

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

November 1, 2023



UNH PARTNERSHIP WITH WAYPOINT BRINGING AID TO GRANITE STATERS

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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

From: "UNH Partnership with Waypoint Bringing Aid to Granite Staters in Need Social services agency assists age groups from prenatal to senior throughout New Hampshire" By Keith Testa, Communications and Public Affairs for UNHToday.edu, 08-07-2023; [Click here for story.](#)

Things can be a little chaotic even on a normal day in Michele Caswell's house. Having seven kids – a blend of foster and adopted children, many of whom have special needs – is certainly never boring.

So, when something unexpected and challenging happens – like suddenly having one of those children in the pediatric intensive care unit for several weeks – it doesn't take long for chaotic to turn to overwhelming.

When that very scenario unfolded recently, Caswell and her wife, Sharon, turned as they often do for support to Waypoint NH, a social services and advocacy organization based in Manchester that helps Granite Staters in need in all corners of the state. Waypoint offers services that span a wide range of ages, from prenatal and early childhood all the way to senior populations.

Waypoint case managers delivered gas cards to Michele and Sharon throughout the unexpected stretch, easing the burden of suddenly regular trips to visit their child in the ICU, about an hour-and-a-half from their Raymond home. That help came in addition to the routine check-ins and consistent offers of additional assistance anyone in the household might require.

"Any support we need, they are there with it," Caswell, who along with Sharon has fostered newborns who have been born addicted, children facing severe neglect and those requiring feeding tubes or facing challenging genetic diagnoses, says. "They aren't just about early intervention services; they are about taking care of our whole family. We're so lucky to be connected with them."

Among the many strong connections Waypoint has in the Granite State is one with UNH, which has helped prepare workers to fill critical roles like the case managers assisting Caswell's family. UNH has long been a preferred source of interns at Waypoint – the organization hosted 19 interns from UNH between 2019 and May of 2023, accounting for



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 ANNOUNCENMENT!! ≦

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!

almost a third of its total internships in that time – and that partnership has created a fruitful pipeline from intern to full-time staffer that continues to fuel Waypoint’s manpower.

More than 35 current Waypoint staffers have come from UNH. “UNH has always been our go-to,” says Borja Alvarez de Toledo, president and CEO of Waypoint. “It’s been an invaluable partnership. They’ve always done a great job of reaching out to providers like us and trying to keep the population that was trained at UNH in the state. We’ve always had a strong connection with UNH.”

The organization has structured its internship program specifically to encourage the transition to full-time employment, building a culture around things like coaching and professional development. That was part of the appeal to Alicia Faucher ’24, who completed an internship with Waypoint via independent study as a junior at UNH and accepted a position within the transitional living program while she’s completing her undergraduate work.

The transitional living program is part of the runaway and homeless youth continuum and is designed to transition young people from being housing-unstable or homeless to an independent living situation over a 12-to-18-month timeline. To be admitted to the program, clients must be between 18 and 21 years old.

As housing support staff, Faucher works in the evenings, primarily hosting social activities around things like board games, puzzles or painting, though she also does some crisis intervention and often assists in helping hone essential life skills – such as budgeting and meal planning – that play such a critical role in transitioning to independent living.

The culture Waypoint fosters was a significant factor in Faucher choosing to stay on following her internship. “I had two different job offers, but what really made me choose Waypoint was knowing what the company’s values are and how respectful and accepting of a place it is,” Faucher says. “It’s just a really great environment to be in.”

It’s also a large environment, with more than 300 staffers positioned throughout the state – 95 percent of whom are visiting homes and embedded in the community in which they work – in divisions that include early childhood and family support, resources for families affected by incarceration, services for young people experiencing homelessness, and home care for older adults and adults with disabilities. Alvarez de Toledo says Waypoint is “probably the only agency in New Hampshire that really starts in prenatal and offers services all the way to senior ages.”

It’s often emotionally taxing work, as Waypoint staffers help community members through truly challenging times. The family preservation division, for instance, focuses on families in crisis – children that have been hospitalized or are at risk of being placed out of the home, often through the juvenile justice system. Many of those connections are court-ordered when there is an allegation of abuse or neglect.

The COVID-19 pandemic presented additional unique challenges on several fronts. With families quarantined and isolated, it was much harder for case managers to routinely “have eyes” on the children, Alvarez de Toledo says, and children were less likely to be able to visit the pediatrician or attend school. The stress of everyone being in the home full-time without a break only exacerbated issues such as domestic violence and alcohol consumption, he adds.

