

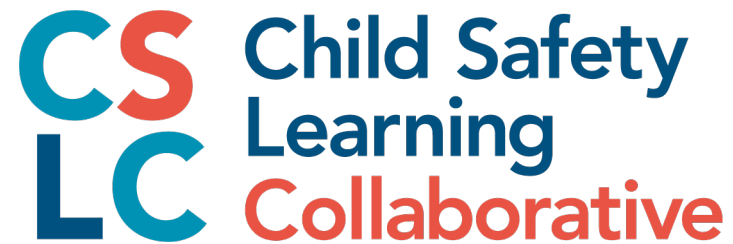
Welcome!

Please share in chat or unmute:

- Name
- Role
- State
- Topic area

What is your favorite fall activity?





State Technical Assistance Webinar

September 19, 2024



Funding Sponsor

This project is supported by the Health Resources and Services Administration (HRSA) of the U.S. Department of Health and Human Services (HHS) under the Child and Adolescent Injury and Violence Prevention Resource Centers Cooperative Agreement (U49MC28422) for \$5,000,000 with 0 percent financed with non-governmental sources. This information or content and conclusions are those of the author and should not be construed as the official position or policy of, nor should any endorsements be inferred by HRSA, HHS or the U.S. Government.



Accessibility



Closed Captions can be viewed by clicking the CC button at the bottom of your Zoom screen.



We will provide **verbal descriptions and summaries** of slide content and chat messages.



Follow-up materials such as recordings and handouts will be available and meet or exceed compliance guidance.

Engagement



Use the **chat feature** to ask questions and make comments throughout.



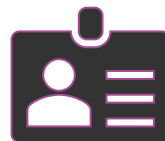
Please stay muted when not speaking.



Please turn your **camera on**, if possible, to facilitate our engagement.



This **session will be recorded** and posted publicly.



Rename yourself with your state abbreviation and full name.

Community Guidelines

We ask during today's session that you:

- Focus on intentional presence
- Bring a curious stance
- Be partners in learning
- Honor other's perspectives, experiences and learning styles
- Take care of yourself as needed



