

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

March 6, 2024



COMPANIES CAN DROP DEGREE REQUIREMENTS, BUT STILL DON'T KNOW HOW TO HIRE WITHOUT THEM

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From: "Companies can drop degree requirements, but they still don't know how to hire without them" by Emily McCrary-Ruiz-Esparza, August 16th, 2023 for Quartz.com; [Click here for story.](#)

Companies can drop degree requirements, but they still don't know how to hire without them. If businesses really want to be inclusive, they'll need to change more than a diploma requirement.



Employers that are trying to expand their talent pools and hire inclusively amid a labor shortage are rethinking their job requirements. Since last year, companies including Kellogg's, General Motors, and Bank of America have nixed a four-year degree mandate for some roles, opening up job opportunities to those without a college diploma, which make up more than 60% of American adults. Governments are trying it, too:

US states including Virginia, Maryland, Pennsylvania, and Utah have also dropped degree requirements from thousands of public-sector jobs.

But getting rid of a degree requirement doesn't guarantee that those formerly excluded from the hiring pool actually get the job. If they really want to be inclusive, advocates say, hiring practices and team cultures have got to change.

Eliminating the requirement is just step one, according to Blair Corcoran de Castillo, a senior director at Opportunity@Work, which advocates for redesigned hiring practices. "Just removing a degree requirement in a job description doesn't make it go to [someone without a degree], so they have to think about their recruitment strategies in a different way," she says.

The "paper ceiling" shuts out more than half of the workforce

The problem of degree inflation, or the widespread practice of unnecessarily requiring a degree for a role, locks millions of qualified workers out of well-paying jobs and benefits and blocks them from promotions—a problem Opportunity@Work calls "the paper ceiling."

While 70% of US jobs require a bachelor's degree, less than half of the workforce has one. And the effects of degree inflation are distributed disproportionately: Requiring a degree eliminates 76% of Black workers, 83% of Latinx workers, 81% of rural workers, and almost 70% of veterans from talent pools.

Companies are adding job requirements faster than they're subtracting them. In 2022, the nonprofit advocacy group Generation surveyed companies that employ tech workers across

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.

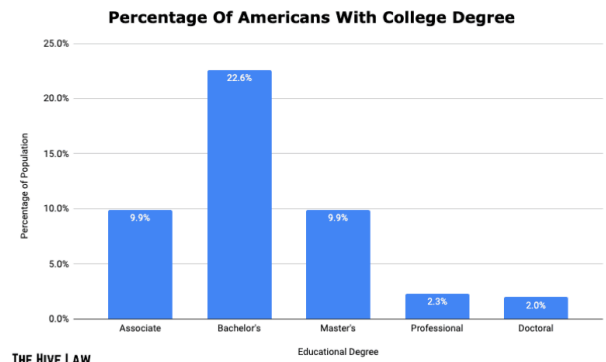
Our vision is to:

- 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

industries and around the world. “Despite the public dialogue about the importance of skills-based hiring, the majority of companies have actually been increasing their work experience requirements and their education background requirements over the last three years,” says Mona Mourshed, its founding CEO. While some employers have been getting attention for eliminating degree requirements, the global trend is moving in the opposite direction.



Only 46.7% of Americans have college degrees

The four-year degree as a proxy

“Requiring a four-year degree is a habit that companies have fallen into over the last 15 years. We saw this emerge out of the 2008 recession,” says Elyse Rosenblum, managing director and founder at Grads of Life, which works with employers to promote skills-based hiring. “The labor market was such that companies could pick and choose, and they started layering on four-year degree requirements with the idea that it was a robust proxy for things they wanted in their workforce.”

That proxy was thought to represent both technical and soft skills, but job performance doesn't support that assumption. Employers often report that workers without degrees perform nearly or equally well as those who have degrees. Plus, degree requirements tend to follow the pulse of the job market. When labor is hard to come by, employers relax requirements, and when they have their pick, they tighten them again. It's a pattern that researchers have labeled opportunistic (pdf), and an indication that degrees aren't necessary to perform those jobs at all.

Employers also overvalue skills associated with college degrees when on-the-job experience is much more useful, others add. “How much did any of us know when we were 22?” says Nitzan Pelman, CEO at workforce training organization Climb Hire. “You learn so much on the job about how to act, how to behave, and how to be a professional from watching other people.”

All candidates have something to learn, says Corcoran de Castillo. “No candidate has all the skills and experience they need. Every job I've been in, I've had to learn because every organization is different and every mission is different.”

