

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

February 21, 2024



HEALTHCARE JOB GROWTH HITS 32-YEAR HIGH

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HITS 32-YEAR HIGH**
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From: "Healthcare job growth hits 32-year high" by Kelly Gooch, February 5th, 2024 for Becker's Hospital Review; [Click here for story.](#)
Charts from: Altarum Health Sector Economic Indicators: Insights from Monthly National Health Employment Data through December 2023. [Click here for charts.](#)

Throughout 2023, healthcare saw a rate of employment growth that it hadn't seen in more than three decades. The finding is from an Altarum analysis of Bureau of Labor Statistics data released Jan. 31. Eight findings from the analysis and Bureau of Labor Statistics data:

1. Healthcare employment expanded by 3.9% in 2023, more than 2.5 times faster than all other industries, which grew by 1.5%.
2. The last time healthcare experienced a rate of employment growth above 3.9% was in 1991, when the rate was 4.8%.
3. Overall, 1 in 4 jobs created in the economy last year were in healthcare.

Cyclical Employment Big Picture

Seasonally Adjusted	Feb 2020	Dec 2022	Nov 2023	Dec 2023
Total Employment (000)	152,371	154,535	157,016	157,232
Non-Health Employment (000)	135,890	137,944	139,808	139,987
Health Employment (000)	16,481	16,591	17,208	17,245
Health Share of Total Employment	10.82%	10.74%	10.96%	10.97%
Unemployment Rate	3.5%	3.5%	3.7%	3.7%

Source: Altarum analysis of Bureau of Labor Statistics (BLS) data. Health care employment is private only.

4. "The primary factors behind this growth were a combination of the longstanding increase in demand for healthcare services, a return to normal pre-pandemic demand for care, and hiring to replace the workers who left due to burnout during the 'Great Resignation' in 2021 and 2022," Altarum wrote in its analysis.
5. The Altarum analysis is notable in that it is an indicator of a trend away from the workforce numbers seen during the pandemic.
6. The analysis showed that hospital employment has grown by 192,700 jobs, or 3.7%, since February 2020, while employment in ambulatory care settings has grown by 9.2%.
7. Still, nursing and residential care employment, although steadily increasing since January 2022, remains 4.6% below pre-pandemic levels, a trend Altarum said is likely due to nursing home closures, lower resident censuses and staffing shortages.

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:

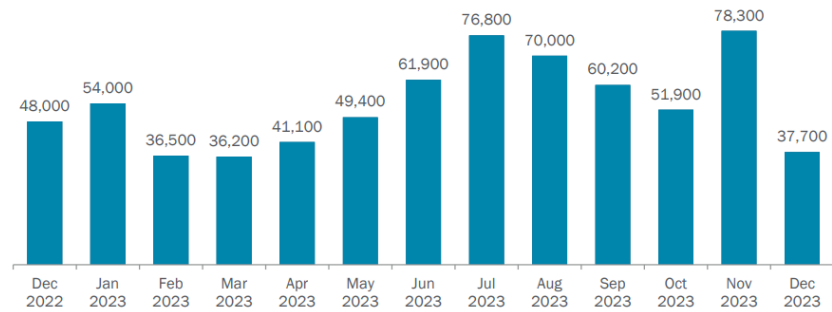
- Training and professional development
- Building career pathways
- Supporting educational pathways
- Continuing work around diversity, equity, and inclusion as well as mental health awareness
- Maintaining the interconnectedness of our network

8. Although healthcare saw lower employment growth in December, the industry has started 2024 with stronger job growth. Healthcare added 70,300 jobs in January, according to the Bureau of Labor Statistics' latest jobs report, published Feb. 2. This is an increase from the 37,700 jobs added the month prior.

Change in Employment Data by Sector, Seasonally Adjusted

Employment (in Thousands)	One Month	12 Months	24 Months	Since Feb 2020
Non-Health Care	178.3	2,043.0	6,280.0	4,096.6
Health Care	37.7	654.0	1,210.0	764.4
Ambulatory Health Care Services	19.2	319.8	627.1	725.9
Hospitals	15.3	183.2	326.6	192.7
Nursing and Residential Care Facilities	3.2	151.0	256.3	-154.2

Exhibit 1. Month-Over-Month Change in Health Care Employment, Seasonally Adjusted

