

# WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

January 10, 2024



## OCCUPATIONAL SEGREGATION DRIVES PERSISTENT INEQUALITY

*From: "Occupational Segregation Drives Persistent Inequality, Study Says" Sep. 04, 2023, By Steve Lohr for NYT.com; [Click here for story.](#)*

Education has long been hailed as the path to upward mobility in America. But new research points to limits of education as an economic escalator for Black workers.

In the past two decades, the number of Black workers with a four-year college degree or higher has more than doubled, to 4.8 million. But the income gains are far less than would be expected in a race-neutral labor market, a team of academic and nonprofit researchers found.

A key reason, they conclude, is the persistence of occupational segregation. Black workers with a college degree are more likely than their white peers to be employed in middle-wage jobs, like as social workers, tax examiners and education administrators.

The new report, published on Monday as a National Bureau of Economic Research working paper, is based on an analysis of U.S. census data and government surveys of households and businesses from 1980 to 2019.

"Education is important, but it's no panacea," said a member of the research group, Peter Q. Blair, an economist at the Harvard Graduate School of Education. "And an education-only narrative misses other structural features of our society that have to change."

"The core thing," Dr. Blair said, "is how much race matters." The researchers measured occupational segregation by race, after taking into account other factors like gender and geography. To have an equitable distribution across the work force, 22 percent of Black workers with a college degree would have to switch occupations with white college graduates. For workers who graduated with a high school degree but lack a college degree, nearly 28 percent of either Black or white workers would have to switch jobs. The researchers called this a "dissimilarity index," and since 2000 it has ticked up slightly for both groups.

The new report notes that Black college students often major in fields that have lower wages. That is one potential explanation for the apparently limited impact of college on upward mobility. But the dearth of Black students in majors that lead to higher pay in careers like technology or finance, the researchers say, is a legacy of racism. "They don't see people who look like them in these higher-paying fields because of longstanding



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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 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:

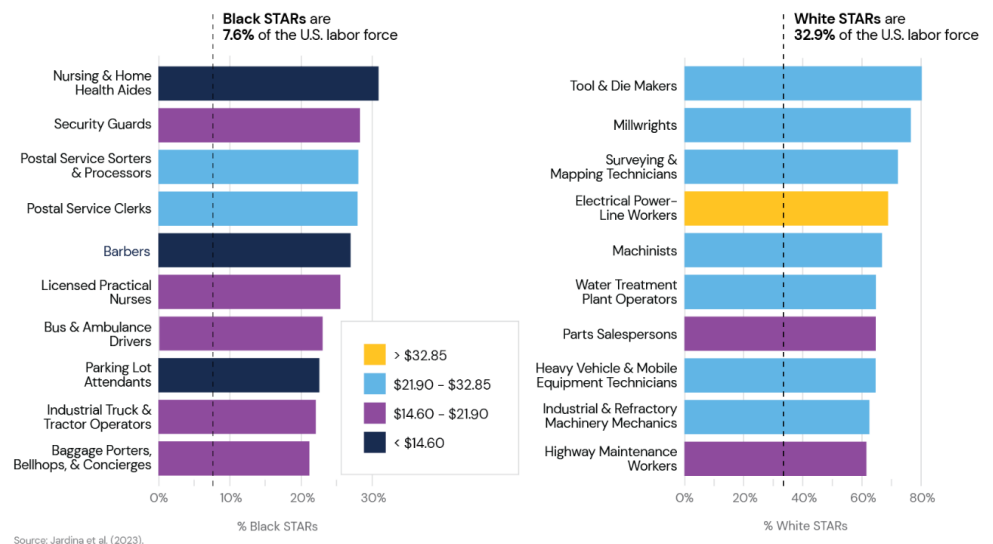
- Training and professional development
- Building career pathways
- Supporting educational pathways
- Continuing work around diversity, equity, and inclusion as well as mental health awareness
- Maintaining the interconnectedness of our network

discrimination,” said Ashley Jardina, the lead author of the study and a political scientist at the University of Virginia’s Frank Batten School of Leadership and Public Policy.

Among workers with skills but not a four-year degree, Black Americans are inordinately in low-wage jobs, including as home health aides, security guards, janitors and bus drivers. They also have less access to higher-paying unionized jobs in manufacturing than their white peers.

Occupational segregation is a major cause of income inequality and has remained remarkably persistent, the researchers found. White workers with a college degree have median wages that are 23 percent higher than college-educated Black workers. White workers who have completed high school but do not have a college degree earn 22 percent more than similarly educated Black workers.

The study grew out of previous research by academics and Opportunity@Work, a nonprofit social venture. That research focused on workers without a college degree but with work experience that could make them candidates for higher-paying jobs — a group called STARs, for those who are “skilled through alternative routes.” The majority of American workers are not college graduates.



As that research was conducted, it became clear how differently Black workers experienced the labor market. They earn less than their white peers and are less likely to be upwardly mobile, said Papia Debroy, senior vice president in charge of research at Opportunity@Work. The goal of the new report, she said, was to gain a deeper understanding of occupational segregation and to support efforts to “activate pathways to mobility.”

Dr. Debroy pointed to Futuro Health, a nonprofit in California, as the kind of program that is lifting large numbers of workers onto career paths. Futuro Health was created in 2020, its initial funding a result of contract negotiations between Kaiser Permanente, a big hospital system, and the regional health care workers unit of the Service Employees International Union.

