



2022 Early Career in the Public Health Laboratory Survey Summary Report

November 2022

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Acknowledgements

Recruitment & Retention
Strategic Implementation Group
(R&R SIG)



Overview

2022 Survey Toplines

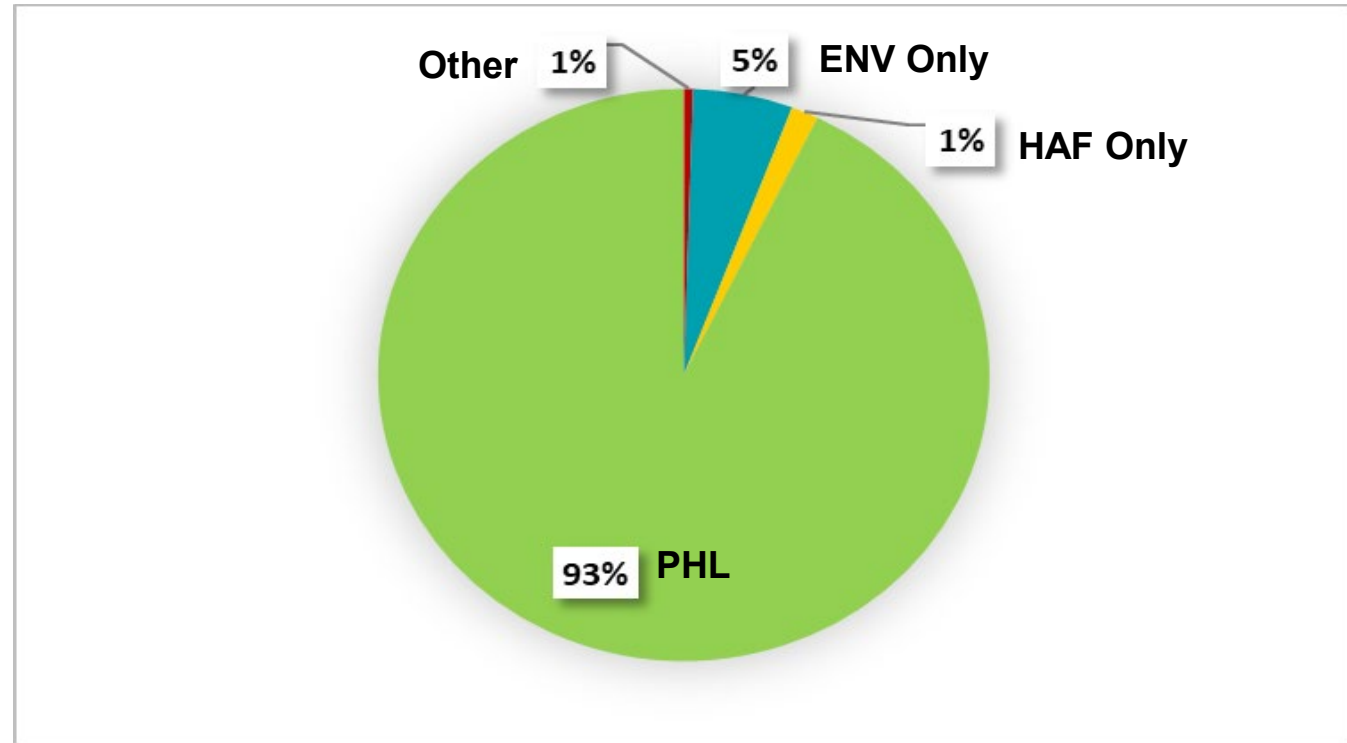
In Fall 2022, the Recruitment & Retention Strategic Implementation Group (SIG) surveyed individuals who have been **employed five years or less** at any public health, environmental or agricultural laboratory. The purpose was to gain a better understanding of their experience early in their career. This electronic survey was anonymous, with all questions optional. The data was collected using convenience sampling.

416 laboratory staff
responded

Responses came from a total of 31
states/territories



Laboratory Type



93% of respondents currently work in a public health laboratory

80% of respondents reported that their job duties of their current position met expectations as compared to the information provided to them during recruitment

Public Health Laboratory (PHL): includes env, human and or animal testing and agriculture laboratories
Environmental Laboratory only (ENV)
Human and Animal Food Testing Laboratory (HAF) only: includes agriculture laboratories

