

# MASStrong for Healthcare Workers

## *Supporting and Prioritizing the Resiliency and Mental Health of the Healthcare Workforce*

### Overview

- MASStrong for Healthcare Workers is a program of FREE group-based mental healthcare support for healthcare workers and clinicians.
- It is offered by GPS Group Peer Support (GPS) in partnership with the Betsy Lehman Center for Patient Safety.
- It is based on a successful pilot program launched by the Commonwealth in 2022 with a \$1 million allocation of federal American Rescue Plan Act funds and expanded in 2023 with \$5 million from the state's Behavioral Health Trust Fund.

### On-going need

- Nearly half of all healthcare providers experience work-related burnout and stress,<sup>1</sup> and rates are higher among workers who are Black, Indigenous and Other People of Color (BIPOC).<sup>2</sup>
- Burnout has resulted in staffing shortages that persist throughout the healthcare industry.<sup>3</sup>
- Lack of support for the emotional wellness of healthcare workers is worsening the workforce shortage.<sup>4</sup>
- The healthcare workforce shortage has long-term consequences for the Commonwealth's ability to deliver high quality healthcare.<sup>5</sup> MASStrong for Healthcare Workers groups are safe, confidential, and free.

### Proven Model. Proven Outcomes.

- MASStrong MASStrong for Healthcare Workers is based on the GPS Group Peer Support (GPS) model of mental wellness group support, which is easily accessible and trauma-informed..
- Sessions are facilitated by mental health clinicians or trained, non-clinical workers with relevant lived experience.
- The GPS model has been successfully implemented in diverse populations including parents dealing with postpartum depression, residents of rural areas living with chronic conditions, people dealing with substance use disorder, refugees, and people facing oppression based on their racial, sexual, gender, religious, or other identities.
- The MASStrong for Healthcare Workers pilot program consisted of three online mental health support meetings utilizing the GPS curriculum and skilled facilitators.
- Essential workers who participated in the pilot program included nursing home aides, home health workers, personal care attendants, and long-term care aides working in Massachusetts.
- 100% of MASStrong pilot program participants said that they would like to attend more sessions.
- 100% of healthcare workers who know other people working in the field said they would recommend the program to colleagues.
- Return on investment: supporting the mental health of healthcare workers will lead to increased employee retention and savings in training and turnover costs. For every one dollar spent caring for people with mental health needs, \$4 is returned to the economy<sup>6</sup>

*“Having that group, even though we just met three times, was incredible. Being able to share my stories with people who get it and were going through similar things was so helpful.”*

—MASStrong for Healthcare Workers participant



## Low Barrier to Entry

- MASStrong for Healthcare Workers groups are safe, confidential, and free
- Groups take place via Zoom with a phone, tablet, or computer
- Sessions are facilitated by mental health clinicians or trained, non-clinical workers with relevant lived experience
- Sessions are 1.5 hours long
- Participants can receive up to \$180 to complete surveys\*

## Scalable Mental Health Intervention

- MASStrong for Healthcare Workers can be brought to organizations as a resource for staff, patients, and clients.
- The MASStrong for Healthcare Workers is scalable: GPS will train staff, peer specialists, clinical providers, and other professionals, who can take the model back into their work or professional communities and replicate it.
- GPS will pay for training time for participants and provide curriculum, support in supervision, practicums and mentorship

**For more information,** Call: 413-206-6249 or email [MASStrong@grouppeersupport.org](mailto:MASStrong@grouppeersupport.org)

*\*MASStrong participants will be given an option to complete surveys, for which they can receive gift cards as thank you. The information collected will be used in a research study to measure the effectiveness of the program. Participation in the research study is optional.*

1. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9912473/>

2. <https://www.hhs.gov/surgeongeneral/priorities/health-worker-burn-out/index.html>

3. <https://www.ncbi.nlm.nih.gov/pmc/articles/PMC9086817/>

4. <https://www.cdc.gov/mmwr/volumes/72/wr/mm7244e1.htm>

5. [https://media.wbur.org/wp/2023/03/03-29\\_HPC\\_Report.pdf](https://media.wbur.org/wp/2023/03/03-29_HPC_Report.pdf)

6. [https://journals.lww.com/joem/Fulltext/2018/04000/Mental\\_Health\\_in\\_the\\_Workplace\\_A\\_Call\\_to\\_Action.5.aspx](https://journals.lww.com/joem/Fulltext/2018/04000/Mental_Health_in_the_Workplace_A_Call_to_Action.5.aspx)