

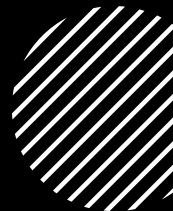
Behavioral Health Workforce

HealthChoices PCMH Learning Network
Southeastern PA
May 1, 2024

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Goals and what to expect



Introductions



Overview



Understand Behavioral Health Workforce Needs



Describe roles within the Behavioral Health Workforce



Identify Behavioral Health Recruitment Strategies



Behavioral Health Retention Strategies



It takes a village



Q&A

Introductions

- Name
- Type of Organization
- Role at Organization
- What do you hope to learn?
- How does Behavioral Health Workforce help your organization achieve its mission?



Overview:

**Values-driven mission leads to
successful recruitment**

Successful recruitment drives retention

Strong retention drives quality services

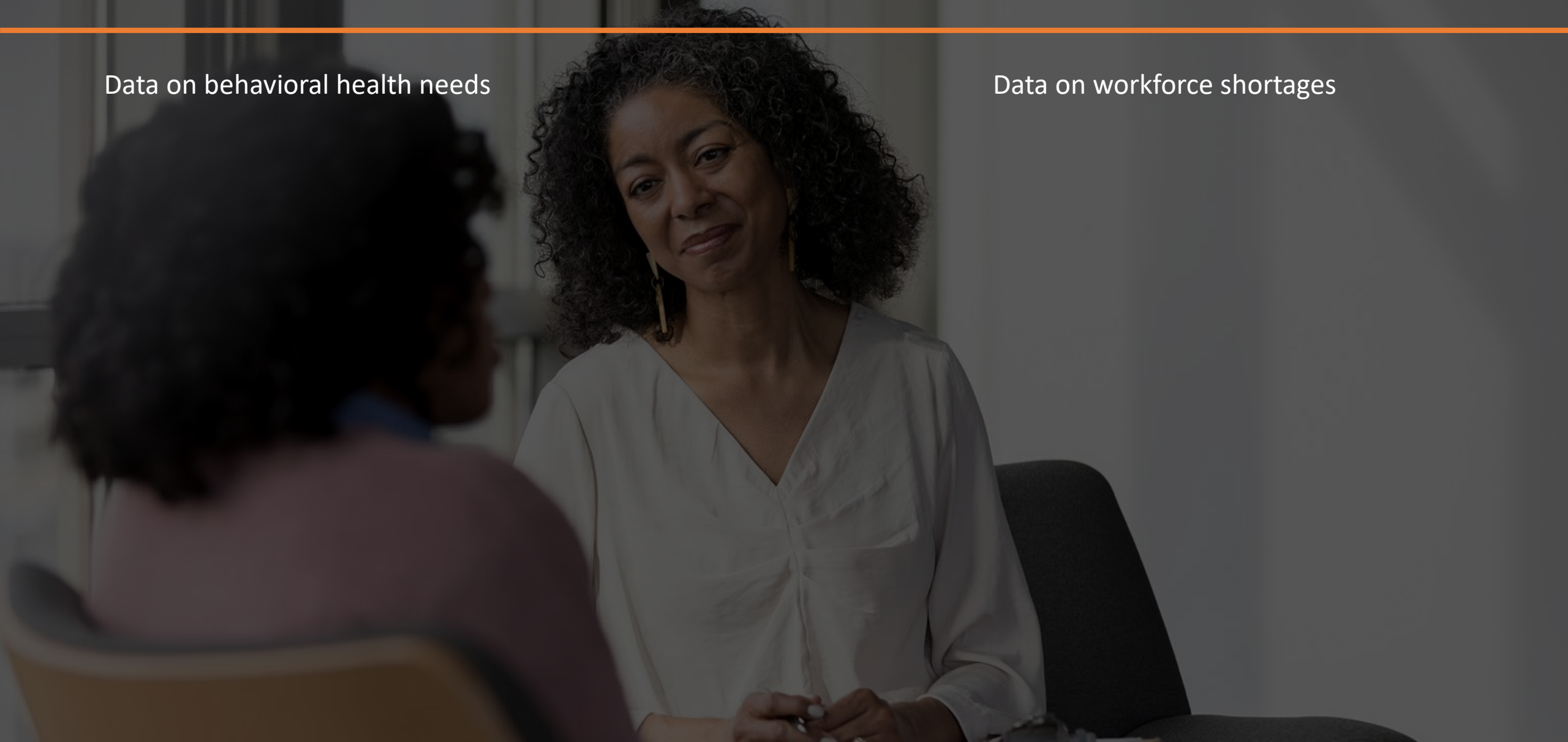
Quality services drive health equity and improved outcomes

...which reinforces the mission of the organization

Behavioral Health Workforce Needs:

Data on behavioral health needs

Data on workforce shortages





Who is the Behavioral Health workforce?

