

Mental Health Initiative for Health Workers (HW)

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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.

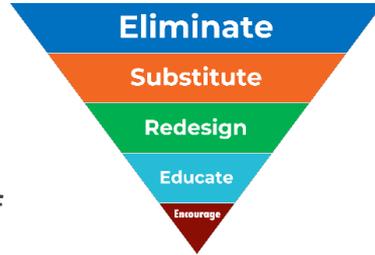
NIOSH Portfolio

Mental Health Research

NIOSH Mental Health Portfolio and Strategies

Total Worker Health®

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



Healthy Work Design & Well-Being CrossSector

Design of work
Psychosocial health partnerships



Work Organization & Stress Research Program

Work environment
Management practices
Work stress prevention

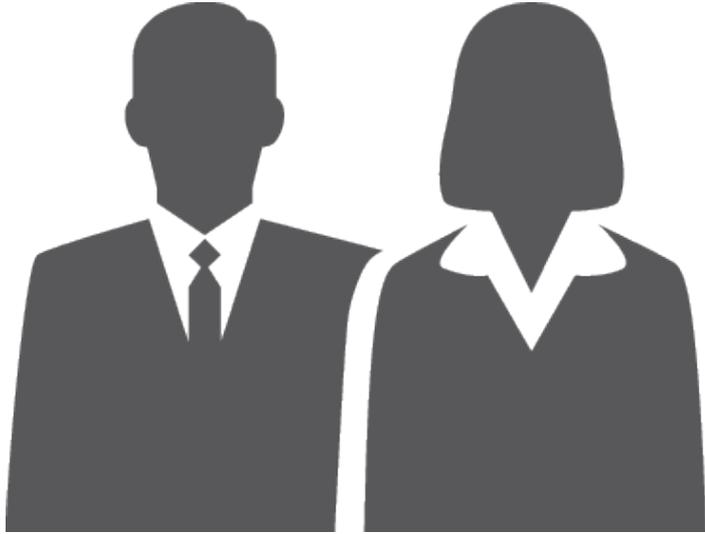


Healthcare and Social Assistance Sector

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%



Health Worker Mental Health Burden in COVID -19

22%

Nurses

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



Health Worker Mental Health Burden in COVID -19

Physician Burnout



79% reported **burnout** before the pandemic

69% reported **colloquial depression** in the fall of 2020

13% reported having **thoughts of suicide**

Health Worker Mental Health Burden in COVID-19

Women and Health Care

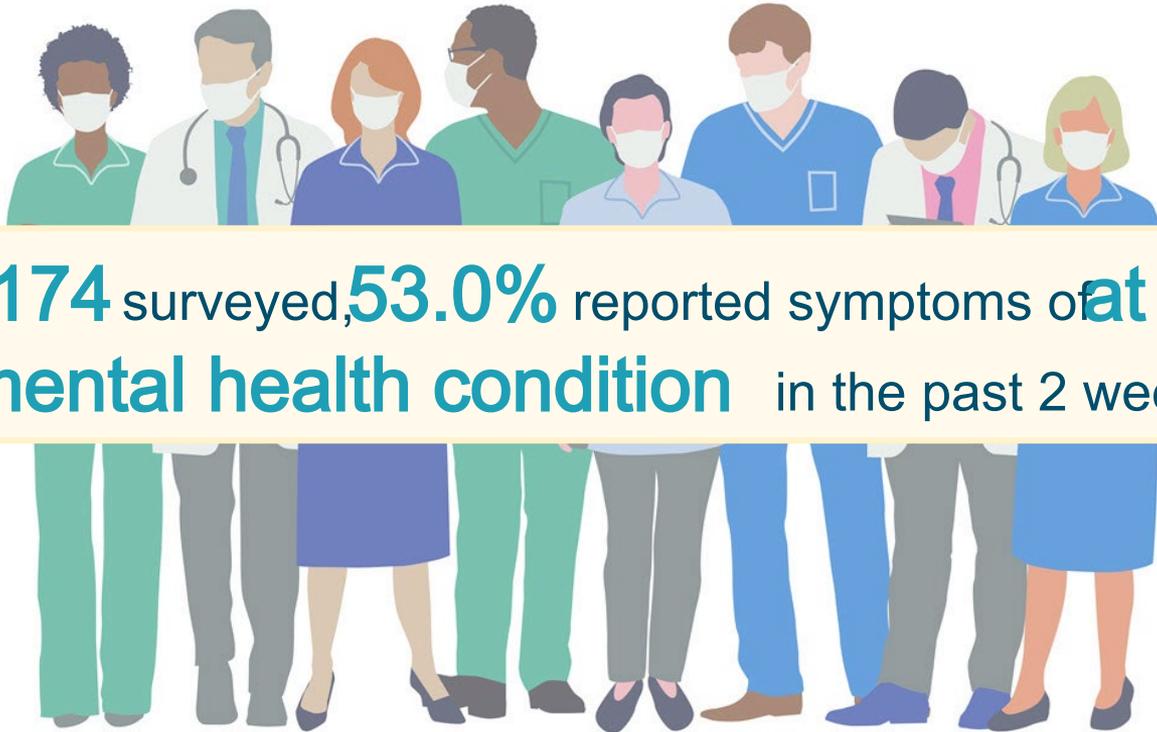


76% of health care jobs are held by
women

64% of physicians that feel
burned-out are women

Health Worker Mental Health Burden in COVID -19

Public Health Workers



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

Generate Awareness

Understand HW Burden

Identify or
Adapt Tools

Assimilate Evidence

Partner for Impact



Generate Awareness

- Develop a National Social Marketing Campaign
- Synergies with Partner Efforts

Understand HW Burden

- National HW Mental Health Data
- External Expert Support Contracts

Assimilate Evidence

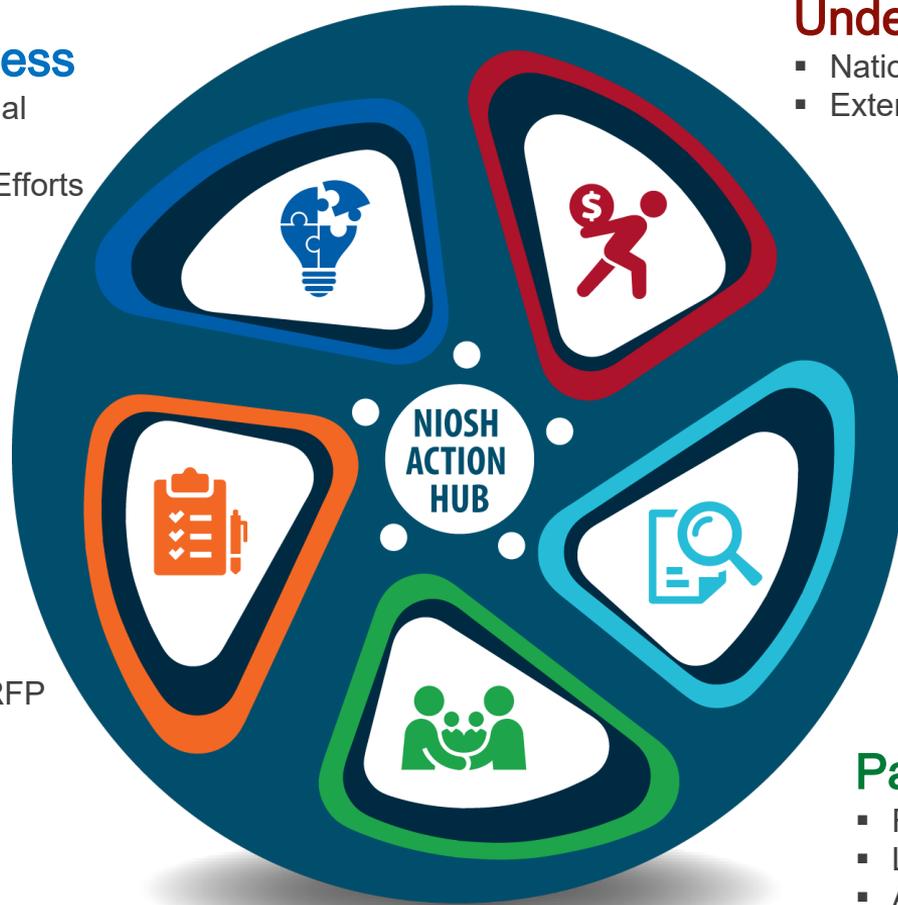
- Extramural Grants/Contracts to Identify Evidence
- External Expert Support Contracts to Curate Resources for Repository

Partner for Impact

- Federal
- Labor & Industry
- Associations
- TWH Centers of Excellence

Identify or Adapt Tools

- Extramural Grants
- NIOSH Intramural RFP
- WellBQ& QWL



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

Generate Awareness



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

Objectives	FY21	FY22	FY23	FY24 & beyond
