

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

February 7, 2024



HEALTHCARE HIRING IN 2023: DATA TELLS THE STORY

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From: "The Great Resignation is a now misleading storyline for hospitals: Analysis" Jan. 22, 2024, By Molly Gamble for Becker's Hospital Review; [Click here for story.](#)

The mass exodus of workers recorded at the beginning of the COVID-19 pandemic slogged as "The Great Resignation" once applied to hospitals. But not anymore, according to an analysis published in NEJM Catalyst.

To compare healthcare employment trends and wages in a systematic way, Amitabh Chandra, PhD, director of health policy research at the Harvard Kennedy School of Government and professors of business administration at Harvard Business School in Cambridge, Mass., and Louis-Jonas Heizlsperger, doctoral student in economics at University of California, Berkeley, explored healthcare employment, hours and wages from March 2006 to June 2023.

Their analysis of Bureau of Labor Statistics data shows employment in hospitals (including occupations of physicians, physician assistants, registered nurses, licensed practical nurses, medical technicians, and non-clinical workers) is now slightly higher than what it was at the start of the pandemic and substantially higher in physician offices. Real wage growth in these settings has exceeded inflation — in the short run and over the long run. Nursing homes make up the one setting that has not seen an employment rebound; as of June 2023, employment in nursing homes was 6% lower than pre-pandemic levels.

"The pandemic introduced sharp declines in employment, particularly in physician offices, nursing homes and residential facilities, and to a lesser degree in hospitals," the authors write. "However, within a year, employment in physician offices and hospitals had been close to fully restored, which was substantially faster than the rest of the economy, where it took 2 years for employment to return to pre-pandemic levels."

The finding is in line with a previous analysis from Altarum, which reported that by the end of summer 2023, healthcare employment was 3.2 percent above where it was before the pandemic began and exceeded the non-healthcare employment gain over the same period.

Dr. Chandra and Mr. Heizlsperger went one step further in the latest analysis to propose four explanations why the 'Great Resignation' narrative has sticking power with hospitals, even after their employment levels have adjusted to exceed pre-pandemic levels.

1. Healthcare leaders may be overfocused on quit rates versus hiring rates or employment growth. Negativity bias may have leaders more attuned to the effects of losing employees than hiring them, "but it is not reassuring for society if healthcare leaders are prone to ignoring highly relevant data," the authors note.

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

2. Hiring is harder.

Hospital employment has exceeded pre-pandemic levels, and the work it takes to hire may be greater, too. Posting advertisements, negotiating and recruiting new employees, and training and onboarding them at increased wages — only to risk seeing them quit again and get hired elsewhere — is demanding work. Worth mentioning, too, is the scrutiny and tighter management of contract labor costs that health systems have demonstrated the past couple of years.

3. Workers — both those who never quit and new hires — could be burned out and may want to resign.

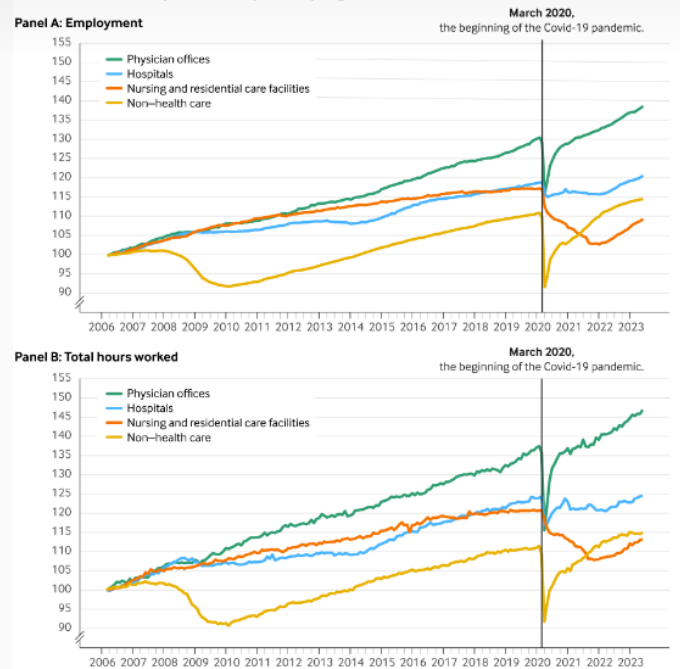
"Well-being and labor shortages are different economic concepts but may manifest themselves in the same way to employees," the authors note. While healthcare employment has largely recovered, real wages have lagged inflation, which would amplify feelings of burnout. Separately, the CDC measured healthcare workers' mental health, safety and well-being pre- and post-pandemic and published findings this past fall, noting increases in experiences of harassment, feelings of burnout and intent to resign.

