

# WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

March 20, 2024



## THE RACIAL WAGE GAP STARTS AS EARLY AS 16 FOR BLACK WORKERS – AND RESULTS IN A LIFETIME OF CONSEQUENCES

IN THIS ISSUE:

**THE RACIAL WAGE GAP  
STARTS EARLY**  
PAGE 1

**NEWS FROM THE AHECS**  
PAGE 3

**WORKFORCE DEVELOPMENT  
OPPORTUNITIES**  
PAGE 5

**FOCUS GROUP FOR DIRECT  
CARE WORKERS**  
PAGE 8

**UPDATES FROM  
HEALTHFORCE NH**  
PAGE 7

**DEI INITIATIVE**  
PAGE 8

**PROFESSIONAL  
DEVELOPMENT**  
PAGE 9

**SPONSORED & FREE  
TRAININGS LIST**  
PAGE 11

**MANAGEMENT CORNER**  
PAGE 21

*From: "The racial wage gap starts as early as 16 for Black workers—and results in 'a lifetime of consequences,' says expert" by Gili Malinsky, Feb 15th, 2024 for CNBC.com; [Click here for story.](#)*

**The racial wage gap may be shrinking, but it's still got a ways to go. Nationwide, Black people make 76 cents to white people's dollar, according to the Department of Labor.**

And it turns out that disparity starts pretty early on. In the fourth quarter of 2023, the median weekly earnings for full-time wage and salaried white workers ages 16 to 24 was \$747 per week, according to the Bureau of Labor Statistics. The median weekly earnings for full-time wage and salaried Black or African American 16-to-24-year-olds was \$614. Though a smaller gap than the national one, that still works out to be about 82 cents to white workers' dollar.



Many people in this age group are only starting their careers and haven't had much time to accrue work experience. So what explains their disparity in pay? Here's what experts believe is playing into it.

### 'What you're really describing is the outcomes of adults'

Especially as it pertains to young people, job opportunities are often a direct result of their family situation.

"Children born in higher income and higher wealth families will have greater access to opportunities that their parents can present," says Andre Perry, senior fellow at Brookings. A kid born to parents who work in law and advertising, for example, will have more access to internships or administrative positions in those higher paying fields than a kid born to parents who work in the postal service or the local transit system.

Statistically, Black people are overrepresented in lower paying fields. They make up 40.4% of postal service clerks, according to the Pew Research Center, where they make a median of \$56,200 per year, according to BLS. They also make up 36.6% of bus drivers, transit and intercity workers, who make a median of \$50,980 per year.

### 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

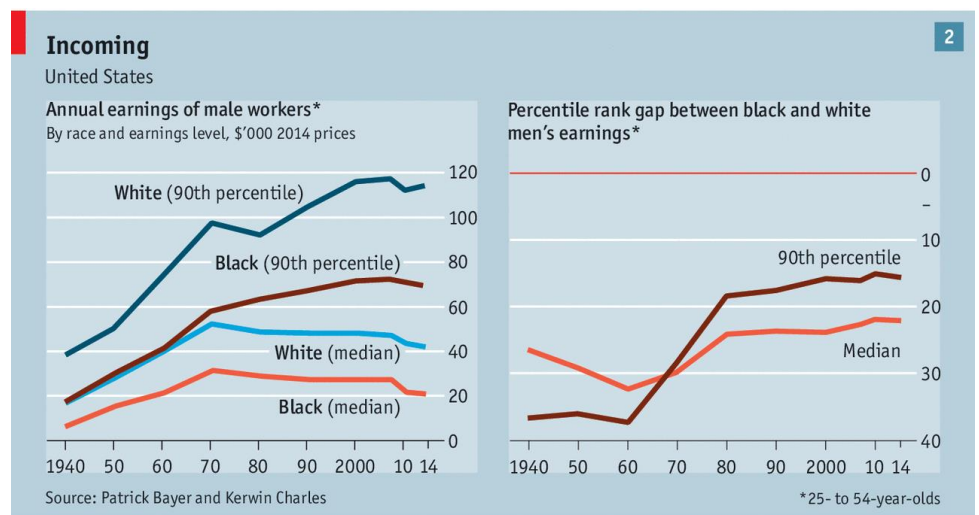
Conversely, they make up just 10.5% of computer and mathematical science occupations, according to the Economic Policy Institute, where the median annual salary is \$100,440, and 6.9% of legal occupations, where the median annual salary is \$95,170.

The resulting family wealth can hinder access to higher paying jobs as well.

A college or high school kid can be offered a lucrative gig in a neighboring town, but if they don't have a way to get there, it's harder to accept it. "If your parents have a car, you'll have more opportunities to get a premium job," says Perry.

And even if public transportation gets you to that job, you "may be limited in the number of hours of work because [you] can't use transportation at any time," says Valerie Wilson, director of the EPI's Program on Race, Ethnicity and the Economy.

"Whenever you're talking about outcomes of children, what you're really describing is the outcomes of adults," says Perry.



### **Consider 'where we know communities of color are concentrated'**

Geographic location plays a role in how much young people ultimately get paid as well. It's important to consider "the average wages in places where we know communities of color are concentrated," says Laura Valle-Gutierrez, a fellow at left-leaning think tank The Century Foundation.

More than half of the U.S.'s Black population lives in the South, according to the Pew Research Center, a region with some of the lowest minimum wages in the country. The biggest Black populations live in states like Texas, where the minimum wage is \$7.25 per hour, and Georgia, where the minimum wage is \$5.15 per hour (for any employer that doesn't fall under the jurisdiction of the federal \$7.25 per hour).

There's also variation in the youth minimum wage. Nationwide, under the Fair Labor Standards Act, employers are allowed to pay people younger than 20 years old \$4.25 per hour for the first 90 days of employment. Some states follow that rule while others, like Minnesota, have implemented a higher \$8.85 youth minimum. Minnesota's regular minimum wage is \$10.85 per hour.

"That can play a role as well," says Wilson.

Finally, college degrees play into this disparity. While 11% of white 18-to-24-year-olds have a bachelor's degree, according to the Census Bureau, 7% of Black 18-to-24-year-olds

do. Some of the people in this age group “are working jobs that don’t require a post secondary credential,” says Valle-Gutierrez. “So that is part of why they’re having lower wages.”

