

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

May 1, 2024



LOW PAID WORKERS ARE SEEING THEIR WAGES GROW

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LOW PAID WORKERS SEE WAGES GROW

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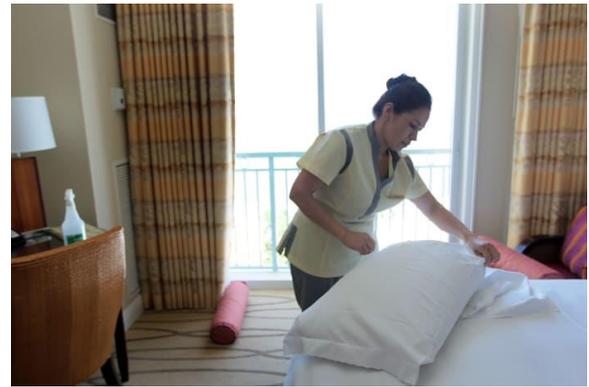
MANAGEMENT CORNER

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From: "The lowest-paid U.S. workers are seeing their wages surge faster than any other group of earners" By Hannah Erin Lang, Contributor, Mar 23rd, 2024 for Marketwatch.com; [Click here for story.](#)

The trend is 'a notable reversal of fortune' for some of the country's lowest-earning workers, researchers say.

The lowest-paid workers in the U.S. economy have seen their wages surge in the past four years, outpacing gains for any other group of earners, according to a new report from Economic Policy Institute — but their wages remain "grossly inadequate."



Real wages of the lowest-paid workers grew 12.1% between 2019 and 2023, researchers at the left-leaning think tank found, surging faster than the wages of any other group of earners. That number is adjusted for inflation.

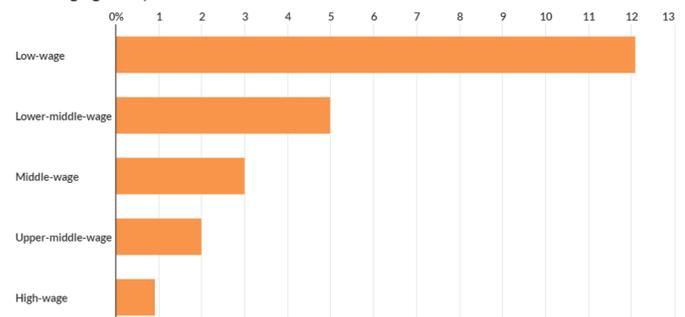
The trend is "a notable reversal of fortune for lower-wage workers in the U.S. labor market," researchers wrote in the report, released Thursday.

Those gains were driven by state-level minimum-wage increases, pandemic-era stimulus payments and a tight labor market, researchers wrote. Wages grew particularly fast for Black men, young workers and working mothers.

Despite the "exceptional" wage increases, the country's lowest-paid workers still don't earn enough to meet most families' basic needs, the report said.

"Low-wage workers are still not paid enough to make ends meet," senior economist Elise Gould said in a statement. "Policy

Real wage growth, 2019 to 2023



Note: "Low-wage" is represented by the 10th percentile and "high-wage" is represented by the 90th percentile. The lower-middle, middle, and upper-middle wages are the averages of the 20th to 40th percentiles, the 40th to 60th percentiles, and the 60th to 80th percentiles, respectively.

Source: Economic Policy Institute

About Network4Health:

Network4Health is a workforce intermediary that acts as a neutral convener and funder of various workforce development programs.

Our network consists of 40 healthcare, behavioral health, and human services employers operating in 18 cities and towns around the greater Manchester, Salem, and Derry areas.

Our vision is to:

- Build the pipeline of workers into roles of critical need across our region
- Increase competence and confidence of the workforce through professional development so that our partners can provide the highest quality, compassionate, and culturally competent care
- Invest in training and education opportunities to promote career advancement
- Promote retention strategies as a key part of growing the healthcare, behavioral health, and human services workforce in our region

Activities We Support:

- Training and professional development
- Building career pathways
- Supporting educational pathways
- Continuing work around diversity, equity, and inclusion as well as mental health awareness
- Maintaining the interconnectedness of our network

makers need to strengthen labor standards so that workers can lock in the gains made and continue to build on them, even in weaker labor markets.”

Is the gap between lower- and higher-paid workers shrinking?

The EPI report is the latest piece of research showing surprising gains for low-wage workers over the course of the pandemic.

A working paper distributed by the National Bureau of Economic Research last year found that the gap between lower- and higher-paid workers grew smaller following the height of the pandemic. That was partly because lower-paid workers switched jobs more often, researchers found, and earned higher wages as a result.

“Labor-market tightness is really what drives these gains,” said Annie McGrew, an economist at the University of Massachusetts Amherst and one of the paper’s co-authors.

Millions of low-paying jobs disappeared overnight at the outset of the pandemic when hotels, restaurants and other businesses shut down. But as the economy recovered, those industries quickly bounced back, and employers struggled to find enough staff to keep up with demand.

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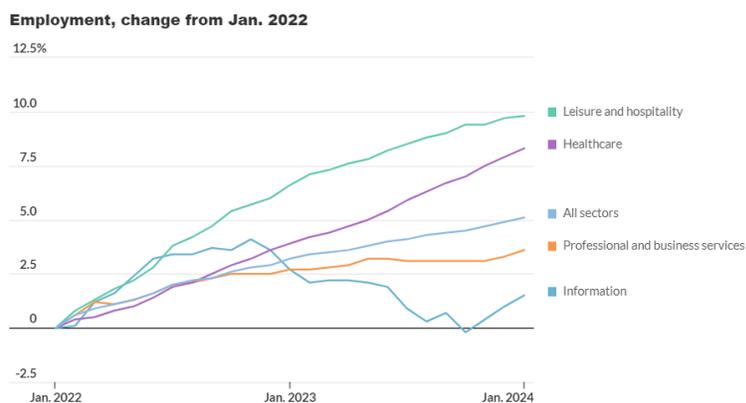
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The labor-market tightness and ensuing wage gains represented “a profound shift in U.S. labor-market conditions,” the authors of the NBER paper wrote.