4. Healthcare workers view all existing shortages as pandemic-induced. "While this is possible, it bears repeating that current employment levels and hours worked exceed pre-pandemic levels (and this does not even count the short-term, stop-gap use of healthcare professionals hired through and attributed to the employment services segment), so it is difficult to argue that preexisting shortages have worsened," the authors write. "However, if the workforce is burned out, it is possible that it feels like there are shortages, which introduces a very different policy problem than addressing shortages."

"Outside of nursing homes, the narrative of stagnant wages, vacancies, and low employment receives no empirical support, and policy makers should be skeptical of advocacy by hospitals for financial assistance to overcome labor shortages induced by the pandemic, without obtaining better facts about these alleged shortages," the study authors conclude.

Health Care Sector Employment and Hours Worked, March 2006 – June 2023

During the Great Recession (December 2007 – June 2009), the health care sector was essentially recession-proof in terms of employment and hours worked. And while health care did not escape the impact of the Covid-19 pandemic, the decline in employment and wages was relatively short-lived; but the rate of recovery has varied by industry segment.



From: "Heavy healthcare hiring softened sting of quits, analysis suggests" Jan. 29, 2024, By Molly Gamble for Becker's Hospital Review; [Click here for story.](#)

Many healthcare workers left their jobs a year into the pandemic even though overall employment in the sector remained steady, according to a new study that adds texture to the ongoing examination of workforce tumult facing hospitals and health systems.

The study, published in JAMA Health Forum, was conducted by researchers with Johns Hopkins Bloomberg School of Public Health to further examine how the COVID-19 pandemic affected employment entries into and exits out of healthcare.

Their findings follow an analysis that suggested the Great Resignation storyline may no longer hold for hospitals and health systems since employment levels have come to exceed pre-pandemic levels.

The JAMA findings from Hopkins add a bit more granularity, showing that although healthcare employment appeared steady by the end of 2021, the industry saw steady exits through that time — first for workers exiting to non-employment, and then exiting to other industries.

Here are five findings from the analysis (accessed in full here):

1. In Q1 2020, most healthcare workers who left their jobs didn't go to work elsewhere. By Q4 2021, workers exits were dominated by those leaving the field to find jobs outside of healthcare.
2. More people started working in healthcare starting in Q3 2020 and by Q4 2021, with entry rates into the industry exceeding the 2018 baseline and reaching a level similar to exit rates. The proximity of entry and exit rates suggests that healthcare employers were able to offset more resignations by hiring additional personnel toward the end of 2021.
3. "While the increase in entrants means that total employment did not decrease by as much as the increase in exits alone would suggest, it implies that health care organizations after the pandemic are operating with more staff with less experience than in the pre-pandemic period," the authors note. Employment headcount may exceed pre-pandemic levels, but that does not hold true for professional experience.
4. A higher proportion of those leaving healthcare jobs were women, while fewer women and Black workers started jobs in healthcare compared to before the pandemic, suggesting a "net loss" of both demographic groups.
5. The study used the U.S. Census Bureau's Job-to-Job Flows data as its primary source and state-level data from Q1 2018 through Q4 2021. Alaska, Arkansas, Hawaii, Mississippi and Tennessee were excluded due to data limitations.

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

FUNDING ANNOUNCEMENT

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

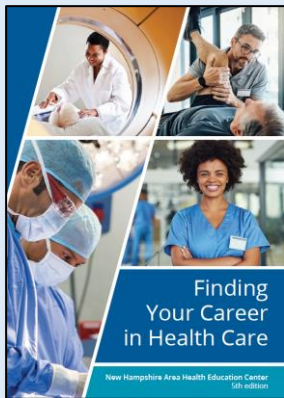
The Health Resources and Services Administration (HRSA) released a New Notice of Funding Opportunity (NOFO) to educate and train the health and supportive care workforces to care for older adults by collaborating with community partners.

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

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

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

WORKFORCE DEVELOPMENT OPPORTUNITIES



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

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

Earn & Learn for Career Advancement



Excellent career pathway through paid apprenticeship!

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

- Medical Assistant (MA) – **Next class starting soon!**
- Licensed Nursing Assistant (LNA) – **Next class 2/12/24!**
- Patient Service Representative (PSR) – **Starting early 2024!**
- Pharmacy Technician – **New cohort coming in 2024**
- Other careers coming soon!

Benefits of apprenticeship:

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

To apply at CMC
[CLICK HERE](#)

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

information including career descriptions, salary ranges, educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

Scholarships and Affording School:



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

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



Get Help with Your Nursing School Debt!

The Nurse Corps Loan Repayment Program is open now through March 7, 2024. You can decrease your nursing education debt by up to 60% with two years of service. If you serve a third year, you could decrease your debt by up to 85%.

Are You Eligible?
[FIND OUT HERE](#)

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.



