

THE MENTAL HEALTH OF HEALTHCARE WORKERS

A survey of the concerns and needs of frontline workers as the pandemic entered its third year



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If you are a healthcare worker and concerned about your mental health, go to mhanational.org/frontline to be screened and find resources and support. If you are experiencing a mental health crisis, call 988 free of charge to reach a 24-hour crisis center or text MHA to 741741 to reach a trained Crisis Counselor 24/7.

EXECUTIVE SUMMARY

As the COVID-19 pandemic entered its third year, a new survey of essential healthcare workers has found that the sustained need to respond to the pandemic's unprecedented challenges has had a profound negative impact on frontline workers' mental health. The survey of almost 5,000 frontline workers — 77% of whom identify as people of color — is one of the largest of its kind to focus exclusively on the impact to those who work in so-called allied healthcare jobs, providing everything from janitorial, housekeeping, food service, lab and administrative support to direct patient care, such as medical assistants, certified nurse assistants and respiratory therapists. The survey was commissioned by The Education Fund and administered by Mental Health America (MHA) between March 12 - April 20, 2022. It augments findings of a survey by [MHA](#) in the first wave of the pandemic (June - Sept 2020) in which 70% of respondents were white and included medical professionals, such as physicians and nurses. This new survey adds to our collective understanding of the needs across the full range of diverse workers involved in delivering

This survey reinforces the critical importance of investing in supports that encompass all those who have been working on the frontlines of this crisis as they continue to face continued demands.

healthcare. It identifies major differences and similarities in responses across job types, race/ethnicity, tenure in healthcare jobs and other factors to help inform where and how needed supports might best be directed to address the challenges these workers have identified.

The feedback from the workers who responded to this survey raises serious concerns for healthcare workers' mental and physical health, their families, their work environments, their willingness to stay in the healthcare field and patients in their care. This survey reinforces the critical importance of investing in supports that encompass all those who have been working on the frontlines of this crisis as they continue to face continued demands. Given that the findings of this 2022 survey came from respondents who were predominantly workers of color, not addressing these concerns also will exacerbate the disproportionate impact the pandemic has had on communities of color and the lack of sufficient diversity in the overall healthcare workforce.

MAIN FINDINGS

NEGATIVE IMPACT AFFECTS ALL HEALTHCARE WORKERS

The profound negative impact is widespread and affects all healthcare workers, regardless of job title and level of direct involvement with COVID-patients.

- Overwhelmingly, these workers report regularly feeling stress (91%), anxiety (83%), exhaustion/burnout (81%) and overwhelmed (77%). These feelings affect their health such that in the past three months, three-fourths report an increase in physical exhaustion and having trouble falling asleep, half experienced an increase in headaches, stomachaches and a change in appetite, more than one-third experienced an increase in racing and upsetting thoughts and roughly one-fourth reported an increase in their likelihood to smoke, drink or use substances.
- The impact is felt beyond those who provide direct patient care. For example, administrative support staff report the highest rates of emotional exhaustion, trouble with sleep and changes in appetite relative to other workers in the survey, with feelings of anxiety and grief at higher levels than most who provide direct patient care. This feedback echoes the same magnitude of burden found in MHA's 2020 survey, suggesting the staggering negative burden healthcare workers have sustained after more than two years of responding to the pandemic, with workers in the most recent survey reporting even higher rates of burnout.

Healthcare workers in this 2022 survey report even higher rates of burnout than in the 2020 survey, suggesting they have sustained a staggering negative burden after more than 2+ years of responding to the pandemic

WORKERS OVERWHELMINGLY SAY THEY DO NOT HAVE SUFFICIENT EMOTIONAL SUPPORT

When asked if they felt they had adequate emotional support, workers overwhelmingly answered “no.” Less than 20% of workers in the most recent survey felt they had adequate support, far less than the 35% who said they had adequate support in MHA’s 2020 survey.

- Janitors, food service, supply and other support staff reported the lowest rate of emotional support (17%) among job types represented in the most recent survey. Workers in both the 2020 and 2022 surveys identified family and friends as their major source of emotional support, with workers in the 2022 survey relying more on family (63%) than those who participated in the 2020 survey (56%).

LACK OF EMOTIONAL SUPPORT AFFECTS PHYSICAL HEALTH

Of great concern is that workers who said they did not have adequate emotional support in the most recent survey also reported significantly higher negative impacts to their health across all measures of well-being. For example, of those saying they did not have adequate support, 81% also reported increased physical exhaustion compared to 74% of workers overall; 60% reported increased changes in appetite compared to 49% of workers overall; and 28% reported they were likely to smoke, drink or use substances in the previous three months compared to 22% of workers in the survey overall.

TOP SOURCES OF STRESS AT WORK

- Heavy/increased workloads is one of the top three sources of stress for workers in the most recent survey (70% overall), with almost three-fourths of hospital technicians and two-thirds of administrative and other support staff listing it as their greatest source of stress at work. Concern about getting sick was a relatively greater concern for workers of color than white workers.
- Experiencing racism while at work was listed as one of their top three stressors for more than 15% of Black, 7% of Asian, 5% of multi-racial and 4% of Hispanic/Latino workers.
- While death rates from the pandemic have recently been in relative decline, over 15% of hospital technicians and 13% of other support staff, including janitors and food service workers, report witnessing a high number of deaths in the previous three months as one of their top three sources of workplace stress.

Of great concern is that workers who said they did not have adequate emotional support in the most recent survey also reported significantly higher negative impacts to their health across all measures of well-being.

CHALLENGES IN GETTING SUPPORT AT WORK

Despite these stresses and needs, workers across all job types and racial groups report that:

- They do not have time or space to process the impact while at work (45% overall);
- They are unable to take time off when needed to attend to their own physical or emotional health (55% overall);
- They have insufficient communication from leadership at work (58% overall) and they do not feel it's okay to raise concerns at work (42% overall).
- These challenges are expressed at higher rates for those who have worked more than 10 - 25 years in healthcare, with less tenured workers sharing the concerns, but to a lesser degree. Black and Hispanic/Latino workers report feeling it is not okay to raise concerns at work at a somewhat lower rate than Asian, white, multi-racial and other workers.

Workers report they do not have time or space to process the impact while at work and are unable to take time off to attend to their own health

LESS HOPE OR PRIDE / FEELING UNDERAPPRECIATED

While workers reported experiencing negative feelings at very high rates, positive feelings were extremely low in this recent survey.

- Only 8% of workers overall felt pride and 18% felt hope in the last three months, significantly lower than that expressed by those in MHA's 2022 survey. Janitors, food service workers and other support staff felt hope at the lowest rates compared to other job types in 2022. White workers had relatively higher positive feelings than workers of color, with Latinos reporting the lowest levels.
- Despite early applause and appreciation for healthcare workers as heroes, by the end of the second year of the pandemic the great majority of frontline workers regardless of racial group, job type or tenure in healthcare felt unappreciated (70% overall).



NEGATIVE IMPACT TO PATIENT CARE, DIVERSITY AND RETAINING WORKERS / STAFF SHORTAGES

- Work-related dread was experienced by 65% of all workers in the most recent survey, with 70% of administrative support staff and hospital technicians reporting this at the highest rates. A vast majority of staff report compassion fatigue, particularly social workers (65%) and hospital technicians (56%), with Black workers reporting this relatively less (44%) than white (55%) and multi-racial workers (56%).
- More than half of all workers (52%) have questioned their career path. Notably, up to 60% of workers of color report they have considered leaving healthcare as their profession, with between one-fourth to one-third of all workers planning to retire earlier than they were prior to the pandemic.
- The net impact of this to patients and our overall healthcare system could be greater staff shortages that affect patient care, compounding the mental and physical stresses identified in these surveys of those who remain working in healthcare. It can also result in the loss of knowledge, experience and diversity in a field that has long faced a shortage of qualified healthcare workers and is known to be insufficiently diverse to meet the needs of an increasingly diverse population.

More than half of all workers have questioned their career path, and up to 60% of workers of color have considered leaving the healthcare profession.

HOME, FAMILY AND FINANCIAL LIFE ALSO AFFECTED

The most recent survey highlighted the negative impact the pandemic is having on frontline healthcare workers' families, home lives and finances as well.

- When asked to select their top three personal/home stressors, 63% reported being too tired when getting home to cook or do chores, while financial stress ranked second in terms of personal/home-related stressors over the past three months. More than 29% worry or feel guilty about infecting household members and 27% list taking stress out on their families as one of their top three personal stressors.
- Workers expressed far less concern regarding their children in 2022 than 2020, which might be expected with schools back in-person and vaccinations available for young people. Yet 2022 still finds many workers experiencing challenges with child care as one of their top three concerns, especially Native Hawaiian/other Pacific Islanders and Latino workers.





