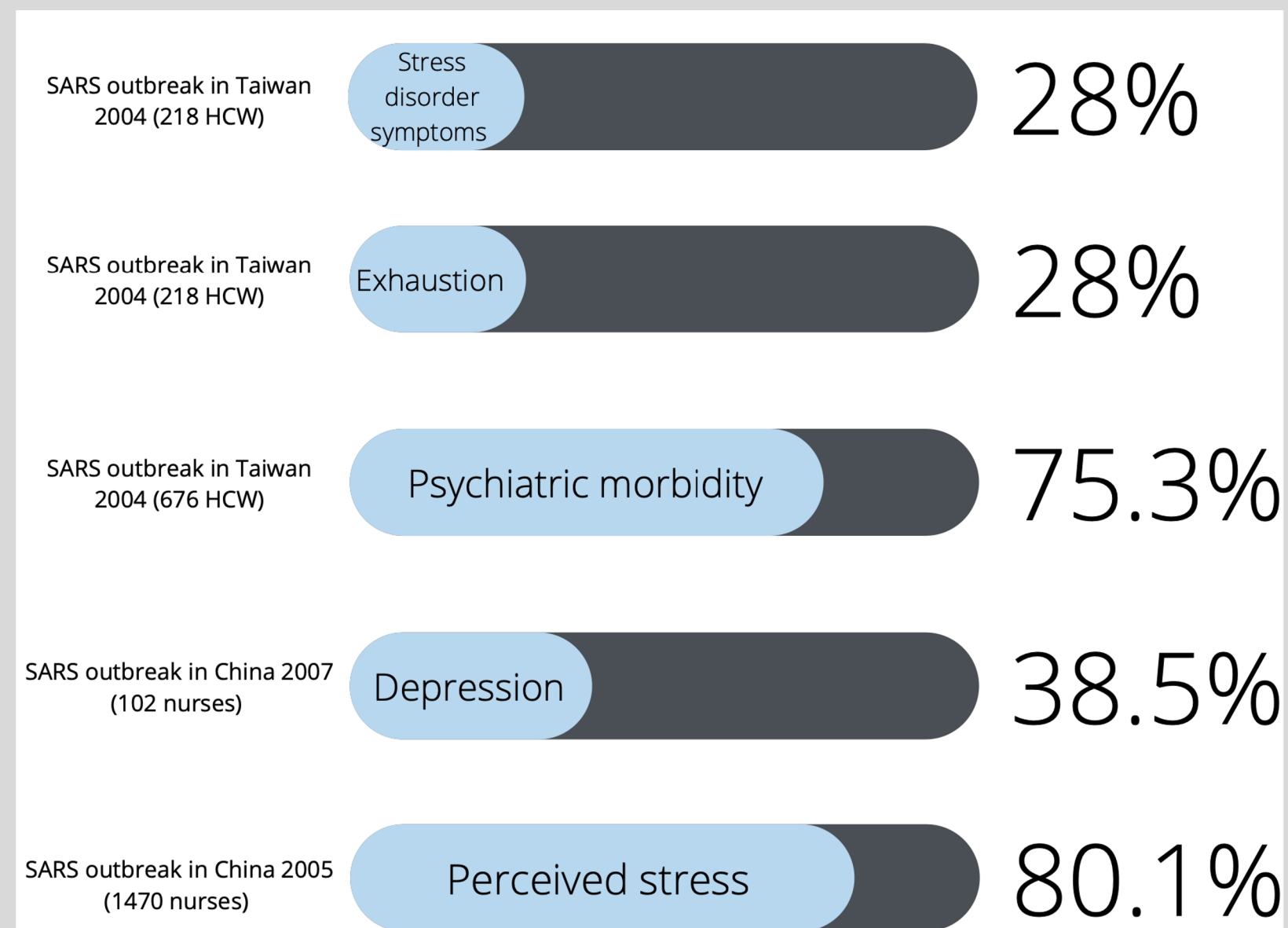


INTRODUCTION

• Since February 2020, **1 in 5 healthcare workers have left their field** (Gooch, 2021) on their own will; **16,000 practices** have closed down.

• Mental health: one's emotional, physiological, and social well-being; Studies have shown a **correlation** between **mental health** and **other health problems**(USDHHS).

