

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

January 24, 2024



WHEN IT COMES TO THE ECONOMY, WE'RE NEVER GOING BACK TO 2019

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THE ECONOMY IS NEVER GOING BACK TO 2019

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From: "When it comes to the economy, we're never going back to 2019" Jan. 08, 2024, By Robert Gavin, Globe Correspondent, for the Boston Globe; [Click here for story.](#)

The US labor market keeps charging ahead. More people than ever are working. Unemployment is near half-century lows. Wages are rising.

Which brings up a question: Were massive stimulus spending and near-zero interest rates the right policies after all as the nation emerged from the pandemic?

The news: The Labor Department reported on Friday that the economy created another 216,000 jobs in December, bringing total job gains for 2023 to 2.7 million (on top of 4.8 million in 2022).

The unemployment rate ended the year at 3.7 percent, three ticks above the 55-year-low of 3.4 percent last January. Wages rose 4.1 percent from a year earlier, outpacing recent inflation readings of about 3 percent.

Risk-reward: The \$1.9 trillion American Rescue Plan Act approved by Congress in 2021 and rock-bottom interest rates maintained by the Federal Reserve supercharged the recovery and job market. But, as economists such as Harvard's Larry Summers warned, those policies also contributed to a burst of inflation. So, was it all worth it?

The answer appears to be yes. Prices are higher but the stimulus-stoked recovery not only quickly repaired the labor market, but also spread the benefits across American society.

Let's compare it to the recovery from the Great Recession, which stretched from 2007 to 2009 and hindered the economy for years to follow. Congress passed a stimulus package of about \$800 billion in 2009, but little additional support followed.

The pandemic zapped more than twice as many jobs as the Great Recession, but they came back in half the time. It took just over two years to recover the 21.9 million jobs lost in early 2020, but more than four years to regain the nearly 9 million jobs shed during the Great Recession.



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

The unemployment rate, which spiked to almost 15 percent in April 2020, fell back to the pre-pandemic low of 3.5 percent in about 2 years. After the Great Recession, it took more than seven years for unemployment to return from its 10 percent peak to the pre-recession low of 4.4 percent.

Perhaps more important, the benefits of the rapid recovery were broadly shared. Unemployment among Black workers soared to nearly 18 percent during the pandemic, but ended 2023 at 5.2 percent. Latino unemployment was 5 percent in December after hitting 18.9 percent in 2020.

"This very strong job market economy has really lifted everyone, pretty much across all demographics," said Mark Zandi, chief economist at Moody's Analytics. "The script is still being written, but from what we've seen, the policy response has been a success."

The 'better off' test: Since we're in an election year, the question inevitably comes to, "Are you better off now than four years ago?" For a lot of people, the answer may be yes.

In 2023, the US economy created an average of 225,000 jobs a month, compared to 163,000 in 2019, according to the Labor Department. What makes this comparison more striking is last year's gains came against the backdrop of rising interest rates — four increases by the Fed in 2023 after seven in 2022. The Fed cut rates three times in 2019.

The unemployment rate at the end of 2023 was slightly higher than the 3.6 percent in 2019, and the labor force participation rate, 62.5 percent, was lower than the 63.3 percent in December 2019.

But millions more Americans are working. Some 1.2 million more Black people were employed at the end of 2023 compared to 2019 and some 2.2 million more Latinos, according to the Labor Department. There are 2.4 million more women on payrolls, and 185,000 more manufacturing jobs.

Average wages are up about 20 percent from 2019, according to the Labor Department, although rising prices for consumer goods — up 19 percent — have eaten most of those gains. At the end of 2019, wages were up about 12 percent from four years earlier, outpacing consumer price increases of about 8 percent.

But inflation is moderating — down to about 3 percent annual growth from a 2022 peak above 9 percent — and the balance of power in the workplace has shifted. Workers are gaining higher wages, favorable union contracts, and better working conditions, such as flexible schedules.

Bottom line: It may be too early to declare that we've dodged the recession bullet, and we have yet to reckon with the massive costs of the stimulus. But here's what's certain: It's not the 1970s and it's not the '30s, despite the pronouncements of doomsayer analysts and TikTok economists.

At the end of 1979, as Jimmy Carter campaigned for a second term, the unemployment rate was 6 percent and inflation topped 13 percent. In 1935, as FDR readied his bid for a second term, unemployment was 20 percent. A lot of people are longing for the good old days. But there's a good chance we're living in them right now.

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

INTRO TO LEADERSHIP – JUST 5 SLOTS LEFT!

Introduction to Leadership course – now enrolling!

Network4Health is happy to partner with University of New Hampshire's Professional Development and Training group to offer this program to leaders or aspiring leaders at no cost to employees of N4H partners.