METHODOLOGY

With generous support from the [James Irvine Foundation](#), and in partnership with the [Mental Health Strategic Impact Initiative \(S2i\)](#), The Education Fund commissioned Mental Health America (MHA) to administer a survey from March 22 - April 10, 2022 to front-line healthcare workers across the state of California who work primarily in private acute care hospitals, clinics and ambulatory care settings and collected responses from 4,822 workers in total. The survey was conducted online and was anonymous and confidential for individual respondents.

Survey questions were similar to a previous national survey by MHA of [The Mental Health of Healthcare Workers In COVID-19](#) conducted in June - September 2020 that included physicians and nurses as well as allied health workers. Some questions in this 2022 survey were updated from MHA's 2020 survey to reflect interest in new areas of inquiry given the sustained nature of the pandemic and the intentional focus on allied healthcare workers and workers of color.

[The Education Fund](#) is a partnership between 20 healthcare industry employers and six local unions of the Service Employees International Union (SEIU) that provides education and training benefits for eligible healthcare workers.

[Mental Health America](#) is the nation's leading community-based nonprofit dedicated to addressing the needs of those living with mental illness and to promoting the overall mental health of all.

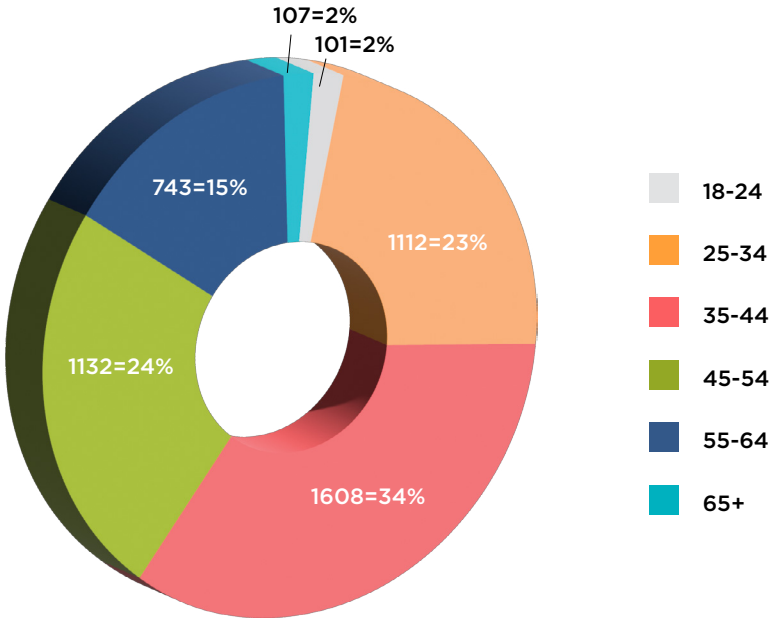
SURVEY RESPONSES

Mental Health America collected data from 4,822 respondents for the most recent 2022 survey. The following provides the characteristics of respondents, including age, race/ethnicity, job type, whether they work directly with COVID patients and tenure in the healthcare field, which comprise information from Questions 1 - 4 of the survey.

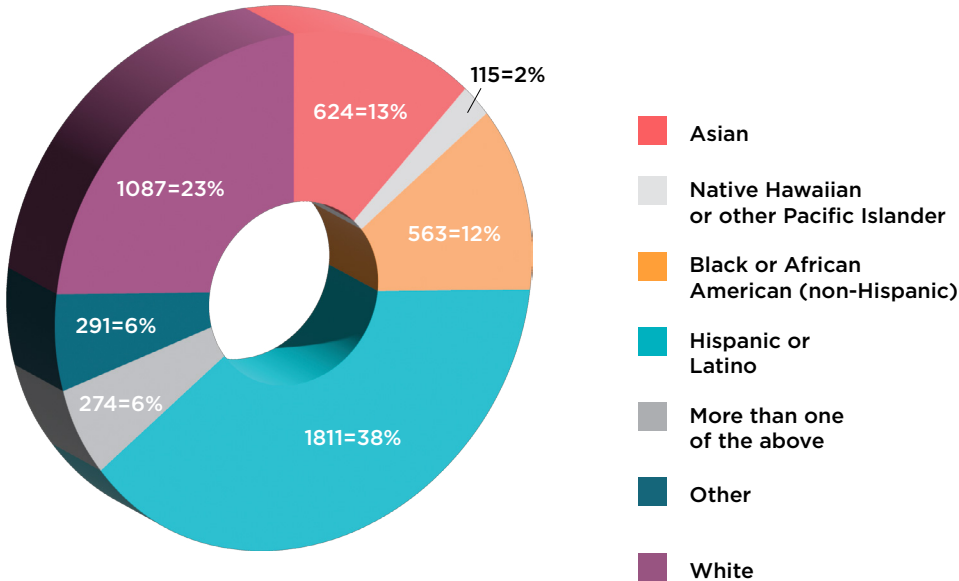
The tables that follow provide responses to the questions asked in the survey by the overall percentage of respondents as well as broken down by characteristics of respondents. The appendix provides a comparison of findings between MHA's 2020 survey and this 2022 survey.

DEMOGRAPHICS AND CHARACTERISTICS OF RESPONDENTS (2022 Survey)

