

Recruitment and Retention Discussion

Behavioral Health Talent Council

November 6th, 2025



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Youth Villages in Oregon

➤ Youth Villages Oregon

- Youth Villages has been serving Oregon youth/families since 2011.
- Since that time, we have served over 4,500 of Oregon's youth and families with our "core services*":
 - 3,086 Youth through in home services (*Intercept & IIBHT*)
 - 1,426 Transition Aged Youth Services (*Lifeset/ILP*).
- Currently serving **380** families and growing quickly.

*Does not include crisis/MRSS services

****COMING SOON****

Tillamook & Lincoln County office



Portland Office

5331 S Macadam Avenue Suite 287
Portland, OR 97239

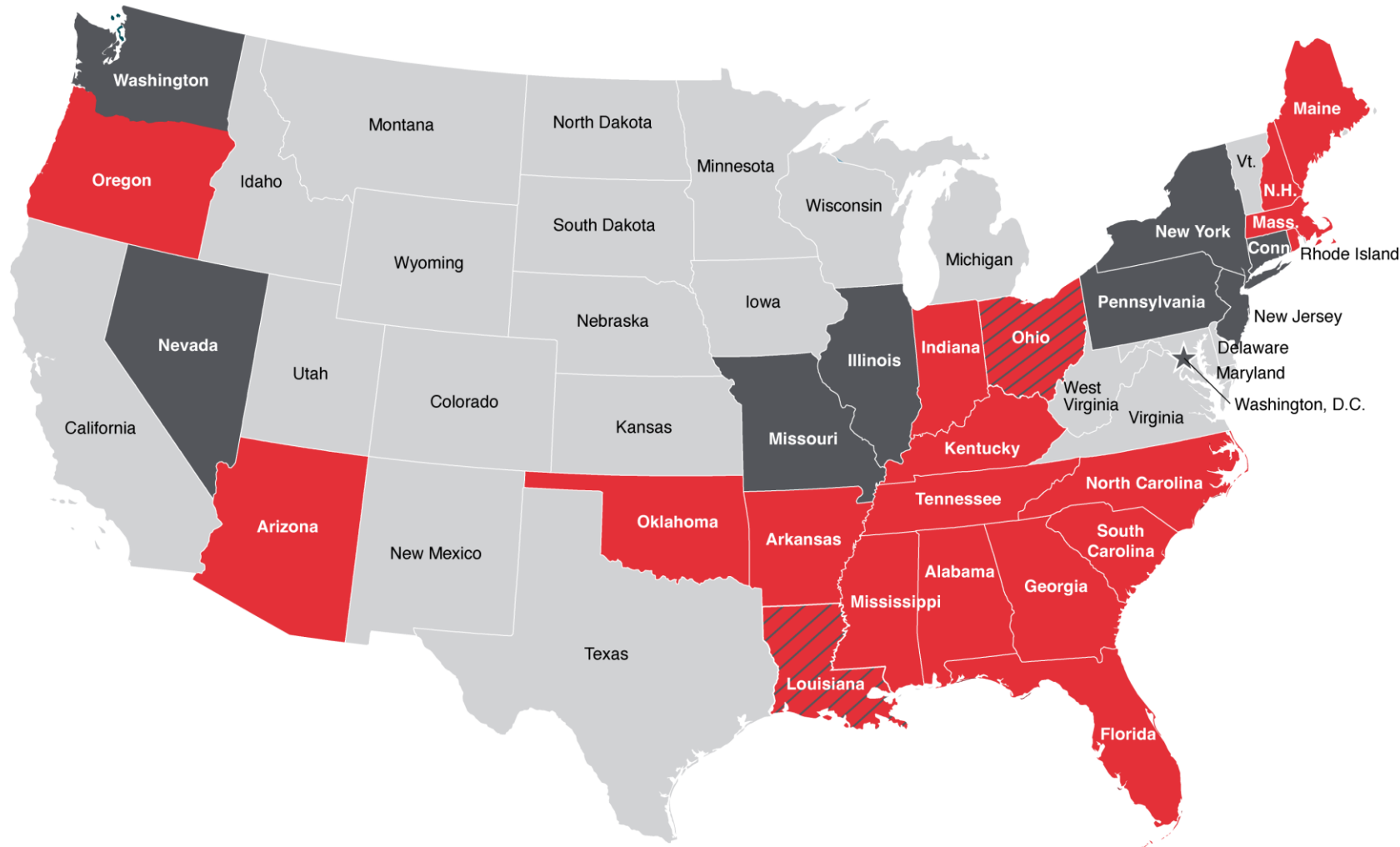
Bend Office

550 NW Franklin Avenue Suite 228
Bend, OR 97703

Salem Office

565 Union St. NE Suite 100
Salem, OR 97301

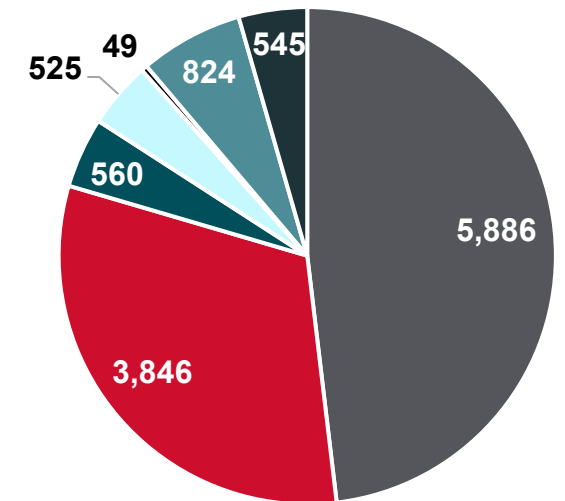
Youth Villages National Footprint



- Youth Villages direct service delivery
- Implementation of Youth Villages' services through partners

Louisiana and Ohio serve children and families through both partnerships and direct services.

12,235
Current Census by Program
(As of May 1, 2025)



- In-home Services
- Transition-Age Services
- Foster Care
- Residential
- Group Homes
- Wraparound
- SWITCH

Recruitment: Successes and challenges

Successes

- *Paid Relocation*: Attracting clinicians from other states
- *Team based care models*: Utilizing staff with varying credentials.
- *Investing in the future through*:
 - University partnerships
 - Internship programs

Challenges

- *Rigid credentialing requirements*
- *Competition from other sectors* (for-profit, government)

Retention: Successes and challenges

Successes

- *Creating the culture people want to work in:*
 - Leadership Mindset
 - Training, support, supervision
 - Career paths & professional development

Challenges

- *Competition from other sectors (for-profit, government)*
- *Leadership pipeline (esp. re: licensure)*

Thank You and Discussion



The force for families | O R E G O N

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