

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

April 3, 2024



IMPORTANT ANNOUNCEMENT FROM NETWORK4HEALTH:



Hello friends,

As we all know it would, Network4Health is finally reaching the end of its 8-year journey. Our finances are being spent down and we are beginning to make plans to wrap up operations. While I don't have a definite end date yet, I can safely say it will be sometime in the next 3 or so months. Until that time, this means there will be some changes in the way Network4Health operates so as to stretch our funding as much as possible. Starting today, Network4Health will drastically scale back our support of trainings. I have re-arranged the training section so it will be clear what we will be supporting and what we no longer can.

In order to clarify these new guidelines, please see these helpful Q and A's:

What if I signed up for and paid for a training already? Can I still get reimbursed?

Yes. We will be honoring anyone who has already signed up for and paid for a training prior to today. Please use the regular reimbursement process as before.

N4H advertised a training before, but now I don't see it. What does that mean? Can I still get reimbursed for it?

Not exactly. If a training was advertised before as being supported, but it isn't now, that means we are no longer taking requests for support. It also means that there might be some people in your agency that will be reimbursed for their costs if they signed up early.

What trainings will be covered for the future? How will N4H decide?

As of right now, we are planning on continuing support for most NHADACA and NASW trainings because of their inexpensive nature and high quality content. As for others, those will be reviewed for cost, topic and potential popularity. As a rule of thumb, we are trying to only cover trainings that are less than \$100. We will also be scaling down the number of slots (i.e. "tickets") we will have available for reimbursement.

What if I have other questions?

Please feel free to reach out to me! geoffrey.vercauteren@cmc-nh.org.

I know many of you will have other questions about our future structure. For some time, we have been planning ways to keep the network intact and continue on our work in some fashion. More news about that will be forthcoming as we continue to flesh out the details. We are also planning on a wrap up and celebration event in the next few months so please watch out for an invitation. Thank you again for your partnership and I look forward to connecting with you soon!

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About Network4Health:

Network4Health is a workforce intermediary that acts as a neutral convener and funder of various workforce development programs.

Our network consists of 40 healthcare, behavioral health, and human services employers operating in 18 cities and towns around the greater Manchester, Salem, and Derry areas.

Our vision is to:

- Build the pipeline of workers into roles of critical need across our region
- Increase competence and confidence of the workforce through professional development so that our partners can provide the highest quality, compassionate, and culturally competent care
- Invest in training and education opportunities to promote career advancement
- Promote retention strategies as a key part of growing the healthcare, behavioral health, and human services workforce in our region

Activities We Support:

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

BOSTON FED PRESIDENT SHARES ECONOMIC OUTLOOK IN NEW HAMPSHIRE AND NATION

From: "Boston Fed president shares economic outlook, meets with local leaders during New Hampshire visit; Business and community leaders name lack of housing, child care as top workforce issues" by Amanda Blanco, Mar 5th, 2024 for bostonfed.org; [Click here for story.](#)

Federal Reserve Bank of Boston President Susan M. Collins traveled from a manufacturing facility in Lebanon to Dartmouth College in Hanover and a nonprofit in Concord during a New Hampshire visit Wednesday. She shared her economic outlook and heard from business and community leaders about pressing workforce challenges.



During the visit to Dartmouth's Center for Business, Government & Society at the Tuck School of Business, Collins offered her views on the economy's performance and outlook. She also answered questions from students and Tuck Dean Matthew Slaughter about inflation, serving on the Federal Open Market Committee, and her career journey as an educator and Reserve Bank leader.

In one exchange, Slaughter pointed to significant economic disparities in the Upper Connecticut River Valley, which includes towns on the New Hampshire-Vermont border. He asked Collins how the Boston Fed can support inclusivity in local economies.

Collins said monetary policy has an impact, but research on economic barriers and community outreach also play a key role in supporting an economy "that works for everyone."

"There's no way that we can have a vibrant economy – and get the kind of growth that benefits all of us – unless everyone has the opportunity to participate," she said. "How do we find ways to provide pipelines into good jobs across a range of different (industries)? That takes working collaboratively across different sectors."

Collins added she makes a point of talking with business, civic leaders, and residents in her travels across New England to get a well-rounded view of the region's most pressing challenges. For example, she said, these conversations highlighted the high toll inflation was taking and the importance of bringing it back down to 2%.

