

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 was collected using convenience sampling.

This brief complements ASTHO's [Rising Stress and Burn-out in Public Health](#), a report based on the PHWINS 2021 survey of state and local governmental public health workers. APHL data shows that, similar to PHWINS 2021, salary (49% vs. 52%) and lack of career path (40% vs. 42%) are the top reasons for leaving their current laboratory. Satisfaction with job (79% vs. 80%), organization (68% vs. 69%), importance of work (94% vs. 95%) and give best effort (93% vs. 89%) were also found to be similar.

1,464
laboratory staff
responded

Turnover & Intent to Leave



42% of the public health laboratory workforce intends to leave their lab within four years.

Respondants reported intentions of leaving within:

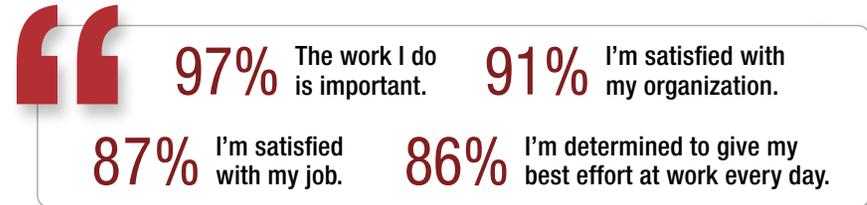


Top Reasons for Leaving

| | |
|-----|---|
| 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 |

Job Satisfaction

Despite the anticipated four-year staff turnover, the workforce's overall job satisfaction is high.



Top Reasons for Staying

| | |
|-----|---------------------------------------|
| 70% | Benefits |
| 62% | Job Security |
| 43% | Job Location |
| 40% | Reaching Retirement |
| 40% | Relationship with Peers |
| 38% | Mission of Public Health Laboratories |
| 29% | Relationship with Supervisor |

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