



2016 Laboratory Workforce Profile Survey

October 2023



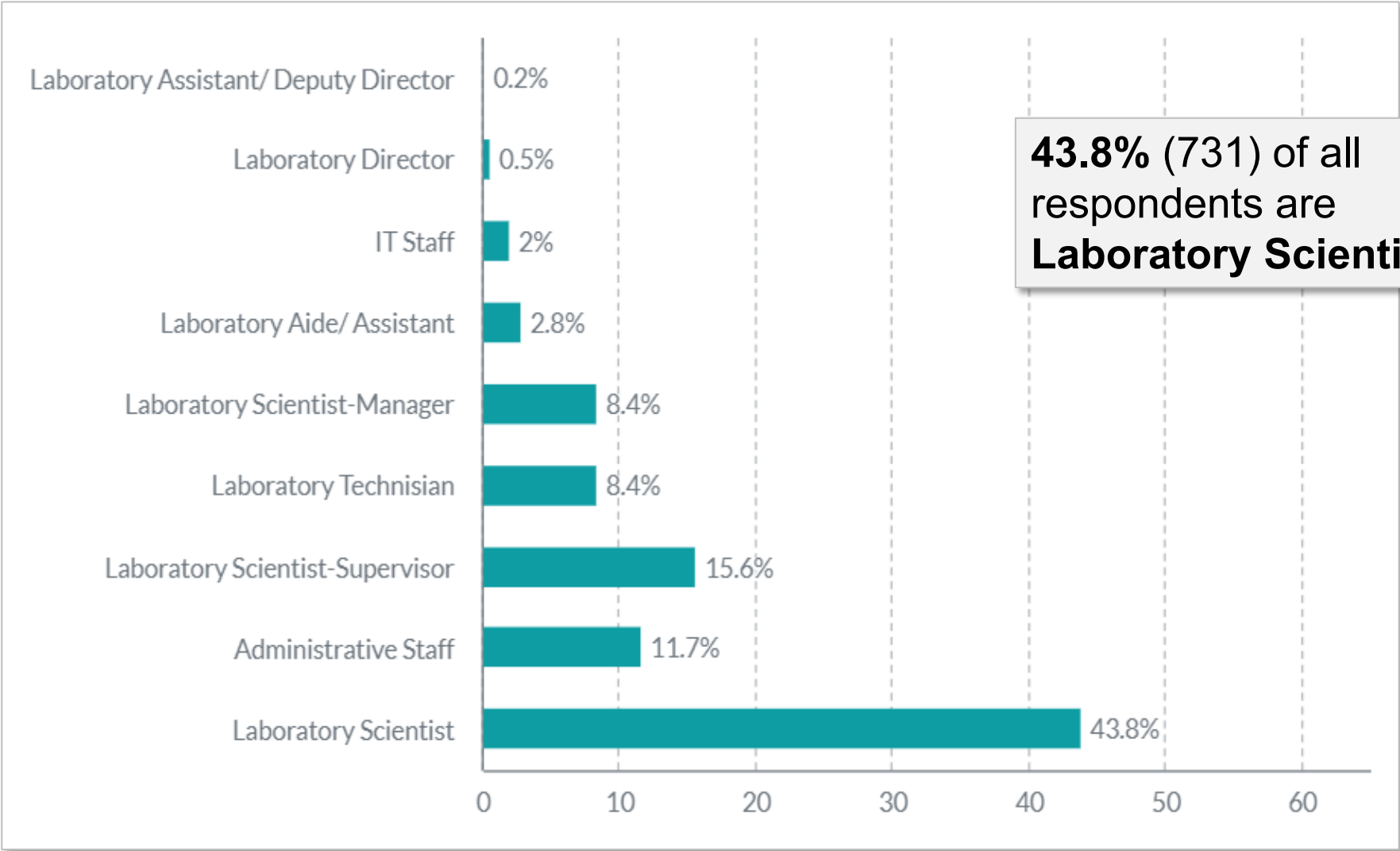
Overview

2016 Laboratory Workforce Profile Survey

In 2016, the Association of Public Health Laboratories (APHL) surveyed individuals from state, territorial and local public health laboratories. This electronic survey was anonymous, with all questions optional. The data were collected using convenience sampling.

