



2022 Laboratory Workforce Profile Survey Toplines

Presenters:

Lorelei Kurimski, Director

Sudaba Parnian, Manager Monitoring & Evaluation (M&E)

Quality Systems and Analytics (QSA)

OCTOBER 2022

QSA Contributors:

Anewar Burka, Manager Data Science

Somaye Sarvarzade, Specialist M&E

Todd Ruitman, Consultant APHL



Acknowledgements

The Workforce Profiles Survey is a joint initiative between the Workforce Development and the Knowledge Management committees



Overview

2022 Laboratory Workforce Profile Survey Toplines

In 2022, 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.

1,464 laboratory
staff responded

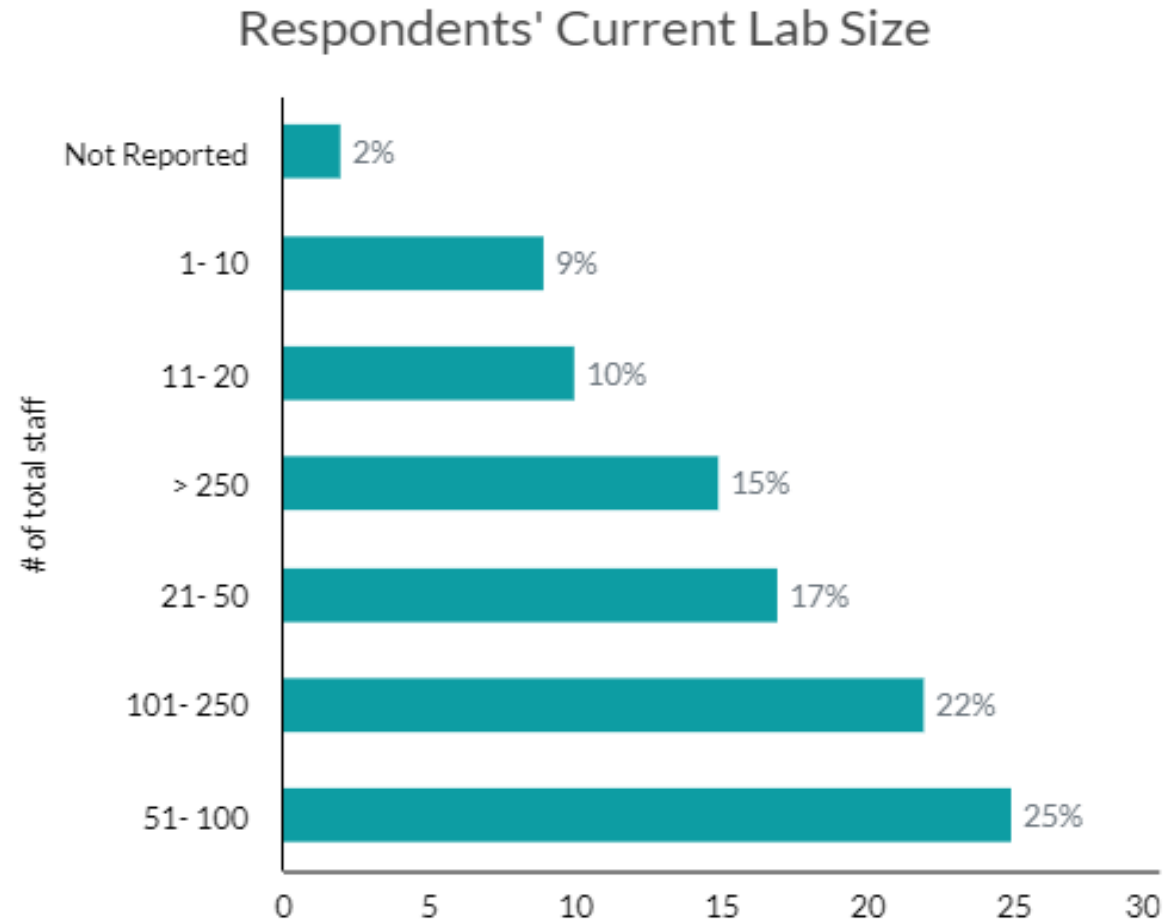
Responses came from 49 states,
DC and one territory lab.

