

APHL Diversity Survey Results – Can WE Talk?

Presented by

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APHL Workforce ISSUES

- Recruitment of a highly skilled workforce.
- Retention of workers trained at APHL member laboratories.
- Replacement of retiring workers
- Competitive Salaries and Benefits
- Diversity in our workforce

WHY AM I HERE????

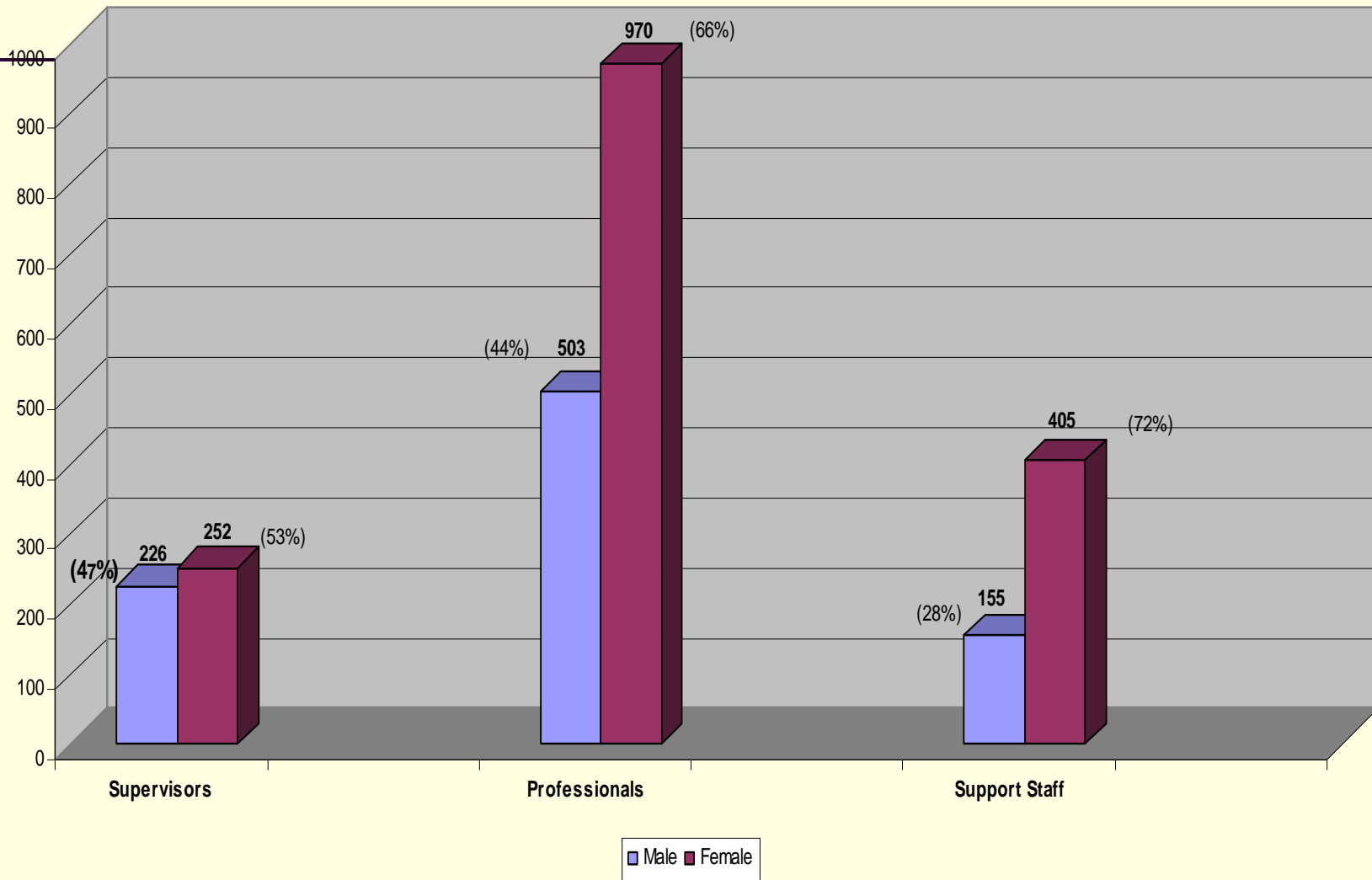
- To discuss the results of a recent survey of the APHL membership as it relates to diversity and workforce issues.
- To suggest some possible solutions to what I and others perceive as a problem within our organization.

