

Title: Children’s Hospital Los Angeles - Revitalize

Authors: Beth Fitzpatrick, MSW, LCSW, Rev. Dagmar Grefe, PhD, ACPE, Jennifer Baird, PhD, MPH, MSW, RN

Objective of Program: The program is supported by a Health Resources and Services Administration (HRSA) grant to aid health care team members from medicine, nursing, and ancillary services in pandemic recovery. It introduces nervous system self-regulation tools that are designed to help individuals understand the biology of traumatic stress reactions and learn specific skills to return the body, mind, and spirit back to balance after experiencing traumatic events. The program provides introductory workshops and skills practice sessions, capitalizing on existing team meetings to support attendance, to assist attendees in coping with work related stress and trauma, and to increase staff member wellbeing, engagement and retention.

Planning/research methods: The Revitalize Program, an evidence-based curriculum based on the Trauma Resource Institute’s Community Resilience Model aims to train 3,000 team members over 3 years and create a resiliency informed workforce. Several training modalities are used to maximize the impact and utilization in the institution. After the training participants are surveyed on how they (1) use resiliency skills during their work shifts and (2) assess their ability to re-set their nervous system when feeling overwhelmed. They are also asked how the training impacts their capacity to manage stress. As an organization, we also monitor wellness scores as reported on employee engagement surveys.

Implementation methods: The skills are introduced through multiple training modalities:

- Introductory 1 hour overview session of reactions to trauma and stress and self-regulation skills
- Immersive 4-hour workshops introducing all self-regulation tools and allowing time for interaction and processing with peers
- 5-day “Train-the Trainer” workshops to build training capacity throughout the organization and anchor the skills beyond the duration of the grant
- Flexible brief skills practices in staff meetings and huddles to widen the impact of the program and assist participants in adopting wellness skills on their own.

Results: Despite continued staffing challenges throughout the past few years, 2,517 staff members have been reached across all interventions in the first 2 years: 2,047 in the brief skill exposures, 443 in the Immersive 4-Hour sessions, and 27 in the 40-hour train the trainer sessions. The average overall rating on evaluations at the conclusion of the sessions is 4.74 out of 5. The first incentivized utilization survey with a response rate of 27.5% (n=462) indicated that 82% of participants felt more confident in their ability to reset their nervous systems following a Revitalize session. Also, 83.9% (n=460) felt more confident in their ability to bring their mind, body and spirit back into balance following a Revitalize session, and 77.1% of participants (n=460) felt more confident in their ability to manage stress following a Revitalize session. Wellness scores in institution-wide engagement surveys have steadily risen from 70% in July of 2021 to 75% in July of 2023. Participant comments included, “Course content was delivered in a way that was easy to digest and was not overwhelming. Environment felt safe to share and open up with others. Should be a required session for employees and management”, “Really loved this - totally needed this =)”, and “This class came at a great time. Many of us are feeling stress, loss of control. Doing the grounding techniques was very helpful. Began feeling less stress immediately. Thank You”. There is a long road of recovery ahead from the Covid 19 Pandemic, but the Revitalize Program has helped to empower healthcare staff to care for themselves and those around them, providing a dose of relief and hopefulness for the future.