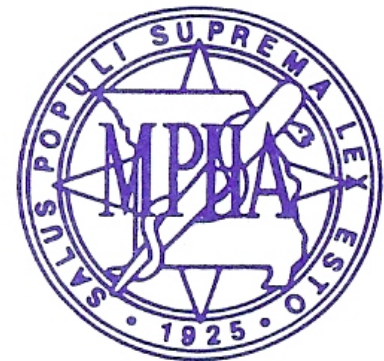
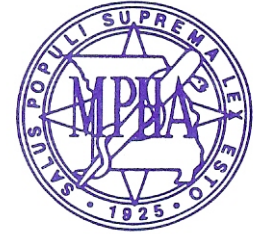


# Missouri Public Health Workforce Survey of Recent MPH Graduates

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MISSOURI PUBLIC HEALTH ASSOCIATION

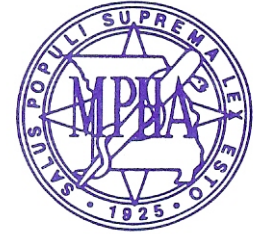




# Background

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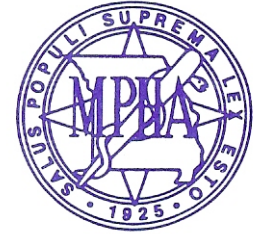
- Missouri public health agencies need highly trained work force; Master of Public Health (MPH) is the most common advanced degree
- More than 30% of federal work force is estimated to be retired by December 2017
- 38% of governmental public health work force intend to leave the field before 2020
- The Missouri Public Health Association (MPHA), concerned with Missouri public health's ability to hire and retain a highly trained work force, decided to further investigate the issue



# Methods

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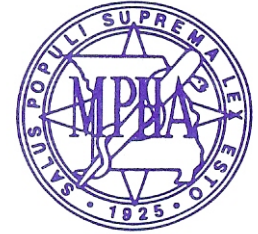
- 28 question survey developed on SurveyMonkey
- Asked recent graduates about demographics such as school attended, year graduated, gender, age, current location
- Asked about current employment, if working in public health, salary information
- Rank barriers to working in governmental public health



# Methods

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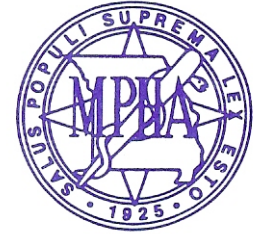
- Survey was distributed to those who graduated from the years 2013-2016
- Survey sent to students who graduated from University of Missouri Columbia, Missouri State University, St. Louis University, Washington University, and University of Kansas (five MPH programs total)
- MPHA intern emailed the survey to some program graduates directly; other programs had an academic advisor or other university staff send the survey



# Results

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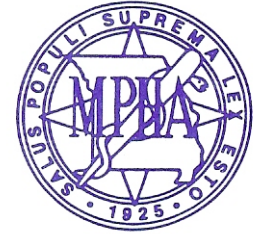
- Survey sent to 860 MPH graduates, there was a total of 173 responses; response rate of 20%
- The response rate for University of Missouri Columbia students was 57 responses or 25%; Missouri State University 17 responses or 39%; University of Kansas 20 responses or 21%; Washington University 45 responses or 23%; and St. Louis University 33 responses or 11%
- 33% of responses were from University of Missouri Columbia students, 26% from Washington University, 19% from St. Louis University, 11% from University of Kansas, and 10% from Missouri State University



# Results

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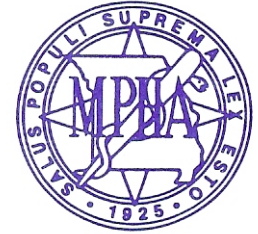
- 28% graduated in 2013, 19% in 2014, 21% in 2015, and 32% in 2016
- 64% of participants were in-state residential students while the rest were out-of-state students, online students, or international students
- 26% of out-of-state residents, 7% online students, 6% international students and 6% other.



# Results

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- More participants were female (76%) than male (24%) and the predominant age groups were 25-29 (57%) and 30-30 (27%)
- 76% of participants identified as white, 12% Asian or Pacific Islander, 8% black or African American, and 4% other races or mixed
- Only half currently live/work in Missouri. Live across 33 different states, including Missouri and Washington D.C.
- 30% currently employed by governmental public health agencies, largest percent work in university settings at 60%
- Nearly half stated they would seek non-governmental public health job in the future and only 33% would seek governmental public health

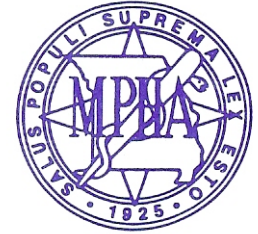


# Results

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- “What do you believe are the barriers to working on governmental public health in Missouri?”
- Largest percent agreed with (strongly agree or agree on Likert scale) was insufficient starting salary at 75%
- Second most popular response was lack of promotional opportunities at 57%
- Work environment was third with 42% of participants agreeing
- Other options such as lack of benefits, pursuing a career of their own interest, and difficulty navigating merit system were ranked neutral
- Majority disagreed that immigration requirements or desire to return to hometown were barriers

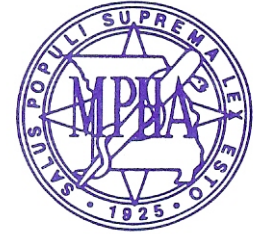




# Discussion

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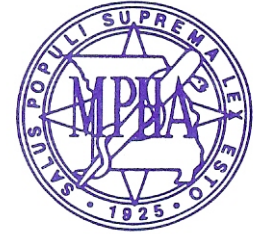
- Survey showed that many of the professionals that obtained their MPH at a Missouri institution do not stay and work in Missouri
- These are recent graduates from 2013-2016, meaning that they moved to different states fairly quickly after graduation
- Many MPH graduates currently work or have a desire to work in university setting instead of governmental public health



# Discussion

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- Primary barrier identified is insufficient starting salary
- As higher education costs continue to rise, this will likely become a bigger factor for recent graduates
- Secondary barrier is lack of promotional opportunities in governmental public health
- Majority of participants were between the ages of 25-30; either just starting or mid-career and need room to grow professionally



# Next Steps

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- Qualitative data such as interviews with recent MPH graduates
- Research to compare starting salaries of various governmental and non-governmental public health jobs across the country
- If Missouri's public health field cannot remain competitive in job recruitment, obtaining and maintaining a highly trained public health workforce will continue to be a challenge