State Technical Assistance Webinar



Workforce Development: Supporting Your Workforce to Address Child Safety

Today's Presenters



Steve Fry

Substance Abuse and Mental
Health Services Administration



Maria Katradis

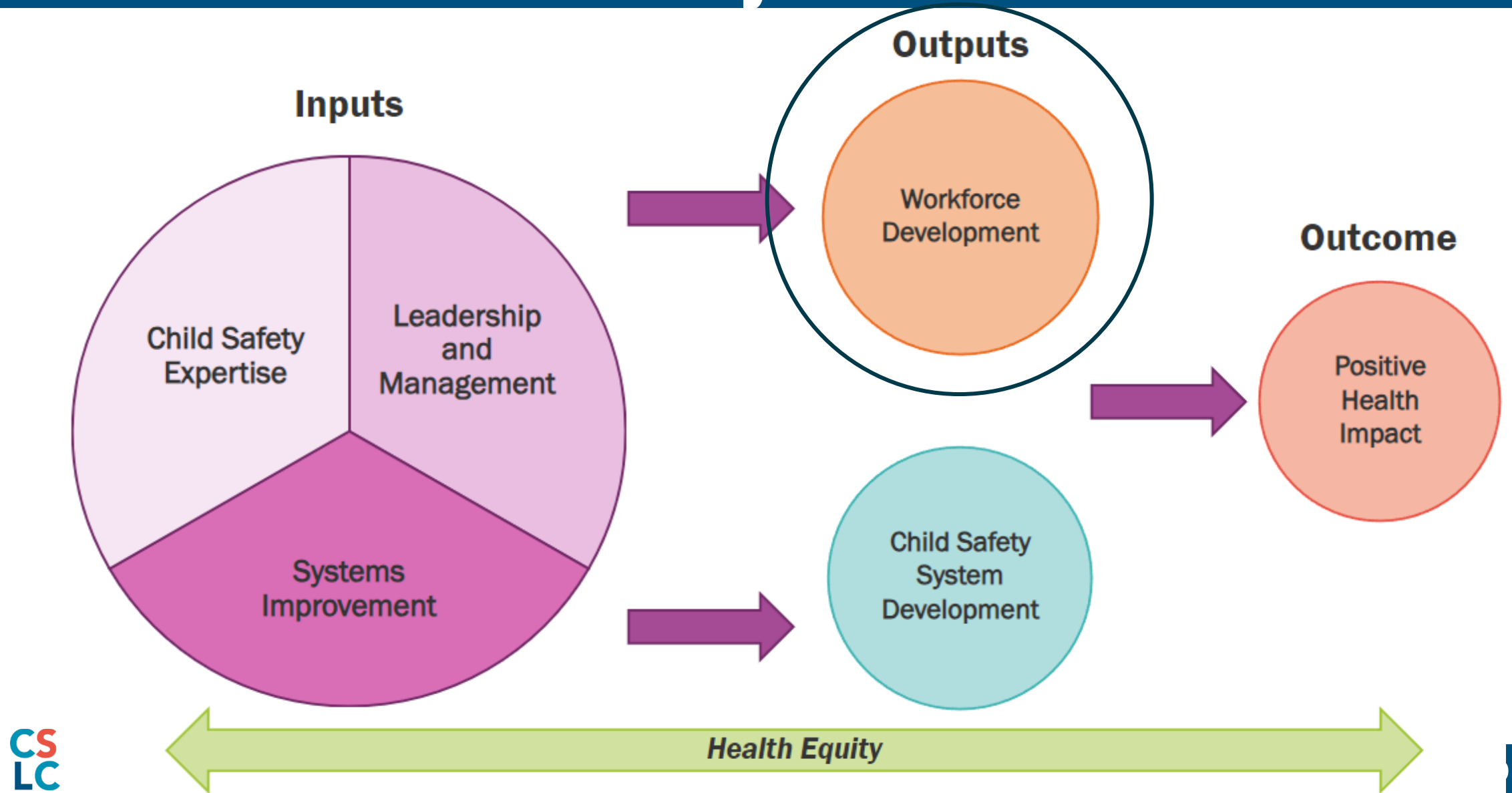
Children's Safety Network

Agenda

- Focusing on workforce development and wellness
- Addressing Professional Stress and “Burn Out”
- Additional resources
- Closing



CSN Framework for Quality Improvement and Innovation in Child Safety



Why Workforce Development?

“

Workforce development in public health aims to improve health outcomes by enhancing the training, skills, and performance of public health workers...a well-prepared public health workforce is the foundation of a healthy community.

”

Public Health Foundation (PHF)
[Workforce Development](#)

Caring for the Caregivers



Addressing Professional Stress and “Burn Out”

Steven M. Fry, MS, CPXP
SAMHSA Office of Recovery

September 19, 2024



SAMHSA
Substance Abuse and Mental Health
Services Administration

Disclaimer

The views, thoughts, and opinions reflected in this presentation and those of this session, including any handouts or related materials, belong solely to the presenters and do not necessarily reflect the official views, policies, or position of the U.S. Federal Government, the Department of Health and Human Services or SAMHSA.



Burnout

A display of negative feelings felt by workers in helping professions due to long-term exhaustion, diminished interest, and low feelings of personal **satisfaction at work.** Freudenberger, H. J. (1984). Burnout and job dissatisfaction: Impact on the family. In Perspectives on Work and Family, J.C. Hammer & S.H. Cramer, Eds. Rockville, MD: Aspen

“Stress without let-up,” a sense of negativity building up while performance in many areas of your life is breaking **down.** Freudenberger, H. J. (1986, July-September). The issues of staff burnout in therapeutic communities. Journal of Psychoactive Drugs, 18(3), 247–251. 10.1080/02791072.1986.10472354

Burnout is the result of chronic workplace stress due to an imbalance between job demands and resources

<https://www.hhs.gov/sites/default/files/health-worker-wellbeing-advisory.pdf>

The background of the slide features a large, faint, circular seal of the U.S. Department of Health and Human Services. The seal contains the text "DEPARTMENT OF HEALTH AND HUMAN SERVICES" around the top and "PUBLIC HEALTH SERVICE" around the bottom, with the year "1798" at the bottom center.