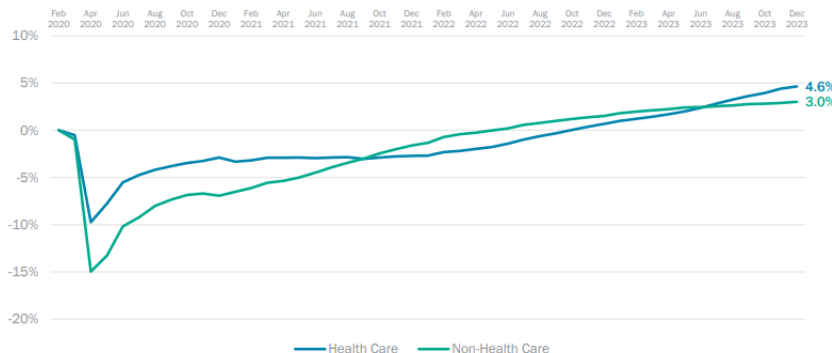


Source: Altarum analysis of monthly BLS Current Employment Statistics data.

Exhibit 2. Year-Over-Year Percent Change in Health Care Employment, Seasonally Adjusted

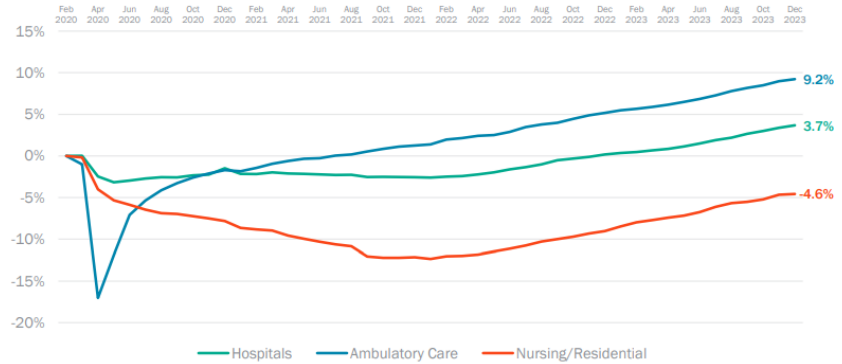


Exhibit 3. Change in Health and Non-Health Employment Compared to February 2020



Source: Altarum analysis of monthly BLS Current Employment Statistics data.

Exhibit 4. Change in Health Employment Compared to February 2020 by Major Setting of Care



Source: Altarum analysis of monthly BLS Current Employment Statistics data.

Thanks for reading!
 Geoff Vercauteren
 Director of Workforce Development
 Network4Health

PHI COACHING AND SUPERVISION TRAINING

Coaching & Supervision Workshop: April 29th & 30th

Through skill-based training, supervisors learn to:

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

Supervisors and managers can gain the skills to support better communication and lay the foundation for strengthening relationships with staff.

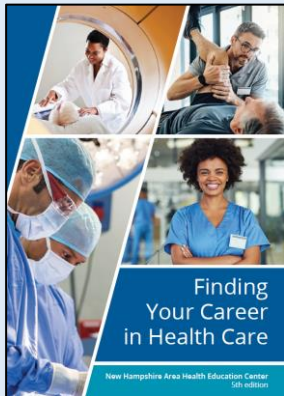
This training, **designed by PHI**, is a unique approach to ending a damaging cycle that often leads to poor relationships, high turnover, and supervisor strain.

This two day, 16 hour training introduces participants to the coaching approach to supervision and teaches four fundamental coaching skills: Active Listening, self-Management, Self-Awareness, and Presenting the Problem.

Next Training (via Zoom) Facilitated by Dulcinea Kaufman & Gayle Davis: April 29th & 30th. Network4Health will be reimbursing the cost of training for network members. [REGISTER NOW!](#)



WORKFORCE DEVELOPMENT OPPORTUNITIES



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

The fifth edition of AHEC's popular career guide has over 90 different careers in healthcare and now includes a section on jobs in behavioral health and substance misuse. Written for career explorers from middle-school to adult, this guide give valuable information including career descriptions, salary ranges, educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

Scholarships 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

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 starting soon!**
- Licensed Nursing Assistant (LNA) – **Next class starting soon!**
- Patient Service Representative (PSR) – **Next class starting soon!**

navigating their education and career pathways.

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

- 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](#)

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.