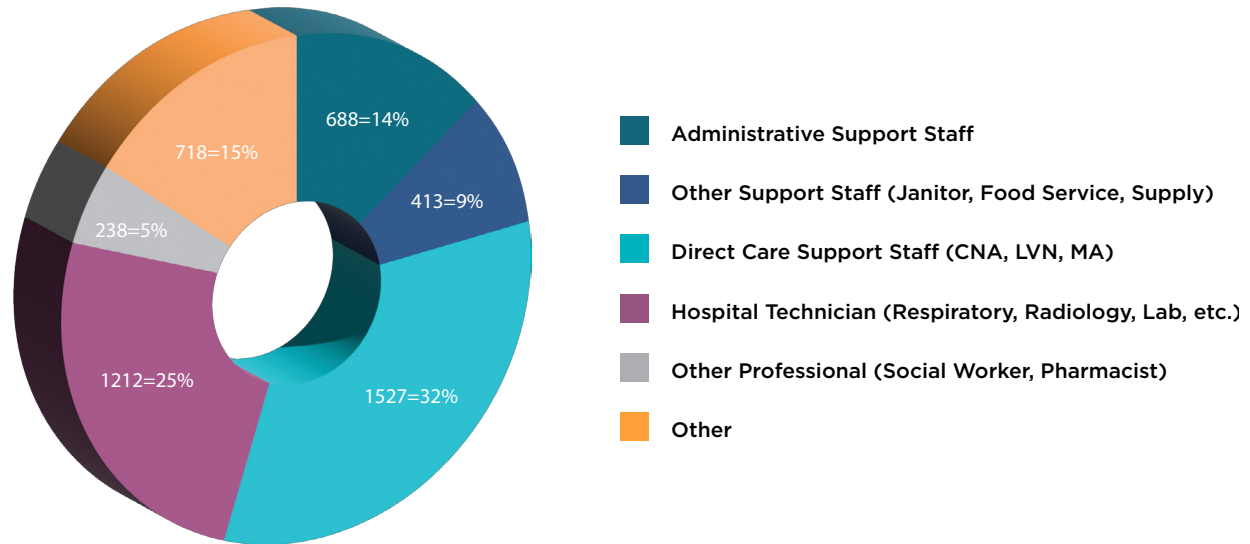
AGE GROUPS OF SURVEY RESPONDENTS



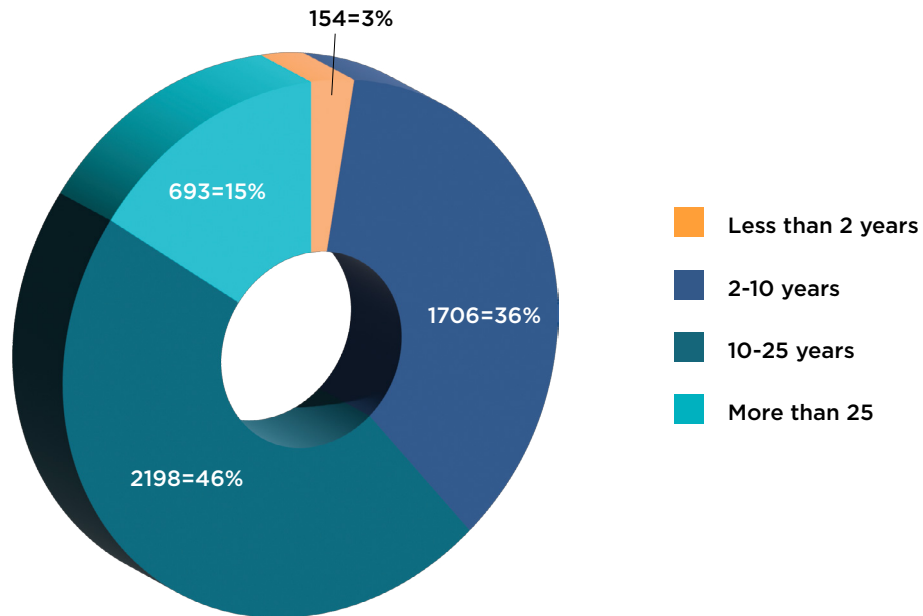
RACE / ETHNICITY OF SURVEY RESPONDENTS



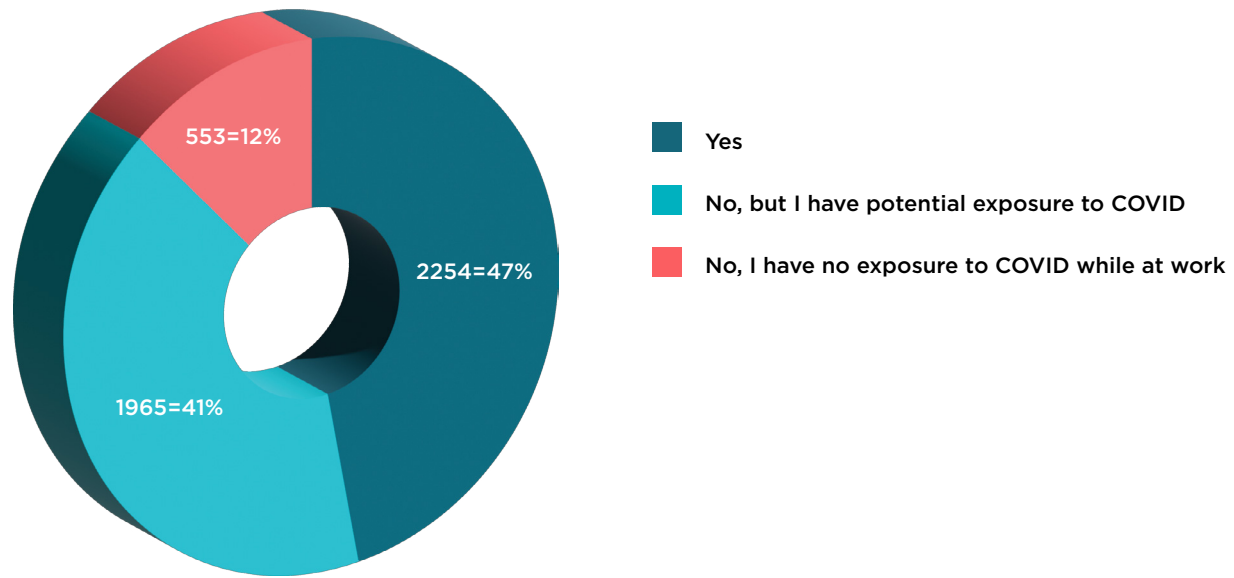
JOB TYPES OF SURVEY RESPONDENTS



TENURE IN HEALTHCARE



ARE YOU WORKING DIRECTLY WITH COVID PATIENTS?



COVID EXPOSURE AND INFECTION

QUESTION 5: Have you been infected by COVID-19?

	RACE / ETHNICITY							
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Yes, confirmed (%)	46.79%	39.10%	46.96%	42.98%	56.21%	43.80%	41.92%	37.53%
Yes, suspected (%)	6.64%	7.05%	5.22%	8.35%	5.63%	5.84%	9.62%	6.81%
No (%)	35.166%	39.42%	33.91%	34.81%	27.61%	38.32%	35.74%	43.15%
Unsure (%)	11.40%	13.30%	13.04%	13.32%	9.55%	11.68%	11.00%	11.96%

QUESTION 6: Are you worried about exposing the people you live with to COVID? If yes, who? Check all that apply.

	RACE / ETHNICITY							
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Exposing my spouse or partner (%)	59.23%	62.82%	66.09%	47.60%	61.90%	60.58%	57.04%	56.03%
Exposing my older adult family (%)	59.21%	63.94%	62.61%	52.22%	65.76%	58.76%	57.04%	47.47%
Exposing my child (%)	56.48%	55.45%	68.70%	55.77%	62.67%	52.19%	54.64%	44.89%
I'm not worried about exposing my household members (%)	11.85%	8.65%	7.83%	11.72%	10.66%	13.87%	15.12%	14.08%
Exposing my roommate (%)	8.22%	9.29%	12.17%	6.22%	8.78%	9.85%	9.28%	6.62%
I live alone (%)	4.97%	2.72%	0.87%	8.53%	1.99%	6.93%	3.78%	9.38%

FEELINGS WORKERS REGULARLY EXPERIENCE



NEGATIVE IMPACT AFFECTS ALL WORKERS

Across all racial groups, across the wide range of jobs held by participants and regardless of tenure in healthcare, healthcare workers overwhelmingly report that in the previous three months they have regularly felt stress (91% of workers overall), anxiety (83%), exhaustion/burnout (81%), overwhelmed (77%) and frustrated (75%). Those providing administrative and other support such as janitorial, food service and hospital supply registered similar levels of negative feelings as staff who provide direct patient care.

More than half of all workers regardless of job duties felt sadness and almost one-third of all workers felt grief, with administrative staff reporting feeling anxiety, overwhelmed and grief more than most other job types. Black workers report the lowest levels of powerlessness, feeling disconnected and loneliness compared to other races/ethnicities.



LACK OF HOPE OR PRIDE / FEELING UNDERAPPRECIATED AND POWERLESS

While workers reported experiencing negative feelings at very high rates, few experienced positive feelings, such as pride (only 8% overall) or hope (less than 18% overall), with administrative staff (6.7%) and Hispanic/Latino workers (6.5%) reporting feeling pride at the lowest rates over the previous three months compared to other types of workers.

White workers had relatively higher positive feelings than workers of color, with Latinos reporting the lowest levels. Overall, 41% of workers regularly felt powerless.

QUESTION 7:

In the last three months, which of the following feelings have you been regularly experiencing?
Check all that apply.

	RACE / ETHNICITY							
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non- Hispanic)
Stress (%)	90.60%	89.58%	91.30%	87.39%	90.45%	86.86%	84.88%	91.54%
Anxiety (%)	82.96%	78.53%	81.74%	79.93%	83.99%	82.48%	79.04%	83.26%
Exhaustion/Burnout (%)	81.11%	80.29%	80.87%	74.96%	80.01%	83.94%	79.38%	82.80%
Overwhelmed (%)	76.72%	73.72%	73.04%	76.73%	78.19%	81.02%	72.51%	73.32%
Frustration (%)	75.08%	71.15%	69.57%	70.87%	74.93%	76.28%	72.16%	77.64%
Unappreciated (%)	69.94%	67.95%	65.22%	64.83%	68.97%	73.36%	72.16%	71.48%
Sadness (%)	54.74%	53.04%	57.39%	47.78%	54.06%	53.65%	58.76%	57.04%
Fear (%)	46.45%	52.72%	53.91%	46.36%	46.66%	42.70%	45.36%	40.75%
Anger (%)	45.72%	46.79%	45.22%	38.72%	43.84%	48.54%	48.80%	48.39%
Powerless (%)	40.91%	41.19%	42.61%	37.48%	39.37%	40.88%	46.39%	41.86%
Disconnected (%)	39.42%	37.82%	36.52%	34.64%	37.99%	47.45%	40.21%	41.77%
Grief (%)	29.89%	28.04%	34.78%	29.66%	27.33%	34.31%	36.77%	30.36%
Loneliness (%)	29.16%	29.81%	35.65%	23.45%	28.16%	30.29%	30.24%	30.73%
Hope (%)	18.51%	19.71%	25.22%	19.72%	15.35%	20.44%	17.87%	20.70%
Gratitude (%)	17.28%	16.51%	19.13%	17.05%	14.25%	21.90%	16.15%	20.79%
Pride (%)	8.61%	8.17%	13.04%	7.64%	6.57%	10.58%	7.22%	11.59%

QUESTION 7:

In the last three months, which of the following feelings have you been regularly experiencing?
Check all that apply.

