How to Recruit Behavioral Health Professionals without Losing your Mind

Good Morning!
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Open Mind
Step Up / Step Back
Future Thinking

* The views and opinions expressed in this presentation do not reflect views, opinions, and policies of any organization or body in evidence-based research.
Family Practice & Counseling Network
and the Department of Integrated Behavioral Health

Located in Philadelphia, PA
Network of Federally Qualified Community Health Centers (FQHCs)
3 Comprehensive Health Centers
a Partnership Site
1 Convenient Care Center
Nurse-Managed, Integrated Model

FPCN
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  - 3 Comprehensive Health Centers
  - a Partnership Site
  - 1 Convenient Care Center
- Nurse-Managed, Integrated Model

Dept of IBH
- Behavioral Health Consultants
  - LCSW
  - Psychologists
  - LPC (recently added as an option)
- Psychiatric Nurse Practitioners
Recruiting

- Have an open position...
  - What are your first steps?
  - Think Position Planning
- Job Description vs. Job Posting
- Where to post the position??

Recruiting... things to keep in mind

- Unemployment Rate
- What helps to find Medical Providers...may not help with Behavioral Health Providers
- The interview is a two way street
- Recruiting sets the stage for retention
You’ve found the candidate... What’s next??

What’s next...
- Check yourself
- Time for the Offer

Onboarding:
- Starts before the individual enters the building
- What does orientation look like??
- When are you checking in with the employee??
Retention...
How to keep them forever ;)

What is needed to Retain BH Staff?
- Training
- Supervision
- Culture
- Recognition

Q & A Time