

WIC local agency staff workforce survey final report overview

OCTOBER 30, 2024

About the survey

- The Minnesota WIC Program and the Local Agency Staffing workgroup conducted a survey last spring to better understand the challenges of recruiting and retaining WIC staff.
 - All WIC staff were asked to complete the survey, including WIC coordinators, competent professional authorities, support staff, peer breastfeeding support staff, and supervisors. A total of 376 staff completed the survey.
 - The survey included questions about compensation, benefits, and job satisfaction.

Contents of the final report

- The purpose of the report is to assess the capacity and job characteristics of WIC staff who support the local WIC programs. Summary and results of the [Women, Infants, and Children \(WIC\) Local Agency Staff Workforce Survey](#) are available on the MDH WIC Local Agency website, under Staff Resources >> WIC Employee Recruitment/Retention.
- The report includes:
 - Executive summary
 - Roles of WIC staff
 - Education
 - Job characteristics
 - Hourly pay for WIC staff
 - Pay differential (for special skills)
 - Demographics
 - Benefits, challenges, and retention
 - Considerations for local agencies

Suggested uses for the report

- Hourly pay and benefit information can be used to support and advocate for WIC staff compensation.
- Review the reported reasons that employees continue in their WIC jobs and identify ways to promote job satisfaction at WIC.

- WIC staff shared the challenges encountered in their positions. Discuss the common challenges and collaboratively identify strategies to reduce them.
- Check out the section **Considerations for Local Agencies** for additional suggestions.

Reference – Complete Listing of Hyperlinks

- [Women, Infants, and Children \(WIC\) Local Agency Staff Workforce Survey](https://www.health.state.mn.us/docs/people/wic/localagency/workforce.pdf)
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