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**Primary
Area
of
Work**

Top 10

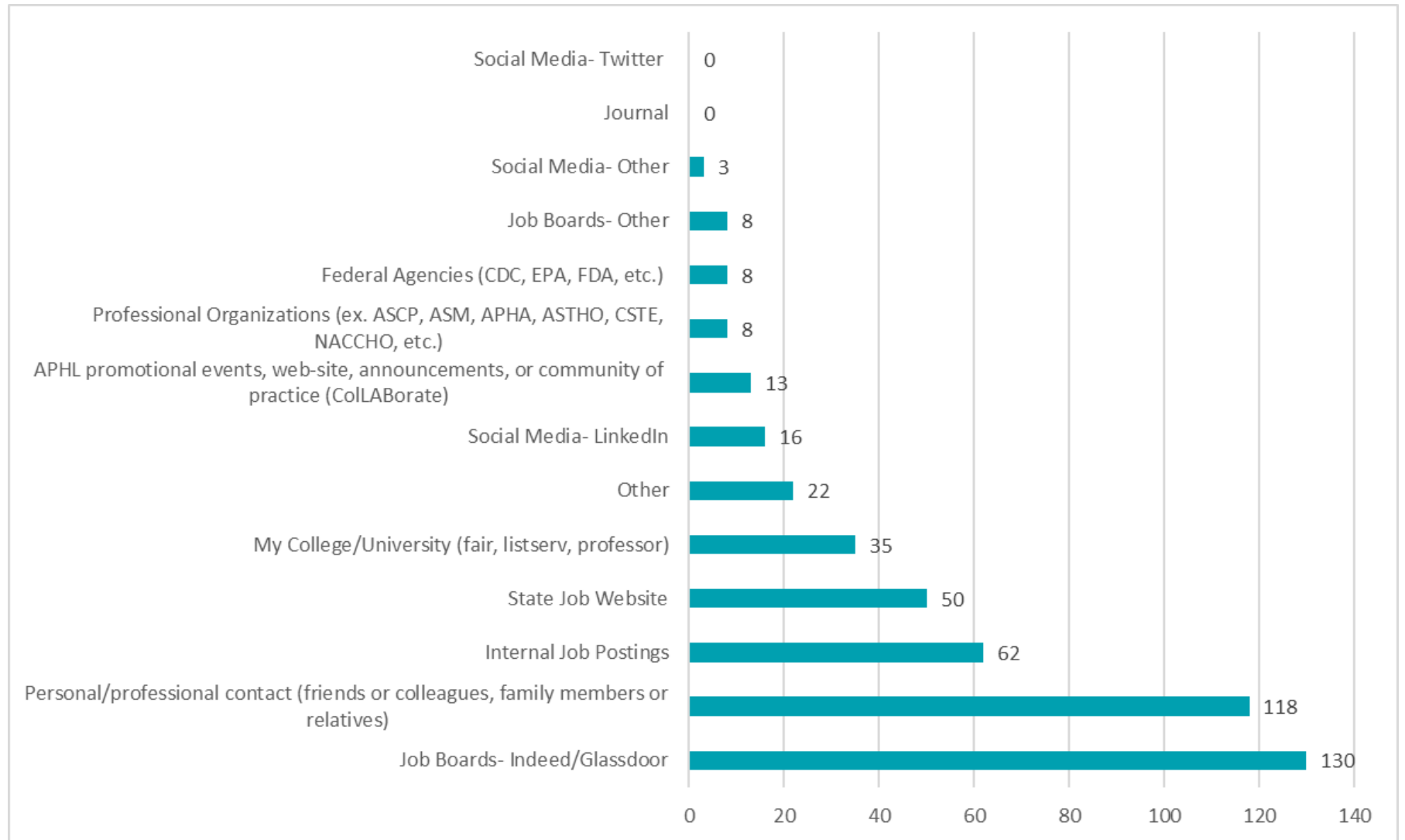
Environmental Chemistry (inorganics, organics, radiation, trace metals, air quality)	15.9%
Bacteriology/Mycology/Parasitology	15.9%
Newborn Screening	11.3%
Molecular Biology	7.5%
Bioinformatics	6.0%
Virology	6.0%
Laboratory Administration/Operation Management	5.5%
Environmental Microbiology (food, dairy, shellfish, water)	4.8%
Serology/Immunology	4.1%
Genomic Sequencing	3.8%



Job Searches, Licensure, CEUs



Job Searches



Professional Organizations: include APHL, ASCP, ASM, APHA, ASTHO, CSTE, NACCHO, etc.

