

FY 2023-2024 Board President's Challenge

Goal: Support and sustain a thriving chronic disease prevention and health promotion workforce

A strong and resilient Public Health Workforce is quintessential for a solid public health infrastructure and to meet the public health needs of the population. The COVID pandemic has caused burnout among the public health workforce. Employees are either struggling, suffering, or thriving.

The findings from the 2021 Public Health Workforce Interests and Needs Survey (PHWINS) show that nearly a third of the public health workforce are considering leaving their organization in the next year.¹ Employee engagement and well-being are essential for a resilient public health workforce. It is also important for employee retention. Engaged and healthy employees are more productive at work and are committed to the mission and vision of the organization.

As we move forward this year, we will focus on strengthening public health infrastructure to support and sustain a thriving chronic disease workforce with NACDD Members and partners. The NACDD Board President's Challenge builds the theory of Maslow's Hierarchy of Needs, including [Job Satisfaction and Employee Engagement on Maslow's Hierarchy of Needs](#) and the [Microsoft 5Ps of Employee Fulfillment](#), focused on fulfilling the basic needs of an employee first, as integral to elevating the workforce. The Challenge will encourage action from Chronic Disease Directors and other State Health Department staff to support and sustain a thriving chronic disease workforce.

¹ de Beaumont Foundation. The impact of the COVID-19 pandemic: rising stress and burnout in public health. Bethesda, MD: de Beaumont Foundation; 2022. https://debeaumont.org/wp-content/uploads/dlm_uploads/2022/03/Stress-and-Burnout-Brief_final.pdf

Learn more

Job Satisfaction and Employee Engagement



Cooleaf. (2020). <http://tinyurl.com/4v6j329p>

Microsoft 5Ps of Employee Fulfillment



Hogan, K. (2018). <http://tinyurl.com/4ucxs3k4>

Strengthening U.S. Public Health Infrastructure, Workforce, and Data Systems Grant

The grant is an innovative investment that support critical public health infrastructure needs of health departments across the United States. [Learn more](#) about the grant, including recipients and national partners.

Opportunities to Act on the President's Challenge

- Participate in NACCD All Member Survey in March 2024.
- Leverage NACDD for technical assistance, mentoring and access to workforce tools from the Online Learning Center Catalog to enhance learning about compassionate leadership, public health leadership development, workplace tools, and more.
- Participate in the monthly President's Challenge webinar series on the third Thursday of each month.
- Identify opportunities to engage in the Public Health Infrastructure Grant in states.
- Share best practices from state public health departments and the private sector.
- Chronic Disease Directors serve as champions to support and sustain a thriving chronic disease workforce.



[Sign up](#) to commit to join the 2023-2024 President's Challenge and support workforce assessment, access workforce tools, and/or support building the evidence.