Big picture, “I think it’s just important to keep in mind that these wage gaps that do start early really do result in a lifetime of consequences in terms of lifetime earnings,” says Valle-Gutierrez. Young people who start behind their peers have that much more ground to make up to reach similar wages, if they’re ever able to at all.

*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”.

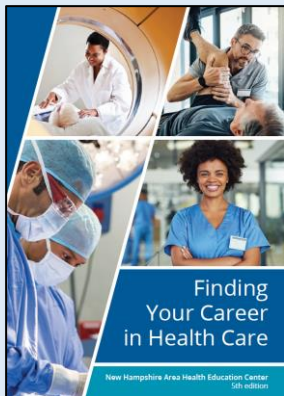
Please [CLICK HERE](#) to view the 2023 NH Preceptor Recognition Award e-book

### Congratulations to 2 winners from Network4Health Partners!



**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



### ***Finding Your Career in Healthcare – 5<sup>th</sup> edition is now available online!***

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

[CLICK HERE TO VIEW ONLINE!](#)

## PHI Coaching & Supervision Workshop: April 29<sup>th</sup> & 30<sup>th</sup>

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 29<sup>th</sup> & 30<sup>th</sup>. *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><b>Legend \$7.5K</b></p> <p><i>One sponsorship available</i></p> <p><b>Company logo on:</b></p> <ul style="list-style-type: none"> <li>✓ videos (opening and closing)</li> <li>✓ e-mail marketing</li> <li>✓ social media marketing</li> <li>✓ banners and print marketing</li> <li>✓ website landing page</li> <li>✓ winner swag bags</li> </ul> <p><b>PLUS:</b></p> <ul style="list-style-type: none"> <li>✓ Company representative quote on the landing page and in the press release announcement</li> <li>✓ Multiple team members invited to honor heroes at their workplace for photo opportunity</li> <li>✓ Cohost livestream from the company account</li> </ul>	<p><b>Champion \$5K</b></p> <p><i>Two sponsorships available</i></p> <p><b>Company name in:</b></p> <ul style="list-style-type: none"> <li>✓ e-mail marketing</li> <li>✓ press releases</li> </ul> <p><b>Company logo on:</b></p> <ul style="list-style-type: none"> <li>✓ videos (opening and closing)</li> <li>✓ social media marketing</li> <li>✓ banners and print marketing</li> <li>✓ website landing page</li> <li>✓ winner swag bags</li> </ul> <p><b>PLUS:</b></p> <ul style="list-style-type: none"> <li>✓ team member invited to honor heroes at their workplace for photo opportunity</li> </ul>	<p><b>Guardian \$2K</b></p> <p><b>Company name in:</b></p> <ul style="list-style-type: none"> <li>✓ e-mail marketing</li> <li>✓ social media marketing</li> </ul> <p><b>Company logo on:</b></p> <ul style="list-style-type: none"> <li>✓ videos (closing)</li> <li>✓ banners and print marketing</li> <li>✓ website landing page</li> <li>✓ winner swag bags</li> </ul> <p><b>Crusader \$1K</b></p> <p><b>Company name in:</b></p> <ul style="list-style-type: none"> <li>✓ videos (closing)</li> <li>✓ e-mail marketing</li> <li>✓ social media marketing</li> </ul> <p><b>Company logo on:</b></p> <ul style="list-style-type: none"> <li>✓ website landing page</li> </ul> <p><b>Sidekick \$500</b></p> <p><b>Company name in:</b></p> <ul style="list-style-type: none"> <li>✓ videos (closing)</li> <li>✓ e-mail marketing</li> <li>✓ social media marketing</li> </ul>
---	--	---

## WORKFORCE DEVELOPMENT OPPORTUNITIES

### 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!](#)

## 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.



**Apply to the 2024 Nurse Corps Scholarship Program**  
Open through May 2, 2024

For those accepted or enrolled in a nursing degree program at an accredited school:

- Diploma School of Nursing
- Associate Degree School of Nursing (ADN)
- Collegiate School of Nursing (BSN, graduate degree)
- Graduate-Level Nurse Practitioner
- Nursing Bridge Program (RN to BSN, RN to MSN-NP, Direct Entry MSN-NP)

[CLICK HERE TO LEARN MORE!](#)

*See all of the HRSA scholarship programs [HERE!](#)*



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

- Medical Assistant (MA) – **Starting soon 7/29/24!**
- Licensed Nursing Assistant (LNA) – **Starting 5/20/24!**
- 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 Elliot or for more info: [CLICK HERE](#)

**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](#)

If you experience any challenges, please contact Pear Associates at [blittle@pearassociates.com](mailto:blittle@pearassociates.com).



**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!



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.

**Applications close 4/4/24!**

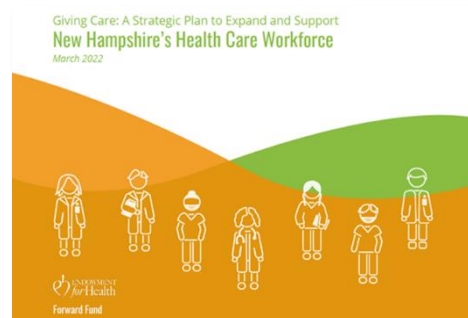
Monetary awards will be:

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

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

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

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



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

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

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

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



### N4H's VISION FOR THIS WORK:

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

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

Through this initiative, Network4Health will support our partners to:

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

### Other Upcoming DEI Trainings:

5/23/24	8:30 AM – 3:00 PM: <b>Save the Date! NH Health Equity Summit: Achieving Health Equity for All;</b> Church Landing at Mills Falls, Meredith NH; <b>More information and registration details coming soon!</b>	<i>Registration coming soon!</i>
3/19 – 4/16/24	<p><b>Southern NH AHEC presents: Inclusive Data Practices for Equity - Data Practicum Series</b> - 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><b>April 2, 12:30-2:00pm: Part 2: Interpretation, Analysis &amp; Mitigation</b> 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><b>April 16, 12:30-2:00pm: Part 3: Use &amp; Implications</b> 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 <a href="mailto:bferraro@snhahec.org">bferraro@snhahec.org</a>.</i></p>	<i>Please <a href="#">email us</a> if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</i>
	<b>Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. <a href="#">CLICK HERE</a> for full descriptions. All sessions via Zoom.</b>	
4/16/24	8:30 am - 10:00 am: <b>Measuring DEI: Beyond Simple Counts to Impactful Engagement</b>	
5/14/24	8:30 am - 10:00 am: <b>Culture/Ethnicity, Women, Age in the Workplace</b>	