Some sectors with a large share of lower-paying jobs, particularly leisure and hospitality, have continued to add jobs over the last year despite a slowdown in hiring for some other industries.



Even “exceptional” wage gains aren’t enough to ensure financial security for the country’s lowest-wage workers, the EPI report said. That 12.1% real wage increase over the last several years translated to the lowest-earning 10% of workers making less than \$13.52 an hour, or an annual salary of \$28,120.

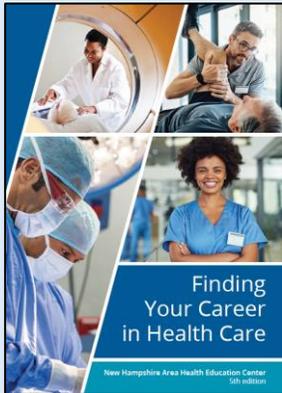
For a family of four, that falls below the federal poverty level.

The research shows that certain low-wage workers — particularly those that switched jobs — are better off than before the COVID-19 pandemic, McGrew said.

“But wages are only one dimension of your well-being,” she added. “Even if you’re better than you were compared to prepandemic, you might still really be struggling.”

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

NETWORK4HEALTH SPRING ALL PARTNERS MEETING



Finding Your Career in Healthcare – 5th edition is now available online!

The fifth edition of AHEC’s popular career guide has over 90 different careers in healthcare and now includes a section on jobs in behavioral health and substance misuse. Written for career explorers from middle-school to adult, this guide give valuable information including career descriptions, salary ranges, educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)



Network4Health Spring All Partners Meeting!

Thursday June 13th 10 – 11:30am via Zoom

[REGISTER HERE](#)

This will be the last Network4Health All Partners Meeting!

Agenda items:

- Nest steps for N4H
- Review of projects and accomplishments from the past 2.5 years
 - Open discussion and more!!!

Watch for more agenda items coming soon!

OUR VALUABLE PARTNERS:

Amoskeag Health / Ascentria Care Alliance / Building Communities in NH / Catholic Charities of NH / Catholic Medical Center / Center for Life Management / City of Manchester / Community Crossroads / Dartmouth-Hitchcock Health / Easterseals NH / Elliot Health System / Families in Transition / Goodwill / Granite United Way / Granite Pathways / Granite State Independent Living / Greater Derry Community Health Services / Hillsborough County / Home, Health & Hospice Care / Hope for NH Recovery / International Institute of New England / Life Coping / Makin’ It Happen / Manchester Housing & Redevelopment Authority / Manchester School District / NAMI NH / NH Legal Assistance / On the Road to Wellness / Parkland Medical Center / Pastoral Counseling Service / Rockingham County / ServiceLink / Southern NH Services / The Derry Friendship Center / The Farnum Center / The Mental Health Center of Greater Manchester / The Moore Center / The Upper Room / Waypoint

PHI Coaching & Supervision Workshop: April 29th & 30th

Through skill-based training, supervisors learn to:

- **Support** - Support staff while also holding them accountable
- **Build** - Build constructive, positive relationships
- **Respect** - Show respect with staff
- **Help** - Help staff be: Better communicators; Stronger problem solvers;
- **Give** - Give quality care

Supervisors and managers can gain the skills to support better communication and lay the foundation for strengthening relationships with staff.

This training, **designed by PHI**, is a unique approach to ending a damaging cycle that often leads to poor relationships, high turnover, and supervisor strain.

This two day, 16 hour training introduces participants to the coaching approach to supervision and teaches four fundamental coaching skills: Active Listening, self-Management, Self-Awareness, and Presenting the Problem.

Next Training (via Zoom) Facilitated by Dulcinea Kaufman & Gayle Davis: April 29th & 30th. Network4Health will be reimbursing the cost of training for network members. [REGISTER NOW!](#)



QUALITY CARE
THROUGH
QUALITY JOBS



We all know healthcare heroes.

Nomination deadline
May 15, 2024

Who can be nominated?
We welcome nominations for:
• clinical and nonclinical providers
• administrators
• educators
• facilities
• custodial and kitchen staff
• others who provide direct or indirect care to patients and families.

Selection process
The NH Healthcare Heroes board of volunteers will review the nominations and announce the winners and runners-up for each region in the state.

What the heroes get
Healthcare Heroes will be honored in a plating ceremony hosted with each winner's employer and streamed on Facebook Live. Each winner will receive a banner and customized swing bag from our supporters.

Nominate a Colleague or Employee to Become a Healthcare Hero!

To learn more about Healthcare Heroes and nominate someone, visit their [website HERE](#).

CHW ADVANCE!

Start your career pathway to becoming a Community Health Worker (CHW). Resources for Training and Support provided through a partnership of North Country Health Consortium, Southern NH AHEC and Southern Vermont AHEC.



Who is Eligible?

CHW ADVANCE! Is for new community health workers who are interested in receiving training and building competencies to be successful working in the community with under-resourced populations. Participants must be a US Citizen or Permanent Resident.

Why Should I Enroll?

Participants in CHW ADVANCE! Will receive the following benefits:

- \$1200 scholarship to attend NH or VT based CHW training that highlights CHW Core Competencies and public health concepts.
- \$2550 stipend
- 8 weeks (250-320 hours) on the job training (OJT) to build skills and gain experience.
- Mentoring Support



Want to learn more? [Click here](#) for more info.