Additionally, it was difficult to stay in touch with Waypoint’s homeless population, as many of the organization’s homeless clients have cell phones but few have Wi-Fi service, and most of the outposts they’d typically visit to tap into it – like the public library or a McDonald’s – weren’t open to the public.

Those kinds of challenges make having trusted staff even more important. To that end, Alvarez de Toledo is driven to continue strengthening the relationship with UNH by becoming more proactive rather than reactive, in hopes of creating even more opportunity for collaboration.

“We want to be much more intentional about our relationship. This summer we hope to talk about how many internships we’d like to fill and in what places, so we can present it to UNH ahead of time rather than scrambling to fill a need,” Alvarez de Toledo says. “We want to be seen as one of the preferred destinations for the College of Health and Human Services to place its students.”

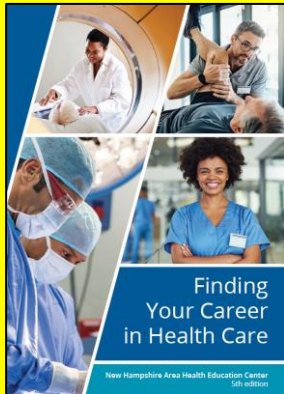
That would open the door for more students like Faucher and create opportunities for Waypoint to help more people like Caswell, who has had foster children stay for as little as two days and as long as five years. She relies on Waypoint for countless services to make the transition as easy as possible for the children, from making mental health assistance available to collaborating with local school districts to things as casual as hosting family activity nights.

“We pretty much exclusively foster children with special needs, so we depend heavily on community resources like Waypoint to support our family in all kinds of ways,” Caswell says. “We would not be able to take in these children if we didn’t have that support. Waypoint really encompasses the whole family.”

Thanks for reading!

*Geoff Vercauteren
Director of Workforce Development
Network4Health*

WORKFORCE DEVELOPMENT OPPORTUNITIES



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

LEARN!
APPRENTICESHIPNH
SUMMIT 2023
NOV. 17 @ NHTI
A National Apprenticeship Week Event

**Join us at the first ApprenticeshipNH Summit as we celebrate National Apprenticeship Week in New Hampshire!
NHTI - Concord's Community College; 31 College Drive Concord, NH**

Are you an employer looking to build your workforce? Are you interested in exploring registered apprenticeship as a career option? Look no further than the ApprenticeshipNH Summit! Join us for a comprehensive event where you'll gain all the insights and resources needed to embark on the journey of registered apprenticeship and pre-apprenticeship programs. Employers, career seekers, community organizations, and state agencies will

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

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:

learn from experts, explore career opportunities, participate in interactive workshops, and network to form partnerships. Box lunch will be provided. *Workshops and breakout sessions include:*

- Registered Apprenticeship 101
 - Pre-apprenticeship 101
 - WorkReadyNH Overview
 - Building Career Pathways with Stackable Registered Apprenticeship Programs
 - Funding your Apprenticeship Program
 - Building Equitable Registered Apprenticeship and Pre-apprenticeship Programs
- ...and more!!!

Please [click here](#) for more information and to register.

NH Business Leaders In Conversation: Ideas for Supporting Child Care Solutions

November 16, 2023
10am-1pm
Two Delta Dental,
Concord, NH

Join us for a conversation about innovative ways NH businesses are working to support families in child care

Discussion Moderated by Gene Martin, **NH Fiscal Policy Institute**

Panelists:

Robert MacLeod, CEO of Mid-State Health
Dominic Perkins, SVP and Senior Retail Banking Officer of Savings Bank of Walpole
Emily Hall Warren, Director of Administration of Badger

[Click here](#) for more info and to register.

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!

To apply at CMC
[CLICK HERE](#)

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

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](#)

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

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

Healthforce NH Announces \$1m Innovation Grant – Opening early 2024

October 18, 2023



Concord, NH – The Foundation for Healthy Communities (FHC) announced at its annual meeting its receipt of an “innovation” grant through which its HealthForce NH initiative will seek out novel solutions to the health care workforce shortage.

The grant, which provides for \$1 million dollars over five years, will create an “innovation fund” to which applicants can seek to receive funding for creative initiatives that address New Hampshire’s significant health care workforce shortage. HealthForce NH’s Senior Director, Kate Luczko, said the innovation fund aligns perfectly with HealthForce NH’s mission.

“Our mission is to promote innovative partnerships and cross-sector collaboration to grow, retain, and sustain a robust health care workforce,” said Luczko. “With support from the Endowment for Health, we will seek out partners – from health care, education, business,

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!

and a dynamic cross-sector of industries – and invest in them as they create unique new ways to help solve the workforce challenges facing the health care industry in New Hampshire.”