[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:

<p>3/7/24</p>	 <p>See the full list of speakers and schedule of events: CLICK HERE</p>	<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
<p>3/19 – 4/16/24</p>	<p>Southern NH AHEC presents: Inclusive Data Practices for Equity - Data Practicum Series - We want to ensure that everyone has equal opportunity to thrive. Location – Online. The Data Practicum Series is part of the BUILDING THE EQUITY TOOLBOX: A Culturally Effective Organizations Training Series</p> <p>March 19, 12:30-2:00pm: Part 1: Collection Learn practical applications for increasing success in collection of socio-demographic data. We will examine key barriers and practical solutions that your organization can institute to support staff and clients and build equity.</p> <p>April 2, 12:30-2:00pm: Part 2: Interpretation, Analysis & Mitigation Learn more about practical applications for interpreting, analyzing and mitigating issues with socio-demographic data. We will examine key barriers and practical solutions that your organization can institute to support staff and clients and build equity.</p> <p>April 16, 12:30-2:00pm: Part 3: Use & Implications Learn more about practical solutions to the questions that arise related to the internal and external use of socio-demographic data. We will examine key barriers and practical solutions that your organization can institute to support staff and clients and build equity.</p>	<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>

	<i>*We strongly encourage participation in the whole series; registration for individual sessions is available. Scholarships available-please email Brianna at bferraro@snhahec.org.</i>	
	Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.	
3/19/24	8:30 am - 10:00 am: Making DEI Change Stick	
4/16/24	8:30 am - 10:00 am: Measuring DEI: Beyond Simple Counts to Impactful Engagement	
5/14/24	8:30 am - 10:00 am: Culture/Ethnicity, Women, Age in the Workplace	
6/18/24	8:30 am - 10:00 am: Inclusive Leadership: Interpersonal Power	
9/17/24	8:30 am - 10:00 am: Senior Leadership Role in DEI: Achieving Organizational Performance Through DEI	
3/19/24 4/16/24 5/14/24 6/18/24 7/16/24	12:00 pm - 1:00 pm: DEI Office Hours: Have questions about your DEI initiative? Join your peers and our experts every 3rd Thursday to learn what works, what doesn't, and how to overcome your challenges in implementing DEI so that it actually improves your organization.	
	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	
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?



New Hampshire Alcohol & Drug Abuse Counselors Association
Dedicated to Advancing Addiction Professionals in New Hampshire

Credentialing Support Partnership

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

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

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

EXPLORE SCHOLARSHIP OPPORTUNITIES

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

Scholarships available for:

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

[CLICK HERE](#) for more info

FOR ADDITIONAL FINANCIAL ASSISTANCE RESOURCES:

Here are some suggestions of resources outside of the Foundation's scholarship program that you can take advantage of to help finance your post-secondary education.

[Click Here](#)



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](#)

coaching, etc.) to participants as you work towards successful completion and obtain licensure.

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

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

[Click Here](#) for more information!



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

Training Name:	To Access Video:	To Access Slides:
Introduction to Care Management	Click Here	Click Here
Best Practices in Health Education	Click Here	Click Here
Screening for Social Needs	Click Here	Click Here
Comprehensive Risk Assessments	Click Here	Click Here
Culturally Responsive Care	Click Here	Click Here
Living with and Healing from COVID: Organizational Wellness & Self-Care Within a Trauma-Informed Care Lens	Click Here	Click Here
Culturally Responsive Care for Special Populations: LGBTQ+ & Older Adults	Click Here	Click Here
Culturally Responsive Care for Recent Immigrants to the U.S.	Click Here	Click Here

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 mbailey@nchcnh.org

Supported by:



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

FREE AND SPONSORED TRAININGS

***IMPORTANT:** What you need to know about sponsored trainings through Network4Health

- ✓ **There is a TWO STEP PROCESS** for indicating to N4H you want to attend a training we are willing to reimburse for:
 - STEP 1 – Filling out the Eventbrite form from N4H (see “Click to Learn More and Sign up for a Seat” below)
 - STEP 2 – Registering with the event itself
- ✓ **Remember – Generally you need to pay for a training up front, then seek reimbursement from your employer, and then have your employer seek reimbursement from N4H. Please read details on our Eventbrite page for more information.**
- ✓ **N4H usually does not buy seats ahead of time, therefore your seat is not guaranteed unless you reserve it yourself**
- ✓ **These sponsored trainings are only for employees of Network4Health partners in our region**

Have a training or a conference you would like to attend personally or want to send staff to?
Please email us the information and we will consider sponsoring seats at the event.