Without degrees, employers struggle to evaluate applicants

Those who study hiring and employment say that lack of evaluation standards beyond the college degree is holding up widespread adoption of skills-based hiring. Employers that remove degree requirements can simply replace it with more conditions—or continue to favor those with four-year diplomas.

Generation's study found that in addition to degrees, 40% of employers are increasing the number of behavioral skill requirements. Candidates are now subject to more job screening steps than in the past, like background checks, personality tests, skill evaluations, panel interviews, candidate presentations, and drug tests. “[Candidate evaluation] is still a work in progress for the field. There's not a standard,” says Rosenblum. “That's part of what's slowing this transition.”

New qualifications, no degree required

But standards are in progress. While their ideas have yet to catch on broadly, think tanks and academics are coming up with new systems that take degrees out of the equation. For one,

LERs, or learning and employment records, might solve the problem. The idea is that workers build a digital “wallet” of skills and experience gained through paid work, volunteer positions, training, and traditional education.

The nonprofit Education Design Lab has designed a program for “micro-credentialing,” a kind of digital certification of soft skills. And in 2020, researchers at MIT partnered with the US Department of Education to develop open software for digital credential wallets. Salesforce also runs a micro-credentialing program for its products, or “bite-size continuing education programs” that can be used to level-up sales skills, with or without formal education.

LERs in their myriad forms have not been widely adopted, and there’s no governance over these systems, but they have been the subject of case studies, and much enthusiasm, around the world.

How Buffer evaluates job applicants, no degree required

Social media tech company Buffer has never required degrees for employees. Though it doesn’t officially track credentials, the company estimates that roughly 6% of them don’t have a college degree.

Buffer’s head of communications and content, Hailley Griffis, wrote about how she screened applications for a content writer position. Social media thrives on brevity, so applicants were asked to keep all answers short. “We wanted to test applicants on whether they could condense their ideas, which is an important skill for this position,” she writes.

Griffis sifted applicants based on their writing samples, understanding of Buffer and its industry, and alignment with company values. “I learned that you can’t just assess writers based on their resumes. I really need to assess them based on their writing,” she tells Quartz.

Changing a culture that favors the four-year degree

In addition to their hiring practices, companies need to also change their culture. Professionals who don’t have a four-year degree often say that they’re made to work harder to get jobs and keep them, even by companies excited to ditch diplomas.

“You’re constantly having to prove that even though I don’t have this degree, I am willing to learn this position, and I’m really interested in this,” says Celeste Stagers-Elmore, who has worked in tech since 2021 for companies including Google and the autonomous vehicle company Cruise. “Your passion really has to outshine your competition.”

Christina Ward, the VP at a small independent book publisher, got her start in tech in the late 1990s, and describes the experience as demeaning. “I was considered lesser because I was a woman. I didn’t have a degree; I was working-class,” she says. “All of those things start trickling down, and I was devalued as a worker and as a person.”

Even in her current field, Ward feels the difference. There’s a lot of talk about expensive MFA degrees—that’s a master’s of fine arts in creative writing—that are so common among publishing professionals today. When someone asks what MFA program she attended, Ward says her hackles go up. “The mentality in publishing is that you paid so much to gain entry into this club, so we can’t let in anybody who hasn’t paid their entry fee,” she says.

In some cases, lack of a degree makes them a target for discrimination. Stagers-Elmore describes being singled out and treated like a charity case. “My boss touted the first time I got hired, like, ‘Look at these people we hired. They don’t have college degrees, but they’re here to work with us.’”

It’s a cautionary tale for companies: If you want to hire workers from all kinds of backgrounds, including educational ones, you’re also responsible for supporting those employees once they arrive.

And if employers don't find a way to hire and keep workers with varied backgrounds, they won't remain globally competitive businesses, says Corcoran de Castillo. "Those who can adapt their hiring processes to the future of work and these new roles and skills will be really better able to navigate the future economy," she adds.

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

NEWS FROM THE AHECS

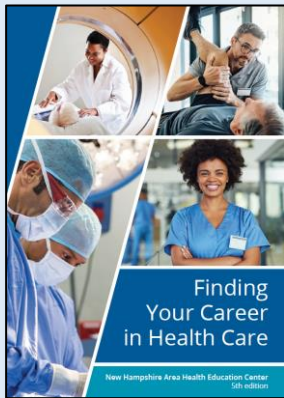
NH AHEC Network Presents the 2023 New Hampshire Preceptor Recognition Awards

The New Hampshire Area Health Education Center (AHEC) programs are pleased to release the 2023 NH Preceptor Recognition Awards. The NH AHEC Program Office at Dartmouth's Geisel School of Medicine with the Northern and Southern NH AHEC Centers have put together this recognition book based on nominations from the field. We highlight a number of preceptors from different disciplines who work at various health facilities in geographic areas around the state.

