

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.

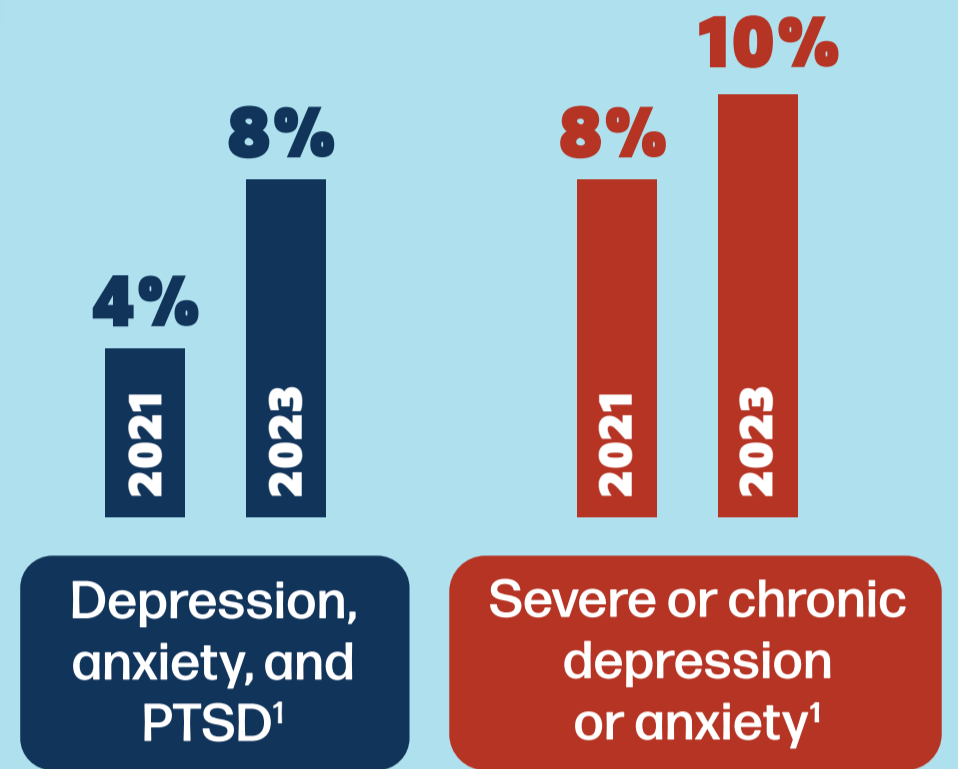
Workers experiencing mental health issues are at increased risk for other health problems.

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

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



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:

✓ **Modeling and encouraging employees to prioritize their well-being by taking breaks, vacations, and mental health days.³**

✓ **Supporting staff with intersectional identities, including Black, Hispanic, and LGBTQIA2S+ individuals and those with disabilities and retain talent by addressing workplace discrimination.³**

✓ **Wholeheartedly embracing diversity, equity, and inclusion values and offering ongoing training, dialogue, and support for staff.³**

✓ **Training managers and supervisors to promote mental health and foster positive staff relationships via team-building, employee engagement, and peer support.³**

✓ **Fostering a positive work culture that prioritizes staff well-being, input, and workload vs productivity.⁸**

✓ **Providing comprehensive health insurance with low out-of-pocket costs for mental health services⁷ and ensuring employees know about their benefits.**



National Child Welfare Workforce Institute
LEARNING, LEADING, CHANGING

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