Laboratory Experience

Year Range	Years of Experience at a PHL	Years of Experience at Any Lab	Years of Experience at Current Lab
11-20 years	24%	26%	22%
5-10 years	20%	20%	20%
1-2 years	13%	6%	15%
<1 year	11%	3%	13%
3-4 years	13%	9%	13%
21-30 years	12%	21%	10%
>30 years	5%	15%	4%
Not Reported	2%	2%	2%

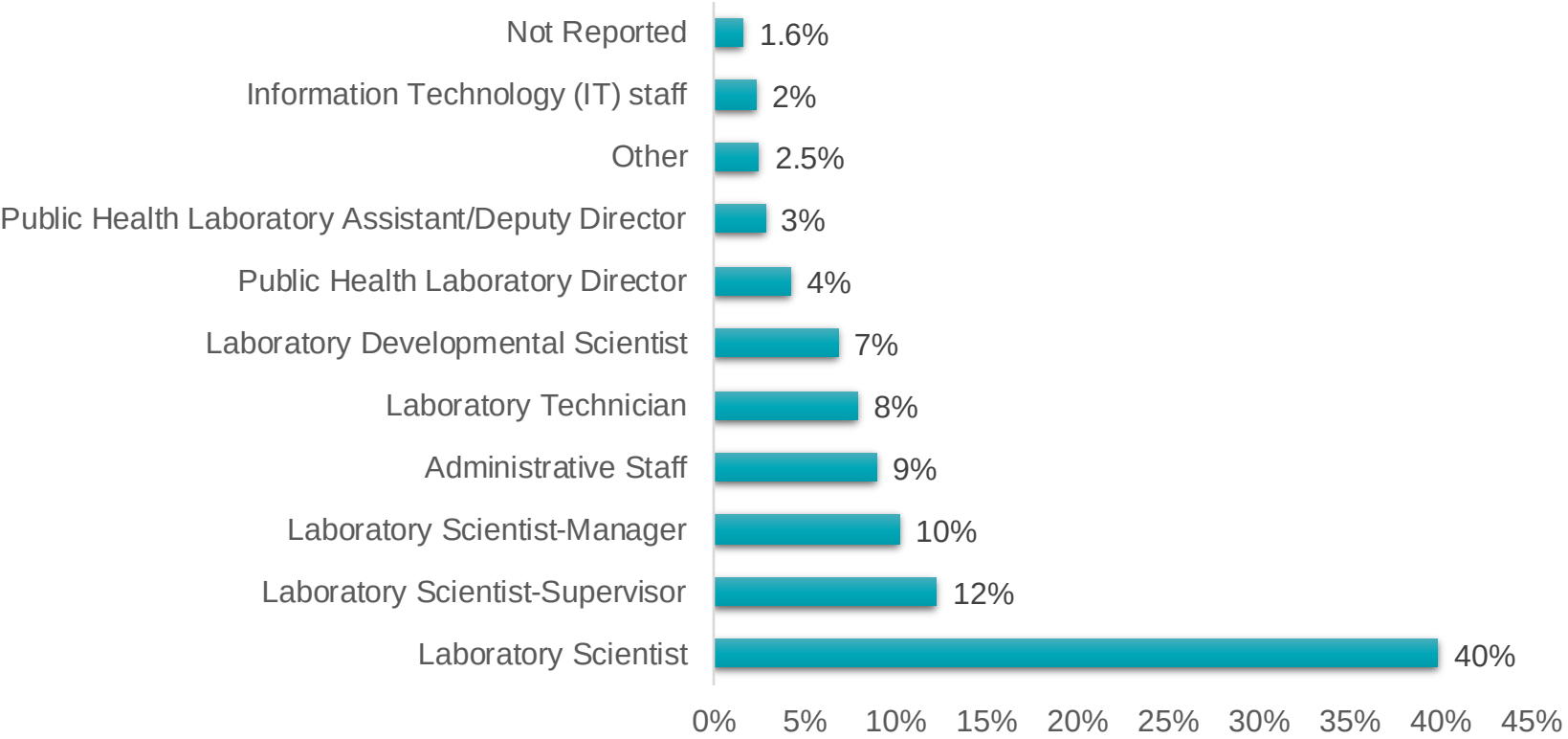
62% of the workforce have worked in their current laboratory in the past 10 years or less.

