



Comparison of 2016 & 2022 Laboratory Workforce Profile Surveys

October 2023



Overview

2016 and 2022 Laboratory Workforce Profile Surveys

In 2016 and 2022, the Association of Public Health Laboratories (APHL) surveyed individuals from state, territorial and local public health laboratories.

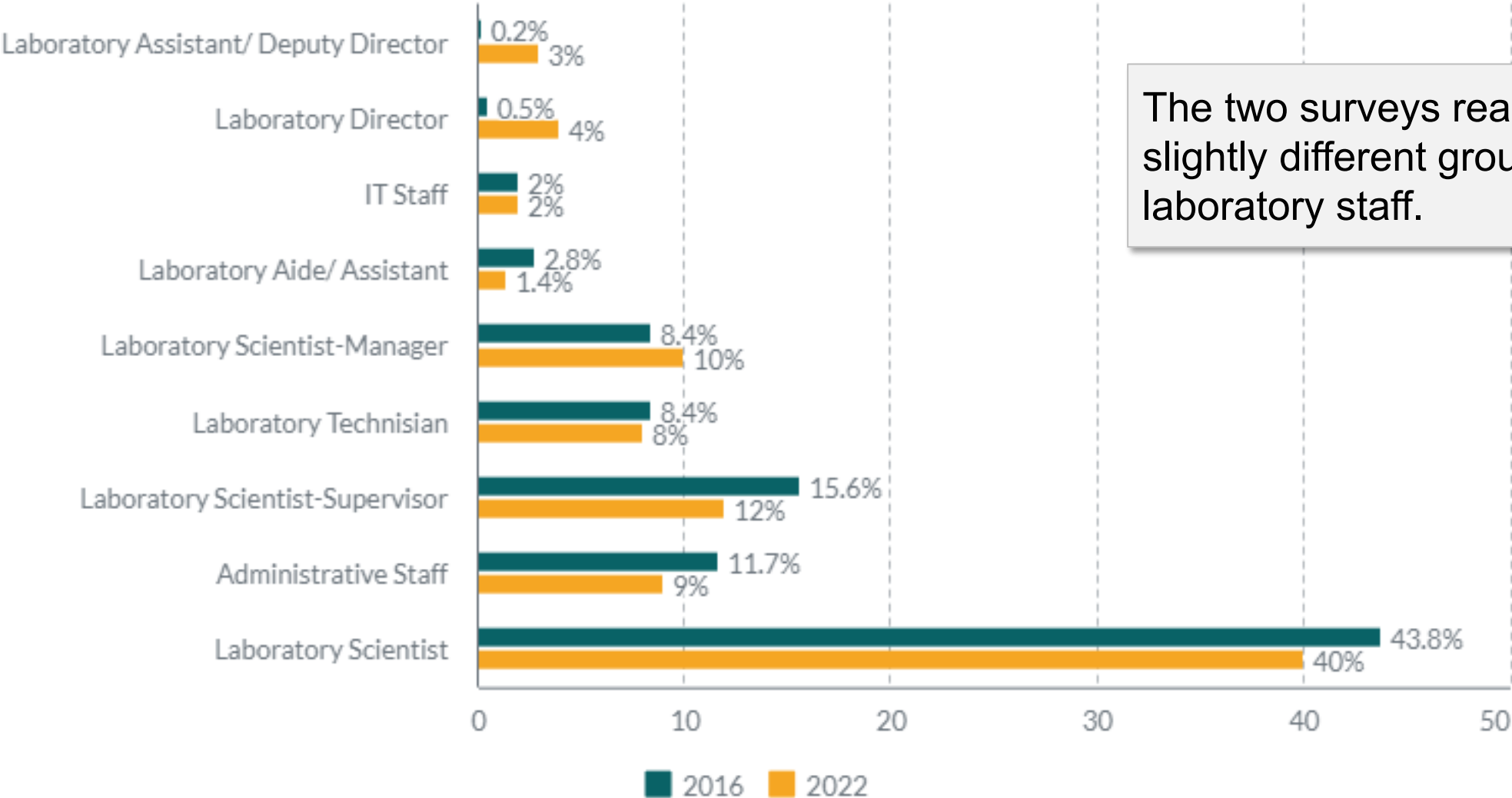
These electronic surveys were anonymous, with all questions optional. The data were collected using convenience sampling.

Survey Respondents

2016: 1,670 staff from 49 state and two territorial laboratories.

2022: 1,464 staff from 49 state laboratories, one local (DC) and one territorial laboratory.