*Thanks for reading!*  
*Geoff Vercauteren*  
*Director of Workforce Development*  
*Network4Health*

## INTRO TO LEADERSHIP – NOW TAKING APPLICATIONS!

### Introduction to Leadership course – now enrolling!

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

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



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

The course schedule will be as follows:

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

This course is best suited for:

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

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

## FUNDING ANNOUNCEMENT

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

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

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

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

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

# PHI COACHING & SUPERVISION



Train the Trainer  
Save the Dates

## Coaching Supervision

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

Through skill-based training, supervisors learn to:

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

To Register  
[\*\*Click Here\*\*](#)



Learn More about  
Train the Trainer by  
scanning the QR Code

## Train the Trainer

PHI's train-the-trainer program provides opportunities for staff developers to learn coaching skills and how to deliver the two-day introductory training to supervisors within their own organizations or regionally in NH. The train the-trainer is a six-day program that steeps staff developers in PHI's adult learner-centered approach to training, increasing their comfort with facilitating interactive activities that depend on self-reflection and open and honest communication. Trainers will experience the introductory workshop themselves, and then build their training skills, with the final workshop allowing you to lead future Train the Trainer workshops.

### TRAININGS WILL BE HELD ON :

**\*Participants must attend all sessions\***



January 23 & 24 2024 - Part 1



Part 1 - Coaching and Supervision Workshop



February 13 & 14 2024 - Part 2



Part 2 - Train the Trainer



May 14 & 15 2024 - Part 3

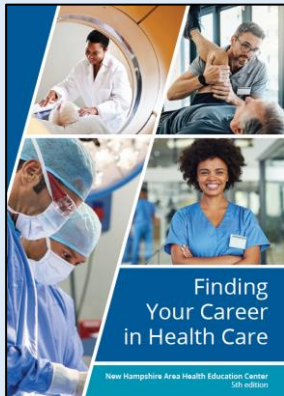


Part 3 - Lead Trainer



***Ideal for supervisors of any kind of direct care workers in any setting!***

## WORKFORCE DEVELOPMENT OPPORTUNITIES



### ***Finding Your Career in Healthcare – 5<sup>th</sup> 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!](#)

### **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.

## **Earn & Learn for Career Advancement**



**Excellent career pathway through paid apprenticeship!**

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

- Medical Assistant (MA) – **Next class 1/22/24!**
- Licensed Nursing Assistant (LNA) – **Next class 2/12/24!**
- Patient Service Representative (PSR) – Starting early 2024!

- Pharmacy Technician – **New cohort coming in 2024**
- Other careers coming soon!

To apply at CMC  
[CLICK HERE](#)

To apply at Elliot:  
[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](mailto:vrashid@ccsnh.org); 603-206-8168

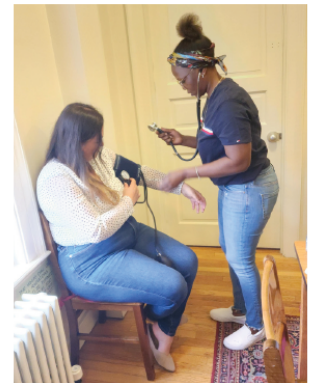


## Enroll in L.N.A. for Success

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

### EARN 2 CERTIFICATES IN 1 PROGRAM

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



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

**THE INTERNATIONAL INSTITUTE OF NEW ENGLAND**  
 470 Pine Street, Lower Level | Manchester, NH 03104 | 603-647-1500 | [www.iine.org](http://www.iine.org)



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

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

## Southern NH AHEC Community Health Worker Course

**Registration  
Deadline:**

**January 27, 2024**

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

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

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

### Target Audience

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

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

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

## CRSW Academy – through MHCGM

### 9.5 Days in February

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



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

Proudly sponsored by:



**Scholarships  
Available!**

See registration page for details

**\$299**

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



## UPDATES FROM HEALTHFORCE NH



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

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

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

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

### **Giving Care: NH's Healthcare Workforce Plan**

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



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

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

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

## N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



### **N4H's VISION FOR THIS WORK:**


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


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

Through this initiative, Network4Health will support our partners to:

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

**Other Upcoming DEI Trainings:**

1/18/24	9:00 am - 10:30 am: <b>Achieving Performance Through DEI: Strategies for Nonprofit Leaders</b>	<p>Please <a href="#">email us</a> if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
1/18/24	12:00 pm - 1:00 pm: <b>Lunch &amp; Learn – DEI 302: Achieving Organizational Performance Through Diversity</b>	
3/7/24		
<p><b>NASW Maine presents: “Beyond Cultural Competence Series”</b>                  This series will take us beyond Cultural Competence to integrate anti-oppressive, anti-racist, and culturally responsive practices. <a href="#">Learn more here</a></p>		
1/23/24	12 - 3pm: <b>Implicit Bias Awareness (Beyond Cultural Competence Series)</b> - Join us for a session on Implicit Bias Awareness, the first session in the Beyond Cultural Competence Series.	
1/30/24	12 - 2pm: <b>Intro to Race and Racism (Beyond Cultural Competence Series)</b> - Join us for an introduction to race, racism, and learn about its frameworks and history.	
2/20/24	10am - 12pm: <b>Real White Heroes (Beyond Cultural Competence Series)</b> - Learn how to foster a positive, anti-supremacist White identity.	
3/7/24	12 - 2pm: <b>Impacts of Racial Trauma (Beyond Cultural Competence Series)</b> - Learn about the impacts of racial trauma and oppression on the mind, body, and spirit.	
3/21/24	10 - 11:30am: <b>Facilitating Conversations on Race/Bias (Beyond Cultural Competence Series)</b>	
3/22/24	12 - 2pm: <b>Allyship (Beyond Cultural Competence Series)</b> - Learn about allyship and the importance of understanding self and moving beyond the performative.	
4/9/24	10am - 12pm: <b>Healing for Racial Equity Warriors (Beyond Cultural Competence Series)</b> - Learn about how triggers impact racial equity and our mind and body.	
4/23/24	10am - 12pm: <b>Beauty "Standards" (Beyond Cultural Competence Series)</b> - Learn about how Fatphobia is rooted in Anti-Blackness	
5/21/24	10am - 12pm: <b>Generational Trauma and its Impacts (Beyond Cultural Competence Series)</b> - Learn about various forms of generational trauma and their impacts on individual and families.	

