

Medical staff recruitment and retainment efforts
throughout the DPBH programs and agencies.

Recruitment and retainment of the medical staff has been a persistent effort of the DPBH leadership. Recognizing the importance of multiple approaches to the recruitment, the DPBH agencies have been utilizing various contracting options for physicians, physician assistants and advance practice registered nurses.

Currently the DPBH agencies utilize medical staff who are state employees, direct contractors, or locum tenens contractors. These various contracting options allow for flexibility in rates and benefits, and thus let the DPBH expand potential pool of applicants interested in providing psychiatric services in the division's agencies and programs.

The DPBH sponsors J1 and H1B visas for state-employed physicians. Several the DPBH sites are qualified and approved by the National Health Service Corp. for student loan repayment. The DPBH also serves as an approved site for the federal programs for student loan forgiveness. These incentives are advertised through various means and serve as important attraction for physicians who seek state-employment.

The DPBH agencies serve as training sites for the University of Nevada, Reno School of Medicine psychiatry residency program, the University of Nevada, Las Vegas psychiatry residency program, and University of Nevada Reno School of Nursing psychiatry APRN training program. These collaborative efforts allow APRN students and physicians-in-training to learn about the State's mental health system, become familiar with patient population served by the DPBH, and consider transitioning into a state job upon graduation from their training program.

The University of Nevada Reno School of Medicine psychiatry residency program has 24 residency training positions and the University of Nevada, Las Vegas psychiatry residency program has 40 residency training positions. These positions are spread across of 4 years of training, and during each year of training, the residents are being trained at various DPBH sites as part of their post-graduate medical education. Expanding state's competency restoration treatment services opened new opportunities for the residents to be trained in this area of forensic psychiatry as part of their education during their most senior year of training.

The University of Nevada Reno School of Nursing psychiatry APRN training program has 32 psychiatric mental health nurse practitioner students. Six of them completed rotations in 2018 at various sites operated by the DPBH.

In addition to recruiting medical staff from the ranks of graduating students and residents, the Division of Public and Behavioral Health advertises available positions at the major national conferences such as the Annual Meeting of the American Psychiatric Association, Annual National Psychopharmacology Update, and Annual Meeting of the

American Academy of Psychiatry and the Law. The recruitment efforts at the conferences include posting job ads at the conference registration sites, displaying printed ads at the conference materials, setting up recruitment booths at the exhibitor halls, posting positions at the conferences' social media accounts, and meeting in person conference attendees interested in a career with the State of Nevada. The DPBH also posts job ads at the professional journals and the APA JobCentral.

Despite various recruitment efforts and improved retainment of medical staff, recruitment of psychiatrists and psychiatric mid-level practitioners for the Division of Public and Behavioral Health remains a constant challenge. This is not surprising in the state that consistently ranks at or near the bottom among states by the number of psychiatrists per capita.

There is an overall increase in the number of medical students, advance practice registered nurse students, and psychiatric residents trained in the state's schools of medicine and school of nursing. However, this increase is not adequate to meet community demand for psychiatric health care professionals in Nevada.

The State of Nevada has high demand for child psychiatrists, addiction psychiatrists, geriatric psychiatrists, and forensic psychiatrists. However, aside from training in general adult and child/adolescent psychiatry, the State of Nevada doesn't offer any fellowship training in other areas of psychiatry. Instead Nevada must rely exclusively on recruiting those specialists from out of state.

A recent growth in mental health programs and psychiatric hospitals fueled by Medicaid expansion in Nevada, and expansion of the mental health services in the VA of Nevada significantly increased demand on the psychiatric workforce. Stagnant state-employed physician compensation rates and absence of sign-up/retention bonuses (such as the ones offered by the VA) put the State of Nevada mental health services in a significant disadvantage when competing with private sector and the federal government for sparse psychiatric workforce. Additionally, the DPBH is prohibited from contracting "job-hunting" agencies and paying placement fees for medical staff who is otherwise eligible for state employment.

The Division of Public and Behavioral Health is constantly looking for new ways to attract physicians, physician assistants, and advance practice registered nurses. New steps are being taken by the DPBH to enhance contracting options with medical staff as well as to engage community partners in collaborative efforts to serve state's patient population.