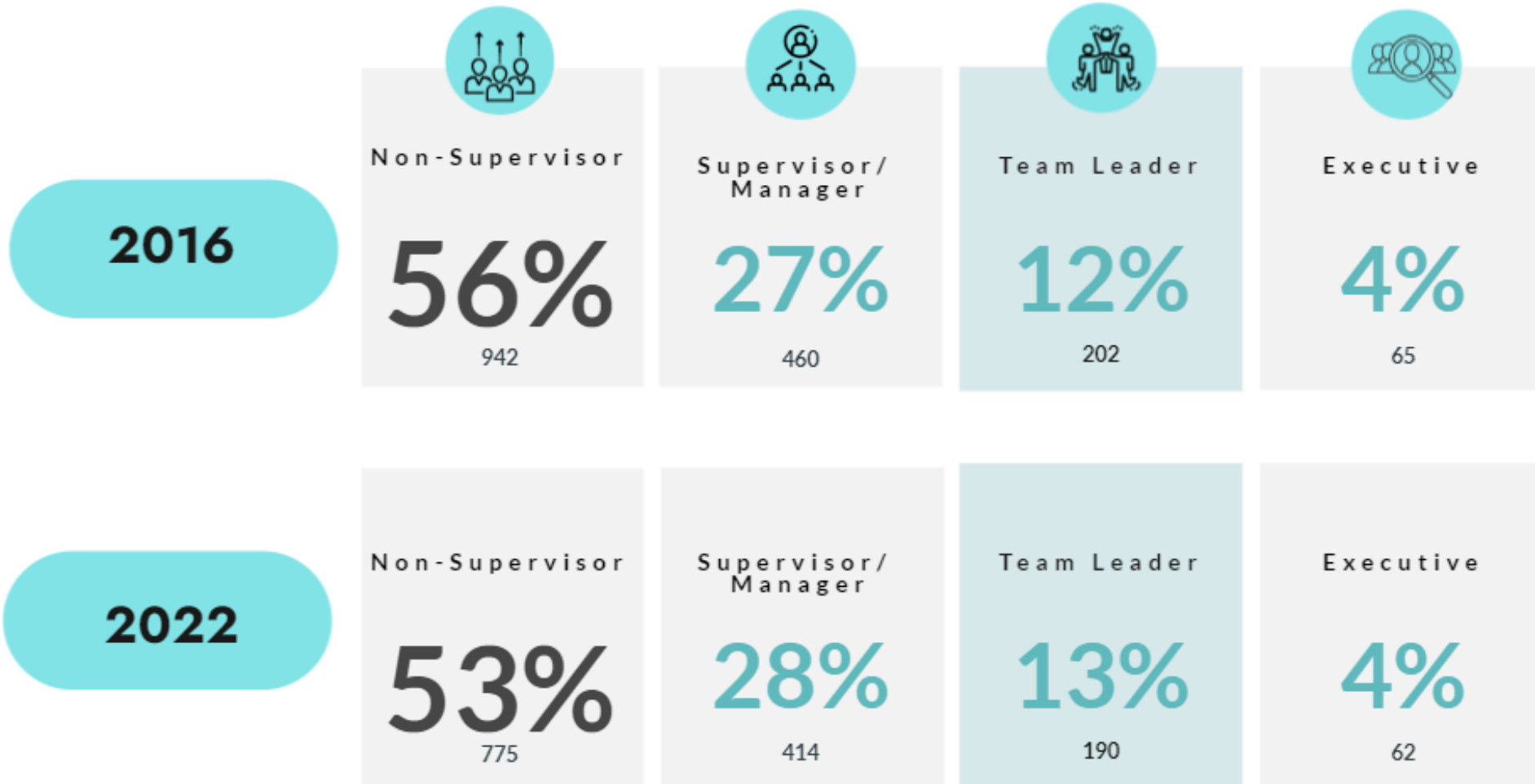
Job Classifications



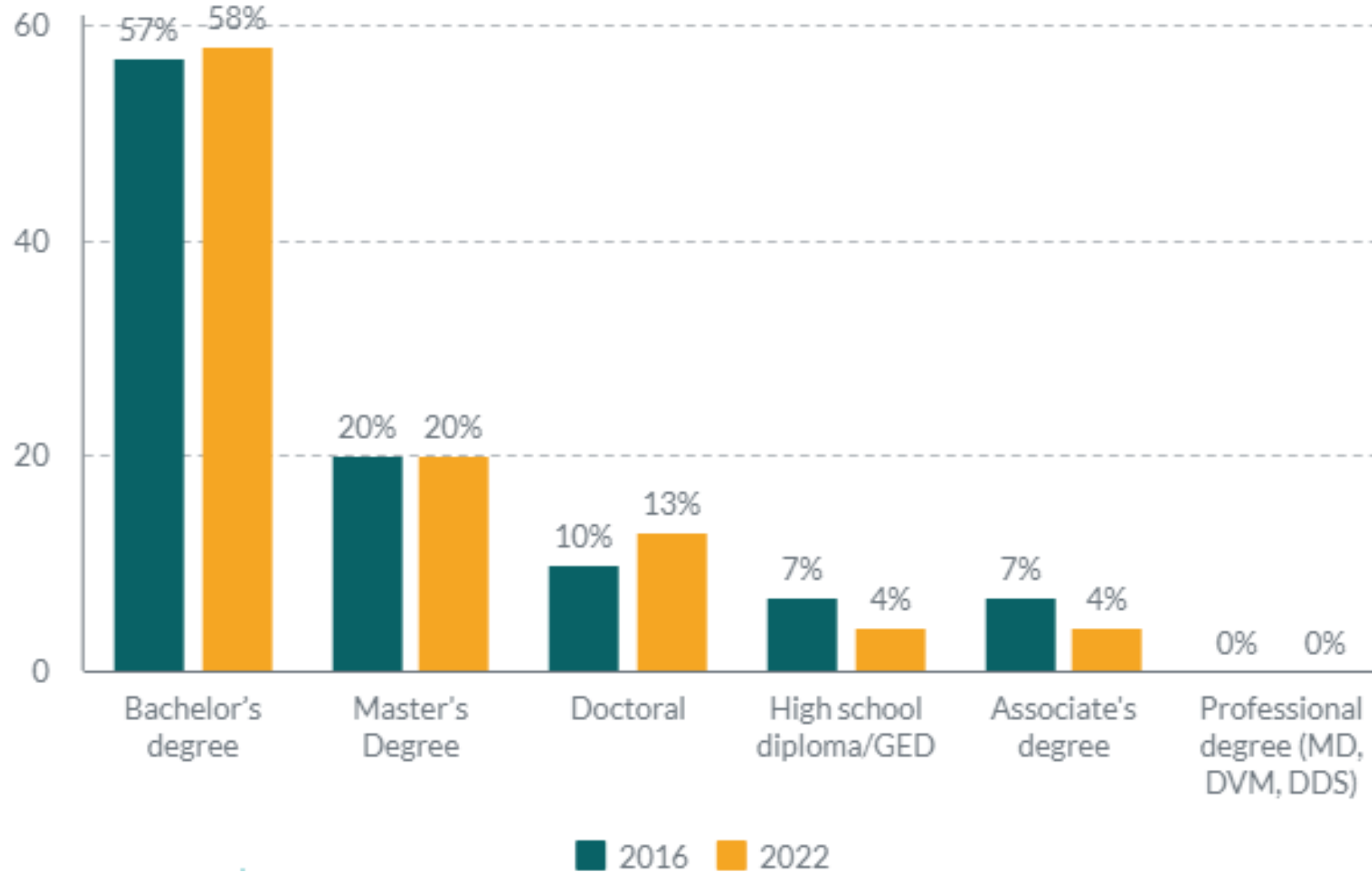
The two surveys reached slightly different groups of laboratory staff.