The grant opportunities being announced are part of an overall effort to launch bold, innovative projects to address the state’s need for a dedicated, robust health care workforce. “Now more than ever, we need innovative approaches to the pressing issue of the health care workforce shortage,” said Yvonne Goldsberry, President, Endowment for Health. “Facing significant shortages in qualified health care workers, with efforts to date having had minimal impact, we absolutely must think outside-the-box. We applaud the efforts of the Foundation for Healthy Communities and HealthForce NH and look forward to seeing what high-impact strategies will come out of this initiative.”

More information on the process to engage with HealthForce and its Innovation Fund will be announced in early 2024. Details will be shared at healthforcenh.org and on the organization’s social media channels. [CLICK HERE](#) for the whole press release.

Giving Care: NH’s Healthcare Workforce Plan

In March 2022, the Endowment for Health *Forward Fund* released “Giving Care: A Strategic Plan to Expand and Support NH’s Healthcare Workforce. Giving Care presents New Hampshire solutions to New Hampshire’s current health care workforce crisis. It is a plan that offers immediate, as well as longer-term strategies to expand and support our health care (and behavioral health) workforce. These solutions incorporate learning from previous successful workforce development efforts and provide specific actionable strategies to grow and retain the workforce, to ensure we have the data we need to prioritize investments, to improve the policy and regulatory environment, and – perhaps most importantly – to lead and coordinate implementation.



This actionable plan was the work of 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participating in 4 workgroups to establish “action agendas” with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders. Whether you are an employer, a policymaker or

government official, an institution of higher education or educator, or an advocate for the health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenh.org.

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

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H'S VISION FOR THIS WORK:

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

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

Through this initiative, Network4Health will support our partners to:

- Create culturally effective organizations that are staffed by informed and aware individuals who strive to create environments of respect, integrity, and caring
- Build and leverage a diverse and inclusive workforce that mirrors the communities they serve
- Promote equity and decrease disparities in access to healthcare and other social services which will result in better health outcomes for our region's residents
- Reduce stigma and acknowledge and honor the fundamental value and dignity of all individuals

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:

11/15/2023 10:00 AM - 11:30 AM	<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><u>Co-facilitator:</u> <i>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>	Limited Seats Available! REGISTER HERE
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Network4Health presents our free Fall 2023 DEI Series with James McKim

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>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>	Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health
12/1/23	 <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. MORE INFO</p>	REGISTER NOW

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

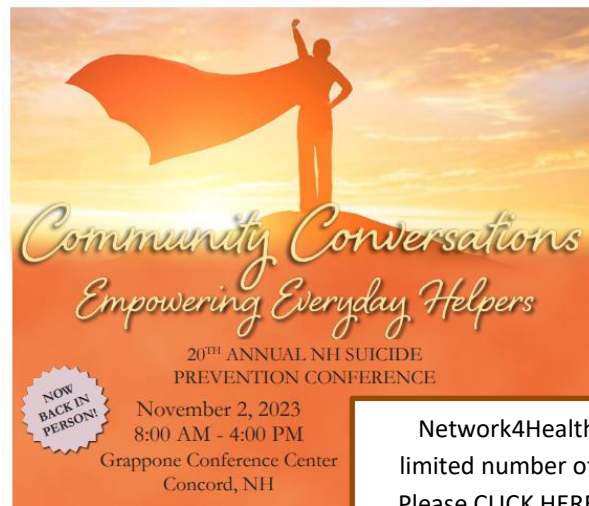


The next meeting of the **Southern NH Healthcare Workforce Collaborative** will be **NOVEMBER 8, 2023** from 11:00AM – 12:00PM via Zoom.

New members always welcome.
[Click here to ask for the Zoom credentials to join!](#)



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



ALL PARTNERS MEETING (via Zoom)

December 13th
10 – 11:30am

Agenda coming soon
[REGISTER HERE!](#)



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!](#)

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

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

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

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

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

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

[Click Here](#) for more information!



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

get access to the slide decks:

Training Name:	To Access Video:	To Access Slides:
Introduction to Care Management	Click Here	Click Here
Best Practices in Health Education	Click Here	Click Here
Screening for Social Needs	Click Here	Click Here

Comprehensive Risk Assessments	Click Here	Click Here
Culturally Responsive Care	Click Here	Click Here
Living with and Healing from COVID: Organizational Wellness & Self-Care Within a Trauma-Informed Care Lens	Click Here	Click Here
Culturally Responsive Care for Special Populations: LGBTQ+ & Older Adults	Click Here	Click Here
Culturally Responsive Care for Recent Immigrants to the U.S.	Click Here	Click Here

Look out for new PCDC trainings coming this fall!