	<p><b>WORKPLACE DIVERSITY, EQUITY &amp; INCLUSION AWARD</b></p> <p><u>Who Is Eligible:</u> Entry to this Award is open to all organizations across the corporate, government, community and not-for-profit sectors.</p> <p><u>Criteria:</u> The award will be presented to an organization for their work over the past year (1/1/2023 through 12/31/2023) to advance workplace diversity, equity, and inclusion (DEI) and who can demonstrate results. Suggested areas of achievement might be related, but are not limited to:</p> <ul style="list-style-type: none"> <li>• Initiatives that demonstrate an organization is making progress towards increasing DEI in the workplace.</li> </ul>
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- A senior leadership team that helps to drive inclusive workplace efforts.
- Programs that demonstrate a “culture change” approach to diversity, i.e., inclusion principles are embedded in the DNA of the organization.
- People from diverse populations are actively recruited, retained, and have advancement opportunities within the organization.

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

## PROFESSIONAL DEVELOPMENT

### 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!](#)



#### 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**



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	<a href="#">Click Here</a>	<a href="#">Click Here</a>

- 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](#)

Best Practices in Health Education	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Screening for Social Needs	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Comprehensive Risk Assessments	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Culturally Responsive Care	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Living with and Healing from COVID: Organizational Wellness & Self-Care Within a Trauma-Informed Care Lens	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Culturally Responsive Care for Special Populations: LGBTQ+ & Older Adults	<a href="#">Click Here</a>	<a href="#">Click Here</a>
Culturally Responsive Care for Recent Immigrants to the U.S.	<a href="#">Click Here</a>	<a href="#">Click Here</a>

## 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](mailto:Geoffrey.Vercauteren@cmc-nh.org)

General workforce development inquiries: [N4H.WorkforceDevelopment@CMC-NH.org](mailto:N4H.WorkforceDevelopment@CMC-NH.org)

NHADACA ~ NHTIAD			
1/11/24	8:30 AM - 4:00 PM: <b>Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/12/24	8:30 AM - 4:00 PM: <b>Building Cultural Competency</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/16/24	8:30 AM - 3:00 PM: <b>Grief After Death by Overdose and Suicide: Working with Survivors</b> ; Location: Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/17/24	8:30 AM - 4:00 PM: <b>Substance Use and the Developing Brain</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>



1/18/24	9:00 AM - 12:15 PM: <b>Problematic Sexual Behaviors in Substance Use Recovery</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/19/24	8:30 AM - 3:30 PM: <b>Project SUCCESS: Group Counseling with Adolescents</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/24/24	12:00 PM - 3:15 PM: <b>Self-Limiting Beliefs</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/25/24	10:00 AM - 11:00 AM: <b>Polyamory 101</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/26/24	8:30 AM - 4:00 PM: <b>Prevention Ethics</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
1/30/24	8:30 AM - 4:00 PM: <b>CRSWs Supervising CRSWs</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/1 - 2/2/24	8:30 AM - 4:00 PM each day: <b>Ethical Issues for Recovery Support Workers</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/2/24	8:30 AM - 3:30 PM: <b>Engaging with Individuals Re-entering from Prisons and Jails</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/2/24	9:00 AM - 12:15 PM: <b>Preventing Self-Harm and Self-Injury Behavior through Somatic Yoga</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/5/24	8:30 AM - 12:15 PM: <b>CALM (Counseling on Access to Lethal Means)</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/6/24	9:00 AM - 11:00 AM: <b>Drugs, Sex, and the Brain</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/8/24	8:30 AM - 3:30 PM: <b>Hepatitis C (HCV): Impacts, Challenges, and Treatments</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/9/24	8:30 AM - 4:00 PM: <b>The Ethical Clinician: Benefits, Burdens, and Best Practices</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/13/24	10:00 AM - 11:30 AM: <b>Engaging with the LGBTQ+ Community: A Cultural Proficiency Training</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
2/15/24	8:30 AM - 4:00 PM: <b>HIV Trends &amp; Treatment</b> ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
3/6/24	8:30 AM - 4:00 PM: <b>Caring for Yourself While Caring for Others: Ethical Considerations &amp; An Interactive, Skill Development Workshop</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
3/11/24	8:30 AM - 4:00 PM: <b>Ethical Principles in the Helping Profession</b> ; Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/19/24	8:30 AM - 4:00 PM: <b>Confidentiality Updates: 42 CFR Part 2 and HIPAA</b> ; Location - NH Audubon - 84 Silk Farm Road, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>

### 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](mailto:N4H.workforcedevelopment@cmc-nh.org) and we will consider funding slots at it.*