• Journals from previous pandemics reveal that **mental health deterioration is a trend** within global health crises.(Preti, 2020)



DATA AND FINDINGS

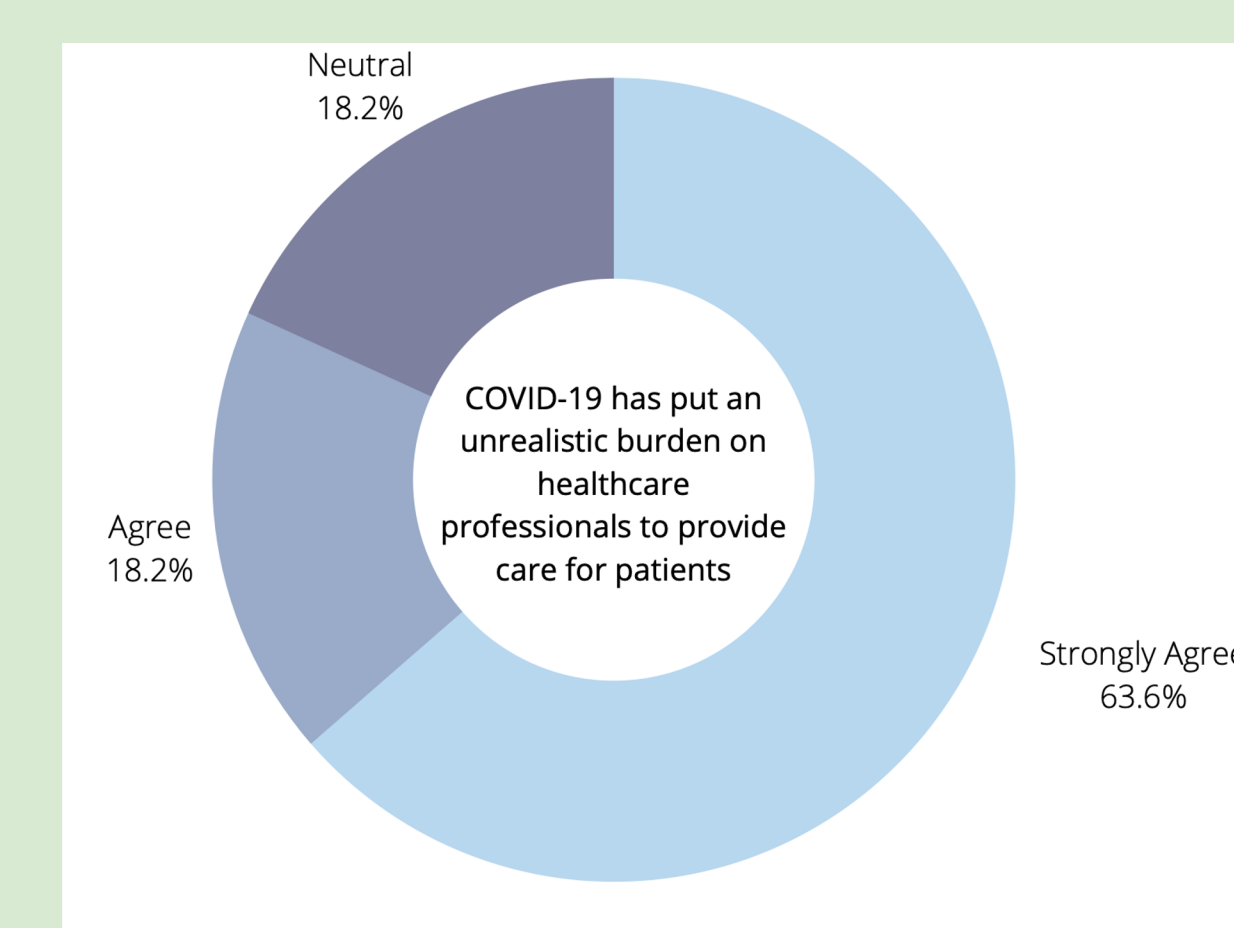


Figure 1: This shows how HCWs felt regarding an unrealistic burden caused by COVID-19.