This course will introduce students to fundamental ideas of leadership development. Participants will identify and gain awareness of their personal leadership style; examine leadership concepts; learn models and practices that lead to effective team and organizational performance and more. A variety of interactive teaching methods will be employed during the course, to include: case studies, current business articles, in-class simulation exercises, interaction and small group projects and more.



We are now accepting applications and the program will begin in March 2024 and run until April 2024. Employees will be in class for 4 sessions over those 2 months. **Classes will be held at 2 locations: Granite State College's Manchester campus at 1750 Elm Street, Brady Sullivan Tower, Suite 104, Manchester, NH; or UNH Manchester Campus, 88 Commercial St, Manchester, NH 03101, Room 301.**

The course schedule will be as follows:

- Class #1: Leadership Essentials; 3/21/2024; 9am – 4pm**
Instructor: David Lee
Location: 1750 Elm Street, Brady Sullivan Tower, Suite 104, Manchester, NH
- Class #2: Communication Skills for Leaders; 4/4/2024; 9am – 4pm**
Instructor: David Lee
Location: 1750 Elm Street, Brady Sullivan Tower, Suite 104, Manchester, NH
- Class #3: Constructive/Courageous Conversations Skills; 4/17/2024; 9am – 4pm**
Instructor: David Lee
Location: UNH Manchester Campus, 88 Commercial St, Manchester, NH, Room 301
- Class #4: You Can't Pour from an Empty Cup: Tools for Building Resilience, Keeping Your Energy Reserves High, and Maintaining Equanimity; 4/26/2024; 9am – 4pm**
Instructor: David Lee
Location: 1750 Elm Street, Brady Sullivan Tower, Suite 104, Manchester, NH

This course is best suited for:

- Managers with more than 3 years of experience
- Clinical and administrative professionals needing to lead teams
- Leaders with no formal training
- Those on a leadership track at their organization

How to Apply: Please email geoffrey.vercauteren@cmc-nh.org to request an application and program description with many more details. Don't wait – spots fill up fast!

FUNDING ANNOUNCEMENT

New Funding Opportunity Available! **Geriatric Workforce Enhancement Program (GWEP) (HRSA-24-018)** Applications accepted until 11:59 p.m. ET on February 26, 2024.

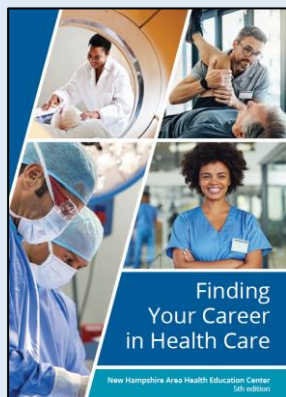
The Health Resources and Services Administration (HRSA) released a New Notice of Funding Opportunity (NOFO) to educate and train the health and supportive care workforces to care for older adults by collaborating with community partners.

The purpose of the GWEP is to educate and train the health care and supportive care workforces to care for older adults by collaborating with community partners. Applicants will maximize patient and family engagement to address care gaps and improve health outcomes for older adults by integrating geriatrics with primary care and other appropriate specialties using the Age-Friendly Health Systems Framework. Eligible applicants include:

- Schools of Medicine
- Physician Assistant Education Programs
- Graduate programs for Health Administration or Behavioral Health and Mental Health Practice, including: Clinical Psychology, Clinical Social Work, Professional Counseling, or Marriage and Family Therapy
- Health care facilities
- Programs leading to certification as a certified nurse assistant
- Partnership of a school of nursing and health care facility
- Partnership of a program leading to certification as a certified nurse assistant, and a health care facility
- Community-based organizations, if otherwise eligible
- Tribes, and Tribal organizations, if otherwise eligible

Awards: HRSA anticipates awarding approximately \$43 million to approximately 43 recipients through this funding opportunity. [Click HERE for more info.](#)

WORKFORCE DEVELOPMENT OPPORTUNITIES



Earn & Learn for Career Advancement



Excellent career pathway through paid apprenticeship!

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

- Medical Assistant (MA) – **Next class starting soon!**
- Licensed Nursing Assistant (LNA) – **Next class 2/12/24!**

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!](#)

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.



SCHOLARSHIPS!

Did you know that The New Hampshire Charitable Foundation is the largest provider of publicly available

- Patient Service Representative (PSR) – **Starting early 2024!**
- 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

For more information, contact **Vanessa Rashid, Network4Health Career Coach/Advisor:** vrashid@ccsnh.org; 603-206-8168

To apply at CMC
[CLICK HERE](#)

To apply at Elliot:
[CLICK 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.

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](#)



Enroll in L.N.A. for Success

This 18-week program combines English language instruction with classroom and hands-on healthcare experience. Students will prepare for the NH Board of Nursing L.N.A. licensing exam, and ultimately secure a job with one of our healthcare partners.

