

The Great Resignation and its Impact on SOT Programs: A way forward

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The
CENTER for
VICTIMS of
TORTURE



Harvard
Program
in Refugee
Trauma

Panel



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THE GREAT RESIGNATION IMPACT ON SOT PROGRAMS

- The mass exodus from jobs, particularly in healthcare, has been coined “The Great Resignation”. In this webinar, we will discuss the impact of the Great Resignation on SOT programs.

THE GREAT RESIGNATION IMPACT ON SOT PROGRAMS

Objectives:

- Identify effective techniques for attracting, hiring, and maintaining staff.
- Identify specific practices that enhance staff morale, help prevent burnout, and resignations.
- Identify specific practices that enhance staff team building and group cohesion in a virtual or in-office environment.

THE GREAT RESIGNATION IMPACT ON SOT PROGRAMS

Let's first examine the data:

- The “Great Resignation” hit few industries harder than healthcare. According to reports, the healthcare field has lost an estimated 20% of its workforce, including 30% of nurses.
- A recent survey of 1,000 healthcare professionals showed that 28% had quit a job because of burnout.
- The demographics most affected by the Great Resignation are **those between 18-29 (37% quit their jobs in 2021) and those with lower incomes (24% quit their jobs in 2021).**

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- *Beyond Burnout* by Richard F. Mollica, Dinali Fernando, and Eugene Augusterfer focused on the impact of the COVID pandemic, which was one of the driving forces of the Great Resignation.
- Research studies reveal that the pandemic has threatened the health of healthcare staff, their families, and communities in many unique ways, such as fear of infecting family (lack of safety at home), moral injury, witnessing the suffering of the “innocent,” coping with a problem too big to solve (the enormity problem), and racial trauma.

Source: Mollica, R.F., Fernando, D.B. & Augusterfer, E.F. Beyond Burnout: Responding to the COVID-19 Pandemic Challenges to Self-care. *Curr Psychiatry Rep* **23**, 21 (2021).

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- Before the pandemic, up to 50% of US physicians were experiencing professional burnout. The Agency for Healthcare Research and Quality (AHRQ) defines burnout as a “long-term stress reaction marked by emotional exhaustion, depersonalization, and lack of a sense of personal accomplishment”. Recently, the World Health Organization included burnout in the ICD-11.

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With that in mind, let's begin our panel discussion:

- **Question 1:** How did the Great Resignation impact your organization?
- **Question 2:** Given the impact of the Great Resignation, what are your plans for staff team building and retention moving forward?

DISCUSSION



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on

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Thank you
for attending
this
webinar!

The National Capacity Building Project is a project of the
Center for Victims of Torture: www.cvt.org

More resources are available at www.healtorture.org.



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