TRAINING COST REMINDER:

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

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

Please make note of these changes. Should you have any questions or concerns please contact us at:

Geoff Vercauteren, Director of Workforce Development: Geoffrey.Vercauteren@cmc-nh.org

General workforce development inquiries: N4H.WorkforceDevelopment@CMC-NH.org

NHADACA ~ NHTIAD			
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
3/8/24	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
3/11/24	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
3/15/24	8:30 AM - 1:00 PM: Harm Reduction 101 ; Location - Fairfield Inn & Suites - 165 Skimobile Road, North Conway, NH 03860	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
3/20/24	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
3/22/24	8:30 AM - 4:00 PM: Advanced Ethics for Prevention Professionals ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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
3/29/24	8:30 AM - 4:00 PM: Dealing with Loss from Overdose and Suicide: Ethical and Self-Care Implications ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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
4/5/24	8:30 AM - 4:00 PM: Ethical Practice in the Addiction Profession ; 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
5/7/24	8:30 AM - 3:00 PM: Supporting Families and Healing ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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


A Note About PESI Trainings:


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.

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 Ehler, PsyD; Duration: Full Day; Live webinar	REGISTER NOW
Open until 3/29/24	<p>PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body</p> <p>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>	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	<p>47th Annual PSYCHOTHERAPY NETWORKER SYMPOSIUM: The Most Celebrated Gathering in the World for Psychotherapists (online only)</p> <p>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>	REGISTER NOW
9/5 – 9/8/2024	<p>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></p> <p>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 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.</p>	REGISTER NOW

 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
3/15/24	12:00 PM - 1:00 PM: BHAC Open Discussion on the Business of Practice ; Location – Zoom	
4/5 – 4/6/24	8:30 AM 5:00 PM: Introductory Interdisciplinary Collaborative Practice Training ; Location - New Hampshire Audubon Society, Concord, NH	
3/22/24	12:00 PM - 1:00 PM: Prioritizing Clinician Safety and Managing Threats from Clients ; Location – Zoom	REGISTER NOW
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
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	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
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	
5/3/24	1 - 4:15pm: Assessment for Suicidality: A Primer for Mental Health Clinicians ; Location - Online	
6/4/24	8:30am - 12:45pm: Clinical Supervision in Mental Health Practice ; Location – Online	
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>
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:	
FEBRUARY <ul style="list-style-type: none"> • <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 • <i>Lean Six Sigma Green Belt Certificate</i> Tuesdays, Feb 27 - March 26 Portsmouth - Hybrid (In-Person or Live Online) • <i>Using SOAR, an Appreciative Inquiry approach to strategic assessment</i> February 28 Live Online • <i>Foundations of Supervision</i> 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 <<**

<p>Step 3: We will send you a Network4Health Eventbrite for the course and you can follow instructions for signing up from there!</p>		
4/5/24	<p>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</p>	<p>REGISTER NOW</p>
<p>*Free* Trainings – No cost to participate!</p>		
Recorded Webinar	<p>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.</p>	<p>VIEW NOW</p>
Webinar	<p>Part 1 Civil Rights Protections for Individuals with a Disability: The Basics</p>	<p>REGISTER NOW</p>
Webinar	<p>Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder</p>	<p>REGISTER NOW</p>
<div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org University of New Hampshire Institute on Disability NH Disability & Health Program</p> </div> <div style="flex: 1; padding-left: 10px;"> <p>FREE training 1 credit <small>available online & on-demand</small></p> <p>Continuing education opportunity developed by the NH Disability and Health Program at the UNH Institute on Disability. Responsive Practice enhances healthcare providers' ability to deliver disability-competent care that is accessible to people with disabilities. Through this free training, participants will learn strategies and approaches to identify, address, and help remove barriers to care. Free CE credits for nurses, physicians, and pharmacists.</p> <p>Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: CLICK HERE to view.</p> <p>Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.</p> </div> </div>		
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;">  <p>Southern New Hampshire University</p> </div> <div style="text-align: center;"> <p>Continuing Education for Health Professions</p> </div> <div style="text-align: center;"> <p>SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!</p> <p>Click here to see all courses</p> </div> </div>		
On Demand	<p>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</p>	<p>REGISTER NOW</p>
On demand	<p>Care for Yourself so You can Care for Others – Recorded; Target Audience – Nurses</p>	<p><i>FREE CEU's!</i> VISIT HERE</p>
On demand	<p>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</p>	<p><i>FREE CEU's!</i> VISIT HERE</p>
Online Learning	<p>Other courses include:</p> <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 	<p><i>FREE CEU's!</i> VISIT HERE</p>
		
Multiple Sessions Available	<div style="display: flex; align-items: center;">   <div style="margin-left: 10px;"> <p>Institute for Health Policy and Practice</p> </div> </div>	<p>Project ECHO Communities: Tale advantage of ECHOs on a number of different topics:</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>

