

Important Resources to Improve the Provider Workforce Situation

A message from Jim Leonard, CEO, Magellan Behavioral Health of Pennsylvania, Inc.

Health and human services providers at a local, statewide, and national level continue to have a challenging time related to the hiring and retention of employees. This was an issue pre-pandemic, and the situation certainly became more significant in the past few years. Moving forward, it will certainly take innovative and strategic thinking to improve the provider workforce in behavioral health here in Pennsylvania. At Magellan, we are taking tangible steps in collaboration with our county partners and provider network to educate students and young professionals about immediate job opportunities. In January, we created a short video (see below) for all audiences highlighting the benefits of choosing behavioral health as a career choice. On April 13, we coordinated a job fair at Penn State Lehigh Valley together with Lehigh County Human Services, Northampton County Human Services, and 40 providers (pictures and video [here](#)).

Resources available to share

- [Magellan Healthcare video](#) highlighting the benefits of working in behavioral health
- Advocates for Human Potential, Inc. (AHP) offers a recruitment and retention toolkit to sharpen skills in identification, selection, and retention of staff: [Building Blocks for Behavioral Health Recruitment and Retention](#)
- Career links with behavioral health jobs currently available:
 - PaCareerlink.pa.gov
 - DHS.pa.gov/about/DHS-Information/Pages/Employment.aspx
 - Jobs.psychiatry.org/jobs/state/Pennsylvania/
 - Pacertboard.org/employment-opportunities



Next steps

Our team at Magellan will continue to work closely with DHS leadership, county partners, providers, local stakeholders, and community leaders to improve the provider workforce situation. We welcome innovative ideas and partnership opportunities, and please look for future job fairs and community outreach events over the next year and beyond. If you have ideas or information to share, please send an email to MBHofPA@magellanhealth.com.