"It's about understanding the breadth of experiences we have and what an inclusive economy looks like, (and achieving) a stable environment where we can work together to really address challenges," Collins said.

Business leaders: Lack of access to housing, child care is hurting the workforce

Earlier in the day, Collins toured Hypertherm Associates, an employee-owned company based in New Hampshire that employs 1,900 people worldwide and designs and manufactures advanced industrial cutting products. Company leaders said a lack of affordable housing and reliable child care are issues heavily impacting businesses.

SAVE the DATE!

**REGISTRATION
NOW OPEN!**

Network4Health Spring All Partners Meeting!

*Thursday June 13th
10 – 11:30am via Zoom*

[REGISTER HERE](#)

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

“We do not have enough workforce housing here ... (and) that is a massive constraint,” said Jenny Levy, Hypertherm Associates executive vice president of people, community, and environment, during a discussion with the corporate council of the nonprofit Vital Communities, which works to find equitable solutions to regional challenges.

Other business leaders shared stories of hiring new employees – from healthcare professionals to automotive technicians – only to have them back out because they can’t find a home.

A lack of affordable child care and early childhood education makes it equally difficult for families to remain in the state, Levy said. She cited research from Vital Communities that said 81% of local child care centers have a staffing shortage, with 43% of families saying they need more child care. This means employees often can’t accept extra earning opportunities like overtime, and it can lead to one parent cutting back work hours, Levy said.

Aging population remains a key concern, but recent trends signal hope

Collins also joined local community and economic development leaders for a discussion in Hanover about opportunities and challenges facing New Hampshire residents. The state’s aging population is a top concern, according to Zachery Palmer, an enterprise development officer from the Strafford Economic Development Corporation. He said often the only people who can afford the state’s new housing developments are well-off empty nesters. At the same time, Palmer said there aren’t enough younger people who can take over local businesses after the owners retire.

Chase Hagaman, the state director of economic development, said there’s no denying New Hampshire’s workforce gaps during a later conversation at nonprofit Granite Edvance in Concord. But he also said that for the first time in 30 years, every county in the state has seen slight population growth.

“There’s an attraction to New Hampshire that we can pounce on, ... (and) there are positive trends,” he said. “The challenge is going to be meeting the demand that comes with these opportunities.”

Observations on the Economy’s Performance and Outlook

By Susan M. Collins. [Read story here.](#)

Takeaways from Boston Fed President Susan Collins’ 2/28/24 Remarks.

The U.S. economy overall performed remarkably well in 2023: inflation slowed notably, while job growth and output growth remained quite strong. Importantly, the pandemic recovery has been unusually equitable, with employment gains having been broadly shared across racial and ethnic groups.

Recent economic data releases highlight that progress toward achieving the Fed’s mandated goals—price stability and maximum employment—could continue to be bumpy. And with the volatility of monthly inflation remaining elevated, it is important not to overreact to individual data readings. More time is needed to discern whether the economy is sustainably on a path to price stability, amid a healthy labor market.

Collins notes she will need to see more evidence that the disinflationary process will continue before starting to carefully normalize policy—however expecting all of the data to speak uniformly is too high a bar. Some of the factors Collins plans to consider in assessing progress toward the Fed’s dual mandate goals include inflation expectations remaining well anchored, as well as an orderly moderation in labor demand. She also wants to see continued evidence that wage growth is not adding inflationary pressures, consistent with the recent work by Boston Fed economists.

Collins also wants to see continued declines in housing inflation and non-shelter services inflation—the two subcomponents of inflation that have been stickier and are taking longer to return to pre-pandemic levels. The focus on inflation components is not about adding additional objectives—the Fed’s target is 2 percent year-over-year growth of total PCE prices—but rather about gaining greater confidence in the overall inflation outlook.

Still, in Collins’ view, the threat of inflation settling persistently above the Committee’s 2 percent target has receded, and risks to the economy overall are moving into better balance. However, a durable return to 2 percent inflation will likely require demand growing at a more moderate pace this year. Collins sees the current stance of monetary policy as consistent with achieving this outcome. And while not on a preset path, she believes it will likely become appropriate to begin easing policy later this year.