This Preceptor Recognition Program was spurred by a request from the NH Legislative Commission on the Interdisciplinary Primary Care Workforce. The Commission asked the NH AHEC Network to explore the workforce needs in New Hampshire with a focus on addressing the limited availability of placement sites for health professional students in our state. Our report, *Tomorrow's Healthcare Workforce: Strengthening NH's Clinical Placement Opportunities*, published in December 2021, highlighted a series of recommendations generated through informational interviews with preceptors, placement sites, and academic institutions in NH. One of these recommendations urged us to "Recognize preceptors for the work they do".

Please [CLICK HERE](#) to view the 2023 NH Preceptor Recognition Award e-book

Congratulations to 2 winners from Network4Health Partners!



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!](#)



Julie Lago
LICSW
Director of Collaborative Care
Center for Life Management
Salem, NH

Diane DeLorme
OTR/L, CHT
Occupational Therapist
Elliot Hospital at River's
Edge
Manchester, NH



CHW Advance! CHW Apprenticeship Information Session

Join us to learn more about hosting a CHW Apprenticeship at your site.

CHW Advance! is a HRSA funded program to enhance the CHW workforce. The CHW Apprenticeship provides the opportunity for increased training and on the job experience for new and existing CHWs in NH. Employers can get additional support for CHWs and can promote retention through apprenticeship.

Information session!

March 21st via Zoom 11a-12p
Speakers

- Paula Smith, SNHAHEC
- Wynn Young, Dept. of Labor ApprenticeshipNH

[REGISTER HERE!](#)

PHI 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!](#)



Sponsorship Opportunities Available for 2024 Healthcare Heroes Awards!

The purpose of the Healthcare Heroes campaign is to thank our healthcare workforce in a meaningful way while sharing their stories of hope, resilience, and dedication. We need sponsors who can help us continue this effort to thank our healthcare workforce through recognition and sharing their stories. We also believe that this effort will continue to inspire others to join the field.

The past few years have seen those working in healthcare continue to be put to the test. From significant workforce shortages to increased demand for healthcare services, our healthcare workers have remained vigilant in ensuring that we are healthy, safe, and well cared for. In the face of everything, our healthcare heroes stayed committed to caregiving for Granite Staters who needed help – and above all – hope.

Since 2020, over 25 Healthcare Heroes have been recognized for their contributions to the workforce. This round of sponsorships will cover the Healthcare Heroes campaign planned for Spring 2024. There will be 6-7 winners from different regions of the state, each recognized with an in-person ceremony and gift bag (last year's 'swag bags' had over \$1000 in gifts for each recipient!)

To learn more about the 2023 Healthcare Heroes, visit their [website HERE](#). To learn more about sponsorship opportunities, Please contact [Lynn Carpenter](#).



Are You Interested In Sponsoring NH Sector Partnership Initiative's Healthcare Heroes Campaign?

Yes! Check out the Sponsorship Levels Below

Sponsorship Levels

<p>Legend \$7.5K</p> <p><i>One sponsorship available</i></p> <p>Company logo on: <ul style="list-style-type: none"> ✓ videos (opening and closing) ✓ e-mail marketing ✓ social media marketing ✓ banners and print marketing ✓ website landing page ✓ winner swag bags </p> <p>PLUS:</p> <ul style="list-style-type: none"> ✓ Company representative quote on the landing page and in the press release announcement ✓ Multiple team members invited to honor heroes at their workplace for photo opportunity ✓ Cohort livestream from the company account 	<p>Champion \$5K</p> <p><i>Two sponsorships available</i></p> <p>Company name in: <ul style="list-style-type: none"> ✓ e-mail marketing ✓ press releases </p> <p>Company logo on: <ul style="list-style-type: none"> ✓ videos (opening and closing) ✓ social media marketing ✓ banners and print marketing ✓ website landing page ✓ winner swag bags </p> <p>PLUS:</p> <ul style="list-style-type: none"> ✓ Team member invited to honor heroes at their workplace for photo opportunity 	<p>Guardian \$2K</p> <p>Company name in: <ul style="list-style-type: none"> ✓ e-mail marketing ✓ social media marketing </p> <p>Company logo on: <ul style="list-style-type: none"> ✓ videos (closing) ✓ banners and print marketing ✓ website landing page ✓ winner swag bags </p> <p>Crusader \$1K</p> <p>Company name in: <ul style="list-style-type: none"> ✓ videos (closing) ✓ e-mail marketing ✓ social media marketing </p> <p>Company logo on: <ul style="list-style-type: none"> ✓ website landing page </p> <p>Sidekick \$500</p> <p>Company name in: <ul style="list-style-type: none"> ✓ videos (closing) ✓ e-mail marketing ✓ social media marketing </p>
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WORKFORCE DEVELOPMENT OPPORTUNITIES

