

2020 NWSA CAREGIVER HEALTH & WELL BEING MONITOR

OVERVIEW

1,424 CAREGIVERS
TOOK THE SURVEY

DEMOGRAPHICS*

Job Category:

- 71% non-medical staff + RN's;
- 16% medical staff; 13% system services, volunteer, other

Employment Status:

- 74% Full Time; 21% Part Time

Location:

- 59% Colby Campus; 17% Pacific Campus;
- 24% PMG & Other

Shift:

- 75% Days; 9% Evenings; 12% Nights; 4% Other

Gender:

- 21% Men; 79% Women; <1% Non-Binary

Race/Ethnicity:

- 67% Caucasian; 18% Asian/Pac. Is.; 6% Hispanic/Latino; 4% African American; 1% Native American; 3% Other

GOALS

1. Create a path to well-being for Providence NWSA Caregivers
2. Help shape NWSA culture as one committed to well-being, inclusive of equity & belonging.

OBJECTIVES

1. Determine the overall health and wellbeing levels of NWSA Caregivers and compare the results to a benchmark of Snohomish County.
2. Determine the extent of felt discrimination in the workplace.
3. Convene & inform engaged caregivers & leadership advocates to identify opportunities, set priorities, expand engagement, and improve health & well-being, inclusive of equity & belonging.

**See full report for Education, Household Make-up, Household Income, Language spoken at home and city/county of residence.*

CORE4™ WELLBEING INDEX

NWSA CAREGIVERS 2020

6.98

Overall Score

D+/C-

NWSA Caregiver well-being score is a high D/low C, well below 2019 county-wide levels.

Caregivers responded during the initial wave of a global pandemic in one of the first U.S. Covid-19 hot spots. Results foretold dramatic changes in countywide well-being.

SNOHOMISH COUNTY 2020

6.99

D+/C-

THE DIFFERENCE WAS CAUSED BY:

- ✘ Lower reported satisfaction with mental/emotional well-being
- ✘ Lower self-reported overall life satisfaction

SNOHOMISH COUNTY 2019

7.51

C

SIX DIMENSIONS OF HEALTH: COMPARED TO 2019 COUNTY RESULTS



MENTAL & EMOTIONAL WELL-BEING

- ✓ Higher sense of purpose & meaning, and importance of religion/spirituality
- ✗ Mental-emotional health rated 18% below county 2019; worsened by discrimination.



WORKLIFE, LEARNING & GROWTH

- ✗ Lower levels of job satisfaction; higher job worries
- ✗ Lower opportunities for learning & growth



RELATIONSHIPS & SOCIAL CONNECTIONS

- ✓ Higher sense of belonging and community efficacy.
- ✗ Lower satisfaction with relationships and social connection behaviors lowered overall well-being scores 4-7%



SECURITY AND BASIC NEEDS

- ✗ 4 in 10 report at least one unmet basic need
- ✗ Higher needs/worries about training & job loss, housing & food insecurity, domestic violence/personal safety
- ✗ Higher financial insecurity
- ✗ Lower perceived access to medical care and health information post-Covid



NEIGHBORHOOD & ENVIRONMENT

- ✗ Slightly less satisfied ; 20% decline post-Covid surge



PHYSICAL HEALTH

- ✗ Lower physical health satisfaction
- ✗ Gaps in exercise, nutrition, poor and debilitating health days

MEASURING CAN-DO

We measure “Can-Do™ in two ways — belief in ability to do more as individuals, and belief in ability to influence community well-being.

35%

of respondents reported they believed they could be doing a LOT MORE to improve their health (1/3 higher than the county)

45%

said they could be doing a little more (same as county)

20%

said they could be doing No MORE (vs. 30% countywide)

Caregivers registered higher community efficacy than the county. Belief in ability to influence community decisions matters: Community efficacy is highest for Struggling and lowest for Flourishing.

RESULT HIGHLIGHTS / CAREGIVERS' TAILORED QUESTIONS

1. The ~650 caregivers (13%) who experience discrimination from bosses, co-workers, patients are 29% more dissatisfied with mental/emotional well-being. Co-worker discrimination hurt most, (‘low D’ wellbeing score). Discrimination affects caregiver belief in NWSA’s commitment to a culture of well-being.
2. Nearly half (46%) do not feel NWSA is committed to a culture of well-being. Especially affects those worried about access to basic needs like job, bills, food.
3. Broad interest in opportunities for well-being learning or participation, from physical activity & weight management, to work/life balance and mindfulness/ meditation.