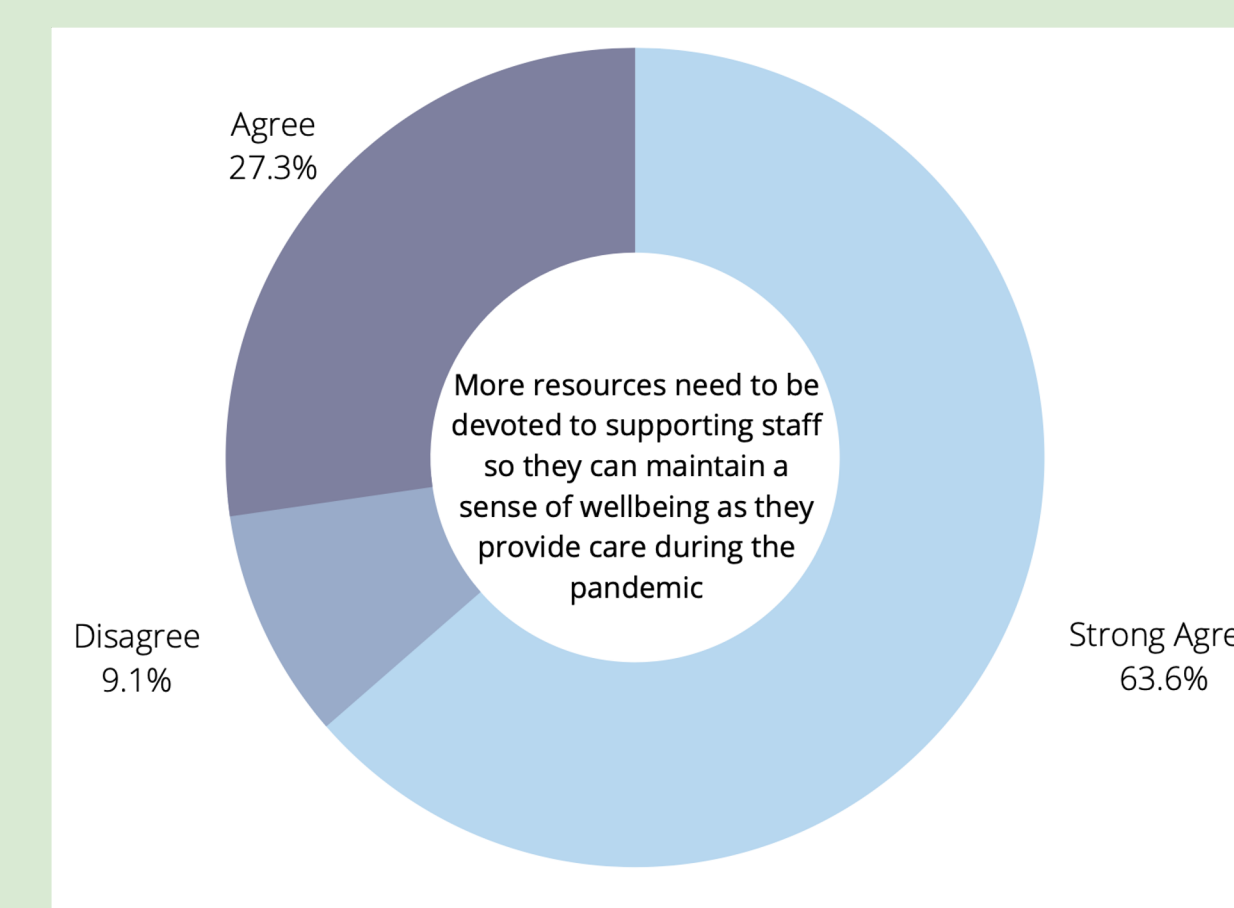


Figure 3: This graph shows how how HCWs felt regarding the necessity of more resources.

- Debriefing to release stress; More counseling; Higher pay** (Dominic O.; registered nurse (1.5 years))
- Easier access to Covid tests; Proper sick leave** (Tenzin K.; Registered nurse (15 years))
- Cameras to watch multiple patients at a time** (Kelly M.; Registered nurse (11 years))
- Specific staffing jobs to support regular staff; Flexibility; Increase hiring** (Ian H.; Registered nurse (11 years))
- Provide relationship-based care programs** (Nancy G.; Health Education Specialist (24 years))
- More staff/resources; Crisis pay** (Unnamed; Registered nurse (14 years))

Figure 5: This graph shows resources that HCWs believed would have promoted support during the pandemic.