	JOB TITLE GROUP						
	Total	Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Stress (%)	90.60%	89.68%	87.41%	91.16%	90.68%	90.34%	86.77%
Anxiety (%)	82.96%	86.63%	80.15%	83.10%	81.60%	86.97%	77.02%
Exhaustion/Burnout (%)	81.11%	78.49%	76.03%	83.69%	84.65%	78.99%	70.89%
Overwhelmed (%)	76.72%	78.49%	66.10%	81.07%	76.49%	70.59%	69.92%
Frustration (%)	75.08%	75.73%	70.46%	75.70%	76.65%	75.21%	68.80%
Unappreciated (%)	69.94%	67.15%	65.86%	71.77%	75.33%	66.81%	59.05%
Sadness (%)	54.74%	58.28%	50.85%	55.21%	56.02%	54.62%	47.35%
Fear (%)	46.45%	46.80%	47.22%	48.00%	46.29%	42.02%	41.36%
Anger (%)	45.72%	44.77%	40.19%	43.68%	51.73%	46.64%	40.95%
Powerless (%)	40.91%	40.41%	38.26%	40.01%	44.14%	45.38%	35.24%
Disconnected (%)	39.42%	42.73%	36.80%	38.70%	40.76%	40.34%	34.54%
Grief (%)	29.89%	31.10%	26.15%	28.09%	34.16%	31.51%	25.21%
Loneliness (%)	29.16%	31.25%	26.88%	27.64%	31.27%	35.29%	24.23%
Hope (%)	18.51%	20.35%	17.68%	18.14%	17.90%	23.11%	16.43%
Gratitude (%)	17.28%	19.48%	15.98%	13.43%	17.16%	34.87%	17.27%
Pride	8.61%	6.69%	9.20%	7.01%	11.14%	11.76	7.52%

QUESTION 7:

In the last three months, which of the following feelings have you been regularly experiencing?
Check all that apply.

	YEARS IN HEALTHCARE				
	Total	Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Stress (%)	90.60%	83.77%	92.67%	89.67%	86.29%
Anxiety (%)	82.96%	76.62%	84.88%	82.39%	78.07%
Exhaustion/Burnout (%)	81.11%	66.23%	82.59%	81.80%	75.76%
Overwhelmed (%)	76.72%	61.69%	79.54%	76.75%	70.56%
Frustration (%)	75.08%	64.94%	76.20%	74.84%	72.73%
Unappreciated (%)	69.94%	51.30%	72.39%	69.61%	67.10%
Sadness (%)	54.74%	42.21%	57.62%	53.14%	53.54%
Fear (%)	46.45%	33.77%	47.01%	46.63%	45.31%
Anger (%)	45.72%	30.52%	47.42%	46.27%	41.27%
Powerless (%)	40.91%	22.73%	43.38%	39.63%	41.56%
Disconnected (%)	39.42%	29.22%	43.49%	38.72%	32.76%
Grief (%)	29.89%	20.13%	29.60%	29.62%	33.33%
Loneliness (%)	29.16%	22.73%	33.35%	27.53%	24.68%
Hope (%)	18.51%	21.43%	18.11%	17.56%	20.20%
Gratitude (%)	17.28%	18.83%	16.76%	16.06%	20.92%
Pride (%)	8.61%	12.99%	8.50%	7.51%	10.39%

INCREASED IMPACT ON EMOTIONAL AND PHYSICAL HEALTH

NEGATIVE IMPACTS ON PERSONAL HEALTH: The vast majority of all workers reported that in the previous three months they experienced an increase in emotional exhaustion (83%), with three-fourths reporting an increase in physical exhaustion and having trouble falling asleep, half reporting an increase in headaches, stomachaches and a change in appetite, 38% reporting an increase in racing and upsetting thoughts, images or dreams, and roughly one quarter reporting an increase in their likelihood to smoke, drink or use substances. White workers report the highest rates of emotional exhaustion, compassion fatigue, work-related dread and increase in likelihood to smoke/drink. Latinos report the highest rates of trouble with sleep and physical symptoms (headaches, stomachaches, etc.). Asians report the relatively highest rates of upsetting thoughts, images/dreams and lower self-esteem. Administrative staff report the highest rates of emotional exhaustion, trouble with sleep and changes in appetite. Hospital technicians report the highest rates of physical exhaustion and work-related dread, upsetting thoughts and images and higher likelihood to smoke, drink or use substances relative to other job types.

QUESTION 8: In the last three months, have you experienced an increase in any of the following?
Check all that apply.

	Total	RACE / ETHNICITY						
		Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Emotional exhaustion (%)	82.55%	76.92%	79.13%	75.31%	81.00%	83.21%	81.79%	84.73%
Trouble with sleep (%)	75.35%	69.71%	69.57%	71.94%	75.10%	75.55%	76.63%	74.06%
Physical exhaustion (%)	74.08%	71.31%	71.30%	67.32%	74.60%	72.26%	72.16%	72.31%
Work-related dread (%)	65.28%	60.42%	62.61%	61.28%	62.40%	69.71%	66.32%	67.43%
Physical symptoms - headache, stomachache, etc. (%)	58.14%	54.97%	54.78%	52.58%	58.75%	61.31%	57.04%	56.30%
Questioning career path (%)	51.66%	47.60%	50.43%	47.96%	50.03%	56.20%	55.33%	52.07%
Compassion fatigue (%)	51.10%	51.60%	52.17%	43.69%	47.27%	56.20%	48.45%	55.38%
Change in appetite (overeating or undereating) (%)	49.53%	43.27%	48.70%	47.25%	48.37%	57.30%	57.04%	47.75%
Heightened awareness/worry/attention to being exposed (%)	42.56%	50.96%	42.61%	42.27%	40.14%	43.07%	42.61%	37.44%
Racing thoughts (%)	38.14%	34.94%	31.30%	38.54%	35.12%	45.26%	43.99%	38.73%
Upsetting thoughts, images and/or dreams (%)	35.70%	40.87%	33.04%	32.86%	32.63%	37.59%	40.55%	34.77%
Lower self-esteem (%)	33.43%	37.18%	33.91%	24.51%	33.02%	35.04%	31.62%	33.76%
More likely to smoke, drink and/or use substances (%)	22.80%	22.28%	20.00%	19.54%	20.43%	25.55%	20.27%	27.32%

QUESTION 8:

In the last three months, have you experienced an increase in any of the following?
Check all that apply.

		JOB TITLE GROUP					
	Total	Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Emotional exhaustion (%)	82.55%	84.59%	71.43%	82.71%	83.42%	82.35%	73.96%
Trouble with sleep (%)	75.35%	77.18%	72.64%	74.98%	72.85%	65.55%	72.84%
Physical exhaustion (%)	74.08%	69.77%	68.77%	76.49%	76.49%	63.45%	65.04%
Work-related dread (%)	65.28%	69.33%	53.27%	63.92%	70.46%	59.24%	55.15%
Physical symptoms - headache, stomachache, etc. (%)	58.14%	59.30%	51.33%	61.10%	57.18%	51.68%	50.14%
Questioning career path (%)	51.66%	53.92%	42.13%	53.05%	54.04%	52.52%	40.53%
Compassion fatigue (%)	51.10%	49.42%	39.71%	50.43%	56.60%	65.13%	39.97%
Change in appetite (overeating or undereating) (%)	49.53%	51.74%	43.83%	50.36%	50.17%	40.76%	44.15%
Heightened awareness/worry/attention to being exposed (%)	42.56%	43.60%	41.16%	41.65%	43.32%	43.28%	36.77%
Racing thoughts (%)	38.14%	40.12%	32.20%	36.02%	41.42%	34.87%	33.98%
Upsetting thoughts, images and/or dreams (%)	35.70%	35.76%	30.51%	33.33%	39.36%	36.13%	32.31%
Lower self-esteem (%)	33.43%	35.61%	32.69%	32.87%	34.24%	28.15%	28.97%
More likely to smoke, drink and/or use substances (%)	22.80%	20.35%	22.52%	21.48%	28.05%	22.27%	16.02%

QUESTION 8:

In the last three months, have you experienced an increase in any of the following?
Check all that apply.