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.

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!**
- 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](#)

03/14/2024	<p>1:00 – 2:00pm: JFF and American Student Assistance presents: Success Redefined: How Gen Z Is Redefining Success Through Nondegree Paths</p> <p>Join us for an illuminating dialogue as we explore groundbreaking research findings, freshly unveiled from American Student Assistance and Jobs for the Future, that advocate for education to career pathways among young adults and learners. The Success, Redefined survey examines pathway youth’s perspectives on education and career plans.</p> <p>Discover how the Success Redefined report highlights the advantages of such pathways, showcasing how pathway learners and participants exhibit higher confidence in their future, excel in the labor market, experience lower unemployment rates, possess better workplace readiness, and express high satisfaction with their chosen trajectory.</p>	<p>REGISTER NOW</p>
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FOCUS GROUP FOR DIRECT CARE WORKERS



This focus group will be conducted by Pear Associates as part of a contract with New Hampshire Department of Health and Human Services (DHHS). Your participation will assist DHHS in an effort to modify public assistance programs.

Do You Work in Home or Community Health Care?

Participate in a virtual discussion with other home and community-based health care workers to provide feedback and share your experience with career growth.

Tuesday, March 26, 2024
6:00 PM - 7:30 PM
Virtual session via Zoom

Registration is required. Up to twelve (12) people will be selected to participate in the focus group. If you are not selected, you will receive a link to a survey to share your feedback.

To register, [CLICK HERE](#)

Do You Work in a Nursing Home or at a Hospital?

Participate in a virtual discussion with other home and community-based health care workers to provide feedback and share your experience with career growth.

Tuesday, March 19, 2024
6:00 PM - 7:30 PM
Virtual session via Zoom

Registration is required. Up to twelve (12) people will be selected to participate in the focus group. If you are not selected, you will receive a link to a survey to share your feedback.

To register, [CLICK HERE](#)

If you experience any challenges, please contact Pear Associates at blittle@pearassociates.com.

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.



Health care workforce needs are critical in New Hampshire and require new and innovative thinking to address recruitment, retention, and sustainability. The primary goal of the Innovation Challenge is to promote and support innovative ventures in the health care workforce space in New Hampshire. This is a multi-stage, competition style event series designed to evaluate and provide financial support for proposals and ideas. Through the Innovation Challenge we also intend to publicly increase awareness and create inspiration through hearing about others' work, building community, and networking with industry leaders.

Proposals may be focused on talent pipeline and recruitment, pathways, education and training, equity, public policy, data, technology, leadership, sustainability and retention, or something else that helps to bolster the health care workforce in the Granite State.

Learn more!!!
[CLICK HERE](#)

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!

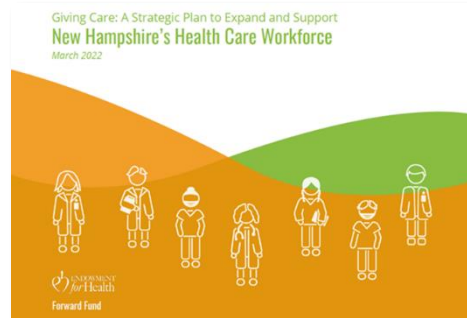
Applications close 4/4/24!

Monetary awards will be:

- Up to \$100,000 for first place;
- Up to \$60,000 for second place;
- And up to \$40,000 for third place.

