

BRIDGING THE RESILIENCE GAP IN WORKFORCE

In today's high-pressure economic landscape, workplace stress is more than a wellness concern—it is a \$500 billion annual drain on U.S. employer productivity. While workplace resilience is the essential ability to adapt, recover, and thrive amidst these challenges, the modern workforce is facing a significant "resilience gap."

Currently, only **19%** of U.S. workers are considered "Highly Resilient," leaving a staggering **81%** of the workforce in a "vulnerable" state.

The High Cost of the Status Quo

The impact of trauma and adversity on the workforce is profound and measurable:

- **The Trauma Factor:** 2 out of 3 adults have experienced major childhood trauma. Those with 4 or more Adverse Childhood Experiences (ACEs) are **3.6 times more likely** to suffer from depression.
- **The Mental Health Crisis:** 84% of workers report that their current workplace conditions contribute to at least one mental health challenge.
- **The Talent Flight:** 81% of employees are now actively looking for workplaces that provide tangible support for mental health.

The Arizona ACEs Consortium Solution

The Arizona Adverse Childhood Experiences (ACEs) Consortium offers a specialized, data-driven framework to move your organization beyond traditional wellness programs. We provide a holistic approach that helps employees recover from challenges and stay engaged for the long term.

Our Strategic Interventions Include:

- **Customized Staff Training:** Equipping your team to manage the emotional toll of their roles while supporting trauma-impacted clients.
- **Organizational Capacity Building:** Facilitating "Communities of Practice" to improve internal coordination and client outcomes.
- **Sustainability & Policy Planning:** Developing trauma-informed mission statements, policies, and operational procedures that align with your core values.



The Return on Resilience

By transitioning to a resiliency-informed workplace, organizations can expect:

- **Higher Engagement:** High resilience increases job satisfaction by 44%.
- **Increased Retention:** Building a resilient culture reduces burnout and compassion fatigue, creating a more sustainable environment for staff.
- **Improved Performance:** Resilient teams foster psychological safety, transparency, and more effective problem-solving.

"Resiliency is a critical aspect of workplace well-being. Employers have an opportunity to move beyond traditional wellness programs and take a more holistic approach — one that helps employees recover from challenges, adapt to change and stay engaged over the long term."

-Scott Berlin, Head of New York Life Group Insurance



AZ·ACES·CONSORTIUM

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**The Arizona Adverse Childhood Experiences
(AzACEs) Consortium builds community
resilience through authentic human engagement**