



OCYF Trauma Team

Trauma-Informed Workforce Development

In the January 2025 OCYF Trauma Tip Sheet, the U.S. Surgeon General's Framework for Workplace Mental Health & Well-Being was introduced. Over the next several months, we will continue to explore these essentials.

The fourth essential of the Framework for Workplace Mental Health & Well-Being is **Mattering at Work**. This essential is grounded in two fundamental human needs: **dignity** and **meaning**, as seen in the diagram below.

May Activity Suggestion: Memorial Day is a great time to reflect and explore your family history! Spend time this month learning about your family tree or chatting with older relatives about their experiences at your age. It can be a meaningful and at times, difficult journey, so remember to take care of yourself and support each other as you uncover those special memories!

Essential 4:

Mattering at Work



Office of the Surgeon General -
Framework for Workplace
Mental Health & Well Being

The initial component of the Mattering at Work Essential is to **provide a living wage**. Employment and earnings play a vital role as social determinants of health and overall well-being. A 2022 survey conducted by the American Psychological Association revealed that employees concerned about their pay not keeping up with inflation were more inclined to report negative effects on their mental health caused by work.

The second component is to **engage workers in workplace decisions**. Employers should focus on engaging and empowering all workers to enhance workplace quality. Employee engagement encompasses how leaders involve staff in shaping mission statements and goals, as well as their overall enthusiasm for their roles.

The third component of mattering at work is to **build a culture of gratitude and recognition**. Employees flourish in environments where they feel valued. Supervisors are key to shaping this culture, as appreciation from them and coworkers enhances workers' sense of worth and stress management. Studies show that those who receive regular recognition are more likely to appreciate others, creating a positive atmosphere that improves team performance.

The fourth component of mattering at work is to **connect individual work with organizational mission** and the impact of their work. A shared purpose enhances work meaning, fosters pride, and boosts motivation while reducing stress. Organizations should clarify how daily tasks align with their mission, and leaders can reinforce this by recognizing the contributions of individuals and teams toward achieving goals.

TRAINING OPPORTUNITIES: OCYF continues to offer free trauma training facilitated through Lakeside Global for the Pennsylvania child welfare community. Workshops: <https://register.lakesidetraining.org/pa-ocyf-workshops-2025/> and Intensive courses: <https://register.lakesidetraining.org/pa-ocyf-intensive-courses-2025/>. Additionally, the *Developing Trauma Sensitivity for Congregate Care Staff* course has been released through the E-LEARN system at https://www.e-learn.pitt.edu/visitor_catalog_class/show/1557287. This is offered free to all PA licensed child welfare providers.