

Workforce Solutions Spotlight: Devereux Advanced Behavioral Health

Career accelerator program lays groundwork for staff to enter high-demand health care roles

As Pennsylvania ages, many health care professionals are approaching retirement just as the need for health care is rapidly growing. Hospitals, health systems, and the health care community are leading the way in growing the next generation of health care professionals to care for Pennsylvanians and our communities.



Launched last year, Devereux Advanced Behavioral Health’s ASCEND Career Accelerator Program focuses on growing the behavioral health workforce during this critical time. The comprehensive program offers direct support for team members interested in roles on the front line of care and behind-the-scenes, as well.

“Pennsylvania faces a severe shortage of behavioral health providers as the demand for these vital services only continues to grow,” said Patricia Hillis-Clark, PsyD, executive director, Devereux Advanced Behavioral Health. “Our ASCEND program tackles this challenge head on, investing in the workforce we need now and for the future.”

The program takes a multifaceted approach to guide enrollees to the next stage of their careers and includes four key tenants:

- Multi-track career path and advancement opportunities—across clinical, operational management, medical, education, direct care, and administrative roles
- Financial support for tuition and education costs
- Personalized career coaching
- Dedicated mentoring and professional development

Nearly 600 team members—including over 100 new hires—have enrolled in the program since its inception, offering a direct pipeline and mentorship for staff interested in higher-level roles across the organization.



Workforce Spotlight: Devereux Advanced Behavioral Health

Page 2

Specifically, under the program, full-time team members in career-aligned tracks can receive 100 percent of annual tuition, fees, and textbook costs for both undergraduate (up to \$15,000 per year) and graduate (up to \$25,000 per year) classes. Student loan repayment benefits provide another valuable incentive for enrollees.

The program is available to both full-time and part-time team members. Learn more about ASCEND [online](#).

HAP and Pennsylvania's hospital community are committed to developing tomorrow's health care workforce. In addition to their own initiatives and community partnerships, hospitals are advocating for public policies to grow and support the health care workforce.

Learn more about HAP and the hospital community's workforce advocacy [online](#).

August 21, 2024



Workforce Spotlight: Devereux Advanced Behavioral Health

Page 3