



Youth Healthcare Alliance

Champions for Colorado School-Based Clinics

Considerations for Recruitment

Youth Healthcare Alliance (YHA) is well-aware of the experiences school-based clinics are having in hiring and retaining quality positions across the whole organization (ranging from provider positions to support staff), and the desire to attract and retain high-quality, diverse employees from the community where clinics are located. We have compiled a list of considerations to aid your recruitment process.

KEY CONSIDERATIONS FOR POSTING LOCATIONS

Consider posting to these job boards online to get most traction:

- Organization's LinkedIn Job Page & Social Media Posting:
 - If you do not have a LinkedIn page for your organization, consider setting up one – it is easy to do and free of charge.
 - Once you post here, notify Youth Healthcare Alliance of the post so we can re-post to [our organization LinkedIn page](#).
 - Once posted on LinkedIn, you can cross-post to your other social media accounts (Facebook, Instagram, Twitter), which will increase views.
- [Colorado Nonprofit Job Board](#) – This will cost per posting or consider joining as members for multiple postings at a bulk rate.
- [Andrew Hudson Jobs List](#) – This will cost per posting or consider a package for bulk rate on multiple postings.
- Universities and colleges –We encourage you to investigate other local community colleges and technical schools in addition to those listed here. This is not a comprehensive list, rather YHA's attempt to capture relevant universities and colleges for recruiting specifically to school-based clinics. Most schools have a Handshake profile, which facilitates a singular posting to multiple schools at once. We have organized it by which schools go through Handshake and which don't as well as the geographical representation for ease. The asterisk (*) symbol indicates schools that may have programs most relevant to school-based clinic positions.

SCHOOLS WITH HANDSHAKE PROFILE	SCHOOLS ON OTHER CAREER SITES
Denver Metro <ul style="list-style-type: none">• CU Denver	Denver Metro

<ul style="list-style-type: none"> • Metropolitan State University of Denver • Arapahoe Community College • Community College of Aurora • Community College of Denver • Front Range Community College • Red Rocks Community College • University of Colorado, Denver • Regis University 	<ul style="list-style-type: none"> • University of Denver (Durango and Denver) <ul style="list-style-type: none"> ○ https://du.12twenty.com/hire (Specify location) • Emily Griffith Technical College <ul style="list-style-type: none"> ○ Send email with job posting to careerservices@emilygriffith.edu • Pickens Technical College <ul style="list-style-type: none"> ○ https://employers.lightcastcc.com/pickenstech/signup • Technical College of the Rockies <ul style="list-style-type: none"> https://tcr.edu/job-post/
<p>Eastern Plains</p> <ul style="list-style-type: none"> • Morgan Community College • Aims Community College 	
<p>Colorado Springs area</p> <ul style="list-style-type: none"> • Pikes Peak State College • University of Colorado, Colorado Springs 	
<p>Pueblo area</p> <ul style="list-style-type: none"> • Pueblo Community College* • Colorado State University – Pueblo 	
<p>North & Western Mountain Areas/Western Slope</p> <ul style="list-style-type: none"> • Colorado Mountain College* • Colorado Mesa University* 	
<p>San Luis Valley/Southern Colorado</p> <ul style="list-style-type: none"> • Adams State University* 	
<p>Northern Colorado</p> <ul style="list-style-type: none"> • Colorado State University • University of Northern Colorado 	
<p>Southwestern Colorado</p> <ul style="list-style-type: none"> • Fort Lewis College* • Pueblo Community College* 	

OTHER RECRUITMENT AND OUTREACH IDEAS

Some local organizations may not have formal job posting websites; however, they would be beneficial for you to build relationships with as they may be able to refer candidates to apply with your organizations. We suggest reaching out and building relationships with the following groups:

- [Community Workforce Centers](#) -- These provide a variety of services to job seekers and employers, including career counseling, job postings, and more.
- Regional [Area Health Education Center \(AHEC\)](#) -- AHECs exist to recruit, train, and retain a health professionals' workforce committed to rural and underserved populations.

- County, town, public health agency – Some may offer free job boards and may allow you to post upon request.
- Public libraries, post office, family resource centers – These physical locations in your community may have a physical place for flyers or may offer suggestions for recruitment.
- Churches, community centers, and other community organizations – These relationships may let you engage with different community members to recruit from.
- Host schools – Request they share postings through parent and community communications.
- Recruiters from local colleges – ensure they understand what makes working at a school-based clinic unique and even invite them for a tour at clinics.
 - Consider utilizing preceptorships and internships to educate and directly recruit students before they graduate
- Local [Boys & Girls Club](#) – Connect with them for entry-level potential as they work with youth up to age 27.

KEY CONSIDERATIONS FOR POSTING INFORMATION

Highlight some important unique values and benefits of working in school-based clinics in your job postings, as appropriate, to attract the best candidates, including the following:

- Hours and salary of the clinic (if you are not open year-round or past a certain time in the day) framed as being family friendly so parents/guardians can pick up their kids and help them out with after school activities
- School-year schedule
- Focus on patient-provider relationships
- Opportunity to work with youth and in a youth-centric environment
- Innovative, solutions-oriented environment where we expect the whole team to bring their best skills and experiences
- Opportunity to practice in a team-based, integrated care setting
- Diversity statement for your organization (and perhaps affirmative action statement if you have one)
- Minimum qualifications presented as a tight list of what is a must have for the position
- Supports provided to staff (e.g., professional development, training, loan repayment)
- Encouragement for candidates to apply anyway even if the job constraints do not fit (e.g., hours or credentials) as there may be some flexibility for the right person
- Value of the clinic to the community (e.g., walkable location, for the whole community and not just students, resources or referrals for affordable housing, etc.)
- Emphasize the supportive and inclusive environment your clinic offers (e.g., no discrimination/support based on mental health issues or identity issues)
- Check against relevant state laws for equal pay, such as [Women's Foundation of Colorado](#)