

# HAP Music Therapy Collaborative Executive Summary

*August 2024*



The Hospital + Healthsystem Association of Pennsylvania

# HAP MUSIC THERAPY COLLABORATIVE

10,950 PARTICIPANTS IMPACTED

## Butler Health System

**34** Units visited

Hours of **environmental music therapy** **36**

**58** Hours of **individual** or **family therapy**

Weekly, 50-minute **music** and **wellness**

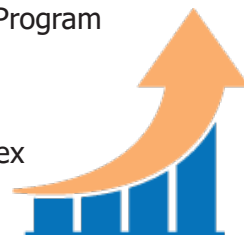
**sessions** **25**

## Einstein Medical Center Montgomery

"You've Been Tuned" Program

**Increase in resiliency**

- Brief Resilience Scale
- WHO (FIVE) Well-Being Index



## Excela Health



“ Our music therapy program was something that was able to **involve everyone...** because it was **targeting stress and resilience**. And that was something that everyone experiences... We were able to bring forth a lot of the data we collected on burnout and take that to our organization to **acquire more resources for stress management and resilience**. ”

## Evangelical Community Hospital

"Employee Resiliency Through  
Music Therapy Initiative"

**385** Music therapy sessions

**4,875** participants



## Indiana Regional Medical Center

**Staff participation** in music therapy:

**360** Nurses

**180** Physicians

**144** Environmental Services staff

**216** Food & Nutrition Services staff



## Jefferson Health

*Long-term impact:*

Jefferson created a **music therapy student training program** to mentor students in techniques to foster staff resilience.

**Significant increase in Resilience Score** for staff that attended three or more music therapy sessions ( $p = .032$ ).



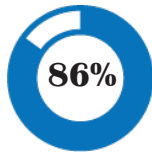
*This information reflects the hospital and health system names at the time of the grant.*

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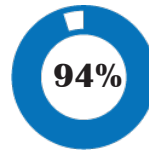
10,950 PARTICIPANTS IMPACTED

## Penn State Health – Milton S. Hershey Medical Center

“Music Minutes” and “Notes for Resilience” Programs



86% Perceived music therapy program as aligned with personal goals



94% Rated music therapy interventions as well facilitated



## Pottstown Hospital – Tower Health

+83%

83% Increase in knowledge in music therapy techniques to reduce stress

Perceived Stress Scale (PSS) scores improved for participants.

## Temple University Hospital – Episcopal

Created a “Flow Space” for hospital employees to use to compose and record music to allow for long-term benefits of the grant program.



## UPMC Western Psychiatric Institute & Clinic



98% Rated the program as helpful

“It’s a chance for the caretakers to be taken care of during our workday.”

HAP’s Music Therapy Collaborative was an innovative grant to provide music therapy for health care workers impacted by COVID-19. The Hospital and Healthsystem Association of Pennsylvania (HAP) Music Therapy Collaborative was implemented regionally across Pennsylvania to ten hospitals. This collaborative was funded through the Pennsylvania Council of the Arts (PCA).

The collaborative took place between May 31, 2021, and May 31, 2024. The program was highlighted with a [dedicated webpage](#) at HAP’s website.

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# HAP Music Therapy Collaborative Executive Summary

## Table of Contents

Acknowledgements .....	1
Introduction.....	2
Background .....	2
Implementation.....	3
Key Findings .....	4
Successful Program Factors.....	5
Considerations for Future Programs.....	5
Promising Practices-Supporting Evidence .....	5

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### Pennsylvania Council on the Arts (Grantors)

Jamie Dunlap, Chief of Creative Catalysts & Lifelong Learning  
Amy Gabriele, Chief of Finance & Administration

*Cover photos taken at Pottstown Hospital - Tower Health.*

# Introduction

In the demanding and high-pressure environment of health care, ensuring the well-being of our workforce is essential to upholding the highest standards of patient care. This need was underscored during the COVID-19 pandemic, as health care workers confronted unprecedented challenges that intensified the stress and strain of their roles. Many health care workers reported experiencing long-term exhaustion, depression, and symptoms of post-traumatic stress disorder, worsening an already-dire crisis for health care staffing and putting additional stress on staff.



The Hospital and Healthsystem Association of Pennsylvania (HAP), in partnership with the Pennsylvania Council on the Arts, created a three-year first-of-its-kind program to support the provision of music therapy programs services for health care workers impacted by COVID-19.

With HAP serving as the lead facilitator, hospitals in Pennsylvania used grant funding to design and customize music therapy programs that met their staff's unique needs toward helping to alleviate some of the emotional toll of the pandemic.

This Executive Summary represents an overview of the HAP Music Therapy Collaborative, its implementation, and outcomes.

# Background

Music therapy has been proven to be an effective occupational tool for hospital staff experiencing compassion fatigue and burnout. In addition, music therapy can promote positive changes in mood, increase a sense of control, lower blood pressure, reduce heart rate, relax muscle tension, and build resiliency. In workplaces, music therapy can help manage occupational stress, and strengthen organizational welfare.

