ASPPH Presents Webinar Series

Where do public health graduates go?
Results from the ASPPH Graduate Employment Pilot Survey and plans for the future

Thursday, October 22, 2015
12:00-1:00 pm Eastern

This presentation was supported under cooperative agreement number 5U36-OE000002, Academic Partnerships to Improve Health, from the Centers for Disease Control and Prevention, Centers for Surveillance, Epidemiology and Laboratory Services. Its contents are solely the responsibility of ASPPH and do not necessarily represent the official views of the CDC.
Method for Submitting Questions

Join the Conversation...

- You can ask questions in writing anytime during the webinar.
- Simply type them in the “Questions” field on the right side of your screen.
Today’s Presenter

Christine Plepy, MS

*Director of Data Analytics,*
*ASPPH*
Outline

• Background
• ASPPH Graduate Employment Data Common Questions Pilot Project
  • Objective
  • Challenges
  • Development & Design
  • Results
• Lessons learned and plans for the future
Public Health Graduate Employment – ASPPH History

ASPH
ASSOCIATION OF SCHOOLS OF PUBLIC HEALTH

LONITUDINAL STUDY OF GRADUATES, SCHOOLS OF PUBLIC HEALTH
1956-1985

August 30, 1985
Nicholas Parato, MPh
Richard Brand, PhD
Daniel Gentry, MHS
Michael Gormon, CAE

ASPH Survey of New Graduates 2005

12. Will you be working on a full-time basis or a part-time basis upon graduation?
- Full-time
- Part-time

13. Which of the following best describes the type of organization for which you work or will work?
- Federal government (U.S. or Foreign)
- Military
- State or local government
- Hospital or other health care provider
- Association, foundation, voluntary, NGO, or other nonprofit organization
- Consulting firm
- Pharmaceutical, biotech or medical device firm
- Other industrial or commercial firm
- University or college
- Self-employed
- Other (please specify)

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Walking the Talk

Christine M. Plepys
Director of Data Analytics
Association of Schools and Programs of Public Health

Married to: + add spouse

Applied Mathematical Science (Bachelor’s), Statistics (Master’s)
Objectives

Where do these graduates of schools and programs of public health find employment?
Challenges

- *Different* data collection methods
- *Different* survey questions and responses
- *Different* timeframes
- *Different* response/knowledge rates
Pilot Year - Development & Design

- **Partners**
  - ASPPH Data Advisory Committee
  - ASPPH member forums (career services & student services)
  - CDC, Centers for Surveillance, Epidemiology and Laboratory Services
  - Participating ASPPH member institutions

- **Timeframe**
  - Data collection in March-June 2014

- **Survey population**
  - Graduate-level alumni from Spring 2013, Summer 2013, Winter 2013/2014
Pilot Year - Development & Design

Assertions:

• A **pilot year is needed** to guide the project for future implementation.

• ASPPH members need to recognize the **benefit to their institution**, as well as ASPPH, to encourage participation.

• The project will **take time to implement** across ASPPH member institutions.

• The project plan will allow for **ASPPH members that previously collected graduate employment data to submit results** from their surveys. These will be utilized as best matched.

• ASPPH members that participate will receive the project outcome **benchmarking report with member-specific information**, as well as any aggregate reports.
Pilot Year - Development & Design

• Two options for participation:
  • Option 1: ASPPH Common Questions Survey
  • Option 2: Institution-designed Survey

• ASPPH provided to members:
  • Project plan and guidelines
  • Online data collection via SurveyMonkey survey transfer
  • Alumni tracking ideas

• Participating members provided to ASPPH:
  • Raw data Excel sheet
  • Copy of survey used
  • Response rate
  • Data collection methodology used
Pilot Year - Alumni Tracking Ideas

**Before they graduate** - *Remind them of the importance of connections between them, the school or program, the faculty, & their fellow students.*

- From the start at orientation and throughout their studies, engage the students and remind them that their education is lifelong and the school or program of public health is a resource for them throughout their careers.
Pilot Year - Alumni Tracking Ideas

Engage alumni - They want to connect directly with school or program of public health.