<p>Here are just a few coming in Jan 2024:</p>	<ul style="list-style-type: none"> <li>• Compassion Fatigue Certification Training for Healthcare, Mental Health and Caring Professionals</li> <li>• Neuroscience for Clinicians: New Brain Science for Trauma, Anxiety, Depression and Substance Abuse</li> <li>• Borderline, Narcissistic, Antisocial and Histrionic Personality Disorders: Effective Treatments for Challenging Clients</li> <li>• Suicide and Self-Harm in Adolescents: Effective Assessment and Intervention Strategies for Young People in Crisis</li> <li>• Alzheimer's Disease &amp; Other Dementias Certification Training</li> </ul>	<p>Go to: <a href="#">PESI</a> To find more!</p>
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<p>Open until 3/29/24</p>	<p><b>PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body</b>  The research and experience of leading trauma experts make it clear — to fully overcome deep trauma wounds, you must address trauma's impact on the body. But too many clinicians have not been trained to work with the subtle cues of posture, facial expression, eye gaze, and movement that can serve as our guides to deep healing.</p> <p>That's why we've gathered some of the world's leading somatic therapy experts for this unique and highly practical online course. Join world-leading trauma experts to master skills from some of the field's most powerful somatic therapies.</p>	<p><a href="#">REGISTER NOW</a></p>
<p><b>Trainings &amp; Conferences – Seats Sponsored by Network4Health</b></p>		
<p>1/11 – 1/12/24</p>	<p>8:30 – 4:00pm: <b>Valliere Counseling and Professional Support: From Suffering to Thriving: Walking the ACT Way with Joel Guarna and Teresa Valliere</b>; Woodfords Club, 179 Woodford Street, Portland, ME, 04103</p> <p>Our clients get stuck in their thoughts, feelings, behavioral patterns, and personal narratives. And we, as helpers, get stuck in our own. These corresponding forms of rigidity are both a primary cause for clients' suffering and a driver of helplessness, frustration, and burnout in helpers. ACT provides a coherent and powerful set of strategies for moving both clients and helpers toward greater psychological flexibility and fulfillment—from suffering to thriving.</p>	<p><a href="#">REGISTER NOW</a></p>
<p>1/12/24</p>	<p>1 – 3:30pm: <b>Understanding Military Culture</b>; Live via Zoom.  Being culturally effective and providing competent treatment to military-involved individuals requires a basic understanding of military culture. Join us for this important event and learn from a certified military trainer and a military guest!</p>	<p>Please <a href="#">email us</a> if you are interested in attending</p>
<p>1/25/24</p>	<p>10 – 12am: <b>NAMI NH presents Mental Health and Suicide Prevention Among LGBTQ+ Youth</b> - Live 2 Hour Webinar</p>	<p><a href="#">REGISTER NOW</a></p>
<p>3/21- 3/24/24</p>	<p><b>47th Annual PSYCHOTHERAPY NETWORKER SYMPOSIUM: The Most Celebrated Gathering in the World for Psychotherapists (online only)</b>  For 47 years, the Networker Symposium has been a gathering of connection, creativity, and rejuvenation for therapists dedicated to creating meaningful change for clients, communities, and themselves. Featuring 75 of the field's leading innovators, and a community of over 5,000 of your devoted colleagues, this is the place to access the latest advances in the field and discover a range of possibilities to bring fresh ideas and inspiration to your practice.</p>	<p><a href="#">REGISTER NOW</a></p>
 <p><b>New Hampshire Psychological Association</b>  <a href="#">CLICK HERE</a> for more upcoming events</p>		
<p>1/19/24</p>	<p>9:30 AM - 3:15 PM: <b>Race Talk: Intergenerational Trauma, Privilege, Power and Oppression</b>; Live via Zoom; <a href="#">Learn More</a></p>	<p>Please <a href="#">email us</a> if you are interested in attending and want to be reimbursed by Network4Health</p>
<p>1/26/24</p>	<p>12:00 PM - 1:00 PM: <b>Mind or Body? Health Anxiety and Somatic Symptom Disorders</b>; Location - Zoom</p>	
<p>2/2/24</p>	<p>11:00 AM - 6:30 PM: <b>Practical Ethics in Challenging Times: Ethical Decision-Making and Practice, Boundaries and Multiple Relationships, Telepsychology, and Clinical Supervision</b>; Location – Zoom</p>	
<p>2/23/24</p>	<p>9:00 AM - 12:05 PM: <b>Emerging Clinical Applications of Psychedelic Medicines</b>; Location – Zoom</p>	
 <p><b>NASW New Hampshire Continuing Education</b>  <a href="#">CLICK HERE</a> to go to NASW NH's website</p>		
<p>2/8/24</p>	<p>12:45 - 4pm: <b>Human Trafficking for Service Providers</b>; Two workshops on zoom - choose one or both. 3 CEs available</p>	<p>Please <a href="#">email us</a> if you are interested in attending these trainings and want to be reimbursed by Network4Health</p>
<p>4/15/24</p>	<p>9 - 10:30am: <b>Concussions and Brain injury: Clinical Considerations</b>; 1.5 Category CEs - live on zoom</p>	
<p>1/4/24</p>	<p>8:45 AM - 12:00 PM: (NASW VT) <b>Boundary Crossings and Boundary Violations</b>; Location – Zoom</p>	<p><a href="#">REGISTER NOW</a></p>

2/2/24	9 - 10:30am: <b>Children of Incarcerated Parents and Their Families: How Can We Help</b> <b>1.5 CEs</b> - live on zoom	<a href="#">REGISTER NOW</a>
3/5/24	9 - 11:30am: <b>The Most Common Form of Family Violence: Sibling Aggression and Abuse;</b> 2 CEs - live on zoom	<a href="#">REGISTER NOW</a>
3/11- 4/1/24	11:30am - 5pm: <b>Essential Telehealth;</b> Location - live on zoom	<a href="#">REGISTER NOW</a>



## UNH Professional Development and Training

*Sponsored by Network4Health*

UNH Professional Development offers a wide variety of courses both in person and online that are geared towards developing clinical, communication, supervisory, and leadership skills. Here are just a few of the great topics that are coming up both live locally and online:

### **JANUARY**

- *Conflict Resolution Through Effective Communication | January 16 | Manchester*
- *Boosting your emotional Intelligence | January 23 & 24 | Live Online*
- *Workplace Safety and Health Programs | January 26 | Live Online*
- *7 Habits of Highly Effective People | January 30 & 31 | Live Online*
- *Finance for Non Financial Managers | January 31 | Live Online*

### **FEBRUARY**

- *Healthcare Professionals: Increase Resilience, Energy, and Emotional Well-Being While Reducing Stress | February 1 | Live Online*
- *Nonprofit Planning and Evaluation | February 1 & 2 | Live Online*
- *Strategic Planning | February 6 | Manchester*
- *Building a Culture of Diversity and Inclusion | February 7 | Live Online*
- *Facilitating The Multi-Generational Workforce | February 8 | Manchester*
- *Critical Thinking: Sharpen your Problem Solving and Decision Making | February 14 | Live Online*
- *Introduction to Grantwriting | February 16 | Live Online*
- *Facilitation Skills | February 21 | Live Online*
- *Simple and Sustainable Self-Care Strategies to Support Employee Well-being | February 22 | Live Online*
- *New Hire Orientation and Onboarding Excellence | February 22 & 23 | Live Online*
- *NEW! AI and Human Resources: Leveraging Opportunities and Managing Risk | February 23 | Live Online*
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment | February 28 | Live Online*
- *Foundations of Supervision | February 29 | Manchester*