EARN 2 CERTIFICATES IN 1 PROGRAM

- L.N.A. for Success Certificate for English language skills
- L.N.A. Training Certificate from Manchester Community College (required for the state certification exam and the NH Board of Nursing license application)
- Ongoing licensing/employment support for up to one year afterwards



To learn more about this class, scan the QR code or email: **Hannah Jean** at hjean@iine.org

THE INTERNATIONAL INSTITUTE OF NEW ENGLAND

470 Pine Street, Lower Level | Manchester, NH 03104 | 603-647-1500 | www.iine.org



SCHEDULE: Orientation: 2/5/24 - 2/7/24; Module 1: 2/19/24 - 3/3/24; Module 2: 3/4/24 - 3/10/24; 3/11/24-3/31/24; 4/1/24 - 4/14/24; 4/15/24 - 4/21/24; 4/22/24 - 5/12/24; 5/13/24 - 6/2/24; Module 3: 6/3/24 - 6/20/24; **Thursday, June 20th - Graduation!!**

[Click here for more info and to apply!](#)



Health Care Community Interpretation Training

A comprehensive 64 hour program that teaches interpreters to work in the community, social services, education, and healthcare, and it satisfies regional customer requirements for training interpreters providing services to state agencies and hospitals. This is a nationally known course taught in many states and is also accepted for medical certification processes for National Accreditation.

2024 Dates: Online/via Zoom; When: Tuesdays & Thursdays February 8 – April 18; 6:00 pm – 9:00pm. Scholarships available for those who qualify. For more information or to apply, contact Sandra Osorio, sosorio@snhahec.org; Southern New Hampshire Area Health Education Center

Southern NH AHEC Community Health Worker Course

**Registration
Deadline:**
January 27, 2024

7 day-8 hour class Virtual
February 5, 12, 19, March 4, 11, 18, 25, 2024
9:00am-3:00pm

Please note there will be no class on February 26, 2024

As a nation and a state, we are struggling to address the transformation of the health care system as we move to a model of team based care. One strategy that other states have used to engage communities and assist with navigating services is to promote the Community Health Worker (CHW) model. Train to become a CHW in New Hampshire and incorporate your new knowledge into team based care opportunities offered in hospitals, medical practices, community health centers and social service settings.

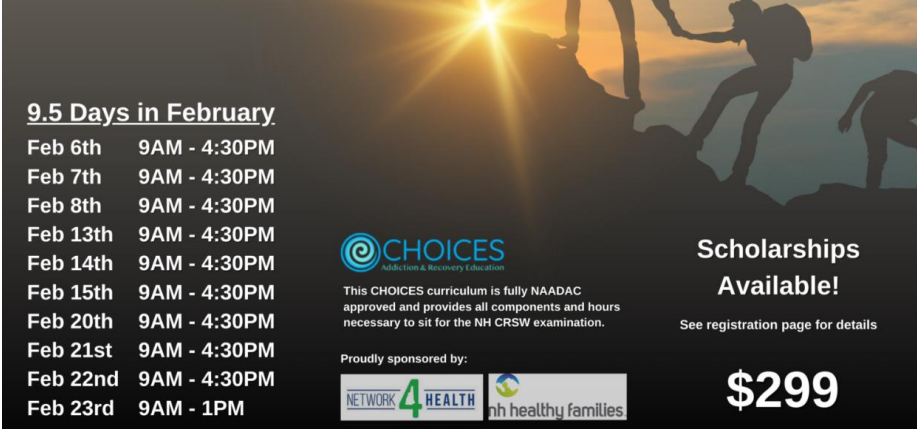
Target Audience

There are a variety of roles and numerous titles that fall under the CHW umbrella: Outreach Worker, Lay Health Advisor, Health Promoter, Patient Advocate, community health advisor, family advocate, liaison, peer counselor, patient navigator, health interpreter and public health aide. Those listed and more are welcome to attend!

Cost: \$1,200.00-includes curriculum and training materials. We have scholarships available through our CHW ADVANCE! Program. Payment is by check only. Checks can be made out and mailed to: **Southern NH AHEC, 128 State Route 27, Raymond, NH 03077**

To register online [please click here](#). For more information or a scholarship form, please contact Carli Hughes: chughes@snhahec.org

CRSW Academy – through MHCGM



9.5 Days in February

Feb 6th	9AM - 4:30PM
Feb 7th	9AM - 4:30PM
Feb 8th	9AM - 4:30PM
Feb 13th	9AM - 4:30PM
Feb 14th	9AM - 4:30PM
Feb 15th	9AM - 4:30PM
Feb 20th	9AM - 4:30PM
Feb 21st	9AM - 4:30PM
Feb 22nd	9AM - 4:30PM
Feb 23rd	9AM - 1PM

CHOICES
Addiction & Recovery Education

This CHOICES curriculum is fully NAADAC approved and provides all components and hours necessary to sit for the NH CRSW examination.