	Total	YEARS IN HEALTHCARE			
		Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Emotional exhaustion (%)	82.55%	69.48%	84.41%	80.39%	77.92%
Trouble with sleep (%)	75.35%	61.04%	76.32%	73.93%	71.57%
Physical exhaustion (%)	74.08%	58.44%	77.26%	72.16%	67.39%
Work-related dread (%)	65.28%	46.75%	65.24%	65.15%	62.19%
Physical symptoms - headache, stomachache, etc. (%)	58.14%	44.81%	58.97%	57.87%	53.54%
Questioning career path (%)	51.66%	40.91%	54.92%	52.18%	38.24%
Compassion fatigue (%)	51.10%	37.01%	53.52%	49.82%	46.61%
Change in appetite (overeating or undereating) (%)	49.53%	38.96%	51.82%	48.50%	43.58%
Heightened awareness/worry/attention to being exposed (%)	42.56%	26.62%	42.26%	42.17%	43.15%
Racing thoughts (%)	38.14%	23.38%	41.62%	36.81%	32.76%
Upsetting thoughts, images and/or dreams (%)	35.70%	26.62%	38.22%	34.53%	31.46%
Lower self-esteem (%)	33.43%	28.57%	38.69%	31.16%	24.96%
More likely to smoke, drink and/or use substances (%)	22.80%	16.88%	25.62%	21.29%	18.76%

EMOTIONAL SUPPORT

LACK OF EMOTIONAL SUPPORT:

Overall, less than 20% of workers felt they had adequate emotional support, with only 17% of support staff such as janitor, food service, supply, etc. expressing they did – the lowest rate among job types.

Lack of adequate emotional support cut across all racial demographics, with only 20% of workers who identify as Asian or Hispanic/Latino, less than 25% of Black, Native Hawaiian or other Pacific Islanders and mixed-race workers, and 23% of white workers feeling they had sufficient support.

Tenure in one’s healthcare job did not seem to affect this feeling of lack of emotional support. Those having worked less than two years in healthcare expressed slightly higher rates of feeling adequately supported (29%) than those having worked for two to ten years in healthcare (20%) or those having worked more than 25 years (23%).

QUESTION 9: Do you feel like you have adequate emotional support?

		RACE / ETHNICITY						
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Yes (%)	21.93%	20.03%	23.48%	24.69%	20.87%	21.53%	16.49%	23.28%
No (%)	47.58%	43.59%	46.96%	48.49%	46.49%	47.08%	50.52%	47.84%
Not sure (%)	30.48%	34.29%	27.83%	25.58%	30.81%	29.56%	30.24%	28.24%

QUESTION 9: Do you feel like you have adequate emotional support?

		JOB TITLE GROUP					
	Total	Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Yes (%)	21.93%	21.22%	17.68%	22.20%	20.05%	27.73%	23.54%
No (%)	47.58%	48.26%	45.76%	46.56%	51.16%	47.90%	39.42%
Not sure (%)	30.48%	29.51%	35.59%	29.67%	28.05%	23.95%	33.70%

		YEARS IN HEALTHCARE			
	Total	Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Yes (%)	21.93%	29.87%	19.87%	21.88%	23.52%
No (%)	47.58%	33.77%	49.12%	46.45%	46.75%
Not sure (%)	30.48%	35.06%	30.19%	30.25%	28.28%

HOW LACK OF ADEQUATE EMOTIONAL SUPPORT IMPACTS EMOTIONAL AND PHYSICAL HEALTH

THOSE WITH NO EMOTIONAL SUPPORT FELT THE GREATEST NEGATIVE IMPACTS

Workers responding that they did not receive adequate emotional support reported significantly higher negative impacts on their physical and mental health across all measures of well-being in the 2022 survey. For example, 81% of those without adequate support reported increased physical exhaustion in the previous three months compared to 74% of workers overall; 60% of those without adequate support reported increased changes in appetite compared to 49% of workers overall; and 28% of those without adequate emotional support reported they were likely to smoke, drink or use substances in the previous three months compared to 22% of workers overall.

Comparing respondents answers to Q. 9 (Do you feel like you have adequate emotional support?) and Q. 8 (In the last three months, have you experienced an increase in any of the following?)

	Total	EXPERIENCES (Q 8) BASED ON ADEQUATE EMOTIONAL SUPPORT OR NOT (Q.9)		
		If Yes (Have adequate emotional support)	If No (Do not have adequate emotional support)	If Not sure about having adequate emotional support
Emotional exhaustion (%)	82.55%	64.58%	89.71%	79.64%
Trouble with sleep (%)	75.35%	60.25%	81.37%	72.51%
Physical exhaustion (%)	74.08%	60.25%	81.14%	69.11%
Work-related dread (%)	65.28%	48.70%	74.93%	59.21%
Physical symptoms - headache, stomachache, etc. (%)	58.14%	43.12%	66.86%	52.84%
Questioning career path (%)	51.66%	35.03%	60.60%	47.37%
Compassion fatigue (%)	51.10%	35.13%	59.94%	46.54%
Change in appetite (overeating or undereating) (%)	49.53%	31.76%	59.63%	44.18%
Heightened awareness/worry/attention to being exposed (%)	42.56%	30.90%	48.40%	39.82%
Racing thoughts (%)	38.14%	23.77%	46.67%	33.80%
Upsetting thoughts, images and/or dreams (%)	35.70%	18.86%	45.92%	30.33%
Lower self-esteem (%)	33.43%	16.17%	43.43%	28.88%
More likely to smoke, drink and/or use substances (%)	22.80%	13.38%	28.66%	19.53%

SOURCES OF EMOTIONAL SUPPORT

FAMILY AND FRIENDS ARE GREATEST SOURCES OF SUPPORT, WITH SOME REPORTING SUPPORT FROM NO ONE

Most workers in the survey said the emotional support they did receive came primarily from family (63%), friends (49%) or spouse/significant other (45%), with less than one-third (29%) identifying same level co-workers as a source of emotional support, 15% a therapist and 7% their clergy or spiritual leader.

Of great concern is that 13% of workers surveyed said they received emotional support from no one. White workers received support from therapists at two times the rate as Asian/Pacific Islanders; Black workers received emotional support from clergy/spiritual leader at two times the rate as overall and two times as much from their union as overall.

QUESTION 10: From whom do you receive emotional support? Check all that apply:

	RACE / ETHNICITY							
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Family (%)	63.38%	64.42%	60.87%	64.83%	61.84%	64.23%	53.95%	64.31%
Friends (%)	48.44%	47.44%	46.96%	45.29%	44.84%	51.09%	39.18%	56.21%
Other (%)	46.29%	47.28%	48.70%	32.86%	47.54%	54.01%	38.83%	48.21%
Spouse/significant other (%)	44.66%	45.35%	47.83%	31.08%	46.22%	50.73%	35.40%	47.29%
Same level co-workers (%)	29.27%	31.25%	32.17%	22.38%	25.01%	33.94%	23.71%	37.26%
Therapist (%)	14.95%	10.74%	5.22%	13.85%	13.75%	19.34%	16.49%	19.04%
No one (%)	12.62%	12.34%	13.91%	14.74%	13.47%	9.12%	14.43%	10.21%
Clergy/spiritual leader (%)	6.97%	6.09%	7.83%	13.68%	6.24%	7.30%	8.59%	4.60%
Supervisor (%)	6.63%	6.89%	9.57%	7.64%	4.86%	5.11%	5.84%	8.92%
My union (%)	6.2%	5.45%	3.48%	10.48%	5.36%	8.03%	4.81%	5.80%
Support group (live virtual group or social media group) (%)	2.7%	2.56%	0.00%	2.31%	1.99%	5.11%	2.75%	3.68%
Roommate(s) (%)	1.7%	2.08%	0.87%	1.42%	1.38%	2.55%	2.06%	1.84%

SOURCES OF WORK STRESS / SUPPORTS AT WORK



STRESSORS AT WORK

The greatest work-related stressors that workers say they've experienced over the past three months is heavy/increased workloads (70% overall), with almost three-fourths of hospital technicians and two-thirds of administrative and other support staff listing it as their greatest source of stress at work.

Workers also list as top concerns burnout (61%) and uncertainty about when things will settle down (27%).

Concern about getting sick themselves was a relatively greater concern for workers of color (46% for Asian workers, 44% for Black workers and 39% for Hispanic/Latino workers) than white workers (28%).

Roughly one-fourth of administrative and direct care staff experienced disrespect from or frustration with patients in their care as a top work concern, with multi-racial workers (23%) and white workers (21%) reporting this concern relatively more than Black (12%) or Asian (16%) workers.

Experiencing racism while at work was listed as one of their top three stressors for 15% of Black, 7% of Asian, 5% of multi-racial and 4% of Hispanic/Latino workers.

While overall death rates from the pandemic have recently been in relative decline, over 15% of hospital technicians and 13% of other support staff, including janitors and food service workers, report witnessing a high number of deaths in the previous three months as one of their top sources of workplace stress.



QUESTION 11: What are your top three work-related stressors over the last three months?