WORKFORCE DEVELOPMENT OPPORTUNITIES



Apply to the 2024 Nurse Corps Scholarship Program Open through May 2, 2024

For those accepted or enrolled in a nursing degree program at an accredited school:

- Diploma School of Nursing
- Associate Degree School of Nursing (ADN)
- Collegiate School of Nursing (BSN, graduate degree)
- Graduate-Level Nurse Practitioner
- Nursing Bridge Program (RN to BSN, RN to MSN-NP, Direct Entry MSN-NP)

[CLICK HERE TO LEARN MORE!](#)

Healthcare workers included in new \$6B student loan relief

[READ STORY Here](#)

The Biden-Harris Administration announced March 21 the release of an additional \$5.8 billion in student loan debt relief for 77,700 public service workers, including those in healthcare.

Workers in the Public Service Loan Forgiveness program make up this class of relief recipients, including teachers, nurses, social workers and firefighters. Eligibility is reserved for governmental employers and nonprofit organizations, and public health is a qualifying public service and applies to physicians, nurse practitioners and nurses in clinical settings.

The recipients have been paying their loans for at least a decade and will have the remainder of debt balances canceled, senior administration officials told Bloomberg. Recipients are scheduled to receive an email from President Joe Biden alerting them about their federal student debt or loan relief.

[Find out if you qualify HERE](#)

See all of the **HRSA**
[scholarship programs HERE!](#)



The NHSC Loan Repayment application opens soon. Qualify for tax-free educational loan repayment while becoming part of the solution to increase access to health care in your community. Explore which loan repayment program will meet your needs and those of the community you serve:

- [NHSC Loan Repayment Program](#)
- [NHSC Substance Use Disorder \(SUD\) Workforce Loan Repayment Program](#)
- [NHSC Rural Community Loan Repayment Program](#)

Scholarships and Affording School:



The mission of Granite Edvance (formerly the NH Higher Ed Assistance Foundation, or NHHEAF) is to support New Hampshire students and families in navigating their education and career pathways.

[Search for scholarships with Granite EdVance.](#)



Healthcare Apprenticeship!

Looking for an exciting career in health care? Join The Elliot Hospital in one of these apprenticeship programs:

- Medical Assistant (MA) – **Starting soon 7/29/24!**
- Licensed Nursing Assistant (LNA) – **Starting 5/20/24!**
- Patient Service Representative (PSR) – Next class **starting soon!**
- Pharmacy Technician – **New cohort coming in 2024**
- Other careers coming soon!

Benefits of apprenticeship:

- Paid full time classroom instruction – “earn and learn” model!
- On the job training with a mentor
- Academic and career support

To apply at Elliot or for more info:
[CLICK HERE](#)

FREE Career and Education Guides for Healthcare!

Network4Health was happy to work with other partners of the Granite PARTNERS Nursing Expansion Grant to put together 4 guides on nursing careers, career and educational resources, overcoming obstacles to healthcare employment and education, and the healthcare job search. These downloadable guides are available to anyone simply by clicking on the picture. Learn more about the [Granite PARTNERS grant HERE!](#)

The Granite State PARTNERS Guide to Education and Careers in Nursing



Updated March 2024

1

The Granite State PARTNERS Guide to Overcoming Obstacles to Healthcare Education and Employment



Updated March 2024

1

The Granite State PARTNERS Guide to Career and Educational Resources



Updated March 2024

1

The Granite State PARTNERS Guide to a Successful Healthcare Job Search



Updated March 2024

1

UPDATES FROM HEALTHFORCE NH



HealthForce NH aims to lead a collaborative effort to create a substantial, equitable, skilled and fulfilled healthcare workforce, ultimately creating a healthier New Hampshire overall.

We are a collaborative of healthcare providers, practitioners, and educators banding together with state government and business leaders.

Our mission is to promote innovative partnerships and cross-sector collaboration to grow, retain, and sustain a robust healthcare workforce.

[CLICK HERE](#) to visit our website!

Giving Care: NH's Healthcare Workforce Plan



In March 2022, the Endowment for Health *Forward Fund* released “Giving Care: A Strategic Plan to Expand and Support NH’s Healthcare Workforce. Giving Care presents New Hampshire solutions to New Hampshire’s current health care workforce crisis. It is a plan that offers immediate, as well as longer-term strategies to expand and support our health care (and behavioral health) workforce. These solutions incorporate learning from previous

successful workforce development efforts and provide specific actionable strategies to grow and retain the workforce, to ensure we have the data we need to prioritize investments, to improve the policy and regulatory environment, and – perhaps most importantly – to lead and coordinate implementation.

This actionable plan was the work of 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participating in 4 workgroups to establish “action agendas” with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders. Whether you are an employer, a policymaker or government official, an institution of higher education or educator, or an advocate for the health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenh.org.

[CLICK HERE to view the whole plan](#)

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H's VISION FOR THIS WORK:

Network4Health’s vision is to enable all residents — regardless of income, race, ethnicity, language, ability, gender, or identity — to have access to affordable, high-quality, medical and behavioral health services that promote the highest possible level of wellness, and physical and mental health. We know that to achieve that vision our partners must understand the needs of our diverse communities and have the capacity to equitably include diverse people to serve those diverse communities.

In January of 2021, Network4Health launched a new diversity, equity, and inclusion (DEI) initiative. The goals of this initiative will be to increase awareness and understanding of the factors and complexities related to DEI and to provide tangible strategies and tactics to address those factors on the individual, programmatic, organizational, and regional levels.

