

# Hackensack Meridian Health Carrier Clinic

NABH Education and Research Foundation Board  
Meeting  
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Hackensack Meridian Health



Hackensack  
Meridian *Health*

KEEP GETTING BETTER

# Recruitment Strategies - Grow Your Own

## Psychiatrists:

- Rapid expansion of Psychiatric Residencies and Fellowships
- “Earn While You Learn” Program

## Nurses:

- Acquired three Nursing Degree Programs

## Mental Health Technicians:

- Partnered with Junior Colleges and Workforce Investment Boards to create MHT Certification.

## Behavioral Health Leaders:

- Partnering with two New Jersey Universities to create Masters Degree in Behavioral Health Administration.



# Going All In On Diversity, Equity and Inclusion (DEI)

If offered another job, healthcare workers are 4 ½ times more likely to leave an organization if they believe different backgrounds aren't valued, or if the organization isn't committed to workforce diversity vs. workers who do.

Healthcare organizations had twice as many employees at risk of leaving if the workforce perceived diversity and equity weren't prioritized vs. workforce that do.

*2023 Hackensack Meridian ranked number one in DiversityInc's DEI rankings.*

*October 2021 Press Ganey Survey*