BEHAVIORAL HEALTH EDUCATION SCHOLARSHIPS

A couple of months ago, Network4Health announced that it would ending support of 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. Below is the latest numbers on the scholarships’ success (we are still waiting for final numbers to come in from one additional school). If you have any questions, please email n4h.workforcedevelopment@cmc-nh.org.

	Amounts	Total Awards*	UNH		Granite State		Manchester CC		UNH Manchester	
			Amt	Awards	Amt	Awards	Amt	Awards	Amt	Awards
Rockingham County	\$ 188,487	117	\$ 77,500	32	\$ 61,087	53	\$ 32,400	28	\$ 17,500	4
Hillsborough County	\$ 466,115	281	\$ 142,500	62	\$ 146,515	126	\$ 94,600	75	\$ 82,500	18
Merrimack County	\$ 33,000	28	\$ 5,000	2	\$ 22,500	21	\$ 5,500	5	\$ -	-
TOTALS	\$ 687,602	426	\$ 225,000	96	\$ 230,102	200	\$ 132,500	108	\$ 100,000	22
Graduates to date per school		54		15		9		25		5

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			
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
11/16/23	8:30 AM - 4:00 PM: CRSWs Supervising CRSWs ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/16/23	8:30 AM - 1:00 PM: Harm Reduction for Youth ; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/17/23	8:30 AM - 12:00 PM: Brain Injury in the Courtroom ; Location - Remote via Zoom	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
11/29/23	8:30 AM - 4:00 PM: Enhanced Care Coordination: Helping Children, Youth, and Families Impacted by Substance Misuse ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/30/23	8:30 AM - 4:00 PM: Revisiting Ethical Considerations in Peer-Assisted Recovery ; Location - 130 Pembroke Road, Suite 150, Concord, NH	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
12/8/23	8:30 AM - 12:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/8/23	8:30 AM - 4:00 PM: Confidentiality Updates: 42 CFR Part 2 and HIPAA ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/8/23	9:00 AM - 12:15 PM: Balancing Act! Managing Stress and Vicarious Trauma for Drug Court Professionals ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/11/23	8:30 AM - 4:00 PM: Substance Use and the Developing Brain ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/14/23	8:30 AM - 1:00 PM: Harm Reduction 101 ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/14/23	12:00 PM - 3:15 PM: Self-Limiting Beliefs ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/18/23	11:00 AM - 1:00 PM: Current Drug Trends and Overdose Prevention Strategies in New Hampshire ; Location - Remote via Zoom	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

PESI Workshops		
<p align="center"><u>A Note About PESI Trainings:</u></p> <p><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></p>		
Here are just a few coming in Nov:	<ul style="list-style-type: none"> Autism: De-Escalate Meltdowns and Diffuse Explosive Behaviors in Children and Adolescents Acceptance & Commitment Therapy Made Easy: ACT for PTSD, Anxiety, Depression & Personality Disorders The Wounded Healer Workshop: Treatment & Recovery from Vicarious Trauma, Moral Injury, and Burnout for Professionals 2-Day Intensive Training: Cognitive Processing Therapy: An Evidence-Based Approach to Treat PTSD and Related Conditions 2-Day Certification Conference: Alzheimer's, Dementias and Geriatric Mental Health Conditions 	Go to: PESI To find more!
Open until 11/4/23	Self-study: PESI: Food and Mood: A Guide to The Role of Nutrition in Mental Health	REGISTER NOW
Multiple dates; open until 12/31/23	<p>Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More:</p> <p>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.</p>	REGISTER NOW
Trainings & Conferences – Seats Sponsored by Network4Health		
11/8 & 11/9/23	9 – 4:30pm: PSI: Perinatal Mood Disorders: Components of Care ; live online	REGISTER NOW
10/19 – 12/14/23	<p>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</p> <p>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</p>	Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health
	 <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>	

	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	
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		
11/3/23	12:00 PM - 4:30 PM: "Isms" in Clinical Work; Location - Zoom	Please email us if you are interested in attending
11/13/23	12:00 PM - 1:00 PM: An Updated Framework for Ethical Decision-making in Complicated Times; Location – Zoom	
 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 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.
	<u>Other upcoming trainings:</u> Compassion Fatigue and Resilience in the Helping Professions: Individual, Group, and Organizational Approaches – online; November 2, 2023, 9:00 AM-4:00 PM	
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
1/4/24	8:45 AM - 12:00 PM: Boundary Crossings and Boundary Violations; Location - Zoom	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
1/9/24	8:45 AM - 12:00 PM: Leveraging the Power of Teams; Location - Zoom	
11/13/23	8:45am - 4pm: Ethical Challenges in the Digital Age—Protecting Clients (and Ourselves) by NASW VT - live webinar	