Laboratory Size

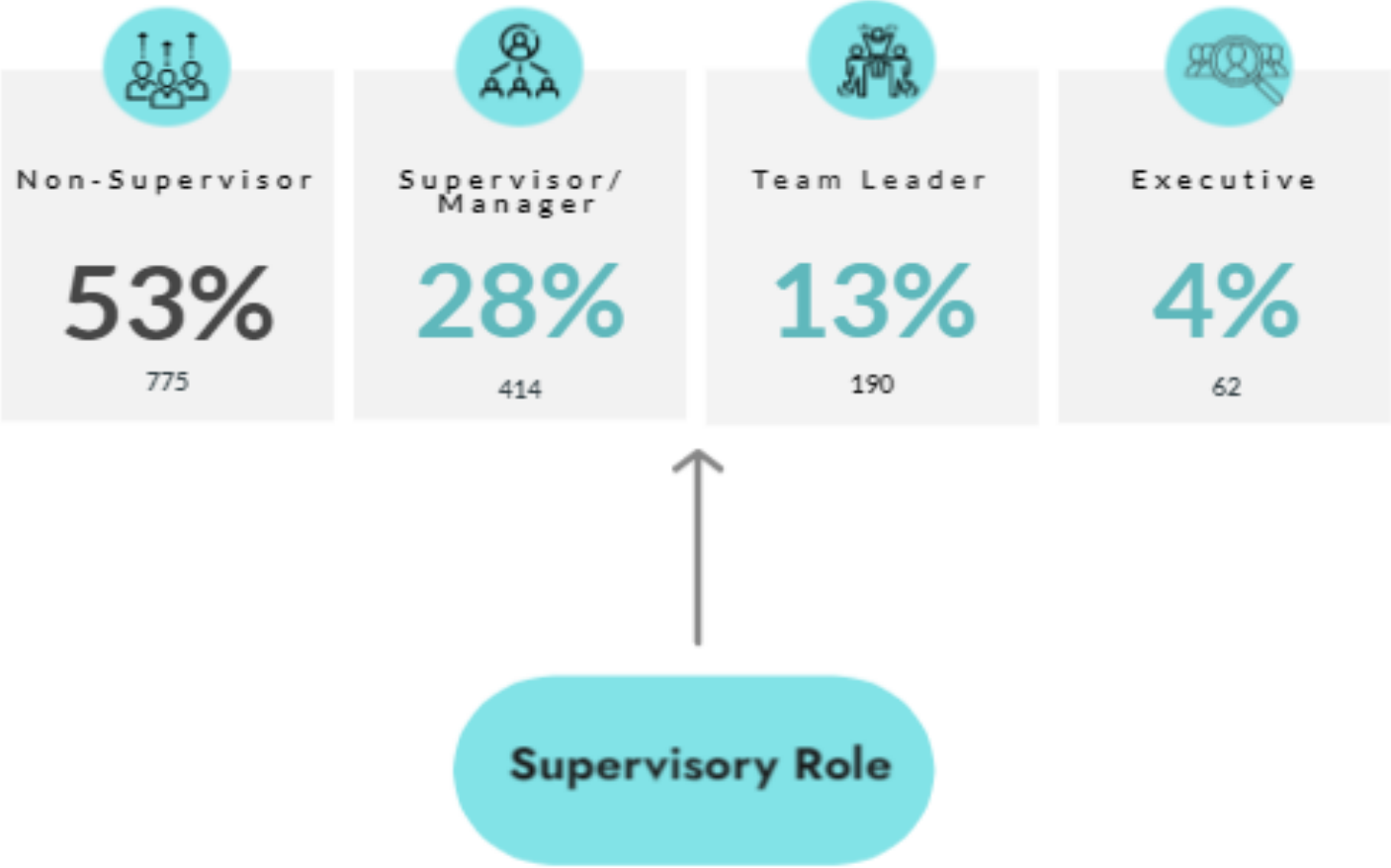


Over 60% of respondents
come from laboratories with 100 or
fewer staff.

