



Statewide Health Care Review Committee

Setting the Stage – Health Care Workforce Shortages and Employer Needs

Wednesday, November 3, 2021

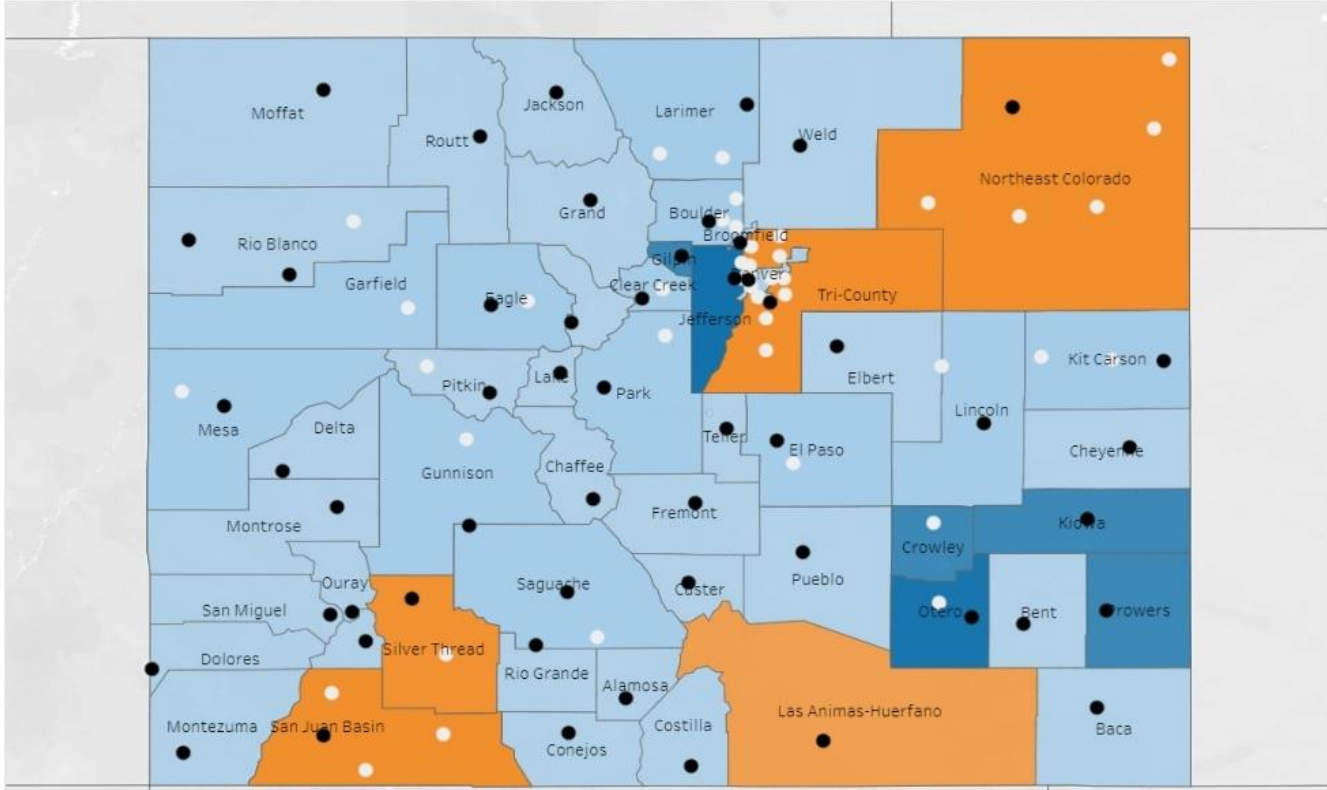


Office of Public Health Practice, Planning, and Local Partnerships

Public Health Overview

LPHA Structures and Office Locations

* 53 (54 with Douglas)
Local Public Health Agencies



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Agency Structure

- Contractual arrangement with another county to provide services
- District County Agency
- Single County Agency