Collins also notes that overall, the strength of an economy has many dimensions. In this regard, the Federal Reserve is involved in a breadth of activities to support a vibrant economy that works for all: monetary policymaking, economic research, bank supervision, infrastructure and services for the financial system, and supporting collaborations that expand prospects for progress in low- and middle-income communities.

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

NEWS FROM THE AHECs

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.

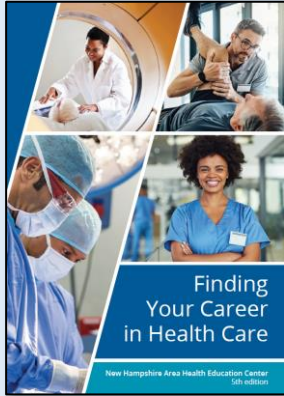
This two day, 16 hour training introduces participants to the coaching approach to supervision and teaches four fundamental coaching skills: Active Listening, self-Management, Self-Awareness, and Presenting the Problem.

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!](#)



QUALITY CARE
THROUGH
QUALITY JOBS





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!](#)

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.



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 One sponsorship available</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: <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 ✓ Cobest livestream from the company account </p>	<p>Champion \$5K Two sponsorships available</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: <ul style="list-style-type: none"> ✓ Team member invited to honor heroes at their workplace for photo opportunity </p>	<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"> ✓ video (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"> ✓ video (closing) ✓ e-mail marketing ✓ social media marketing </p>

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](#).

WORKFORCE DEVELOPMENT OPPORTUNITIES



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!](#)



The NHSC Loan Repayment application opens soon. Qualify for tax-free educational loan repayment while becoming part of the solution to increase access to health care in your community. Explore which loan repayment program will meet your needs and those of the community you serve:

- [NHSC Loan Repayment Program](#)
- [NHSC Substance Use Disorder \(SUD\) Workforce Loan Repayment Program](#)
- [NHSC Rural Community Loan Repayment Program](#)

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.



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](#)

Healthcare workers included in new \$6B student loan relief

[READ STORY Here](#)

The Biden-Harris Administration announced March 21 the release of an additional \$5.8 billion in student loan debt relief for 77,700 public service workers, including those in healthcare.

Workers in the Public Service Loan Forgiveness program make up this class of relief recipients, including teachers, nurses, social workers and firefighters. Eligibility is reserved for governmental employers and nonprofit organizations, and public health is a qualifying public service and applies to physicians, nurse practitioners and nurses in clinical settings.

The recipients have been paying their loans for at least a decade and will have the remainder of debt balances canceled, senior administration officials told Bloomberg. Recipients are scheduled to receive an email from President Joe Biden alerting them about their federal student debt or loan relief.

[Find out if you qualify HERE](#)

UPDATES FROM HEALTHFORCE NH

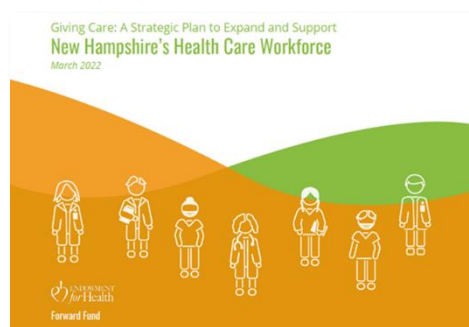


HealthForce NH aims to lead a collaborative effort to create a substantial, equitable, skilled and fulfilled healthcare workforce, ultimately creating a healthier New Hampshire overall.

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

Our mission is to promote innovative partnerships and cross-sector collaboration to

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

grow, retain, and sustain a robust healthcare workforce.

health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenh.org.

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

[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: Save the Date! NH Health Equity Summit: Achieving Health Equity for All; Church Landing at Mills Falls, Meredith NH; More information and registration details coming soon!	<i>Registration coming soon!</i>
3/19 – 4/16/24	<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>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>	<i>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</i>
	Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.	
4/16/24	8:30 am - 10:00 am: Measuring DEI: Beyond Simple Counts to Impactful Engagement	
5/14/24	8:30 am - 10:00 am: Culture/Ethnicity, Women, Age in the Workplace	