• Hold social events for alumni
• Hold continuing education events
• Provide opportunities to volunteer
• Follow-up periodically with alumni
• Student-focused giving campaign where alumni raise money for students coming after them
• Communicate with employers of alumni
Pilot Year - Alumni Tracking Ideas

Finding alumni - Where did they go?
• Search social media: Google, LinkedIn, Twitter, and Facebook
• Contact alumni associations, development/marketing offices, and departments
• Contact faculty of alumni

Tracking alumni - Build the systems to monitor and track alumni.
• Maintain a master list (could be as basic as a spreadsheet or advanced as using software packages)
• Monitor career pathways of alumni over time
Pilot Year – Data Collection Methods

• Data collection
  • Online mechanism
  • Internet search
  • Faculty contacts
  • Phone or mail

• Timing
  • Exit survey (3 members, 5% of respondents)
  • Alumni survey (49 members, 65% of respondents)
  • Exit and alumni survey (5 members, 30% of respondents)
Pilot Year – Common Questions Survey

- Demographics
- Education – recent public health degree and previous
- Continuing education status
- Employment status
- Employment information
- Salary
- Debt
Pilot Year - Results

Number of Respondents by Member Type and Option Selection (n=4,867)

Option 1: ASPPH Common Questions
- 38 ASPPH Members: 1,465
- 290 Schools of Public Health
- 313 Programs of Public Health

Option 2: Institution Designed Survey
- 19 ASPPH Members: 2,799
- 313 Schools of Public Health
- 38 Programs of Public Health
## Pilot Year - Results

### Most Recently Earned Public Health Degree

<table>
<thead>
<tr>
<th>Degree</th>
<th>Count</th>
<th>Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>MPH</td>
<td>3,194</td>
<td>65.6%</td>
</tr>
<tr>
<td>MS</td>
<td>571</td>
<td>11.7%</td>
</tr>
<tr>
<td>PhD</td>
<td>363</td>
<td>7.5%</td>
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<tr>
<td>MHA</td>
<td>189</td>
<td>3.9%</td>
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<tr>
<td>MSPH</td>
<td>106</td>
<td>2.2%</td>
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<tr>
<td>ScD</td>
<td>70</td>
<td>1.4%</td>
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<tr>
<td>Unknown</td>
<td>61</td>
<td>1.3%</td>
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<tr>
<td>DrPH</td>
<td>56</td>
<td>1.2%</td>
</tr>
<tr>
<td>MHSA</td>
<td>44</td>
<td>0.9%</td>
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<tr>
<td>MHS</td>
<td>43</td>
<td>0.9%</td>
</tr>
<tr>
<td>MBA</td>
<td>9</td>
<td>0.2%</td>
</tr>
<tr>
<td>OTHER</td>
<td>170</td>
<td>3.5%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>4,867</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>
Pilot Year - Results

Employment Status by Degree Level (n=4,778)

- Employed: 72.4% (Master's) vs. 75.1% (Doctoral)
- Fellowship/Internship/Residency: 4.7% (Master's) vs. 15.4% (Doctoral)
- Not Employed (May include other "not seeking"): 9.4% (Master's) vs. 3.4% (Doctoral)
- Not Employed, Not Seeking: 3.9% (Master's) vs. 2.8% (Doctoral)
- Unknown: 9.6% (Master's) vs. 3.2% (Doctoral)
Pilot Year - Results

Respondents Selecting to Continue Their Education by Area of Study (n=668)

- Epidemiology: 23.8%
- Health Educ./Beh.Sci.: 14.9%
- Health Services Admin.: 12.3%
- Biostatistics: 9.6%
- Environmental Sciences: 7.7%
- General Public Health Studies: 6.5%
- International Health: 5.5%
- PH Practice/Prog. Mgmt.: 5.3%
- Biomedical Sciences: 4.4%
- Nutrition: 1.6%
- Maternal and Child Health: 1.2%
- Other: 5.0%
- Unknown: 2.1%