Office Type

- Physical
- Satellite



Local Public Health

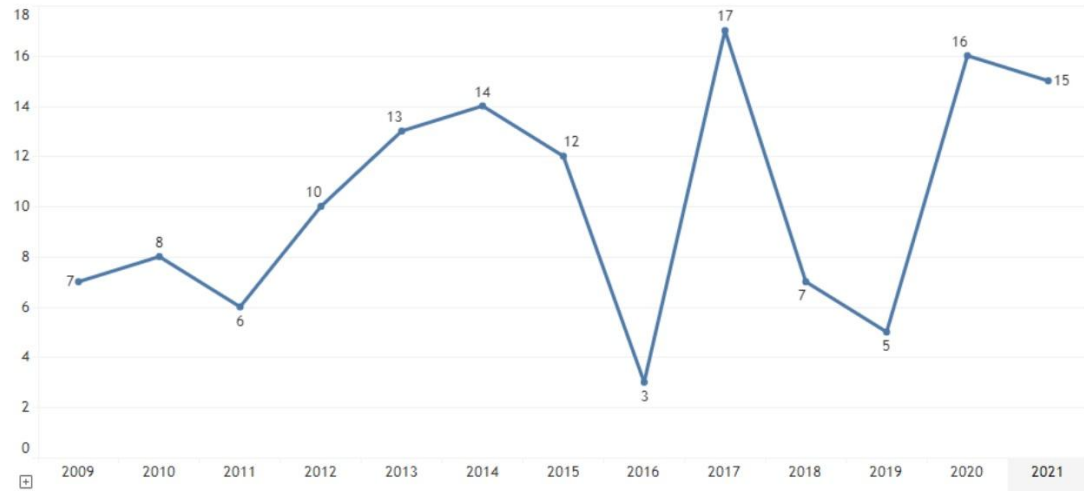


Public Health Leadership and Staffing

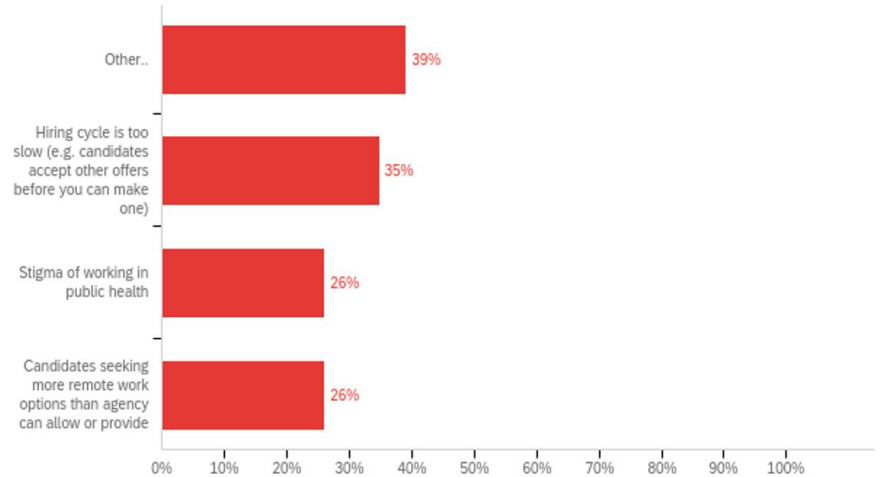
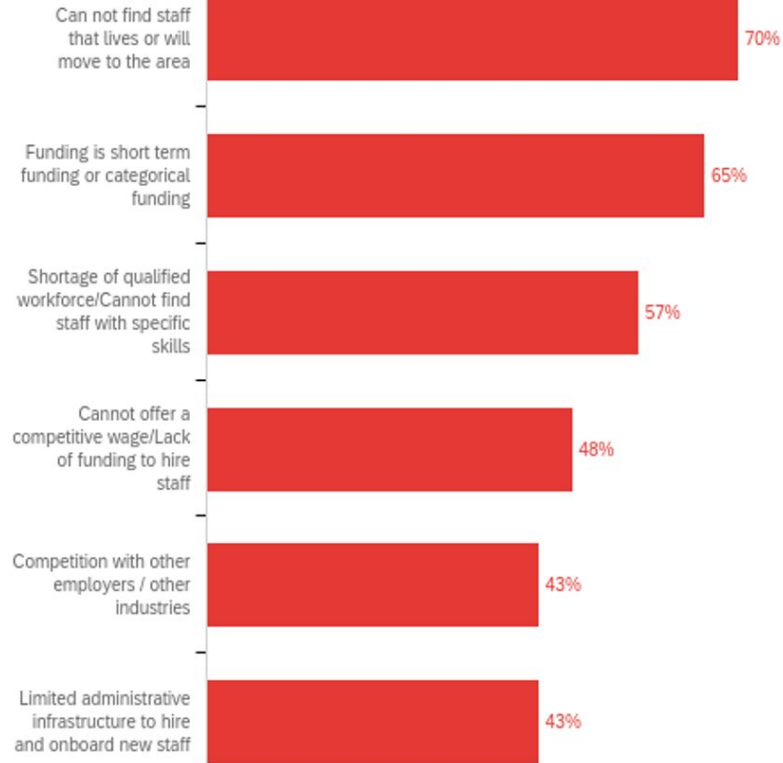
- In 2020 through October 2021, 24 unique LPHAs out of 53 (45%) had an executive director change.

