



# HUMAN RESOURCE LEADERS GROUP NEWSLETTER

November 2025



## Upcoming Synergy Group Meeting:

- November 19, 2025

### HR Leadership Synergy Group Gathering:

“Creative Recruitment, Resource Database and Forging Partnerships”

[Zoom Link](#)

**Potential Topics for 2026:** Please let’s talk about what you all are wanting to cover in 2026. These meetings are intended to be a space for HR to connect, and share!

### NEW RESOURCE FOR OPCA MEMBERS!!

As an OPCA member and peer group participant, you can access a wide array of OPCA’s resources, from newsletters to trainings and events. Use your community health center employee email to [register for our member portal](#) to access member-only content. [Check out this short video](#) for more information and instructions.



## NEWS

### Deloitte-2025 Gen Z & Millennial Survey AI, Anxiety, and the Call for Human-Centered Workplaces

As technology transforms how we work, Gen Z and millennials are both optimistic and uneasy. [Deloitte’s 2025 Global Survey](#) shows that while young workers are embracing generative AI as a tool for productivity and creativity, it’s also fueling uncertainty—especially when paired with ongoing mental health struggles. Together, these trends paint a picture of a workforce craving support, adaptability, and balance.

[Deloitte Global Gen Z and Millennial Survey 2025](#)



## Upcoming Training Opportunities

- National Council for Wellbeing  
2025-2026 Behavioral Health Training Institute  
**Application Deadline Friday, November 14th**

Building and/or enhancing cross-sector partnerships between public health and behavioral health systems.

Building and/or enhancing trauma- and resilience-focused mental health and substance use supports and recovery-oriented systems of care.

Recruiting, developing, and retaining a qualified, trauma-informed workforce.

Addressing and integrating mental wellbeing into public health settings and cultivating mental health resiliency.

Implementing evidence-based and/or evidence-informed behavioral health interventions.

[Register & Apply Here](#)

- NEON- Essential Skills for Supervision:  
Performance Management and Feedback  
**November 10, 12<sup>th</sup> 9am-12pm**

This two-session training is designed to **help supervisors** strengthen relationships, support staff development, and create high-performing teams. Participants will **explore** the full cycle of the supervisory relationship—from onboarding to professional growth—and **learn how** to update orientation practices for greater impact. You’ll **gain tools** to implement trauma-informed supervision, build team cohesion, and conduct meaningful performance reviews.

Learn how to co-create professional development plans that inspire growth, and use the WRAP feedback model to foster open, constructive communication across your team.

\$50.00 w/scholarship

[Register Here](#)



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## Self-Paced Audio Training

### STAR<sup>2</sup> Center Talks Workforce Success

In today's rapidly changing workplace environment, health centers need to be at the forefront of developing solutions that meet the ever evolving needs of their workforce. ACU's STAR<sup>2</sup> Center audio training series brings you engaging and informative chats with health center leaders and experts about the different core components that make up a robust health center workforce as it is the fuel for your organizational mission.

- Mental Health Workforce Series
- Pathways to Recruitment & Retention Series
- STAR<sup>2</sup> Center Success Stories Series

[Access Listening Sessions Here](#)



## Resources & Publications

- [Workplace Change Collaborative: Addressing Burnout and Moral Injury](#)
- [Prosci: An Introduction to Change Management](#)
- [National Association of Community Health Workers: Workforce Wellness Toolkit](#)
- [SAMHSA: Addressing Burnout in the Behavioral Health Workforce through Organizational Strategies](#)
- [Higher Education Coordinating Commission: Behavior Health Pathways](#)
- [The Power of Gratitude in the Workplace - Business and Tech](#)



## Conferences and Events

### NACHC Partner Conference

November 17-18<sup>th</sup>, Minneapolis MN

NACHC is delighted to convene all PCAs, HCCNs, and NTTAP partners for the 2025 NACHC Partner Conference, taking place in Minneapolis, MN, November 17-18! Because PCAs, HCCNs, and NTTAPs play a vital role in the direct support of nearly 1500 health centers and look-a-likes, this year's Conference focuses on policy, data, operations, payment, and workforce, all centered around building partnerships and strategies for the care of all health center patients.

[Registration Page](#)

### healthleaders- Workforce Week

November 3-7<sup>th</sup>, 2025

Join us for a full week of free webinars and resources designed to address the most pressing challenges facing today's healthcare workforce.

Learn from industry experts and gain actionable insights to support recruitment, retention, and resilience across your organization.

[Registration Page](#)



## Oregon Rural Health Conference Summary

October was a month full of conferences and events. I had the pleasure of attending the ORH Conference and because there was so much valuable information shared, I wanted to send out a link to the presentation decks.

### Key Themes of Sessions I Attended:

- S.O.A.P.P-Collaborative recruitment model w/shared funding, paid candidate visits, & multi-organization interviews
- AGE+- FQHC's qualify as internship sites for older adults under SCSEP due to nonprofit/public agency status.

[Presentations Available Here](#)