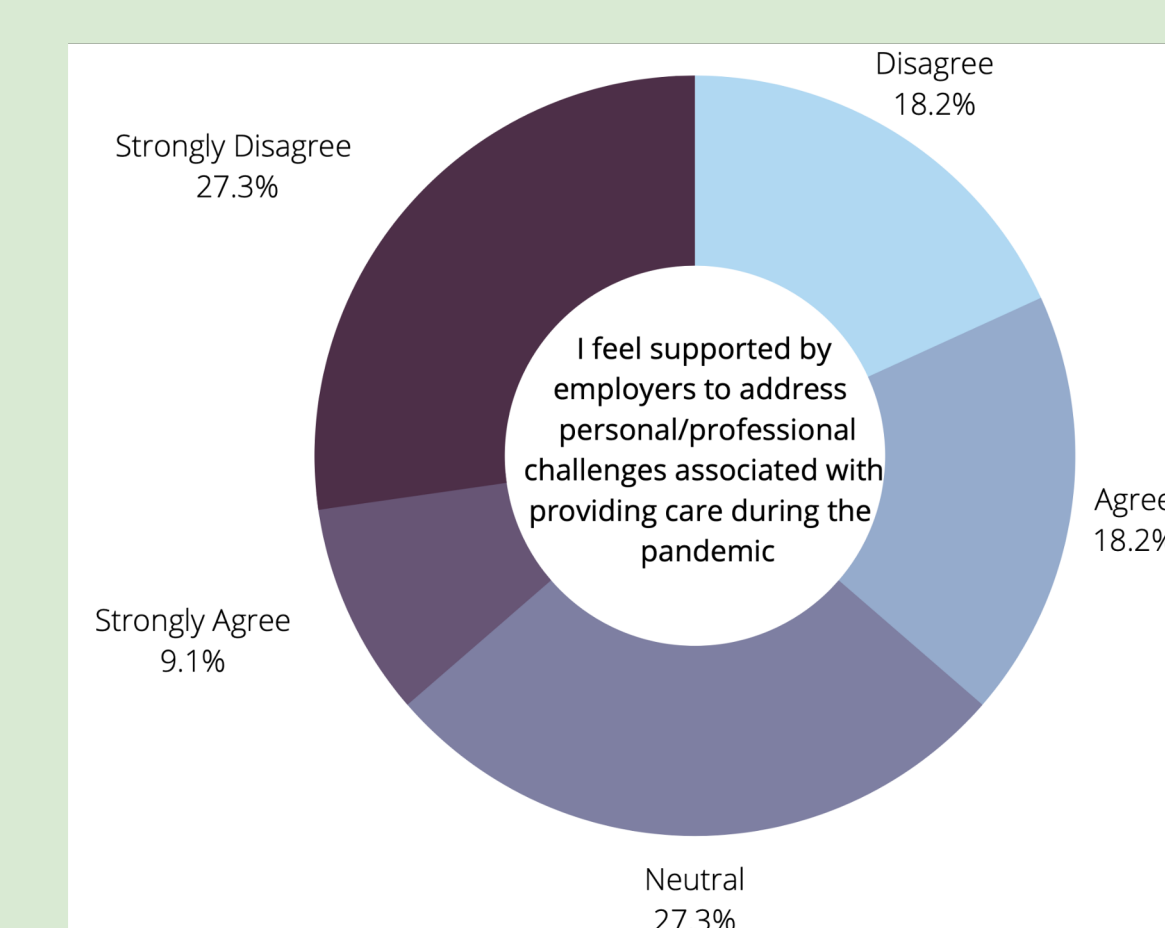


Figure 4: This graph shows HCWs who felt supported by their employer.