- Total number of FTE
 - 2018: 2,180
 - 2021 (est): ~3,300
 - 2,300 (permanent)
 - 1,000 (temp/contract)

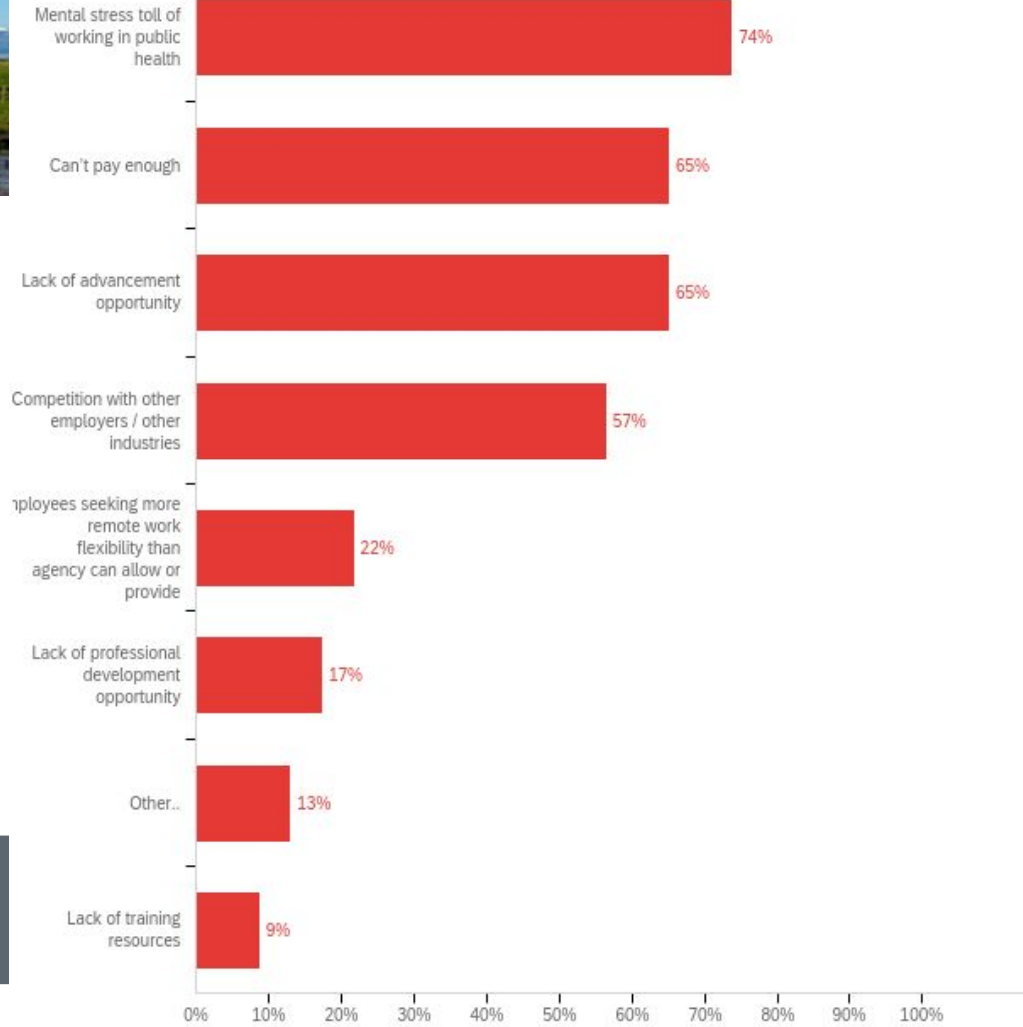
Number of new directors appointed each year, 2009-2021