Health Care Community Interpretation Training

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

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



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

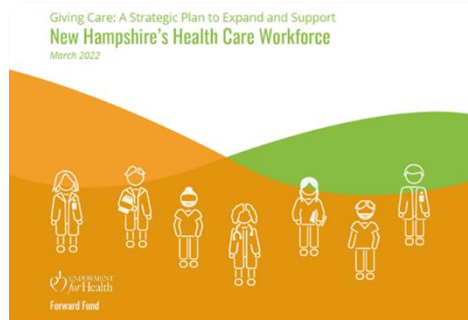
We are a collaborative of healthcare providers, practitioners, and educators banding together with state government and business leaders.

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

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

Giving Care: NH's Healthcare Workforce Plan

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



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

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

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

BY THE NUMBERS

HealthForceNH.org 

AMONG NH TOP ACADEMIC MAJORS

HEALTH CARE ADMIN
RANKED 4TH
WITH


1,707
GRADUATES

REGISTERED NURSE
RANKED 5TH
WITH


1,629
GRADUATES

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H’s VISION FOR THIS WORK:


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

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

Through this initiative, Network4Health will support our partners to:

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

Other Upcoming DEI Trainings:

3/7/24		Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health
	<p>NASW Maine presents: “Beyond Cultural Competence Series” This series will take us beyond Cultural Competence to integrate anti-oppressive, anti-racist, and culturally responsive practices. Learn more here</p>	
3/7/24	12 - 2pm: Impacts of Racial Trauma (Beyond Cultural Competence Series) - Learn about the impacts of racial trauma and oppression on the mind, body, and spirit.	
4/9/24	10am - 12pm: Healing for Racial Equity Warriors (Beyond Cultural Competence Series) - Learn about how triggers impact racial equity and our mind and body.	
2/20/24	10am - 12pm: Real White Heroes (Beyond Cultural Competence Series) - Learn how to foster a positive, anti-supremacist White identity.	REGISTER NOW
3/21/24	10 - 11:30am: Facilitating Conversations on Race/Bias (Beyond Cultural Competence Series)	REGISTER NOW

3/22/24	12 - 2pm: Allyship (Beyond Cultural Competence Series) - Learn about allyship and the importance of understanding self and moving beyond the performative.	REGISTER NOW
4/23/24	10am - 12pm: Beauty "Standards" (Beyond Cultural Competence Series) - Learn about how Fatphobia is rooted in Anti-Blackness	REGISTER NOW
5/21/24	10am - 12pm: Generational Trauma and its Impacts (Beyond Cultural Competence Series) - Learn about various forms of generational trauma and their impacts on individual and families.	REGISTER NOW

PROFESSIONAL DEVELOPMENT



SCHOLARSHIPS!

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

EXPLORE SCHOLARSHIP OPPORTUNITIES

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

Scholarships available for:

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

[CLICK HERE](#) for more info

FOR ADDITIONAL FINANCIAL ASSISTANCE RESOURCES:

Here are some suggestions of resources outside of the Foundation's scholarship

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

program that you can take advantage of to help finance your post-secondary education.

[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

SAVE the DATE



NH Community Health Worker SUMMIT 2024

April 30th, 2024 8:30am-3:30pm

Join us **IN-PERSON** for the 2024 CHW Summit!

Grappone Conference Center, Concord, NH

What's in Store:

- Breakout sessions for CHWs, employers, providers, and other allies
- Networking
- Self-Care Practices
- Updates on CHW initiatives
- And more...!

CHW & Ally Awards

Do you know someone who deserves to be recognized as the NH CHW or Stakeholder of the Year? Submit a nomination for them!

<https://forms.office.com/r/MYhmbXjGuj>

Would you like to be part of the committee who reviews and scores award nominations? Contact Maddie at m.bailey@nchcnh.org

Supported by:



[PRE-REGISTER and get more information HERE!](#)



Share your story: Join an upcoming focus group

To provide feedback on Choices for Independence (CFI) Waiver services

Purpose of the Focus Group: To learn about direct care professionals' experiences supporting people on the Choices for Independence waiver.

Date & Time:

Monday, Feb. 19th, 6:30–8:00 p.m.

Via Zoom, link to be provided

Format: The focus group will be a discussion of 6-8 people who provide direct support services to people through the Medicaid Choices for Independence waiver. The discussion will last 90 minutes. You will be asked to share your personal experiences and opinions on:

- Your experience supporting older adults and people with disabilities, including the types of support you provide.
- What is working well and what challenges you experience in providing person-centered care.
- The kinds of information and support you get to do your job.
- Your recommendations for improving service delivery for older adults and people with disabilities using CFI services.

Focus group participants will receive \$40 for their time.

