

*Focus on the Addiction and Mental Health
Workforce: Increasing Retention For Today and
Tomorrow*

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What are some strategies for increasing diversity in the BH workforce (e.g., race/ethnicity; gender; sexual orientation; geography)?

A: If you provide services in an area with a diverse population, it's not as difficult. Become more open to all properly credentialed and qualified applicants. Once your organization is viewed as being diversity friendly, people talk and the applicants will seek you out.

Could Cynthia give the source for the survey data?

A: The Bureau of Labor Statistics, the Bureau of Labor Occupational Employment Statistics, 2010:
<http://www.bls.gov/oes/home.htm>. In addition, it pulls on various SAMHSA and workforce reports.

How many advanced professionals does Washington State expect to take part? What is the target?

A: Funding is currently in place for 30 professionals to take part in the accelerated program per year 2016- 2018 (Total=90). We are currently looking to expand this program to other colleges throughout the state; which would increase dually credentialed advanced professionals significantly.

Are these retention approaches applicable in small organizations or practice settings?

A: The retention toolkit through BHECN can be used in any size organization or practice setting.

Are there unique retention issues for addiction counseling organizations?

A: Every profession has some unique retention issues specific to it, but most of those still revolve around how competitive your market place is for the type of professionals you hire. It may appear as a supply and demand issue initially, but effective retention efforts are similar across all businesses. People want to be valued, work for someone who is encouraging, perform meaningful work, have growth opportunities and work in a supportive environment. Comparable pay is important, but the organization that offers the most money doesn't always match the intangible qualities in a healthier organization. Be a good leader and teacher and you will attract and retain better talent.