Through this initiative, Network4Health will support our partners to:

- Create culturally effective organizations that are staffed by informed and aware individuals who strive to create environments of respect, integrity, and caring
- Build and leverage a diverse and inclusive workforce that mirrors the communities they serve
- Promote equity and decrease disparities in access to healthcare and other social services which will result in better

- health outcomes for our region’s residents
- Reduce stigma and acknowledge and honor the fundamental value and dignity of all individuals

Other Upcoming DEI Trainings:

5/23/24	<p>8:30 AM – 3:00 PM: NH Health Equity Summit: Achieving Health Equity for All; Church Landing at Mills Falls, Meredith NH;</p> <p>The Health Equity Summit will provide participants with thought provoking presentations, peer learning opportunities, practical strategies and resources to advance health equity in diverse health care settings. After the summit, participants will be able to:</p> <ul style="list-style-type: none"> • Describe the essential components of a roadmap to operationalize health equity as part of their strategic plan. • Gain confidence in building the culture, shared understanding, and commitment for health equity throughout their organization. • Review available tools and resources to advance health equity in their participants. • Identify strategies and tactics to address social factors of health and health inequities. • Bring examples of initiatives aimed at advancing health equity back to their organizations. • Who should attend: Health care staff and providers from administration, health equity and DEI, population health, community health, patient and family engagement, clinical staff <div style="display: flex; justify-content: space-around; align-items: center;">  <div style="text-align: center;"> <p>Keynote</p> <p>Bridging the Gap: A Strategic Blueprint for Health Equity <i>Jermaine Moore</i> Founder and Principal Consultant The Mars Hill Group</p> </div>  <div style="text-align: center;"> <p>Afternoon Keynote</p> <p>Making the Connections <i>Nancy Myers</i> VP, Leadership and System Innovation American Hospital Association</p> </div> </div> <div style="text-align: center; margin-top: 10px;"> <p>Session Topics</p> <p>Hospital Experiences in Advancing Health Equity The Leaders Role in DEI The Role of Data in Equity: Examining New Frameworks Identify, Awareness, and Belonging Building and Leveraging Community Partnerships Transgender Populations: Communication and Care Patient Family Engagement Using a Health Equity Lens Applying a Health Equity Framework to Patient Safety Events and Root Cause Analysis</p> </div>	N4H will reimburse cost: REGISTER NOW
<p>Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.</p>		<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
5/14/24	8:30 am - 10:00 am: Culture/Ethnicity, Women, Age in the Workplace	
6/18/24	8:30 am - 10:00 am: Inclusive Leadership: Interpersonal Power	
9/17/24	8:30 am - 10:00 am: Senior Leadership Role in DEI: Achieving Organizational Performance Through DEI	
5/14/24 6/18/24 7/16/24	12:00 pm - 1:00 pm: DEI Office Hours: Have questions about your DEI initiative? Join your peers and our experts every 3rd Thursday to learn what works, what doesn't, and how to overcome your challenges in implementing DEI so that it actually improves your organization.	
<p>NASW Maine presents: “Beyond Cultural Competence Series” This series will take us beyond Cultural Competence to integrate anti-oppressive, anti-racist, and culturally responsive practices. Learn more here</p>		
5/21/24	10am - 12pm: Generational Trauma and its Impacts (Beyond Cultural Competence Series) - Learn about various forms of generational trauma and their impacts on individual and families.	REGISTER NOW

PROFESSIONAL DEVELOPMENT



NEW HAMPSHIRE CHARITABLE FOUNDATION

SCHOLARSHIPS!

Did you know that The New Hampshire Charitable Foundation is the largest provider of publicly available scholarships in NH, awarding more than \$7 million to more than 1,600 promising students each year?

EXPLORE SCHOLARSHIP OPPORTUNITIES

Please see below for types of programs covered, and apply using *ScholarshipSource*, our single, online application.

Scholarships available for:

- Certificate, license or other industry-recognized credential
- Two-year or associate degree program
- Four-year or bachelor's degree program
- Master's, Ph.D. or other advanced degree program

[CLICK HERE](#) for more info

FOR ADDITIONAL FINANCIAL ASSISTANCE RESOURCES:

Here are some suggestions of resources outside of the Foundation's scholarship program that you can take advantage of to help finance your post-secondary education.

[Click Here](#)

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

NHADACA is excited to announce the launch of the **Credentialing Support Partnership (CSP)**. The CSP partners with various NH substance use treatment programs, and other organizations that are

providing substance use and co-occurring disorders treatment services, in order to provide support and ease burdens of the onsite clinical supervisor to advance licensure of clinicians.

This program aims to expand behavioral health workforce capacity and access to evidenced-based treatment from licensed providers. Additionally, this program is a resource for answering questions related to all New Hampshire substance use credentials. The CSP is designed to support LADC and MLADC licensure candidates by providing the necessary supervision and other supports (skill building, mentoring, coaching, etc.) to participants as you work towards successful completion and obtain licensure.

Some of the benefits of working with the Credentialing Support Partnership include:

- 2 hours of virtual supervision, including both individual and group formats
- Access to trainings through the NH Training Institute on Addictive Disorders
- Direct guidance and support with the application process for the LADC or MLADC
- Support with IC&RC exam preparation
- Scholarship opportunities for additional trainings and workshops
- Education specific to maintaining your license once you complete the initial process

[Click Here](#) for more information!