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>3/19 – 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><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></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>Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.</p>		
<p>3/19/24</p>	<p>8:30 am - 10:00 am: Making DEI Change Stick</p>	
<p>4/16/24</p>	<p>8:30 am - 10:00 am: Measuring DEI: Beyond Simple Counts to Impactful Engagement</p>	
<p>5/14/24</p>	<p>8:30 am - 10:00 am: Culture/Ethnicity, Women, Age in the Workplace</p>	
<p>6/18/24</p>	<p>8:30 am - 10:00 am: Inclusive Leadership: Interpersonal Power</p>	
<p>9/17/24</p>	<p>8:30 am - 10:00 am: Senior Leadership Role in DEI: Achieving Organizational Performance Through DEI</p>	
<p>3/19/24 4/16/24 5/14/24 6/18/24 7/16/24</p>	<p>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.</p>	
<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>		
<p>3/7/24</p>	<p>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.</p>	
<p>4/9/24</p>	<p>10am - 12pm: Healing for Racial Equity Warriors (Beyond Cultural Competence Series) - Learn about how triggers impact racial equity and our mind and body.</p>	
<p>2/20/24</p>	<p>10am - 12pm: Real White Heroes (Beyond Cultural Competence Series) - Learn how to foster a positive, anti-supremacist White identity.</p>	<p>REGISTER NOW</p>
<p>3/21/24</p>	<p>10 - 11:30am: Facilitating Conversations on Race/Bias (Beyond Cultural Competence Series)</p>	<p>REGISTER NOW</p>

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

[Click Here](#)

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

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

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

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

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

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

[Click Here](#) for more information!



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

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

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

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@chcnh.org



Supported by:



[Network4Health will be sponsoring a limited number of seats.](#)

[Click here to access the reimbursement process!](#)

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			
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
4/4/24	8:30 AM - 4:00 PM: Measurable Assessments Improve SUD Treatment Outcomes; 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
4/8/24	8:30 AM - 4:00 PM: Enhanced Care Coordination: Helping Children, Youth, and Families Impacted by Substance Misuse; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat



4/11/24	8:30 AM - 4:00 PM: Certified Recovery Support Worker (CRSW) Performance Domains ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/11/24	8:30 AM - 3:30 PM: Trans-Theoretical Model: Stages of Change ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/12/24	8:30 AM - 1:00 PM: Harm Reduction for Youth ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/15/24	8:30 AM - 4:00 PM: A Peers Introduction to Mental Health ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/18/24	9:00 AM - 11:00 AM: Untangling Drugs, Sex, and Intimacy ; 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
4/29/24	8:30 AM - 4:00 PM: Getting a "Head" in Therapy – Psilocybin, Esketamine and MDMA in the Treatment of MH and SUDs ; Location - Remote via Zoom	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
5/17/24	8:30 AM - 4:00 PM: The 12 Core Functions of a Substance Use Counselor ; 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](https://www.pesi.com) → online learning → live video webinars). In fact, too many to list here. For the time being, we will advertise trainings of a particular interest, however if there is a specific PESI training you are interested in, please email us at N4H.workforcedevelopment@cmc-nh.org and we will consider funding slots at it.

Here are just a few coming in March 2024:	<ul style="list-style-type: none"> • Borderline, Narcissistic, Antisocial and Histrionic Personality Disorders: Effective Treatments for Challenging Clients • Ethics and Risk Management in Behavioral Health: What Every Clinician Needs to Know About Mental Health and the Law • Anti-Racist Therapy: Clinical Tools for Cultural Responsiveness, Equity, and Healing • School Refusal: Real Help for Children and Teens Who Can't or Won't Go to School • 2-Day Autism Spectrum Masterclass: Social and Behavioral Interventions to Reduce Complex and Challenging Behaviors in Children, Adolescents & Young Adults 	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
Multiple dates	PESI: 2-Day Intensive Training: Cognitive Processing Therapy: An Evidence-Based Approach to Treat PTSD and Related Conditions – live online <ul style="list-style-type: none"> • Thu, Mar 14, 2024 - 10:00am to Fri, Mar 15, 2024 - 06:00pm CDT • Mon, Apr 22, 2024 - 07:00am to Tue, Apr 23, 2024 - 03:00pm CDT • Mon, May 06, 2024 - 08:00am to Tue, May 07, 2024 - 04:00pm CDT 	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	<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
Other Trainings & Conferences – Seats Sponsored by Network4Health		
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; Early Bird Registration ends 5/3</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		
3/15/24	12:00 PM - 1:00 PM: BHAC Open Discussion on the Business of Practice; Location – Zoom	<i>Please email us if you are interested in attending and want to be reimbursed by Network4Health</i>
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		
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	<i>Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health</i>
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	
5/7/24	12:45PM – 5:00PM: Co-Regulation: Critical Skill Building for Neurodiverse Clients	
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