Barriers to Recruitment



Barriers to Retention

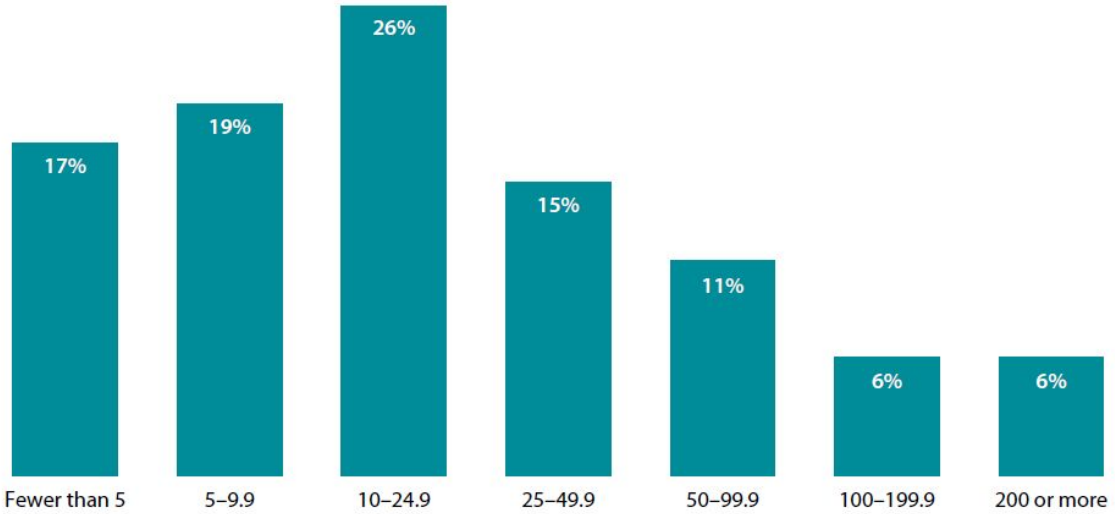


Workforce Distribution



Figure 5.1 | Number of Full-Time Equivalent (FTEs)

Percent of LHDs



n=1,468

Size of population served	Number of FTEs	
	Mean	Median
All LHDs	56	17
<25,000	10	6
25,000-49,999	20	13
50,000-99,999	34	26
100,000-249,999	64	54
250,000-499,999	143	104
500,000-999,999	269	218
1,000,000+	769	456

