

WORKFORCE

FROM 2022 TO 2024

Staffing

Increased positions by **92**



2022: 510

2024: 602

Positions

87%

of new positions are
direct care providers

Coverage

5.3 percentage point
increase in coverage.



*A key indicator of
operational improvement!*

Turnover

**Decreased
Turnover***

2022	2024
42.4%	25.2%

*Qualified Mental Health
Professional specific

Strategies

Recruitment

- Sign-on **bonuses** (\$2,500-\$5,000) for difficult-to-fill positions
- **Shift pay differential** for Crisis and Addiction Treatment
- **Practicum placement** with WSU, Friends, and Newman
- Participation in **career events** and **targeted outreach**

Retention

- **Grow-Our-Own-Program** for Social Work and Qualified Mental Health Professional that includes: Tuition and book reimbursement, professional development, and time off for education and exams.



COMCARE
A Certified Community Behavioral Health Clinic