1,670 laboratory staff
responded from
49 state and two
territorial laboratories

Job Classifications



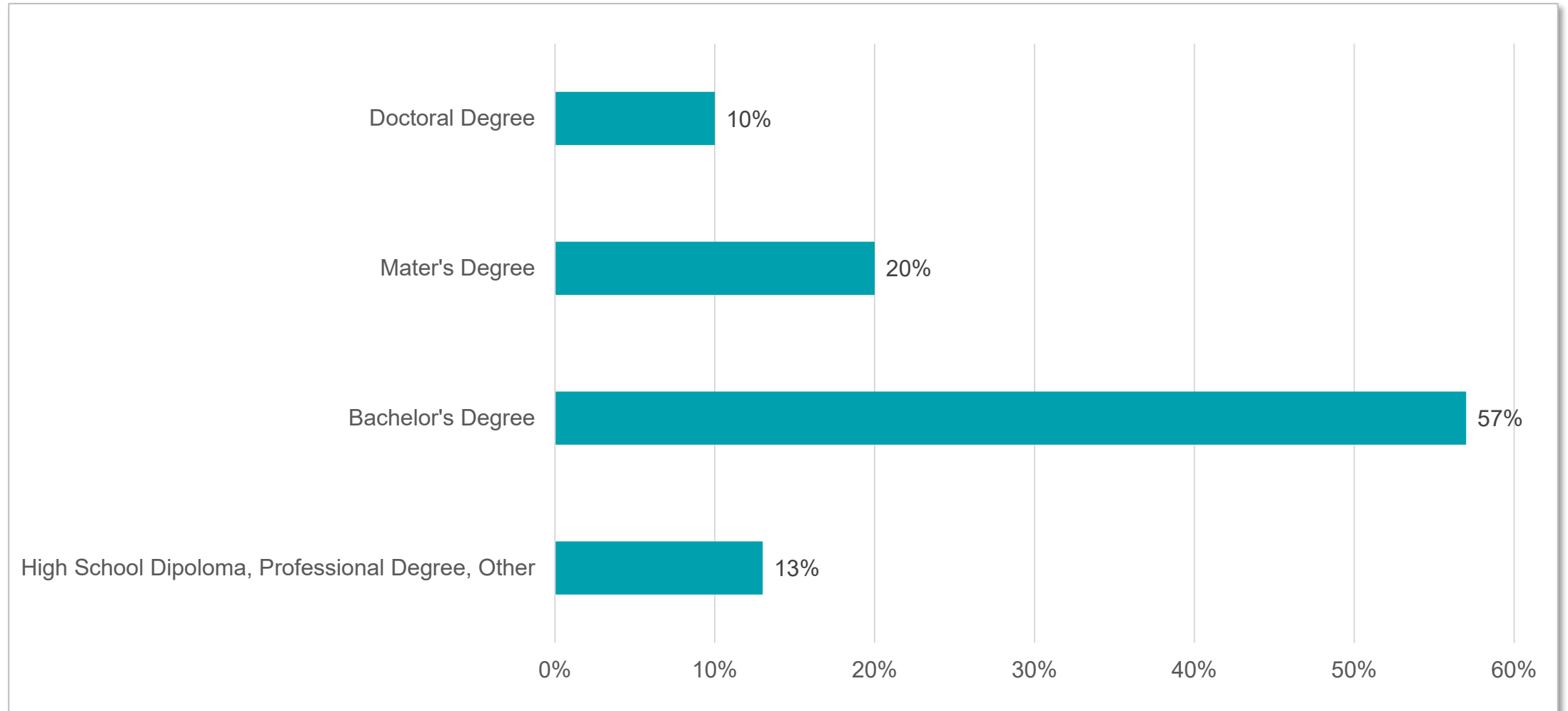
43.8% (731) of all respondents are Laboratory Scientists.