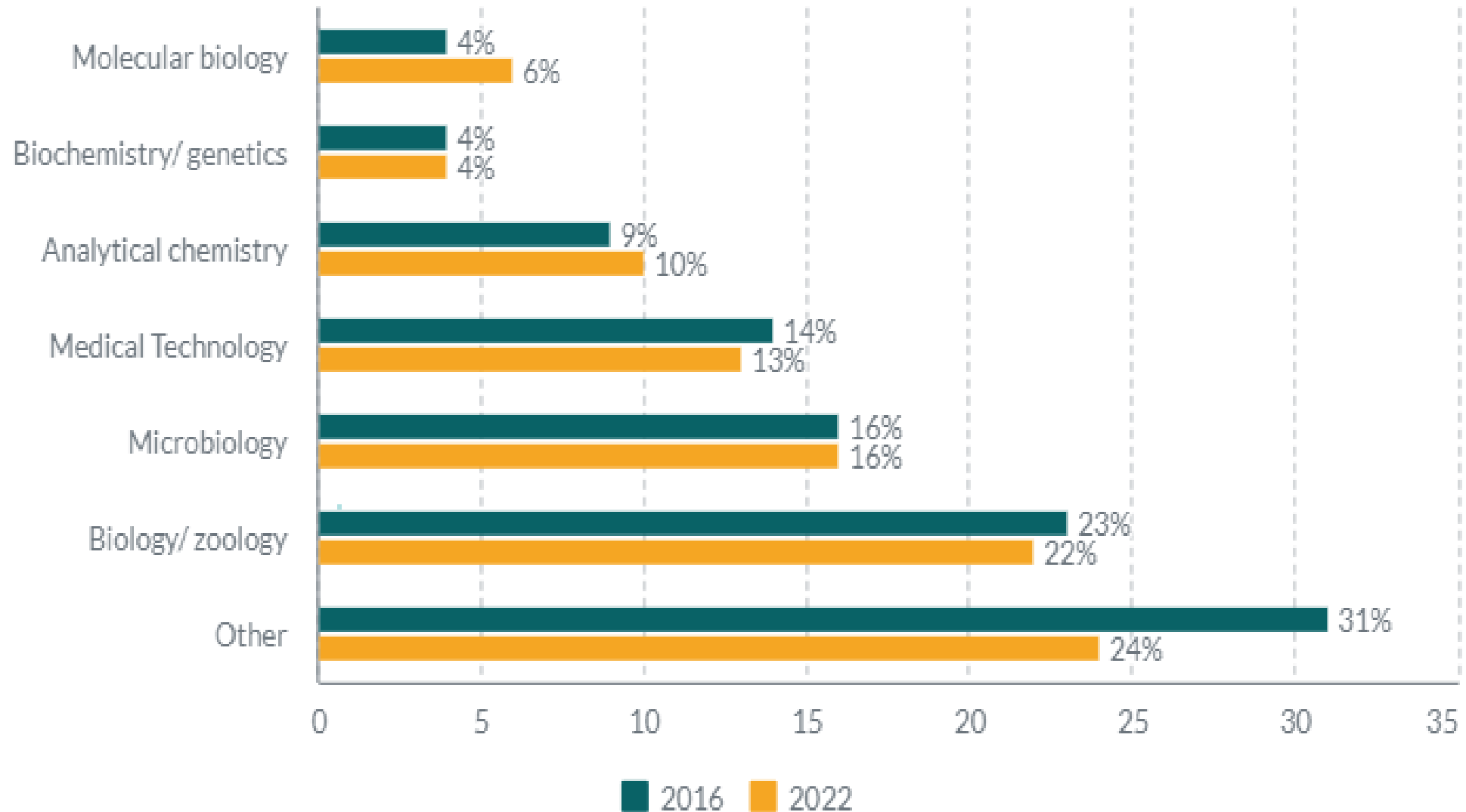
Supervisory Role



Education: Highest Level



Education: Field of Study of Highest Degree

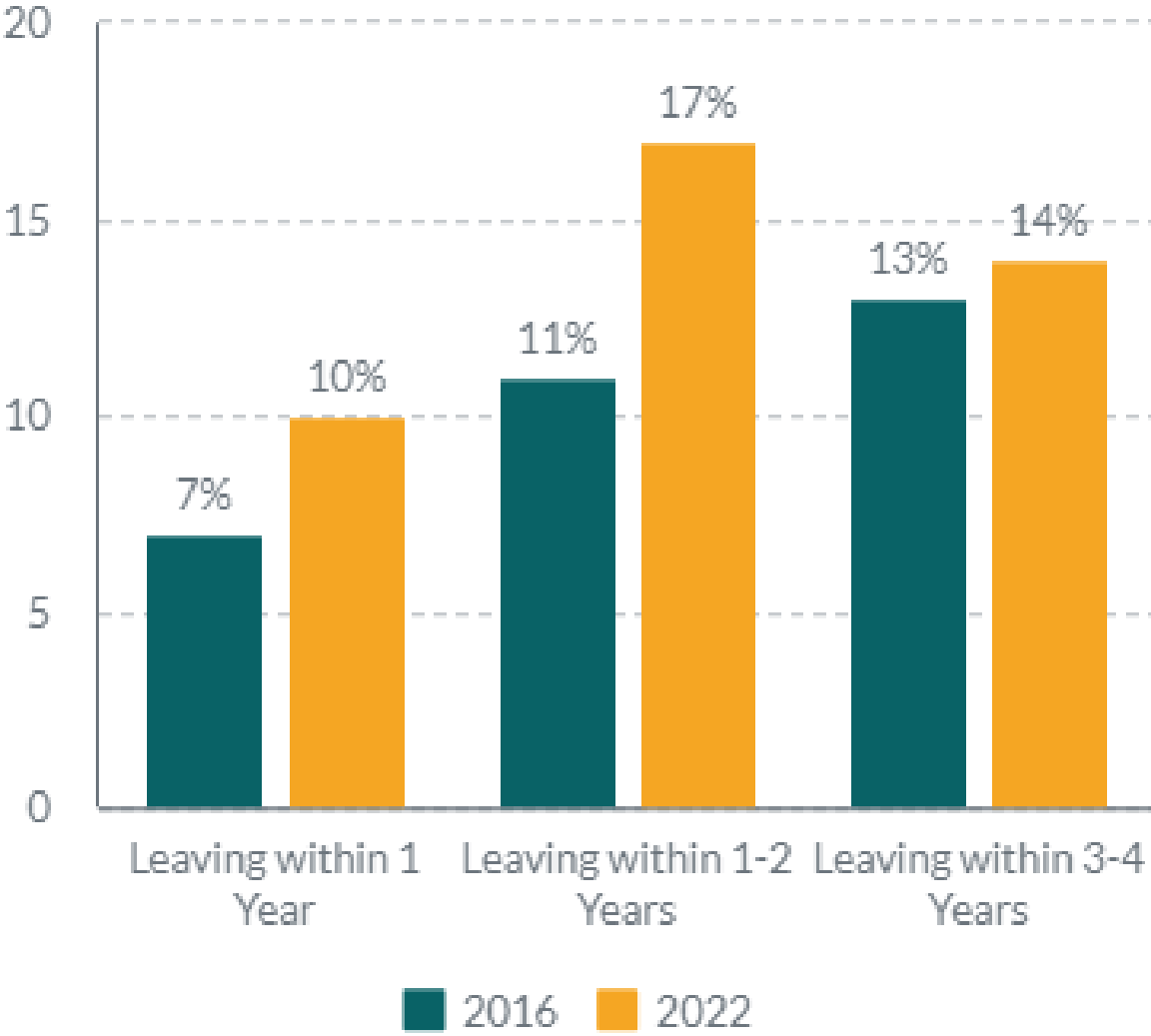




Recruitment and Retention

Turnover and Intent to Leave

The respondents' intention to leave within four years is **higher in 2022 (42%)** than in 2016 (31%).