### **MARCH**

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

### **APRIL**

- *Introduction to Nonprofit Financial Management | April 4 | Live Online*
- *Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor | April 5 | Manchester*
- *Leading the Newest Generation | April 8 | Manchester*
- *Securing Your Talent in a Tight Market | April 11 | Manchester*
- *Introduction to Fundraising for Nonprofits | April 18 | Live Online*

### **Counseling & Social Work Courses:**

- *Model for Treating Anxiety, Depression and Low Self-Esteem | February 9, 2024 | Manchester*

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

**Interested? Follow This Process to Sign Up:**

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

**Step 2:** If you are interested in attending a course, please email us at [n4h.workforcedevelopment@cmc-nh.org](mailto: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!

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

Recorded Webinar	<b>HHRC Presents: Serious Mental Illness and Homelessness</b> <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.	<a href="#">VIEW NOW</a>
Webinar	<b>Part 1 Civil Rights Protections for Individuals with a Disability: The Basics</b>	<a href="#">REGISTER NOW</a>
Webinar	<b>Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder</b>	<a href="#">REGISTER NOW</a>



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

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

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










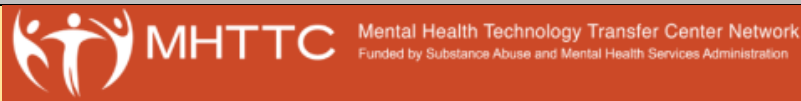
**SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!**





[Click here to see all courses](#)



On Demand	<b>21<sup>st</sup> Century Soft Skills for Healthcare Professionals</b> – recorded courses; earn a digital badge! Class 1: <b>Collaboration</b> ; Class 2: <b>Critical Thinking</b> Class 3: <b>Communication</b> Class 4: <b>Creativity</b>	<a href="#">REGISTER NOW</a>
On demand	<b>Care for Yourself so You can Care for Others – Recorded</b> ; Target Audience – Nurses	<i>FREE CEU's!</i> <a href="#">VISIT HERE</a>
On demand	<b>Generational Diversity: Using this Diversity to your Team's Advantage – Recorded</b> ; 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	<i>FREE CEU's!</i> <a href="#">VISIT HERE</a>
Online Learning	<b>Other courses include:</b> <ul style="list-style-type: none"> <li>• Food Insecurity</li> <li>• Addiction 101: Signs of Substance Use and Mental Health Crisis at Work - Recorded</li> </ul>	<i>FREE CEU's!</i> <a href="#">VISIT HERE</a>



	<ul style="list-style-type: none"> <li>• Trauma Informed Care Suicide Intent Assessment - Recorded</li> <li>• The Lived Experience of the Veteran and Military Affiliated Student – Enduring</li> </ul>	
		
Multiple Sessions Available	 	<p><b>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</b></p> <p><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></p> <ul style="list-style-type: none"> <li>• <b>Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care.</b> The program will occur on the first Wednesday of each month October 2023 through May 2024. <a href="#">Visit HERE to learn more!</a></li> <li>• <b>Project ECHO: Aging, Community, and Equity (PEACE).</b> This program will run from February 14 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. <a href="#">Visit HERE to learn more!</a></li> </ul> <p>To register or for more information email <a href="mailto:unh.projectecho@unh.edu">unh.projectecho@unh.edu</a> or visit us <a href="#">HERE</a></p>
		<p><b>ECHOs – Expanding Health Knowledge – via Zoom</b>  <a href="#">Click here to learn more</a></p> <p><b>Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024</b>  <b>Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024</b></p>
		<p><b>FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</b></p>
1/9/24	7:30 am – 9:00 am: <b>MA OBAT ECHO®: Processing Grief After Overdose</b>	<p><b>Free CE's available.</b>  <a href="#">CLICK HERE</a>  to see all offerings</p>
1/12/24	12:00 pm – 1:00 pm: <b>The Fundamentals of Wound Care for addiction medical treatment teams</b>	
1/16/24	8:00 am – 9:00 am: <b>Family members and addiction treatment outcomes: Applying research to clinical practice</b>	
1/16/24	12:00 pm – 1:00 pm: <b>More Than Baby Blues: Shining a Light on Co-Occurring Disorders in the Peripartum Period</b>	
1/22/24	12:00 pm – 1:00 pm: <b>Considerations of Gender-Diverse Care in Addiction Treatment Settings</b>	
1/22/24	6:00 pm – 7:15 pm: <b>Recovery Coach Drop-in Forum</b>	
1/23/24	7:15 am – 9:15 am: <b>MA OBAT ECHO®: Caring for Individuals Post Incarceration</b>	
1/23/24	12:00 pm – 1:00 pm: <b>Innovations in the Treatment of Opioid Use Disorder in Pregnancy</b>	
1/29/24	6:00 pm – 7:15 pm: <b>Recovery Coach Drop-in Forum</b>	
1/30/24	12:00 pm – 1:00 pm: <b>Collaborating with Child and Family Protective Services to Maximize Family Outcomes for People with Substance Use Disorder</b>	
1/31/24	12:00 pm – 1:00 pm: <b>Stimulants 101</b>	
2/13/24	7:15 am – 9:15 am: <b>MA OBAT ECHO®: Treating SUD in the Context of Homelessness</b>	
		<p><b>FREE Trainings from Southern NH AHEC – CEU's Available!</b>  <a href="#">Click here</a> and the go to “Read latest Blitzmail newsletter”</p>
On-Demand Trainings	<b>Addiction as a Chronic Disease</b>	<a href="#">VIEW NOW</a>
	<b>Compassionate Boundries</b>	<a href="#">VIEW NOW</a>
	<b>Culture and Cultural Effectiveness</b>	<a href="#">VIEW NOW</a>
	<b>De-Escalation of an Overramped Patient</b>	<a href="#">VIEW NOW</a>
	<b>Enhancing Provider Skills in Serving People who Actively Use Substances</b>	<a href="#">VIEW NOW</a>