Supervisory Role

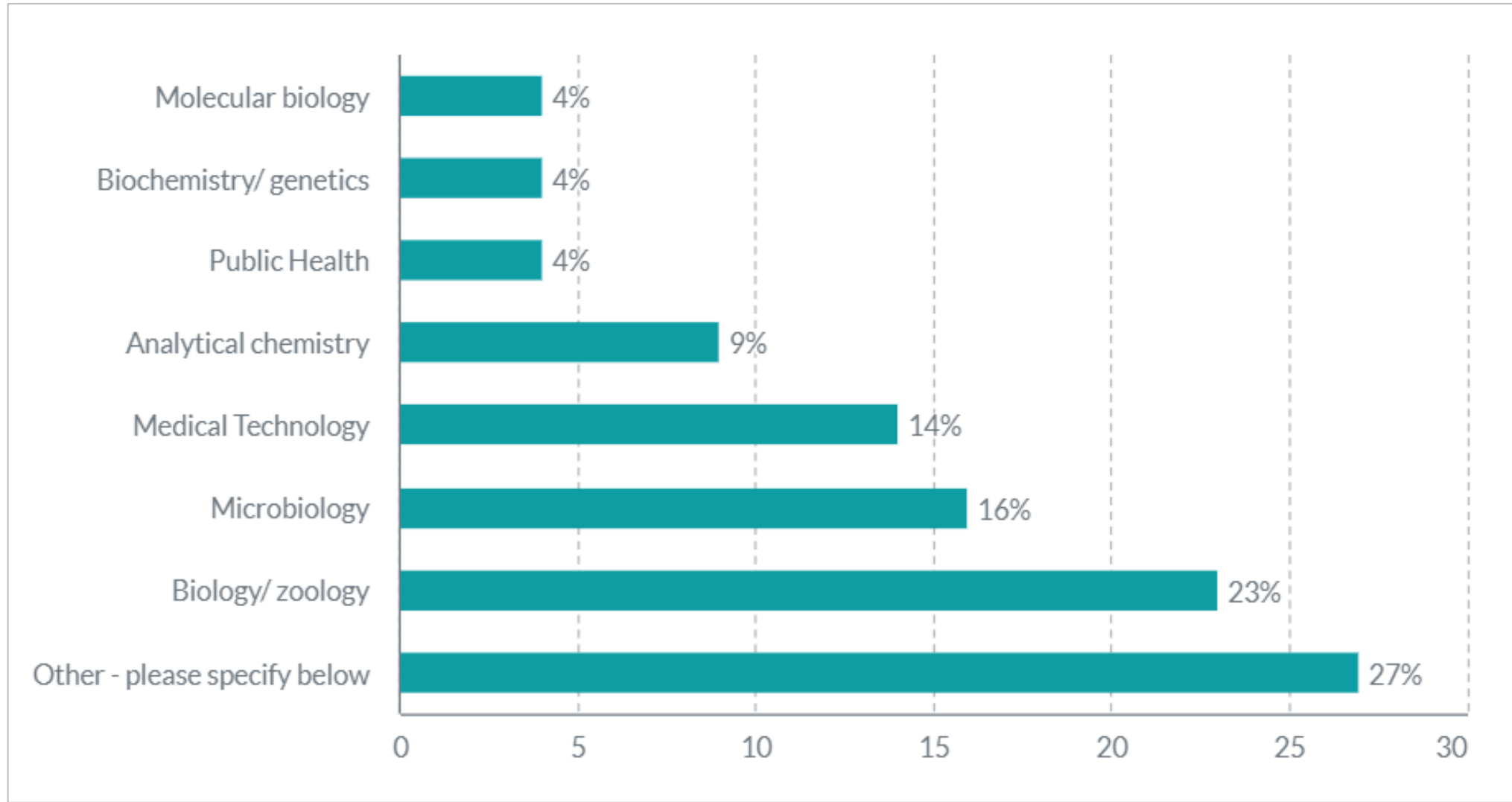


More than half of respondents have **non-supervisory roles (56%)**.