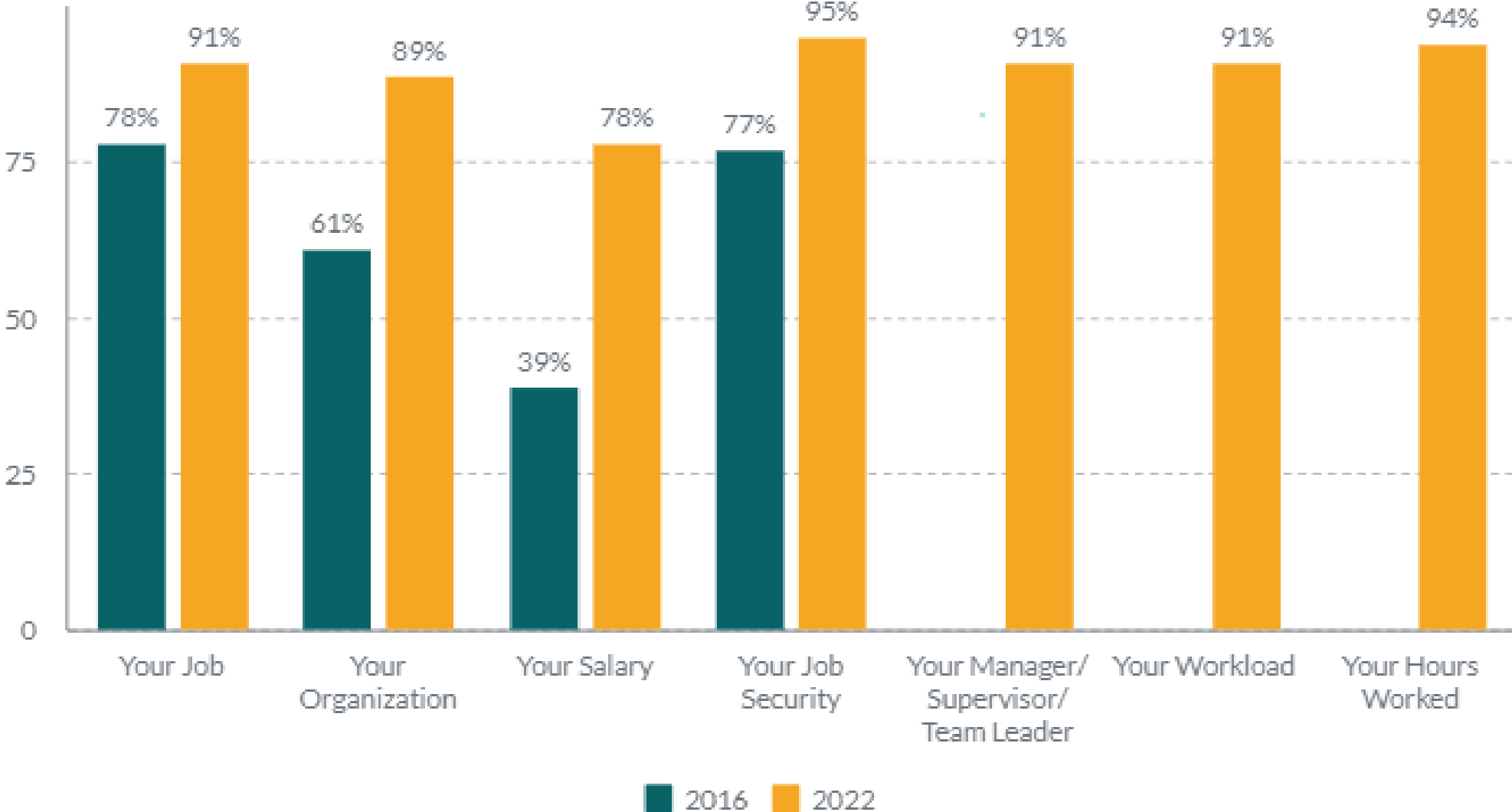


Important Elements for Recruitment and Retention

When Being Recruited as a PHL Employee	2016	2022
Appropriate life/work balance	88%	89%
Job security	88%	89%
Safe/secure work environment	85%	86%
Benefits package – govt. pension, paid holidays, parking, medical/dental plans etc.	85%	89%
Providing public service	73%	81%
Competitive salary	68%	81%
Sufficient support staff to efficiently carry out responsibilities	65%	
Flexible workdays/work times	65%	80%
Modern laboratory facilities/instrumentation	63%	74%
Cross-training opportunities	57%	74%
Opportunity to become a technical expert in a laboratory specialty area	52%	73%
Continuing education opportunities	50%	70%
Limited on-call/weekend rotation responsibilities	47%	73%
Access to online resources	47%	67%
Opportunities to participate in applied research/teaching	29%	61%
Student loan forgiveness option		60%
Opportunity for a joint academic appointment at a local university	17%	55%
Onsite child care	8%	45%

When Choosing to Remain in a PHL Career	2016	2022
Benefits package – govt. pension, paid holidays, parking, medical/dental plans etc.	92%	94%
Job security	91%	92%
Appropriate life/work balance	91%	92%
Safe/secure work environment	89%	88%
Competitive salary	87%	92%
Providing public service	78%	82%
Flexible workdays/work times	77%	86%
Sufficient support staff to efficiently carry out responsibilities	77%	
Modern laboratory facilities/instrumentation	71%	78%
Cross-training opportunities	58%	74%
Opportunity to become a technical expert in a laboratory specialty area	56%	76%
Continuing education opportunities	56%	75%
Access to online resources	55%	70%
Limited on-call/weekend rotation responsibilities	53%	77%
Opportunities to participate in applied research/teaching	32%	62%
Student loan forgiveness option		63%
Opportunity for a joint academic appointment at a local university	20%	56%
Onsite child care	11%	51%

