



The Resilience Collaborative 2024: Enhancing healthcare worker resilience by co-developing evidence-based solutions for scale (RECONNECTIONS) – November 2024

FACTS:

- The World Health Organization (WHO) projects a global shortage of 18 million HCWs by 2030, with the greatest impact in low- and middle-income countries.
- Key factors driving this shortage include rising stress and burnout, skills gaps, declining productivity, and challenges with workforce retention.
- To address these challenges, the WHO emphasises the importance of developing technical skills and prioritising mental health to enhance the wellbeing of HCWs.

BACKGROUND:

- The Resilience Collaborative (TRC) is a global learning community dedicated to advancing and promoting evidence-based strategies for healthcare worker (HCW) resilience. It focuses on supporting their wellbeing, preventing burnout, and improving the quality of care, particularly in low-resource settings.
- TRC was launched by the Johnson & Johnson Center for Health Worker Innovation in 2021 to support HCWs and the organisations that care about them. As part of its ongoing development, The George Institute has served as the host organisation for this global community of practice since May 2023.

AIM:

- To advance equitable quality of care by prioritising the wellbeing and resilience of HCWs and the systems they support through leadership development and capacity building.
- To enable the TRC to become an established institution supporting the health workforce by equipping HCWs with actionable insights to enhance resilience.
- To strategically disseminate learnings to empower HCWs and influence policy.

METHODS:

- In partnership with HCWs, members of the community of practice, and implementation partners, the TRC will contribute to build the resilience and leadership skills of members and HCWs by optimising interventions for scale.
- The TRC will refine and expand existing interventions for broader adoption, enhance the evidence toolkit, and deepen knowledge of the WHO HealthAlert (in collaboration with Reach Digital Health). It will also gather insights to adapt and scale the WellMe app, develop a peer community support module (led by Dimagi) and disseminate actionable insights to drive learning and impact.

PROJECT CYCLE:

2023 – 2025

PARTNERS:

The George Institute for Global Health

*Reach Digital Health, South Africa
Dimagi, India*

SUPPORTERS:

Johnson & Johnson Foundation

PRINCIPAL INVESTIGATOR:

Dr Oommen John

IMPACT

- The George Institute considers the TRC as pivotal in fostering and sustaining an environment that enables the implementation of evidence-based programs and initiatives to build resilience among HCWs.
- TRC's primary goal is to enhance the well-being of HCWs. The focus includes strengthening connections with HCW communities, providing evidence-based tools, and developing leadership skills and agency. This strategic approach aims to bolster resilience, improve care quality, and generate positive impacts across the health system.

CONTACT:

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