



Expert Insights on Behavioral Health Recruiting from the Field

Good Morning!

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** The views and opinions expressed in this presentation do not reflect views, opinions, and position of any organization nor based on evidenced based research.*



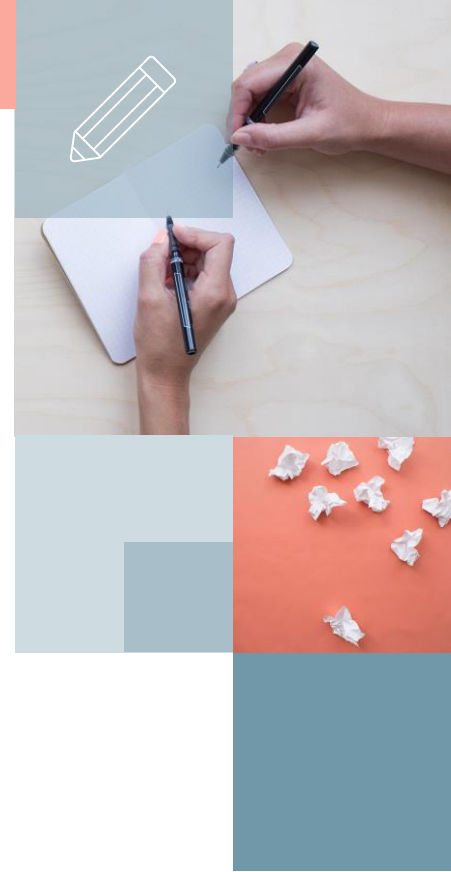
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Family Practice & Counseling Network

and the Department of Integrated Behavioral Health

FPCN

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



Department of IBH

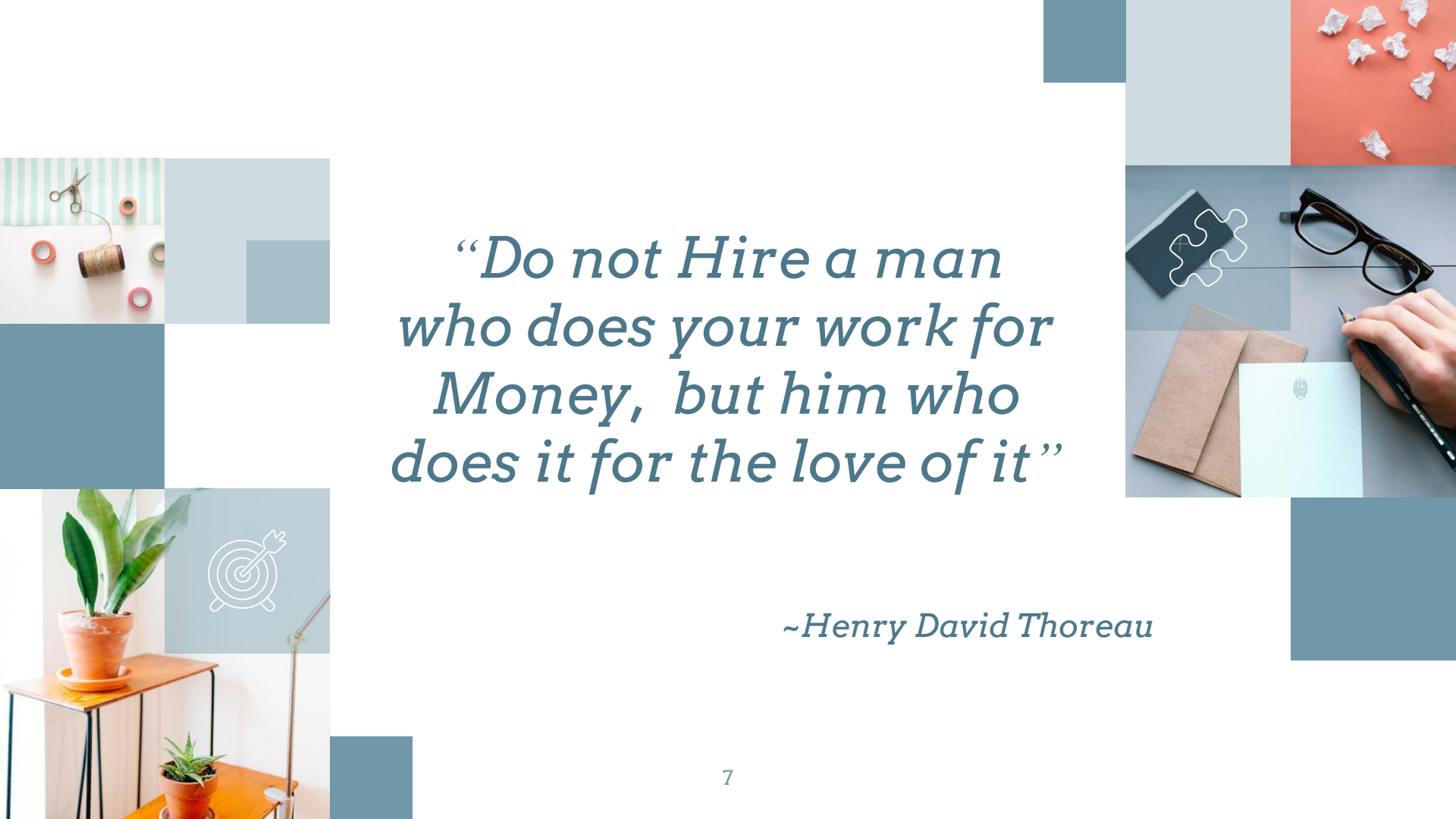
- Behavioral Health Consultants
 - LCSW
 - Doctorate of Psychology (Ph.D. or Psy.D.)
- Psychiatric Nurse Practitioners