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:

- *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
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment* | November 7 | Manchester
- *Project Management for HR Professionals* | November 8 | Manchester
- *Enhancing Performance and Accountability* | November 8 | Manchester
- *Creating a Values Based and Purpose Driven Culture* | November 14 | Online
- *Developing a Culture for Success* | November 14 | Manchester
- *Nonprofit Board Development & Governance* | November 14 | Live Online
- *Applying Positive Psychology to Build a High Performing Workplace* | November 15 | Manchester
- *Implicit Bias: awareness and response to mitigate impact* | November 16 | Online
- *New Title! Let's Talk for a Change* | November 16 | Online
- *Influencing Behavior in the Workplace* | December 4 | Manchester
- *Facilitation Skills* | December 5 | Online
- *Balancing Workplace Priorities and Demands* | December 6 | Live Online
- *7 Habits of Highly Effective People* | December 7 & 8 | Online
- *The Mindful Woman Leader* | December 13 | Online
- *Winter Leadership & Management Conference: Cultivating an Engaged Workplace* | January 8, 2024 | Wentworth by the Sea
- *Finance for Non-Financial Managers* | January 31, 2024 | Live Online
- *Building a Culture of Diversity and Inclusion* | February 7 | Live Online

Counseling & Social Work Courses:

- *The Angry, Anxious Child* | November 14 | Live Online
- *Motivation, ADHD, and Learning* | November 17 | Live Online
- *Coming soon - Trauma Informed Care for Therapists* | 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 <<**


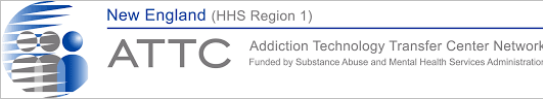





Step 3: We will send you a Network4Health Eventbrite for the course and you can follow instructions for signing up from there!

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!		
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
Multiple dates	Portland DBT: Free CE Hour - Learn and Earn Over Lunch Series. Join us for a free Continuing Education credit every month and hear from experts on specialized topics! Live via ZOOM Video Conferencing 11/8/23, 12:00pm - 1:00pm PT: Evidence Based Practices for Adolescents with ADHD and co-occurring High Risk Behaviors; Presented by Lauren M. Haack, PhD 12/13/23, 12:00pm - 1:00pm PT: DBT for Chronic Pain; Presented by Deborah Barrett, PhD, LCSW 1/10/24, 12:00pm - 1:00pm PT: Evidence-Based and Family-Focused Practices in the Treatment of Adolescent Substance Abuse; Presented by Cindy Schaeffer, PhD	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</p> <p>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 available online & on-demand</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 <div style="float: right; text-align: right;"> <p>SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!</p> <p>Click here to see all courses</p> </div>		
11/7 & 11/8/23	Finding and Using Your Voice for Civic Good; A Two-Part Series November 7, 2023, 2:00 – 4:00pm: Finding and Using Your Voice for Civic Good: Part 1; ACCESS HERE November 8, 2023, 2:00 – 4:00pm: Moving from Knowing to Doing: How to Take Action on Your Legislative Agenda: Part 2; ACCESS HERE Nurses have been declared the most trusted profession in the United States for more than two decades. Trust is an empowering trait for those who hope to influence others. Given this, nurses are uniquely positioned to have influence in their communities and with their elected officials. This two-part series describes the foundational knowledge needed for nurses and healthcare professionals to act on their desire to influence the legislative process, to be effective change agents within the political arena, and to find and use their voice for civic good.	
On Demand until 12/31/23	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	<i>FREE CEU's!</i> 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 style="text-align: center;">To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>
	 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	
	 Free Trainings from the National Council for Mental Wellbeing:	
	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.	
	Center for Workforce Solutions: Reimagining Our Approach to the Workforce Crisis; Nov 15, 2023 12:00 PM – 1:00PM – Register here Introductory/Refresher Motivational Interviewing Training - November 16, 12-4 p.m. ET: <i>Please email us if you are interested in receiving reimbursement for the cost of this training.</i> Community Connections: Working with Justice-involved Individuals; Dec 20, 2023 12:00 pm - 1:00 pm – Register here	
	 FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians	
	MA OBAT ECHO®: Racial Disparities in Opioid Use Disorder Treatment: 10/24/2023; 7:30 am – 9:15 am SUD Care Continuum ECHO®: How to Support Peer Recovery Coaches in Their Work; 11/15/2023; 12:00 pm – 1:15 pm MA OBAT ECHO® Gender Affirming Care in Substance Use Disorder Treatment, 11/14/2023; 7:30 am – 9:00 am	CLICK HERE to see all offerings