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Pilot Year - Results

Respondent Employment Sector by Degree Level (n=3,424)

- University or College: 21.8% (Master's), 52.4% (Doctoral)
- Healthcare: 21.6% (Master's), 6.5% (Doctoral)
- Government: 19.4% (Master's), 13.0% (Doctoral)
- Non profit: 14.6% (Master's), 7.6% (Doctoral)
- For profit: 14.5% (Master's), 12.5% (Doctoral)
- Other/Unknown: 8.1% (Master's), 7.9% (Doctoral)

ASPPH
ASSOCIATION OF SCHOOLS AND PROGRAMS OF PUBLIC HEALTH
## Pilot Year - Results

### Graduates Employed in the Government Sector

(n=578 Master’s; 48 Doctoral)

<table>
<thead>
<tr>
<th>Category</th>
<th>Master’s</th>
<th>Doctoral</th>
<th>Grand Total</th>
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</thead>
<tbody>
<tr>
<td>Federal government (U.S. or foreign)</td>
<td>33.2%</td>
<td>64.6%</td>
<td>35.6%</td>
</tr>
<tr>
<td>Government</td>
<td>22.7%</td>
<td>12.5%</td>
<td>21.9%</td>
</tr>
<tr>
<td>Government contractor</td>
<td>1.0%</td>
<td>2.1%</td>
<td>1.1%</td>
</tr>
<tr>
<td>Local (county or city) health department</td>
<td>8.7%</td>
<td>2.1%</td>
<td>8.1%</td>
</tr>
<tr>
<td>Local government</td>
<td>3.1%</td>
<td></td>
<td>2.9%</td>
</tr>
<tr>
<td>Local government (not health department)</td>
<td>4.2%</td>
<td></td>
<td>3.8%</td>
</tr>
<tr>
<td>State government</td>
<td>5.7%</td>
<td>4.2%</td>
<td>5.6%</td>
</tr>
<tr>
<td>State government (not health department)</td>
<td>3.6%</td>
<td>2.1%</td>
<td>3.5%</td>
</tr>
<tr>
<td>State health department</td>
<td>17.8%</td>
<td>10.4%</td>
<td>17.3%</td>
</tr>
<tr>
<td>Tribal government</td>
<td></td>
<td>2.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100.0%</strong></td>
<td><strong>100.0%</strong></td>
</tr>
</tbody>
</table>
Pilot Year - Results

Respondents Employed in Same Position Prior to/Concurrent to Earning Recent Public Health Degree (n=1,394 Master's and 162 Doctoral)

<table>
<thead>
<tr>
<th>Position</th>
<th>Master's</th>
<th>Doctoral</th>
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<tbody>
<tr>
<td>Same Employer</td>
<td>31.5%</td>
<td>22.3%</td>
</tr>
<tr>
<td>New Employer</td>
<td>68.5%</td>
<td>77.7%</td>
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</table>
## Pilot Year - Results

### Respondents Who Consider Their Work Health-Related

<table>
<thead>
<tr>
<th></th>
<th>Master's Count</th>
<th>Master's %</th>
<th>Doctoral Count</th>
<th>Doctoral %</th>
<th>Grand Total Count</th>
<th>Grand Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1,563</td>
<td>92.9%</td>
<td>239</td>
<td>95.6%</td>
<td>1,802</td>
<td>93.2%</td>
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<tr>
<td>No</td>
<td>120</td>
<td>7.1%</td>
<td>11</td>
<td>4.4%</td>
<td>131</td>
<td>6.8%</td>
</tr>
<tr>
<td>Grand Total</td>
<td>1,683</td>
<td>100.0%</td>
<td>250</td>
<td>100.0%</td>
<td>1,933</td>
<td>100.0%</td>
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</table>