6/18/24	8:30 am - 10:00 am: <b>Inclusive Leadership: Interpersonal Power</b>	
9/17/24	8:30 am - 10:00 am: <b>Senior Leadership Role in DEI: Achieving Organizational Performance Through DEI</b>	
4/16/24 5/14/24 6/18/24 7/16/24	12:00 pm - 1:00 pm: <b>DEI Office Hours:</b> 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.	
	<b>NASW Maine presents: "Beyond Cultural Competence Series"</b> This series will take us beyond Cultural Competence to integrate anti-oppressive, anti-racist, and culturally responsive practices. <a href="#">Learn more here</a>	
4/9/24	10am - 12pm: <b>Healing for Racial Equity Warriors (Beyond Cultural Competence Series)</b> - Learn about how triggers impact racial equity and our mind and body.	
2/20/24	10am - 12pm: <b>Real White Heroes (Beyond Cultural Competence Series)</b> - Learn how to foster a positive, anti-supremacist White identity.	<a href="#">REGISTER NOW</a>
3/21/24	10 - 11:30am: <b>Facilitating Conversations on Race/Bias (Beyond Cultural Competence Series)</b>	<a href="#">REGISTER NOW</a>
3/22/24	12 - 2pm: <b>Allyship (Beyond Cultural Competence Series)</b> - Learn about allyship and the importance of understanding self and moving beyond the performative.	<a href="#">REGISTER NOW</a>
4/23/24	10am - 12pm: <b>Beauty "Standards" (Beyond Cultural Competence Series)</b> - Learn about how Fatphobia is rooted in Anti-Blackness	<a href="#">REGISTER NOW</a>
5/21/24	10am - 12pm: <b>Generational Trauma and its Impacts (Beyond Cultural Competence Series)</b> - Learn about various forms of generational trauma and their impacts on individual and families.	<a href="#">REGISTER NOW</a>

## 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**



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, 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!](#)

- 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](#)

**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.



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

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

**SAVE the DATE!**

**REGISTRATION  
NOW OPEN!**

**Network4Health  
Spring All Partners  
Meeting!**

Thursday June 13<sup>th</sup>  
10 – 11:30am via Zoom

[REGISTER HERE](#)

N4H updates, upcoming plans,  
special guests, partner news and  
more! Agenda coming soon!

**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@cnchnh.org](mailto:m.bailey@cnchnh.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](mailto:Geoffrey.Vercauteren@cmc-nh.org)*

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

<b>NHADACA ~ NHTIAD</b>			
3/22/24	8:30 AM - 4:00 PM: <b>Advanced Ethics for Prevention Professionals;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
3/28/24	8:30 AM - 4:00 PM: <b>Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups;</b> Location: Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/3/24	8:30 AM - 3:30 PM: <b>Harm Reduction;</b> Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/4/24	8:30 AM - 4:00 PM: <b>Measurable Assessments Improve SUD Treatment Outcomes;</b> Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/8/24	8:30 AM - 4:00 PM: <b>Enhanced Care Coordination: Helping Children, Youth, and Families Impacted by Substance Misuse;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/11/24	8:30 AM - 4:00 PM: <b>Understanding and Applying the CRSW Performance Domains in Supervision of CRSWs;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/11/24	8:30 AM - 3:30 PM: <b>Trans-Theoretical Model: Stages of Change;</b> Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/12/24	8:30 AM - 1:00 PM: <b>Harm Reduction for Youth;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/15/24	8:30 AM - 4:00 PM: <b>A Peers Introduction to Mental Health;</b> Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/18/24	9:00 AM - 11:00 AM: <b>Untangling Drugs, Sex, and Intimacy;</b> Location - Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/19/24	8:30 AM - 4:00 PM: <b>Confidentiality Updates: 42 CFR Part 2 and HIPAA;</b> Location - NH Audubon - 84 Silk Farm Road, Concord, NH	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/23/24	9:00 AM - 1:30 PM: <b>A Practical Guide to Love and Relationships in Recovery;</b> Location: NHADACA, 130 Pembroke Road, Suite 150, Concord	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/24/24	9:00 AM - 1:30 PM: <b>The Impact of Grief on Relationships and Recovery;</b> Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/25/24	10:00 AM - 12:00 PM: <b>21st Century Cannabis;</b> Location: Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/25/24	1:00 PM - 3:00 PM: <b>Women &amp; Weed;</b> Location: Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/26/24	8:30 AM - 4:00 PM: <b>HIV Update for Substance Use Professionals;</b> Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
4/29/24	8:30 AM - 4:00 PM: <b>Getting a "Head" in Therapy – Psilocybin, Esketamine and MDMA in the Treatment of MH and SUDs;</b> Location - Via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
5/3/24	8:30 AM - 11:45 AM: <b>Brain Injury in the Courtroom;</b> Location: Remote via Zoom	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
5/7/24	8:30 AM - 3:00 PM: <b>Supporting Families and Healing;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
5/17/24	8:30 AM - 4:00 PM: <b>The 12 Core Functions of a Substance Use Counselor;</b> Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>