	SUD Care Continuum ECHO®: Cannabis Use in Young Adults: The latest wisdom and treatment options, 12/20/2023; 12:00 pm – 1:15 pm ET	
	 FREE Trainings from Southern NH AHEC – CEU’s Available! Click here and the go to “Read latest Blitzmail newsletter”	
On-Demand Trainings	Addiction as a Chronic Disease Compassionate Boundries Culture and Cultural Effectiveness De-Escalation of an Overamped Patient Enhancing Provider Skills in Serving People who Actively Use Substances Management of Stimulant Use Disorders Motivational Interviewing Multidisciplinary Approach to SUD, MH and Care Coordination Our Actions Have Impact: The Importance of Stigma Reduction Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW VIEW NOW
See Full List of Trainings on the SNHAHEC website	 Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers <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	 FREE Trainings from New England Public Health Training Center – CEU’s Available!	Click for a complete list of trainings
Various – see site for details	 Training and events – happening locally and online!	Click for a complete list of trainings
Various – see site for details	 Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!	Click for a complete list of trainings
Various – see site for details		Click for a Complete List of Trainings

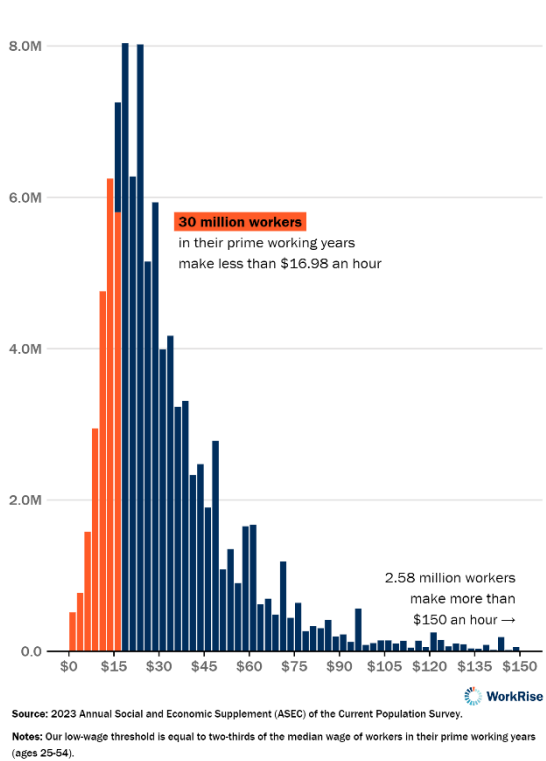
Various – see site for details	 SMI Adviser A Clinical Support System for Serious Mental Illness	Comprehensive list of trainings and webinars – many archived. CEU's available.	Click for a Complete List of Trainings
Various – see site for details	 New England (HHS Region 1) ATTC Addiction Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration		Click for a Complete List of Trainings
Various – see site for details	 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			
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			
	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 expand 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.		
11/8/23	10:00 AM - 3:30 PM: Mental Health First Aid for Youth with Kimberly Bindas		CEUs Available! REGISTER NOW
11/9/23	1:00 PM - 2:30 PM: NH Substance Related and Addictive Disorders- Module 5 - Hallucinogen-Related Disorders by Taylor Murphy, MSW		CEUs Available! REGISTER NOW
11/14/23	10:00 AM - 12:00 PM: Poverty Competency by Taylor Murphy, MSW		CEUs Available! REGISTER NOW
11/15/23	10:00 AM - 11:30 AM: Trauma Informed Care: The Impact of Trauma by Dana Buonanducci, MS, LMHC, NCC		CEUs Available! REGISTER NOW

11/16/23	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
11/17/23	10:00 AM - 11:30 AM: Strengths Based Treatment by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/20/23	10:00 AM - 12:30 PM: Motivational Interviewing Level 1 Part 1 with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/21/23	11:00 AM - 12:30 PM: Harm Reduction 101 and Overdose Response by NH Harm Reduction Coalition	CEUs Available! REGISTER NOW
11/28/23	10:00 AM - 12:30 PM: Motivational Interviewing Level 1 Part 2 with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/30/23	11:00 AM - 1:00 PM: Social Determinants of Health with Taylor Murphy, MSW	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

WHO IS THE LOW WAGE WORKFORCE? PART 1 OF 2

From: *“Who Is the Low-Wage Workforce?”* By Joe Peck, William Congdon, and Kate Bahn for WorkRiseNetwork.org, October 02, 2023. [CLICK HERE](#) to see full article.