n(employees)=1,467

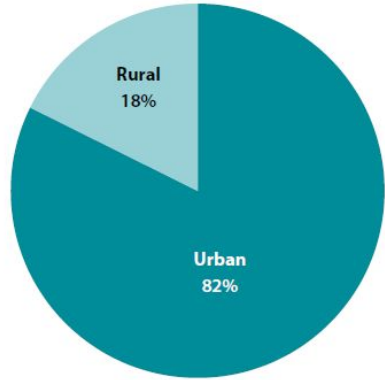
n(FTEs)=1,468

Workforce Distribution



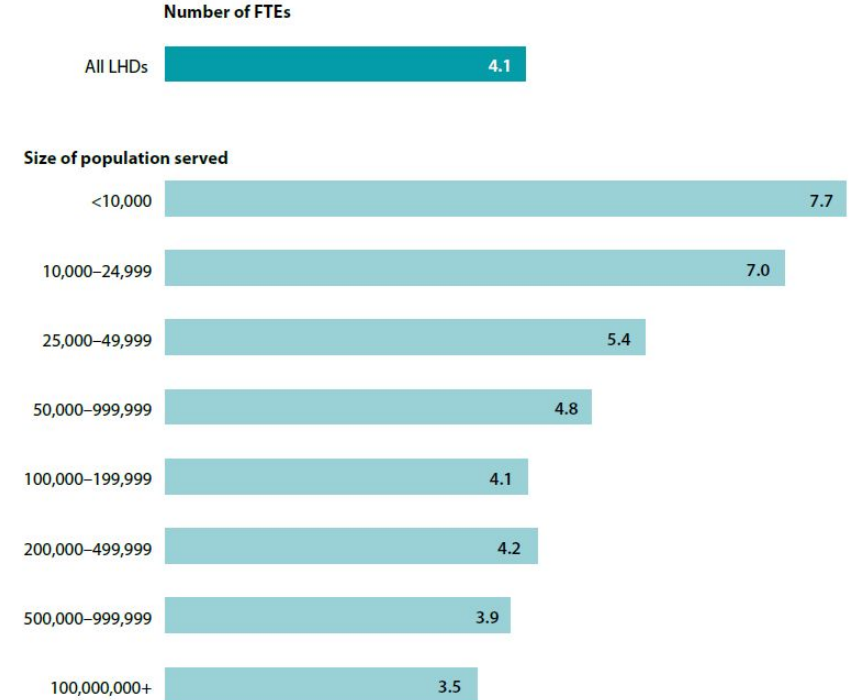
Figure 5.5 | Distribution of Full-Time Equivalents (FTEs), by degree of urbanization

Percent of LHD FTEs



n=1,468

Figure 5.3 | Full-Time Equivalents (FTEs) per 10,000 people, by size of population served