Job Classification

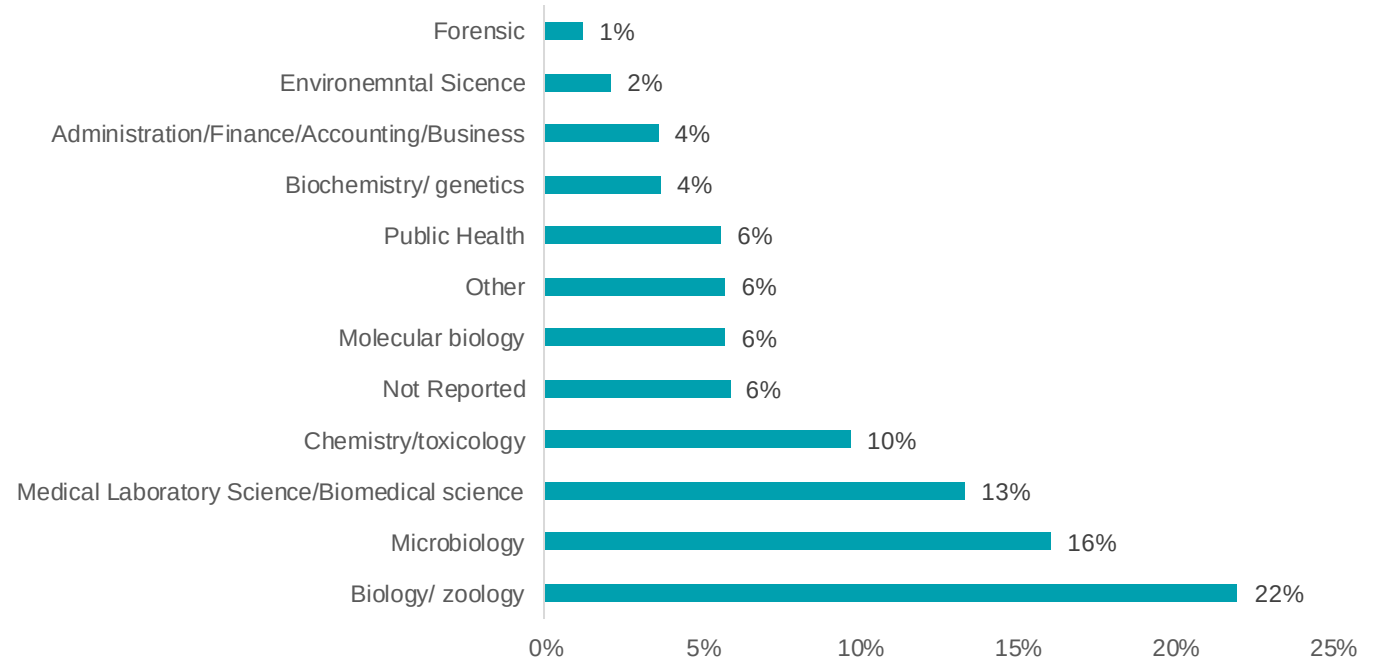


Supervisory Role



Education

Respondents' Field of Study



53%

BS, BA, or other
bachelor's degree

21%

MS, MPH, MBA,
MPP or other

15%

Ph.D., DrPH, DSc,
ScD

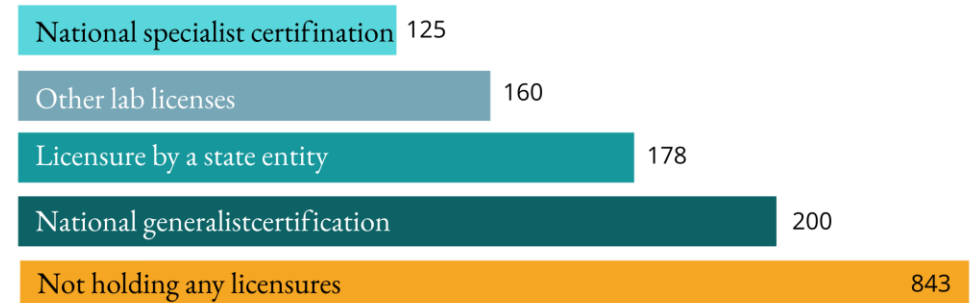
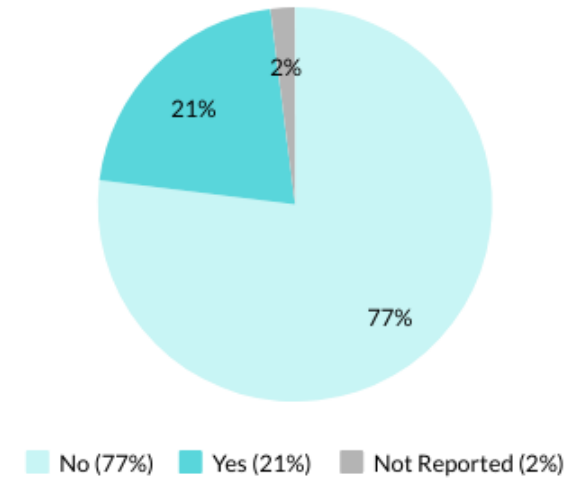
11%