Space is limited! Please RSVP using the link below or by scanning the QR code:
https://bit.ly/CFI_FG



CLICK the picture for more information!

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			
2/8/24	8:30 AM - 3:30 PM: Hepatitis C (HCV): Impacts, Challenges, and Treatments; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/9/24	8:30 AM - 4:00 PM: The Ethical Clinician: Benefits, Burdens, and Best Practices; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/13/24	10:00 AM - 11:30 AM: Engaging with the LGBTQ+ Community: A Cultural Proficiency Training; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/15/24	8:30 AM - 4:00 PM: HIV Trends & Treatment; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/16/24	8:30 AM - 4:00 PM: Understanding and Treating Cannabis Use Disorder Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/20 & 2/27/24	8:30 AM 4:00 PM: Benzodiazepines; Help, Hope, & Healing – A Peer Training Program - 2 sessions; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/22/24	8:30 AM - 4:00 PM: Initial Training on Addiction and Recovery; Location: NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/23/24	8:30 AM - 11:45 AM: Families & Addiction; Location: NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/27/24	8:30 AM - 4:00 PM: A Cognitive Approach to Self-Care for Certified Recovery Support Workers; Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/29 & 3/1/24	8:30 AM 5:00 PM: LivingWorks Applied Suicide Intervention Skills Training (ASIST); Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/6/24	8:30 AM - 4:00 PM: Caring for Yourself While Caring for Others: Ethical Considerations & An Interactive, Skill Development Workshop; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/6/24	12:00 PM - 3:15 PM: Mindfulness/Wellbeing and Life Balance; Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/8/24	10:00 AM - 11:30 AM: LGBTQIA+ Youth Suicide Prevention Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/18/24	12:00 PM - 3:15 PM: Providing Treatment Without Getting a Treat: Managing Motivation and Coping with Burnout and Disillusionment; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/11/24	8:30 AM - 4:00 PM: Ethical Principles in the Helping Profession; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/11/24	8:30 AM - 3:00 PM: It's Never Easy: Delivering Bad News; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/28/24	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/3/24	8:30 AM - 3:30 PM: Harm Reduction; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/19/24	8:30 AM - 4:00 PM: Confidentiality Updates: 42 CFR Part 2 and HIPAA; Location - NH Audubon - 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/3/24	8:30 AM - 11:45 AM: Brain Injury in the Courtroom; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat

5/24/24	9:00 AM - 1:30 PM: Is Exercise Part of the Solution to Substance Use Disorders? Location: Fairfield Inn & Suites - 165 Skimobile Road, North Conway, NH 03860	CEU's Available!	Click to Learn More & Sign Up for a Seat
PESI Workshops			
<i>A Note About PESI Trainings:</i>			
<i>PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars). In fact, too many to list here. For the time being, we will advertise trainings of a particular interest, however if there is a specific PESI training you are interested in, please email us at N4H.workforcedevelopment@cmc-nh.org and we will consider funding slots at it.</i>			
Here are just a few coming in Feb 2024:	<ul style="list-style-type: none"> • Rewire the Anxious Brain: Neuroscience-Informed Treatment of Anxiety, Panic and Worry • Polyvagal Theory and the Neuroscience of Connection: How a Polyvagal Perspective Can Enhance the Treatment of Trauma and Anxiety • Racial Trauma and Minority Stress: The Culturally Competent Clinician's Guide to Assessment and Treatment • Documentation and Risk Management in Behavioral Health: Top Ethical Challenges • Changing the ADHD Brain: Moving Beyond Medication 	Go to: PESI To find more!	
Open until 5/13/24	PESI: Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More. Speaker: Alexia Rothman, PhD; online via Zoom; Multiple dates available; Duration: Full Day	REGISTER NOW	
3/12/24	8:00-4:00pm EST: PESI: Ethics and Risk Management in Behavioral Health: What Every Clinician Needs to Know About Mental Health and the Law – Live Webinar	REGISTER NOW	
4/11/24 or 5/1/24	PESI: Self-Regulation Interventions for Children & Adolescents: Reduce Frustration, Emotional Outbursts & Oppositional Behaviors; Speaker: Dr. Laura Ehlert, PsyD; Duration: Full Day; Live webinar	REGISTER NOW	
Open until 3/29/24	PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body The research and experience of leading trauma experts make it clear — to fully overcome deep trauma wounds, you must address trauma's impact on the body. But too many clinicians have not been trained to work with the subtle cues of posture, facial expression, eye gaze, and movement that can serve as our guides to deep healing. That's why we've gathered some of the world's leading somatic therapy experts for this unique and highly practical online course. Join world-leading trauma experts to master skills from some of the field's most powerful somatic therapies.	REGISTER NOW	
Trainings & Conferences – Seats Sponsored by Network4Health			
2/23/24	11:10 am – 6:00 pm Eastern Time: Portland DBT Institute: Evidence-Based and Family-Focused Practices in the Treatment of Adolescent Substance Abuse – Via Zoom	REGISTER NOW	
3/7-3/8/24	11:30 am – 7:00 pm Eastern Time: Portland DBT Institute: DBT for People with Substance Use Disorders – via Zoom	REGISTER NOW	
3/21-3/24/24	47th Annual PSYCHOTHERAPY NETWORKER SYMPOSIUM: The Most Celebrated Gathering in the World for Psychotherapists (online only) 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.	REGISTER NOW	
9/5 – 9/8/2024	Cape Cod Symposium on Addictive Disorders - The Cape Cod Village at the Emerald Resort 35 Scudder Ave, Hyannis, MA 02601; <u>Early Bird Registration ends 5/3</u> The Premier Educational Event for Addiction Treatment & Behavioral Health Professionals The field of addiction treatment is ever-changing, and we're dedicated to bringing you the best possible education, led by national experts. At the Cape Cod Symposium, you'll find	REGISTER NOW	

