

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

October 4, 2023



A LOOK AT ESOL CLASSES AT CMC AND ELLIOT HOSPITAL

*We are doing something different for our lead article for this issue. **Vanessa Rashid, Network4Health's Career Coach/Advisor at Manchester Community College** has written an article highlighting the English for Speakers of Other Languages (ESOL) classes happening at CMC and The Elliot. These courses are funded by Network4Health and taught by the amazing staff at the International Institute of New England (INE).*



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Can you imagine working at a job and doing your best without fully understanding the language everyone else uses around you? That's the situation for many people who come to NH and want to provide a better life for their families by working for a NH employer.

Unbeknownst to many people, there are many foreign-born healthcare professionals who work in environmental services, food service, or other entry-level healthcare occupations. While grateful for the opportunity to work in these familiar environments, many of these workers strive to gain more English skills so they can better communicate with others, and some also wish to advance in their healthcare careers. Often, however, many of these people work 2 or more jobs and do not have time to attend English classes.



Network4Health and the International Institute of New England (IINE) recognized this barrier to success for many people in the healthcare field. In October of 2022, Network4Health, IINE, Catholic Medical Center, and Elliot Hospital partnered to help address this issue. They began to develop a series of ESOL for Healthcare classes for their incumbent workforce who wanted to improve their English

skills and possibly further their healthcare education. These classes were designed with a few purposes in mind. Most importantly, the ESOL course provides English language instruction that will allow staff to gain improved proficiency in listening, speaking, writing, reading and comprehension so that they can experience success in their content courses and in social situations both inside and outside of work. In addition, the ESOL instruction also provides content in healthcare which allows students to enter one of the many successful healthcare apprenticeship programs offered at both hospitals.

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

≧ SPECIAL ANNOUNCEMENT!! ≦

Network4Health is proud to announce that **we have a new website design!** Please come and check us out [HERE!!!](#) See our history, mission, partners, links to resources, previous issues of Workforce Wednesdays and more!

To facilitate the class recruitment and attendance, both hospitals collaborated with their supervisory staff to manage schedules so students could attend during their regular shifts. This resolves the time commitment barrier that so many people face. In addition, both hospitals generously pay their employees while they attend class, maintaining the integrity of their individual incomes.



The classes are very well attended, and students are provided entry and exit assessments to demonstrate improved English. Most students increase their English levels by the completion of each course. Elliot has run this class three times, and beginning in August this year, Catholic Medical Center has been able to offer these classes to their employees as well, all thanks to funding from Network4Health. The most current enrollment for both hospitals has been tremendous, with wait lists for people who want to enter the next available class.

The ESOL for Healthcare collaboration has been a tremendous success for both employers and employees. When asked about their favorite part of class, Valdete stated, “learn, every day something new in English.” Another student, Saba, stated, “I enjoyed making friends in class.” Additionally, she said, “I’m really just proud to be here.” Finally, Linda has been greatly impacted by the opportunity to attend this class.



“I loved the encouragement we were given to reach our goals, learning about healthcare and how to help people in need. It was an improvement to our lives.”

This is workforce development and employer support at its finest. Employers can help their dedicated workers to gain skills and advance in their careers, and workers learn that their employers truly value them,

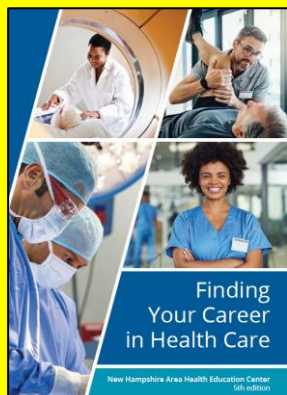
creating an environment of loyalty and strengthening their dedication.

This is yet one more great strategy NH employers can utilize to attract and retain great employees while helping them grow in their career goals.

Thanks for reading!

*Geoff Vercauteren
Director of Workforce Development
Network4Health*

WORKFORCE DEVELOPMENT OPPORTUNITIES



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!

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

EXPLORE SCHOLARSHIP 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) – **FULL! Next class, early 2024**
- Licensed Nursing Assistant (LNA) – **FULL! Next class, early 2024**
- Patient Service Representative (PSR) – **Few slots left for Elliot**
- Pharmacy Technician – **NOW ENROLLING!**
- 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, Career Coach/Advisor**
vrashid@ccsnh.org; 603-206-8168

To apply at CMC
[CLICK HERE](#)

To apply at Elliot:
[CLICK HERE](#)

Southern NH AHEC Community Health Worker Course

7 day-8 hour class ■ Virtual

October 16, 23, 30, November 6, 13, 20, 27, 2023

9:00am-3:00pm

**Registration
Deadline:
October 6, 2023**

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. A limited number of scholarships are available. Payment is by check only. Checks can be made out and mailed to: **Southern NH AHEC**, 128 State Route 27, Raymond, NH 03077

Scholarships available! Please [click here](#) for more information.

Please see below for types of programs covered, and apply using *ScholarshipSource*, our single, online application. Students are matched automatically with all scholarship opportunities for which they qualify.

Many awards are renewable for each year that a student is in school.

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](#)

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.

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.

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.

