

Finding Great Candidates for Your Great Open Positions

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Association of Clinicians for the Underserved



The Fun Awaits



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STAR² Center

Solutions, Training, and Assistance
for Recruitment and Retention

www.chcworkforce.org

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Current Resources

Self
Assessment
Tool

Key Informant
Interviews

Resource
Center

Best Practice
Form

Newsletter

Data Profiles!

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2016 Training

Monthly Webinar Series

- **Hot Topics**

Video Tutorials

- **Data Profiles**

State & Regional Trainings

- **PCA Conferences**

Advisory Groups

- **PCAs, CHCs, Clinicians**

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Personalized Technical Assistance

- Phone
- Email
- On-Site



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Defining Your Need



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What Makes an Ideal Candidate?

Clinical

- **Wound Care**

Administrative

- **EHR Expertise**

Interests

- **Research**

Personality

- **Team Fit**

What Makes this Position Ideal?

Strengths

- Community
- Organization

Weaknesses

- Community
- Organization

Strategies

- Improvement
- Candidates

Develop Assessment Process

Assess

- Screening
- Interview
- Decision

Creating an Advertising Plan



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Writing Matters

1

- **Use Specifics**

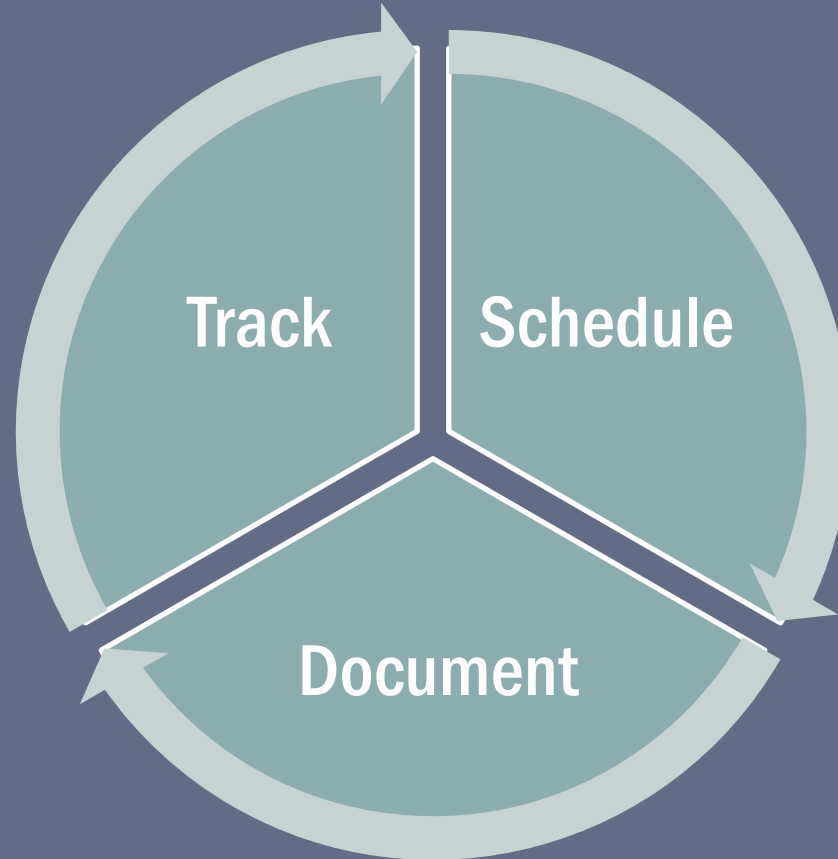
2

- **Prepare 2-3 Postings**

3

- **Check Next Steps**

Tracking & Assessment



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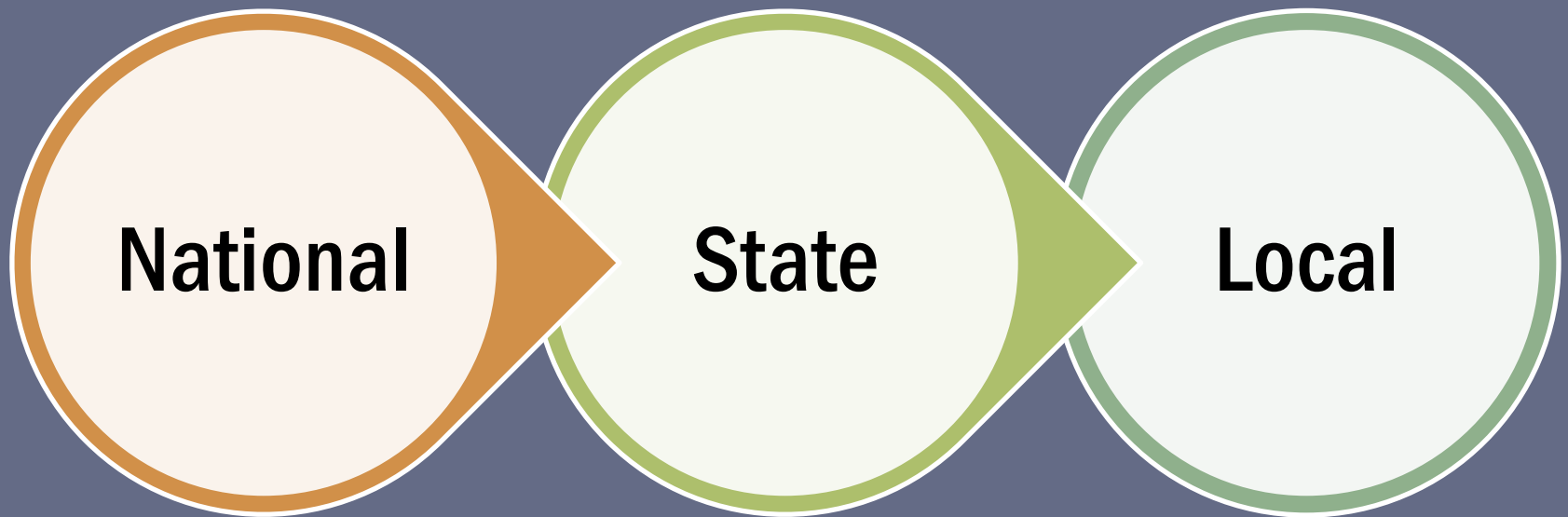
Posting Your Position



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Diversity!



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National Outreach

Underserved

- [National Health Service Corps](#)
- [3RNet](#)

Journals

- [New England Journal of Medicine](#)
- [JAAPA](#)

Associations

- [AAFP Career Link](#)
- [AANP Job Center](#)

National Outreach

Job Sites

- [Indeed](#)
- [Monster](#)

Sourcing Companies (Physicians)

- [Practice Link](#)
- [Career MD](#)

State Outreach

PCA Career Centers

Residency Programs

State Chapters of Medicine

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Local Outreach

Community Publications

Religious Institutions

Referral Incentives

Community-Specific Features

Recap

1

- Strategic planning will help you

2

- Focus on what makes you different

3

- Think broad and deep for postings



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