	yourself among like-minded peers, learning the latest, most effective strategies for addiction treatment and behavioral health, and addressing the significant challenges we must overcome. See MORE HERE . Reminder: Network4Health only reimburses at 50% for events costing \$301 and more.	
	 New Hampshire Psychological Association CLICK HERE for more upcoming events	
2/23/24	9:00 AM - 12:05 PM: Emerging Clinical Applications of Psychedelic Medicines ; Location – Zoom	
	Please email us if you are interested in attending and want to be reimbursed by Network4Health	
	 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website	
2/21/24	12:45 - 5pm: Shifting from a Behavioral to a Regulation Approach - live on zoom	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
3/29/24	8:30am - 4:15pm: Social Work Celebration & Ethics Workshop - Holiday Inn Concord Downtown, 172 North Main Street Concord, NH Join us as we celebrate social work month in person! 8 :30 - 11:00 am: 2024 NASW NH Award Recipients 1 :00 - 4:15 pm: Afternoon Ethics Workshop - Diving Into The Grey: Ethical Considerations; at the Holiday Inn or virtually. MORE INFO HERE	
4/10/24	8:45am - 12pm: Ethical Issues Related to Medical Aid in Dying and End Of Life Options - 3 Category A CEs on zoom	
4/15/24	9 - 10:30am: Concussions and Brain injury: Clinical Considerations ; 1.5 Category CEs - live on zoom	
2/8/24	12:45 - 4pm: Human Trafficking for Service Providers ; Two workshops on zoom - choose one or both. 3 CEs available	REGISTER NOW
3/5/24	9 - 11:30am: The Most Common Form of Family Violence: Sibling Aggression and Abuse ; 2 CEs - live on zoom	REGISTER NOW
3/11-4/1/24	11:30am - 5pm: Essential Telehealth ; Location - live on zoom	REGISTER NOW
5/23 – 5/24/24	2024 NASW Annual Conference - The Mountain View Grand Resort & Spa, Whitefield, NH Our goal is to provide a destination conference right here in New Hampshire with speakers and workshops that address the professional development needs of social workers and allied professionals in a variety of fields. We have designed a conference for social workers and allied professionals striving to improve the lives of individuals, families, and communities.	REGISTER NOW

 University of New Hampshire	UNH Professional Development and Training <i>Sponsored by Network4Health</i>
<p>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:</p> <p>FEBRUARY</p> <ul style="list-style-type: none"> • <i>Facilitating The Multi-Generational Workforce</i> February 8 Manchester • <i>Critical Thinking: Sharpen your Problem Solving and Decision Making</i> February 14 Live Online • <i>The Mindful Woman Leader</i> February 15 Live Online • <i>Introduction to Grantwriting</i> February 16 Live Online • <i>Facilitation Skills</i> February 21 Live Online • <i>Simple and Sustainable Self-Care Strategies to Support Employee Well-being</i> February 22 Live Online • <i>New Hire Orientation and Onboarding Excellence</i> February 22 & 23 Live Online • <i>NEW!! Women in Business Conference: Lift as You Lead</i> February 23, 2024 Paul College, Durham • <i>NEW! AI and Human Resources: Leveraging Opportunities and Managing Risk</i> February 23 Live Online 	

- *Lean Six Sigma Green Belt Certificate | Tuesdays, Feb 27 - March 26 | Portsmouth - Hybrid (In-Person or 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*
- *How to Be a More Compelling Communicator: Communication Skills for Leaders and Aspiring Leaders | March 5 & 6 | Live Online*
- *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*
- *NEW!! How to Build & Sustain Successful Internship Programs | March 14 | Portsmouth*
- *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*
- *Employee Engagement: Increasing Motivation and Commitment | March 29 | Manchester*

