



Creative Staffing Strategies for Recruitment and Retention for Mental Health Staffing



▶ **Break Out Questions:**

- ▶ What are your barriers to staffing?
- ▶ What have you done to overcome these barriers?
- ▶ Would any of you like to share any success stories to overcome barriers?



What planning strategies have you used in recruitment difficulties?



Does anyone employ trainees/ interns, who are under clinical supervision? Please tell us about it.



How do you ensure that staff are working at the highest level of their scope of practice? i.e., can interns or PPS credential staff administer screenings as long as it done under appropriate clinical supervision or consultation. What about giving some examples of peer providers. Lets brainstorm!

Have you considered job sharing, i.e., part-time positions, staff working at multiple locations? What does that look like?

Are you fully utilizing telehealth/teletherapy and/or telework/remote work options?

Have you reached out to desirable former employees? Volunteers? Provide some strategies.

Are retired or semi-retired mental health staff an option to staff programs? Give examples.

Need more information?

- ▶ Is there something that we didn't cover and need more information?
- ▶ Any other staffing strategies, suggestions or questions?
- ▶ Handout