	Total	RACE / ETHNICITY						
		Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Heavy/increased workload (%)	69.61%	69.07%	73.04%	62.34%	68.69%	65.69%	68.38%	70.19%
Burnout (%)	60.61%	57.53%	58.26%	54.00%	56.87%	68.25%	54.30%	66.97%
Concern of getting sick myself (%)	38.36%	46.47%	47.83%	44.05%	39.26%	30.29%	34.71%	28.06%
Uncertainty when things will settle down/return to normal (%)	26.91%	21.31%	22.61%	23.09%	24.35%	30.29%	24.40%	34.41%
Disrespect from or frustration with patients in your care (%)	18.31%	16.67%	21.74%	12.26%	17.89%	22.63%	15.46%	21.16%
Concern of spreading COVID-19 (%)	19.39%	19.39%	20.87%	17.05%	19.71%	11.68%	14.43%	14.17%
Job security/employment status (%)	15.54%	15.54%	15.65%	17.05%	16.07%	18.61%	21.99%	15.46%
Witnessing a high number of deaths (%)	10.91%	7.85%	11.30%	10.66%	11.98%	10.58%	12.03%	10.21%
Insufficient PPE (%)	6.74%	5.93%	6.09%	6.93%	7.34%	7.30%	5.50%	5.61%
Experiencing racism while at work (%)	6.04%	7.21%	4.35%	15.63%	4.14%	5.47%	9.97%	2.39%
Working at a new location (%)	4.53%	4.7%	3.48%	3.55%	5.02%	2.55%	4.47%	4.51%
Distress about how to effectively treat COVID patients (%)	2.37%	2.40%	4.35%	1.95%	1.88%	3.28%	2.06%	2.85%

QUESTION 11: What are your top three work-related stressors over the last three months?

	Total	JOB TITLE GROUP					
		Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Heavy/increased workload (%)	69.61%	64.24%	66.34%	72.89%	70.30%	63.45%	62.12%
Burnout (%)	60.61%	59.59%	49.39%	60.90%	63.94%	61.34%	54.32%
Concern of getting sick myself (%)	38.36%	33.72%	44.55%	41.00%	34.74%	38.24%	35.38%
Uncertainty when things will settle down/return to normal (%)	26.91%	28.34%	23.00%	22.99%	28.47%	33.61%	27.86%
Disrespect from or frustration with patients in your care (%)	18.31%	23.84%	4.84%	23.25%	14.60%	19.33%	14.07%
Concern of spreading COVID-19 (%)	19.39%	16.28%	22.76%	18.01%	15.35%	23.53%	15.32%
Job security/employment status (%)	15.54%	22.24%	16.71%	14.93%	14.77%	14.29%	18.25%
Witnessing a high number of deaths (%)	10.91%	8.43%	12.59%	7.20%	15.26%	11.34%	11.56%
Insufficient PPE (%)	6.74%	4.36%	7.75%	7.01%	8.33%	2.52%	5.85%
Experiencing racism while at work (%)	6.04%	5.96%	10.65%	4.98%	5.53%	5.04%	6.27%
Working at a new location (%)	4.53%	5.81%	3.39%	4.85%	3.30%	5.88%	4.32%
Distress about how to effectively treat COVID patients (%)	2.37%	1.31%	1.69%	2.16%	3.55%	2.94%	1.81%

QUESTION 11: What are your top three work-related stressors over the last three months?

	Total	YEARS IN HEALTHCARE			
		Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Heavy/increased workload (%)	69.61%	51.95%	70.40%	70.02%	64.07%
Burnout (%)	60.61%	44.81%	61.96%	60.96%	54.40%
Concern of getting sick myself (%)	38.36%	33.77%	34.99%	37.90%	45.17%
Uncertainty when things will settle down/ return to normal (%)	26.91%	24.03%	24.68%	27.48%	28.43%
Disrespect from or frustration with pa- tients in your care (%)	18.31%	16.23%	20.40%	17.83%	13.71%
Concern of spreading COVID-19 (%)	19.39%	20.78%	16.94%	18.15%	15.01%
Job security/employment status (%)	15.54%	18.83%	17.82%	15.42%	17.03%
Witnessing a high number of deaths (%)	10.91%	11.04%	11.43%	10.15%	10.82%
Insufficient PPE (%)	6.74%	6.49%	6.04%	7.05%	6.93%
Experiencing racism while at work (%)	6.04%	5.19%	5.69%	6.05%	6.49%
Working at a new location (%)	4.53%	5.84%	4.75%	4.23%	4.18%
Distress about how to effectively treat COVID patients (%)	2.37%	1.95%	2.52%	2.41%	1.73%

CHALLENGES IN GETTING SUPPORT AT WORK

Despite these stresses and needs, workers across all job types and racial groups report feeling that they do not have time or space to process the impact while at work (45% overall); that they are unable to take time off when needed to attend to their own physical or emotional health (55% overall); that they have insufficient communication from leadership at work (58% overall); and that they do not feel it's okay to raise concerns at work (42% overall).

These challenges are expressed at higher rates for those who have worked more than 10 – 25 years in healthcare, with less tenured workers sharing the concerns, but to a lesser degree. Black and Hispanic/Latino workers report not feeling it is okay to raise concerns at work at a somewhat lower rate (35%) than Asian, white, multi-racial and other workers (responses range from 40 – 43%). Hospital techs, janitors, food service and other support staff rated insufficient communication from leadership as their greatest concern. Direct care and hospital tech workers felt the least able to take time off.

QUESTION 12: What are your top three concerns about how your work has been able to support you?

	Total	RACE / ETHNICITY						
		Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
Insufficient communication from leadership (%)	58.60%	50.64%	57.39%	52.22%	53.62%	55.47%	53.26%	54.19%
Unable to take time off when needed to attend to own physical or emotional health (%)	54.99%	48.24%	46.09%	46.71%	51.57%	51.82%	50.52%	50.78%
No places or time while on the job to process impact (%)	45.49%	42.31%	40.00%	42.63%	39.48%	45.62%	40.21%	43.24%
Don't feel like it's okay to raise concerns at work (%)	41.40%	40.22%	31.30%	35.88%	34.84%	40.88%	43.30%	40.29%
Inappropriate role designation, such as working outside my regular job duties (%)	25.21%	28.53%	26.96%	17.76%	24.02%	24.82%	21.31%	21.71%
Insufficient training (%)	20.31%	16.51%	22.61%	20.07%	20.04%	14.96%	16.84%	17.48%

QUESTION 12:

What are your top three concerns about how your work has been able to support you?

	Total	JOB TITLE GROUP					
		Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Insufficient communication from leadership (%)	58.60%	52.18%	56.42%	52.00%	59.24%	51.26%	47.08%
Unable to take time off when needed to attend to own physical or emotional health (%)	54.99%	49.56%	43.10%	52.59%	53.47%	48.74%	44.71%
No places or time while on the job to process impact (%)	45.49%	42.01%	34.38%	41.19%	43.81%	54.20%	37.88%
Don't feel like it's okay to raise concerns at work (%)	41.40%	36.63%	34.87%	39.23%	39.11%	39.92%	34.68%
Inappropriate role designation, such as working outside my regular job duties (%)	25.21%	25.29%	24.46%	24.75%	21.04%	25.21%	20.19%
Insufficient training (%)	20.31%	20.93%	23.24%	17.09%	17.33%	13.45%	20.47%

	Total	YEARS IN HEALTHCARE			
		Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Insufficient communication from leadership (%)	58.60%	46.10%	53.11%	55.51%	51.37%
Unable to take time off when needed to attend to own physical or emotional health (%)	54.99%	43.51%	53.28%	49.82%	47.19%
No places or time while on the job to process impact (%)	45.49%	33.12%	41.56%	42.17%	42.71%
Don't feel like it's okay to raise concerns at work (%)	41.40%	24.68%	36.69%	39.22%	40.40%
Inappropriate role designation, such as working outside my regular job duties (%)	25.21%	24.03%	25.62%	22.84%	19.62%
Insufficient training (%)	20.31%	29.22%	20.28%	17.06%	17.17%

IMPACT TO PERSONAL, HOME AND FINANCIAL LIFE

When asked to select their top three personal/home stressors, 63% reported being too tired when getting home to cook or do chores, while financial stress ranked second in the past three months. More than 29% worry or feel guilty about infecting household members and 27% list taking stress out on my family as one of their top three personal stressors. Workers expressed far less concern regarding their children in 2022 than 2020, which might be expected with schools back in-person and vaccinations available for young people. Yet 2022 still finds that many workers experienced challenges with child care as one of their top three concerns, especially Native Hawaiian/other Pacific Islanders and Latino workers.

QUESTION 13: What are your top three personal/home-related stressors over the last three months?