Satisfaction with Employment Elements



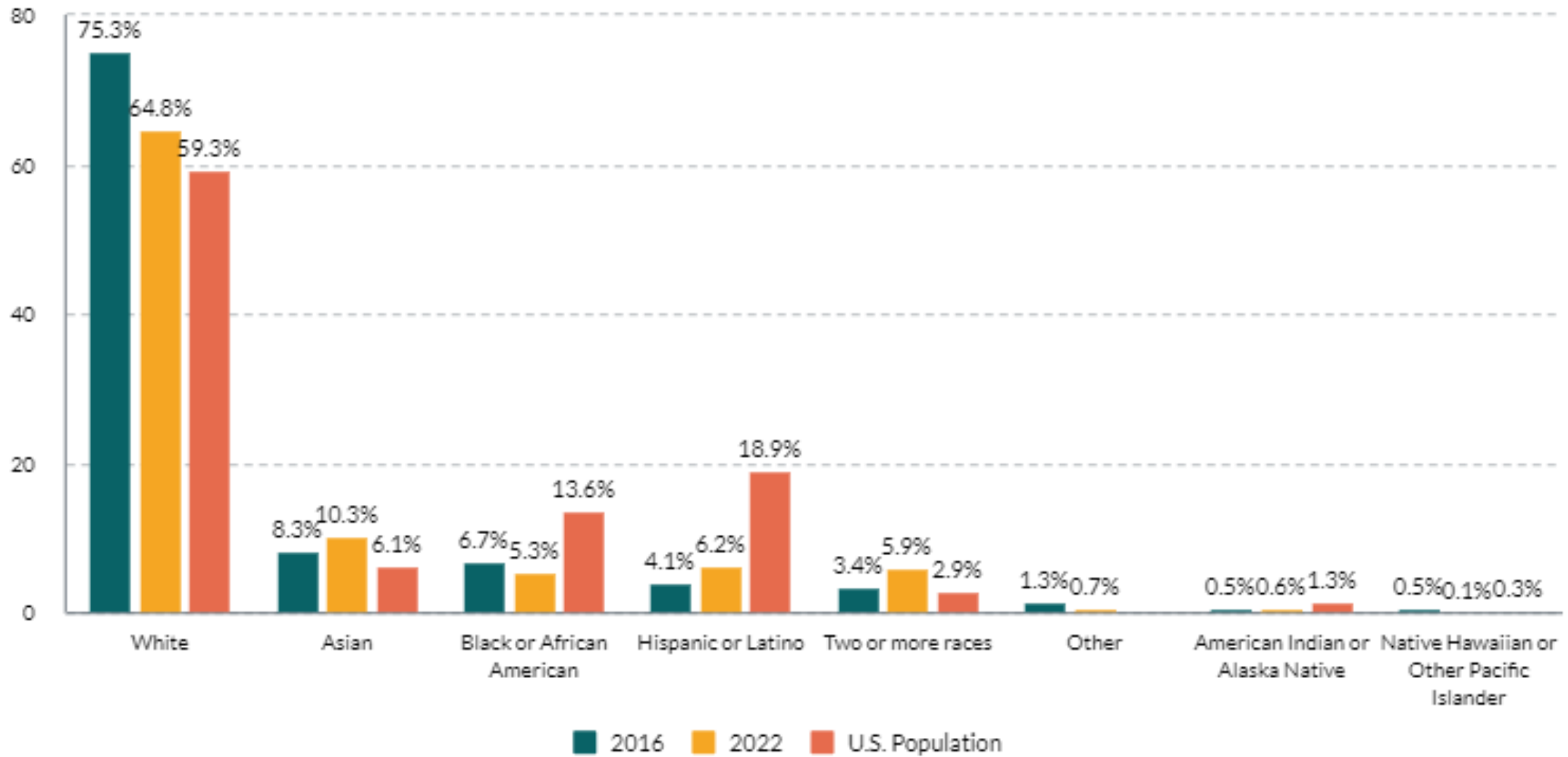
The respondents agreed or strongly agreed that:

	2016	2022
I know how my work relates to my laboratory's goals and priorities	67%	92%
The work I do is important	94%	95%
Creativity and innovation are rewarded at my workplace	36%	48%
Communication between senior leadership and employees is good in my organization	42%	48%
My supervisor/team leader works well with employees of different backgrounds	64%	79%
My supervisor/team leader in my work unit supports my development	58%	75%
My training needs are assessed	50%	62%
I have sufficient training to fully utilize technology needed for their work	61%	76%
My supervisor/team leader supports my need to balance work and family	80%	85%
My workload is reasonable	66%	70%
My supervisor/team leader provides me with opportunities to demonstrate my leadership skills	59%	69%
I am inspired to meet my goals at work	63%	72%
I am determined to give my best effort at work every day	91%	89%
I have the opportunities to apply my talents and expertise	64%	74%
My supervisor/team leader and I have a good working relationship	79%	87%
My co-workers and I have a good working relationship	86%	93%
Diversity, equity and inclusion are a valued part of the work culture at my place of employment	N/A	77%
I recommend my organization as a good place to work	64%	72%