CAN WE Talk?

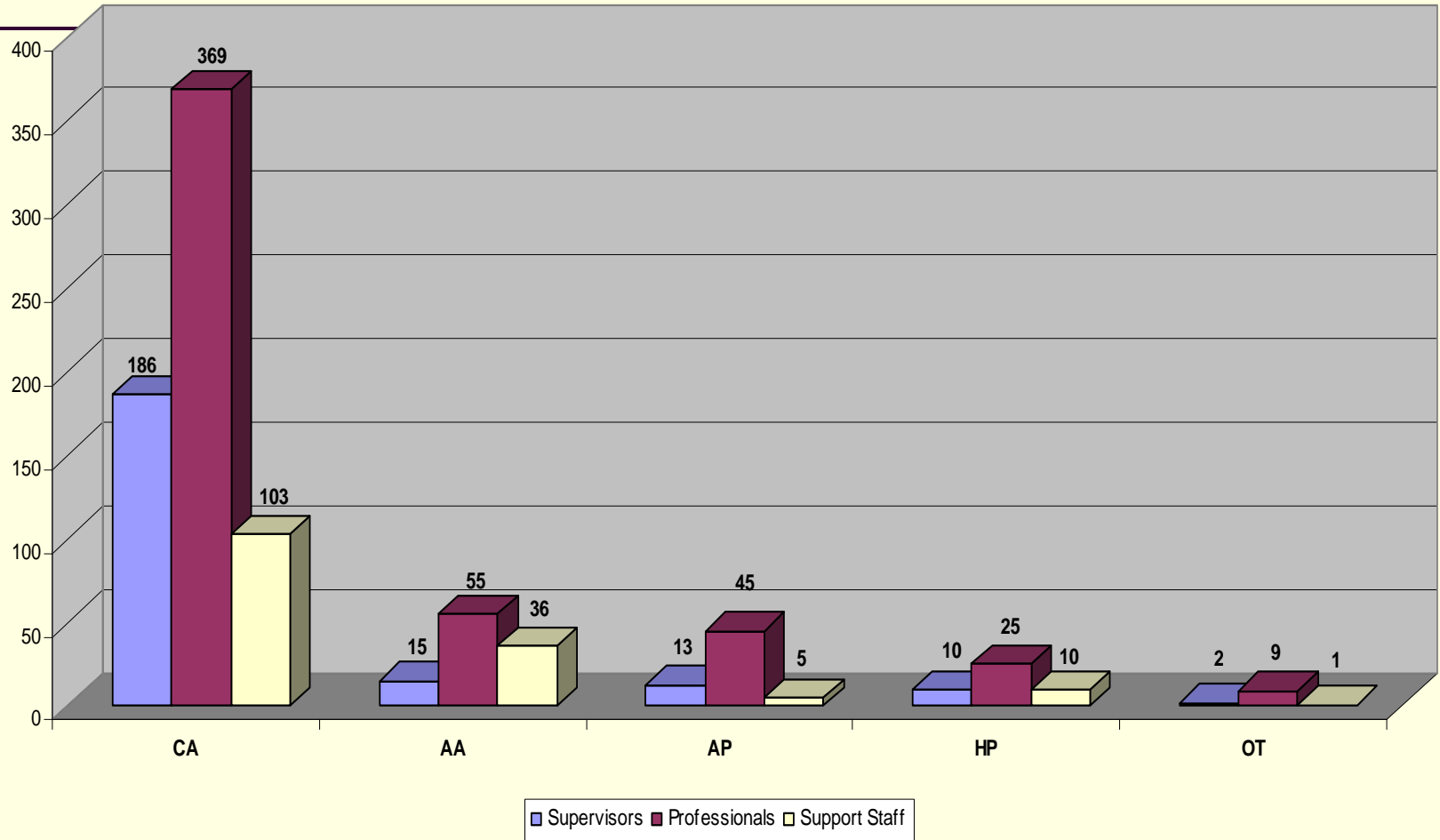
Survey Responses and Caveats:

- Survey sent to all 100 % (54) APHL member laboratories asking for demographic information.
- Response rate was 50% (27 states responded representing a population >125,000,000 people and all regions of the country.
- There were Data Gaps in the information submitted, but the information provided does provide an important snapshot of our organization.
- “ An Important Reminder “