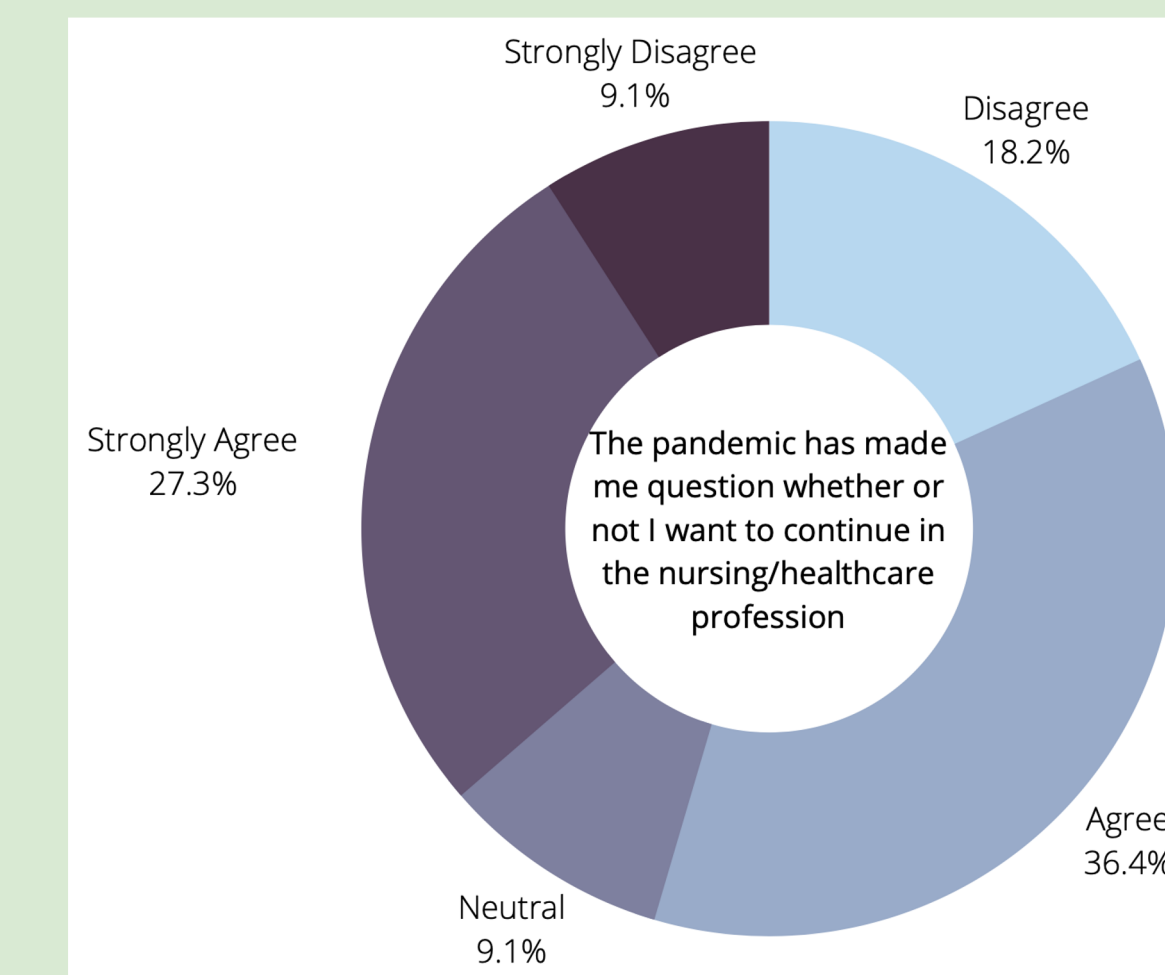


Figure 2: This graph shows HCWs interested in continuing in this field of study.