Demographic Characteristics

Race and Ethnicity

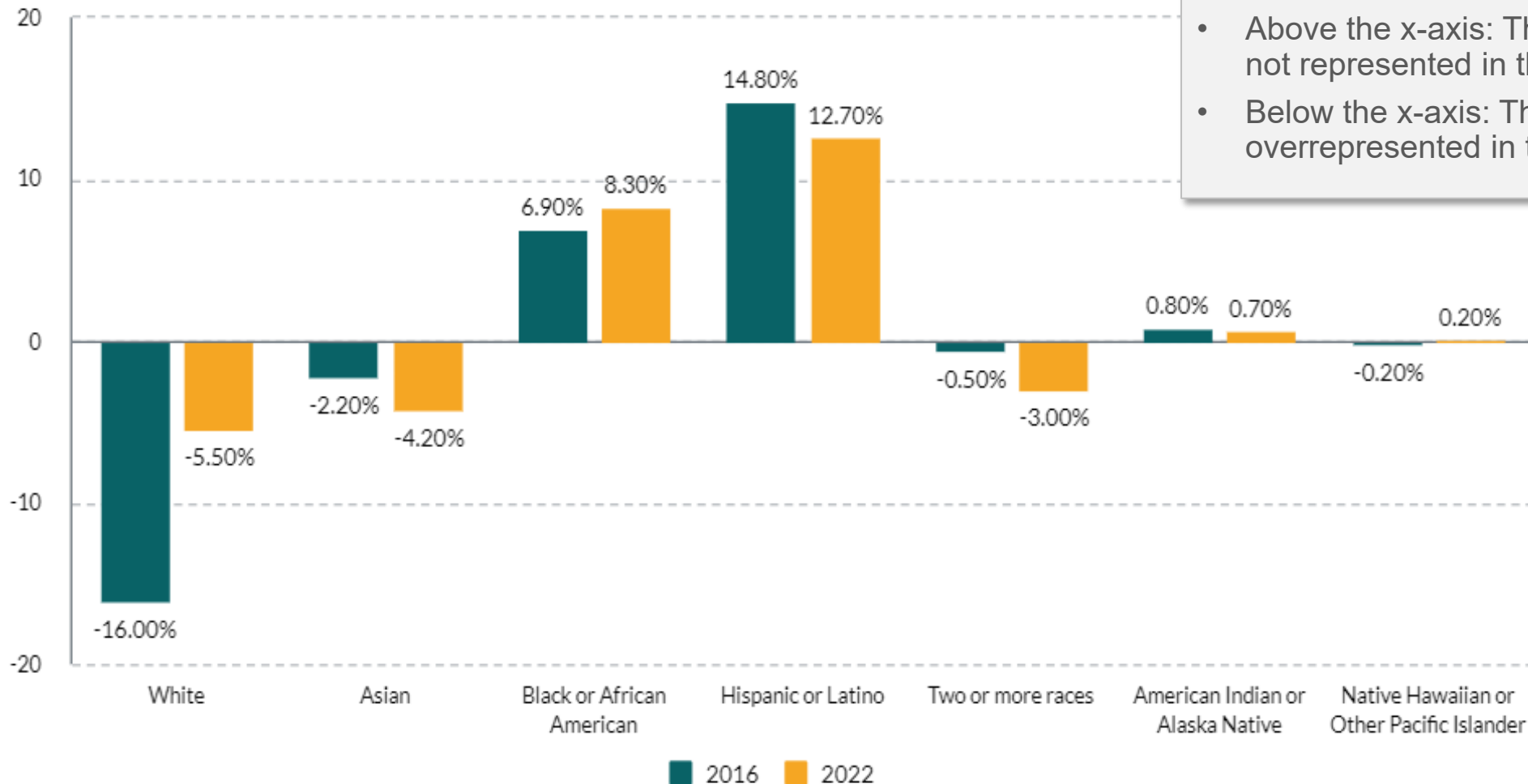


Note: White includes European races and middle east origins.

