

DPBH Recruiting Efforts

There are positions within the Division of Public and Behavioral Health that are historically difficult to recruit and retain. The synopsis below demonstrates the efforts taken by DPBH professionals to recruit and retain these positions.

The Division of Public and Behavioral Health (DPBH), under the leadership of Dr. Ravin, actively collaborates with all four psychiatry residency programs in Nevada—one based in Reno and three in Las Vegas—to generate interest among residents in working within DPBH programs. Periodic meetings are held with residents that are friendly, informative, and focused on career development. DPBH also seeks to place senior residents in its facilities for elective rotations, providing firsthand experience of the work environment and encouraging them to consider DPBH as their first employer after residency.

Currently, DPBH agencies employ graduates from three of the four residency programs. The remaining program is relatively new and will graduate its first cohort in approximately 18 months; however, DPBH has already begun engaging its residents to discuss future employment opportunities at SNAMHS.

Each year, DPBH maintains a recruitment booth at the Annual National Psychopharmacology Update Conference in Las Vegas, which attracts over 1,500 psychiatrists, psychologists, psychiatric mental health nurse practitioners, and other healthcare professionals. The DPBH booth is prominently featured adjacent to the organizers' booth.

In addition, DPBH posts job opportunities annually at the American Academy of Psychiatry and the Law (AAPL) meeting, the largest forensic psychiatry conference in the nation. Dr. Ravin regularly attends major conferences focused on general adult psychiatry and forensic psychiatry to support recruitment efforts.

Currently, DPBH is finalizing a job advertisement for submission to the quarterly newsletter published by AAPL to inform forensic psychiatrists across the country about employment opportunities within DPBH.

The DPBH recruiting manual can be found here:

 [DPBH Recruiting Strategies Manual.docx](#)

The manual serves as a record of DPBH's recruitment efforts, providing historical information and allowing us to revisit and potentially reuse strategies that have worked in the past. It also provides information on recruiting of a wide range of public health positions.