

## Care Plus New Jersey, Inc.

538 employees

Paramus, Bergen County

Union: AFSCME 1199-J (National Union of Hospital and Health Care Employees, AFSCME, AFL-CIO)

### Company Profile

CarePlus is a non-profit organization which provides recovery-focused integrated primary and mental health care to individuals in northern New Jersey. They offer substance abuse rehabilitation services and outpatient services to adults and children in the area, operate adult group homes, and offer emergency psychiatric services in Bergen County. CarePlus maintains contracts with the State of New Jersey, the NJ Department of Health, the NJ Department of Human Services, and the NJ Department of Children and Families and is licensed through the NJ Department of Human Services, the NJ Division of Mental Health Services, and the NJ Department of Health and Senior Services.

### Interview

Arlene Jones, HR Director. In the healthcare sector, CarePlus largely recruits nurses, social workers, and per diem medical employees. Many of their positions require formal certifications, limiting the qualified talent pool.

CarePlus shares job opportunities internally and through Indeed, Monster, Glassdoor, and Handshake. They partner with multiple professional organizations for social workers and healthcare professionals, such as the National Association of Social Workers, in order to find talent. Care Plus also reaches out to school nursing programs, hospitals whose employees may seek additional per diem work, and the NJ Board of Nursing Certification.

CarePlus faces shortages of qualified talent. They have been impacted by New Jersey's severe nurse shortage and sometimes have a hard time finding individuals qualified for positions that require proficiency in other languages. While they may use executive recruiters and headhunters to fill these hard-to-fill bilingual positions, that process is costly when used too frequently. Being a non-profit organization, they must also compete with for-profit organizations for individuals who may prefer to enter the for-profit sector, seeking better benefits and compensation.