Addressing Health Worker Burnout

The U.S. Surgeon General's Advisory
on Building a Thriving Health Workforce

OSG Continued

Health Workers

- Insomnia, heart disease, and diabetes
- Isolation, substance use, anxiety, and depression
 - Relationship and interpersonal challenges
- Exhaustion from overwhelming care and empathy

“I can’t provide the best care....”

Health Care System

- Health workforce shortages and retention challenges
 - Limited services available
- Risk of malpractice and decreased patient satisfaction
 - Increased costs

Patients

- Less time with health workers
- Delays in care and diagnosis
 - Lower quality of care
 - Medical errors

“I can’t get the care I need”

Community and Society

- Erosion of trust
- Worsening population health outcomes
 - Increased health disparities
- Lack of preparedness for public health crises

Thriving together: Solutions to health worker burnout



We must shift burnout from a “me” problem to a “we” problem.

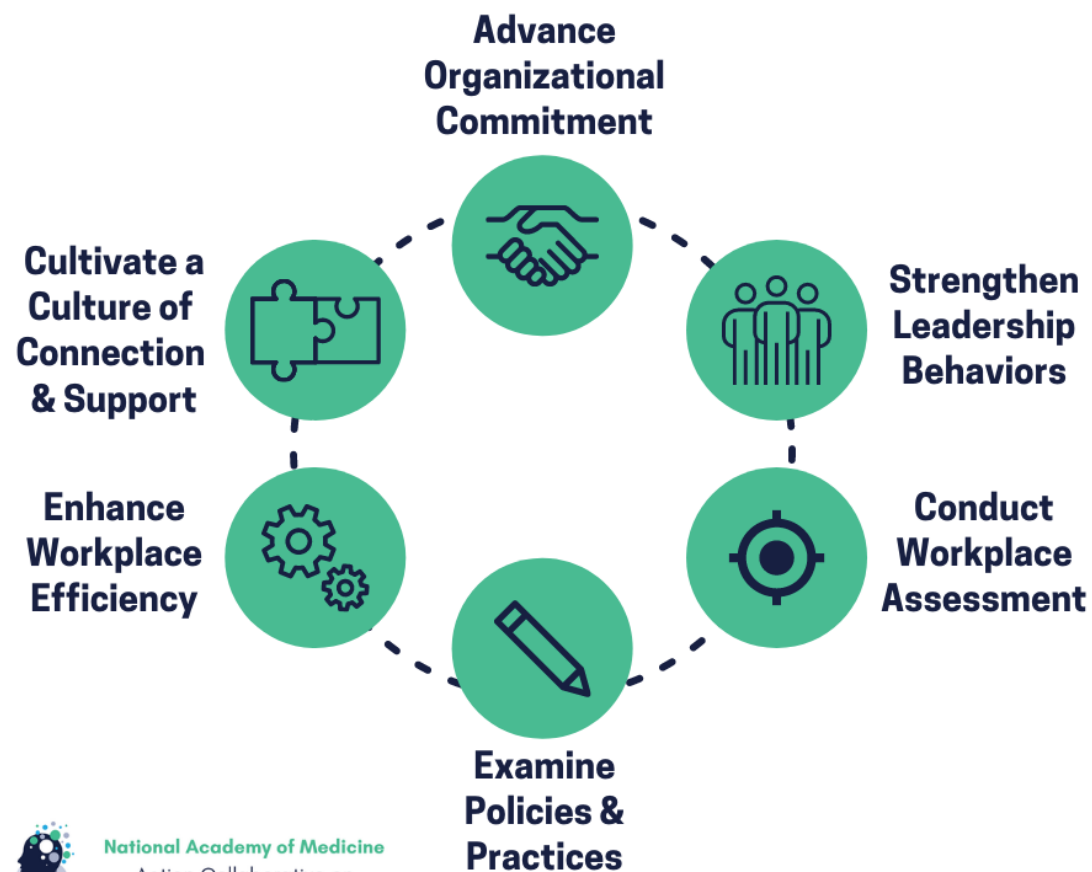


Culture of Healing and Connection rooted in trust

- Leadership
- Accessible Mental Health and Substance Use Services
- Diverse and empowered workforce
- Safe and inclusive environment
- Community Partnership

