

Current Recruitment Strategies focus on attracting linguistical healthcare professionals and students to open and/or future positions.

Support of the healthcare workforce recruitment effort exist at the federal, state, and local levels and may include the following:

- Scholarships/furthering education cost reimbursement
- Loans
- Signing Bonus/Loyalty Bonus/Quarterly Bonus
- Student Loan Forgiveness programs for Rural Oregon
- Repayment Programs
- Licensure Assistance
- Support of a Remote Work Environment for candidate flexibility
- Support a strong Work/Life Balance

Thoughts on offering Referral Bonus programs from current staff/team should be considered!

Offering incentive programs can include the following:

- Enhanced total compensation including an excellent benefit package
- Mentoring by an experienced health care provider
- Career Advancement Paths/Plans
- Work-life balance support

Advertise on many of job postings that include “multi-lingual is a plus”; encourage the 55+ age group to consider employment with you.

Work towards a stronger Social Media presence for recruitment purposes.

Work on “brand” recognition to enhance your hiring needs. GOBHI uses this as part of our brand recognition - **"Your Career Awaits Beyond the Medical Model. Come to Rural Oregon!"**