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Montana EH Workforce Survey 2022

Start of Block: Employee Satisfaction

Q1

Sanitarian/Environmental Health Workforce Needs Assessment Survey

Thank you for taking the time to participate in this anonymous survey of the "Sanitarian" or Environmental Health (EH) workforce in Montana. Your participation will be key in the assessment of the current and future needs of this workforce.

The information collected will be used to inform and improve the EH field in Montana and potentially the nation, and to identify any gaps that may exist in the prior survey from the Montana School of Public Health. It may take 10-15 minutes.

It is recommended that a laptop or desktop be used to complete the survey.

All responses are anonymous and no personal or identifiable information will be collected. You may opt out of this survey at anytime.

If you have questions, please feel free to contact Seana Westcarr-Gray MPA/MPH via email seana.westcarr-gray@umontana.edu or David Gilkey, D.C., PH.D., REHS via email: dgilkey@mtech.edu or by phone at (404) 496-4895.

Q2 DEMOGRAPHICS

Q5 How would you define your race?

- American Indian or Alaska Native (1)
- Asian (2)
- Black or African American (3)
- Native Hawaiian or other Pacific Islander (4)
- White, not Hispanic (5)
- Mixed Race (6)
- Prefer not to say (7)
- Other (8) _____

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Q9 Position Title

- Environmental Health Specialist (1)
 - Environmental Health Technician (2)
 - Environmental Scientist (3)
 - Epidemiologist (4)
 - Inspector (5)
 - Laboratory Technician or analyst (6)
 - Sanitarian (7)
 - Other (8) _____
-

Q10 Years in current Position

- <5 (1)
 - 5-10 (2)
 - 11-15 (3)
 - 16-20 (4)
 - 21-25 (5)
 - 26-30 (6)
 - >30 (7)
-

Q11 Have you held more than one title/position at the same institution (past or present)?
Explain. Please say where they were at the same time or not.

Q13 Are you satisfied with your current salary?

- No (1)
 - Yes (2)
 - Prefer not to say (3)
 - Other (4) _____
-

Q14 Do you think you get paid enough to do your job?

- No (1)
 - Unsure (2)
 - Yes (3)
 - Prefer not to say (4)
 - Other (5) _____
-

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Q15 EDUCATION/LICENSURE

Q16 What is your highest level of education

High School Diploma/GED (1)

Associates Degree (2)

Bachelor's (3)

Master's (4)

Doctoral (5)

Other (6) _____

Q17 What subject area(s) have you studied? (select all that apply)

Science (Biology, Chemistry, etc) (1)

Environmental Science (2)

Public Health, Community Health, Health Promotion (3)

Nursing (4)

Business or Business Administration (5)

Nutrition (6)

Social Work (7)

Mathematics (8)

Other (9) _____

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Q19 Did your alma mater have an EHAC accredited program?

Not sure (1)

No (2)

Yes (3)

Q20 Are you professionally licenced?

Yes (1)

No (2)

Q21 What type of license do you hold? (Select all that apply)

Sanitarian (RS) (1)

REHS (7)

Nursing (RN, LPN) (3)

Dietician/Nutritionist (4)

Doctor (MD) (5)

Other (6) _____

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Q24 What is your average familiarity with the following Public Health Concepts?

	None (1)	Not Much (2)	A Little (3)	A Lot (4)
Cross jurisdictional sharing of public health services (1)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Fostering a culture of quality improvement (2)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Public health and primary care integration (3)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Performance management (4)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Evidence Based Public Health Practice (EBPH) (5)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Health in All Policies (HIAP) (6)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Multi-sectoral collaboration (7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The Public Health 5.0 Principles (8)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



Q25 Which of the following best describes your primary environmental health activity in practicing your profession?

- Commercial and school food safety (1)
 - Drinking water (2)
 - Wastewater (sewage) (3)
 - Solid/hazardous waste (4)
 - Pools/spas/recreational waters (5)
 - Body art/tattoos/body piercing (6)
 - Public lodging (7)
 - Trailer courts/campgrounds (8)
 - Land-use/subdivision (9)
 - Infectious disease (10)
 - Emergency response (11)
 - Public nuisance complaint response (13)
 - Other (12) _____
-

Q29 What aspects of your job have been most difficult? Please explain

Q30 How would you describe the stress that you felt?

None (1)

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Q33 PRACTICE IN TIMES OF COVID

Q34 What duties/tasks changed due to COVID-19? Please explain.

Q35 Did your department prepare you for changes in duties? If so, explain (Examples: In office training, outside seminar or workshop training, online training, etc)

Q36 Have work expectations changed since COVID-19? If so, explain.

Q37 If COVID-19 caused a change in duties/tasks, do you think the workload been distributed evenly?

- No (1)
- I'm not sure (2)
- Yes (3)

Q40 PROFESSIONAL PREPARATION AND CONTINUING EDUCATION

Q41 Did your education prepare you for your position?

No (1)

Somewhat (2)

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Q45 Does your department support professional development? If so, please describe.

Q46 Are you a member of professional organizations related to your work? If so, please list and say how long you've been a member.

Q47 Do you find professional organizations helpful as it relates to your position (past or present)?

- Not Applicable (1)
- No (2)
- Somewhat (3)
- Yes (4)
- Extremely professional (5)

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Q48 JOB SATISFACTION

Q49 Are you currently satisfied in your position?

- No (1)
 - Somewhat (2)
 - Yes (3)
-

Q50 List changes you'd like to see regarding your current position.

Q51 Are you able to meet your personal/family obligations? If not, explain.

Q52 Are you aware of any hiring needs at your institution?

- No (1)
 - Yes (2)
 - Prefer not to say (3)
 - Other (4) _____
-

Q53 Do you think your current institution is adequately staffed?

- No (1)
 - I don't know (2)
 - Yes (3)
-

Q54 What can be done to make working at your position more satisfying?

Q55 Describe any positive feelings associated with your job.

Q58 RETENTION AND RECRUITMENT

Q59 Are you planning to retire?

- No (1)
- Maybe (2)
- Yes, within 1-2 yrs (3)
- Yes, within 2-5 yrs (4)
- Yes, within 6-10 yrs (5)
- Yes, but not sure when (6)
- Other (7) _____

Q61 Does your employer offer retirement benefits?

- No (1)
 - I don't know (2)
 - Yes (3)
 - Other (4) _____
-

Q62 Do you participate in employer offered retirement plans?

- Not Offered (1)
 - No (2)
 - Not any more (3)
 - Yes (4)
 - Other (5) _____
-

Q63 Which of the following do you think are the most effective ways to recruit EH practice professionals? (Select all that apply)

Word of mouth (1)

Social media (2)

Journal postings (3)

State/Local government sites (9)

Job board (Indeed etc) (4)

NEHA website (5)

MEHA website (6)

Other organizational job board (7)

Other (8) _____



Q64 Which of the following strategies are effective retention tools for EH professionals? (Select all that apply)

Improved state funding for the department (1)

Higher salary (2)

Better retirement benefits (3)

Comprehensive Medical Insurance (4)

Flextime (5)

Management support (6)

Citizen respect and support (7)

other (9) _____

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