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## Prevalence of Mental Health Challenges in the Workforce

### OCYF Trauma Tip Sheet

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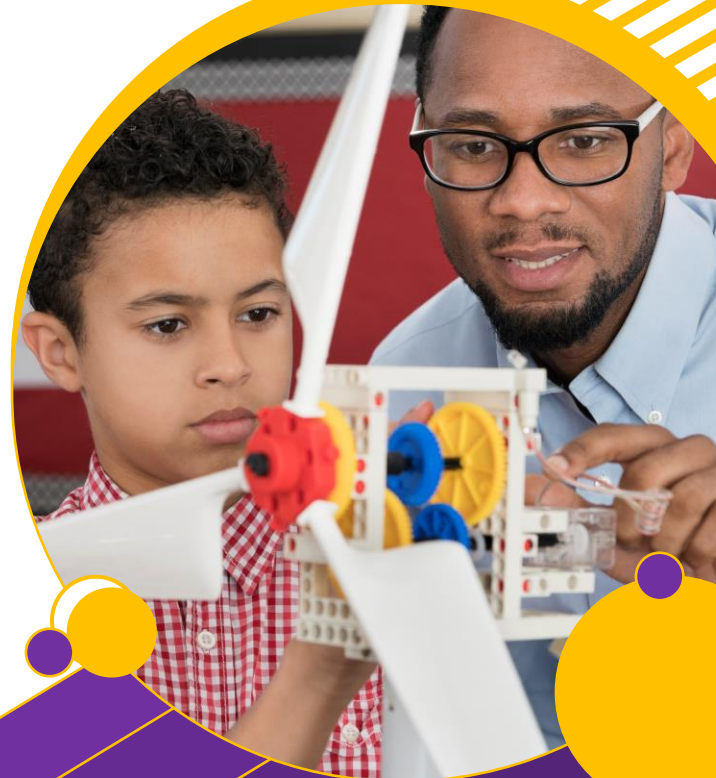
- According to a report from California State University (2021), 70% of child welfare workers are experiencing at least one symptom of secondary traumatic stress (STS) (NCWWI.org).
- Within the United States, 86% of workers report experiencing a mental health challenge but only 33% of those same workers report receiving support or treatment ([2023 State of Workforce Mental Health Report | Lyra Health](#)).
- According to the World Health Organization, there is \$1 trillion lost due to anxiety and depression causing lost productivity in the workforce.

### Organizational Trauma-Informed Care

**Organizational trauma-informed care** is a systemic approach to service delivery that is grounded in an understanding of the causes and consequences of trauma and promotes resilience and healing.

According to Kyle Killian and Francoise Mathieu (2015) the following elements may help to minimize the impact of secondary traumatic stress (STS):

- Quality Debriefing (must be timely and regular)
- Quality Supervision (must be timely and regular)
- Trauma-informed practice training
- Caseload rotation of high-trauma cases
- Social support within the workplace
- Finding success in one's work outputs.
- Autonomy in scheduling.



The OCYF Trauma Team is committed to promoting and implementing trauma informed care within OCYF. We will provide updates on progress throughout this process.



# Helpful Tips in Creating Trauma-Informed Organizations

Suggestions that you may implement within your organizations include:

- Mentor programs
- Teaming on home visits
- Discuss STS during supervision.
- Use strengths-based language when discussing families.
- Consider caseloads and their traumatic content.
- When assigning cases seek staff input
- Implement peer support groups or individuals.
- Offer flexible scheduling when possible.
- Use solution-focused language.
- Identify ways to use self-care techniques.

## Ways to Celebrate Day-to-Day Successes

- Appreciation tickets
- Thank you or shout-out board.
- Triumph Tuesdays
- Trophies/CARES awards

## Assessment of STS

- [Compassion Fatigue Self-Test](#): This 40-item test measures the risk for compassion fatigue.
- [ProQOL 5](#): This 30-item test measures the level of compassion fatigue and compassion satisfaction as well as level of burnout.
- [Secondary Traumatic Stress Scale](#): This 17-item test measures levels of STS.

## Helpful Links

- [Guide to Developing Emotional Resilience](#) - resource for professionals on developing resiliency including information on
  - Using humor in the workplace
  - Promoting Optimism
  - Compassion Satisfaction
- [Free Guided Meditations](#)
- [Reflective Supervision Quick Guide](#)
- [From the Field: Supporting Child Welfare Staff](#) – Webinar.
- [Low Impact Debriefing: Preventing Retraumatization](#)

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## References

- [stsinchildwelfarepractice-trauma-informedguidelinesfororganization.pdf \(hhs.gov\)](#)
- Killian, K., & Mathieu, F. (2015, January). Addressing secondary traumatic stress/compassion fatigue in your organization. Presentation at the 29th Annual San Diego International Conference on Child & Family Maltreatment, San Diego, CA
- <https://www.who.int/news-room/fact-sheets/detail/mental-health-at-work#:~:text=Globally%2C%20an%20estimated%2012%20billion%20working%20days%20are,US%24%201%20trillion%20per%20year%20in%20lost%20productivity.>