Network4Health has engaged PCDC for the past two years to deliver high quality, relevant trainings. **These trainings are now accessible online!** Click the links to watch each training and get access to the slide decks:

Training Name:	To Access Video:	To Access Slides:
Introduction to Care Management	Click Here	Click Here
Best Practices in Health Education	Click Here	Click Here
Screening for Social Needs	Click Here	Click Here
Comprehensive Risk Assessments	Click Here	Click Here
Culturally Responsive Care	Click Here	Click Here
Living with and Healing from COVID: Organizational Wellness & Self-Care Within a Trauma-Informed Care Lens	Click Here	Click Here
Culturally Responsive Care for Special Populations: LGBTQ+ & Older Adults	Click Here	Click Here

FREE AND SPONSORED TRAININGS

***IMPORTANT: What you need to know about sponsored trainings through Network4Health**

- ✓ **There is a TWO STEP PROCESS for indicating to N4H you want to attend a training we are willing to reimburse for:**
 - STEP 1 – Filling out the Eventbrite form from N4H (see “Click to Learn More and Sign up for a Seat” below)
 - STEP 2 – Registering with the event itself
- ✓ **Remember – Generally you need to pay for a training up front, then seek reimbursement from your employer, and then have your employer seek reimbursement from N4H. Please read details on our Eventbrite page for more information.**
- ✓ **N4H usually does not buy seats ahead of time, therefore your seat is not guaranteed unless you reserve it yourself**
- ✓ **These sponsored trainings are only for employees of Network4Health partners in our region**

**Have a training or a conference you would like to attend personally or want to send staff to?
Please email us the information and we will consider sponsoring seats at the event.**

TRAINING REMINDER:

As of 4/3/24, Network4Health will only be reimbursing the costs for a limited number of trainings. Please see the indicated sections below.

Should you have any questions or concerns please contact us at:
Geoff Vercauteren, Director of Workforce Development: Geoffrey.Vercauteren@cmc-nh.org
General workforce development inquiries: N4H.WorkforceDevelopment@CMC-NH.org

NHADACA ~ NHTIAD			
5/2/24	8:30 AM - 12:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/6/24	8:30 AM - 4:00 PM: Understanding Adverse Childhood Experiences and Working with Complex Trauma ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/7/24	8:30 AM - 3:00 PM: Supporting Families and Healing ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/8/24	8:30 AM - 4:00 PM: Telehealth Best Practices ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/8/24	1:00 PM - 3:15 PM: Gender Responsive/Specific Care and Psychological/Substance Use Disorders and Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/9/24	8:30 AM - 4:00 PM: Advanced Ethics & Clinical Practice ; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/9/24	8:30 AM - 3:00 PM: Vicarious Trauma: Creating an Agency Framework for Prevention and Support ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/10/24	8:30 AM - 4:00 PM: Substance Use Recovery and Mood Disorders – Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/17/24	8:30 AM - 4:00 PM: The 12 Core Functions of a Substance Use Counselor ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/20/24	8:30 AM - 4:00 PM: Understanding the Imprint of Trauma in Re-Establishing Connectedness ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat

5/21/24	8:30 AM - 4:00 PM: Neuroscience Unraveled: Understanding the Interplay of Trauma and Addiction ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/22/24	12:00 PM - 1:30 PM: Better Suicide Risk Detection with the Columbia Protocol: Reducing Workload, Redirecting Scarce Resources and Saving Lives ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/24/24	9:00 AM - 1:30 PM: Is Exercise Part of the Solution to Substance Use Disorders? Location: Fairfield Inn & Suites - 165 Skimobile Road, North Conway, NH 03860	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/30/24	8:30 AM - 4:00 PM: Initial Training on Addiction and Recovery ; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/31/24	8:30 AM - 11:45 AM: Families & Addiction ; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/31/24	9:00 AM - 12:15 PM: Neurodivergence and Recovery: Considerations for the ADHD Brain ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/5/24	8:30 AM - 1:30 PM: Connect Suicide Postvention: Reducing Risk and Promoting Healing After a Death by Suicide ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/6/24	8:30 AM - 3:00 PM: A Deeper Dive Into Accommodating Neurocognitive Impairment ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/10/24	12:00 PM - 3:15 PM: Understanding Co-Occurring Disorders in the Context of CRSW Scope of Practice ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/11/24	8:30 AM - 4:00 PM: Ethical Practice in the Addiction Profession ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat

Other Trainings & Conferences – Seats Sponsored by Network4Health

5/7/24	Training in CPP Supportive Interventions – via Zoom May 7, 2024 (3:00 p.m. - 6:00 p.m.)	REGISTER NOW
5/15/24	7:30 AM - 10:00 AM: MAHRA presents - Breaking Social Stigmas and “Getting Real” with Mental Health ; Location: Derryfield Country Club 625 Mammoth Rd, Manchester, NH	Please email us if you are interested in attending
5/30/24	9 – 12pm: SNHAHEC presents: Motivational Interviewing: A Conversation About Change – online	REGISTER NOW
Various	 Portland DBT Institute – The institute has many different trainings available. Network4Health will cover those that are less than \$100. Please review their list and email us if you are interested in attending and being reimbursed.	VIEW TRAINING LIST HERE



NASW New Hampshire Continuing Education

[CLICK HERE](#) to go to NASW NH's website

5/3/24	1 - 4:15pm: Assessment for Suicidality: A Primer for Mental Health Clinicians ; Location – Online	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
5/7/24	12:45PM – 5:00PM: Co-Regulation: Critical Skill Building for Neurodiverse Clients	
5/16/24	8:45am - 12pm: Diving Into the Gray - Ethical Considerations	
Open until 6/7/24	NASW: Integrating Best Practices into your Grant Proposals The session will explore strategies for ensuring proposals effectively communicate the need for client service support and articulate the value-add of your organization's approach. Online; 1 hour	REGISTER NOW

Below is a resource list of training providers that have a cost associated with them and are not reimbursed by Network4Health at this time.