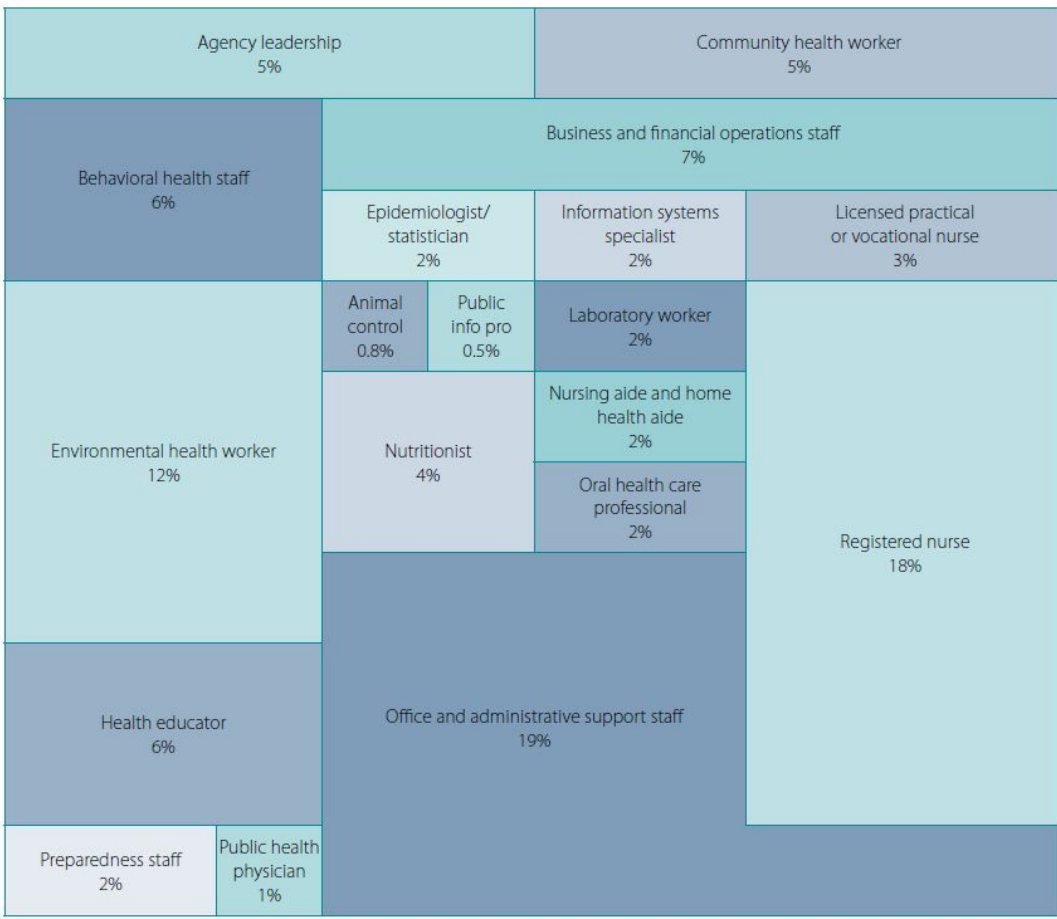


n=1,468



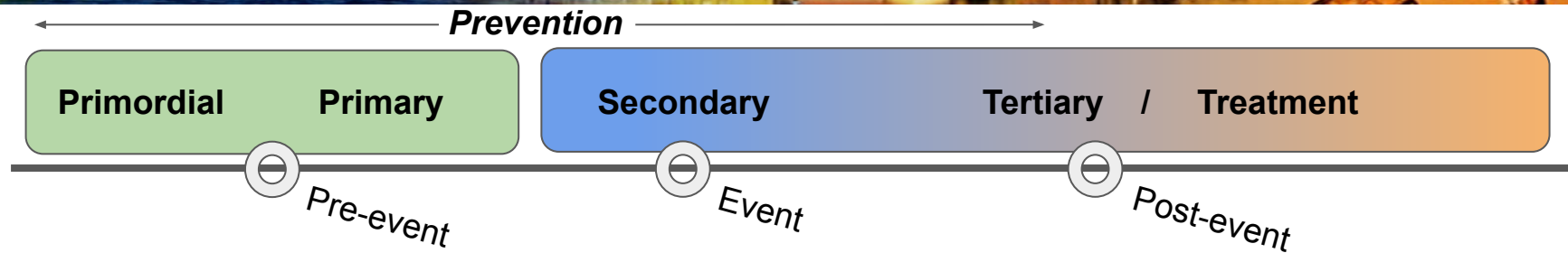
Workforce Composition

Figure 5.12 | Workforce composition



n=1,110-1,129

Prevention



Example:
Example:
Tobacco-related
Disease
Prevention

Infrastructure, tobacco tax, Education, Drinking age or laws, DUI laws, Safety Education, High-impact mass media campaigns, Child car/booster seat laws, Education, smoking ordinance enforcement, 911 System, Quality health care system, Cessation programs, Nicotine replacement, Clinician counseling, treatment/recovery

Public Health Planner
Epidemiologist / Informatics
Administrative Staff, Grant Staff

Public Health Educators
Community Health Worker
Public Health Communications

Clinical Professionals,
doctors, nurses

Next Steps

Workforce strategies for segments: ◇ Early Career ◇ Emerging Leader ◇ Leader

- Public Health Workforce Gap and Needs Assessment (Retention/Recruitment)
 - Public health workforce shortage and priority areas

Supports, efficiencies, and funding

- Training for leaders, emerging leaders and Local Boards of Health (Retention)
- Mentorship (Retention)
- Career pathways (Retention/Recruitment)
- Job search and recruitment based on leadership, expertise, and location (Recruitment)
- Funding for public health staff (Retention/Recruitment)



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Thank you!