A collage of images surrounding a central white text box. The images include: coffee cans on a wooden table; a crossword puzzle with the word 'PASSION' and 'DRIVE' visible; a grid of colorful sticky notes with a pen; a hand writing on a notepad; crumpled white paper on an orange background; a hand holding a cup of coffee; a scale with green apples; and a blue brick wall with a person's leg in jeans.

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Recruiting & Retention




*“Do not Hire a man
who does your work for
Money, but him who
does it for the love of it”*

~Henry David Thoreau

Recruiting

- What is the need of the organization?
- What is important to...
 - Hiring Manager
 - Team
 - Candidates
- Sell the position



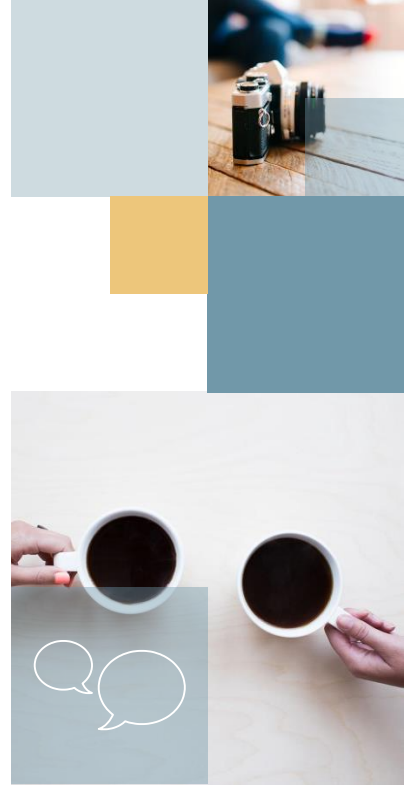
A decorative collage surrounds the central text. In the top left, there are sewing supplies like scissors, thread, and bobbins. In the top right, there are crumpled pieces of paper on a red background. In the middle right, there are glasses, a pen, and envelopes. In the bottom left, there are potted plants on a wooden table. A white target icon with an arrow is overlaid on the bottom left collage. The background features various shades of blue and white geometric shapes.


“Hiring the right people take time, the right questions, and a healthy dose of Curiosity”

~ Richard Branson

Lessons Learned

- Be creative
 - With advertisement
 - Where you are posting
- Do not hire just to fill the position
- Creativity with interview questions
- Follow your gut
- You can teach the role but you cannot teach empathy!





*“Clients do not come first.
Employees come first.
If you take care of your
employees, they will take
care of the clients.”*

~ Richard Branson

Retention

- Transparency & Communication
- Create a culture of safety
- Show value of the person
- Supervision
 - Reflective Supervision





What Incentives will work for your staff?



Questions?



Comments!



Stories to share...

PASSION
DRIVE





PASSION
DRIVE

thank you

danke 謝謝 ngiyabonga
tesekkür ederim
gracias tapadh leat
dank je misaotra matondo
paldies grazzi
dziękuję
sukriya kop khun krap
go raibh maith agat
arigatō takk dakujem
merci

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shukriya
merci

хвала
esante manana
obrigada
mammun
chokrane murakce
lenti
merci
merci

ευχαριστώ
감사합니다
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