Other: includes temp agencies, contracting services and recruiters, general web searches

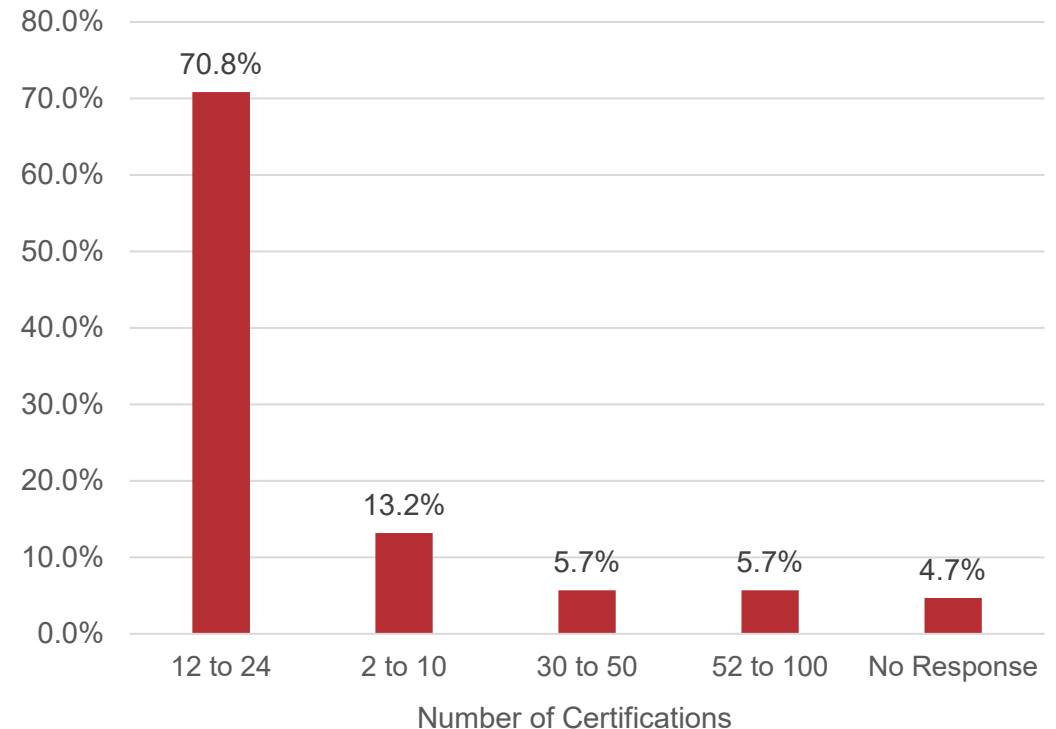
Licensure and CEUs

Only 25.5% of respondents reported that their Laboratory requires CEUs (Continuing Education Units) for their current position.

66% of those who are required to have CEUs (13.7% of total respondents) stated that they need to obtain exactly 12 CEUs annually

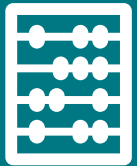
86.3%

of respondents reported that licensure was NOT a major factor to accepting their position

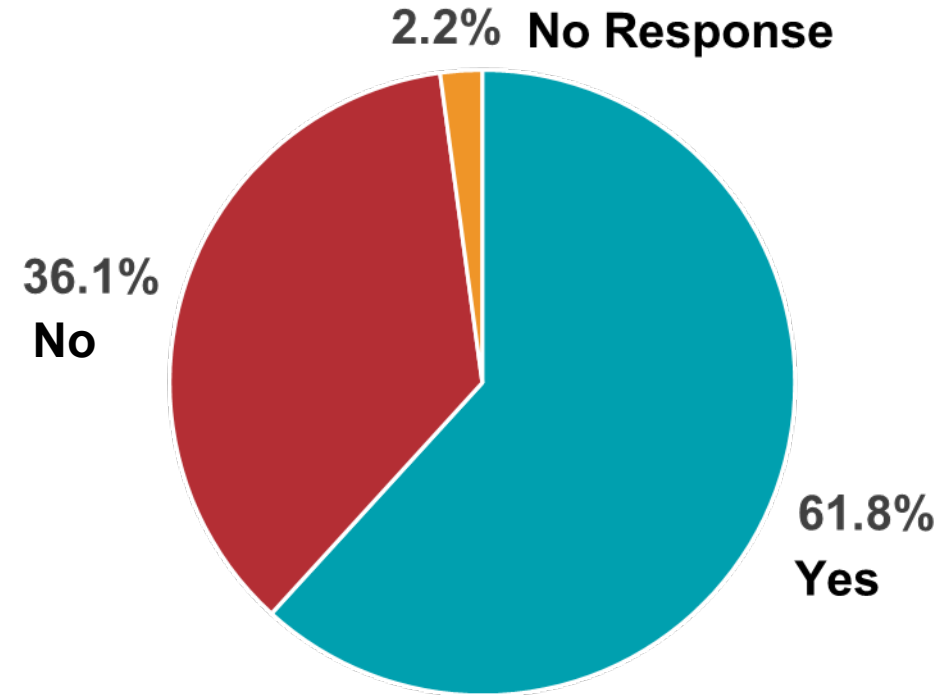




Professional Development



Funding Support



62% of respondents report that their employer provides funding support for professional development