Michele Shimomura

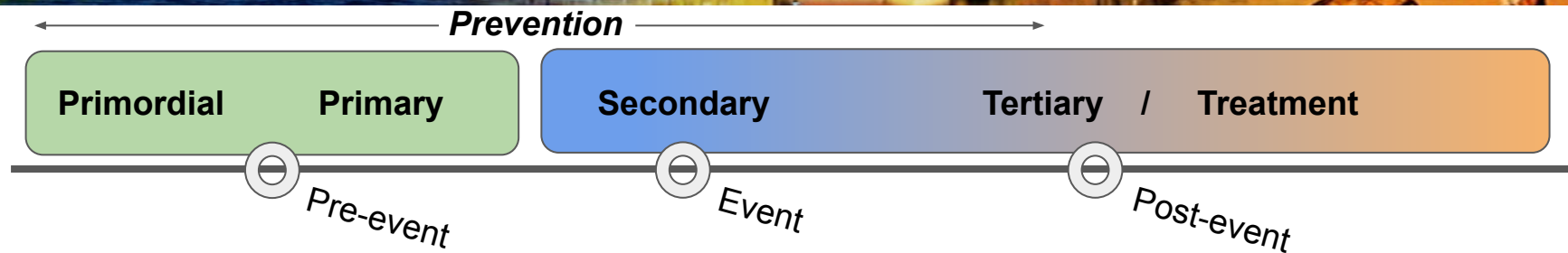
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CDPHE**

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Prevention



Example: Injury Prevention

Infrastructure

Drinking age or
DUI laws, Safety
Education

Child
car/booster seat
laws

911 System
Quality health care system

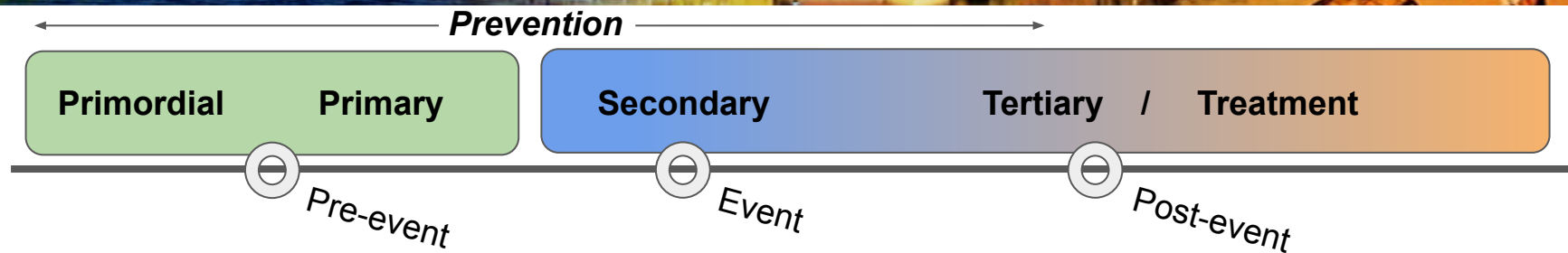
Clinician
treatment/recovery

Public Health Planner
Epidemiologist / Informatics
Administrative Staff, Grant Staff

Public Health Educators
Community Health Worker
Public Health Communications

**Clinical
Professionals,
doctors, nurses**

Prevention



Example: Tobacco- related Disease Prevention

Tobacco age
purchasing laws,
tobacco tax

High-impact
mass media
campaigns

Education,
smoking
ordinance
enforcement

Cessation
programs

Nicotine
replacement,
counseling

Public Health Planner
Epidemiologist / Informatics
Administrative Staff, Grant Staff

Public Health Educators
Community Health Worker
Public Health Communications
Public Health Inspectors

**Clinical
Professionals,
doctors, nurses**