5/24/24	9:00 AM - 1:30 PM: <b>Is Exercise Part of the Solution to Substance Use Disorders?</b> Location: Fairfield Inn & Suites - 165 Skimobile Road, North Conway, NH 03860	CEU's Available!	<a href="#">Click to Learn More &amp; Sign Up for a Seat</a>
<b>PESI Workshops</b>			
<b><u>A Note About PESI Trainings:</u></b>			
<i>PESI is now offering many different trainings online via webinar (find them here: <a href="https://www.pesi.com">PESI.com</a> → 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 <a href="mailto:N4H.workforcedevelopment@cmc-nh.org">N4H.workforcedevelopment@cmc-nh.org</a> and we will consider funding slots at it.</i>			
Here are just a few coming in March 2024:	<ul style="list-style-type: none"> <li>• Borderline, Narcissistic, Antisocial and Histrionic Personality Disorders: Effective Treatments for Challenging Clients</li> <li>• Ethics and Risk Management in Behavioral Health: What Every Clinician Needs to Know About Mental Health and the Law</li> <li>• Anti-Racist Therapy: Clinical Tools for Cultural Responsiveness, Equity, and Healing</li> <li>• School Refusal: Real Help for Children and Teens Who Can't or Won't Go to School</li> <li>• 2-Day Autism Spectrum Masterclass: Social and Behavioral Interventions to Reduce Complex and Challenging Behaviors in Children, Adolescents &amp; Young Adults</li> </ul>	Go to: <a href="#">PESI</a> To find more!	
Open until 5/13/24	<b>PESI: Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More.</b> Speaker: Alexia Rothman, PhD; online via Zoom; Multiple dates available; Duration: Full Day	<a href="#">REGISTER NOW</a>	
Multiple dates	<b>PESI: 2-Day Intensive Training: Cognitive Processing Therapy: An Evidence-Based Approach to Treat PTSD and Related Conditions – live online</b> <ul style="list-style-type: none"> <li>• Mon, Apr 22, 2024 - 07:00am to Tue, Apr 23, 2024 - 03:00pm CDT</li> <li>• Mon, May 06, 2024 - 08:00am to Tue, May 07, 2024 - 04:00pm CDT</li> </ul>	<a href="#">REGISTER NOW</a>	
4/11/24 or 5/1/24	<b>PESI: Self-Regulation Interventions for Children &amp; Adolescents: Reduce Frustration, Emotional Outbursts &amp; Oppositional Behaviors;</b> Speaker: Dr. Laura Ehlert, PsyD; Duration: Full Day; Live webinar	<a href="#">REGISTER NOW</a>	
Open until 3/29/24	<b>PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body</b> The research and experience of leading trauma experts make it clear — to fully overcome deep trauma wounds, you must address trauma's impact on the body. But too many clinicians have not been trained to work with the subtle cues of posture, facial expression, eye gaze, and movement that can serve as our guides to deep healing.  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.	<a href="#">REGISTER NOW</a>	
<b>Other Trainings &amp; Conferences – Seats Sponsored by Network4Health</b>			
3/21-3/24/24	<b>47th Annual PSYCHOTHERAPY NETWORKER SYMPOSIUM: The Most Celebrated Gathering in the World for Psychotherapists (online only)</b> For 47 years, the Networker Symposium has been a gathering of connection, creativity, and rejuvenation for therapists dedicated to creating meaningful change for clients, communities, and themselves. Featuring 75 of the field's leading innovators, and a community of over 5,000 of your devoted colleagues, this is the place to access the latest advances in the field and discover a range of possibilities to bring fresh ideas and inspiration to your practice.	<a href="#">REGISTER NOW</a>	
4/3 or 5/7/24	<b>Training in CPP Supportive Interventions – via Zoom</b> April 3, 2024 (8:30 a.m. - 11:30 a.m.) OR May 7, 2024 (3:00 p.m. - 6:00 p.m.)	<a href="#">REGISTER NOW</a>	
4/17/24	7:30 AM - 12:00 PM: <b>Healthcare Forum Hosted By UnitedHealthcare and MAHRA</b> An engaging exploration of pressing issues and innovative solutions in healthcare. The event will feature healthcare industry and local business leaders discussing the innovations in healthcare that can help control rising costs for employers and increase engagement for employees that may help inform and improve the overall healthcare experience. <a href="#">CLICK HERE TO LEARN MORE.</a>	Please <a href="#">email us</a> if you are interested in attending and want to be reimbursed by Network4Health	

5/23/24	9am - 2pm: <b>Sheehan Phinney presents: 36th Annual Employment Law Seminar</b> ; Location: Castleton Banquet and Conference Center; 58 Enterprise Drive Windham, NH 03087 Topics: Wage and Hour Law Update; News for All Employers from the NLRB; Legal Guidance for Layoffs and Workforce Reductions; HR and AI: Workplace Implications; Legislative Update from the NH BIA; Addressing Mental Health Issues in the Workplace; Dealing with Misconduct in the Age of Remote Work	<a href="#">REGISTER NOW</a>
9/5 – 9/8/2024	<b>Cape Cod Symposium on Addictive Disorders</b> - The Cape Cod Village at the Emerald Resort 35 Scudder Ave, Hyannis, MA 02601; <u>Early Bird Registration ends 5/3</u> The Premier Educational Event for Addiction Treatment & Behavioral Health Professionals The field of addiction treatment is ever-changing, and we're dedicated to bringing you the best possible education, led by national experts. At the Cape Cod Symposium, you'll find 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 <a href="#">MORE HERE</a> . Reminder: Network4Health only reimburses at 50% for events costing \$301 and more.	<a href="#">REGISTER NOW</a>
 <b>New Hampshire Psychological Association</b> <a href="#">CLICK HERE</a> for more upcoming events		
4/5/24	12:00 PM - 1:00 PM: <b>Integrating Meditation and Mindfulness in Psychotherapy</b> ; live via Zoom	Please <a href="#">email us</a> if you are interested in attending and want to be reimbursed by Network4Health
4/5 – 4/6/24	8:30 AM 5:00 PM: <b>Introductory Interdisciplinary Collaborative Practice Training</b> ; Location - New Hampshire Audubon Society, Concord, NH	
4/19/24	11:00 AM - 6:00 PM: <b>Ketamine Assisted Psychotherapy in the Outpatient Mental Health Clinic</b> ; live via Zoom	
4/26/24	1:00 PM - 4:15 PM: <b>Trauma and Addiction: Complex Issues, Strategic Recovery</b> ; live via Zoom	
3/22/24	12:00 PM - 1:00 PM: <b>Prioritizing Clinician Safety and Managing Threats from Clients</b> ; Location – Zoom	<a href="#">REGISTER NOW</a>
 <b>NASW New Hampshire Continuing Education</b> <a href="#">CLICK HERE</a> to go to NASW NH's website		
4/10/24	8:45am - 12pm: <b>Ethical Issues Related to Medical Aid in Dying and End Of Life Options</b> - 3 Category A CEs on zoom	Please <a href="#">email us</a> if you are interested in attending these trainings and want to be reimbursed by Network4Health
4/15/24	9 - 10:30am: <b>Concussions and Brain injury: Clinical Considerations</b> ; 1.5 Category CEs - live on zoom	
5/3/24	1 - 4:15pm: <b>Assessment for Suicidality: A Primer for Mental Health Clinicians</b> ; Location - Online	
5/7/24	12:45PM – 5:00PM: <b>Co-Regulation: Critical Skill Building for Neurodiverse Clients</b>	
6/4/24	8:30am - 12:45pm: <b>Clinical Supervision in Mental Health Practice</b> ; Location – Online	
3/29/24	8:30am - 4:15pm: <b>Social Work Celebration &amp; Ethics Workshop</b> - 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. <a href="#">MORE INFO HERE</a>	<a href="#">REGISTER NOW</a>
Open until 6/7/24	<b>NASW: Integrating Best Practices into your Grant Proposals</b> 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	<a href="#">REGISTER NOW</a>
5/23 – 5/24/24	<b>2024 NASW Annual Conference - The Mountain View Grand Resort &amp; Spa, Whitefield, NH</b> 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.	<a href="#">REGISTER NOW</a>