### Respondents Who Consider Their Work Public Health-Related

<table>
<thead>
<tr>
<th></th>
<th>Master's Count</th>
<th>Master's %</th>
<th>Doctoral Count</th>
<th>Doctoral %</th>
<th>Grand Total Count</th>
<th>Grand Total %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1,557</td>
<td>84.4%</td>
<td>187</td>
<td>92.1%</td>
<td>1,744</td>
<td>85.2%</td>
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<tr>
<td>No</td>
<td>287</td>
<td>15.6%</td>
<td>16</td>
<td>7.9%</td>
<td>303</td>
<td>14.8%</td>
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<td>Grand Total</td>
<td>1,844</td>
<td>100.0%</td>
<td>203</td>
<td>100.0%</td>
<td>2,047</td>
<td>100.0%</td>
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</table>
Figure 15. Breakdown of Top 25 Respondent Job Classifications by Employment Sector (n=1,805)

<table>
<thead>
<tr>
<th>Overall Category</th>
<th>Job Classification</th>
<th>University or College</th>
<th>Healthcare</th>
<th>Government</th>
<th>Non-profit</th>
<th>For-profit</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and Leadership</td>
<td>Department or Program Director</td>
<td>0.8%</td>
<td>1.2%</td>
<td>0.2%</td>
<td>1.1%</td>
<td>0.5%</td>
</tr>
<tr>
<td></td>
<td>Deputy Director</td>
<td>0.6%</td>
<td>0.3%</td>
<td>0.4%</td>
<td>0.4%</td>
<td>0.6%</td>
</tr>
<tr>
<td></td>
<td>Program Manager</td>
<td>0.8%</td>
<td>0.3%</td>
<td>0.8%</td>
<td>1.6%</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>Public Health or Program/Project Manager</td>
<td>0.7%</td>
<td>1.8%</td>
<td>1.0%</td>
<td>0.8%</td>
<td>1.1%</td>
</tr>
<tr>
<td></td>
<td>Coordinator</td>
<td>3.2%</td>
<td>1.3%</td>
<td>2.0%</td>
<td>3.1%</td>
<td>0.9%</td>
</tr>
<tr>
<td></td>
<td>Coordinator</td>
<td>0.2%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td></td>
<td>Epidemiologist</td>
<td>0.1%</td>
<td>2.9%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>Health Educator</td>
<td>0.3%</td>
<td>0.4%</td>
<td>0.6%</td>
<td>0.4%</td>
<td>0.4%</td>
</tr>
<tr>
<td></td>
<td>Analyst</td>
<td>2.3%</td>
<td>2.4%</td>
<td>2.9%</td>
<td>1.8%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Professional and Scientific</td>
<td>Laboratory Aide or Assistant (non-academic)</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.6%</td>
<td>1.9%</td>
<td>0.7%</td>
</tr>
<tr>
<td></td>
<td>Scientist (non-academic)</td>
<td>0.2%</td>
<td>1.4%</td>
<td>0.7%</td>
<td>0.7%</td>
<td>1.1%</td>
</tr>
<tr>
<td></td>
<td>Other physician - Resident</td>
<td>0.3%</td>
<td>2.6%</td>
<td>0.2%</td>
<td>0.2%</td>
<td>0.3%</td>
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<tr>
<td></td>
<td>Physician</td>
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<td>1.4%</td>
<td>0.8%</td>
<td>0.2%</td>
<td>0.3%</td>
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<tr>
<td></td>
<td>Statistician</td>
<td>0.8%</td>
<td>1.4%</td>
<td>0.3%</td>
<td>0.2%</td>
<td>1.1%</td>
</tr>
<tr>
<td></td>
<td>Other professional and scientific - Associate (non-academic)</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.2%</td>
<td>0.6%</td>
<td>1.7%</td>
</tr>
<tr>
<td></td>
<td>Other professional and scientific - Specialist</td>
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<td>0.1%</td>
<td>1.1%</td>
<td>0.7%</td>
<td>0.4%</td>
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<tr>
<td>Support Services</td>
<td>Fellow</td>
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<td>2.4%</td>
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<td></td>
<td>Intern</td>
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<td>0.6%</td>
<td>0.3%</td>
</tr>
<tr>
<td></td>
<td>Post Doc</td>
<td>3.7%</td>
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<td>0.1%</td>
<td>0.4%</td>
</tr>
<tr>
<td></td>
<td>Administrative Assistant</td>
<td>0.4%</td>
<td>0.3%</td>
<td>0.4%</td>
<td>0.7%</td>
<td>0.2%</td>
</tr>
<tr>
<td></td>
<td>Administrative Assistant</td>
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<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
<tr>
<td></td>
<td>Other business support services - Consultant</td>
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<td>0.4%</td>
<td>0.8%</td>
<td>0.8%</td>
<td>3.5%</td>
</tr>
<tr>
<td>Academic Professional</td>
<td>Assistant Professor</td>
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<td>0.5%</td>
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<td>0.1%</td>
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<tr>
<td></td>
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<tr>
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<tr>
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<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
<td>0.1%</td>
</tr>
</tbody>
</table>