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*
- *Project Management for Non-Project Managers | April 12 | Live Online*
- *Introduction to Fundraising for Nonprofits | April 18 | Live Online*

MAY

- *Facilitation Skills | May 7 | Manchester*
- *Creating a Values Based and Purpose Driven Culture | May 8 | Manchester*
- *Make Everyday Bring Your Best Self to Work Day | May 10 | Manchester*
- *NEW! Use Stories to Uplevel Your Training and Public Speaking | May 14 | Manchester*
- *Boosting your emotional Intelligence | May 14 & 15 | Online*
- *The Mindful Woman Leader | May 15 | Manchester*
- *High Performing Leadership at Loon Mountain (2.5 day) | May 15, 16, 17 | Loon Mountain*
- *Analyzing Workstyles: Using MBTI to improve work performance | May 20 | Manchester*
- *Finding Your IKIGAI – A Pathway to Purpose and Authentic Leadership of Self and Others | May 21 | Manchester*
- *Lean Six Sigma Green Belt Certificate | Thursdays, May 30 - June 27 | Portsmouth - Hybrid (In-Person or Live Online)*
- *Facilitation Skills | May 7 | Manchester*
- *Introduction to Basic Project Management | May 17 & 24 | Live Online*

JUNE

- *Building a Culture of Diversity and Inclusion | June 5 | Live Online*
- *NEW! Becoming an Employee Whisperer | June 6 | Manchester*
- *NEW! Boldly Rising: A Conference and Retreat for Women Leaders | June 12, 13 & 14 | Browne Center/UNH*
- *NEW! Motivational Interviewing Foundation | June 19 & 18 | Manchester*

Counseling & Social Work Courses:

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

Interested? Follow This Process to Sign Up:

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

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

- **THE COURSE NAME**
- **COURSE DATE**

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

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

4/5/24	09:00am - 03:30pm: UNH Professional Development: Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor ; Location(s):Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
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***Free* Trainings – No cost to participate!**

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




NH Disability & Health Program
Responsive Practice Training
Providing Health Care & Screenings to Individuals with Disabilities
ResponsivePractice.org
University of New Hampshire
Institute on Disability
NH Disability & Health Program

FREE training
1 credit
available online & on-demand

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.







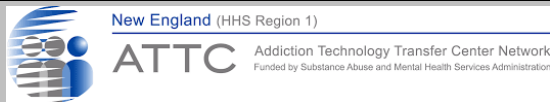

Training 2: Responsive Practice: Accessible & Adaptive Communication: [CLICK HERE](#) to view.





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



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

Various – see site for details	 <p>African American Behavioral Health CENTER OF EXCELLENCE</p>		Click for a Complete List of Trainings
Various – see site for details	 <p>CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY</p>		Click for a Complete List of Trainings
Free Webinars	 <p>Opioid Response Network</p>		Click for a Complete List of Trainings
Various – see site for details	 <p>WILLIAM JAMES COLLEGE</p>	<p>William James College Professional Development Please email us if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!</p>	Click for a Complete List of Trainings
	<p>Certificate Program in Trauma Treatment within Intellectual and Developmental Disabilities Populations – Live via Zoom</p> <p>We are pleased to announce a new online Certificate Program in Trauma Treatment within I/DD Populations. Individuals with Intellectual and Developmental Disabilities experience abuse, specifically sexual assault, at rates higher than other populations, but there are not nearly enough clinicians to treat these survivors. We have created this certificate program, in order to try to increase the availability of well trained, trauma informed clinicians to specifically support these clients. The Certificate program will include a series of workshops combined with Community of Practice sessions to supplement learning, which will culminate in a certificate and micro-credentials. Participants can choose to attend individual or multiple workshops!</p> <p>Friday, March 1, 2024, 9:00 AM - 4:30 PM - Sexual Assault and People with Intellectual and Developmental Disabilities: Working with Potentially Harmful Coping including Suicidal Thoughts and Behaviors, Non-Suicidal Self-Injury, and Substance Use and Addiction; presented by Joanna Bridger, LICSW, and Tom Hall, MA, CBIST</p> <p>Friday, March 15, 2024, 9:00 AM - 4:30 PM - Positive Identity Development and Healing from Trauma in the Lives of People with intellectual and Developmental Disabilities; presented by Karyn Harvey, PhD</p> <p>Friday, April 26, 2024, 9:00 AM - 4:30 PM - Adapting DBT Strategies for Clients with I/DD & Using Thought Field Therapy with Individuals with I/DD to Manage Trauma Symptoms; presented by Chelsea Walsh, LICSW, Ryan Hand, BCBA, LABA and Nora Baladerian, PhD: REGISTER HERE!</p> <p>Friday, May 31, 2024, 9:00 AM - 4:30 PM - Clinical Treatment for Adults with I/DD in an Outpatient Mental Health Clinic & Risk Reduction for Adult Trauma Survivors with Intellectual and/or Developmental Disabilities presented by KayLee Blanchard, LICSW, Karen Meginsky, LMHC, and Nora Baladerian, PhD</p> <p>Friday, June 21, 2024, 9:00 AM - 4:30 PM - Introduction to Sexuality and People with Intellectual and Developmental Disabilities (I/DD) and Organizational Strategies to Prevent Abuse of People with Disabilities; presented by Pat Carney, MEd, ABD, Meg Stone, MPH, and Jeanine Woods of Impact</p> <p>Community of Practice Sessions: 12:00 PM - 1:00 PM presented by Joanna Bridger, LICSW: July 10, 2024; July 24, 2024; August 7, 2024; August 21, 2024; September 4, 2024; September 18, 2024;</p>		<p>Please email us if you are interested in attending and want to be reimbursed by Network4Health</p> <p>See complete details on this program HERE</p>