Proudly sponsored by:

Network 4 Health | **nh healthy families**

Scholarships Available!
See registration page for details

\$299

[Click here](#) for more info and to sign up. Scholarships available.



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.

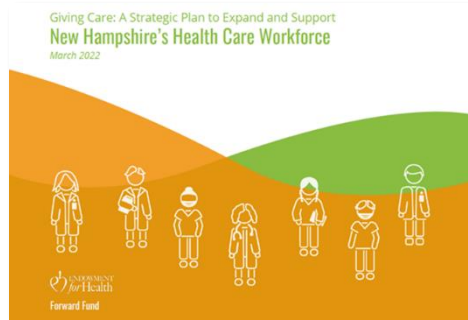
We are a collaborative of healthcare providers, practitioners, and educators banding together with state government and business leaders.

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](#)

BY THE NUMBERS

HealthForceNH.org

AMONG NH TOP ACADEMIC MAJORS

HEALTH CARE ADMIN
RANKED 4TH
WITH


1,707
GRADUATES

REGISTERED NURSE
RANKED 5TH
WITH


1,629
GRADUATES

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:

3/7/24		<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
	<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>	
1/23/24	<p>12 - 3pm: Implicit Bias Awareness (Beyond Cultural Competence Series) - Join us for a session on Implicit Bias Awareness, the first session in the Beyond Cultural Competence Series.</p>	
1/30/24	<p>12 - 2pm: Intro to Race and Racism (Beyond Cultural Competence Series) - Join us for an introduction to race, racism, and learn about its frameworks and history.</p>	
3/7/24	<p>12 - 2pm: Impacts of Racial Trauma (Beyond Cultural Competence Series) - Learn about the impacts of racial trauma and oppression on the mind, body, and spirit.</p>	
4/9/24	<p>10am - 12pm: Healing for Racial Equity Warriors (Beyond Cultural Competence Series) - Learn about how triggers impact racial equity and our mind and body.</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.	
2/20/24	10am - 12pm: Real White Heroes (Beyond Cultural Competence Series) - Learn how to foster a positive, anti-supremacist White identity.	REGISTER NOW
3/21/24	10 - 11:30am: Facilitating Conversations on Race/Bias (Beyond Cultural Competence Series)	REGISTER NOW
3/22/24	12 - 2pm: Allyship (Beyond Cultural Competence Series) - Learn about allyship and the importance of understanding self and moving beyond the performative.	REGISTER NOW
4/23/24	10am - 12pm: Beauty "Standards" (Beyond Cultural Competence Series) - Learn about how Fatphobia is rooted in Anti-Blackness	REGISTER NOW



Apply Here!

WORKPLACE DIVERSITY, EQUITY & INCLUSION AWARD

Who Is Eligible: Entry to this Award is open to all organizations across the corporate, government, community and not-for-profit sectors.

Criteria: The award will be presented to an organization for their work over the past year (1/1/2023 through 12/31/2023) to advance workplace diversity, equity, and inclusion (DEI) and who can demonstrate results. Suggested areas of achievement might be related, but are not limited to:

- Initiatives that demonstrate an organization is making progress towards increasing DEI in the workplace.
- A senior leadership team that helps to drive inclusive workplace efforts.
- Programs that demonstrate a “culture change” approach to diversity, i.e., inclusion principles are embedded in the DNA of the organization.
- People from diverse populations are actively recruited, retained, and have advancement opportunities within the organization.

Selection Process: The Diversity, Equity & Inclusion Award Selection Committee will receive applications beginning December 2023 for organizations that have shown measurable results in the area of Workforce Diversity. **Applications close on 2/2/2024** and candidates will be selected for a site visit (potentially virtual), conducted by Selection Committee representatives in early February 2024, with final winner announced at our annual event on March 7, 2024.

PROFESSIONAL DEVELOPMENT

Credentiaing 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 **Credentiaing 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
Culturally Responsive Care for Recent Immigrants to the U.S.	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 COST REMINDER:

Trainings costing \$300.00 and below will continue to be reimbursed at 100%


Trainings costing \$301.00 and above will now be reimbursed at 50%


Please make note of these changes. 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			
1/26/24	8:30 AM - 4:00 PM: Prevention Ethics ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/2/24	8:30 AM - 3:30 PM: Engaging with Individuals Re-entering from Prisons and Jails ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/2/24	9:00 AM - 12:15 PM: Preventing Self-Harm and Self-Injury Behavior through Somatic Yoga ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/5/24	8:30 AM - 12:15 PM: CALM (Counseling on Access to Lethal Means) ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/6/24	9:00 AM - 11:00 AM: Drugs, Sex, and the Brain ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/8/24	8:30 AM - 3:30 PM: Hepatitis C (HCV): Impacts, Challenges, and Treatments ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/9/24	8:30 AM - 4:00 PM: The Ethical Clinician: Benefits, Burdens, and Best Practices ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/13/24	10:00 AM - 11:30 AM: Engaging with the LGBTQ+ Community: A Cultural Proficiency Training ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/15/24	8:30 AM - 4:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/16/24	8:30 AM - 4:00 PM: Understanding and Treating Cannabis Use Disorder Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/20 & 2/27/24	8:30 AM 4:00 PM: Benzodiazepines; Help, Hope, & Healing – A Peer Training Program - 2 sessions ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/22/24	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
2/23/24	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
2/27/24	8:30 AM - 4:00 PM: A Cognitive Approach to Self-Care for Certified Recovery Support Workers ; Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/29 & 3/1/24	8:30 AM 5:00 PM: LivingWorks Applied Suicide Intervention Skills Training (ASIST) ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/6/24	8:30 AM - 4:00 PM: Caring for Yourself While Caring for Others: Ethical Considerations & An Interactive, Skill Development Workshop ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/11/24	8:30 AM - 4:00 PM: Ethical Principles in the Helping Profession ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/11/24	8:30 AM - 3:00 PM: It's Never Easy: Delivering Bad News ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/28/24	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat

4/19/24	8:30 AM - 4:00 PM: Confidentiality Updates: 42 CFR Part 2 and HIPAA; Location - NH Audubon - 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/3/24	8:30 AM - 11:45 AM: Brain Injury in the Courtroom; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
PESI Workshops			
<i>A Note About PESI Trainings:</i>			
<i>PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars). In fact, too many to list here. For the time being, we will advertise trainings of a particular interest, however if there is a specific PESI training you are interested in, please email us at N4H.workforcedevelopment@cmc-nh.org and we will consider funding slots at it.</i>			
Here are just a few coming in Jan 2024:	<ul style="list-style-type: none"> • Compassion Fatigue Certification Training for Healthcare, Mental Health and Caring Professionals • Neuroscience for Clinicians: New Brain Science for Trauma, Anxiety, Depression and Substance Abuse • Borderline, Narcissistic, Antisocial and Histrionic Personality Disorders: Effective Treatments for Challenging Clients • Suicide and Self-Harm in Adolescents: Effective Assessment and Intervention Strategies for Young People in Crisis • Alzheimer's Disease & Other Dementias Certification Training 	Go to: PESI To find more!	
3/12/24	8:00-4:00pm EST: PESI: Ethics and Risk Management in Behavioral Health: What Every Clinician Needs to Know About Mental Health and the Law – Live Webinar	REGISTER NOW	
Open until 3/29/24	PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body The research and experience of leading trauma experts make it clear — to fully overcome deep trauma wounds, you must address trauma's impact on the body. But too many clinicians have not been trained to work with the subtle cues of posture, facial expression, eye gaze, and movement that can serve as our guides to deep healing. That's why we've gathered some of the world's leading somatic therapy experts for this unique and highly practical online course. Join world-leading trauma experts to master skills from some of the field's most powerful somatic therapies.	REGISTER NOW	
Trainings & Conferences – Seats Sponsored by Network4Health			
1/25/24	10 – 12am: NAMI NH presents Mental Health and Suicide Prevention Among LGBTQ+ Youth - Live 2 Hour Webinar	REGISTER NOW	
2/2/24	3:00pm – 7:00pm: Foundations of CBTp: via Zoom. This 4-hour virtual workshop will provide an introductory overview to the foundations of Cognitive Behavioral Therapy for psychosis (CBTp).	REGISTER NOW	
3/7-3/8/24	11:30 am – 7:00 pm Eastern Time: Portland DBT Institute: DBT for People with Substance Use Disorders – via Zoom	REGISTER NOW	
	11:10 am – 6:00 pm Eastern Time: Portland DBT Institute: Evidence-Based and Family-Focused Practices in the Treatment of Adolescent Substance Abuse – Via Zoom	REGISTER NOW	
3/21-3/24/24	47th Annual PSYCHOTHERAPY NETWORKER SYMPOSIUM: The Most Celebrated Gathering in the World for Psychotherapists (online only) For 74 years, the Networker Symposium has been a gathering of connection, creativity, and rejuvenation for therapists dedicated to creating meaningful change for clients, communities, and themselves. Featuring 75 of the field's leading innovators, and a community of over 5,000 of your devoted colleagues, this is the place to access the latest advances in the field and discover a range of possibilities to bring fresh ideas and inspiration to your practice.	REGISTER NOW	
 New Hampshire Psychological Association CLICK HERE for more upcoming events			
1/26/24	12:00 PM - 1:00 PM: Mind or Body? Health Anxiety and Somatic Symptom Disorders; Location - Zoom	Please email us if you are	