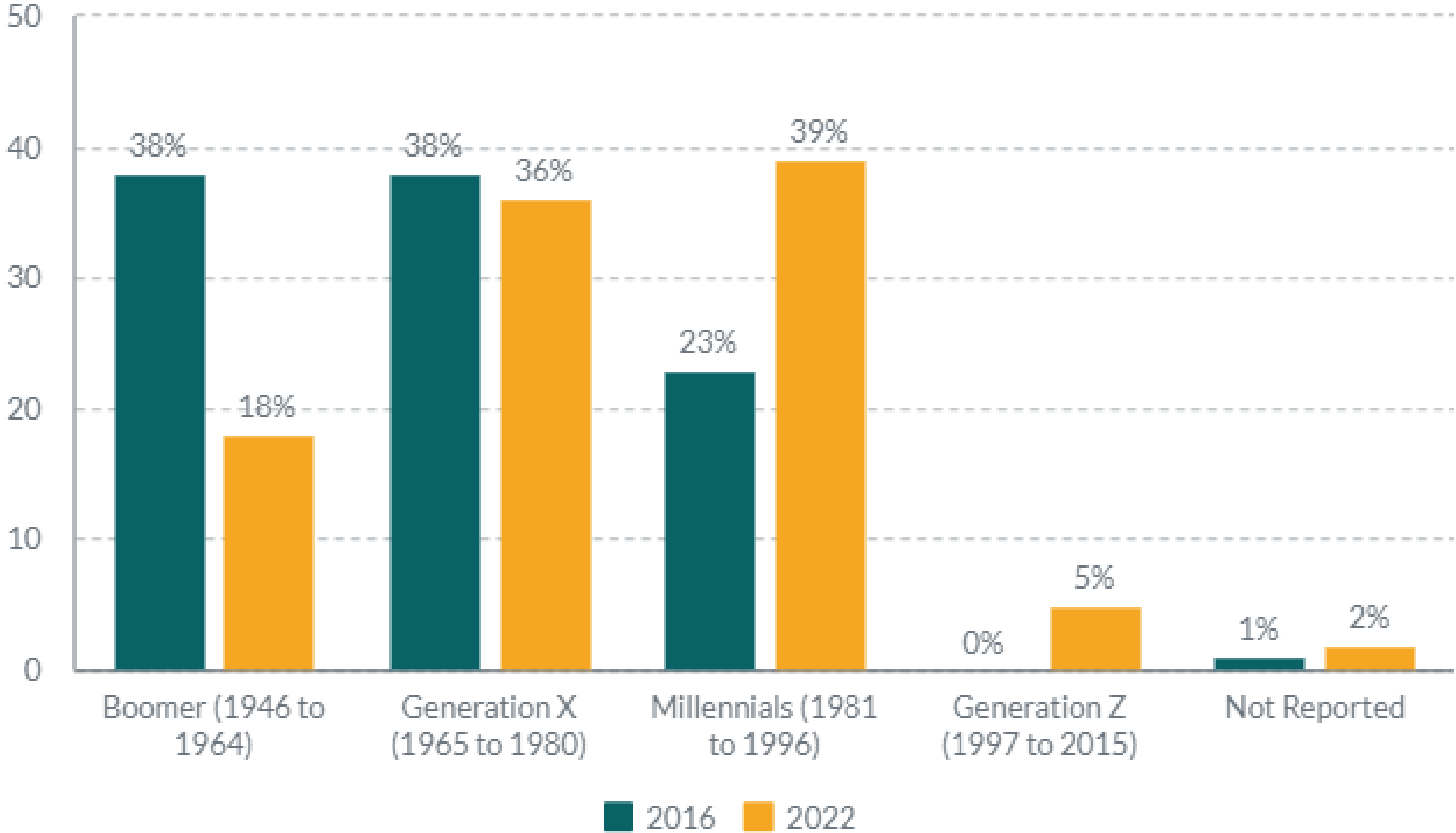
Difference from the US Population

This chart illustrates how close the laboratory population is to the US population, represented by 0 at the x-axis).

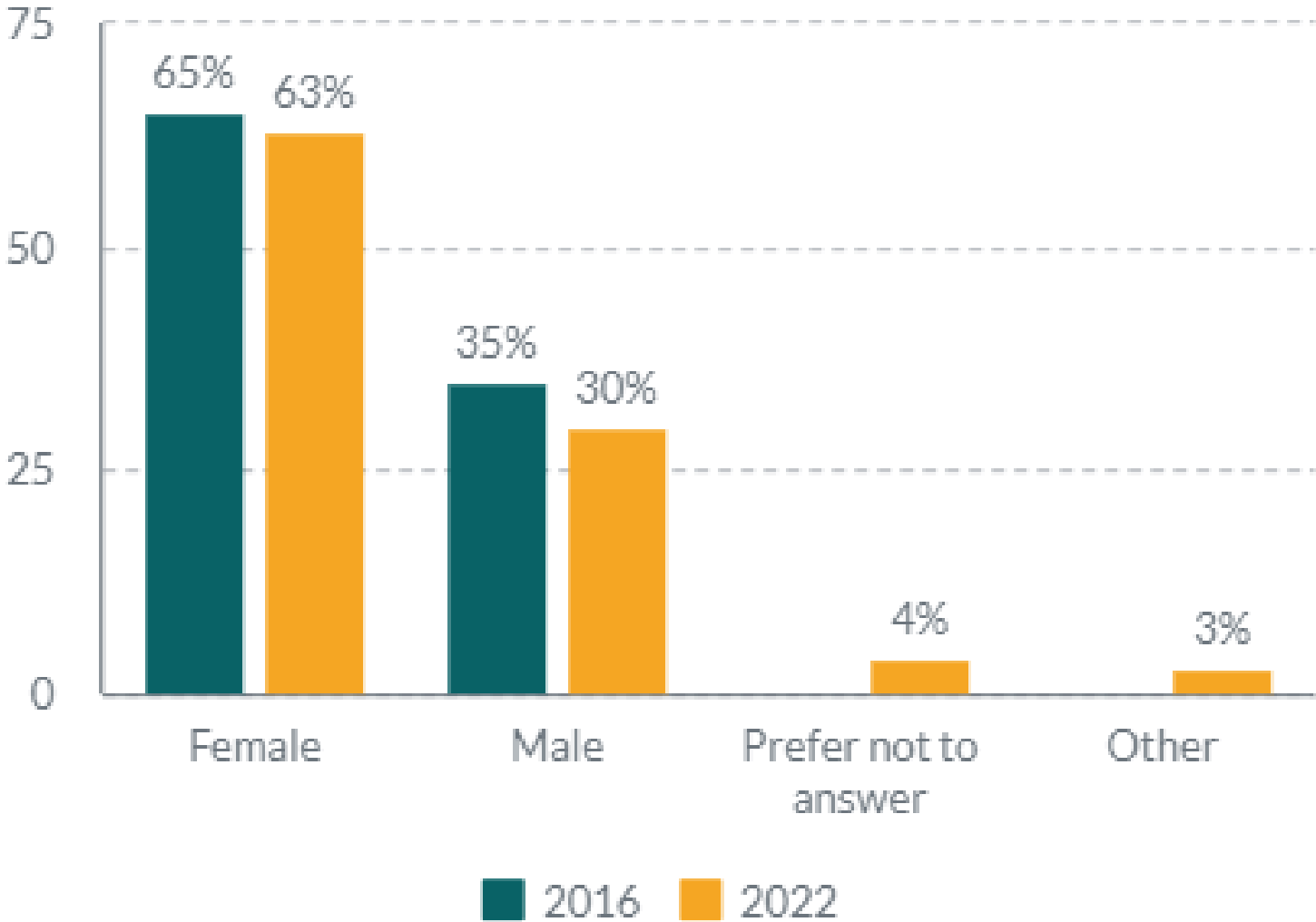
- Above the x-axis: The US population is not represented in the lab population.
- Below the x-axis: The US population is overrepresented in the lab population.



Age (Generations)



Gender



Further Information

Data Analysis

Email sudaba.parnian@aphl.org or lorelel.kurimski@aphl.org for information about the survey or the analysis of these data.

Other Available Reports

[Public Health Laboratory Salary Dashboard](#)





Acknowledgements

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