MENTAL HEALTH AND THE CHILD WELFARE WORKFORCE

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The workforce is experiencing a mental health crisis.

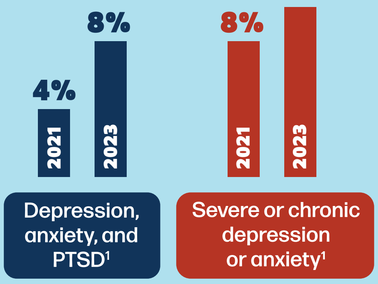
86% of US workers report at least one mental health challenge.[1]

BUT ONLY **33%** receive treatment or support.[1]

70% of workers report at least one symptom of secondary traumatic stress (STS).[2]

Not supporting employees' mental well-being is costly.

The rate of workers experiencing mental health issues is on the rise:



Workers experiencing mental health issues are at increased risk for other health problems.

They are also more likely to miss work and are less engaged.[3]

1 in 3 workers would sacrifice higher pay for increased mental health benefits.[4]

86% of HR professionals report that offering workers mental health support can improve retention.[4]

Disregarding the mental well-being of workers could put the entire child welfare system at risk.[5]

How can child welfare organizations support employee mental health and well-being?

Creating a supportive work environment is the essential first step.[6] Organizations and supervisors can transform the child welfare work culture and cultivate a place where workers can thrive by:

- ☑ Providing comprehensive health insurance with low out-of-pocket costs for mental health services[7] and ensuring employees know about their benefits.
- ☑ Fostering a positive work culture that prioritizes staff well-being, input, and workload vs productivity.[8]
- ☑ Training managers and supervisors to promote mental health and foster positive staff relationships via team-building, employee engagement, and peer support.[3]
- ☑ Wholeheartedly embracing diversity, equity, and inclusion values and offering ongoing training, dialogue, and support for staff.[3]
- ☑ Supporting staff with intersectional identities, including Black, Hispanic, and LGBTQIA2S+ individuals and those with disabilities and retain talent by addressing workplace discrimination.[3]
- ☑ Modeling and encouraging employees to prioritize their well-being by taking breaks, vacations, and mental health days.[3]

National Child Welfare Workforce Institute
LEARNING, LEADING, CHANGING

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