How Kognito Can Support the 2022 Health and Public Safety Workforce Resiliency Training Program (HPSWRTP) Grant

As a health simulation company that offers online experiential training in behavioral health, the implementation of our new **Moral Distress & Resiliency** course can help support the following <u>objectives</u> of the HPSWRTP program:

> **1. To plan, develop, operate or participate in health professions and nursing training activities using evidence-based or evidence-informed strategies, to reduce and address burnout, suicide, mental health conditions and substance use disorders and promote resiliency among health care students, residents, professionals, paraprofessionals, trainees, public safety officers, and employers of such individuals, and rapidly deploy those evidence-based or evidence-informed strategies;**
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> **3. To develop innovative sustainability practices/models (i.e., curriculum development) to promote provider resiliency and prevent or reduce clinician burnout; learning**

For FY 2022, the HPSWRTP Funding Announcement lists 8 program requirements. See details below for specific activities where Kognito's new Moral Distress & Resiliency course can support your training efforts.

Required Activities

Requirement	How Implementation of the Kognito Simulation Can Help Support Requirements
1. Use grant funds to pay for short-term training (i.e. training lasting from a few weeks to a few months) to reduce and address burnout, suicide, mental health conditions and substance use disorders and promote resiliency among health care students, residents, professional and paraprofessional trainees, public safety officers, and employers of such individuals	Kognito's new Moral Distress & Resiliency course can be used across care teams, in an interprofessional manner. The 30-minute virtual encounter could easily be a component to a short-term training plan. Facilitator support materials will also be available to enhance the training experience.

3. Provide in-service credit or Continuing Education Units (CEUs) to staff participating in the provider resiliency trainings;	Many of Kognito healthcare simulations have CNE,CME and/or NASW credits. This new experience will also be submitted to be approved for credit.
5. Develop and enhance: a) training interventions to health care students, residents, professionals, paraprofessionals, trainees, public safety officers, and employers of such individuals to increase well-being and satisfaction in key domains such as workload, control/flexibility, social supports, work-life balance, workflow and administration; b) efficiencies in organizational culture, which may include self-care interventions such as mindfulness, stress management, communication skills, and interprofessional collaborations.	Our interactive clinical course has learning goals that support an increase clinician well-being and efficiencies in healthcare organizations. *Simulation Learning Objectives* • Understand the steps to identify moral distress. • Identify appropriate next steps to address moral distress. • Recognize the need for peer support. • Apply knowledge of support resources to seek peer support. • Apply evidence-based communication techniques to discuss a morally distressing incident; guide a peer in reflecting on the incident and seeking help if needed. • Apply evidence-based communication techniques to effectively communicate with a supervisor about moral distress and mitigating future incidents.
7. Create and develop innovative sustainability practices/models i.e., curriculum development, to reduce and address burnout, suicide, mental health conditions and substance use disorders and promote resiliency;	Learner Takeaways, a Facilitator Guide, and pre- and post-surveys will accompany the clinical course. The addition of the simulation could be a cornerstone experience to a course or topic area within a curriculum. Implementation strategies can allow the user to expand the experience to account for additional training time on moral distress. Here is an example of a Facilitator Guide for our Medication Misuse and Suicide Risk experience.

*The numbering conventions used throughout the document reflects the objective and grant requirements listed from HRSA