Education: Highest Level



Education: Field of Study of Highest Degree

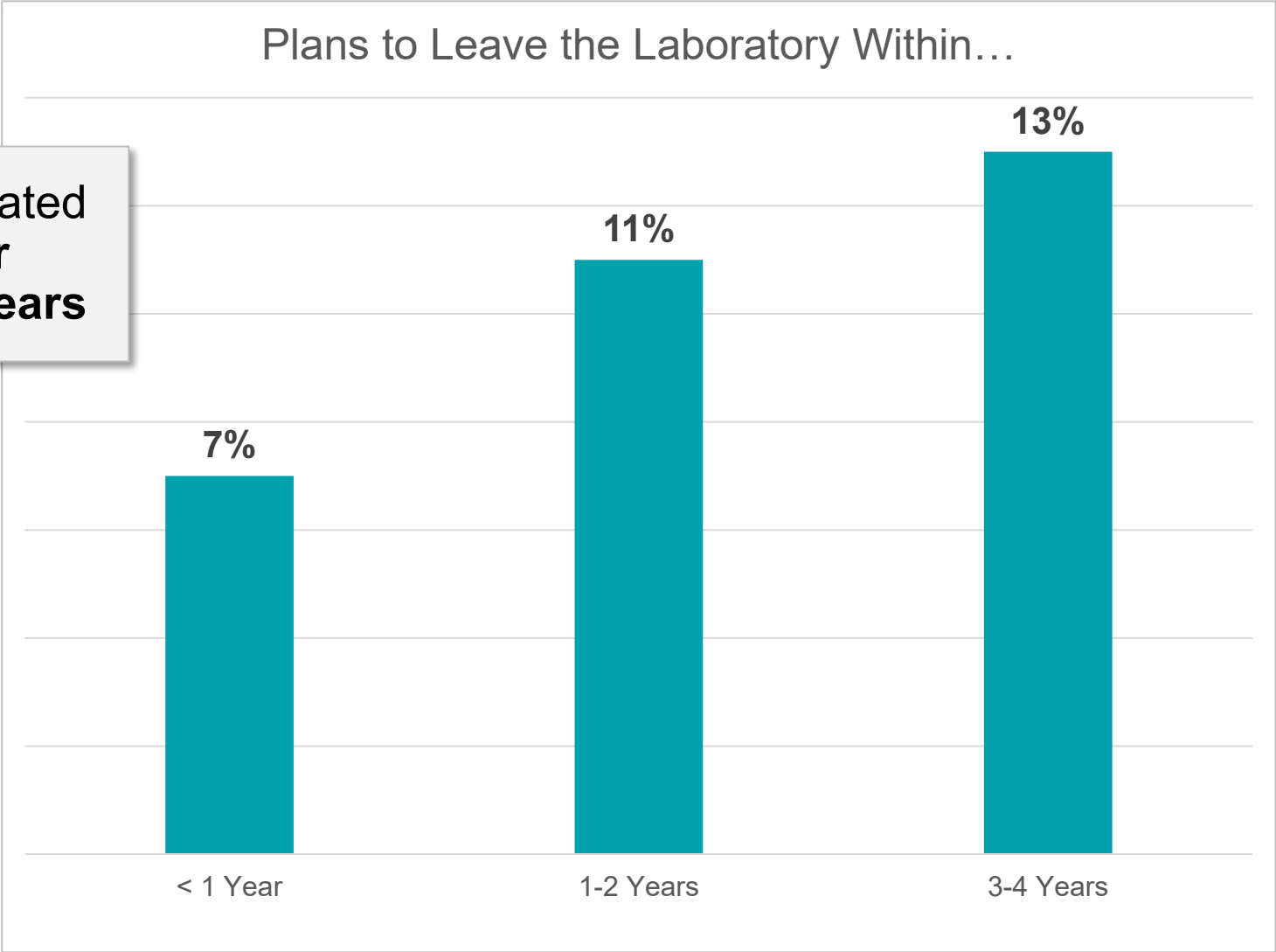




Recruitment and Retention

Turnover and Intent to Leave

31% of respondents indicated an intention to **leave their laboratory within four years**