How far can a dollar stretch? For millions of people in America’s workforce, that question remains top of mind—day-in, day-out, from paycheck to paycheck. Although people across income levels experience difficulties meeting expenses, those in the low-wage workforce are particularly susceptible to feeling their belts tighten. But who makes up the low-wage workforce? These six charts paint a picture of the typical low-wage worker through their demographics, occupation, and income.

For more information on where low-wage jobs are concentrated, [see our interactive tool](#).

1. About a quarter of workers are low wage

About 30 million—that’s how many prime-age, low-wage workers the United States has. In total, low-wage workers make up more than a quarter of the total labor force. These jobs are often the most essential yet experience the least security.

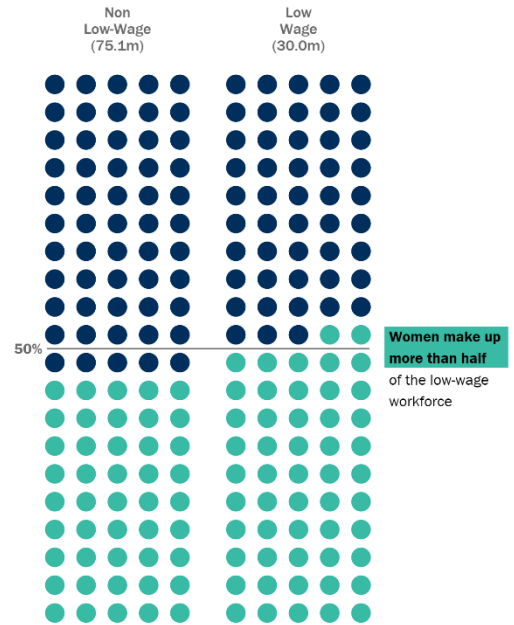
To illustrate who makes up the low-wage workforce in the US, we’ve set the low-wage threshold as equal to two-thirds of the median wage of workers in their prime working years (ages 25–54). That equals \$16.98 an hour. A person working full-time at that threshold makes about \$35,000 a year. In America’s three largest cities, the average yearly rent for a one-bedroom apartment comprises at least half of that amount. When factoring in utilities, groceries, and any other necessities, earning at or below the low-wage threshold can start to look untenable.

Low-wage workers also receive fewer benefits compared with their higher-earning peers. Only 24 percent of low-wage workers have a pension plan through their work, compared with 47 percent of higher earners. A similar gap exists for health insurance: 57 percent of low-wage workers have a work-sponsored health insurance plan compared with 88 percent of higher earners.

2. Women make up more than half of the low-wage workforce

Pay inequality between men and women has persisted for decades in the US, with the overrepresentation of women in low-wage jobs partially to blame. Women make up more than half of the low-wage workforce, whereas men make up the majority of higher earners. As a result, the median hourly wage for women is more than \$4 lower than for men, with women in the US earning just 82 cents for every \$1 earned by men.

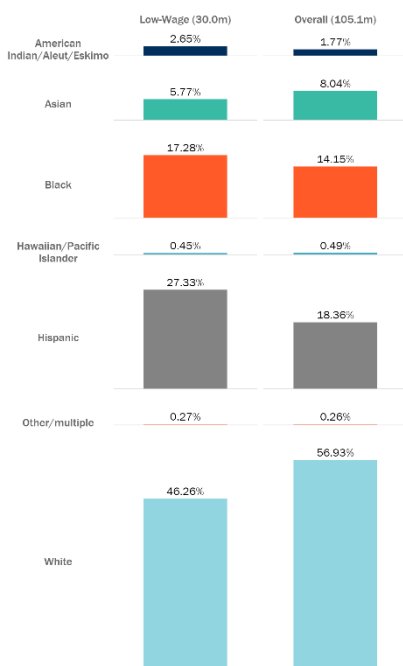
These gaps widen even further when disaggregating by race and ethnicity. Black women earn just 62 cents compared with white men, and Latina women earn 54 cents. In part, women are funneled more toward low-wage work and are blocked on the career ladder because of discrimination in hiring and compensation as well as expectations of centuries-old worker norms, such as not having caregiving responsibilities.



Source: 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey. **WorkRise**
 Notes: Our low-wage threshold is equal to two-thirds of the median wage of workers in their prime working years (ages 25-54).