		<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 	<p>LEARN MORE</p>
<p>Various – see site for details</p>		<p>FREE Trainings from New England Public Health Training Center – CEU’s Available!</p>	<p>Click for a complete list of trainings</p>
<p>Various – see site for details</p>		<p>Training and events – happening locally and online!</p>	<p>Click for a complete list of trainings</p>
<p>Various – see site for details</p>		<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>	<p>Click for a complete list of trainings</p>
<p>Various – see site for details</p>			<p>Click for a Complete List of Trainings</p>
<p>Various – see site for details</p>		<p>Comprehensive list of trainings and webinars – many archived. CEU’s available.</p>	<p>Click for a Complete List of Trainings</p>
<p>Various – see site for details</p>			<p>Click for a Complete List of Trainings</p>
<p>Various – see site for details</p>			<p>Click for a Complete List of Trainings</p>
<p>Various – see site for details</p>			<p>Click for a Complete List of Trainings</p>


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 for any of these trainings.</p> <p>See complete details on this program HERE</p>
3/8/24	12:00 PM-1:00 PM: Problematic Pornography Use and Gambling Among US Veterans ; ONLINE via Zoom	

Various – see site for details		Trainings from the National Council for Mental Wellbeing:	Click for a Complete List of Trainings
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***Free* Webinars From NAADC – CEU’s Available!**

MORE INFO HERE		
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
4/17/24	Mastering Psychopharmacology: Enhancing SUD Counseling Through Understanding Psychotropic Medications; 3:00-4:30pm - Earn 1.5 CEs	FREE CEU’s AVAILABLE! CLICK HERE for more information and to register for a session
4/24/24	The Role of Emotional Intelligence Skills in Addressing Trauma and Reducing the Risk of Substance Use Disorders; 3:00-4:30pm ET - Earn 1.5 CEs	
5/1/24	Veterans, Addiction, and Recovery: Critical Factors to Understand; 3:00-4:30pm - Earn 1.5 CEs	
5/15/24	Connecting the Continuum: How Prevention and Harm Reduction Connect; 3:00-4:00pm - Earn 1 CE	
Ongoing	<u>Advancing Awareness in LGBTQ Care Multi-Part Series:</u> Advancing Awareness in LGBTQ Care, Part I: History of Specialized Treatment for LGBTQ+ Clients Advancing Awareness in LGBTQ Care, Part II: LGBTQ Youth, Community, & Alcohol Misuse Advancing Awareness in LGBTQ Care, Part III: Working with LGBTQ2S+ Native American Clients Advancing Awareness in LGBTQ Care, Part IV: Affirming Responses for “Invisibilized” LGBTQIA+	WATCH NOW

***Free* From NH Healthy Families**


nh healthy families. Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and 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.

2/23/24	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	
3/14/24	10:30 AM - 12:30 PM: Trauma Informed Care for Providers with Kimberly Bindas, MSW, LICSW	
3/15/24	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria by Taylor Murphy, MSW	
3/18/24	10:00 AM - 11:30 AM: Integrated Healthcare with Taylor Murphy, MSW	

MONSTER.COM 2024 WORK WATCH REPORT: PART 2 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.



On to Part 2....

DE&I

Most workers have experienced some form of discrimination in the workplace, highlighting the importance for employers to continue fostering inclusive, equal and accepting environments for their workers. However, not having DE&I policies in place isn’t a dealbreaker for most workers.

Workers:

- Nearly 3/4 (74%) of workers would still apply to a position at a company that doesn't have significant diversity, equity and inclusion (DE&I) policies and initiatives in place.
- Only 26% of workers would refrain from applying to such a position.
- Only 9% of workers say they haven’t experienced discrimination in the workplace. [1]
- 77% of workers have witnessed an act of workplace discrimination, yet 28% of workers don’t feel comfortable reporting an incident.
- 50% of workers say they’ve experienced discrimination in the job application process based on age, with 40% experiencing discrimination in the job application process based on race.
- Only 15% of workers have not experienced a form of pay inequality.
- 76% of workers report that their organization does not have a LGBTQ Employee Resource Group or support group.

Employers:

- 25% of recruiters feel that ensuring diversity and inclusion in the hiring process will become increasingly difficult in the next three years, while 24% are increasing their overall Diversity, Equity and Inclusion efforts to remain competitive in hiring.
- 28% of employers are focusing on diversity and inclusion in the hiring process to ensure their workers have a broad range of skills and perspectives.