Important Elements When Being Recruited

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

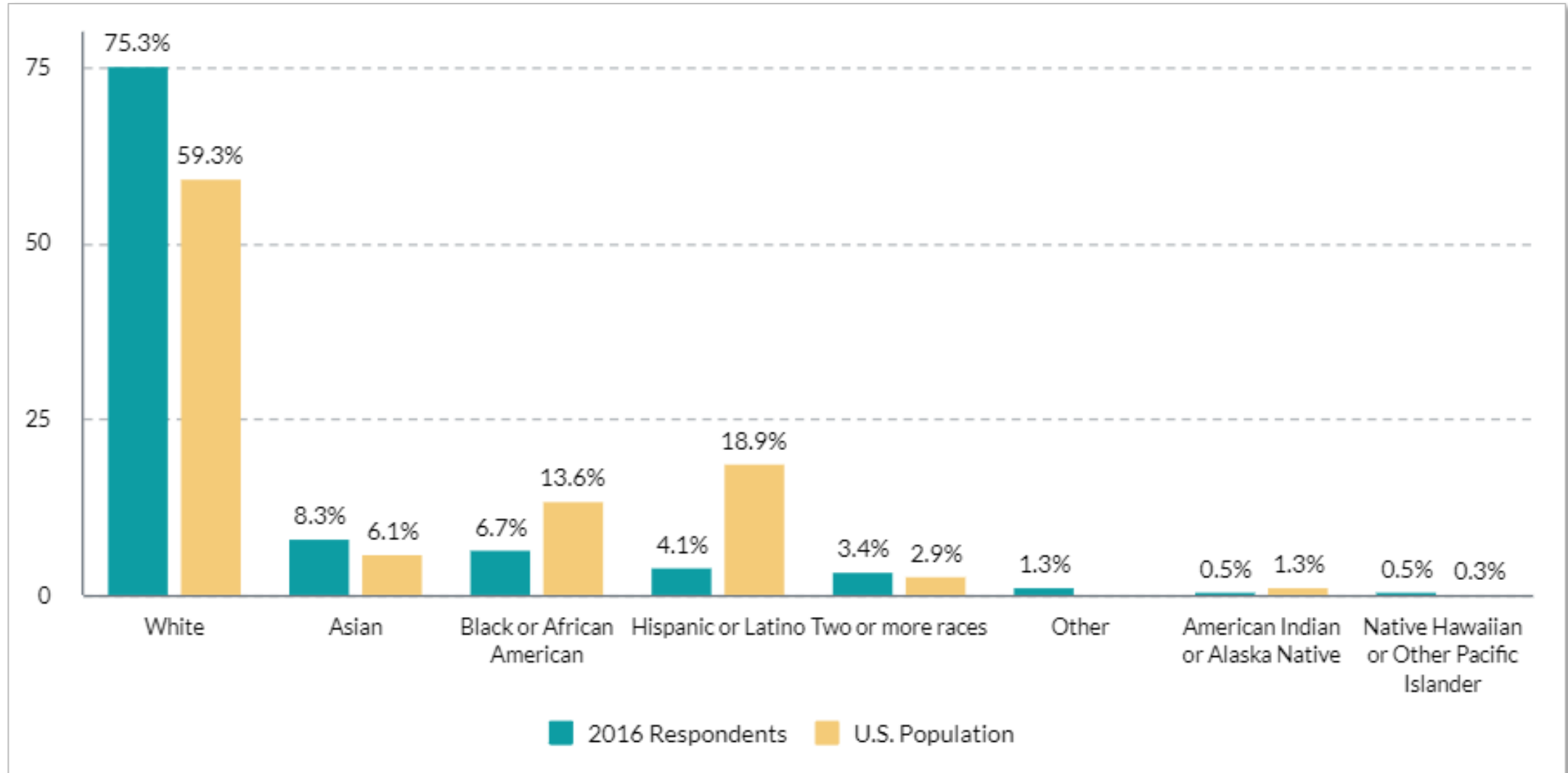
Important Elements When Choosing to Stay