6/18/24	8:30 am - 10:00 am: Inclusive Leadership: Interpersonal Power	
9/17/24	8:30 am - 10:00 am: Senior Leadership Role in DEI: Achieving Organizational Performance Through DEI	
4/16/24 5/14/24 6/18/24 7/16/24	12:00 pm - 1:00 pm: DEI Office Hours: Have questions about your DEI initiative? Join your peers and our experts every 3rd Thursday to learn what works, what doesn't, and how to overcome your challenges in implementing DEI so that it actually improves your organization.	
	NASW Maine presents: "Beyond Cultural Competence Series" This series will take us beyond Cultural Competence to integrate anti-oppressive, anti-racist, and culturally responsive practices. Learn more here	
4/9/24	10am - 12pm: Healing for Racial Equity Warriors (Beyond Cultural Competence Series) - Learn about how triggers impact racial equity and our mind and body.	
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**



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!](#)

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

SAVE the DATE



NH Community Health Worker SUMMIT 2024

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

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

Grappone Conference Center, Concord, NH

What's in Store:

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

CHW & Ally Awards

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

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

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

Supported by:



[REGISTER HERE!](#)

FREE AND SPONSORED TRAININGS

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

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

Have a training or a conference you would like to attend personally or want to send staff to?

Please email us the information and we will consider sponsoring seats at the event.

TRAINING REMINDER:

As of 4/3/24, Network4Health will only be reimbursing the costs for a limited number of trainings. Please see the indicated sections below.

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			
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
4/8/24	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: Understanding and Applying the CRSW Performance Domains in Supervision of CRSWs ; 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
4/23/24	9:00 AM - 1:30 PM: A Practical Guide to Love and Relationships in Recovery ; Location: NHADACA, 130 Pembroke Road, Suite 150, Concord	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/24/24	9:00 AM - 1:30 PM: The Impact of Grief on Relationships and Recovery ; Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/25/24	10:00 AM - 12:00 PM: 21st Century Cannabis ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/25/24	1:00 PM - 3:00 PM: Women & Weed ; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/26/24	8:30 AM - 4:00 PM: HIV Update for Substance Use Professionals ; Location: 130 Pembroke Road, Suite 150, Concord, NH 03301	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 - Via Zoom	CEU’s Available!	Click to Learn More & Sign Up for a Seat
5/1/24	1:00 PM - 3:15 PM: Adolescent Development and Substance Use Disorders ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU’s Available!	Click to Learn More & Sign Up for a Seat
5/2/24	8:30 AM - 12:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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
5/6/24	8:30 AM - 4:00 PM: Understanding Adverse Childhood Experiences and Working with Complex Trauma ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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
5/8/24	8:30 AM - 4:00 PM: Telehealth Best Practices ; Location - Remote via Zoom	CEU’s Available!	Click to Learn More & Sign Up for a Seat
5/8/24	1:00 PM - 3:15 PM: Gender Responsive/Specific Care and Psychological/Substance Use Disorders and Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU’s Available!	Click to Learn More & Sign Up for a Seat
5/9/24	8:30 AM - 4:00 PM: Advanced Ethics & Clinical Practice ; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU’s Available!	Click to Learn More & Sign Up for a Seat
5/9/24	8:30 AM - 3:00 PM: Vicarious Trauma: Creating an Agency Framework for Prevention and Support ; Location - 130 Pembroke Road, Suite 150, Concord, NH	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

Other Trainings & Conferences – Seats Sponsored by Network4Health

4/5/24	12:00 PM - 1:00 PM: Integrating Meditation and Mindfulness in Psychotherapy Live via Zoom	REGISTER NOW
5/7/24	Training in CPP Supportive Interventions – via Zoom May 7, 2024 (3:00 p.m. - 6:00 p.m.)	REGISTER NOW
4/17/24	7:30 AM - 12:00 PM: Healthcare Forum Hosted By UnitedHealthcare and MAHRA 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. CLICK HERE TO LEARN MORE.	<i>Please email us if you are interested in attending and want to be reimbursed by Network4Health</i>







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	


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
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Below is a resource list of training providers that have a cost associated with them and are not reimbursed by Network4Health at this time.