2/9/24	12:00 PM-1:00 PM: Discussing Safer Weapon Storage with Military and Veterans - Tips and Techniques for the Mental Health Professional ; live via Zoom	REGISTER NOW
Various – see site for details	 Trainings from the National Council for Mental Wellbeing:	Click for a Complete List of Trainings
Free Webinars From NAADC – CEU’s Available!		
MORE INFO HERE		
2/8/24	Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
2/23/24	Peer Recovery Support Series, Part 2: Beyond 12-Steps - The Neuroscience of Recovery Coaching ; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
3/1/24	Collegiate Recovery: Fostering Recovery-Supportive College Campuses ; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/15/24	Cultural Considerations for 12-Step Recovery Programs ; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
3/29/24	Current Scientific Evidence About Mutual Help Groups ; 3:00-4:00pm ET - Earn 1 CE	REGISTER NOW
Ongoing	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.	
2/8/24	11:00 AM - 12:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
2/13/24	11:00 AM - 12:30 PM: Substance Related and Addictive Disorders - Module 8- Sedative Related Disorders by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
2/15/24	1:00 PM - 3:00 PM: Poverty Competency by Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
2/23/24	12:00 PM - 1:30 PM: Trauma Informed Care: The Impact of Trauma by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
3/5/24	10:00 AM - 12:30 PM: NH SBIRT for Providers with Taylor Murphy, MSW	FREE CEU’s AVAILABLE! CLICK HERE for more information and to register for a session
3/5/24	1:00 PM - 3:00 PM: Suicide Risk - A Clinical Perspective - Module 1 - Suicide Risk Overview Presented by Lisa Wharton, MA, LPC, PLCC	
3/7/24	11:00 AM - 12:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	
3/11/24	11:00 AM - 12:30 PM: Substance Related and Addictive Disorders - Module 9- Stimulant Related Disorders by Lisa Wharton, MA, LPC, PLCC	
3/12/24	1:00 PM - 3:00 PM: Providing Services to the LGBTQ+ population presented by Taylor Murphy, MSW	
3/13/24	11:00 AM - 12:30 PM: Attention Deficit Hyperactivity Disorder with Dana Buonanducci, MS, LMHC, NCC	

MONSTER.COM 2024 WORK WATCH REPORT: PART 1 OF 2

From: "The Monster.com 2024 Work Watch Report" by Monster.com; January 2024. [CLICK HERE](#) to see full article.

Introduction: As the workforce continues to evolve, Monster looks back on another year of shifts for workers and employers alike. Staying on top of the latest workplace trends, Monster polled U.S. workers throughout the year to get their feedback on the most significant changes and factors that impacted the workforce. These findings and data were analyzed, along with our annual Future of Work Survey, to inform the 2024 edition of the Monster Work Watch Report.



Key Takeaways

- Workers have wandering eyes: 95% of workers are looking for or plan to look for a new job in 2024.
- Salary expectations: In the current state of the economy, 81% of workers say their current wage has not kept up with the rising cost of living. On the other hand, 34% of employers say that workers' salary expectations are higher and it is putting strain on their bottom line.
- Adding fuel to the burnout fire: For many workers, this year was particularly exhausting. 75% of workers feel burnt out as a result of staffing shortages impacting their workloads. Staffing shortages may be slowing down, as only 2% of recruiters anticipate layoffs and/or furloughs.
- Flexible work hours are vital: Workers agreed that more flexible work hours is the most important benefit in terms of supporting mental health/work well-being (29%). Employers continue to try to meet worker expectations, as 51% know offering flexible work options gives them a recruiting advantage.
- The great return to office: Are workers migrating back to in-office work? 46% of American workers are back working in the office full time, compared to only 12% of workers that fulfill their role fully remote.
- Skills and tools: Despite access to career advancement resources and new technologies, workers aren't necessarily taking advantage of the tools at their disposal. Employers plan to capitalize on the benefits of AI.
- Is DE&I still mandatory?: Nearly 3/4 (74%) of workers would still apply to a position at a company that doesn't have significant diversity, equity, and inclusion policies and initiatives in place. However, employers continue to prioritize DE&I efforts.

