

Addressing Recruitment and Retention

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(SACADA)**

Texans are becoming increasingly aware of the importance of behavioral health care, and society is overcoming stigmas that prevented individuals from seeking care. As more Texans realize that behavioral health is just as important as physical health, the demand for these services is increasing, exacerbating behavioral health workforce shortages and creating challenges across the continuum of care. – HHSC Leg Appropriations Report FY 24&25

1

Our Mission

EMPOWERING OUR COMMUNITY TO LIVE
HEALTHY LIVES; BY PROVIDING **PREVENTION,**
INTERVENTION AND **RECOVERY SUPPORT SERVICES**
FOR **CHILDREN** AND **ADULTS**



**San Antonio Council on
SACADA Alcohol & Drug Awareness**

Our Vision
A **SAFE & THRIVING** COMMUNITY

Our Values

EXCELLENCE | GROWTH | IMPACT | INTEGRITY | LEADERSHIP | RESPECT | WORK-LIFE BALANCE

2

Recruitment

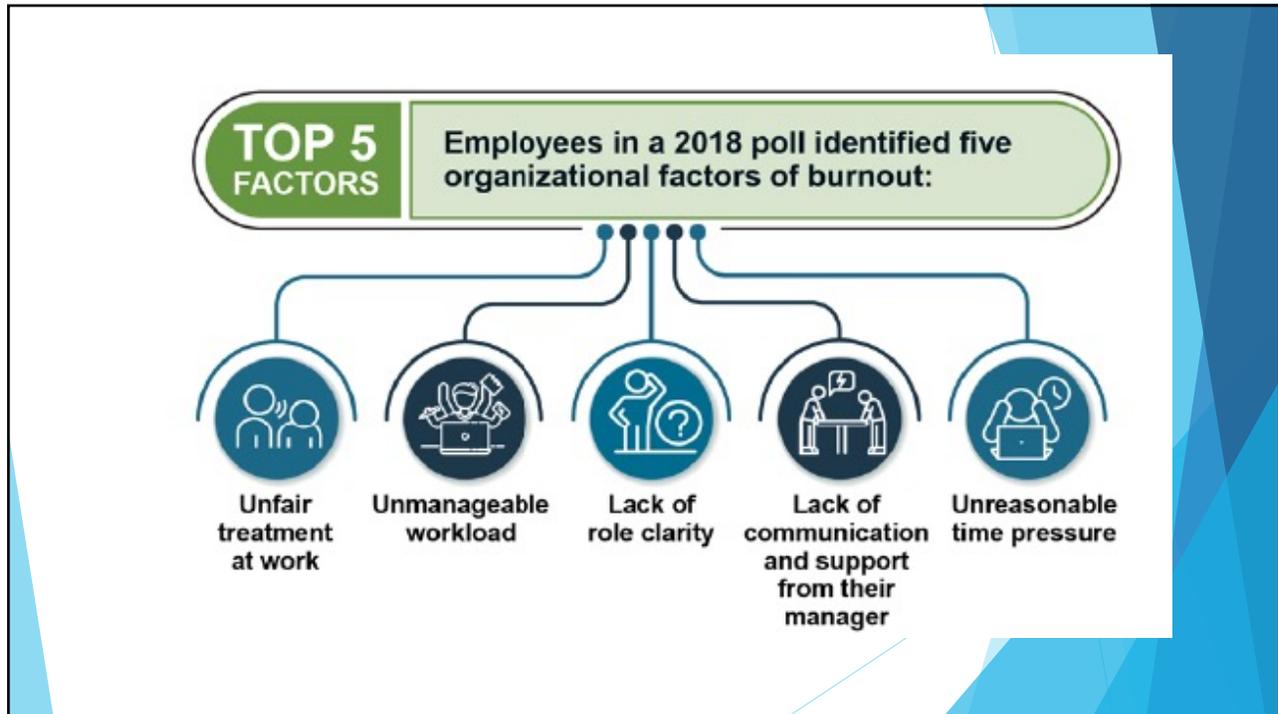
- ▶ Find or Found
- ▶ Salary
- ▶ Job Descriptions
- ▶ Hiring Process
- ▶ Separation of employment
- ▶ Future of the field

5

Recognition/ Reward/ Retention

- 100% of insurance benefits paid (\$9,000 value)
- 4 wellness days a year
- Vacation hours increase with longevity
- Flexible schedules (for clients and staff)
- Scholarships for Higher Education
- Training- LinkedIn Learning, Fred Pryor
- Assessments- 5 Languages of Appreciation, Strength Finder
- Evaluation- Big 5 Monthly goals & Priorities
- Trauma Informed Care Organization
- Cost of Certification
- Culture

6



7

“Do the best you can until you know better.
Then, when you know better, do better” ~Maya Angelou

Conduct a Needs Assessment

- Determine organization's drivers of burnout
- Gather diverse input
- Understand contextual factors

Identify Resources and Strategies

- Identify implementation resources
- Ensure organizational and leadership support
- Select relevant implementation strategies from factors below to address burnout in your organization
- Identify a relevant implementation framework or model

Plan for Sustainability

ACTIONS YOU CAN TAKE

- Create a wellbeing task force of staff from all levels to conduct assessments such as focus groups and surveys and develop recommendations.
- Create on-site wellness rooms for quiet and regrouping, or an on-site mind-body wellness space for staff wellness activities such as yoga.
- Offer flexible hours and/or schedules, such as 35-hour work weeks, every other Friday off, or a mix of working longer and shorter days.
- Keep Fridays (or another day of the week) free of meetings and trainings.
- Promote organizational relationship building by hosting team dinners and offering relationship-building exercises to strengthen team trust and culture.
- Offer staff wellness days off and/or individual wellness opportunities such as gym memberships.
- Practice restorative supervision, which includes providing psychological support, to help staff navigate challenging issues.

8

Thank You

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