |  |  |  |
| 1 & 2 | 13.1% | 7.9% | 12.0% | 13.1% | 8.5% |
| 3 | 9.3% | 10.6% | 8.8% | 8.7% | 11.4% |
| 4 | 28.1% | 24.6% | 25.1% | 28.2% | 30.1% |
| 5 | 13.3% | 15.5% | 16.7% | 12.8% | 10.0% |
| 6 | 8.8% | 10.1% | 7.8% | 8.6% | 10.0% |
| 7 | 2.3% | 4.0% | 3.8% | 4.1% | 2.5% |
| 8 | 3.8% | 4.3% | 5.1% | 4.6% | 4.0% |
| 9 | 16.3% | 17.0% | 14.5% | 14.9% | 18.0% |
| 10 | 5.0% | 6.1% | 6.4% | 5.1% | 5.4% |

*Table A4: Financial skills and competencies the public health workforce* ***for business planning****, by workforce demographics and characteristics*

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Workforce Characteristic** | **Self-Reported Skill Level (n=41,195)** | | | | |
| **Not Applicable** | **Unable to Perform** | **Beginner** | **Proficient** | **Expert** |
| **OVERALL** | 40.2% | 8.0% | 22.5% | 24.9% | 4.4% |
| **JOB TYPE** |  |  |  |  |  |
| Job Classification |  |  |  |  |  |
| Administration | 46.9% | 6.0% | 18.9% | 22.7% | 5.5% |
| Clinical and Lab | 41.7% | 14.4% | 24.4% | 17.6% | 1.9% |
| Public Health Sciences | 31.7% | 9.2% | 29.1% | 25.6% | 4.6% |
| Social Sciences | 45.6% | 9.0% | 21.7% | 19.7% | 4.0% |
| Supervisory Status |  |  |  |  |  |
| Non-Supervisor | 45.5% | 9.6% | 22.7% | 19.1% | 3.3% |
| Supervisor | 36.1% | 9.6% | 26.4% | 24.0% | 3.9% |
| Manager | 19.3% | 6.4% | 27.6% | 38.0% | 8.7% |
| Executive | 7.9% | 4.6% | 21.1% | 46.2% | 20.3% |
| **EXPERIENCE/TENURE** |  |  |  |  |  |
| < 5 Years’ Public Health Practice Experience |  |  |  |  |  |
| No | 38.8% | 9.3% | 23.3% | 24.2% | 4.6% |
| Yes | 45.1% | 8.8% | 24.6% | 17.8% | 3.7% |
| < 5 Years’ Public Health Management Experience |  |  |  |  |  |
| No | 43.0% | 9.4% | 20.1% | 23.1% | 4.3% |
| Yes | 39.0% | 9.0% | 26.1% | 21.7% | 4.3% |
| Plans to Retire within 5 Years |  |  |  |  |  |
| No | 40.8% | 9.1% | 24.6% | 21.5% | 4.0% |
| Yes | 40.1% | 9.3% | 21.0% | 24.5% | 5.1% |
| Age |  |  |  |  |  |
| 40 or younger | 40.6% | 8.9% | 28.5% | 18.4% | 3.6% |
| 41-60 | 40.0% | 9.2% | 22.0% | 24.1% | 4.7% |
| Over 60 | 42.2% | 10.0% | 18.2% | 25.0% | 4.6% |
| **EDUCATION/TRAINING** |  |  |  |  |  |
| Certified in Public Health |  |  |  |  |  |
| No | 40.7% | 9.6% | 24.2% | 21.3% | 4.2% |
| Yes | 30.7% | 12.5% | 27.2% | 23.6% | 6.1% |
| Public Health Degree (MPH/DrPH) |  |  |  |  |  |
| No | 41.9% | 8.8% | 22.9% | 22.1% | 4.3% |
| Yes | 27.8% | 12.7% | 31.6% | 23.7% | 4.2% |
| **SATISFACTION & BURNOUT** |  |  |  |  |  |
| Percent who are satisfied with: |  |  |  |  |  |
| Overall Job | 78.5% | 78.5% | 84.9% | 84.8% | 78.3% |
| Organization | 66.9% | 65.1% | 76.8% | 71.6% | 68.7% |
| Pay | 45.3% | 43.2% | 52.5% | 54.1% | 48.6% |
| Job Security | 73.3% | 68.1% | 72.3% | 71.7% | 73.4% |
| Measures of Burnout (score from 1 – 5, where 5 is high) |  |  |  |  |  |
| Burnout | 2.33 | 2.35 | 2.27 | 2.25 | 2.23 |
| Exhaustion | 2.32 | 2.38 | 2.29 | 2.26 | 2.25 |
| Disengagement | 2.34 | 2.32 | 2.24 | 2.23 | 2.22 |
| **DEPARTMENT CHARACTERISTICS** |  |  |  |  |  |
| Employed By: |  |  |  |  |  |
| State Health Agency | 41.1% | 7.1% | 22.5% | 24.8% | 4.6% |
| Local Health Agency | 39.9% | 8.4% | 22.5% | 24.9% | 4.3% |
| State’s Governance Classification |  |  |  |  |  |
| Centralized | 42.1% | 9.2% | 22.2% | 22.6% | 3.9% |
| Decentralized | 39.6% | 8.1% | 22.8% | 25.2% | 4.3% |
| Shared or Mixed | 40.6% | 7.2% | 21.9% | 25.4% | 5.0% |
| Health and Human Services Region |  |  |  |  |  |
| 1 & 2 | 13.6% | 8.3% | 7.1% | 15.1% | 19.9% |
| 3 | 9.4% | 10.9% | 9.2% | 8.2% | 10.1% |
| 4 | 27.7% | 23.5% | 26.3% | 28.6% | 27.3% |
| 5 | 13.1% | 16.9% | 17.2% | 12.1% | 8.9% |
| 6 | 8.8% | 9.0% | 8.2% | 8.6% | 9.3% |
| 7 | 2.5% | 3.4% | 4.2% | 3.9% | 1.8% |
| 8 | 4.0% | 4.6% | 5.4% | 4.4% | 3.2% |
| 9 | 15.8% | 16.7% | 15.9% | 14.5% | 15.8% |
| 10 | 5.3% | 6.7% | 6.5% | 4.8% | 3.8% |