

1. Record Nr.	UNINA9910966768303321
Titolo	Building a resilient workforce : opportunities for the Department of Homeland Security, workshop summary // Heather M. Colvin and Rachel M. Taylor, Rapporteurs, Planning Committee on Workforce Resiliency Programs, Board on Health Sciences Policy, Institute of Medicine of the National Academies
Pubbl/distr/stampa	Washington, D.C., : National Academies Press, c2012
ISBN	9786613721440 9780309255141 0309255147 9781280880131 1280880139 9780309255127 0309255120
Edizione	[1st ed.]
Descrizione fisica	xvi, 231 p. : ill
Altri autori (Persone)	ColvinHeather M TaylorRachel M
Disciplina	613.6209
Soggetti	Labor supply - United States - Evaluation Organizational effectiveness Personnel management - United States Resilience (Personality trait)
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Note generali	Bibliographic Level Mode of Issuance: Monograph
Nota di bibliografia	Includes bibliographical references.
Nota di contenuto	Introduction and overview -- Overview of the Department of Homeland Security resilience issues and programs -- An operational definition of resilience -- Factors influencing workforce effectiveness and resilience -- Resilience programs and interventions -- Leveraging existing services and programs to support resilience -- Understanding individual and organizational resilience and performance measures -- Perspectives on priorities and next steps.
Sommario/riassunto	Every job can lead to stress. How people cope with that stress can be influenced by many factors. The Department of Homeland Security

(DHS) employs a diverse staff that includes emergency responders, border patrol agents, federal air marshals, and policy analysts. These employees may be exposed to traumatic situations and disturbing information as part of their jobs. DHS is concerned that long-term exposure to stressors may reduce individual resilience, negatively affect employees' well-being, and deteriorate the department's level of operation readiness. To explore DHS workforce resilience, the Institute of Medicine hosted two workshops in September and November 2011. The September workshop focused on DHS's operational and law enforcement personnel, while the November workshop concentrated on DHS policy and program personnel with top secret security clearances. The workshop brought together an array of experts from various fields including resilience research, occupation health psychology, and emergency response. Building a Resilient Workforce: Opportunities for the Department of Homeland Security: Workshop Summary Defines workforce resilience and its benefits such as increased operational readiness and long-term cost savings for the specified population; Identifies work-related stressors faced by DHS workers, and gaps in current services and programs; Prioritizes key areas of concern; and Identifies innovative and effective worker resilience programs that could potentially serve as models for relevant components of the DHS workforce. The report presents highlights from more than 20 hours of presentations and discussions from the two workshops, as well as the agendas and a complete listing of the speakers, panelists, and planning committee members.