2/2/24	11:00 AM - 6:30 PM: Practical Ethics in Challenging Times: Ethical Decision-Making and Practice, Boundaries and Multiple Relationships, Telepsychology, and Clinical Supervision; Location – Zoom	<i>interested in attending and want to be reimbursed by Network4Health</i>
2/23/24	9:00 AM - 12:05 PM: Emerging Clinical Applications of Psychedelic Medicines; Location – Zoom	
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
2/8/24	12:45 - 4pm: Human Trafficking for Service Providers; Two workshops on zoom - choose one or both. 3 CEs available	<i>Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health</i>
2/21/24	12:45 - 5pm: Shifting from a Behavioral to a Regulation Approach - live on zoom	
3/29/24	8:30am - 4:15pm: Social Work Celebration & Ethics Workshop - Holiday Inn Concord Downtown, 172 North Main Street Concord, NH Join us as we celebrate social work month in person! 8 :30 - 11:00 am: 2024 NASW NH Award Recipients 1 :00 - 4:15 pm: Afternoon Ethics Workshop - Diving Into The Grey: Ethical Considerations; at the Holiday Inn or virtually. MORE INFO HERE	
4/15/24	9 - 10:30am: Concussions and Brain injury: Clinical Considerations; 1.5 Category CEs - live on zoom	
1/4/24	8:45 AM - 12:00 PM: (NASW VT) Boundary Crossings and Boundary Violations; Location – Zoom	REGISTER NOW
2/2/24	9 - 10:30am: Children of Incarcerated Parents and Their Families: How Can We Help 1.5 CEs - live on zoom	REGISTER NOW
3/5/24	9 - 11:30am: The Most Common Form of Family Violence: Sibling Aggression and Abuse; 2 CEs - live on zoom	REGISTER NOW
3/11-4/1/24	11:30am - 5pm: Essential Telehealth; Location - live on zoom	REGISTER NOW



UNH Professional Development and Training

Sponsored by Network4Health

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. [Here are just a few of the great topics](#) that are coming up both live locally and online:

JANUARY

- *Workplace Safety and Health Programs | January 26 | Live Online*
- *7 Habits of Highly Effective People | January 30 & 31 | Live Online*
- *Finance for Non Financial Managers | January 31 | Live Online*

FEBRUARY

- *Healthcare Professionals: Increase Resilience, Energy, and Emotional Well-Being While Reducing Stress | February 1 | Live Online*
- *Nonprofit Planning and Evaluation | February 1 & 2 | Live Online*
- *Strategic Planning | February 6 | Manchester*
- *Building a Culture of Diversity and Inclusion | February 7 | Live Online*
- *Facilitating The Multi-Generational Workforce | February 8 | Manchester*
- *Critical Thinking: Sharpen your Problem Solving and Decision Making | February 14 | Live Online*
- *Introduction to Grantwriting | February 16 | Live Online*
- *Facilitation Skills | February 21 | Live Online*
- *Simple and Sustainable Self-Care Strategies to Support Employee Well-being | February 22 | Live Online*
- *New Hire Orientation and Onboarding Excellence | February 22 & 23 | Live Online*
- *NEW! AI and Human Resources: Leveraging Opportunities and Managing Risk | February 23 | Live Online*
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment | February 28 | Live Online*

- *Foundations of Supervision | February 29 | Manchester*

MARCH

- *The Power of Peer Coaching: Principles and Effective Practices | March 5 | Manchester*
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders | March 5 & 6 | Live Online*
- *Employee Engagement: Increasing Motivation and Commitment | March 6 | Manchester*
- *Creating A Blame-Free and Gossip-Free Work Environment | March 7 | Manchester*
- *Developing an Annual Fundraising Plan | March 8 | Live Online*
- *Balancing Workplace Priorities and Demands | March 11 | Manchester*
- *Grant Management Essentials for Nonprofits | March 12 | Live Online*
- *Unleashing The Voice of Today's Woman Leader | March 12 | Manchester*
- *Project Management for HR Professionals | March 19 | Manchester*
- *Success Sabotage: A Common Phenomenon | March 26 | Manchester*
- *Implicit Bias: awareness and response to mitigate impact | March 27 | Live Online*

APRIL

- *Introduction to Nonprofit Financial Management | April 4 | Live Online*
- *Leading the Newest Generation | April 8 | Manchester*
- *Securing Your Talent in a Tight Market | April 11 | Manchester*
- *Introduction to Fundraising for Nonprofits | April 18 | Live Online*

Counseling & Social Work Courses:

- *Model for Treating Anxiety, Depression and Low Self-Esteem | February 9, 2024 | Manchester*
- *ADHD: Neuroscience and Psychopharmacology | March 18 | Live Online*
- *Building Resiliency Skills | April 2, 2024 | Manchester*
- *Anxiety and Depression in Adolescent Girls | April 12, 2024 | Live Online*
- *Multi-tiered Systems of Support | May 7 | Live Online*

Interested? Follow This Process to Sign Up:

Step 1: Please review course details [here](#):

Step 2: If you are interested in attending a course, please email us at n4h.workforcedevelopment@cmc-nh.org and indicate:


- **THE COURSE NAME**
- **COURSE DATE**
- **YOUR CONTACT INFORMATION**
- **>> A LINK TO THE COURSE <<**

Step 3: We will send you a Network4Health Eventbrite for the course and you can follow instructions for signing up from there!