High school diploma,
professional degree,
and other

Licensure/Certification

- 70% of those who hold licensure or certification reported it to be proven valuable in their current or past laboratory employment (hiring, enhanced pay/promotion).
- National generalist certification such as MLS, MT, Environmental Laboratory Technologist (ASCP BOC, AMT, AAB, ISCLT, NREP)
- National specialist certification, such as Microbiology, Molecular Biology or Analytical Chemistry (ABMM, ABMLI, NRCM, AAB, ASCP BOC)

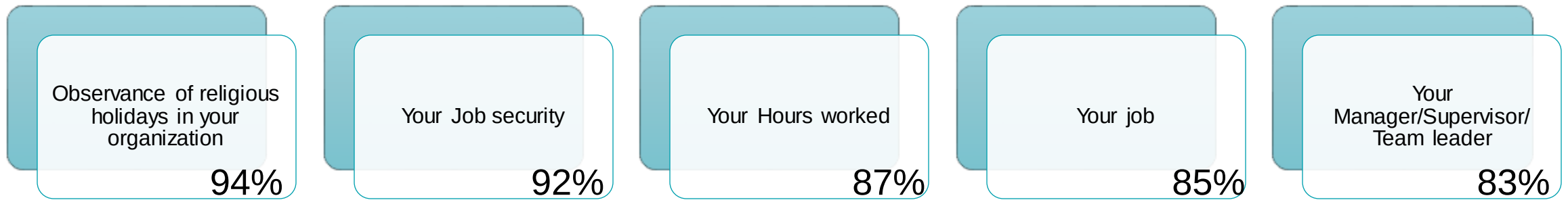
Required to have a Licensure





Satisfaction and Experience

Respondents' Satisfaction with Employment Elements



Area of improvement: Only 43% of the respondents reported satisfaction with the salary.

The respondents agreed or strongly agreed that:

Opportunities for improvement:

- Conduct training needs assessments
- Recognize and reward creativity and innovation
- Improve communications between senior leadership and employee.



The work I do is important.

98%



I know how my work relates to my laboratory's goals and priorities

95%



Providing public service is an important reason why I continue to work in this career

93%



Diversity, equity and inclusion are a valued part of the work culture at my place of employment

83%



I have sufficient training to fully utilize the technology needed for my work

80%



My work is compatible with my level of knowledge, experience and skill

81%



I have a desire to be promoted to a higher position

78%

Only 27% agreed that their laboratory provides enough pay grade levels within the job classifications

Turnover and Intent to Leave



41% of the public health laboratory workforce intends to leave within four years.

Respondants reported intentions of leaving within:

1 year
10%

1-2 years
17%

3-4 years
14%

Tops Reasons for Leaving

52%

Salary

42%

Lack of a Career Path

29%

Leaving Workforce/Retirement

21%

Complexity of Administrative Bureaucracy

19%

Lack of Engagement

18%

Workload

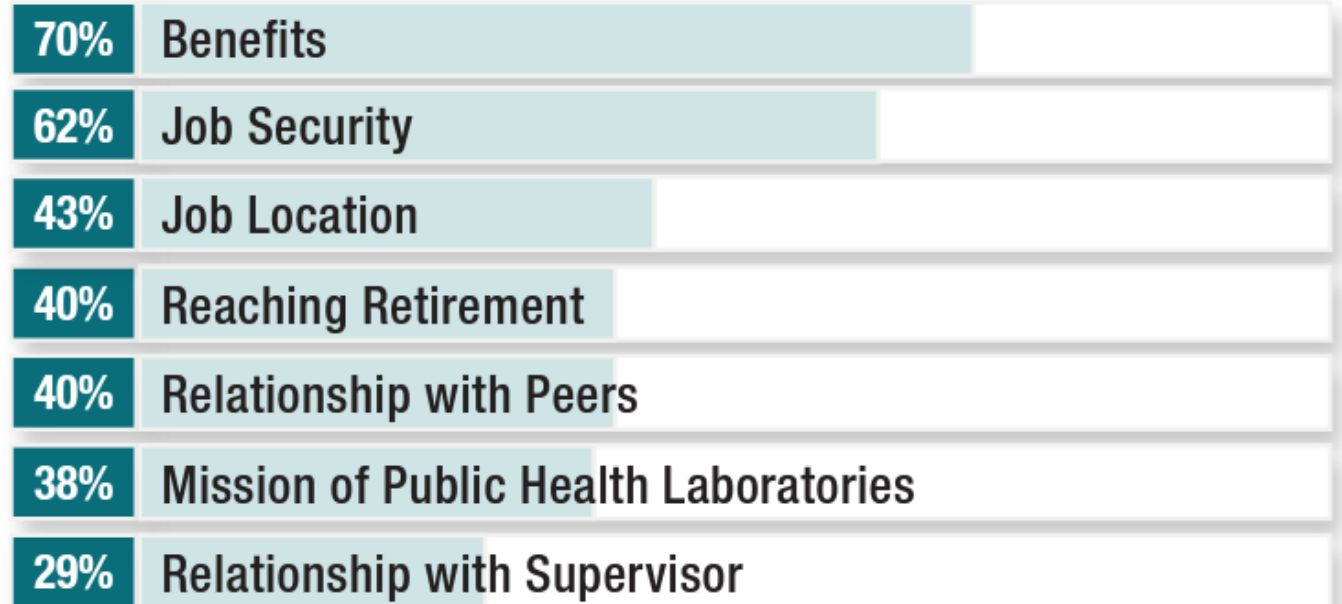
12%

Work Environment/ Relationship with Supervisor

The top reasons for leaving are based on responses from individuals reporting to leave in 2 years or less.

Intention to Stay

Top Reasons for Staying



The top reasons for staying are based on responses from individuals reporting staying for 3 years or more