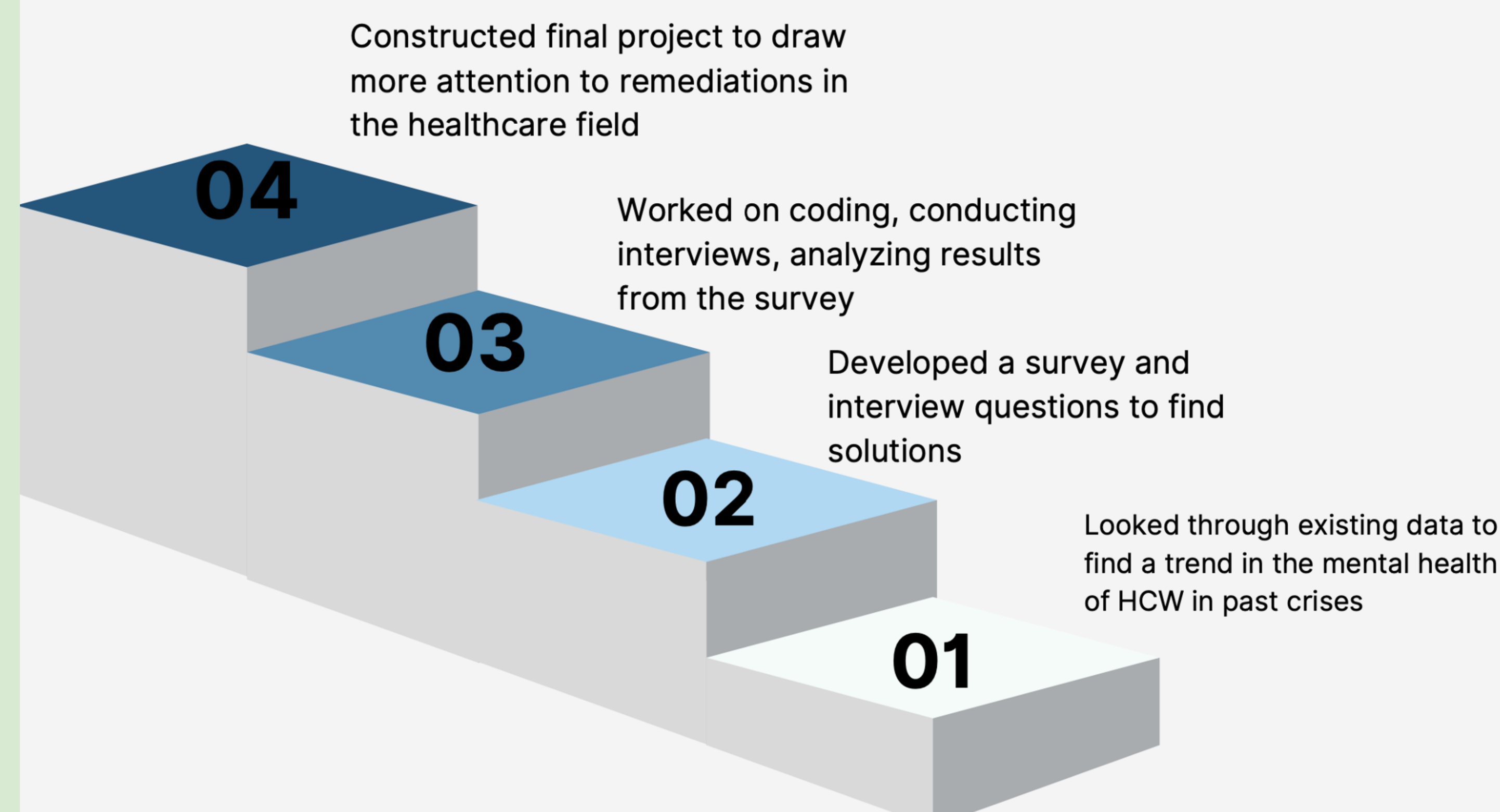
IMPLICATIONS AND NEXT STEPS

Future work

- More healthcare workers could have participated in the survey for a more clear data display.
- A quantitative study showing how affected HCWs of varying ages and ethnicities would allow for more information to be collected.
- By acknowledging the proposed solutions, facilities can better prepare for future health crises.
- Understaffing seems to be a prevalent problem in many facilities. Educating students regarding a profession in the medical field would help bring in more HCWs.
- A **quantitative study** showing the percentage of students who enter the medical field can be conducted to increase interest in this field.

RESEARCH METHODOLOGIES

- **Inquiry approach:** Narrative Research
- **Data collection tools:** Survey/Questionnaire
- **Data analysis techniques:** Coding, Summarizing



CONCLUSIONS AND ANALYSIS

- Hospitals and healthcare facilities **failed to accommodate healthcare workers** during the pandemic by providing minimal support, leading to HCWs' reduced longevity regarding staying in the medical field.
- As healthcare workers left the workforce, the remaining staff had an ever growing responsibility for more patients, increasing the ratio of staff to patients.
- In Minnesota, the ratio increased from **1 staff: 3 patients to 1 staff:10 patients** (Andrew Hudson, 2021)
- The most prominent remediation healthcare workers would have liked to see is **sufficient staffing**.
- Prior to the pandemic, hospitals have been **prioritizing profits over patients**, amplifying the effect of healthcare staff turnover.

ACKNOWLEDGEMENTS / REFERENCES

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