 Understand HW burden	<ul style="list-style-type: none">Environmental scanBRFSS, QWL analyses			
 Assimilate evidence	<ul style="list-style-type: none">RFI/FRNFund extramural grants/co-agsDraft assimilation report			
 Identify or adapt tools	<ul style="list-style-type: none">Fund pilot to identify interventions for suicide riskFund occupational safety and health grants			
 Generate awareness	<ul style="list-style-type: none">Kickoff webinar with Office of the Surgeon GeneralNational campaign launch			

Note: Opportunities for partnership and collaboration are ongoing.

Recent Publication

Science Blog

SEPTEMBER

Suicide Prevention Awareness Month

<https://blogs.cdc.gov/niosh-science-blog/2021/09/17/suicide-prevention-hcw/>



The screenshot shows the NIOSH Science Blog interface. At the top, the CDC logo and 'Centers for Disease Control and Prevention' are visible. The page title is 'Suicide Prevention for Healthcare Workers'. Below the title, the authors are listed: 'September 17, 2021 by Hope Tiesman, PhD; David Weissman, MD; Deborah Stone, ScD, MSW, MPH; Kristen Quinlan, PhD; and L. Casey Chosewood, MD, MPH'. A prominent orange box contains crisis information: 'If you or someone you know are experiencing a suicide-related crisis call 1-800-273-TALK (8255) to reach a 24/7 crisis center, text HOME to 741741 to reach a trained 24/7 crisis counselor, or call 9-1-1.' The article text begins with 'Each September the nation comes together to mark Suicide Prevention Awareness Month...' and discusses the complexity of suicide as a public health issue. A 'Categories' sidebar on the left lists various topics like '50th Anniversary Blog Series', 'Additive Manufacturing', 'Aerosols', 'Aging Workers', 'Agriculture', 'Artificial Intelligence', 'Asthma', 'Aviation', 'Back Injury', 'Black Lung', 'Bloodborne Pathogens', 'Cancer', 'Cardiovascular Disease', and 'Chemicals'. A search bar and social media icons are also present at the top of the page.



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!

Acknowledgements

Lore Jackson Lee | L. Casey Chosewood | Tom Cunningham
Paul Schulte | Christy Spring | Sydney Webb | Summer Slaughter

For more information, contact CDC
1-800-CDC-INFO (232-4636)
TTY: 1-888-232-6348 www.cdc.gov

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.