3. Racial and ethnic disparities persist among pay and job type

The racial wage gap has been well-documented, and while a number of factors influence its perpetuation, the segregation of Black and Latinx workers into lower-earning industries plays an outsized role. Over a lifetime, the average white man will earn \$2.7 million dollars, while a Black man earns \$1.8 million, a Black woman \$1.3 million, a Latino man \$2.0 million, and a Latina woman \$1.1 million. In fact, research has shown that every \$1 in income translates to \$5.19 in wealth for white people, but just 69 cents for Black people.



Source: 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey. **WorkRise**
 Notes: Our low-wage threshold is equal to two-thirds of the median wage of workers in their prime working years (ages 25-54).

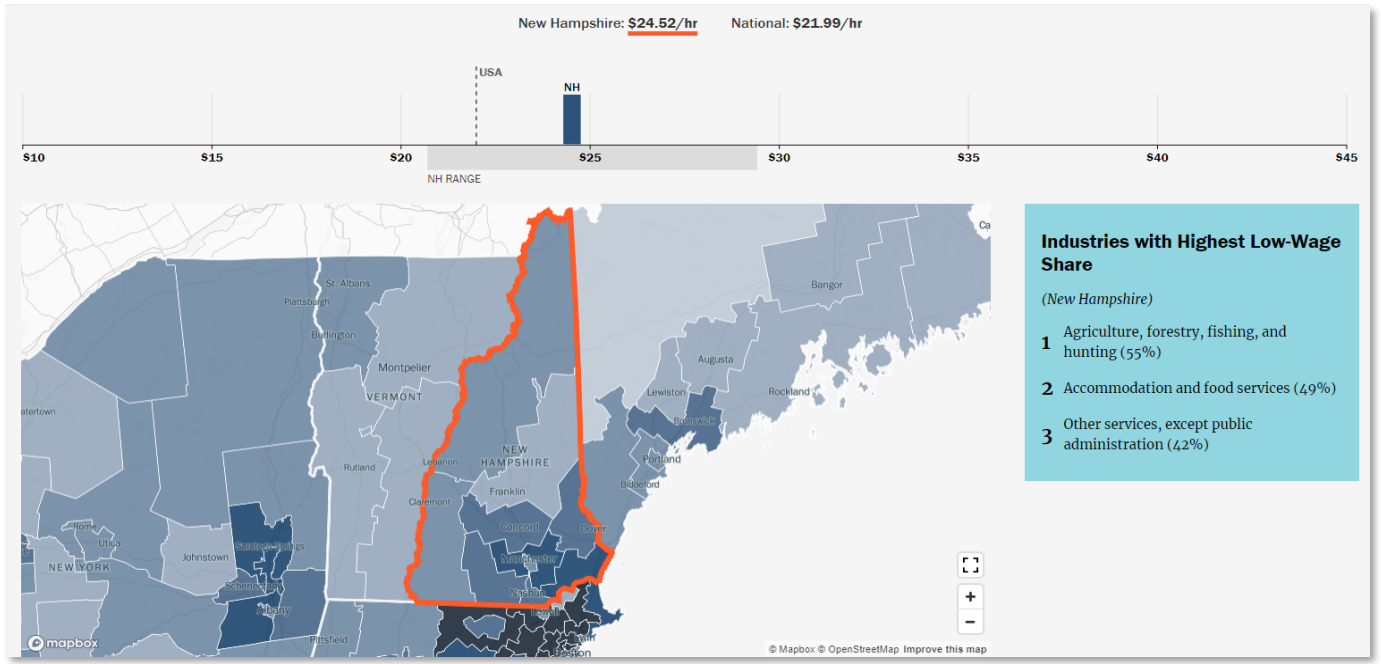
Although white workers still make up the majority of the low-wage workforce because they are the largest group in the labor force overall, Black, Latinx, and Indigenous workers are significantly overrepresented. Black workers make up 17 percent of low-wage workers and Latinx workers make up 27 percent, despite 14 and 18 percent respectively in the overall workforce. As a result, the median wage for both groups sits at roughly \$22, about \$6 less than white workers.

WHERE IS THE LOW-WAGE WORKFORCE?

Centuries of innovation, trade, and systemic exploitation have shaped the United States economy, with cycles of boom and bust ensuring that economic progress has not been equally felt across the nation. Geographic differences in industry and policy have cemented barriers to higher-earning jobs created by long-standing structural racism and gender discrimination. As a result, these policies have not only shaped who makes up the low-wage workforce but also where jobs are disproportionately low-wage.

[This tool maps where low-wage jobs in the US are concentrated](#) and what industries are most common using Public Use Microdata Areas (PUMAs), which divide states into areas containing no fewer than 100,000 people.

(See NH map on next page)



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