Professional Development: includes training, certifications and continuing education credits (CEUs)

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**Resources
Currently
used for
Professional
Development**

Absolute Ranking

Online Courses	1
Mentorship	2
Webinars, Lunch & Learns	3
Professional Conferences (ex. APHL, ASM, APHA)	4
Targeted Training Program	5
Internal Seminar/Seminar Series	6
External Seminar/Seminar Series	7
Professional Literature	8
Professional Association Participation (committees, work groups)	9
Wet Workshops	10
Peer-Reviewed Journals	11
Certification Programs	12



Preferred Learning Methods

Comparison of Preferred Learning Methodologies based on the 2018 APHL Training Needs Assessment (TNA): pre-COVID

The preferred learning methods varied and depended on the topic. When combining the top five methods for each topic category, the following were selected most often, not in ranked order (*based on 892 responses*):

- **Classroom**
- **Seminars**
 - Completing designated assignments
 - Conferences
- **Group activities with a tutor/teacher**
 - Manufacturer-provided training
 - On demand eLearning (self-paced)
 - Online facilitated (synchronous)
 - On-the-job training
 - Self-teaching references
 - Simulations
 - Videos
 - Working alone through course materials
- **Workshops**
- **Webinars**

Comparison of Preferred Learning Methodologies based on the 2018 APHL Training Needs Assessment (TNA): pre-COVID



Preferred Learning Methods

Focus Groups

Most often mentioned hands-on and face-to-face learning methods

Chose webinars only 8% of the time overall

TNA Respondents

Favored workshops, classrooms and seminars, which are also variations on face-to-face methods

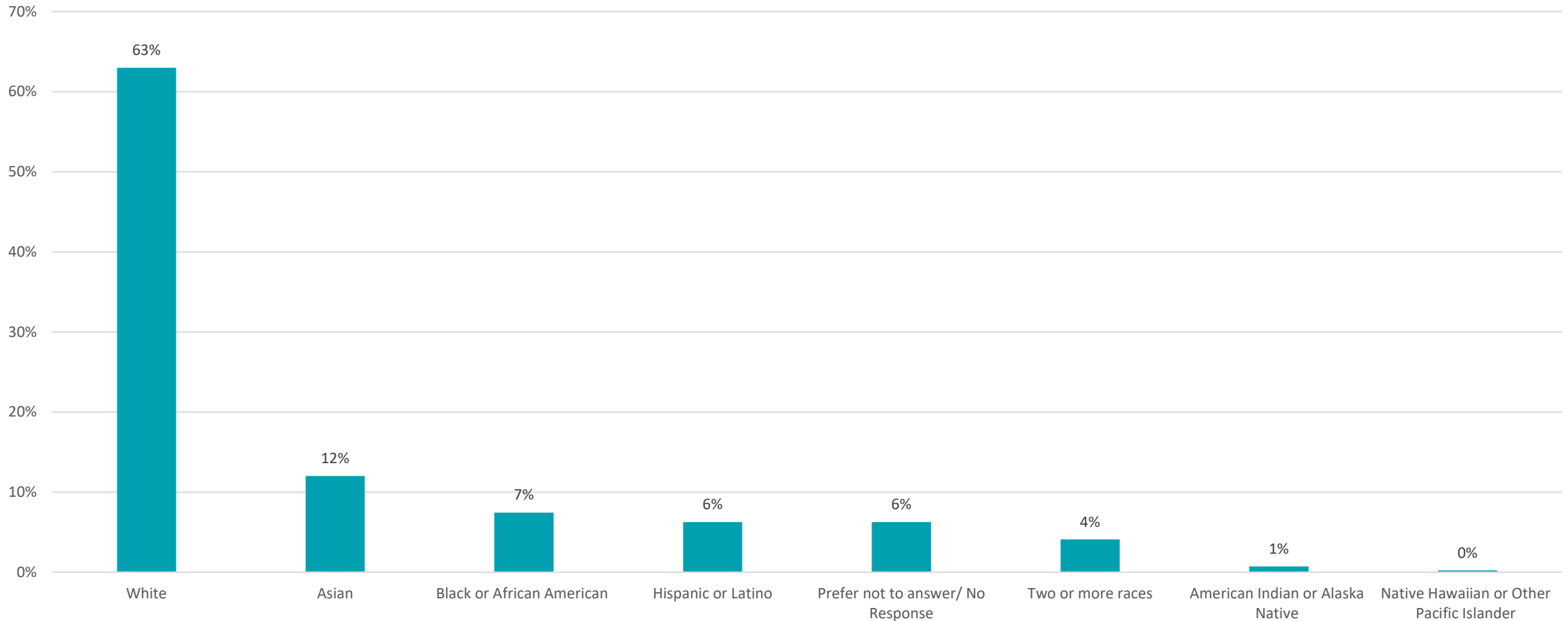
Preferred webinars in the Scientific/Technical category

