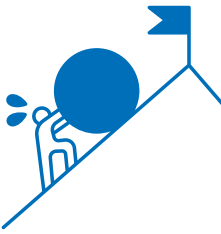


Behavioral Health Provider Recruitment Listening Session Findings


October, 2023

The Behavioral Health Initiative's Recruit Behavioral Health Providers Action Team hosted a behavioral health provider listening session in October of 2023, during which leaders from regional organizations gathered and shared the challenges and successes they experience when working to recruit new providers and staff. The data below includes the primary findings that resulted from that discussion.

Behavioral Health Provider and Staff Recruitment Challenges

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- Organizations are unable to offer competitive pay rates.
 - Medicaid reimbursement rates in Michigan are very low.
 - The applicant pool for job openings is often limited.
 - Northwest Michigan's rural geographic location is sometimes unappealing to potential providers and staff.
 - Housing across the region is severely limited and often unaffordable.
 - Childcare in northwest Michigan is costly and opportunities are limited.

Successful Behavioral Health Provider and Staff Recruitment Strategies

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- Retain interns as employees to fill open positions.
 - Seek out referrals from current staff for open positions. Offer referral bonuses, if possible.
 - Offer financial incentives, such as sign-on or retention bonuses.
 - Offer loan repayment program participation and tuition reimbursement opportunities.
 - Dedicate someone within the organization to recruiting new staff.