Recruitment and Retention

Top 10 Important Elements

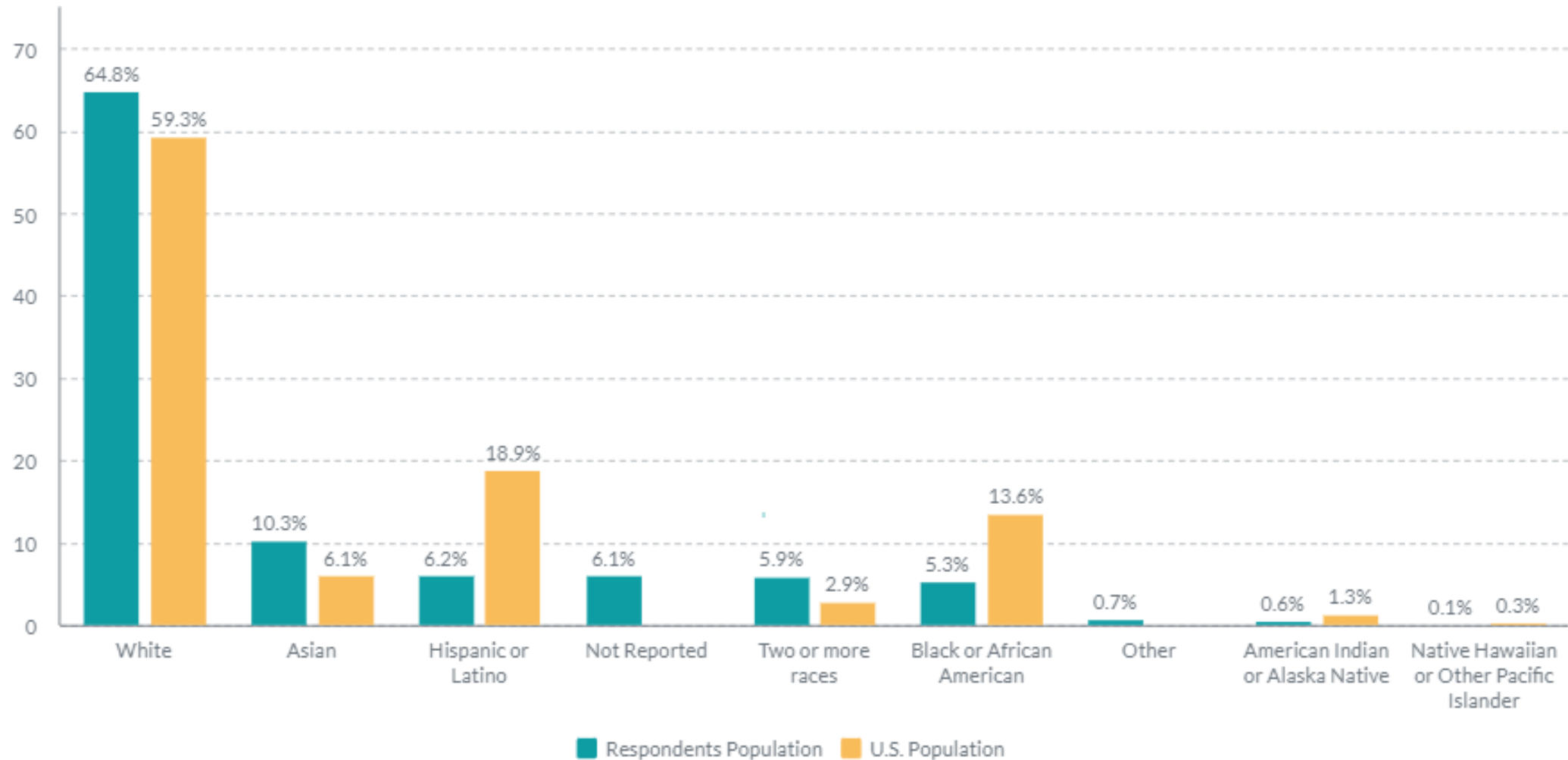
When Being Recruited as a PHL Employee	%	When Choosing to Remain in a PHL Career	%
Appropriate life/work balance	92%	Benefits package – govt. pension, paid holidays, parking, medical/dental plans, etc.	94%
Job security	91%	Job security	93%
Benefits package – govt. pension, paid holidays, parking, medical/dental plans etc.	90%	Competitive salary	92%
Safe/secure work environment	90%	Appropriate life/work balance	92%
Competitive salary	81%	Safe/secure work environment	90%
Providing public service	80%	Flexible workdays/work times	86%
Flexible workdays/work times	75%	Providing public service	80%
Cross-training opportunities	68%	Modern laboratory facilities/instrumentation	73%
Modern laboratory facilities/instrumentation	67%	Cross-training opportunities	67%
Opportunity to become a technical expert in a laboratory specialty area	63%	Continuing education opportunities	66%

Least Valued: Onsite Childcare, Joint Academic Appointments, Student Loan Forgiveness