	Total	RACE / ETHNICITY						
		Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
I am too tired when I get home to cook, do chores, etc. (%)	63.00%	62.50%	66.09%	56.13%	60.13%	59.12%	58.08%	63.57%
Financial stress (%)	38.19%	37.98%	43.48%	35.88%	35.89%	40.88%	39.52%	35.69%
Worry and/or guilt about infecting household members (%)	28.59%	36.06%	20.87%	30.20%	29.38%	22.63%	24.40%	21.07%
Taking stress out on my family (%)	26.00%	22.60%	18.26%	19.54%	27.11%	20.80%	27.15%	26.95%
Lack of quality time with children (%)	24.72%	23.56%	27.83%	23.45%	27.50%	24.45%	25.09%	17.30%
Lack of quality time with partner(s) (%)	24.44%	25.80%	26.96%	18.83%	24.02%	27.01%	23.71%	23.18%
Being able to support children/being a present parent (%)	17.31%	11.38%	13.91%	16.52%	18.83%	17.15%	19.24%	14.63%
Loneliness (%)	13.94%	12.98%	10.43%	14.39%	10.33%	14.23%	10.65%	19.04%
My partner doesn't understand the stress I'm under (%)	9.92%	6.89%	2.61%	8.35%	8.17%	12.04%	8.59%	14.17%
Inconsistent work hours/coordinating schedules (%)	8.48%	7.37%	8.70%	8.35%	7.62%	10.95%	6.53%	9.11%
Child care (%)	8.05%	6.09%	10.43%	7.82%	9.66%	6.93%	7.56%	5.61%
Other family member(s) needing to take over my responsibilities (%)	5.87%	5.29%	10.43%	4.26%	5.58%	6.20%	8.93%	5.34%
Feeling unsupported by my household members (%)	3.28%	2.56%	5.22%	3.55%	2.21%	2.19%	3.44%	4.69%
Homeschooling (%)	2.01%	1.28%	4.35%	2.31%	1.93%	1.82%	1.72%	1.75%

QUESTION 13: What are your top three personal/home-related stressors over the last three months?

	Total	AGE RANGE					
		18-24	25-34	35-44	45-54	55-64	65+
I am too tired when I get home to cook, do chores, etc. (%)	63.00%	67.33%	65.29%	59.20%	57.16%	63.12%	50.47%
Financial stress (%)	38.19%	49.50%	43.17%	35.32%	36.13%	30.28%	34.58%
Worry and/or guilt about infecting household members (%)	28.59%	20.79%	23.56%	26.06%	28.98%	34.19%	36.45%
Taking stress out on my family (%)	26.00%	29.70%	23.11%	25.75%	27.21%	23.42%	17.76%
Lack of quality time with children (%)	24.72%	5.94%	25.99%	27.55%	26.06%	13.06%	13.08%
Lack of quality time with partner(s) (%)	24.44%	21.78%	29.05%	23.13%	22.44%	20.19%	9.35%
Being able to support children/being a present parent (%)	17.31%	6.93%	17.00%	23.32%	15.37%	5.92%	2.80%
Loneliness (%)	13.94%	19.80%	12.05%	9.76%	14.31%	19.52%	24.30%
My partner doesn't understand the stress I'm under (%)	9.92%	6.93%	8.18%	10.45%	9.28%	11.04%	5.61%
Inconsistent work hours/coordinating schedules (%)	8.48%	14.85%	9.89%	7.96%	5.92%	8.61%	8.41%
Child care (%)	8.05%	3.96%	10.97%	11.57%	4.15%	1.75%	0.93%
Other family member(s) needing to take over my responsibilities (%)	5.87%	6.93%	5.58%	5.66%	4.33%	7.94%	3.74%
Feeling unsupported by my household members (%)	3.28%	3.96%	2.88%	2.49%	3.45%	4.31%	4.67%
Homeschooling (%)	2.01%	0.99%	1.53%	2.86%	2.03%	0.81%	0.00%

QUESTION 14: If you have children at home, do you think they understand and/or are concerned about the risk that comes with you being a healthcare worker?

	Total	RACE / ETHNICITY						
		Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of the above	Other	White (non-Hispanic)
N/A - no children at home	35.40%	36.22%	22.61%	34.64%	29.71%	33.94%	30.58%	43.24%
Yes, they are extremely concerned	21.16%	21.47%	33.04%	25.04%	23.14%	16.06%	24.40%	11.87%
They are concerned, but no more than expected	25.28%	20.83%	23.48%	22.91%	26.62%	28.83%	20.96%	23.28%
No, they are not concerned or don't really understand	18.17%	17.95%	18.26%	14.56%	17.84%	17.52%	19.93%	17.94%

CHANGING JOBS / LEAVING THE PROFESSION

The survey results show significant impact to workforce retention: More than half of all respondents have considered leaving healthcare. Given that the respondents to this 2022 survey were predominantly workers of color (77%), not addressing this will exacerbate not only existing workforce shortages but also diversity in the workforce. Between 40 - 50% of workers of color have considered leaving healthcare and between 20 - 30% workers of color have considered retiring earlier than prior to pandemic.

QUESTION 16: In the last year, have you considered (check all that may apply):

		RACE / ETHNICITY						
	Total	Asian	Native Hawaiian or other Pacific Islander	Black or African American (non-Hispanic)	Hispanic or Latino	More than one of above	Other	White (non-Hispanic)
Changing your job (staying in healthcare, but doing a different job) (%)	64.62%	67.63%	67.83%	65.19%	65.38%	70.07%	68.04%	60.26%
Leaving healthcare as your profession (%)	45.11%	41.67%	43.48%	39.79%	44.23%	56.20%	49.48%	47.93%
Retiring earlier than you otherwise were planning to prior to the pandemic (%)	26.13%	28.85%	26.96%	24.87%	21.37%	28.47%	29.90%	31.00%

		JOB TITLE GROUP					
	Total	Administrative Support Staff	Other Support Staff (Janitor, Food Service, Supply)	Direct Care Support Staff (CNA, LVN, MA)	Hospital Technician (Respiratory, Radiology, Lab, etc.)	Other Professional (Social Worker, Pharmacist)	Other
Changing your job (staying in healthcare, but doing a different job) (%)	64.62%	71.80%	68.04%	69.68%	58.09%	63.45%	57.94%
Leaving healthcare as your profession (%)	45.11%	43.90%	31.23%	46.82%	53.38%	49.58%	35.93%
Retiring earlier than you otherwise were planning to prior to the pandemic (%)	26.13%	24.42%	21.31%	23.51%	31.52%	24.79%	27.99%

QUESTION 16: In the last year, have you considered (check all that may apply):

	Total	YEARS IN HEALTHCARE			
		Less than 2 years	2 - 10 years	10 - 25 years	More than 25 years
Changing your job (staying in healthcare, but doing a different job) (%)	64.62%	61.69%	73.04%	65.29%	46.18%
Leaving healthcare as your profession (%)	45.11%	31.17%	47.83%	47.68%	36.22%
Retiring earlier than you otherwise were planning to prior to the pandemic (%)	26.13%	3.90%	11.96%	29.03%	57.72%

APPENDIX

COMPARISON OF SURVEY Q and A
FROM 2020 and 2022 SURVEY

This chart provides a comparison of the 2022 survey commissioned by The Education Fund and administered by MHA and the survey conducted by MHA in 2020 that can be found here for further reference:

<https://mhanational.org/mental-health-healthcare-workers-covid-19>

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Total Respondents		1119		4822	
DEMOGRAPHICS / CHARACTERISTICS OF RESPONDENTS					
Q.1 Age	#	%	#	%	
18 - 24	241	21	101	2	
25 - 34	354	31	1112	23	
35-44	258	23	1608	34	
45-54	136	12	1132	24	
55-64	101	9	762	15	
65+	29	3	107	2	
Total	1119	99	4822	100	
Q. 2 Race/ Ethnicity	#	%	#	%	
Asian	65	5.8	624	13	
Black or African American (non-Hispanic)	113	10	563	12	
Hispanic or Latino	88	7.8	1811	38	
Native American or American Indian	10	0.89		Included in Other	
Native Hawaiian or Other Pacific Islander		N/A	115	2	
More than one of the above	47	4	274	6	
Other	18	1.6	291	6	
White	778	70	1087	23	
Total	1119	100.09	4765	100	
Q. 15 Tenure In Healthcare		Not Asked	#	%	
Less than 2 years		Not Asked	154	3	
2 - 10 years		Not Asked	1706	36	
10 - 25 years		Not Asked	2198	46	
More than 25 years		Not Asked	693	15	
Total		Not Asked	4751	100	