Music therapy is the structured use of music and music interventions involving a variety of activities:

- Listening to music
- Playing an instrument
- Writing songs
- Using guided imagery

Sessions are led by board-certified music therapists (MT-BC) and can address a myriad of health issues, including physical, emotional, and cognitive.

HAP's Music Therapy Collaborative aimed to provide hospitals with the tools and flexibility to implement individualized music therapy services. Hospitals participating in the program partnered with board-certified music therapist (MT-BC) to deliver services tailored specifically to the organization's health care workers most affected by the pandemic. In instances where the staff person was unable to participate in the music therapy program at a specific location in the hospital, the program often was brought to them.

Hospitals that received funding successfully designed and implemented music therapy programs during a six-month period to enhance employee resilience and well-being. They had the flexibility to tailor these programs to their specific needs and adjust them as necessary to maintain staff support during scheduling fluctuations and pandemic-related challenges. Hospitals also had the opportunity to apply for additional funding to extend their programs longer than the initial six months.



# Implementation

Program participation was offered to hospitals in three stages:

- Phase 1: Southeast Pennsylvania
- Phase 2: Southwest Pennsylvania
- Phase 3: Statewide

Hospitals applied for \$25,000 in grant funding.

The Pennsylvania Music Therapy Task Force served as the review board to evaluate hospitals' applications and provide funding recommendations. HAP served as the lead program facilitator.

### Phases

<b>1</b>	Southeast Pennsylvania 5 hospitals
<b>2</b>	Southwest Pennsylvania 2 hospitals
<b>3</b>	Statewide Pennsylvania 4 hospitals

Grant funding was awarded during each phase of the program with one hospital receiving funding during both Phase 1 and Phase 3:

- Phase 1: 5 hospitals
- Phase 2: 2 hospitals
- Phase 3: 4 hospitals

Programs were funded for six months and hospitals had the flexibility to structure the programs to best suit their needs.

In total, **10 hospitals received funding** to implement the program; **at least 10,950 individuals participated** across the state. Participating hospitals represented a mix of urban, rural, and suburban locations across Pennsylvania.

Hospital	Phase(s)
Butler Health System	2
Einstein Medical Center Montgomery	1
Evangelical Community Hospital	3
Excela Health	2
Indiana Regional Medical Center	3
Jefferson Health	1 & 3
Penn State—M.S. Hershey Medical Center	1
Pottstown Hospital – Tower Health	1
Temple University Hospital – Episcopal	1
UPMC Western Psychiatric Institute & Clinic	3

## Key Findings

Program evaluations and follow-up were conducted through participant interviews, hospital reports and observations, and field notes from grant coordinators' site visits. The outcomes of the HAP Music Therapy Collaborative were highly favorable. Qualitative content analysis highlighted notable improvements in staff outcomes in several key areas:



Participants included in the evaluation process consistently described the positive impacts the music therapy sessions had on staff's well-being and overwhelmingly recommended the continuation of funding for music therapy. Descriptions of the music therapy program from those who participated:

- The "**physical presence of wellness.**"
- The sessions created a "**cycle of positivity**" for a hospital workforce that had experienced incredible stressors as a result of the COVID-19 pandemic.
- "Being able to **create a ripple for good through the hospital.**"
- The program "**made a significant and positive impact** on me and my ability to be the caregiver our consumers in need deserve."
- "Notes for resilience" that **will continue to positively impact** not only that individual health care worker, but the team they work with, and the patients they serve.

## Successful Program Factors

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The successful implementation of the music therapy program in each hospital was significantly supported by several key factors including initiative promotion and staff education, and the presence of robust employee wellness initiatives already in place. Additionally, effective onboarding of the music therapist, strong leadership support, and clear communication regarding session attendance requirements played crucial roles.

Common factors that supported successful programs included:



**Ample time to advertise** the new initiative

Time to **educate staff** about music therapy prior to starting sessions



**Robust employee wellness** initiatives

**Onboarding programs** for the music therapist



Strong **leadership buy-in**

**Clear communication** about the utilization of music therapy sessions



In nearly all of the hospital sites, the music therapists interviewed reflected on the importance of flexibility and being open-minded when implementing the grant. For a majority of the hospitals, there were changes to the initial design and eventual implementation of the grant.

## Considerations for Future Programs

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- Utilize Board Certified Music Therapist
- Allow flexibility and adaptability of programming to meet the needs of individual departments and staff
- Long-term commitment has been observed to be more impactful, allowing time for the development of relationships, trust, and a culture of well-being

## Promising Practices-Supporting Evidence

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- [A Music Therapy Pilot Program for Health Care Worker Resiliency in an Acute Hospital Setting](#)
- [The Use of Music to Manage Burnout in Nurses: A Systematic Review](#) - PMC (nih.gov)
- [Music therapy for health workers to reduce stress, mental workload and anxiety: a systematic review](#) - PubMed (nih.gov)