4/5/24	09:00am - 03:30pm: UNH Professional Development: Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor ; Location(s):Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
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.

  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



Multiple Sessions Available





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 October 2023 through May 2024. [Visit HERE to learn more!](#)
- Project ECHO: Aging, Community, and Equity (PEACE).** This program will run from February 14 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. [Visit HERE to learn more!](#)










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




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


Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024
Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024

	 <p>Grayken Center for Addiction Training & Technical Assistance Boston Medical Center</p>	<p>FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</p>	
1/29/24	6:00 pm – 7:15 pm: Recovery Coach Drop-in Forum	<p>Free CE's available. CLICK HERE to see all offerings</p>	
1/30/24	12:00 pm – 1:00 pm: Collaborating with Child and Family Protective Services to Maximize Family Outcomes for People with Substance Use Disorder		
1/31/24	12:00 pm – 1:00 pm: Stimulants 101		
2/13/24	7:15 am – 9:15 am: MA OBAT ECHO®: Treating SUD in the Context of Homelessness		
2/28/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Treating SUD in the Context of Homelessness		
3/6/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Mental Health Prescribing 101		
	 <p>FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to "Read latest Blitzmail newsletter"</p>		
<p>On-Demand Trainings</p> <p>See Full List of Trainings on the SNHAHEC website</p>	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 ✓ 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 	LEARN MORE	
Various – see site for details	 <p>FREE Trainings from New England Public Health Training Center – CEU's Available!</p>	Click for a complete list of trainings	
Various – see site for details	 <p>PTTC Prevention Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small></p>	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		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		Click for a Complete List of Trainings
Various – see site for details		Click for a Complete List of Trainings
Various – see site for details		Click for a Complete List of Trainings
Various – see site for details		Click for a Complete List of Trainings
Free Webinars		Click for a Complete List of Trainings
Various – see site for details	 William James College Professional Development Please email us if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!	Click for a Complete List of Trainings
	<p>Certificate Program in Trauma Treatment within Intellectual and Developmental Disabilities Populations – Live via Zoom</p> <p>We are pleased to announce a new online Certificate Program in Trauma Treatment within I/DD Populations. Individuals with Intellectual and Developmental Disabilities experience abuse, specifically sexual assault, at rates higher than other populations, but there are not nearly enough clinicians to treat these survivors. We have created this certificate program, in order to try to increase the availability of well trained, trauma informed clinicians to specifically support these clients. The Certificate program will include a series of workshops combined with Community of Practice sessions to supplement learning, which will culminate in a certificate and micro-credentials. Participants can choose to attend individual or multiple workshops!</p> <p>Friday, January 26, 2024, 9:00 AM - 4:30 PM - Sexual Assault and People with Intellectual and Developmental Disabilities: Adaptations to Treatment; presented by Joanna Bridger, LICSW, and Tom Hall MA CBIST</p>	<p>Please email us if you are interested in attending and want to be reimbursed by Network4Health</p> <p>See complete details on this program HERE</p>

	<p>Friday, March 1, 2024, 9:00 AM - 4:30 PM - Sexual Assault and People with Intellectual and Developmental Disabilities: Working with Potentially Harmful Coping including Suicidal Thoughts and Behaviors, Non-Suicidal Self-Injury, and Substance Use and Addiction; presented by Joanna Bridger, LICSW, and Tom Hall, MA, CBIST</p> <p>Friday, March 15, 2024, 9:00 AM - 4:30 PM - Positive Identity Development and Healing from Trauma in the Lives of People with intellectual and Developmental Disabilities; presented by Karyn Harvey, PhD</p> <p>Friday, April 26, 2024, 9:00 AM - 4:30 PM - Adapting DBT Strategies for Clients with I/DD & Using Thought Field Therapy with Individuals with I/DD to Manage Trauma Symptoms; presented by Chelsea Walsh, LICSW, Ryan Hand, BCBA, LABA and Nora Baladerian, PhD</p> <p>Friday, May 31, 2024, 9:00 AM - 4:30 PM - Clinical Treatment for Adults with I/DD in an Outpatient Mental Health Clinic & Risk Reduction for Adult Trauma Survivors with Intellectual and/or Developmental Disabilities presented by KayLee Blanchard, LICSW, Karen Meginsky, LMHC, and Nora Baladerian, PhD</p> <p>Friday, June 21, 2024, 9:00 AM - 4:30 PM - Introduction to Sexuality and People with Intellectual and Developmental Disabilities (I/DD) and Organizational Strategies to Prevent Abuse of People with Disabilities; presented by Pat Carney, MEd, ABD, Meg Stone, MPH, and Jeanine Woods of Impact</p> <p>Community of Practice Sessions: 12:00 PM - 1:00 PM presented by Joanna Bridger, LICSW: July 10, 2024; July 24, 2024; August 7, 2024; August 21, 2024; September 4, 2024; September 18, 2024;</p>	
Various – see site for details	 <p>Trainings from the National Council for Mental Wellbeing:</p>	Click for a Complete List of Trainings
Free Webinars From NAADC – CEU’s Available!		
MORE INFO HERE		
1/25/24	Sociometrics: Experiential Therapy Made Manageable ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
1/26/24	Peer Recovery Support Series, Part 1: A Beginner’s Guide to Coaching Recovery ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/1/24	Antiracist Addiction Treatment Requires Decriminalization and Harm Reduction ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/8/24	Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/23/24	Peer Recovery Support Series, Part 2: Beyond 12-Steps - The Neuroscience of Recovery Coaching ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
3/1/24	Collegiate Recovery: Fostering Recovery-Supportive College Campuses ; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/15/24	Cultural Considerations for 12-Step Recovery Programs ; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/29/24	Current Scientific Evidence About Mutual Help Groups ; 3:00-4:00pm ET - Earn 1 CE	REGISTER NOW
Ongoing	<p>Advancing Awareness in LGBTQ Care Multi-Part Series:</p> <p>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+</p>	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.