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Q. 3 Job Types: What is your title or position? (These were revised for 2022)		#	%	#	%
Administrative Support Staff		Not Similar	Not similar	688	14
Other Support Staff (Janitor, Food Service, Supply)		81	7	413	9
Direct Care Support Staff		335	30	1527	32
Hospital Technician (Respiratory, Radiology, Lab, etc)		Not Similar	Not Similar	1212	25
Other Professional (Social worker, Pharmacist)		Not Similar	Not Similar	238	5
Other		207	18.5	718	15
Nurse		245	22	Not Included b/c 80# = <1.6%	
Physician's Assistant or Nurse Practitioner		31	2.7	Not Asked	Not Asked
Doctor		81	7.2	Not Asked	Not Asked
Community Based healthcare workers		89	8	Not Asked	Not Asked
EMT/Paramedic		50	4.5	Not Asked	Not Asked
Total		1119	100	4796	100
Q. 4 Are you working directly with COVID-19 patients?		#	%	#	%
Yes		Not Avail	28	2254	47
No, but I have potential exposure to COVID		Not Avail	52	1965	41
No, I have no exposure to COVID while at work		Not Avail	20	553	12
Total				4772	100
Q. 5 Have you been infected by COVID?		#	%	#	%
Yes, confirmed (%)		4	4	1	46.79%
Yes, suspected (%)		3	6	4	6.64%
No (%)		1	73	2	35.16%
Unsure (%)		2	17	3	11.40%

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Question 6: Are you worried about exposing the people you live with to COVID? If yes, who? Check all that apply.					
		Rank	%	Rank	%
Exposing my spouse or partner (%)		2	50	1	59.23%
Exposing my older adult family (%)		3	47	2	59.21%
Exposing my child (%)		1	76	3	56.48%
I'm not worried about exposing my household members (%)		4	15	4	11.85%
Exposing my roommate (%)		6	10	5	8.22%
I live alone (%)		5	14	6	4.97%
Question 7: In the last three months, which of the following feelings have you been regularly experiencing? Check all that apply.					
		Rank	%	Rank	%
Stress (%)		1	93	1	90.06%
Anxiety (%)		2	86	2	82.96%
Exhaustion/Burnout (%)		3	76	3	81.11%
Overwhelmed (%)		5	75	4	76.72%
Frustration (%)		4	77	5	75.08%
Unappreciated (%)		7	60	6	69.96%
Sadness (%)		6	67	7	54.74%
Fear (%)		9	55	8	46.54%
Anger (%)		8	56	9	45.72%
Powerless (%)		11	50	10	40.91%
Disconnected (%)		12	49	11	39.42%
Grief (%)		13	33	12	29.89%
Loneliness (%)		10	54	13	29.16%
Hope (%)		15	28	14	18.51%
Gratitude (%)		14	31	15	17.28%
Pride (%)		16	20	16	8.61%

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Question 8: In the last three months, have you experienced an increase in any of the following? Check all that apply.					
		Rank	%	Rank	%
Emotional exhaustion (%)		1	82	1	82.55%
Trouble with sleep (%)		2	70	2	75.35%
Physical exhaustion (%)		3	68	3	74.08%
Work-related dread (%)		4	63	4	65.28%
Physical symptoms - headache, stomachaches, etc. (%)		6	56	5	58.14%
Questioning career path (%)		7	55	6	51.66%
Compassion fatigue (%)		8	52	7	51.10%
Change in appetite (overeating or undereating) (%)		5	57	8	49.53%
Heightened awareness/worry/attention to being exposed (%)		9	52	9	42.56%
Racing thoughts (%)		12	40	10	38.14%
Upsetting thoughts, images and/or dreams (%)		11	42	11	35.70%
Lower self-esteem (%)		10	44	12	33.43%
More likely to smoke, drink and/or use substances (%)		13	38	13	22.80%
Question 9: Do you feel like you have adequate emotional support?		Rank	%	Rank	%
Yes (%)		2	35	3	21.93%
No (%)		1	39	1	47.58%
Not sure (%)		3	26	2	30.48%

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Question 10: From whom do you receive emotional support? Check all that apply.					
	Rank	%	Rank	%	
Family (%)	1	56	1	63.38%	
Friends (%)	2	53	2	48.44%	
Other (%)	10	3	3	46.29%	
Spouse/significant other (%)	3	39	4	44.66%	
Same level co-workers (%)	4	38	5	29.27%	
Therapist (%)	6	15	6	14.95%	
No one (%)	7	12	7	12.62%	
Clergy/spiritual leader (%)	Not Asked	Not Asked	8	7.05%	
Supervisor (%)	5	15	9	6.63%	
My union (%)	Not Asked	Not Asked	10	6.19%	
Support group (live virtual group or social media group) (%)	8	5	11	2.69%	
Roommate(s) (%)	9	3	12	1.68%	
Question 11: What are your top three work-related stressors over the last three months?					
	Rank	%	Rank	%	
Heavy/increased workload (%)	3	48	1	69.61%	
Burnout (%)	2	53	2	60.61%	
Concern of getting sick myself (%)	4	43	3	38.36%	
Uncertainty of when things will settle down/return to normal (%)	1	60	4	26.91%	
Disrespect from or frustration with patients in your care (%)	Not Asked	Not Asked	5	18.31%	
Concern of spreading COVID-19 (%)	5	35	6	17.67%	
Job security/employment status (%)	9	23	7	16.91%	
Insufficient communication from leadership (%)	6	30	See Q 12	58.6%	
Witnessing a high number of deaths (%)		9	8	10.91%	
Insufficient PPE (%)	7	25	9	5.93%	
Experiencing racism while at work (%)	Not Asked	Not Asked	10	7.21%	
Working too many hours	8	24	Not Asked	Not Asked	
Working at a new location (%)	11	10	11	4.65%	
Insufficient Training	9	13	See Q 12	22.6%	

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Question 11: What are your top three work-related stressors over the last three months?					
	Rank	%	Rank	%	
Inappropriate role designation	10	11	See Q12	23.0%	
Treating co-workers with COVID-19	12	2.5	Not Asked	Not Asked	
Distress about how to effectively treat COVID patients (%)	13	12	12	4.35%	
Question 12: What are your top three concerns about how your work has been able to support you?					
	Rank	%	Rank	%	
Insufficient communication from leadership (%)	See Q 11	30	1	58.6%	
Unable to take time off when needed to attend to own physical or emotional health (%)	Not Asked	Not Asked	2	55.0%	
No places or time while on the job to process impact (%)	Not Asked	Not Asked	3	42.3%	
Don't feel like it's okay to raise concerns at work (%)	Not Asked	Not Asked	4	41.4%	
Inappropriate role designation, such as working outside my regular job duties (%)	See Q 11	11	5	25.5%	
Insufficient training (%)	See Q 11	20	6	20.3%	
Q 13: What are your top three personal/home-related stressors over the last three months?					
	Rank	%	Rank	%	
I am too tired when I get home to cook, do chores, etc. (%)	1	62	1	62.50%	
Financial stress (%)	3	40	2	37.98%	
Worry and/or guilt about infecting household members (%)	4	36	3	28.59%	
Taking stress out on my family (%)	5	34	4	26.00%	
Lack of quality time with partner(s) (%)	6	30	5	24.44%	
Loneliness (%)	2	41	6	13.94%	
My partner doesn't understand the stress I'm under (%)	7	25	7	6.89%	
Inconsistent work hours/coordinating schedules (%)	8	23	8	7.37%	
Other family member(s) needing to take over my responsibilities (%)	9	10	9	5.29%	
FOR THOSE WHO REPORTED HAVING CHILDREN					
Being able to support children/being a present parent	1	34	2	11.38%	
Lack of quality time with children (%)	2	32	1	23.56%	
Child care (%)	4	22	3	8.05%	
Homeschooling (%)	3	28	4	1.28%	

COMPARISON OF SURVEY Q AND A FROM 2020 AND 2022 SURVEY		2020 SURVEY		2022 SURVEY	
Q. 14 If you have children at home, do you think they understand and/or are concerned about the risk that comes with you being a healthcare worker?					
		Rank	%	Rank	%
N/A - no children at home					35.40%
They are concerned but no more than expected		2	40	1	25.28%
Yes - they are extremely concerned		3	14	2	21.16%
No, they are not concerned or don't really understand		1	46	3	18.17%
Q 16: In the last year, have you considered (check all that may apply):		Rank	%	Rank	%
Changing your job (staying in healthcare, but doing a different job) (%)		Not Asked	Not Asked	1	74.31%
Leaving healthcare as your profession (%)		Not Asked	Not Asked	2	51.87%
Retiring earlier than you otherwise were planning to prior to the pandemic (%)		Not Asked	Not Asked	3	30.05%