ASPPH
Pilot Year - Results

Salary Range by Degree Level (n=2,481)

- Less than $30,000: 18.5% (Master's 6.4%, Doctoral 12.1%)
- $50,001-75,000: 51.7% (Master's 6.4%, Doctoral 45.3%)
- $75,001-100,000: 29.8% (Master's 10.1%, Doctoral 19.7%)
- $100,001-125,000: 11.2% (Master's 5.7%, Doctoral 5.5%)
- $125,001-150,000: 11.0% (Master's 3.0%, Doctoral 8.0%)
- More than $150,000: 6.9% (Master's 2.7%, Doctoral 4.2%)

ASSOCIATION OF SCHOOLS AND PROGRAMS OF PUBLIC HEALTH
Pilot Year - Results

Debt from Recent Public Health Degree (n=1,736)

<table>
<thead>
<tr>
<th>Master's</th>
<th>None</th>
<th>Less than $10,000</th>
<th>$10,000-25,000</th>
<th>$25,001-50,000</th>
<th>$50,001-75,000</th>
<th>$75,001-100,000</th>
<th>$100,001-125,000</th>
<th>More than $125,000</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>35.31%</td>
<td>6.50%</td>
<td>7.74%</td>
<td>23.80%</td>
<td>17.62%</td>
<td>5.01%</td>
<td>1.11%</td>
<td>1.56%</td>
<td>1.37%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Doctoral</th>
<th>None</th>
<th>Less than $10,000</th>
<th>$10,000-25,000</th>
<th>$25,001-50,000</th>
<th>$50,001-75,000</th>
<th>$75,001-100,000</th>
<th>$100,001-125,000</th>
<th>More than $125,000</th>
<th>I don't know</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>57.58%</td>
<td>6.06%</td>
<td>8.59%</td>
<td>15.15%</td>
<td>8.08%</td>
<td>1.52%</td>
<td>1.01%</td>
<td>1.52%</td>
<td>0.51%</td>
</tr>
</tbody>
</table>
Reports

• Aggregate report for all members
• Benchmarking report for participating members
  • Troublesome due to different response rates and graduate class size
Lessons Learned & Next Steps

• Define data elements
• Align timeline with CEPH timeline (With current criteria: Dec. 2016 data to be submitted for academic year 2014-2015 graduates)
• Allow for flexibility in data collection strategy:
  • Single point in time for all graduates from one academic year (Send survey to all graduates in academic year)
  • Single point in time by graduating cohort (Send survey 12 months after graduating to each cohort.)
  • Ongoing data collection by graduating cohort (Exit survey, followed by 3, 6, 9 and 12 month intervals to those without employment information.)
Lessons Learned & Next Steps

- Align with other national-level efforts on graduate employment (such as the National Association of Colleges and Employers)
- Define “mission critical” data elements
- Move to online data reporting (Participating members from institution-designed surveys would recode data prior to submission)
- Develop better benchmarking tool
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ASPPH Data Center
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Method for Submitting Questions

Join the Conversation...

- You can ask questions in writing anytime during the webinar.

- Simply type them in the “Questions” field on the right side of your screen.
Thank you!

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