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: A Strategic Plan to Expand and Support
New Hampshire's Health Care Workforce
March 2022



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

Network4Health is happy to be working with Dr. Kate Slater, Ph.D. again as she does a new series of **virtual** workshops entitled:

"But I Thought That's Just Good Work!": Creating An Anti-Racist Workplace

About Kate: She is an anti-racist scholar and educator based in Massachusetts. Her personal mission is to facilitate an understanding of race and racism through honest and frank conversations. As a racial justice scholar and educator, she helps white people conceptualize what sustained anti-racism can look like. She is currently the National Director of College & Career Success at BUILD.org, an entrepreneurship program for underserved high school students. Previously, she was the Assistant Dean of Student Affairs at Brandeis University and the Associate Director & Manager of Programs at the Institute for Recruitment of Teachers, a nonprofit that promotes racial equity in the American educational sector. Find out more at www.kateaslater.com

Workshop Descriptions:

<p>10/18/2023 10:00 AM - 11:30 AM</p>	<p><u>Anti-Racism versus DEI versus Allyship: What It All Means (Part 1)</u></p> <p>In session 1 of "But I Thought That's Just Good Work", participants will learn about the key facets of anti-racism. They'll learn how to apply their passion to active allyship, how to differentiate between key terms that describe social justice in the workplace, and they'll explore how their own identities intersect with doing anti-racist work.</p> <p><i>Co-Facilitator: Angel Jones, Ph.D. is an educator, activist, and critical race scholar with 15+ years of experience in K-12 and higher education. Her research explores the impact of racism on the mental health of Black students with a focus on racial microaggressions, Racial Battle Fatigue, and gendered-racism. Dr. Jones is the author of "Street Scholar" (Peter Lang), an unapologetic call to action for academics to bring research out of the ivory tower and into the community. Dr. Jones is also a public scholar who uses social media as an educational tool to increase access to academic scholarship.</i></p>	<p>Limited Seats Available! REGISTER HERE</p>
<p>11/01/2023 10:00 AM - 11:30 AM</p>	<p><u>The Urgency of Anti-Racist Action (Part 2)</u></p> <p>In session 2, participants will apply the identity work that they've explored in Part 1 to their work. They'll begin to explore how an anti-racist workplace has more potential to be creative, empathetic, positive, and humanizing. Participants will also discuss how anti-racism in the workplace is a verb, not a noun (meaning it requires constant action, as opposed to being a static state).</p> <p><i>Co-Facilitator: Janaya Little, M.Ed. is a current doctoral candidate at the University of Pennsylvania's Graduate School of Education, researching culturally responsive pedagogy and social justice in K-12 schools. Previously, she received her Master's from Vanderbilt University's Peabody School of Education and conducted racial equity, diversity, and social justice trainings with the New York Department of Public Health. Prior to that, she was a curriculum creator and educator in New England.</i></p>	<p>Limited Seats Available! REGISTER HERE</p>
<p>11/15/2023 10:00 AM - 11:30 AM</p>	<p><u>Challenges to Equitable Workplaces (Part 3)</u></p> <p>In the final session, participants will explore how dominant cultural norms in the workplace can create environments that are hostile and challenging towards those with marginalized identities. Participants will also explore how to disrupt those norms and create more equitable, inclusive, environments to the benefit of all.</p> <p><i>Co-facilitator: Caroline J. Sumlin is a writer, speaker, and educator with a passion for helping all people to reclaim their self-worth and their humanity. A former foster child turned adoptee, Caroline brings awareness, healing, and liberation to the topics of toxic white supremacy culture, systemic injustice, mental health, faith reconstruction, and bold, purposeful living to her growing audience. Caroline is the author of "We'll All Be Free: How A Culture of White Supremacy Devalues Us And How We Can Reclaim Our True Worth" (Baker Books).</i></p>	<p>Limited Seats Available! REGISTER HERE</p>


Network4Health presents our free Fall 2023 DEI Series with James McKim

<p>10/24/23</p>	<p>9 – 10:30am: DEI 103 - Culture/Ethnicity, Women, Age in the Workplace</p> <p>Resmaa Menachem says that culture is the way our bodies re-enact history through the foods we eat, the stories we tell, and the images that move us. But how does that impact how we show up in the workplace? There are a record <u>5 generations</u> in the workforce. Yet our society and employers seem to value only the younger ones. Research has shown that youth focus to be short-</p>	<p>REGISTER NOW</p>
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	<p>sighted when it comes to achieving superior organizational performance. Research by McKinsey and others has shown that organizations that truly engage women at all levels outperform those organizations that do not. And despite claims to the contrary, research also shows that truly and equitably engaging women equitably is not happening in the US.</p> <p><u>Learning Outcomes:</u> By the end this workshop you will be able to:</p> <ul style="list-style-type: none"> • Identify the 4 components of gender • Recognize the challenges different genders face in the workplace • Interact positively with people of different genders • Identify the 5 generations in the workforce • Recognize the values of people of different ages face in the workplace interact positively with people of different ages 	
11/6/23	<p>9 – 10:30am: DEI 201 - How to Have Difficult Conversations</p> <p>Someone says something to you that is disrespectful of your heritage. You witness behavior that has sexist overtones. You observe a conversation where someone demeans a person because of their racial identity. Besides your legal and organizational policy obligations, you need to have a difficult conversation with the person who caused the affront. But how do you have that conversation in a kind and effective way that has a positive outcome? Combining recent research by cognitive neuroscientists such as Dr. Lara Boyd and Dr. Michael Gazzaniga; conversation experts such as Douglas Stone and Bruce Patton; and discriminatory behavior experts such as Resmaa Menachem, and Iris Bohnet this session will use videos and activities to give you insights into when and how to have these difficult conversations as well as tips on what to do when you see a discriminatory situation occurring.</p> <p><u>Learning Objectives:</u> By the end of this session you will be able to:</p> <ul style="list-style-type: none"> • Recognize when offensive situations arise • Feel the role trauma plays in contentious situations • Determine when to have difficult conversations • Identify the 3 conversations in every difficult conversation leverage the steps for having a difficult conversation 	REGISTER NOW
12/5/23	<p>9 – 10:30am: DEI 202 - From De-Biasing to Allyship</p> <p>60% of women ages 18 to 29 report that they or a female family member have been sexually harassed. 51% of black Americans say they have personally experienced people using racial slurs against them. 35% of Asian Americans report personally experiencing people making insensitive or offensive comments or negative assumptions about their race or ethnicity. Why is this happening? 100% of people are biased but most do not know it? Research has shown that it is this unconscious implicit bias that causes discrimination and the “isms” that exist in society. This highly interactive workshop will help you understand how to at minimum de-bias yourself so you have better interactions creating a more welcoming environment and even better become an ally so you can spark innovation leveraging beneficial perspectives that improve organizational performance.</p> <p><u>Learning Objectives:</u> By the end of this session you will be able to:</p> <ul style="list-style-type: none"> • Understand implicit bias • List techniques to de-bias yourself • Identify the different types of allyship • Describe practical strategies for being an effective ally. 	REGISTER NOW