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**

- *Success Sabotage: A Common Phenomenon* | March 26 | Manchester
- *Simple and Sustainable Self-Care Strategies to Support Employee Well-being* | March 26 | Live Online
- *Implicit Bias: awareness and response to mitigate impact* | March 27 | Live Online
- *Employee Engagement: Increasing Motivation and Commitment* | March 29 | Manchester
- *Creating A Blame-Free and Gossip-Free Work Environment* | March 29 | Manchester
- *Developing an Annual Fundraising Plan* | March 29 | Live Online (rescheduled from March 8)

**APRIL**

- *Transcending Differences: Whether Generational, Personality Style, Cultural or Otherwise* | April 2 | Manchester
- *Crucial Conversations for Mastering Dialogue* | Apr 2, 9, 16, 23, 30 | Live Online
- *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
- *The Power of Peer Coaching: Principles and Effective Practices* | April 24 | Manchester

**MAY**

- *How to Evaluate Training Effectiveness* | May 6 | Manchester
- *Facilitation Skills* | May 7 | Manchester
- *Crucial Influencer: The New Science of Leadership* | May 7, 14, 21 | Live Online
- *Creating a Values Based and Purpose Driven Culture* | May 8 | Manchester
- *High Potential Employee Bootcamp: How to Become Even More Valuable and Promotable* | May 10 | 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
- *Introduction to Basic Project Management* | May 17 & 24 | Live Online
- *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
- *The Importance of Assessing Training Needs* | May 31 | Manchester

**JUNE**

- *Why do you have to be like that? How to Build Bridges When Someone Pushes your Buttons* | June 4 | Manchester
- *Training Design & Delivery: Assessment through Evaluation* | June 5 | Manchester
- *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:**

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

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

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


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

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

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

4/5/24	09:00am - 03:30pm: <b>UNH Professional Development: Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor</b> ; Location(s):Brady Sullivan Tower - 1750 Elm Street, Manchester	<a href="#">REGISTER NOW</a>
--------	--	------------------------------

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

3/26/24	1:00 PM EDT - 2:00 PM: <b>Ethical Considerations When Working With Dementia</b>	<a href="#">REGISTER NOW</a>
3/26 – 3/27/24	 <b>2024 NAMI New Hampshire Annual Conference – via Zoom</b>	<a href="#">REGISTER NOW</a>
4/23/24	3 – 4pm: <b>SaferSociety: The Power of Connection: Building Support for Suicide Prevention</b>	<a href="#">REGISTER NOW</a>
Recorded Webinar	<b>HHRC Presents: Serious Mental Illness and Homelessness</b> <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	<a href="#">VIEW NOW</a>
Webinar	<b>Part 1 Civil Rights Protections for Individuals with a Disability: The Basics</b>	<a href="#">REGISTER NOW</a>
Webinar	<b>Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder</b>	<a href="#">REGISTER NOW</a>



NH Disability & Health Program  
**Responsive Practice Training**  
Providing Health Care & Screenings to Individuals with Disabilities  
[ResponsivePractice.org](http://ResponsivePractice.org)  
University of New Hampshire  
Institute on Disability  
NH Disability & Health Program

FREE training  
**1 credit**  
available online & on-demand

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

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

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



**Southern New Hampshire University**  
Continuing Education for Health Professions

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



[Click here to see all courses](#)


4/9-4/10/24	11 a.m.-3:30 p.m.: <b>Thought Leaders 2024 - An Interprofessional Journey Beyond Boundaries: Technology and Health – live online</b>	<a href="#">REGISTER NOW</a>
On Demand	<b>21<sup>st</sup> Century Soft Skills for Healthcare Professionals</b> – recorded courses; earn a digital badge! Class 1: <b>Collaboration</b> ; Class 2: <b>Critical Thinking</b> Class 3: <b>Communication</b> Class 4: <b>Creativity</b>	<a href="#">REGISTER NOW</a>
On demand	<b>Care for Yourself so You can Care for Others – Recorded</b> ; Target Audience – Nurses	<b>FREE CEU's!</b> <a href="#">VISIT HERE</a>




On demand	<b>Generational Diversity: Using this Diversity to your Team's Advantage – Recorded;</b> Learning Objectives: Distinguish the five generations currently working in healthcare and the benefits of each; Develop strategies to manage the gaps between generations; Acquire methods to bridge the gap between generations	FREE CEU's! <a href="#">VISIT HERE</a>
Online Learning	<b>Other courses include:</b> <ul style="list-style-type: none"> <li>• Food Insecurity</li> <li>• Addiction 101: Signs of Substance Use and Mental Health Crisis at Work - Recorded</li> <li>• Trauma Informed Care Suicide Intent Assessment - Recorded</li> <li>• The Lived Experience of the Veteran and Military Affiliated Student – Enduring</li> </ul>	FREE CEU's! <a href="#">VISIT HERE</a>



Multiple Sessions Available	 	<b>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</b>
	<p><i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.</i></p> <ul style="list-style-type: none"> <li>• <b>Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care.</b> The program will occur on the first Wednesday of each month through May 2024. <a href="#">Visit HERE to learn more!</a> <ul style="list-style-type: none"> <li>○ <b>April 3rd: Treating Addiction as a Chronic Disease;</b> Presenter - Karen Prazar, MSN, APRN, FNP-C</li> <li>○ <b>May 1st: Emerging Trends in Substance Use Disorder: High Dose Initiation;</b> Presenter - Kathleen Broglio, DNP, ANP-BC, ACHPN, CPE, FPCN, FAANP</li> </ul> </li> <li>• <b>Project ECHO: Aging, Community, and Equity (PEACE).</b> This program will run to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. <a href="#">Visit HERE to learn more!</a></li> </ul> <p>To register or for more information email <a href="mailto:unh.projectecho@unh.edu">unh.projectecho@unh.edu</a> or visit us <a href="#">HERE</a></p>	