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	REGISTER NOW
Open until 6/7/24	NASW: Integrating Best Practices into your Grant Proposals The session will explore strategies for ensuring proposals effectively communicate the need for client service support and articulate the value-add of your organization's approach. Online; 1 hour	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



UNH Professional Development and Training

Sponsored by Network4Health

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

MARCH

- *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
- *Lean Six Sigma Green Belt Certificate* | Tuesdays, Feb 27 - March 26 | Portsmouth - Hybrid (In-Person or Live Online)
- *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:





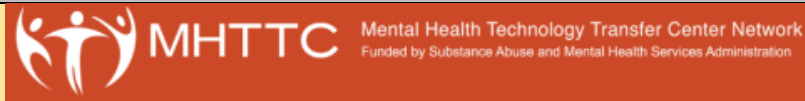





- **THE COURSE NAME**
- **COURSE DATE**
- **YOUR CONTACT INFORMATION**
- **>> A LINK TO THE COURSE <<**


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
Free Trainings – No cost to participate!		
3/26/24	1:00 PM EDT - 2:00 PM: Ethical Considerations When Working With Dementia	REGISTER NOW
4/23/24	3 – 4pm: SaferSociety: The Power of Connection: Building Support for Suicide Prevention	REGISTER NOW
Recorded Webinar	HHRC Presents: Serious Mental Illness and Homelessness <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	VIEW NOW
Webinar	Part 1 Civil Rights Protections for Individuals with a Disability: The Basics	REGISTER NOW
Webinar	Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder	REGISTER NOW
 <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org</p> <p>FREE training 1 credit available online & on-demand</p> <p>Continuing education opportunity developed by the NH Disability and Health Program at the UNH Institute on Disability. Responsive Practice enhances healthcare providers’ ability to deliver disability-competent care that is accessible to people with disabilities. Through this free training, participants will learn strategies and approaches to identify, address, and help remove barriers to care. Free CE credits for nurses, physicians, and pharmacists.</p> <p>Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: CLICK HERE to view.</p>		

Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.		
 		SNHU Continuing Ed for Healthcare Professionals – FREE CEUs! Click here to see all courses
On Demand	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: <i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.</i> <ul style="list-style-type: none"> Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care. The program will occur on the first Wednesday of each month October 2023 through May 2024. Visit HERE to learn more! <ul style="list-style-type: none"> April 3rd: Treating Addiction as a Chronic Disease; Presenter - Karen Prazar, MSN, APRN, FNP-C May 1st: Emerging Trends in Substance Use Disorder: High Dose Initiation; Presenter - Kathleen Broglio, DNP, ANP-BC, ACHPN, CPE, FPCN, FAANP Project ECHO: Aging, Community, and Equity (PEACE). This program will run from February 14 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. Visit HERE to learn more! <p style="text-align: center;">To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>
		ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024 Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024
		FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians
3/11/24	9:00 am – 12:00 pm: Essentials of Treating Stimulant Use Disorder	
3/14/24	2:00 pm – 3:00 pm: Stimulants 101	
3/12/24	7:30 am – 9:00 am: MA OBAT ECHO®: Trafficking Aftercare	
3/19/24	3:00 pm – 4:00 pm: The Fundamentals of Wound Care	

3/20/24	12:00 pm – 1:00 pm: Addiction 101	Free CE's available. CLICK HERE to see all offerings
3/20/24	2:00 pm – 3:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations	
3/27/24	8:00 am – 9:00 am: Family members and addiction treatment outcomes: Applying research to clinical practice	
3/27/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Understanding Fetal Alcohol Spectrum Disorders	
4/3/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Nuts and Bolts of Contingency Management for Stimulant Use Disorders	
 FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to "Read latest Blitzmail newsletter"		
4/23 & 4/30/24	9:00 – 12:00pm: Motivational Interviewing: A Conversation About Change – These interactive training sessions will help you learn how to bring awareness to individuals about the discrepancy between their current behavior and their future goals. You will learn how to assist them to make meaningful healthy lifestyle changes. Via Zoom.	Please email us if you are interested in accessing reimbursement from Network4Health
On-Demand Trainings See Full List of Trainings on the SNHAHEC website	Addiction as a Chronic Disease	VIEW NOW
	Compassionate Boundries	VIEW NOW
	Culture and Cultural Effectiveness	VIEW NOW
	De-Escalation of an Overamped Patient	VIEW NOW
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW
	Management of Stimulant Use Disorders	VIEW NOW
	Motivational Interviewing	VIEW NOW
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW
 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW ✓ Giving Feedback: VIEW NOW ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	LEARN MORE	
Various – see site for details	 FREE Trainings from New England Public Health Training Center – CEU's Available!	Click for a complete list of trainings
Various – see site	 Training and events – happening locally and online!	Click for a complete list of trainings