Technology, Management and Leadership categories in the TNA favored classroom methods, followed closely by workshops



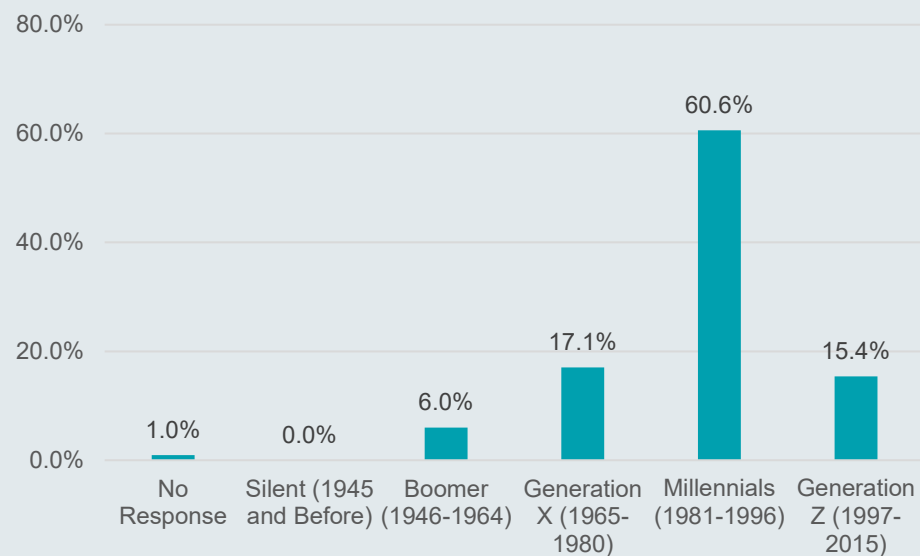
Demographic Characteristics

Race and Ethnicity



Note: White includes European races and middle east origins.

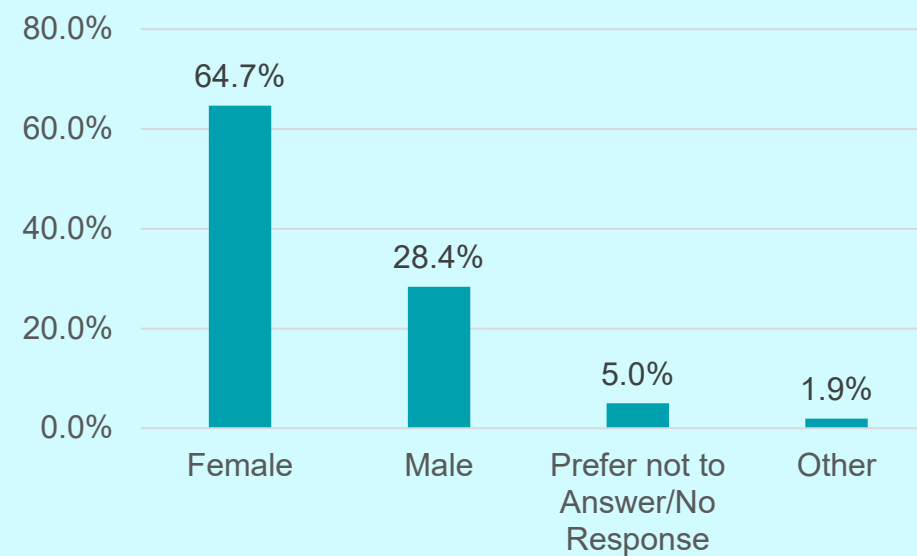
Age (Generations)



61%

Majority of respondents are Millennials

Gender Identity



65%

Females account for about two third of respondents



7.5% of respondents reported a disability



1.7% of respondents are Veterans

Further Information

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