	<b>ECHOs – Expanding Health Knowledge – via Zoom</b> <a href="#">Click here to learn more</a>
<b>Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024</b> <b>Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024</b>	

	<b>FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</b>
---	---










3/27/24	8:00 am – 9:00 am: <b>Family members and addiction treatment outcomes: Applying research to clinical practice</b>	<b>Free CE's available.</b> <a href="#">CLICK HERE</a> <b>to see all offerings</b>
3/27/24	12:00 pm – 1:15 pm: <b>SUD Care Continuum ECHO®: Understanding Fetal Alcohol Spectrum Disorders</b>	
3/29/24	12:00 pm – 12:30 pm: <b>Alcohol Poisoning 101: Understanding, Recognizing, and Reacting</b>	
4/3/24	12:00 pm – 1:15 pm: <b>SUD Care Continuum ECHO®: Nuts and Bolts of Contingency Management for Stimulant Use Disorders</b>	
4/3/2024	12:00 pm – 1:15 pm: <b>SUD Care Continuum ECHO®: Nuts and Bolts of Contingency Management for Stimulant Use Disorders</b>	
4/5/24	12:00 pm – 12:30 pm: <b>Exploring Shifts in Alcohol Consumption Post-COVID</b>	
4/8/24	12:00 pm – 1:00 pm: <b>Trans and Gender Diverse Folks &amp; SUD Treatment: Foundations</b>	
4/8/24	4:00 pm – 5:00 pm: <b>Family members and addiction treatment outcomes: Applying research to clinical practice</b>	
4/11/24	12:00 pm – 1:00 pm: <b>Addiction 101</b>	
4/12/24	12:00 pm – 12:30 pm: <b>High-Intensity Drinking: The Rising Threat of a Dangerous Trend</b>	



**FREE Trainings from Southern NH AHEC – CEU’s Available!**

[Click here](#) and then go to “Read latest Blitzmail newsletter”

<p>4/23 &amp; 4/30/24</p>	<p><b>9:00 – 12:00pm: Motivational Interviewing: A Conversation About Change</b> – 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.</p>	<p>Please <a href="#">email us</a> if you are interested in accessing reimbursement from Network4Health</p>
<p>On-Demand Trainings</p> <p>See Full List of Trainings on the SNAHEC website</p>	<p><b>Addiction as a Chronic Disease</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Compassionate Boundries</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Culture and Cultural Effectiveness</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>De-Escalation of an Overamped Patient</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Enhancing Provider Skills in Serving People who Actively Use Substances</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Management of Stimulant Use Disorders</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Motivational Interviewing</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Multidisciplinary Approach to SUD, MH and Care Coordination</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Our Actions Have Impact: The Importance of Stigma Reduction</b></p>	<p><a href="#">VIEW NOW</a></p>
	<p><b>Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders</b></p>	<p><a href="#">VIEW NOW</a></p>
<div data-bbox="311 831 711 982" data-label="Image"> </div> <p><b>Improve Your Precepting Skills with These FREE Courses from SNAHEC!</b> Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> <li>✓ Dealing with the Difficult Learning Situation: Prevention: <a href="#">VIEW NOW</a></li> <li>✓ Dealing with the Difficult Learning Situation: Management: <a href="#">VIEW NOW</a></li> <li>✓ The Effective Preceptor: <a href="#">VIEW NOW</a></li> <li>✓ Evaluation: Making it Work: <a href="#">VIEW NOW</a></li> <li>✓ Giving Feedback: <a href="#">VIEW NOW</a></li> <li>✓ Integrating the Learner into a Busy Practice: <a href="#">VIEW NOW</a></li> <li>✓ Inter-professional Collaboration: <a href="#">VIEW NOW</a></li> <li>✓ Learner Engagement in Community Rotations: <a href="#">VIEW NOW</a></li> <li>✓ The One-Minute Preceptor: <a href="#">VIEW NOW</a></li> <li>✓ Setting Expectations: <a href="#">VIEW NOW</a></li> </ul>	<p><a href="#">LEARN MORE</a></p>	
<p>Various – see site for details</p>	<div data-bbox="311 1411 539 1516" data-label="Image"> </div> <p><b>FREE Trainings from New England Public Health Training Center – CEU’s Available!</b></p>	<p><a href="#">Click for a complete list of trainings</a></p>
<p>Various – see site for details</p>	<div data-bbox="311 1575 717 1642" data-label="Image"> </div> <p><b>Training and events</b> – happening locally and online!</p>	<p><a href="#">Click for a complete list of trainings</a></p>
<p>Various – see site for details</p>	<div data-bbox="311 1717 581 1801" data-label="Image"> </div> <p><b>Dartmouth Health Professional Development – FREE CEUs!</b> Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!</p>	<p><a href="#">Click for a complete list of trainings</a></p>


Various – see site for details	 <b>Providers Clinical Support System</b>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>Comprehensive list of trainings and webinars – many archived. CEU's available.</b>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>New England (HHS Region 1) ATTC</b> Addiction Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>MHTTC</b> Mental Health Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>African American Behavioral Health CENTER OF EXCELLENCE</b>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>CENTER of EXCELLENCE</b> LGBTQ+ BEHAVIORAL HEALTH EQUITY	<a href="#">Click for a Complete List of Trainings</a>
Free Webinars	 <b>Opioid Response Network</b>	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>Trainings from the National Council for Mental Wellbeing:</b> HEALTHY MINDS • STRONG COMMUNITIES	<a href="#">Click for a Complete List of Trainings</a>
Various – see site for details	 <b>William James College Professional Development</b> Please <a href="#">email us</a> if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!	<a href="#">Click for a Complete List of Trainings</a>
	<p><b>Certificate Program in Trauma Treatment within Intellectual and Developmental Disabilities Populations – Live via Zoom</b></p> <p>We are pleased to announce a new online Certificate Program in Trauma Treatment within I/DD Populations. Individuals with Intellectual and Developmental Disabilities experience abuse, specifically sexual assault, at rates higher than other populations, but there are not nearly enough clinicians to treat these survivors. We have created this certificate program, in order to try to increase the availability of well trained, trauma informed clinicians to specifically support these clients. The Certificate program will include a <b>series of workshops combined with Community of Practice sessions</b> to supplement learning, which will culminate in a certificate and micro-credentials. Participants can choose to attend individual or multiple workshops!</p> <p>Friday, April 26, 2024, 9:00 AM - 4:30 PM - <b>Adapting DBT Strategies for Clients with I/DD &amp; Using Thought Field Therapy with Individuals with I/DD to Manage Trauma Symptoms;</b> presented by Chelsea Walsh, LICSW, Ryan Hand, BCBA, LABA and Nora Baladerian, PhD: <a href="#">REGISTER HERE!</a></p>	<p>Please <a href="#">email us</a> 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 <a href="#">HERE</a></p>