for details		
Various – see site for details	 Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren't free. Email us if you are interested!	Click for a complete list of trainings
Various – see site for details	 Providers Clinical Support System	Click for a Complete List of Trainings
Various – see site for details	 Comprehensive list of trainings and webinars – many archived. CEU's available.	Click for a Complete List of Trainings
Various – see site for details	 New England (HHS Region 1) ATTC Addiction Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 African American Behavioral Health CENTER OF EXCELLENCE	Click for a Complete List of Trainings
Various – see site for details	 CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY	Click for a Complete List of Trainings
Free Webinars	 Opioid Response Network	Click for a Complete List of Trainings
Various – see site for details	 Trainings from the National Council for Mental Wellbeing: <small>HEALTHY MINDS • STRONG COMMUNITIES</small>	Click for a Complete List of Trainings
Various – see site for details	 William James College Professional Development Please email us if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!	Click for a Complete List of Trainings
	Certificate Program in Trauma Treatment within Intellectual and Developmental Disabilities Populations – Live via Zoom 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>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	
3/15/24	9:30 AM-3:30 PM: Suicide Prevention for Military, Veterans and Law Enforcement: through Safer Firearm Storage: Lethal Means Counseling	
Free Webinars From NAADC – CEU’s Available!		
MORE INFO HERE		
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	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		
	<p>Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and 7expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.</p>	
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	FREE CEU's AVAILABLE! CLICK HERE for more information and to register for a session
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	
3/19/24	1:00 PM - 2:30 PM: Psychotropic Medications presented by Dana Buonanducci	
3/20/24	11:00 AM - 12:00 PM: Strengths Based Treatment by Kimberly Bindas, MSW, LICSW	
3/21/24	10:00 AM - 12:30 PM: Motivational Interviewing Level 1 Part 1 with Dana Buonanducci, MS, LMHC, NCC	

MANAGEMENT CORNER

THE ANNUAL PERFORMANCE REVIEW IS DYING

From: *“The Performance Review Is Dying. Make Way for a Fire Hose of Feedback.”* By Alyssa Lukpat for Wall Street Journal; Feb. 22, 2024. [CLICK HERE](#) to see full article.

Forget the annual performance review. Get ready for constant, never-ending feedback.

Many employees now have to wait a year for feedback, often given in a stiff and rushed meeting. Workers aren’t always able to respond to the evaluation or offer their own to their boss. Even though many employers agree there are more effective ways to deliver feedback, the system has largely stayed the same while companies focus on bigger priorities such as increasing revenue and reducing costs, executives say.



But in the future, companies might change their approach to get more efficiency from their workers, led by a new generation of leaders who are already trying to make their workplaces more transparent. Companies are starting to train employees on how to give feedback to their peers and managers. They are pausing meetings to share real-time critiques. Increasingly, artificial intelligence could evaluate workers’ emails and videoconference meetings to give performance assessments.

These leaders predict candid, real-time assessments could become more relevant. Such feedback could allow workers to lose the fear of retribution for speaking up about their peers’ work, and hear the good and the bad more often, in turn giving everybody the opportunity to make changes year-round and become more productive.

Peer-to-peer

At the startup Fountain, the company often hands out sticky notes in the middle of meetings involving two teams. Each group evaluates the other by scoring them from one to 10, ranking how helpful the other team has been during their collaboration, says Sean Behr, chief executive of Fountain, which creates software to hire and manage retail, grocery and delivery workers. A facilitator then collects the scores and shares them aloud before leading a discussion about each team’s overall effectiveness, Behr says. He adds that teams are sometimes surprised to get a low average score when they thought they were doing a good job. “It is a very eye-opening process,” he says. “When you show them five versus eight, immediate changes happen.” After the sticky-note break, the meeting agenda often shifts based on what they just discussed about each team.