5/29/24	8:30-4:30pm: The CE-CERT Skills: Sustaining a Career in the Helping Professions - CE-CERT (Components for Enhancing Career Experience and Reducing Trauma) is a suite of skills to support emotional well-being in workers who are exposed to the effects of secondary trauma. Ultimately, the goal of CE-CERT is not merely to survive this work: Rather, the goal is to have a vocation that is uniquely and deeply satisfying.	LEARN MORE
Various – see site for details	 William James College Professional Development <i>CEUs available!</i>	Click for a Complete List of Trainings
5/3/24	2:30 PM-5:00 PM: 47th Annual Erich Lindemann Memorial Lecture: Grief Resilience, and the Role of Community Mental Health ; Location: Online via Zoom. <i>N4H will reimburse for the cost of CEUs. Email us if interested.</i>	MORE INFO
Various – see site for details	PESI - <i>PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars).</i>	Go to: PESI To find more!
Various – see site for details	 New Hampshire Psychological Association CLICK HERE for more upcoming events	
Various – see site for details	 UNH Professional Development and Training UNH Professional Development offers a wide variety of courses both in person and online that are geared towards developing clinical, communication, supervisory, and leadership skills.	Click for a complete list of trainings
Various – see site for details	 NASW NH Chapter Trainings <i>Some trainings may be covered. See section above.</i>	Click for a complete list of trainings

***Free* Trainings – No cost to participate!**

Recorded Webinar	HHRC Presents: Serious Mental Illness and Homelessness <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	VIEW NOW
Webinar	Part 1 Civil Rights Protections for Individuals with a Disability: The Basics	REGISTER NOW
Webinar	Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder	REGISTER NOW

NH Disability & Health Program
Responsive Practice Training
 Providing Health Care & Screenings to Individuals with Disabilities
ResponsivePractice.org

FREE training
1 credit
available online & on-demand



University of New Hampshire
 Institute on Disability
 NH Disability & Health Program

Continuing education opportunity developed by the NH Disability and Health Program at the UNH Institute on Disability. Responsive Practice enhances healthcare providers' ability to deliver disability-competent care that is accessible to people with disabilities. Through this free training, participants will learn strategies and approaches to identify, address, and help remove barriers to care. Free CE credits for nurses, physicians, and pharmacists.

Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: [CLICK HERE](#) to view.

Training 2: Responsive Practice: Accessible & Adaptive Communication: [CLICK HERE](#) to view.

 **Southern New Hampshire University** | **Continuing Education for Health Professions**

SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!
[Click here to see all courses](#)

On Demand	21st Century Soft Skills for Healthcare Professionals – recorded courses; earn a digital badge! Class 1: Collaboration ; Class 2: Critical Thinking Class 3: Communication Class 4: Creativity	REGISTER NOW
On demand	Care for Yourself so You can Care for Others – Recorded ; Target Audience – Nurses	FREE CEU's! VISIT HERE
On demand	Generational Diversity: Using this Diversity to your Team's Advantage – Recorded ; Learning Objectives: Distinguish the five generations currently working in healthcare and the benefits of each; Develop strategies to manage the gaps between generations; Acquire methods to bridge the gap between generations	FREE CEU's! VISIT HERE
Online Learning	Other courses include: <ul style="list-style-type: none"> Food Insecurity Addiction 101: Signs of Substance Use and Mental Health Crisis at Work - Recorded Trauma Informed Care Suicide Intent Assessment - Recorded The Lived Experience of the Veteran and Military Affiliated Student – Enduring 	FREE CEU's! VISIT HERE



  **Institute for Health Policy and Practice**

Project ECHO Communities: Take advantage of ECHOs on a number of different topics:

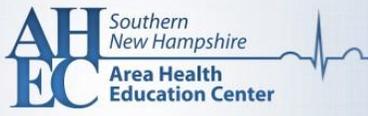
The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.

- Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care.** The program will occur on the first Wednesday of each month through May 2024. [Visit HERE to learn more!](#)
 - May 1st: Emerging Trends in Substance Use Disorder:** High Dose Initiation; Presenter - Kathleen Broglio, DNP, ANP-BC, ACPNP, CPE, FPCN, FAANP
- Project ECHO: Aging, Community, and Equity (PEACE).** This program will run to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. [Visit HERE to learn more!](#)
- Managing Pediatric Depression ECHO: 8 monthly ECHO sessions from February – September 2024.** [Visit HERE to learn more!](#)

To register or for more information email unh.projectecho@unh.edu or visit us [HERE](#)

 **Dartmouth Health** **ECHOs – Expanding Health Knowledge – via Zoom**
[Click here to learn more](#)

Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024

		FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians	
5/14/24	12:00 pm – 1:00 pm: Family members and addiction treatment outcomes: Applying research to clinical practice	Free CE's available. CLICK HERE to see all offerings	
5/15/24	2:00 pm – 3:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations		
5/16/24	12:00 pm – 1:00 pm: Recovery Coach Drop-in Forum		
5/22/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Substance Use Disorder and Nutrition		
5/14/24	12:00 PM – 1:00 PM: Family Members and Addiction Treatment Outcomes: Applying Research to Clinical Practice		
5/15/24	2:00 pm – 3:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations		
5/16/24	12:00 pm – 1:00 pm: Recovery Coach Drop-in Forum		
5/21/24	7:30 am – 9:00 am: MA OBAT ECHO®: Mental Health Prescribing for People with Co-Occurring Substance Use Disorder		
5/22/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Substance Use Disorder and Nutrition		
5/28/24	1:00 pm – 4:00 pm: Essentials of Treating Stimulant Use Disorder		
5/29/24	11:00 am – 12:00 pm: Addiction 101		
6/3/24	12:00 pm – 1:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations		
6/5/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Trauma Informed Care: Essentials for Treating Parents with SUD		
<div style="display: flex; align-items: center;">  <div> <p>FREE Trainings from Southern NH AHEC – CEU's Available!</p> <p>Click here and the go to “Read latest Blitzmail newsletter”</p> </div> </div>			
5/30/24 & 6/6/24	9:00am-12:00pm: Motivational Interviewing: A Conversation About Change Live Training via Zoom	Please email us if you are interested in accessing reimbursement from Network4Health	
On-Demand Trainings See Full List of Trainings on the SNHAHEC website	Addiction as a Chronic Disease	VIEW NOW	
	Compassionate Boundries	VIEW NOW	
	Culture and Cultural Effectiveness	VIEW NOW	
	De-Escalation of an Overamped Patient	VIEW NOW	
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW	
	Management of Stimulant Use Disorders	VIEW NOW	
	Motivational Interviewing	VIEW NOW	
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW	
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW	
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW	
	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW ✓ Giving Feedback: VIEW NOW 	LEARN MORE	