Other Upcoming DEI Trainings:

Multiple dates	<p>Southern NH AHEC presents: Building the Equity Toolbox – A Culturally Effective Organizations Online Training Series:</p> <p>Operationalizing Equity: The Culturally Effective Organizations Framework Tuesday, October 17 · 1 - 2:30pm EDT; MORE INFO</p> <p>Equity and Ethics in Storywork Tuesday, November 14 · 1 - 2:30pm EST; MORE INFO</p> <p>Equitable Evaluation: Seeking Answers. Building Equity Tuesday, December 5 · 1 - 2:30pm EST; MORE INFO</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>
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12/1/23	 <p>NASW National Association of Social Workers NEW HAMPSHIRE CHAPTER</p> <p>JEDI justice, equity, diversity & inclusion</p> <p>CONFERENCE</p>	<p>NASW NH 2023 JEDI Conference - A one-day conference with a JEDI focus (justice, equity, diversity & inclusion); Location - Grappone Conference Center 70 Constitution Ave Concord, NH 03301; <u>A Force for Change</u>: Creating a brave space for social service providers to reflect upon our work, uplift our clients and communities, and further develop our cultural competence with humility. <u>MORE INFO</u></p>	<p><u>REGISTER NOW</u></p>
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DEI Consulting with James McKim

James is available to assist with your agency developing not only **cultural competence**, but also **improving organizational performance**. Network4Health has retained the services of James McKim to provide DEI consulting to network members AT NO COST. Learn how N4H organizations have already taken advantage of this and have **transformed** how they approach DEI. Interested? Email GEOFFREY.VERCAUTEREN@CMC-NH.ORG to start the discussion.

PROFESSIONAL DEVELOPMENT



The next meeting of the **Southern NH Healthcare Workforce Collaborative** will be **NOVEMBER 8, 2023** from 11:00AM – 12:00PM via Zoom.
New members always welcome.
[Click here to ask for the Zoom credentials to join!](#)

Statewide Healthcare Sector Partnerships Initiative Meeting



On behalf of the Healthcare Sector Partnerships Initiative (SPI) and Southern NH Area Health Education Center (SNHAHEC), we hope you will join us for a Statewide Healthcare Sector Partnerships Initiative Meeting on **Wednesday, October 11, 2023, from 11am-12pm via zoom**. We have several great speakers joining us!

HB 594 - Universal Licensure and its impact

Lindsey B. Courtney, JD; Executive Director
NH Office of Professional Licensure and Certification

Minimum Staffing Standards for Long-Term Care (LTC) Facilities Proposed Rule

Brendan Williams, M.A., J.D.; President/ CEO
New Hampshire Health Care Association

Income Disregard Program for Those Receiving Cash Assistance from the State: "Fixing the Benefits Cliff"

Brian Reeves; Program Specialist IV
Bureau of Employment Supports (BES); DHHS/ Division of Economic Stability

SNAP Employment & Training Program

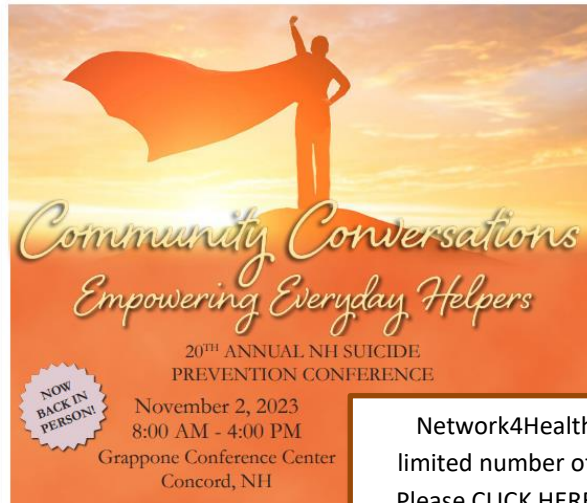
Briana Williamson; Program Specialist II
Bureau of Employment Supports (BES); DHHS/Division of Economic Stability

No registration needed! [Just join the Zoom meeting HERE!](#)

Meeting ID: 813 1431 7383; Passcode: 210944



Fall Conference 2023
New Horizons in Rural Health Equity
Killington Grand Resort Hotel
Killington, VT
NOV 8 - 9 2023
[CLICK HERE FOR MORE INFO](#)



Network4Health will be reimbursing for a limited number of seats for this year's event. Please [CLICK HERE](#) to claim a slot. Make sure to read N4H's reimbursement policy carefully.

[CLICK HERE to reserve a seat with N4H!](#)



Registration is now open!

2023 NH Behavioral Health Summit, December 4th & 5th
DoubleTree by Hilton Manchester Downtown; 700 Elm Street Manchester, NH

Network4Health will be reimbursing for a limited number of seats for this year's event. Please [CLICK HERE](#) to claim a slot. Make sure to read N4H's reimbursement policy carefully.

[CLICK HERE to reserve a seat with N4H!](#)



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

Credentialing Support Partnership

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!



**PRIMARY CARE
DEVELOPMENT
CORPORATION**

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

Look out for new PCDC trainings coming this fall!

Join The Direct Care Workforce Council

Your Voice Matters!