The past decade’s environment of lavish corporate growth and hiring sprees is gone, says Behr. That means feedback will need to help companies squeeze more efficiency out of their workforce, he says. Fountain worked with an executive coach to retool its feedback systems and improve employee productivity. When Fountain’s engineering and customer success team recently scored

each other, the success team was rated an average of six while the engineers received a four, Behr says. The success team, which works with the company's clients, said the engineers were neglecting to fix some small bugs in favor of more sweeping changes. Now the engineers plan to dedicate five days a month to nothing but smaller bug fixes, Behr says.

Everyday feedback

Personalized feedback is a part of the culture at e.l.f. Beauty. Employees on their first day take the Myers-Briggs Type Indicator, a personality test, so their co-workers know how they process information, says Tarang Amin, chairman and chief executive. The makeup company expects workers to regularly give each other feedback but discovered that they initially didn't always feel comfortable doing so, he says. "Often what we find is it is because the people didn't know each other well enough," Amin says. "Before you do any work at e.l.f., you have to get to know your peers extremely well. I want you to know their kids' names. I want you to know what's important to them." Amin says he wanted to create a more transparent company culture when he first began leading the company in 2014 and prepared to take it public.

Oakland-based e.l.f. trains its more than 300 employees on how to give feedback by hosting workshops and offering sessions with a performance coach on retainer, he says. The company doesn't conduct annual performance reviews but instead wants people to receive feedback every day, so it hires workers that will be receptive to criticism. Teams are expected to train each new hire on the company's constant-feedback model. Amin says he has noticed younger employees are more comfortable sharing feedback online through direct messages, but the company also encourages face-to-face feedback. "If you don't give feedback, then you're actually not helping advance the culture," Amin says. "Everyone gets it in the spirit of helping the team succeed."

Technological advances

As companies shift away from traditional performance assessments, artificial intelligence could have a big role in candid feedback. Some tech companies are already experimenting with AI software built into virtual meeting systems and videoconferencing, says Keith Ferrazzi, chairman and chief executive of Ferrazzi Greenlight, which coaches teams and is working with companies developing the software.

Such technology can offer powerful insights to employees and managers on what they could do better during meetings and other interactions, says Ferrazzi. "I want my videoconferencing system to tell me at the end of that meeting, 'Keith, you cut off Jane twice,'" he says, "or, 'You dominated that conversation 70%.'" Ferrazzi added that he is also working with companies developing another similar technology: AI that analyzes workers' emails and prompts workers to pitch an idea they have repeatedly written down.

At executive-education company Radical Candor, AI is being used in the form of a chatbot that helps workers rehearse giving difficult feedback to each other. "There is less feeling of shame of getting it wrong with a chatbot," says Kim Scott, executive coach and co-founder of Radical Candor. Workers might find out from the chatbot if the feedback they gave was constructive or biased, Scott adds. Radical Candor is also using the chatbot to train workers at other companies on feedback, and help people at workshops role-play how to offer critiques to a defensive employee, says Scott.

Managers on the receiving end

Managers are already starting to get feedback from their direct reports, says Becky McCullough, vice president of global recruiting and talent development at HubSpot, a marketing software company.

To encourage "upward feedback," HubSpot offers an annual survey for direct reports to evaluate their managers, McCullough says. Bosses are encouraged to discuss their results with the team and share what they plan to work on. That has allowed managers to grow as leaders, she says. McCullough also asks for regular feedback from her team, saying, "What is one thing I could do better or differently to support you?" She solicits the critique to model how she wants them to ask for feedback, something she predicts more bosses will do one day.

At San-Francisco based software-maker Atlassian, an internal tool built by the company helps employees share feedback to their peers, bosses and direct reports. Each person's name is attached to the feedback so workers can follow up with them, says Erika Fisher, chief administrative and legal officer at Atlassian. The tool forces them to get to the point within a 500-character limit, because feedback is most effective when it is specific and actionable, Fisher says.

Navigating the flood

With the trend toward constant feedback, employees will need to learn to maintain professionalism during extremely honest conversations and interpret feedback with a dose of skepticism, say company leaders. People will have to decide which critiques

they agree with, says David Rogier, co-founder and chief executive of MasterClass, an online education platform. “Just because somebody gives it to you doesn’t mean that you have to take that as the truth or being right,” he says.

At e.l.f. Beauty, chief executive Amin says continuous feedback makes his workers more engaged. No employee has ever cited e.l.f.’s feedback culture as a reason for leaving the company, he says. “Over time,” he says, “it gets more and more natural.”

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

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