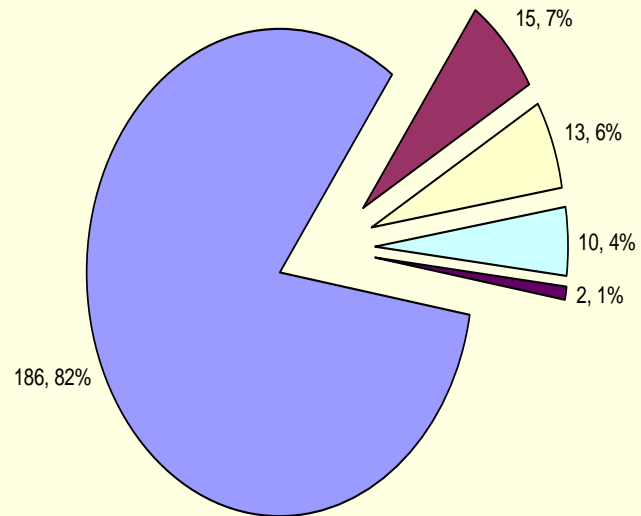
Total Employees by Category & Gender



Employees by Category & Race - Males

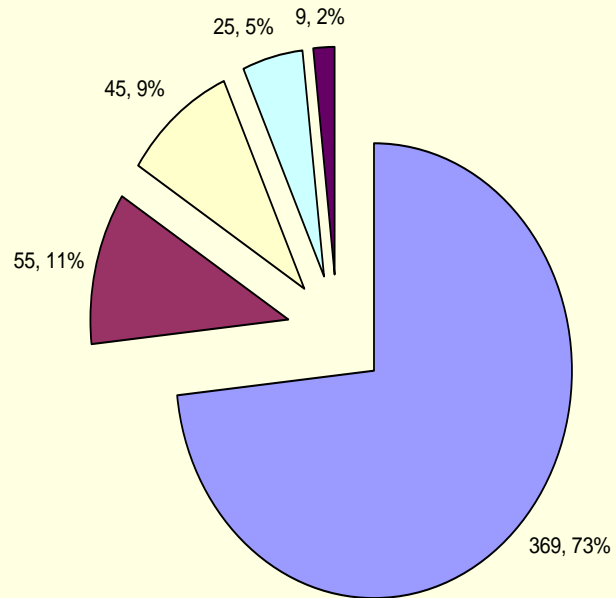


Number and Percent of Male Supervisors by Race



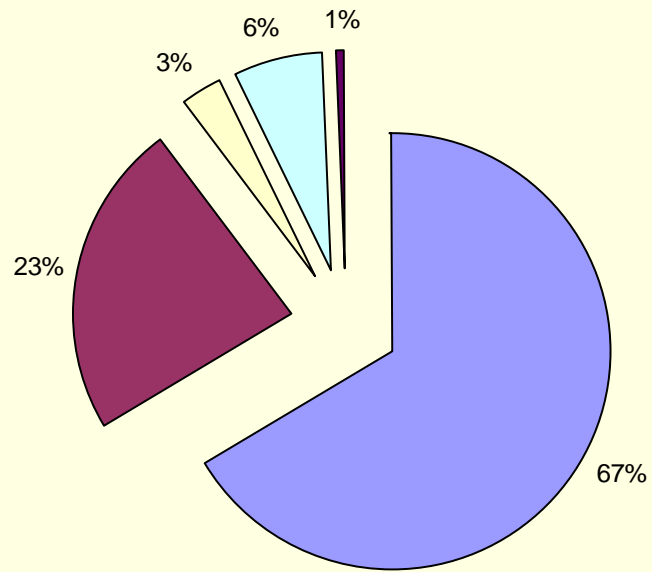
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Professional Employees by Race - Males



