



ADDRESSING DISASTER WORKFORCE NEEDS DURING THE COVID-19 PANDEMIC

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DISASTER WORKER NEEDS DURING THE COVID-19 PANDEMIC

COVID-19 pandemic required mobilization of public health practitioners, medical care providers, other frontline workers

Worker burnout has resulted in response to continued challenges for a protracted event across multiple waves along with natural disasters

Addressing Disaster Workforce Needs During the COVID-19 Pandemic identifies strategies to reduce strain on frontline workers, promote their well-being, and build capacity within the disaster workforce

FRONT LINE WORKERS

Workers carrying out public-facing emergency response, relief, and recovery duties at the state and local government levels

Emergency Managers

Fire, Police and Emergency Medical Response Personnel

Public Health Workers

Human Services Personnel

Support Staff

BURNOUT DEFINED

- Burnout is a syndrome conceptualized as resulting from chronic workplace stress that has not been successfully managed (WHO, 2020)



COMPONENTS OF BURNOUT

Exhaustion –
physical, cognitive,
and emotional
fatigue

Cynicism –
psychological
detachment to
distance oneself
from stress

Inefficacy – feelings
of ineffectiveness
and lack of
accomplishment
and productivity

ORGANIZATIONAL RISK FACTORS

Workload

Flexibility/Control

Reward

**Social
Support/Community**

Fairness

Values

STRATEGIES TO ADDRESS BURNOUT



STRATEGIES TO MITIGATE THE IMPACT OF WORKER SHORTAGES

Organizational Approaches to
Increase Workforce Capacity

Structures, Policies, and
Practices to Build
Organizational Resilience

Support from State and Local
Officials

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