Organizational Focus

Resources for Health Care Worker Well-Being: 6 Essential Elements



National Academy of
Medicine Resource
Compendium for Health
Care Worker Wellbeing

<https://nam.edu/compendium-of-key-resources-for-improving-clinician-well-being/>

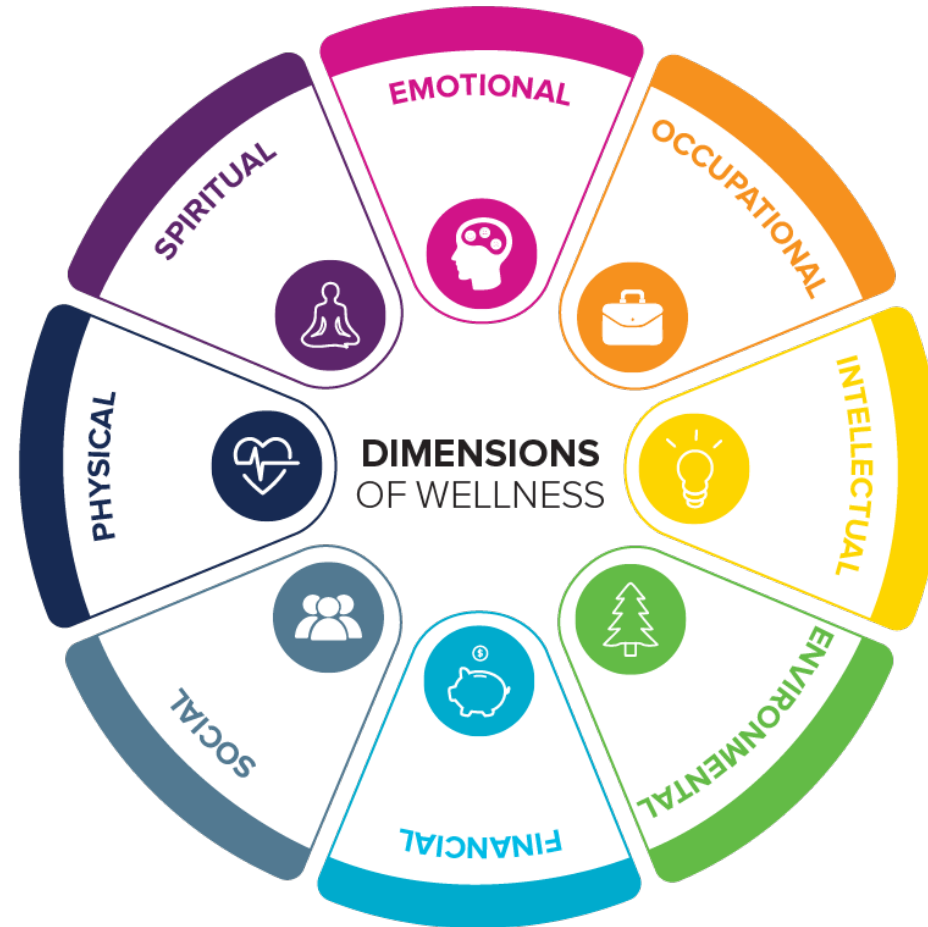
National Plan for Health
Workforce Wellbeing

<https://nam.edu/initiatives/clinician-resilience-and-well-being/national-plan-for-health-workforce-well-being/>

Discussion: Individual Wellness

What do you do, to manage stress and promote personal wellness?

What could you do?