See Full List of Trainings on the SNHAHEC website	<b>Management of Stimulant Use Disorders</b>	<a href="#">VIEW NOW</a>
	<b>Motivational Interviewing</b>	<a href="#">VIEW NOW</a>
	<b>Multidisciplinary Approach to SUD, MH and Care Coordination</b>	<a href="#">VIEW NOW</a>
	<b>Our Actions Have Impact: The Importance of Stigma Reduction</b>	<a href="#">VIEW NOW</a>
	<b>Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders</b>	<a href="#">VIEW NOW</a>
	 <p><b>Improve Your Precepting Skills with These FREE Courses from SNAHEC!</b> Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> <li>✓ <b>Dealing with the Difficult Learning Situation: Prevention:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Dealing with the Difficult Learning Situation: Management:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>The Effective Preceptor:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Evaluation: Making it Work:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Giving Feedback:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Integrating the Learner into a Busy Practice:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Inter-professional Collaboration:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Learner Engagement in Community Rotations:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>The One-Minute Preceptor:</b> <a href="#">VIEW NOW</a></li> <li>✓ <b>Setting Expectations:</b> <a href="#">VIEW NOW</a></li> </ul>	<a href="#">LEARN MORE</a>
Various – see site for details	 <p><b>FREE Trainings from New England Public Health Training Center – CEU’s Available!</b></p>	<a href="#">Click for a complete list of trainings</a>
Various – see site for details	 <p><b>Training and events – happening locally and online!</b></p>	<a href="#">Click for a complete list of trainings</a>
Various – see site for details	 <p><b>Dartmouth Health Professional Development – FREE CEUs!</b> Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!</p>	<a href="#">Click for a complete list of trainings</a>
Various – see site for details	 <p><b>Providers Clinical Support System</b></p>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <p><b>Comprehensive list of trainings and webinars – many archived. CEU’s available.</b></p>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <p><b>Addiction Technology Transfer Center Network</b> Funded by Substance Abuse and Mental Health Services Administration</p>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <p><b>Mental Health Technology Transfer Center Network</b> Funded by Substance Abuse and Mental Health Services Administration</p>	<a href="#">Click for a Complete List of Trainings</a>

Various – see site for details	 <p>African American Behavioral Health CENTER OF EXCELLENCE</p>		<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <p>CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY</p>		<a href="#">Click for a Complete List of Trainings</a>
Free Webinars	 <p>Opioid Response Network</p>		<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <p>WILLIAM JAMES COLLEGE</p>	<p><b>William James College Professional Development</b> Please <a href="#">email us</a> if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!</p>	<a href="#">Click for a Complete List of Trainings</a>
	<p><b>Certificate Program in Trauma Treatment within Intellectual and Developmental Disabilities Populations – Live via Zoom</b></p> <p>We are pleased to announce a new online Certificate Program in Trauma Treatment within I/DD Populations. Individuals with Intellectual and Developmental Disabilities experience abuse, specifically sexual assault, at rates higher than other populations, but there are not nearly enough clinicians to treat these survivors. We have created this certificate program, in order to try to increase the availability of well trained, trauma informed clinicians to specifically support these clients. The Certificate program will include <b>a series of workshops combined with Community of Practice sessions</b> to supplement learning, which will culminate in a certificate and micro-credentials. Participants can choose to attend individual or multiple workshops!</p> <p>Friday, January 26, 2024, 9:00 AM - 4:30 PM - <b>Sexual Assault and People with Intellectual and Developmental Disabilities: Adaptations to Treatment</b>; presented by Joanna Bridger, LICSW, and Tom Hall MA CBIST</p> <p>Friday, March 1, 2024, 9:00 AM - 4:30 PM - <b>Sexual Assault and People with Intellectual and Developmental Disabilities: Working with Potentially Harmful Coping including Suicidal Thoughts and Behaviors, Non-Suicidal Self-Injury, and Substance Use and Addiction</b>; presented by Joanna Bridger, LICSW, and Tom Hall, MA, CBIST</p> <p>Friday, March 15, 2024, 9:00 AM - 4:30 PM - <b>Positive Identity Development and Healing from Trauma in the Lives of People with intellectual and Developmental Disabilities</b>; presented by Karyn Harvey, PhD</p> <p>Friday, April 26, 2024, 9:00 AM - 4:30 PM - <b>Adapting DBT Strategies for Clients with I/DD &amp; Using Thought Field Therapy with Individuals with I/DD to Manage Trauma Symptoms</b>; presented by Chelsea Walsh, LICSW, Ryan Hand, BCBA, LABA and Nora Baladerian, PhD</p> <p>Friday, May 31, 2024, 9:00 AM - 4:30 PM - <b>Clinical Treatment for Adults with I/DD in an Outpatient Mental Health Clinic &amp; Risk Reduction for Adult Trauma Survivors with Intellectual and/or Developmental Disabilities</b> presented by KayLee Blanchard, LICSW, Karen Meginsky, LMHC, and Nora Baladerian, PhD</p> <p>Friday, June 21, 2024, 9:00 AM - 4:30 PM - <b>Introduction to Sexuality and People with Intellectual and Developmental Disabilities (I/DD) and Organizational Strategies to Prevent Abuse of People with Disabilities</b>; presented by Pat Carney, MEd, ABD, Meg Stone, MPH, and Jeanine Woods of Impact</p>		<p>Please <a href="#">email us</a> if you are interested in attending and want to be reimbursed by Network4Health</p> <p>See complete details on this program <a href="#">HERE</a></p>

