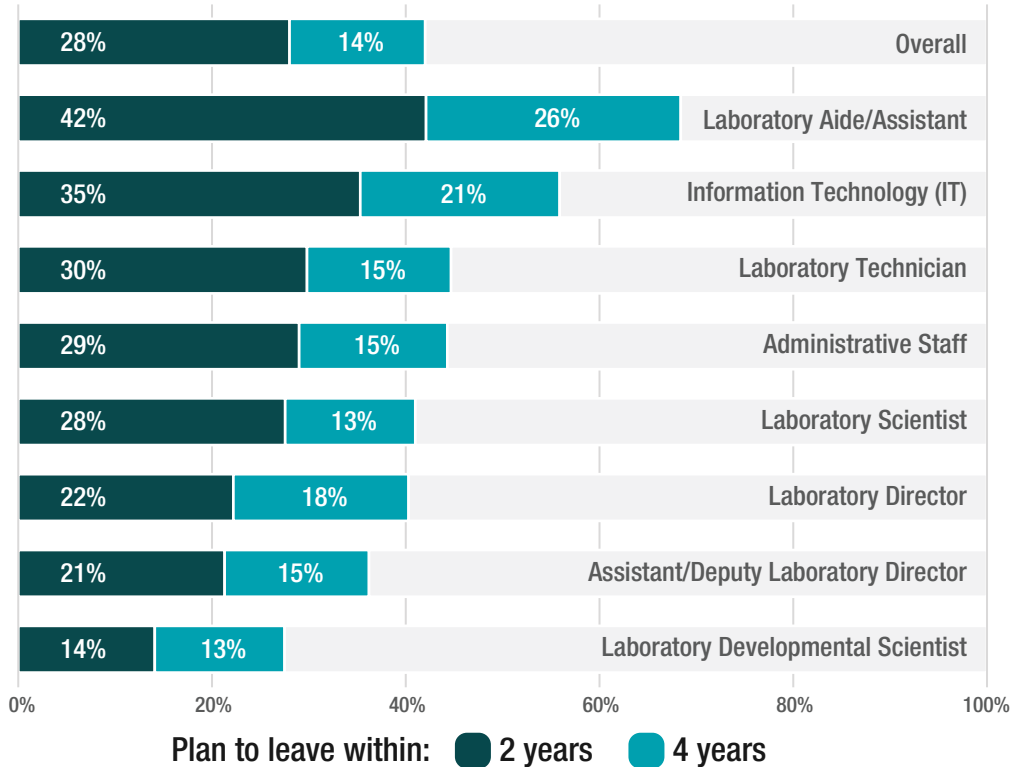


42% of the public health laboratory workforce intends to leave their lab within four years.*
Find out what positions are most at risk and how you can help retain and grow your workforce.

Projected Four-year Turnover by Job Type



Rapid Turnover Alert!

Prepare for rapid turnover of laboratory aides and assistants, with 68% planning to leave their lab by the end of 2026.

68%

Start recruiting for IT and tech positions, as 56% of current positions may be vacated by the end of 2026.

56%

Retain Your Workforce

Help create internal career pathways for emerging leaders to transition to manager, supervisor and director positions by promoting professional development opportunities, such as the:

- [APHL Emerging Leaders Program \(ELP\)](#)
- **Board Certification Exam BootCamp**

Grow Your Workforce

Create a sustainable workforce pipeline by hosting early-career scientists in your lab:

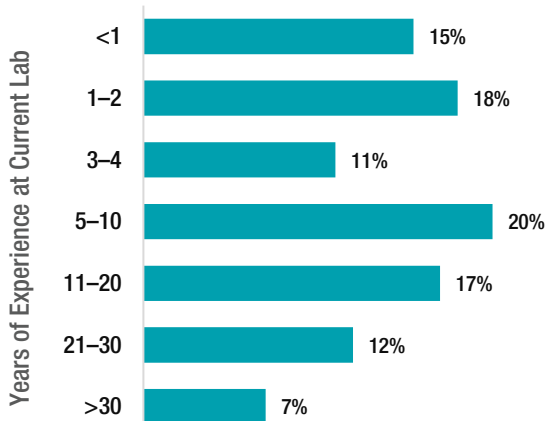
- [APHL Fellowships](#): Target projects within laboratory scientist and information technology positions.
- [APHL Internships](#): Target projects within laboratory aide/assistant positions.

* These data are based on a 2022 Association of Public Health Laboratories (APHL) anonymous survey of 1,464 total individuals from state, territorial and local public health laboratories, but only data from individuals who indicated a desire to leave their current laboratory within four years (by 2026) of the survey date are reported here.

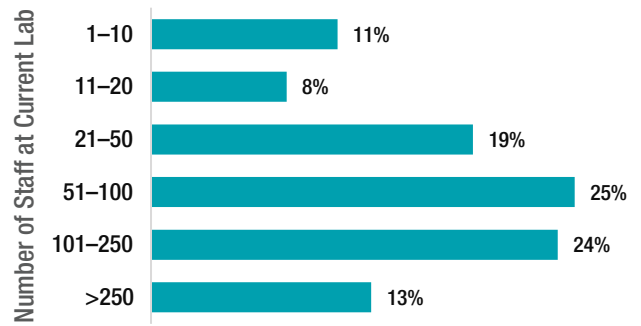
APHL Contributions: Sudaba Parnian, MBA, MA, manager M&E; Somaye Savarzade, MA, specialist M&E; Lorelei Kurimski, MS, director QSA; Todd Ruitman, consultant. Acknowledgment: APHL Workforce Development Committee and Knowledge Management Committee. For more information, email sudaba.parnian@aphl.org.