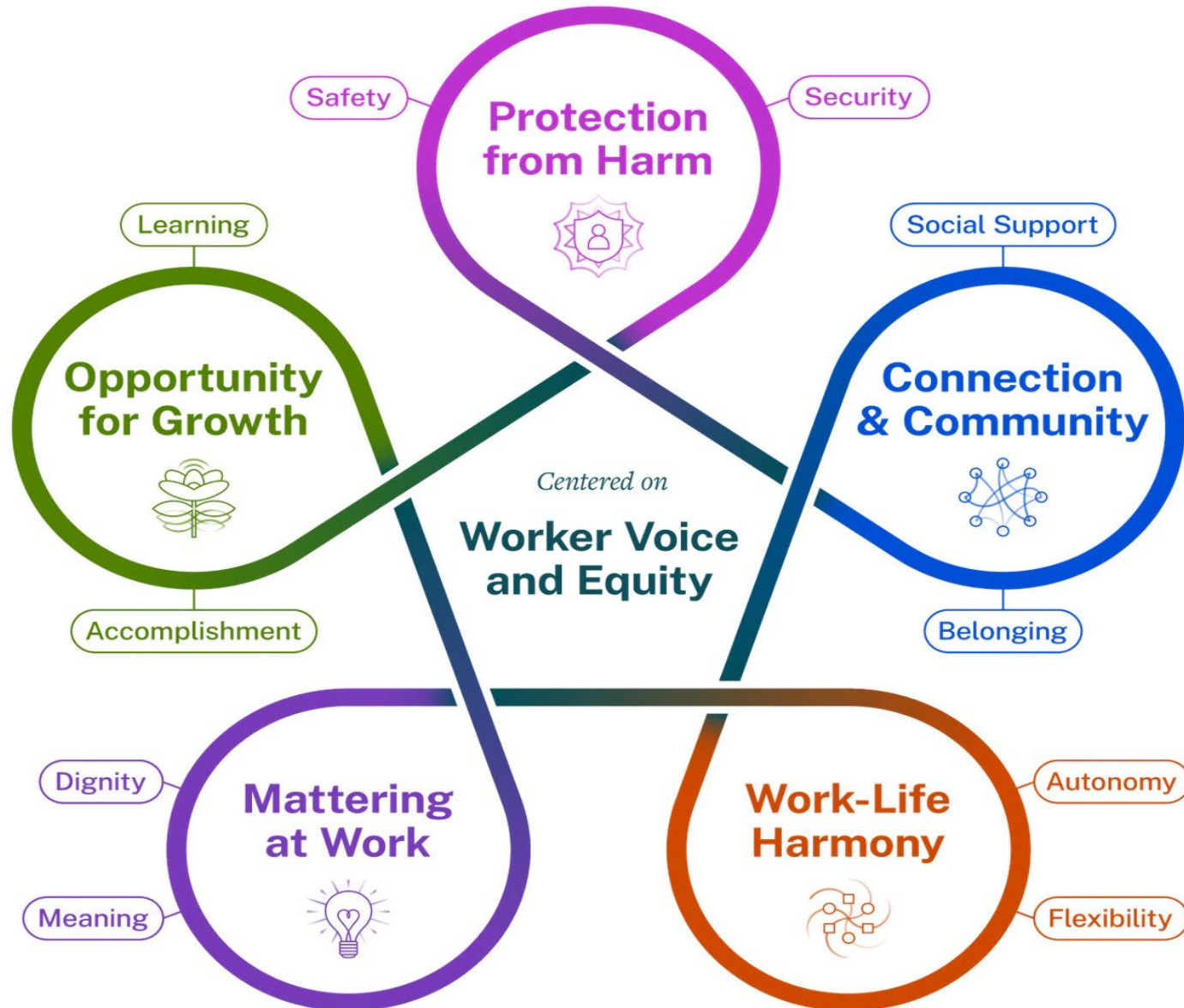
Discussion: Team Wellness



What is happening to promote wellbeing in your immediate work unit?

What could it look like?