	<ul style="list-style-type: none"> ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	
Various – see site for details	 FREE Trainings from New England Public Health Training Center – CEU’s Available!	Click for a complete list of trainings
Various – see site for details	 Training and events – happening locally and online!	Click for a complete list of trainings
Various – see site for details	 Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!	Click for a complete list of trainings
Various – see site for details	 Providers Clinical Support System	Click for a Complete List of Trainings
Various – see site for details	 Comprehensive list of trainings and webinars – many archived. CEU’s available.	Click for a Complete List of Trainings
Various – see site for details	 Addiction Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 Mental Health Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 African American Behavioral Health CENTER OF EXCELLENCE	Click for a Complete List of Trainings
Various – see site for details	 CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY	Click for a Complete List of Trainings
Free Webinars	 Opioid Response Network	Click for a Complete List of Trainings

Various – see site for details	 <p>NATIONAL COUNCIL for Mental Wellbeing</p> <p>HEALTHY MINDS • STRONG COMMUNITIES</p>	Trainings from the National Council for Mental Wellbeing:	Click for a Complete List of Trainings
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***Free* Webinars From NAADC – CEU’s Available!**

MORE INFO HERE		
5/15/24	Connecting the Continuum: How Prevention and Harm Reduction Connect; 3:00-4:00pm - Earn 1 CE	FREE CEU’s AVAILABLE! CLICK HERE for more information and to register for a session
5/23/24	Peer Recovery Support Series: Taking the First Steps Together – Best Practices for Supporting Peer-Staff and Parents in Recovery; 12:00-1:30pm - Earn 1.5 CEs	
6/5/24	Spiritual Transformations in Conjunction with Non-12 Step Mutual Aid Group Attendance; 3:00-4:30pm - Earn 1.5 CEs	
6/12/24	To Inclusivity and Beyond! 3:00-4:30pm - Earn 1.5 CEs	
6/26/24	Addressing Racial Bias in AI for Equitable Substance Use Recovery; 3:00-4:30pm - Earn 1.5 CEs	
Ongoing	Advancing Awareness in LGBTQ Care Multi-Part Series: Advancing Awareness in LGBTQ Care, Part I: History of Specialized Treatment for LGBTQ+ Clients Advancing Awareness in LGBTQ Care, Part II: LGBTQ Youth, Community, & Alcohol Misuse Advancing Awareness in LGBTQ Care, Part III: Working with LGBTQ2S+ Native American Clients Advancing Awareness in LGBTQ Care, Part IV: Affirming Responses for “Invisibilized” LGBTQIA+	WATCH NOW

***Free* From NH Healthy Families**

 **nh healthy families.** Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and 7expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please [click here](#) for more information, [click here](#) to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.

5/2/24	SBIRT for Providers with Kimberly Bindas, MSW, LICSW; 10:00 AM - 12:30 PM	FREE CEU’s AVAILABLE! CLICK HERE for more information and to register for a session
5/6/24	Human Trafficking by Taylor Murphy, MSW; 10:00 AM - 12:00 PM	
5/7/24	Suicide Risk - A Clinical Perspective - Module 1 - Suicide Risk Overview by Dana Buonanducci, MS, LMHC, NCC; 10:00 AM - 12:00 PM	
5/9/24	A Closer Look at Evidence Based Practices with Taylor Murphy, MSW; 11:00 AM - 12:00 PM	
5/14/24	Substance Related and Addictive Disorders - Module 1 – Overview by Taylor Murphy, MSW; 11:00 AM - 12:30 PM	
5/21/24	Poverty Competency by Dana Buonanducci, MS, LMHC, NCC; 12:00 PM - 2:00 PM	
5/30/24	Trauma Informed Care: The Impact of Trauma by Kimberly Bindas, MSW, LICSW; 11:00 AM - 12:30 PM	
6/3/24	SBIRT for Providers with Dana Buonanducci, MS, LMHC, NCC; 10:30 AM - 1:00 PM	
6/5/24	Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC; 9:30 AM - 12:30 PM	
6/6/24	1:00 PM - 2:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	

GETTING CREATIVE TO BOOST HIRING

From: *"Health systems get creative to boost hiring"* By Kelly Gooch for Becker's Hospital Review; Feb. 22, 2024. [CLICK HERE](#) to see full article.

When it comes to hiring and the healthcare workforce, there are various factors and narratives to consider. It is clear that workforce challenges remain top of mind for industry leaders. At the same time, research points to significant healthcare employment growth and hints that the Great Resignation is a storyline that no longer applies to hospitals the way it once did.

Amid this context, one thing is clear: Hospitals and health systems are rethinking hiring, executives told Becker's. Today's talent landscape requires them to think as strategically as possible in terms of job descriptions, the application process, and training and onboarding workers at competitive wages. They are also facing financial pressures to reduce contract labor expenses compared to pandemic levels.