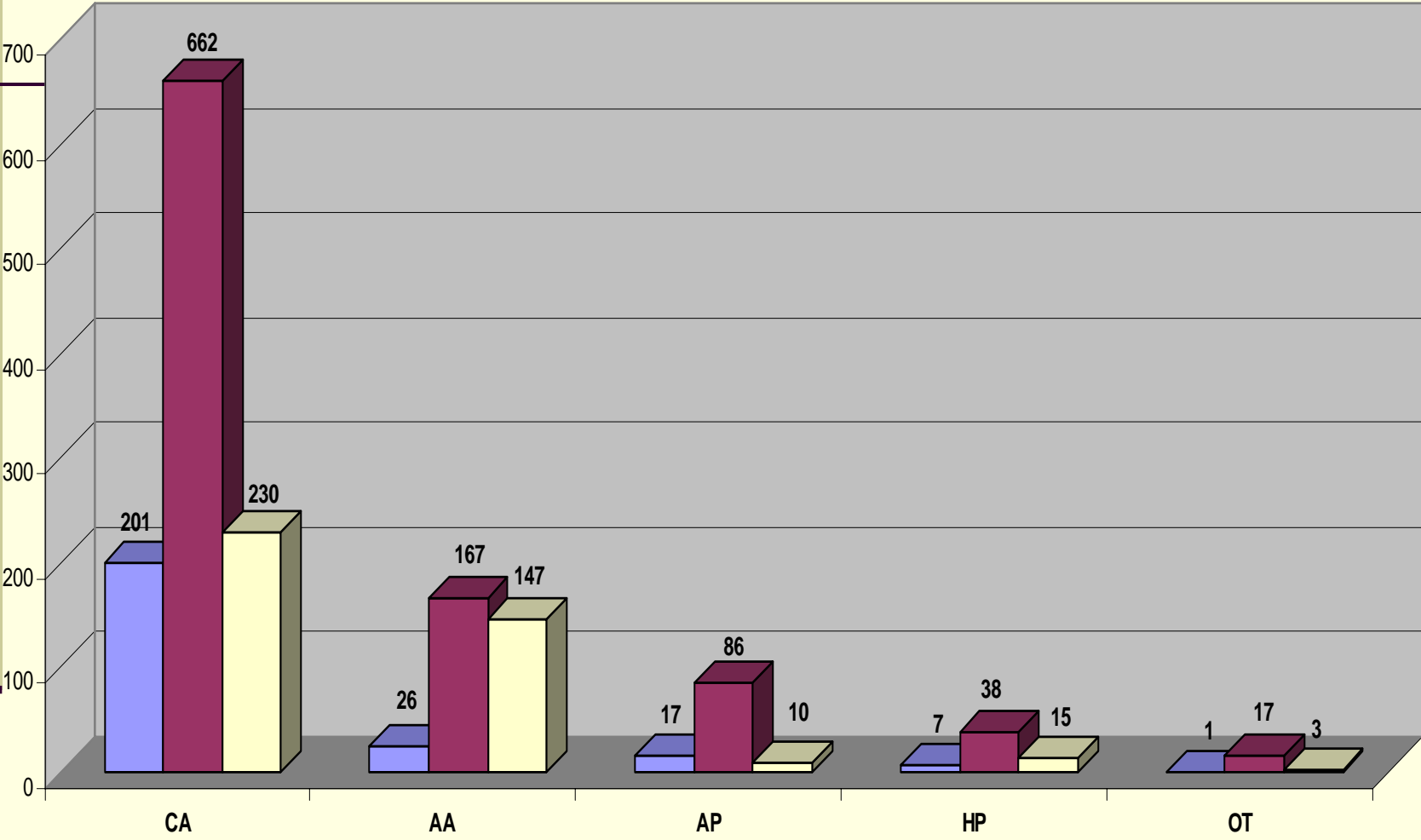
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Support Staff by Race - Males



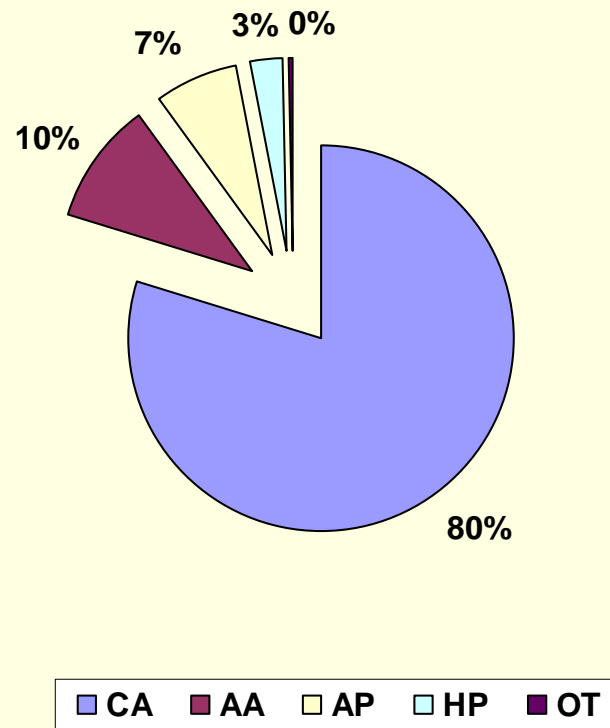
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Employees by Category & Race - Females

