Mental Health Initiative for Health Workers (HW)

Presented by: Thomas R. Cunningham, PhD

NIOSH Board of Scientific Counselors

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NIOSH Mental Health Initiative for Health Workers

As part of the American Rescue Plan of 2021, the National Institute for Occupational Safety and Health (NIOSH), within the Centers for Disease Control and Prevention, received congressional funding to deliver a national awareness and education campaign to safeguard and improve the mental health of health workers.
NIOSH Portfolio
Mental Health Research
NIOSH Mental Health Portfolio and Strategies

Total Worker Health®

- Work/non-work issues
- Worker wellbeing
- Expanded hierarchy of controls

Eliminate
Substitute
Redesign
Educate
Train

Healthy Work Design & Well-Being Cross-Sector

- Design of work
- Psychosocial health partnerships

Work Organization & Stress Research Program

- Work environment
- Management practices
- Work stress prevention

Healthcare and Social Assistance Sector

- Range of worker/patient safety programs
- Healthcare partnerships
NIOSH Focus for Health Worker Mental Health

Empowering Employers and Workers

Promote safe and healthy workers through interventions, recommendations and capacity building
Health Worker Burden
Health Worker Mental Health Burden in COVID-19

20 Million healthcare workers in the US

93% of health care workers experienced stress during June-Sept. 2020

Nurses, women, frontline, and younger health care workers reported more severe degrees of all psychological symptoms

22%


MHA [2021]. The Mental Health of Healthcare Workers in COVID-19
Health Worker Mental Health Burden in COVID-19

Nurses

22% reported potentially leaving their positions

Top factors influencing the decision to leave:
- Insufficient staffing
- Intensity of workload
- Emotional toll of job
- Don’t feel listened to or supported
- Physical toll of job

McKinsey & Company [2021]. Nursing in 2021: Retaining the healthcare workforce when we need it most.
Physician Burnout

79% reported burnout before the pandemic

69% reported colloquial depression in the fall of 2020

13% reported having thoughts of suicide

NIHCM [2021]. Physician Burnout & Moral Injury: The Hidden Health Care Crisis
Health Worker Mental Health Burden in COVID-19

Women and Health Care

76% of health care jobs are held by women

64% of physicians that feel burned-out are women

US Census Bureau [2019]. Your Health Care is in Women’s Hands
NIHCM [2021]. Physician Burnout & Moral Injury: The Hidden Health Care Crisis
Among 26,174 surveyed, 53.0% reported symptoms of at least one mental health condition in the past 2 weeks.

MMWR [2021]. Symptoms of Depression, Anxiety, Post-Traumatic Stress Disorder, and Suicidal Ideation Among State, Tribal, Local, and Territorial Public Health Workers During the COVID-19 Pandemic—United States, March-April 2021
NIOSH Mental Health Initiative
Objectives & Outcomes
Objectives and Outcomes

Improving the mental health and well-being of the nation's health workers through prevention, awareness, and intervention.

- Spotlight the personal, social, and economic burden of poor mental health outcomes
- Develop repository of best practices, resources, and interventions
- Inspire, amplify, and support partnership efforts
- Improve data, screening tools, trainings, resources, and policies for sustainable change
- Conduct national, multi-dimensional social marketing campaign
Understand HW Burden

Assimilate Evidence

Partner for Impact

Generate Awareness

Identify or Adapt Tools
Understand HW Burden
- National HW Mental Health Data
- External Expert Support Contracts

Assimilate Evidence
- Extramural Grants/Contracts to Identify Evidence
- External Expert Support Contracts to Curate Resources for Repository

Partner for Impact
- Federal
- Labor & Industry
- Associations
- TWH Centers of Excellence

Identify or Adapt Tools
- Extramural Grants
- NIOSH Intramural RFP
- WellBQ& QWL

Generate Awareness
- Develop a National Social Marketing Campaign
- Synergies with Partner Efforts
The “Hub”

Role of the Hub

- Lead, organize, and evaluate operations
- Assure scientific integrity
- Launch contracts
- Coordinate intramural and extramural research projects
- Evaluate and report success
Progress and Next Steps on Objectives
Understand Health Worker Burden

**Objective:** Spotlight the personal, social, and economic burden of poor mental health outcomes

- **Completed**
  - Secured contractors
  - Analysis of 2018-2019 BRFSS and NHIS data to describe mental health among health workers prior to pandemic

- **Next Steps**
  - Create data visualization products using BRFSS, QWL and other data sources
Assimilate Evidence

Objective: Develop a repository of best practices, resources, and interventions

Completed

- Secured contractors and IPAs
- Developed RFI to identify organizational practices, data sources, potential partners and evaluation metrics

Next Steps

- Publish RFI and receive comments
- Complete draft report of evidence base
Partner for Impact

Objective: Inspire, amplify, and support partnership efforts

Completed

- Held partnership meetings with:
  - HRSA
  - Joint Commission
  - OSG
  - Action Alliance
  - American Federation of Teachers
  - American Nurses Association

Next Steps

- Continue to coordinate partner efforts
Identify or Adapt Tools

Objective: Improve data, screening tools, trainings, and resources, and policies for sustainable change

Completed

- Secured contractors
- Funded cooperative agreement with AHA
- Funded external TWH Centers of Excellence research projects and 3 research grants

Next Steps

- Conduct intramural funding competition
- Explore new grant/co-ag opportunities to supplement ongoing efforts
Objective: Conduct a national, multi-dimensional social marketing campaign

Completed

- Web search of recent campaigns
- Secured name/brand identity contractor and conducted preliminary trademark review
- Submitted Performance Work Statement for social marketing contractor

Next Steps

- Develop campaign logo
- Review social marketing campaign proposals and select contractor
Timeline & Milestones
## Timeline and Initial Milestones

<table>
<thead>
<tr>
<th>Objectives</th>
<th>FY21</th>
<th>FY22</th>
<th>FY23</th>
<th>FY24 &amp; beyond</th>
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<tbody>
<tr>
<td>Understand HW burden</td>
<td>Environmental scan</td>
<td>BRFSS, QWL analyses</td>
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<tr>
<td>Assimilate evidence</td>
<td>RFI/FRN</td>
<td>Fund extramural grants/co-ags</td>
<td>Draft assimilation report</td>
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<td>Identify or adapt tools</td>
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<td>Fund pilot to identify interventions for suicide risk</td>
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<td>Fund occupational safety and health grants</td>
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<td>Generate awareness</td>
<td>Kickoff webinar with Office of the Surgeon General</td>
<td>National campaign launch</td>
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**Note:** Opportunities for partnership and collaboration are ongoing.
Suicide Prevention Awareness Month

1. What does success look like for this initiative overall, and for the campaign?

2. Given the comprehensive approach NIOSH is trying to take to address health worker mental health and well-being, what is missing?
Thank you!

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For more information, contact CDC
1-800-CDC-INFO (232-4636)

The findings and conclusions in this report are those of the authors and do not necessarily represent the official position of the Centers for Disease Control and Prevention.