	<b>Community of Practice Sessions: 12:00 PM - 1:00 PM presented by Joanna Bridger, LICSW: July 10, 2024; July 24, 2024; August 7, 2024; August 21, 2024; September 4, 2024; September 18, 2024;</b>	
Various – see site for details	 <b>Trainings from the National Council for Mental Wellbeing:</b>	<a href="#">Click for a Complete List of Trainings</a>
<b>*Free* Webinars From NAADC – CEU's Available!</b>		
	<a href="#">MORE INFO HERE</a>	
1/11/24	<b>Addressing Mental Health and Situational Problems in Substance Use Disorder Counseling;</b> 3:00-4:00pm - Earn 1 CE	<a href="#">REGISTER NOW</a>
1/25/24	<b>Sociometrics: Experiential Therapy Made Manageable;</b> 3:00-4:30pm - Earn 1.5 CEs	<a href="#">REGISTER NOW</a>
1/26/24	<b>Peer Recovery Support Series, Part 1: A Beginner's Guide to Coaching Recovery;</b> 3:00-4:30pm - Earn 1.5 CEs	<a href="#">REGISTER NOW</a>
2/1/24	<b>Antiracist Addiction Treatment Requires Decriminalization and Harm Reduction;</b> 3:00-4:30pm - Earn 1.5 CEs	<a href="#">REGISTER NOW</a>
2/8/24	<b>Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma;</b> 3:00-4:30pm - Earn 1.5 CEs	<a href="#">REGISTER NOW</a>
2/23/24	<b>Peer Recovery Support Series, Part 2: Beyond 12-Steps - The Neuroscience of Recovery Coaching;</b> 3:00-4:30pm - Earn 1.5 CEs	<a href="#">REGISTER NOW</a>
3/1/24	<b>Collegiate Recovery: Fostering Recovery-Supportive College Campuses;</b> 3:00-4:00pm - Earn 1 CE	<a href="#">REGISTER NOW</a>
3/15/24	<b>Cultural Considerations for 12-Step Recovery Programs;</b> 3:00-4:00pm - Earn 1 CE	<a href="#">REGISTER NOW</a>
3/29/24	<b>Current Scientific Evidence About Mutual Help Groups;</b> 3:00-4:00pm ET - Earn 1 CE	<a href="#">REGISTER NOW</a>
Ongoing	<b>Advancing Awareness in LGBTQ Care Multi-Part Series:</b> 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+	<a href="#">WATCH NOW</a>
<b>*Free* From NH Healthy Families</b>		
 <b>nh healthy families.</b>	<p><b>Reminder:</b> 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 <a href="#">click here</a> for more information, <a href="#">click here</a> to see a complete list of trainings, or contact Kimberly Bindas at <a href="mailto:kbindas@centene.com">kbindas@centene.com</a> with further questions.</p>	
1/16/24	1:00 PM - 2:30 PM: <b>Substance Related and Addictive Disorders - Module 7- Opioid Related Disorders by Taylor Murphy, MSW</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/18/24	1:00 PM - 3:00 PM: <b>Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton MA, LPC, LPCC</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/22/24	11:00 AM - 12:30 PM: <b>SMART Goals with Clinical Provider Trainer Adriana Peralta, MSW, LCSW, LPN</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/23/24	10:00 AM - 12:30 PM: <b>Substance Use Initiative for NH Providers with Opioid Focus by Dana Buonanducci, MS, LMHC, NCC</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/25/24	10:30 AM - 12:30 PM: <b>Co-Occurring Substance Use and Mental Health Disorders with Taylor Murphy, MSW</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/30/24	9:30 AM - 11:30 AM: <b>Behavioral Health Screening Tools for Providers by Dana Buonanducci, MS, LMHC, NCC</b>	CEUs Available! <a href="#">REGISTER NOW</a>
1/31/24	11:00 AM - 12:00 PM: <b>The Adverse Childhood Experience (ACE) Study with Taylor Murphy, MSW</b>	CEUs Available! <a href="#">REGISTER NOW</a>
2/1/24	10:00 AM - 12:30 PM: <b>SBIRT for Providers with Dana Buonanducci, MS, LMHC, NCC</b>	CEUs Available! <a href="#">REGISTER NOW</a>
2/2/24	11:00 AM - 12:00 PM: <b>An Introduction to The ASAM Criteria with Taylor Murphy, MSW</b>	CEUs Available! <a href="#">REGISTER NOW</a>

2/6/24	9:30 AM - 12:30 PM: <b>Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC</b>	CEUs Available! <a href="#">REGISTER NOW</a>
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## MANAGEMENT CORNER

### LEADING HEALTHCARE: TRANSFORMING HEALTHCARE THROUGH TECHNOLOGY INNOVATIONS

From: *“Leading Healthcare: Transforming Healthcare Through Technology Innovations”* by UKG Workforce Institute and Nanne M. Finis, RN, MS, Chief Nurse Executive, UKG; Fall, 2023; [CLICK HERE](#) to see full article.

A discussion focused on three significant trends that will drive how successful healthcare organizations will thrive: building a life-centric workforce, strategic adoption of technology and artificial intelligence (AI), and designing a competency-based organization. The past three years challenged healthcare organizations as never before. The healthcare workforce, already facing serious shortages, shouldered much of the enormous demand caused by the pandemic. Record numbers of those at the sharp end of patient care — physicians and nurses — resigned from their jobs, and in some cases, left their professions altogether.

This epic disruption spotlighted a critical lesson for leaders — that healthcare organizations simply cannot function without a robust, resilient, and sustainable workforce. The traditional ways of workforce management, from recruitment to staffing to working within rigid “job lanes,” no longer meet the challenges of this rapidly evolving landscape. Today’s healthcare workers seek meaningful work as well as opportunities for professional development and career advancement. They demand leaders who will ease the frustrations of working with antiquated manual systems. Flexibility is key.