Today we will focus on the roles below

- Licensed Clinical Social Workers
- Licensed Psychologists
- Licensed Professional Counselors
- Licensed Marriage and Family Therapists
- Physicians (Psychiatrists, Primary Care Providers)
- Psychiatric Nurse Practitioners
- Master's level clinicians without independent license
- Care Managers
- Peer Specialists
- Recovery Specialists
- Community Health Workers

Behavioral Health Workforce Trivia

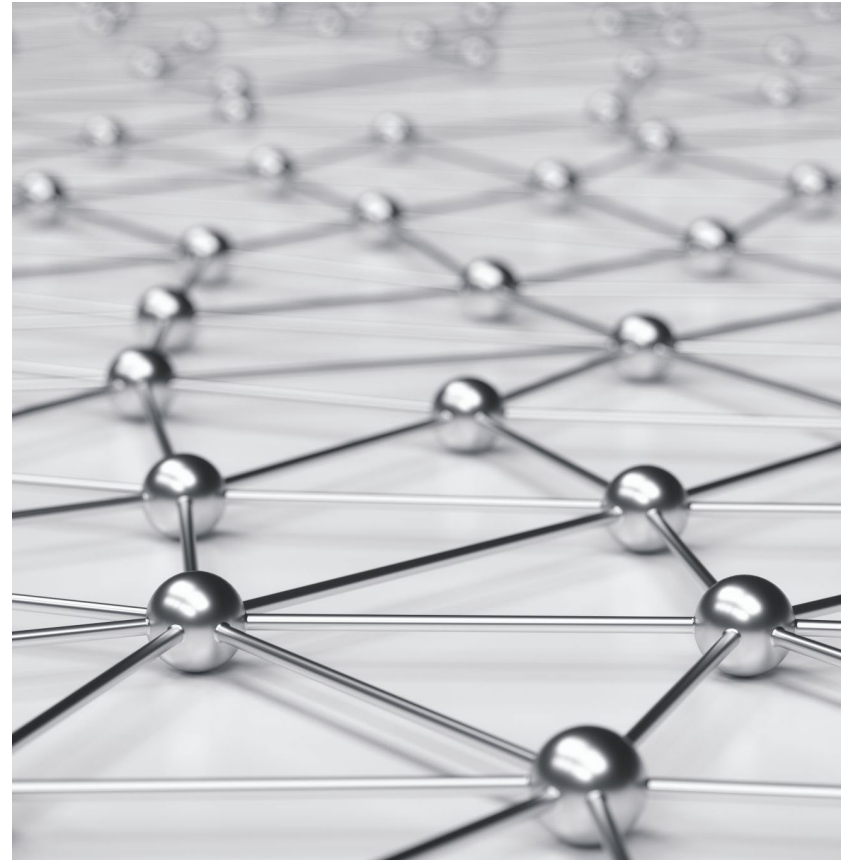
Behavioral Health Recruitment:

What can you do now?

- Market your organization:
 - What is your organization's history and mission?
 - How do different Behavioral Health roles fit into this?
- Learn your organization's Behavioral Health roles:
 - What training, skills, and experience are you looking for?
- Invest time early, it will pay off later:
 - Learn what applicants love about their work
 - Assess who will be their team, involve the team in recruiting and hiring process
 - Value people's time and expertise
 - Create an inclusive and equitable process for candidates
 - Streamline processes to minimize administrative burden
 - Ensure robust onboarding and training for new staff
 - Regular supervision and check-ins
- Recognize staff's work: early, often, and meaningfully!

Behavioral Health Recruitment: Systemic Changes to Maximize Workforce

- ✓ What are your organization's behavioral health workforce needs now?
- ✓ What will be the needs in 5 years?
- ✓ Partnerships to develop and train the student to clinician pipeline
- ✓ Incentivize future workforce
- ✓ Maximize staff working at the top of their license
- ✓ Enhance training to extend the full scope of a professional's practice
- ✓ Reduce administrative burden
- ✓ Build sustainable careers



Behavioral Health Retention



Behavioral Health Career Development

GROWTH
AND
CHANGE
EXPERTS



Training Roles: students, staff, across departments



Create a Supervisory and Leadership Structure



Think outside the box



Recognize and value the expertise



Group and Team-Building skills



Experience and expertise building trust



Strategic and tactical thinkers



Skills applicable to many organizational roles

Behavioral Health:
It takes a village...



Thank you for your
commitment to high-quality,
accessible healthcare for all

Behavioral Health Workforce

Questions?