	<p>Friday, May 31, 2024, 9:00 AM - 4:30 PM - <b>Clinical Treatment for Adults with I/DD in an Outpatient Mental Health Clinic &amp; Risk Reduction for Adult Trauma Survivors with Intellectual and/or Developmental Disabilities</b> presented by KayLee Blanchard, LICSW, Karen Meginsky, LMHC, and Nora Baladerian, PhD</p> <p>Friday, June 21, 2024, 9:00 AM - 4:30 PM - <b>Introduction to Sexuality and People with Intellectual and Developmental Disabilities (I/DD) and Organizational Strategies to Prevent Abuse of People with Disabilities;</b> presented by Pat Carney, MEd, ABD, Meg Stone, MPH, and Jeanine Woods of Impact</p> <p><b>Community of Practice Sessions: 12:00 PM - 1:00 PM</b> presented by Joanna Bridger, LICSW: July 10, 2024; July 24, 2024; August 7, 2024; August 21, 2024; September 4, 2024; September 18, 2024;</p>	
--	--	--

**\*Free\* Webinars From NAADC – CEU’s Available!**

<a href="#">MORE INFO HERE</a>		
3/29/24	<b>Current Scientific Evidence About Mutual Help Groups;</b> 3:00-4:00pm ET - Earn 1 CE	<a href="#">REGISTER NOW</a>
4/17/24	<b>Mastering Psychopharmacology: Enhancing SUD Counseling Through Understanding Psychotropic Medications;</b> 3:00-4:30pm - Earn 1.5 CEs	<p><b>FREE CEU’s AVAILABLE!</b></p> <p><a href="#">CLICK HERE</a> for more information and to register for a session</p>
4/24/24	<b>The Role of Emotional Intelligence Skills in Addressing Trauma and Reducing the Risk of Substance Use Disorders;</b> 3:00-4:30pm ET - Earn 1.5 CEs	
5/1/24	<b>Veterans, Addiction, and Recovery: Critical Factors to Understand;</b> 3:00-4:30pm - Earn 1.5 CEs	
5/15/24	<b>Connecting the Continuum: How Prevention and Harm Reduction Connect;</b> 3:00-4:00pm - Earn 1 CE	
Ongoing	<b>Advancing Awareness in LGBTQ Care Multi-Part Series:</b> Advancing Awareness in LGBTQ Care, Part I: History of Specialized Treatment for LGBTQ+ Clients Advancing Awareness in LGBTQ Care, Part II: LGBTQ Youth, Community, & Alcohol Misuse Advancing Awareness in LGBTQ Care, Part III: Working with LGBTQ2S+ Native American Clients Advancing Awareness in LGBTQ Care, Part IV: Affirming Responses for “Invisibilized” LGBTQIA+	<a href="#">WATCH NOW</a>

**\*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](mailto:kbindas@centene.com) with further questions.

3/21/24	10:00 AM - 12:30 PM: <b>Motivational Interviewing Level 1 Part 1 with Dana Buonanducci, MS, LMHC, NCC</b>	<p><b>FREE CEU’s AVAILABLE!</b></p> <p><a href="#">CLICK HERE</a> for more information and to register for a session</p>
3/22/24	<b>NH Social Determinants of Health with Adriana Peralta, MSW, LCSW, LPN</b> 1:00 PM - 3:00 PM	
3/25/24	<b>NH De-Escalation Techniques with Taylor Murphy, MSW;</b> 10:00 AM - 11:30 AM	
3/26/24	<b>NH Motivational Interviewing Level 1 Part 2 with Taylor Murphy, MSW;</b> 10:00AM-12:30PM	
4/2/24	<b>NH SBIRT for Providers with Taylor Murphy, MSW;</b> 10:00 AM - 12:30 PM	
4/4/24	<b>NH Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC;</b> 10:00 AM - 1:00 PM EDT	
4/8/24	<b>NH: A Closer Look at Evidence Based Practices with Dana Buonanducci, MS, LMHC, NCC;</b> 11:00 AM - 12:00 PM	
4/9/24	<b>NH Substance Related and Addictive Disorders - Module 10- Tobacco Related Disorders by Kimberly Bindas, MSW, LICSW;</b> 11:00 AM - 12:30 PM	
4/11/24	<b>NH: Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton MA, LPC, LPCC;</b> 2:00 PM - 4:00 PM	
4/12/24	<b>NH An Introduction to The ASAM Criteria with Adriana Peralta, MSW, LCSW, LPN;</b> 11:00 AM - 12:00 PM	

## THE NEW CHALLENGE OF ENGAGING YOUNGER WORKERS

From: *“The New Challenge of Engaging Younger Workers.”* By Jim Harter for Gallup.com; Feb. 27, 2024. [CLICK HERE](#) to see full article.

By now, it’s well known that the COVID-19 pandemic caused lasting disruptions to work worldwide, affecting the engagement and wellbeing of millions of employees. Gallup's latest data show that U.S. employee engagement stagnated at the end of 2023, following a slight uptick in the first half of the year, but it remains below its high in early 2020.

Perhaps less well known is that post-pandemic engagement trends vary widely across age generations, with younger employees feeling the most detached from their work and employers but baby boomers remaining engaged.