Who is Leaving Their Laboratory?

Laboratory Tenure



Laboratory Size

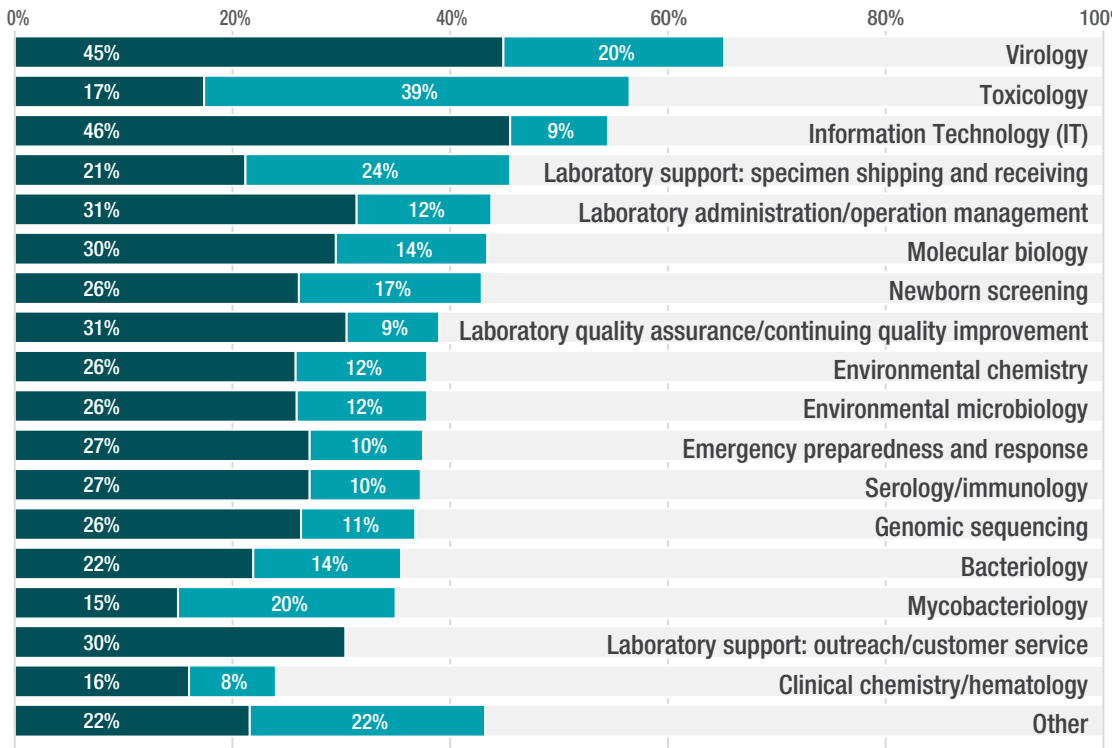


Almost half the staff planning to leave work in **mid-sized laboratories.**

Supervisory Role



Primary Area of Work*



Rapid Turnover Alert!

Virology **65%**

Toxicology **56%**

IT **54%**

plan to leave within the next four years

Plan to leave within: ● 2 years ● 4 years

* These data represent the types of work respondents do for the majority of their time, and may differ slightly than the data on job types, which are an indication of position and job title.

Education Level

Degree	Admin	IT	Lab Aide/ Assistant	Technician	Scientist	Developmental Scientist	Manager/ Supervisor	Assistant/ Deputy Director	Director
High School Diploma	38%	-	23%	2%	1%	-	-	-	-
Associate's Degree	10%	-	-	2%	1%	-	-	-	-
Bachelor's Degree	38%	53%	54%	60%	70%	70%	51%	35%	14%
Master's Degree	12%	26%	15%	20%	30%	19%	29%	18%	10%
PhD	2%	21%	8%	4%	7%	11%	18%	47%	76%
Professional Degree	-	-	-	2%	-	-	2%	-	-

Field of Study

Field of Study	Admin	IT	Lab Aide/ Assistant	Technician	Scientist	Developmental Scientist	Manager/ Supervisor	Assistant/ Deputy Director	Director
Admin/Finance/ Accounting/Business	22%	5%	-	2%	1%	-	5%	6%	3%
Agronomy/Agriculture	-	-	-	-	-	-	1%	-	-
Animal Science	2%	-	-	2%	-	-	-	-	-
Biochemistry/Genetics	-	16%	8%	4%	5%	7%	3%	6%	-
Biology/Zoology	9%	11%	15%	33%	27%	15%	17%	6%	14%
Biotechnology	-	-	-	-	1%	-	2%	-	-
Chemistry/Toxicology	-	-	8%	2%	12%	15%	12%	12%	14%
Earth Sciences/Geology	2%	-	-	2%	0.4%	-	-	-	-
Education	2%	-	-	-	-	-	-	6%	-
Environmental Science	3%	-	8%	2%	2%	4%	-	6%	3%
Forensic Science	-	-	-	-	4%	4%	2%	-	-
Information Systems/ Computer Science	2%	21%	-	-	-	-	-	-	-
Medical Laboratory Science/Biomedical Science	3%	11%	-	12%	12%	26%	17%	12%	14%
Microbiology	-	11%	8%	16%	20%	15%	24%	40%	40%
Molecular biology	2%	6%	8%	10%	6%	15%	6%	-	7%
Nutritional science	-	-	-	-	0.4%	-	-	-	-
Other	12%	16%	0.0%	10%	4%	-	5%	6%	-
Pharmaceutical Sciences	-	-	-	-	1%	-	-	-	-
Public Health	3%	5%	23%	4%	3%	-	8%	6%	7%
Not Reported	38%	-	23%	2%	1%	-	-	-	-