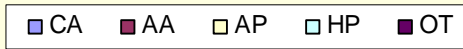
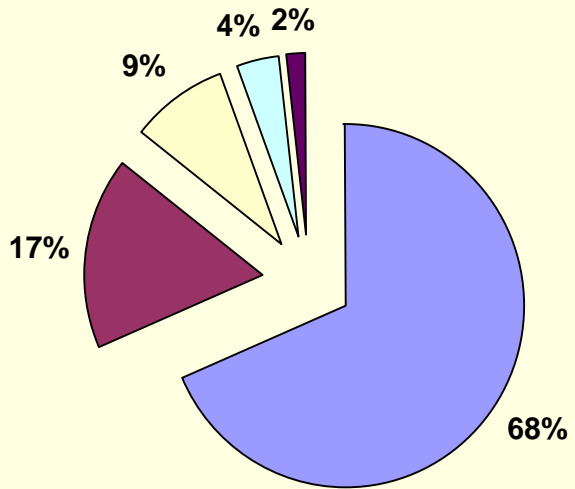


Supervisors Professionals Support Staff

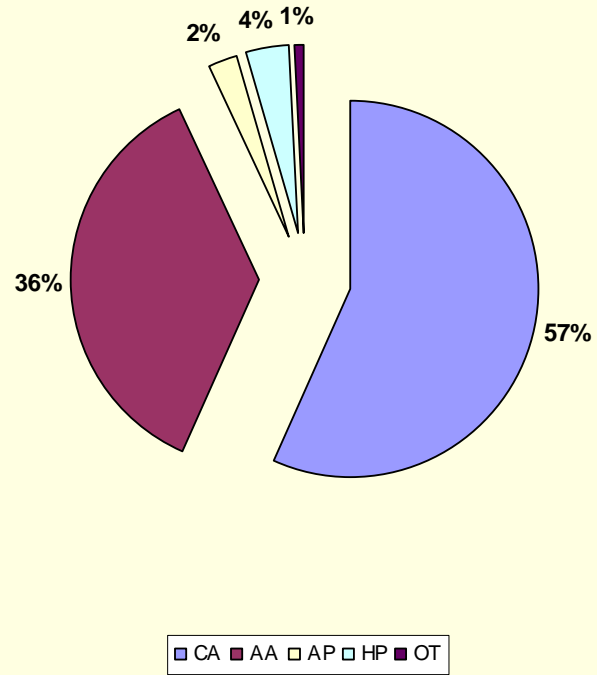
Supervisors by Race - Females



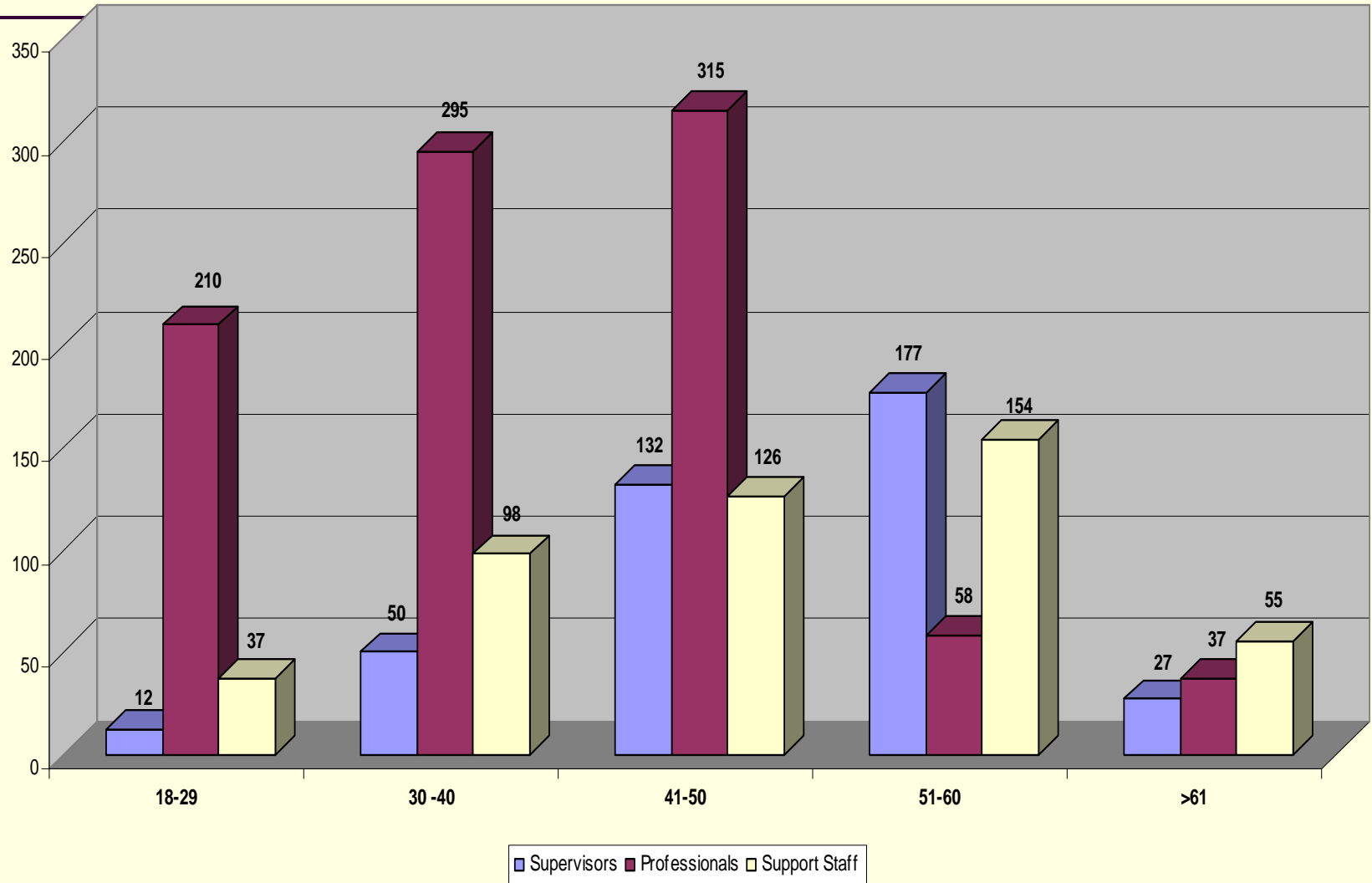
Professional Employees by Race - Females



Support Staff by Race - Females



Age Distribution by Category



Observations & Conclusions:

- The APHL workforce 65% females VS 35% males.
- African American Males (12% of pop) :
 - Supervisory Staff (7%) underrepresented
 - Professional Staff (11%)
 - Support staff (23%) OVER REPRESENTED
- Hispanic/Latino Males (16% of pop)
 - Underrepresented in all categories Supervisory (4%), Professional (5%) and Support (6%)
- Asian Males (5% of pop)
 - Over represented in all categories (Supervisory 6%, Professional (9%) and Support 10%.

Observations & Conclusions:

- **African American Females (13% of pop)**

Under represented on the Supervisory staff (10%); but over represented on the Professional Staff (17%) and Support Staff (36%).

- **Hispanic/Latino Females (14% of pop)**

Underrepresented in all categories (supervisory 3%, professional 4%, and support staff (4%).

- **Asian Females (5% of pop)**

Over represented on the supervisory (7%) and professional staff (9%) and under represented on the support staff (2%).

Observations & Recommendations

- Supervisory and Support Staff is aging
- The current Professional Staff age distribution is robust, however, shortages will continue due to the reduced pool of qualified candidates.
- Must go beyond recruitment to a system of “Growing your own” via mentoring, internships, summer programs, career day involvement, etc.
- Reach out to HBCU’s and Hispanic /Latino Serving Institutions with basic biology, chemistry or microbiology programs.
- Support salary levels that will attract and retain candidates with good credentials.

Questions??????

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