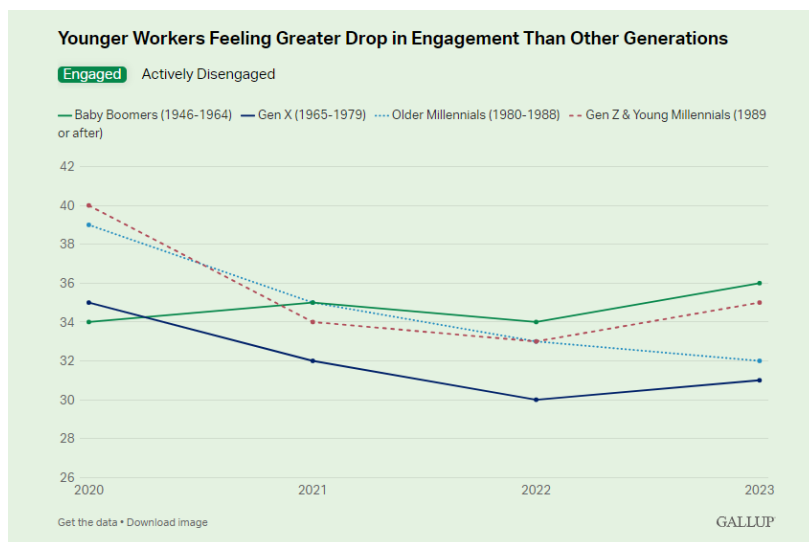
### Baby Boomers Stay Engaged, Generation X and Millennials Lose Ground

Since March 2020, the percentage of engaged baby boomers (born between 1946 and 1964) has increased by two percentage points, from 34% to 36%, while the percentage of actively disengaged baby boomers has decreased by the same amount, from 17% to 15%. This means that baby boomers have maintained a positive engagement ratio of 2.4 -- for every actively disengaged employee, there are more than two engaged ones.

On the other hand, the percentage of engaged Gen X employees (born between 1965 and 1979) has declined by four points, from 35% to 31%, while the percentage of actively disengaged Gen X employees has increased by one point, from 17% to 18%. This means that Gen X employees have seen their engagement ratio drop from 2.1 to 1.7 -- for every actively disengaged employee, there are now less than two engaged ones.

But the most dramatic decline in engagement has occurred among younger generations, especially the older group of millennials (born between 1980 and 1988). The percentage of engaged older millennials has declined by seven points, from 39% to 32%, while the percentage of actively disengaged older millennials has increased by five points, from 12% to 17%. This means that older millennials have seen their engagement ratio plummet from 3.3 to 1.9 -- for every actively disengaged employee, there are only slightly more than two engaged ones.

The younger group of millennial and Gen Z employees (born 1989 or later) have experienced a five-point decline in engagement, from 40% to 35%, while the percentage of actively disengaged employees has increased by one point, from 13% to 14%. This means that the younger millennials and Gen Z employees have seen their engagement ratio fall from 3.1 to 2.5.



### Understanding Generational Differences in Engagement

Gallup's research has identified 12 elements of employee engagement that measure the extent to which employees have their basic needs at work met, feel supported and valued, receive clear expectations and feedback, and have opportunities to learn and grow. Across all generations, the percentage of workers who know what is expected of them at work has declined by four or more points since March 2020, indicating a widespread lack of clarity and alignment in the post-pandemic workplace.

However, some engagement elements have shown larger generational differences than others. Millennials and Gen Z employees have seen the greatest decline in feeling cared about by someone at work, having

opportunities to learn and grow, feeling connected to the mission of the organization, having progress discussions with managers, being given opportunities to develop, and feeling that their opinions count. These items have all dropped by five to nine points for younger workers since March 2020.

These findings suggest that younger workers progressively feel more detached from their organizations and managers and are less likely to see a future for themselves in their current roles. And this generation of workers, especially, is looking for an employer with a purpose they can identify with. Gallup also finds that younger workers are somewhat more likely to be working in remote jobs and are increasingly more likely to be actively looking for new jobs or watching for openings.

### **How to Inspire and Keep Younger Workers**

The generational trends in engagement have important implications for leaders and managers who want to attract, engage and retain younger workers in a post-pandemic world. To do so, they need to create a culture that builds trust, connection and growth. Here are key actions that leaders and managers can take:

- ✓ Communicate a clear, compelling vision of the organization's purpose, values, goals and the type of culture that supports these aspirations.
- ✓ Focus on managers by revisiting their job responsibilities. Seventy percent say they have not been trained to manage a hybrid workforce and are increasingly less engaged, burned out and looking for other jobs. Help them simplify their role to coaching their employees through clear goals, accountability and having one meaningful conversation weekly with each person they manage. These regular conversations should be about employees' performance, development, and career aspirations and show how each team member's work contributes to the bigger picture.
- ✓ Establish clear expectations for in-person office time, particularly for young employees who need development and mentoring and want to feel connected to the larger organization. These expectations also matter for all employees to help create an environment of quick decision-making and innovation and build collaboration and trust. Set a specific number of days per week to work on-site, at least two to three, depending on the amount of independent and collaborative work. For younger workers, development and purpose are keys to moving them from having a gig-worker mindset that has emerged since the pandemic -- and is detached emotionally from the organization -- to a mindset that is more connected to the organization. In-person time helps to build the strongest learning and loyalty.
- ✓ Leaders and managers must set an example by being on-site regularly. Employees need to receive clear and meaningful communication about the benefits of in-person time for the employee, organization and customers. Managers need to initiate team member discussions about coordinating in-person time.
- ✓ Have managers provide flexible and personalized learning and development opportunities that align with each employee's strengths, interests and goals.
- ✓ Offer flexibility options for employees who need to be on-site full time.
- ✓ Encourage collaboration and innovation by asking for and acting on younger workers' ideas and opinions.

By implementing these measures, leaders and managers can increase engagement and loyalty among younger employees, improving performance, customer service and retention. In a post-pandemic world, engaging and retaining younger workers presents both a challenge and an opportunity to gain a competitive edge and ensure long-term success.

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

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

Want to change how you receive these emails?

You can [unsubscribe from this list.](#)

Want to be [added to this mailing list?](#)

**Questions? Comments? Suggestions for articles or topics?**

Please reach us at [N4H.WorkforceDevelopment@cmc-nh.org](mailto:N4H.WorkforceDevelopment@cmc-nh.org)