Innovative organizations are using this seismic shift to redesign their entire model of work by focusing on competencies rather than job descriptions, by reconfiguring patient care teams in creative and flexible ways, and by adopting technology to alleviate administrative burdens and improve patient care.

Read on to learn more about these three trends and how they offer opportunities to truly re-imagine healthcare in ways that will engage and energize our workforce and, ultimately, deliver superior patient care.

#### **Building a Sustainable and Life-Centric Workforce**

The healthcare landscape has permanently changed as a result of the severe pressures placed on much of our workforce throughout the COVID-19 pandemic. Although hospitals have been able to recruit back more than 5% of the workforce that left in the past three years, a serious shortage remains. As many as 47% of healthcare workers plan to leave their jobs by 2025, a trend that is not sustainable.

In its 2023 Global Human Capital Trends report, Deloitte identified worker self-determination as a significant trend in this radically changed world. Workers demand more meaningful work, flexible workplace models, and more personalized career paths.<sup>8</sup> In the wake of the disruption caused by the pandemic, innovative organizations are seizing the opportunity to rethink their entire model of work, including a major workforce redesign.

The UC Health/University of Colorado Hospital recently surveyed more than 7,000 of their direct care nurses, who overwhelmingly indicated that they desire more flexibility as far as job shares as well as more control over their schedules and in using paid time off. As a result of this resounding feedback, Kathy Howell, Chief Nursing Executive for UCHealth, notes that the organization recently implemented an RN job share process that assists those interested in dividing their worked hours into two different clinical departments. UC Health’s new RN FlexSchedule program offers nurses opportunities for a highly flexible schedule, such as working 12 weeks, after which the nurse is able to take four paid weeks off.

Other organizations are designing and testing new models of care delivery, including utilizing virtual nurses who co-manage the care of a group of patients in close collaboration with a bedside nurse and nursing assistants or patient care technicians.

Technology supports the virtual nurse in performing critical functions such as admission assessments, medication reconciliation, and discharge planning.

### Strategic Adoption of Technology and Artificial Intelligence

Healthcare organizations have invested millions of dollars in technology that supports electronic medical records (EMR), financial systems, and patient admission and scheduling. But technology also plays a critical role in supporting the healthcare workforce — by reducing the administrative burden of scheduling, documentation, and decision making supported by AI.

“We’ve used AI in our solutions since 2015 and remain committed to the responsible and ethical utilization of AI in service of people to help businesses become great places to work. By applying generative AI across our entire suite experience, we’re reshaping how people will access information, analyze insights, and complete important processes at work,” said Hugo Sarrazin, Chief Product and Technology Officer at UKG. “Delivering this experience will naturally drive adoption of the technology.”

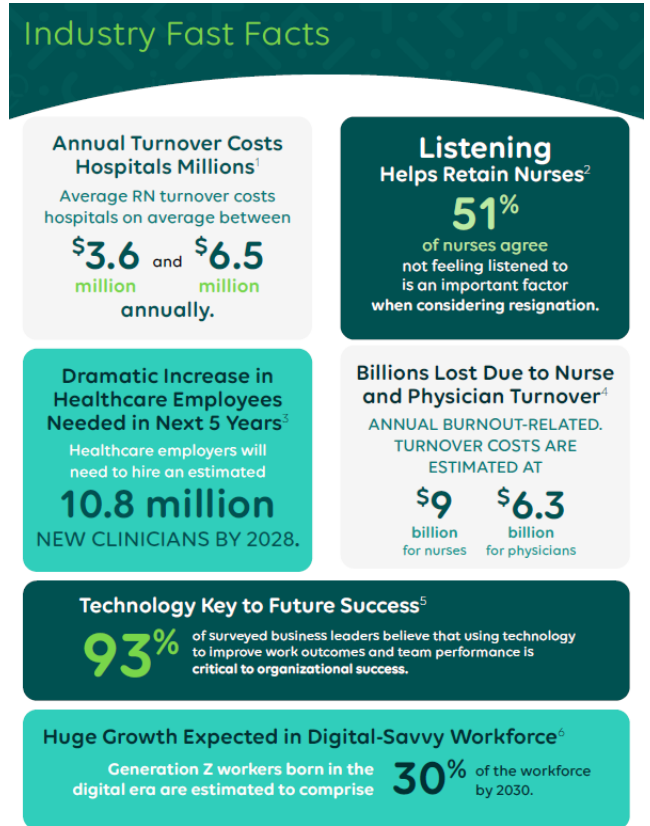
With the conversational experiences facilitated by AI, UKG is also replacing the need to manually search company handbooks, policies, intranet articles, and other lengthy and dispersed documentation that then require interpretation based on individual scenarios. Instead, UKG will allow a person to ask a question and receive a personalized response in real time that is applicable to their position, unique situation, or need.

### Emerging Concepts

Flexibility — in schedules, types of work performed, career advancement opportunities, and work location — has emerged as one of the top workplace attributes demanded by workers. Staff burnout, resignations, and persistent shortages require healthcare organizations to re-imagine how leaders engage with their workers in order to improve the workplace experience and, ultimately, worker engagement, satisfaction, and retention.

Workforces of the future will be defined by skills and competencies rather than by job titles and descriptions, credentials, reporting relationships, or education. Staff roles will become more fluid and responsive to what is needed in order to deliver high-quality and safe patient care. Organizations will innovate with virtual care team models or hybrid staffing models — some virtual and some at the bedside — in order to optimize staff working at the top of their capabilities and scope.

AI and automation hold enormous potential to reduce clinician frustration with administrative burdens as well as support them with complex clinical decision-making, impacting both patient and clinician satisfaction. Technology adoption will grow even more critical as organizations experiment with virtual care team models and remote patient management at home.



Leading Healthcare

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