As a direct care worker, you provide critical care and support to individuals. Your experience, knowledge, and vision are important in shaping the field of direct care work, so we invite you to join us in a conversation to help advance the profession.

Event Details

Day: Saturday, October 14th

Time: 9:00 am - 12:00 pm

Location: (*In-person only*)

GoodLife Programs & Activities
254 N State St, Concord, NH
03301

Light breakfast provided

Register [here](#) or by using the QR code below.



Who Should Attend?

All direct care workers such as:

- Licensed nursing aides
- Home health aides
- Job coaches

If you are not a direct care worker but would like to learn more about the NH Alliance for Healthy Aging's support of direct care workers, contact Laura Davie at Laura.Davie@unh.edu

“—
“We are prepared to help uplift and give voice to the profession.”
—
-Direct Care Worker

Event Agenda

- What is the direct care workforce council
- 2023 legislative successes that affect your profession
- Learning spotlight: how to use your voice for change
- Taking care of ourselves and each other

[NHAHA](#) is a statewide coalition focused on the health and wellbeing of older adults. As one of NHAHA's five strategic priority areas, the Direct Care Workforce Strategic Priority Workgroup seeks to raise awareness and improve quality of direct care workforce positions in NH. Find out more about NHAHA's Direct Care Workforce work [here](#).



WWW.NHAHA.INFO



Funding for NHAHA is provided by the [Endowment for Health](#) and [Point32Health](#) (formerly Tufts Health Plan Foundation)

BEHAVIORAL HEALTH EDUCATION SCHOLARSHIPS

Important announcement regarding the Network4Health Behavioral Health Education Scholarships:

In order to preserve our operations until December 31, 2024, the decision has been made to end our scholarship programs at UNH Durham, UNH Manchester and UNH College of Professional Studies (formerly Granite State College) effective 12/31/23. Manchester Community College's scholarship has been endowed for at least 8 more years, so it won't be effected by this change.

Since 2018, Network4Health has supported scholarships to promote behavioral health and human services related degree programs at these colleges, and although it is difficult to end it, we should celebrate how tremendously successful it has been with over **\$645,000 being distributed across 427 awards** (an average of \$1500 per award). We've seen 40 graduates complete and move into roles across the region and state. Please look out for final numbers from this effort to be available at the end of this year. If you have any questions, please email n4h.workforcedevelopment@cmc-nh.org.

All Network4Health scholarships are for **up to \$5000** (part-time students are pro-rated at \$2500)

To qualify: New or existing students enrolled FT or PT in any of these programs either on-line or in-person. Students need to live or work in one of the 18 towns served by Network4Health (see list [here](#)), and complete an application. See individual schools for further application requirements.

TO APPLY: Contact the financial aid office or dean’s office at the school for more information.

 <p>For more info on programs, CLICK HERE</p> <p><u>Scholarship Info:</u> Interested students can visit this site for more information:</p>	<p><u>Eligible Degree and Certificate Programs:</u></p> <p>Graduate Certificates:</p> <ul style="list-style-type: none"> • Adolescent Development • Child Welfare • Intellectual and Developmental Disabilities • Psychiatric Mental Health (NP) • Substance Use Disorders <p>Master Level Programs:</p> <ul style="list-style-type: none"> • Social Work (Advanced Standing) M.S.W. • Social Work M.S.W. • Social Work and Juris Doctor Dual Degree M.S.W./J.D. • Social Work and Kinesiology Dual Degree M.S./M.S.W. – (Adventure Therapy) • Social Work-Occupational Therapy students enrolled in the Primary Care HRSA Project • Human Development and Family Studies: Marriage and Family Therapy M.S. • Therapeutic Recreation M.S. <p>Undergraduate (provided remaining funds available):</p> <ul style="list-style-type: none"> • Social Work • Therapeutic Recreation
 <p>For more info on programs, CLICK HERE</p>	<p>The Network4Health Behavioral Health scholarship program aims to increase participation and matriculation in behavioral health-oriented degree programs at UNH Manchester with the goal of increasing the workforce in behavioral health jobs and increase awareness of careers in human services and behavioral health fields.</p> <p><u>Eligible Degree Programs:</u> Students enrolled in <u>UNH Manchester's psychology and neuropsychology programs</u> during summer 2022, fall 2022 and spring 2023 who also live or work in one of the 18 N4H cities/towns.</p> <p><u>Scholarship Info:</u> Interested students can visit this site for more information:</p>
 <p>(Formerly Granite State College)</p> <p>For more info on programs, CLICK HERE</p>	<p><u>Eligible Degree Programs:</u></p> <ul style="list-style-type: none"> • Master of Science in Human Services Administration • Bachelor of Science in Human Services • Bachelor of Science in Psychology • Bachelor of Science in Applied Studies – Human Services and Early Childhood Development • Associate of Science in Behavioral Sciences
	<p><u>Eligible Degree and Certificate Programs:</u></p> <ul style="list-style-type: none"> • Associate’s Degree in Behavioral Science • Associate’s Degree in Human Services



For more info on programs, [CLICK HERE](#)

- Direct Support Services Certificate
- Substance Misuse Prevention Certificate
- Recovery Support Worker Certificate
- Mental Health Support Certificate

*If you've been waiting for a sign to return to school – this is it!
Now is the time to complete your degree. **Scholarships renewed for 2023***.*

**based on available funding*

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

NHADACA ~ NHTIAD			
10/11/23	8:30 AM - 4:00 PM: HIV Update for Substance Use Professionals ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/13/23	8:30 AM - 4:00 PM: Assessment Literacy and Treatment Planning in Evaluating Suicide Risk ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/13/23	8:30 AM - 4:00 PM: Neurobiology of Addiction ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/17/23	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/19/23	8:30 AM - 4:00 PM: Psybersick: Internet Pathology and Social Media Addiction ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/20/23	8:30 AM - 4:00 PM: New Substances of Abuse ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/23-10/26/23	8:30 AM 4:30 PM: SPF: Application for Prevention Success Training (formerly titled SAPST) ; 4 sessions: 10/23, 24, 25, 26/2023; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat

10/26/23	8:30 AM - 4:00 PM: Initial Training on Addiction and Recovery ; Location NH Audubon, 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/27/23	8:30 AM - 11:45 AM: Families & Addiction ; Location: NH Audubon, 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/17/23	9:00 AM - 12:15 PM: Beyond Counting Sheep: An Introduction to Insomnia Treatment for Individuals Recovering from Substance Use Disorders ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/16/24	8:30 AM - 3:00 PM: Grief After Death by Overdose and Suicide: Working with Survivors ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/31/23	8:30 AM - 3:00 PM: Trans-Theoretical Model: Stages of Change ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/1-11/2/23	11:30 AM - 4:00PM: Motivational Interviewing Fundamentals for Criminal Justice and Drug Court Professionals ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/2/23	9:00 AM - 11:00 AM: LADC/MLADC Admin Rules Overview ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/6/23	8:30 AM - 1:00 PM: Supervision: The Ethical Mandate of Self-Care in Action ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/6-11/14/23	12:00 PM 3:00 PM: Motivational Interviewing Basics ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/7/23	8:30 AM - 4:00 PM: Connect Suicide Prevention Training for Mental Health Providers ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/8/23	8:30 AM - 4:00 PM: A Peers Introduction to Mental Health ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/1/23	8:30 AM - 4:00 PM: From Theory to Impact: Unlocking the Power of Scientifically Validated Practices ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat



PESI Workshops

A Note About PESI Trainings:

PESI is now offering many different trainings online via webinar (find them here: [PESI.com](https://www.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.

Here are just a few coming in October:	<ul style="list-style-type: none"> • Sleep and Mental Health: Non-Medication Interventions to Restore Sleep Quality and Improve Clinical Outcomes • Food and Mood: A Therapist's Guide to The Role of Nutrition in Mental Health • 2-Day Anxiety Certification Course: Integrate CBT and Exposure & Response Prevention for Treatment of GAD, Panic Disorder, OCD, Social Anxiety, & Phobias • Ethics and Risk Management in Behavioral Health: What Every Clinician Needs to Know About Mental Health and the Law • Immigration Evaluations for Mental Health Professionals: Conduct Psychological Trauma Assessments and Write Reports that Help Refugees Avoid Deportation 	Go to: PESI To find more!
Multiple dates; open until 12/31/23	Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More: After decades of clinical innovation and recent scientific research, the empirically validated Internal Family Systems (IFS) model has been shown to be effective at improving clients' general functioning and well-being. This effective model provides clinicians with procedures for helping clients with the most challenging mental health profiles to heal the wounded, burdened, and traumatized parts of their systems. The IFS model provides a compassionate, respectful, non-pathologizing approach to understanding the organization and functioning of the human psyche.	REGISTER NOW
10/30/23	9am – 5pm: PESI: Mastering Differential Diagnosis w/DSM-5-TR: A Symptom-Based Approach	REGISTER NOW
Open until 11/4/23	Self-study: PESI: Food and Mood: A Guide to The Role of Nutrition in Mental Health	REGISTER NOW

Trainings & Conferences – Seats Sponsored by Network4Health

10/13-12/1/23	1:00pm – 4:00pm: Becca Odom Wellness: Ethics of Trauma-Informed Care trainings; online Level 1: Oct. 13 th ; Level 2: Nov. 10 th ; Level 3: Dec. 1 st	REGISTER NOW
10/16/23	 <p>8:00am – 4:00pm: NHFPI’s 2023 Budget and Policy Conference: Tackling Workforce Challenges and Strengthening Economic Security; Grappone Conference Center, Concord Join us for NHFPI’s 8th Annual Budget and Policy Conference, where we will bring stakeholders together and feature leading policy experts from various areas to address cross-cutting issues and elevate impactful policy solutions. We will examine workforce challenges in our state and highlight key ways we can address these challenges and strengthen the economic security of all Granite Staters.</p>	REGISTER NOW
10/19/23	12:30 – 4:00pm: The 54th Meeting of the NH/VT Ethics Committees: Ethical Management of Violence in Healthcare - Dartmouth Hitchcock Medical Center, Auditoria E & F, Lebanon, NH	REGISTER NOW
11/8 & 11/9/23	9 – 4:30pm: PSI: Perinatal Mood Disorders: Components of Care; live online	REGISTER NOW
10/6/23	8:30am – 4:30pm: Northeast Integrative Medicine Conference - Southern New Hampshire University Hospitality Center- Salons A/B; 2500 North River Road; Hooksett, New Hampshire. The 2023 Northeast Integrative Medicine Conference brings together nurses, physicians, researchers, experts and authors for an exciting day of exploration into leading-edge integrative health topics. COST: \$225 - \$275 per person, including meals. Discover Modern Research; Engage with Medical Experts; Describe strategies for including mindfulness in integrative practice; Discuss strategies for reducing compassion fatigue and burnout; Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse people and belief systems. LEARN MORE	
10/19 – 12/14/23	Implementation Science Team Training - Fall 2023 - ONLINE ONLY October 19, 2023 8:30 - 11:30am; November 2, 2023 8:30 - 11:30am; November 16, 2023 8:30 - 11:30am; November 30, 2023 8:30 - 11:30am; December 14, 2023 8:30 - 11:30am If It’s Worth Doing, It’s Worth Doing Well! A five-session online training that will give teams the tools they need to apply a systematic approach to launching a new (or examining an existing) project or practice. For meaningful, lasting change to happen, certain structures and systems need to be in place from the outset and supported over time. Failed change efforts can be costly, not to mention demotivating for staff. Understanding the key elements of implementation science and how to activate proven implementation strategies helps teams to protect the time, money, and energy they invest in their work. This training will give teams the tools they need to apply a systematic approach to launching a new (or examining an existing) project or practice. MORE INFO	<i>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</i>
	 <p>Workforce Resilience: New Webinar Series: Building a Resilient Workforce</p> <p>Social Current is dedicated to the growth and overall success of the social sector, and as workforce challenges continue to hinder human service organizations, we remain committed to offering solutions that will support staff and build resilience. In our upcoming learning series experts will delve into core strategies and tactics for supporting staff, such as increasing accountability, managing conflict, nurturing relationships, embracing equity, and achieving excellence.</p> <p>Participants are sure to gain knowledge and tools to set them, and their organizations, up for success. From utilizing brain science in the workplace to fostering psychological safety to creating culture and community, this learning series will provide concrete action steps to support staff who are emotionally and physically exhausted. CLICK HERE FOR MORE INFO!</p> <p>Foster Candidness through Psychological Safety: Oct. 5 from 2-3 p.m. ET Create Culture around Shared Values: Nov. 9 from 2-3 p.m. ET Integrate Connection and Community: Dec. 12 from 2-3 p.m. ET</p>	