Supply and demand

It is worth noting that hospitals have long struggled to meet the demand for nurses, according to Wendy Horton, PharmD, CEO of Charlottesville, Va.-based UVA Health University Medical Center.

The Bureau of Labor Statistics estimates that employment of registered nurses is projected to grow 6% by 2032, with about 193,100 openings for registered nurses projected each year, on average. Agency officials expect many of those openings to result from the need to replace registered nurses who transfer to other occupations or exit the labor force via retirement.

At the same time, increased demand for healthcare services due to an aging U.S. population, population growth and a greater insured population following the ACA may still leave healthcare organizations with worker shortages.

"When I think about our recruitment today versus pre-pandemic, we were already behind," Dr. Horton said. "Then the pandemic [happened], and then coming out of that. So here we are today. We have all the people to [replace who left during] the pandemic and are coming out of that where we were already not fully staffed."

She said University Medical Center, like other organizations, is also growing, leading to increased demand for clinical care. "We're growing at the same time as we're trying to catch up. And I think it's this dynamic of how to care best for patients, how to catch up [with] the clinical care that was deferred. And then how to prepare for the future in a workforce that in some cases is inexperienced."

Revamping the hiring process

At University Medical Center, this preparation includes expediting the hiring process. "Gone are the days where you can ... sit there and wait three weeks [after receiving an application]," Dr. Horton said. "We need teams that are really on it and getting back to applicants right away."

The University of Virginia has a new human resources website designed to make it easier for candidates to apply. Additionally, there are clinical intake teams at University Medical Center led by experienced nurses to help recruit new nurses and answer questions about the job.

Dr. Horton said her organization has also had to be "bold and courageous" in terms of maximizing opportunities for flexibility. "We're trying to really cater to [workers'] needs," Dr. Horton said. "There are individuals that want a day schedule. There are individuals that want more money, but they're willing to work nights and weekends. So how do you redesign your offerings to cater to different segments and offer the most flexibility possible to motivate and engage the largest number of workers?"

Compensation plays a role, too. For example, Escondido, Calif.-based Palomar Health reduced its reliance on traveling and agency staffers after offering \$100,000 sign-on bonuses to new nurses and \$100,000 retention bonuses to current staff nurses over three years.

University Medical Center has been offering sign-on bonuses to nurses ranging from \$5,000 to \$25,000. And now, "in line with our commitment to becoming the best place to work and a market leader in hourly compensation, we've recently invested an additional \$26 million to support nursing compensation at University Medical Center," Dr. Horton said. "As a result, we are adjusting our approach to maximize the hourly compensation rate of nurses, which has led to a reduction in the amount of some of our sign-on bonuses to an average of \$5,000."

Additionally, University Medical Center is focused on engaging with nurses earlier in their training experience. This includes a nurse extern program in which nurses in their third year of a four-year program spend the summer at the facility in advance of graduation, Dr. Horton said.

"It's a win-win," she said. "They are getting more experience at an academic medical center and that exposure over the summer and then also building and cultivating relationships. "We are finding that that's helping onboard nurses sooner, but also nurses get to have more clinical experience coming out of their programs. We're offering that to different universities across the nation, and people are coming here to Charlottesville for the summer."

The retention piece

For Greg Till, chief people officer of Renton, Wash.-based Providence, a good hiring strategy begins with a successful retention strategy. He said Providence experienced significant turnover during the pandemic, and that churn has decreased thanks to retention efforts.

"If you have a 20% vacancy rate at a hospital, you're never going to be able to fill those positions fast enough," he said. "... Through a lot of hard work, our core leaders have helped us [boost] retention by over 20% in the last year."

In addition to retention efforts, Providence invested heavily in hiring, filling more than 44,000 positions in 2023, 25,000 of which were filled by external candidates. This represented a 15% increase in external hires compared with 2022.

To decrease early tenure turnover, Mr. Till said each new hire was offered a robust orientation and onboarding process, including conversations with leadership about Providence's mission and values and development paths available at the health system.

"We have incredibly innovative development programs that are aimed at helping our lowest-paid caregivers get from minimum wage to six figures in less than six years," he said. "And so those are some of the things that we do very early in a caregivers' life here at Providence to help connect them to our mission, our values, their development, growth opportunities and their leaders."

Mr. Till said Providence has also focused on a more personal hiring process.

"A couple of years ago, we automated several aspects of our hiring process," he said. "We realized given the evolution of an intensely competitive marketplace that we needed a more personal touch. So we invested in a new model at Providence that ensured that every candidate, whether they were an internal candidate or external candidate, felt like they were the star of the show through the entire hiring process."

In addition to providing a better hiring experience, these efforts helped Providence reduce the time to fill by 36% and time to start by more than 25%, according to Mr. Till.

Providence has also implemented predictive hiring, which uses technology and analytics to project personnel needs. "If we know a nurse is likely to retire from a specific unit in three months, based on the data, we can open a position three months in advance and eliminate the vacancy time that we would have normally if we hadn't predicted that vacancy," Mr. Till said.

New Hyde Park, N.Y.-based Northwell Health has also focused on flexibility in this area. Maxine Carrington, senior vice president and chief people officer for Northwell, has acknowledged that for certain roles, there are criteria that are nonnegotiable from a regulatory standpoint — though advancing workers' education is a helpful part of the health system's approach.

"For some roles, we can look at education and work experience differently," she told Becker's earlier this year. "Even with nursing, you can start at Northwell without your BSN. We require that you get it within a certain period of time, and we'll work with you and provide funding for your education.

"And that's baked into the job description. We've always had some level of flexibility, but we've increased it and we're moving more and more [toward that]."

Network4Health's *Workforce Wednesday* is published every other Wednesday.

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