Job Hunt

Despite high employment for Americans, workers are constantly looking for their next opportunity, especially after negative work experiences at their current employer.

Workers:

- 95% of workers are looking for or plan to look for a new job in 2024. Though 96% of workers reported in January 2023 they were looking for a new job, in June of 2023 only 32% of workers reported having started a new role.
- 83% of workers have experienced a negative employment situation this year, either remaining unemployed (32%) or seeing their salary or position negatively impacted (51%) in 2023.
- 26% of workers said their company was directly affected by layoffs in the past year. Of the 7% of workers who were laid off this year, 4% were able to find a new position.

The recruitment process can be long and tedious for workers looking for their next role. Workers identified the top reasons or factors that would cause them to voluntarily pull out of the recruitment process.

Workers:

- 47% said poor communication from the company, such as not being updated on their application status or their messages not being responded to quickly, if at all.

- 46% said the interviewer's attitude or behavior and 43% noted their recruiter's attitude or behavior.
- 36% agreed that being made to jump through hoops would make them pull out of the process.
- 35% of workers said being required to write a long presentation or business case.

Employers:

- Employers' top priorities in 2024 are to improve the success rate on hard-to-fill roles (43%) and to reduce the time to hire/fill positions (18%).
- Despite economic factors, 64% of recruiters will continue to hire/fill roles as expected, with only 2% anticipating layoffs and/or furloughs.
- 51% of employers expect their recruitment dollars to go up, while only 9% expect their recruitment budget to decrease.
- In 2024, 57% of recruiters' strategies will shift their focus to retention over acquisition. Another 26% will focus less on strategic diversity hires and more on simply filling positions.

According to recruiters, the most important soft skills they are searching for from candidates are: Communication (39%); Problem-solving/critical thinking (25%); Teamwork/collaboration (8%).

Work Well-Being

Workers continue to strive to maintain healthy work-life balances, however, layoffs and staffing shortages impacted this ambition.

Workers:

- 75% of workers feel burnt out as a result of staffing shortages impacting their workloads this year.
- Amid widespread staffing shortages across industries, 55% of workers said their company has been impacted by staffing shortages, with 24% experiencing a significant increase in their workload as a result.
- 23% reported feeling more burnout than ever and 26% noted that their level of burnout has increased significantly.
- Workplaces can also have a significant impact on the mental health of workers, with 63% saying their mental health at work is poor (35%) or fair (28%) and another 63% feeling that they work in a toxic environment.
- 75% of workers don't think their employer is doing enough to address their mental wellness at work.
- 57% of workers would rather quit and 32% would rather get laid off from their job than work in a toxic workplace. [1]

Benefits

Employee benefits continue to become more important to workers' job selection and retention. Employers continue to offer a range of benefits for their workers including health and wellness, time off, financial benefits and more.

- Workers: Workers agreed that more flexible work hours is the most important benefit in terms of supporting mental health/work well-being (29%). Other top benefits included:
 - More remote work flexibility (22%)
 - Fitness stipends, mental health services, paid learning opportunities, and career education allowance (21%)
 - More paid vacation time (20%)
- 42% of workers shared that a salary increase would be the most attractive benefit to them, followed by increased remote work flexibility, according to 16% of workers.
- Only 8% of workers felt a promotion would be the most attractive benefit, with the same percentage of workers reporting unlimited paid time off would be the most attractive benefit.
- 66% of workers are not offered any Summer Benefits by their employer.
- 63% of workers would rather have a raise in lieu of all Summer Benefits, with 42% craving increased remote work flexibility.

Employers:

- Only 8% of workers felt a promotion would be the most attractive benefit, with the same percentage of workers reporting unlimited paid time off would be the most attractive benefit.
- 66% of workers are not offered any Summer Benefits by their employer.
- 63% of workers would rather have a raise in lieu of all Summer Benefits, with 42% craving increased remote work flexibility. [1]
- 36% of employers shared that employees expect to have these benefits in place, but in practice most are not utilizing them. However, the same percentage (36%) also believe that most employees are taking advantage of their benefits.
- 47% of employers plan to increase their benefits/employee perks to remain competitive in hiring.

To meet workers' demand for benefits, employers are increasing: Paid time off, including paid volunteering days and self-care days (37%); Healthcare benefits (27%); Remote flexibility (10%)

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

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

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