Open until 12/31/23	Self-paced: MUSC: Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT): This is a self-paced, online training course for mental health professionals learning Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT). It was developed in close collaboration with the TF-CBT developers and incorporates all the most recent developments in the model. The course is comprised of 11 learning modules that cover the foundations of TF-CBT and each of the treatment components. Each module has a concise explanation of the treatment component, video demonstrations of treatment procedures and techniques, and clinical materials and resources. Please see the Continuing Education statement for additional details, but completion of the full course may count for 11 contact hours of continuing education for certain professionals depending on location and professional affiliation.	REGISTER NOW
Open until 12/31/23	Self – paced: Mindful in Healthcare - The Wellbeing & Performance Course for Healthcare Professionals Through 7 comprehensive modules you will optimize your well-being and supercharge your concentration whilst increasing your productivity and performance. The course is packed with tools to help you manage symptoms of stress and optimize your mental health. Your patients will benefit too from improved patient communication through active listening and empathy; enhanced clinical decision-making by improving your focus and attention; and increased job satisfaction by finding meaning and purpose in your work. You'll also come away equipped with strategies to improve team dynamics and relationships. This self-paced, evidenced-based course created for clinicians by clinicians is packed with videos, guided meditations, reflective exercises, downloadable infographic handouts and experiences from the 'humans of healthcare', to help you to thrive in clinical practice.	REGISTER NOW
 New Hampshire Psychological Association CLICK HERE for more upcoming events		
10/13/23	8:30 AM - 4:30 PM: Exposure and Response Prevention for OCD: Theory and Practice; Location - Rivier University (Nashua, NH) - Dion 2nd Floor Reception Room	REGISTER NOW
 William James College Professional Development Click here to view more courses		
10/6 – 11/3/23	Self-Study: Understanding Life Backward but Living It Forward: Analyzing to Understand but Envisioning Possibilities to Incentivize Action - CE Credits: 18 <u>Learning Objectives:</u> Explain why Model 5 is a constructivist model of the mind; Elaborate upon the role played by violations of expectation in the updating of old narratives; Clarify the importance of envisioning possibilities and taking ownership of the need therefore to change. <u>Course Schedule:</u> This course is a self-study with an estimated five hours of work each week. The suggested schedule is as follows: Week 1 Module: Friday, October 6 - Thursday, October 12, 2023 Week 2 Module: Friday, October 13 - Thursday, October 19, 2023 Week 3 Module: Friday, October 20 - Thursday, October 26, 2023 Week 4 Module: Friday, October 27 - Friday, November 3, 2023	CEU's Available! Please email us if you are interested in receiving reimbursement for the cost of any of these trainings.
10/7 – 12/15/23	October 7, 2022 – December 15, 2023: Overcoming Parent-Child Contact Problems: Family Interventions 2023 – online: Mental health professionals face significant challenges trying to assist families when a child is resisting contact with a parent after separation/divorce. This 30-hour multi-module training provides an exciting opportunity for those working in the field and encountering these complex situations. MORE INFO	
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
10/20/23	12:00 PM - 1:00 PM: Climate Change and our Health: Its Impact on Healthcare; via Zoom	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
10/23/23	9:30 AM - 12:30 PM: Neuropsychological Assessment and the Aging Brain in Geriatric Population; Location - Zoom	
10/16 & 10/23/23	8:00 am - 4:15 pm: NASW NH: Motivational Interviewing Foundations Training	REGISTER NOW
10/11/23	8:30 – 12:00pm: NASW VT presents: Moving Beyond Self Care: Addressing Trauma at the Organizational Level - Live Webinar	REGISTER NOW

11/13/23	8:45am - 4pm: Ethical Challenges in the Digital Age—Protecting Clients (and Ourselves) by NASW VT - live webinar	REGISTER NOW
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 University of New Hampshire	UNH Professional Development and Training <i>Sponsored by Network4Health</i>
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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 some great topics that are coming up both live and online:

- *How to Manage without Micromanaging* | October 11 | Manchester
- *Analyzing Workstyles: Using MBTI to improve work performance* | October 12 | Manchester
- *Project Management for Non-Project Managers* | October 13 | Live Online
- *New Hire Orientation and Onboarding Excellence* | October 20 | Online
- *Constructive Conversations: How to Foster Candid Discussions That Get Results* | October 24 | Manchester
- *Implicit Bias: awareness and response to mitigate impact* | October 24 | Online
- *Nonprofit Planning and Evaluation* | November 1 & 2 | Live Online
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders* | November 2 | Online
- *Bringing Value in a Hybrid/Remote Workplace to Thrive at Work* | November 2 & 3 | Online
- *How to Make Your Feedback Conversations Get Results and Grow Your Relationships* | November 7 | Manchester
- *Enhancing Performance and Accountability* | November 8 | Manchester
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment* | November 7 | Manchester
- *Project Management for HR Professionals* | November 8 | Manchester
- *Developing a Culture for Success* | November 14 | Manchester
- *Nonprofit Board Development & Governance* | November 14 | Live Online
- *Creating a Values Based and Purpose Driven Culture* | November 14 | Online
- *Applying Positive Psychology to Build a High Performing Workplace* | November 15 | Manchester
- *New Title! Let's Talk for a Change* | November 16 | Online
- *7 Habits of Highly Effective People* | December 7 & 8 | Online
- *Balancing Workplace Priorities and Demands* | December 6 | Live Online
- *Facilitation Skills* | December 5 | Live Online
- *Influencing Behavior in the Workplace* | December 4 | Manchester
- *The Mindful Woman Leader* | December 13 | Online

Counseling & Social Work Courses:

- *Anxiety and Depression in Adolescent Girls* | October 16 | Manchester
- *Motivation, ADHD, and Learning* | November 17 | Live Online
- *ADHD: Neuroscience and Psychopharmacology* | December 8 | 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!


10/5/23	09:00am - 03:30pm: The Importance of Assessing Training Needs ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/12/23	09:00am - 03:30pm: Set your Mind to Success ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/16/23	09:00am - 03:30pm: Anxiety and Depression in Adolescent Girls ; Location(s):Live online	REGISTER NOW


10/19/23	09:00am - 03:30pm: Facilitation Skills ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/19/23	09:00am - 03:30pm: Building a Resilience Toolkit for Therapists, Counselors, Coaches, and Educators - Live Online	REGISTER NOW
10/25/23	09:00am - 03:30pm: Strategic Planning ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/31/23	09:00am - 03:30pm: Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor ; Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
11/3/23	09:00am - 03:30pm: UNH: Supervisors Boot Camp - Fall 2023 ; Location - University of New Hampshire; 105 Main Street Durham, NH 03824	REGISTER NOW
11/14/23	09:00am - 03:30pm: How to Evaluate Training Effectiveness ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
11/15/23	09:00am - 03:30pm: UNH: Stress Management: Handling Interruptions and Unexpected Expectations: Handling Interruptions and Unexpected Expectations ; 1750 Elm Street Manchester, NH 03104	REGISTER NOW
12/4/23	09:00am - 03:30pm: Transcending Differences: Whether Generational, Personality Style, Cultural or Otherwise ; Location(s):Live Online (USA Eastern Time)	REGISTER NOW
12/12/23	09:00am - 03:30pm: Training Design & Delivery: Assessment through Evaluation ; Location(s):GSC Manchester	REGISTER NOW
1/8/24	09:00am - 04:00pm: Winter 2024 Leadership & Management Conference: Cultivating an Engaged Workplace ; Wentworth-by-the-Sea, Portsmouth	REGISTER NOW
Free Trainings – No cost to participate!		
10/11/23	5:30 PM to 7:00 PM: Self-Care in Social Work: A River That Never Runs Dry ; LOCATION: Online Join BU School of Social Work's (BUSSW) for a free interactive workshop exploring the new self-care expectations and how the profession is responding to institutional barriers. The workshop will explore various principles of self-care and provide examples for individual and collective practices.	REGISTER NOW
10/12/23	Employing U.S. Vets Conference Virtual Event ; Hosted by VETS Indexes, this conference is designed to offer attendees actionable tools and information to establish and build upon veteran initiatives. It also provides a great opportunity to network with peers from leading companies, non-profits, government agencies, and others seeking to employ veterans.	REGISTER NOW
11/15/23	9:30 – 12:30pm: A Shifting Landscape for End-of-Life Ethics - 2023 Free In-Person CE Credit Program ; Phaneuf Funeral Homes & Crematorium, 243 Hanover Street, Manchester, NH	REGISTER NOW
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
<div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org University of New Hampshire Institute on Disability NH Disability & Health Program</p> </div> <div style="flex: 1; padding-left: 10px;"> <p>FREE training 1 credit <small>available online & on-demand</small></p> <p>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.</p> <p>Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: CLICK HERE to view.</p> <p>Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.</p> </div> </div>		
 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	REGISTER NOW

until 12/31/23	Class 3: Communication Class 4: Creativity	
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: <i>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.</i> <ul style="list-style-type: none"> • NEW!!! 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! <p>To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>
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	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
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	Free Trainings from the National Council for Mental Wellbeing:
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Peer Support Specialist Skill Development Series The series will delve into hot topics in the field of peer recovery support services including crisis response, cultural competency, harm reduction and multiple other person-centered approaches to mental health and substance use recovery. Participants will walk away with enhanced skills in peer-to-peer services and will be better equipped to support the recovery of individuals with mental health and substance use challenges within their community. Session Six – Building Advocacy Skills – Register here Oct 24 2:00 pm – 5:00 pm

	FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians
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MA OBAT ECHO®: Introduction to Harm Reduction: 10/10/2023; 7:30 am – 9:15 am SUD Care Continuum ECHO®: Gender affirming care - how to consider approaches in SUD care: 10/18/2023; 12:00 pm – 1:15 pm	CLICK HERE to see all offerings
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	FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to "Read latest Blitzmail newsletter"
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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 Overramped 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>Training and events – happening locally and online!</p>	Click for a complete list of trainings
Various – see site for details	 <p>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!</p>	Click for a complete list of trainings
Various – see site for details	 <p>Providers Clinical Support System</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>Comprehensive list of trainings and webinars – many archived. CEU's available.</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>New England (HHS Region 1) ATTC Addiction Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration</p>	Click for a Complete List of Trainings

Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	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
Free Webinars From NAADC – CEU's Available!		
MORE INFO HERE		
10/25/23	Rewiring Your Life; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
10/26/23	Peer Recovery Support Series, Part 9: Supporting Recovery - Who's Who at the Zoo? 3:00-4:00pm - Earn 1 CE	REGISTER NOW
11/1/23	Skills for Problem Gambling Integration; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
11/15/23	Sustainable Integrated Care Through Community Partnerships; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
11/30/23	Peer Recovery Support Series, Part 10: The ABCs of Problem Solving for Peer Specialists; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
12/6/23	The Art of Pushing and Pulling Through the Stages of Change - 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
12/13/23	The Science of Shame and Why It Matters: Awareness for Supervisors and Practitioners; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
12/21/23	Peer Recovery Support Series, Part 6: Professional Development for Peers - Progress, Not Peerfection; 3:00-4:30 PM - Earn 1.5 CEs	REGISTER NOW
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.	
10/5/23	1:00 PM - 4:00 PM: Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Lisa Wharton MA, LPC, PLCC	CEUs Available! REGISTER NOW
10/6/23	10:00 AM - 11:00 AM: An Introduction to The ASAM Criteria with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
10/16/23	11:00 AM - 12:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
10/16/23	1:00 PM - 3:00 PM: Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton, MA, LPC, LPCC	CEUs Available! REGISTER NOW
10/17/23	9:30 AM - 11:00 AM: SMART Goals with Lisa Wharton, MA LPC PLCC	CEUs Available! REGISTER NOW
10/18/23	11:00 AM - 1:30 PM: Substance Use Initiative for NH Providers with Opioid Focus: Education, Prevention, Intervention, Treatment and Recovery	CEUs Available! REGISTER NOW

10/19/23	11:00 AM - 12:30 PM: Substance Related and Addictive Disorders - Module 4- Cannabis-Related Disorders by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
10/24/23	1:00 PM - 3:00 PM: Co-Occurring Substance Use and Mental Health Disorders with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
10/26/23	11:00 AM - 1:00 PM: Behavioral Health Screening Tools for Providers by Adriana Peralta, MSW, LCSW, LPN	CEUs Available! REGISTER NOW
10/31/23	10:00 AM - 11:00 AM: The Adverse Childhood Experience (ACE) Study with Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

INVESTING IN WORKFORCE IS VITAL FOR BUSINESS GROWTH

From: *“Investing in workforce is vital for business growth.”* By Robert Cook for NH Business Review, August 25, 2023. [CLICK HERE](#) to see full article.

Workforce development fosters employee engagement, retention, loyalty, aids in succession planning, and reduces turnover costs.

New Hampshire businesses that want to improve their overall performance and bottom line know their employees are their most valuable resource. At a time when companies continue to look for new efficiencies to streamline their operations, workforce development is a key component.

It is the one of the best ways to ensure that employees have the skills and expertise needed to meet new challenges. One of the state’s leading experts shares more on this topic.

Our expert: Dr. Mark Rubinstein, Chancellor, Community College System of New Hampshire.



Q: Why is it important for businesses to invest in workforce development?

A: Investing in workforce development is crucial for every New Hampshire business, regardless of size, in today’s economic environment. With unemployment at an all-time low, employers need to veer from traditional hiring and management practices, think outside the box and identify creative ways to hire, train and retain employees.

Workforce development fosters employee engagement, retention, loyalty, and aids businesses in succession planning, reducing turnover costs. It ensures employees stay skilled and competitive, enabling businesses to thrive in a rapidly changing market, as well as adapt to evolving industry needs, embrace new technologies and remain competitive. Moreover, a skilled workforce attracts investment, stimulates economic growth, and contributes to the overall success and prosperity of New Hampshire’s business landscape.

Q: What are some of the ways businesses can improve their workforce training programs?

A: CCSNH provides training and consulting options to businesses that either do not have a training department or may need to look outside the company for training expertise. Our workforce training professionals can conduct assessments to identify training needs and work with you to create programs that fit.

We can deliver open, rolling, quick-hit training options for businesses in a pinch, and can create customized training solutions tailored to specific needs and timetables. CCSNH also facilitates Registered Apprenticeships, connecting businesses with new employees and providing relevant education alongside on-the-job experiences at the work site.

Q: Does CCSNH offer specific programs geared toward helping employers develop their workforce to gain new skills and expertise?

A: Yes, CCSNH offers industry-specific training in healthcare, manufacturing, technology and more. Programs are also geared toward the individual employee. An example would be our highly successful microelectronics boot camp at Nashua Community College, a short-term program developed in alignment with area employers that positions individuals with skills in a high-demand field.

CCSNH also offers an array of healthcare apprenticeship programs, partnering with entities like Southern New Hampshire Services, the NH Department of Health and Human Services, and healthcare providers on a structured approach to onboarding new employees, providing them with progressive skill development, education and training.

For small businesses, we also partner with the Goldman Sachs 10,000 Small Businesses program, designed to help CEOs and senior managers learn how to lead their companies to growth, at no cost to the business participants.

Q: What are some of the toughest challenges businesses face when implementing workforce development plans?

A: While every business is different, some common challenges include identifying relevant training needs, finding time for training amid daily operations, fostering employee engagement and participation, allocating sufficient resources and measuring training effectiveness.

CCSNH offers strategies to overcome these challenges, such as providing flexible training options, needs assessments, communication and motivation techniques, and evaluation mechanisms.

For smaller employers, we can put together cohorts of people across multiple employers and provide training in areas of shared need, reducing the burden on any one employer.

Q: What type of resource can companies look to for support?

A: With expertise and experience in providing high-quality education and training, New Hampshire's community colleges are excellent resources for New Hampshire companies that understand the importance of workforce development.

We are also well positioned to bring together networks of employers, state agencies with funding resources, and service organizations to build an ecosystem that supports ongoing, local, targeted and effective workforce development in New Hampshire.

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

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

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