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



Demographic Characteristics

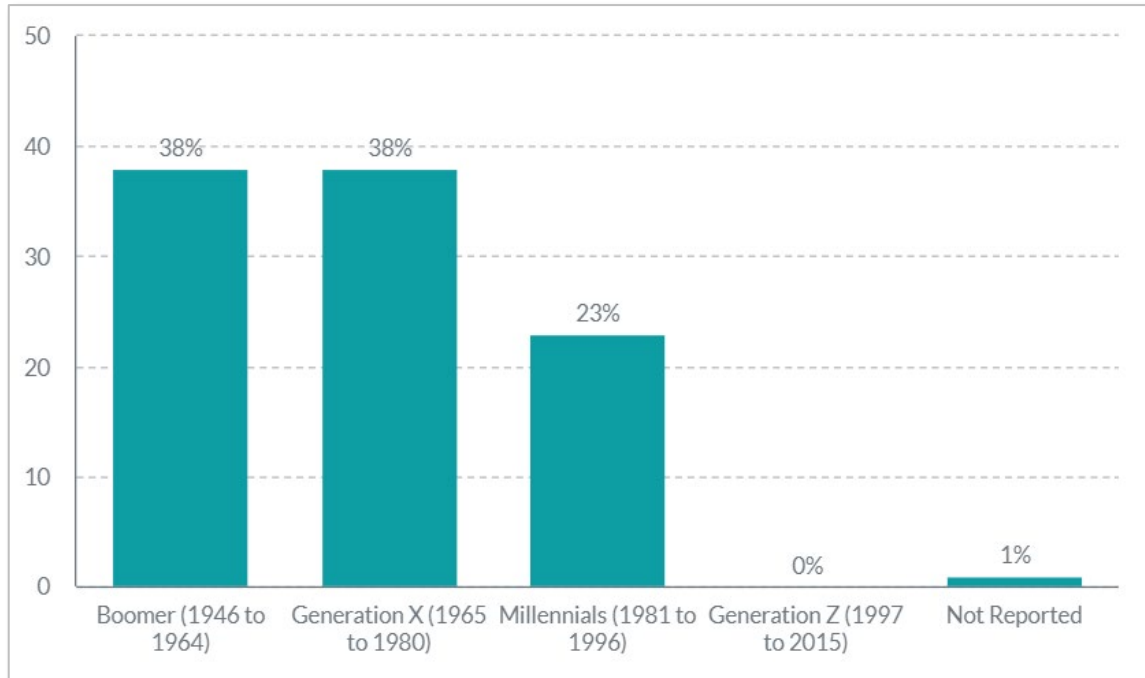
Race and Ethnicity



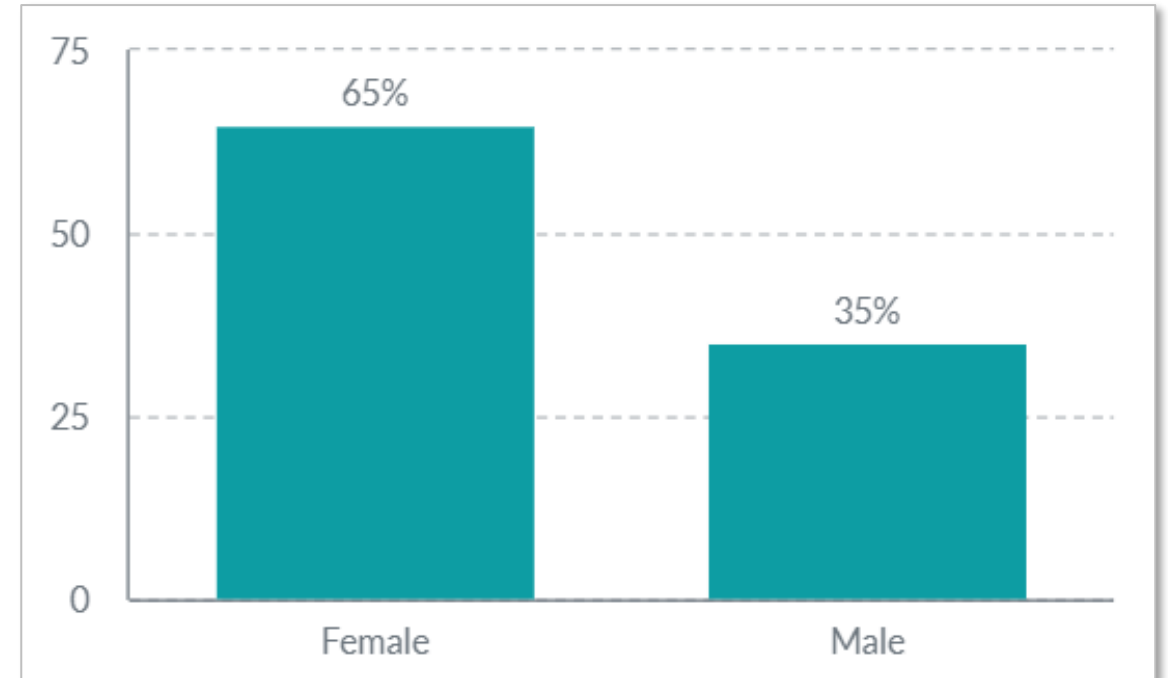
Note: White includes European races and middle east origins.

Age and Gender

Age (by Generation)



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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