Salary & Expectations

With inflation impacting all workers at every level in 2023, salary remains extremely important to them. Workers were and are looking for increased pay to combat higher living expenses, while employers try to keep up with expectations.

Workers:

- Of the 46% of workers who said their salary expectations are higher than last year, 82% noted increased cost of living as the primary reason, while 37% expect an increase in salary due to them taking on more responsibility in their role.
- 81% say their current wage has not kept up with the rising cost of living.
- 75% are more mindful of their spending for basic needs like rent and groceries due to inflation and the rising cost of living. [1]
- 77% say their employers have not offered any additional benefits to keep up with inflation and the cost of living. [1]
- employers
- With workers expecting increased salaries, 59% of employers plan to offer increased salary and wages to remain competitive in hiring.

Work Environment

Similar to recent years, remote work and more flexible work environments continue to be one of the most desirable benefits. However, there is a disconnect between the amount of workers who want the ability to work remotely and those who receive that flexibility.

Workers:

- 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 who fulfill their role fully remote.
- During the job application process however, 35% of workers would refrain from applying to a position that required them to work fully in-person (5 days a week). Nearly half of all workers however (47%), would still apply to a position regardless of the in-office or remote requirement.
- 24% have lied to their manager or team about a family emergency or other obligation to take time off of work or to work remotely for pleasure
- 23% admit that taking a workcation would decrease their work productivity or make the quality and quantity of their work suffer.
- 61% of workers want a four-day work week, rather than a traditional five-day week.

Employers

- As 33% of employers admitted that finding talent to work in-person/on-site will become increasingly difficult in the near future, 36% of employers are changing their roles to become more flexible/remote.
- Flexibility remains top of mind for employers as well. 51% of employers agree that candidates expect more flexibility in where they work compared to the prior year, and 34% candidates expect more flexibility in when they work compared to the prior year.

Flexible work schedules and locations are beneficial to recruiters' jobs: 51% say offering flexible work options gives them a recruiting advantage. 49% think flexible work options help them retain talent. 41% agree that hybrid work schedules are the way of the future. 36% think four-day work weeks are the way of the future.

Career Advancement & Tools

There is no shortage of skills and new technologies that can increase workers' value and productivity in their respective fields. However, the rate at which workers are pursuing these advancements may not be as high as one might think.

Workers:

- 70% of workers have not pursued any professional skill advancements through online courses, degrees, certifications etc., in the past year.
- AIs like ChatGPT, are becoming one of the most common new tools for workers to utilize.
- 49% of workers have used ChatGPT or a different AI generator for work.

- 68% of workers think they can perform core tasks of their job better than an AI generator.
- employers
- Recruiters plan to embrace the capabilities of AI for their ability to enhance and streamline the recruitment process.
- 31% of recruiters plan to increase their use of AI or similar technology during the recruitment process, while 40% think keeping up with AI and other technological advancements will increase the difficulty of their job.
- 40% of recruiters think AI streamlined the search process by identifying candidates with the right skills, faster.
- 36% of employers agree that AI helped write more compelling job descriptions and 26% agreed that AI chatbots improved candidate communication and engagement during the hiring process.
- 30% of employers are offering skills training to remain competitive in attracting talent.
- 39% also offer training and development programs to help employees develop necessary skills to advance in their careers.

2024 Predictions

Leaving behind a year defined in part by economic uncertainty, inflation, new tech tools, work models, and more, there is much to look forward to and be prepared for in 2024. As we look ahead, the 2024 Monster Work Watch report provides a greater understanding of what workers desire and how employers can meet their needs. The past few years have ushered in a new era of remote work, worker benefits, increased DE&I efforts and more. While these trends may persist, workers and employers will have to remain adaptable in the midst of inflation, staffing shortages, and new technologies such as AI. The calendar may change, but the Monster Work Watch team will remain vigilant in examining worker sentiment, uncovering trends and observing the continued workforce evolution.

Methodology: The 2024 Monster Work Watch Report was compiled from worker and manager data from Monster's Future of Work survey conducted in November 2023. Research was conducted among recruiters/those involved in talent acquisition, HR and/or the recruitment industry and workers 18+ that are both employed or unemployed and in the job market. The survey was conducted by an independent research firm (Dynata). The 2024 Monster Work Watch Report also consists of data from Monster's bi-weekly polls, fielded through third-party sources (Jebbit and SurveyMonkey), surveying American job seekers/workers.

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

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