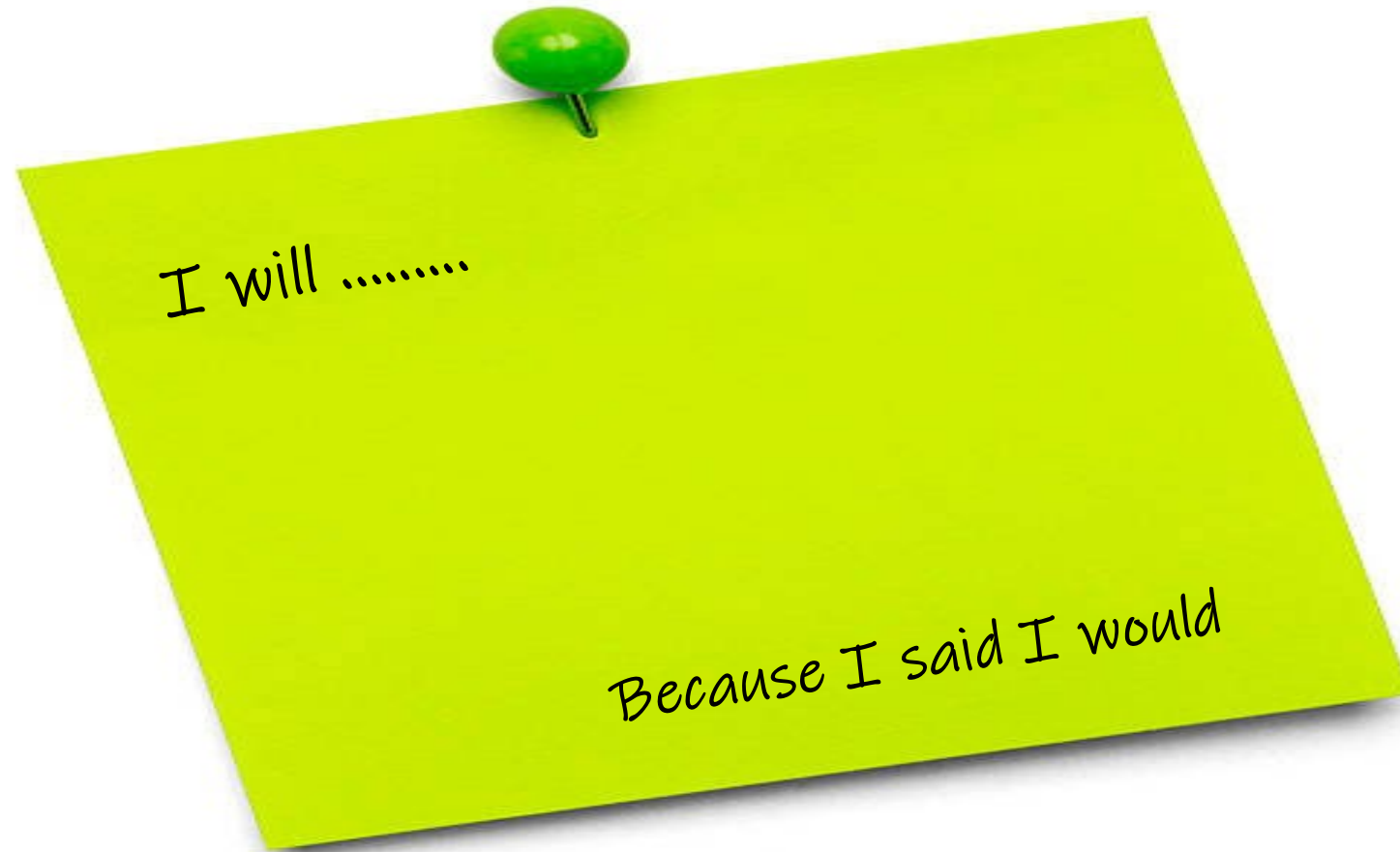
Discussion: Organizational Wellness



Workplace
Mental Health &
Well-Being
HHS/OSG

<https://www.hhs.gov/surgeongeneral/priorities/workplace-well-being/index.html>

Bringing it all together – make a promise to yourself



“Parents Under Pressure”

The U.S. Surgeon General’s Advisory on the Mental Health & Wellness of Parents

“Parents who feel pushed to the brink deserve more than platitudes. They need tangible support.”

-New York Times, Surgeon General:
Parents Are at Their Wits' End. We Can
Do Better ...



We are here to help and support your work!



Comparisons of your state's injury data to national data
Cost data on childhood injuries in your state

Cost-savings data on injury prevention programs

Strategies for explaining injury data to policy makers and non-public health audiences

Information on which populations (state/nationally) are most vulnerable to particular injuries

Strategies for building and maintaining partnerships

Examples of successful legislation and policies

Consultation on the evaluation of programs and partnerships

Examples of best practices and model programs

www.childrenssafetynetwork.org/technical-assistance

Questions and Closing



What questions do you still have?

What would you like to know more about?

Thank you!

1

Please fill out our brief evaluation:



3

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childrenssafetynetwork.org

2

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