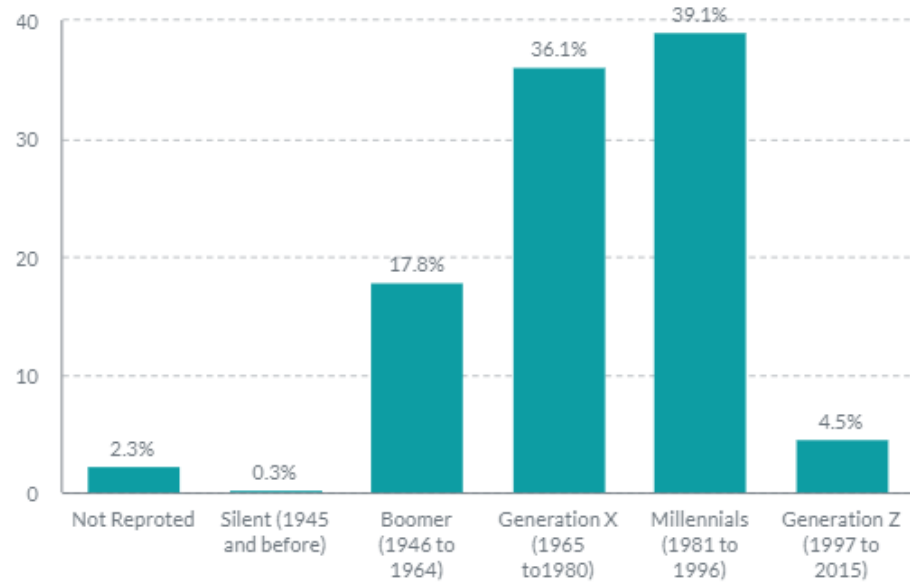
Demographic Characteristics

Race and Ethnicity



Note: White includes European races and middle east origins.

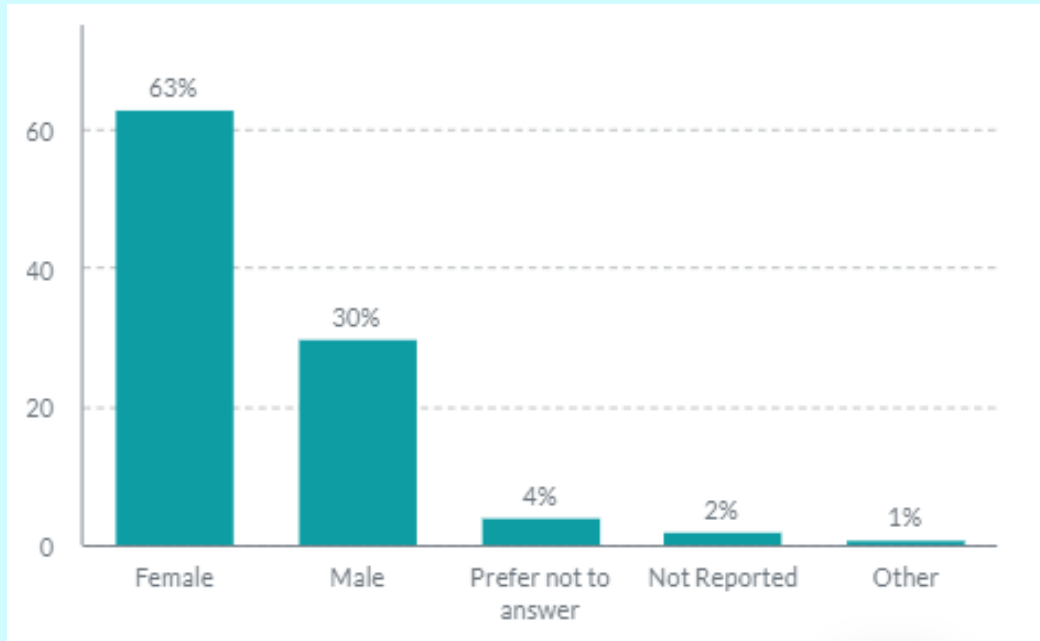
Age (Generations)



75%

Majority of the population are Generation X and Millennials.

Gender Identity



63%

Females account for more than two thirds of the population.

44 Unique Languages

American Sign Language, Arabic, Bengali, Cantonese, Chinese, Farsi/Persian, Filipino, Fookien, French, German, Gujarati, Hawaiian, Hebrew, Hindi, Hmong, Ilocano, Italian, Japanese, Katchi, Korean, Latin, Malayalam, Mandarin, Mandingo, Navajo, Nepali, New Testament Greek, Pilipino, Polish, Portuguese, Punjabi, Romanian, Russian, German, Sourashtra, Spanish, Swahili, Swedish, Tagalog, Tamil, Telugu, Ukrainian, Urdu, Vietnamese and Wolof.



**21% of respondents
speak, read or write
a second language**



**2.9% of respondents
are veteran**



**6% of respondents
reported disability**

Further Information

Data Analysis

sudaba.parnian@aphl.org or lorelel.kurimski@aphl.org

Other Available Reports

[Public Health Laboratory Salary Dashboard](#)



This publication was 100% funded with federal funds, supported by Cooperative Agreement #NU60OE000104 from the US Centers for Disease Control and Prevention (CDC). Its contents are solely the responsibility of the authors and do not necessarily represent the official views of CDC.