1/25/24	10:30 AM - 12:30 PM: Co-Occurring Substance Use and Mental Health Disorders with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/30/24	9:30 AM - 11:30 AM: Behavioral Health Screening Tools for Providers by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
1/31/24	11:00 AM - 12:00 PM: The Adverse Childhood Experience (ACE) Study with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
2/1/24	10:00 AM - 12:30 PM: SBIRT for Providers with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
2/2/24	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
2/6/24	9:30 AM - 12:30 PM: Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
2/8/24	11:00 AM - 12:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
2/13/24	11:00 AM - 12:30 PM: Substance Related and Addictive Disorders - Module 8- Sedative Related Disorders by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
2/15/24	1:00 PM - 3:00 PM: Poverty Competency by Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
2/23/24	12:00 PM - 1:30 PM: Trauma Informed Care: The Impact of Trauma by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

THOUGHTS ON HIRING AND PROMOTING TALENT

From: *"11 thoughts on hiring and promoting talent"* by Scott Becker and Molly Gamble for Becker's Hospital Review; 1/18/24. [CLICK HERE](#) to see full article.

1. You don't really know what you have until someone has worked with you for some period of time. I can't tell you the amount of times someone has pointed to a hire and thought that person would be just fantastic and was not. In contrast, the same thing happens on the other side. A person is hired, the expectations are fine and they end up being a total leader.

2. I often hire based on a mix of characteristics. I often erred toward great grades and statistics and prior performance with little job hopping. Regardless of what characteristics you push toward, hiring is an educated guess and a gamble. Going back to the last point, you don't really know what you have for some time until someone works with you closely.

3. Don't judge your hires until you and your team have worked with them for some time. I recall three partners joining a long time ago. All seemed solid for a couple years. One constantly showed a different level of energy, effort and insight. Over time



that one became a complete leader. It was critical not to prejudge those three colleagues, all of whom were solid but one ended up unbelievable.

4. When someone starts to show the drive, the contribution and the efforts you want, constantly look to encourage them, support them, promote them and pay them. Don't wait until they push for what they deserve. Get out in front of it. A few of my best colleagues showed such clear promise early on that we kept on looking to put them in charge of more and more even when others weren't so sure. These were some of the top few business decisions I ever made.

5. Even when you can hire people really cheap, don't do it. Pay a salary or amount where the person won't wake up every morning irritated at the company.

6. When someone demonstrates on a consistent basis that they can't or won't do the job, you probably need to nicely ask them to go or to start looking for a new job. I tried very hard to over the years do this with as little harm to the person as possible.

7. The best efforts and best performers tend to get the best opportunities and best assignments. Don't apologize for your best colleagues being put on the most important clients and in the most important roles.

8. Don't promote someone into a title thinking that will change how they act or perform. I am a big believer that promotions and title changes should catch up to behaviors, performance and results that are already exhibited, not vice versa.

9. The best promotions go to those who often act like they are already doing the higher job. A partnership or VP promotion is simple when the colleague is already performing in that way.

10. Don't punish your team leaders for periodically making bad hires. All of us need to understand that hiring is an educated guess and an imperfect science. You can't allow your leaders to become too gun shy regarding hiring.

11. If people are great people but not excelling in their role, first try them in other roles. When values are aligned, some of our best colleagues changed roles a few times internally before excelling. Your first job is not your last job.

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

[CLICK HERE](#) to learn more about Network4Health

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