Various – see site for details	 WILLIAM JAMES COLLEGE	William James College Professional Development <i>CEUs available!</i>	Click for a Complete List of Trainings
Various – see site for details		PESI - PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars).	Go to: PESI To find more!
	 NHPSA NEW HAMPSHIRE PSYCHOLOGICAL ASSOCIATION	New Hampshire Psychological Association CLICK HERE for more upcoming events	
	 University of New Hampshire	UNH Professional Development and Training 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.	Click for a complete list of trainings
	 NASW National Association of Social Workers NEW HAMPSHIRE CHAPTER	NASW NH Chapter Trainings <i>Some trainings may be covered. See section above.</i>	Click for a complete list of trainings

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

4/26/24	9:00 am - 4:00 pm: Adult Mental Health First Aid–One Day, Virtual Event	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



NH Disability & Health Program
Responsive Practice Training
Providing Health Care & Screenings to Individuals with Disabilities
ResponsivePractice.org


University of New Hampshire
Institute on Disability
NH Disability & Health Program

FREE training 1 credit
available online & on-demand

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



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

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

 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.: Thought Leaders 2024 - An Interprofessional Journey Beyond Boundaries: Technology and Health – live online	REGISTER NOW
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	<i>FREE CEU's!</i> 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	<i>FREE CEU's!</i> 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 	<i>FREE CEU's!</i> VISIT HERE



Multiple Sessions Available





Project ECHO Communities: Take advantage of ECHOs on a number of different topics:

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.











- Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care.** The program will occur on the first Wednesday of each month through May 2024. [Visit HERE to learn more!](#)
 - 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 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. [Visit HERE to learn more!](#)


To register or for more information email unh.projectecho@unh.edu or visit us [HERE](#)



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	
4/5/24	12:00 pm – 12:30 pm: Exploring Shifts in Alcohol Consumption Post-COVID	Free CE's available. CLICK HERE to see all offerings
4/8/24	12:00 pm – 1:00 pm: Trans and Gender Diverse Folks & SUD Treatment: Foundations	
4/8/24	4:00 pm – 5:00 pm: Family members and addiction treatment outcomes: Applying research to clinical practice	
4/11/24	12:00 pm – 1:00 pm: Addiction 101	
4/12/24	12:00 pm – 12:30 pm: High-Intensity Drinking: The Rising Threat of a Dangerous Trend	
4/17/24	10:00 am – 1:00 pm: Essentials of Treating Stimulant Use Disorder	
4/19/24	12:00 pm – 12:30 pm: Strategies to Identify and Address Alcohol Impaired Practice in the Healthcare Setting	
4/23/24	9:00 am – 10:00 am: Initiation of Buprenorphine in Outpatient Settings	
4/24/24	11:00 am – 12:00 pm: Stimulants 101	
4/24/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Outpatient Management of Alcohol Withdrawal	
4/29/24	11:30 am – 12:30 pm: Zeroing in on Xylazine	
5/1/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Addressing SUD in Patients with Traumatic Brain Injury	
5/14/24	12:00 pm – 1:00 pm: Family members and addiction treatment outcomes: Applying research to clinical practice	
5/15/24	2:00 pm – 3:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations	
 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
	Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers	LEARN MORE
<ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW 		


	<ul style="list-style-type: none"> ✓ 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 		
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 for details	 PTTC Prevention Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Training and events – happening locally and online!	Click for a complete list of trainings
Various – see site for details	 Dartmouth Health	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	 PCSS Providers Clinical Support System		Click for a Complete List of Trainings
Various – see site for details	 SMI Adviser <small>A Clinical Support System for Serious Mental Illness</small>	Comprehensive list of trainings and webinars – many archived. CEU’s available.	Click for a Complete List of Trainings
Various – see site for details	 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	 <p>NATIONAL COUNCIL for Mental Wellbeing</p> <p>HEALTHY MINDS • STRONG COMMUNITIES</p>	Trainings from the National Council for Mental Wellbeing:	Click for a Complete List of Trainings
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***Free* Webinars From NAADC – CEU’s Available!**

MORE INFO HERE		
4/17/24	Mastering Psychopharmacology: Enhancing SUD Counseling Through Understanding Psychotropic Medications; 3:00-4:30pm - Earn 1.5 CEs	<p align="center">FREE CEU’s AVAILABLE!</p> <p align="center">CLICK HERE for more information and to register for a session</p>
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	
5/23/24	Peer Recovery Support Series: Taking the First Steps Together – Best Practices for Supporting Peer-Staff and Parents in Recovery; 12:00-1:30pm - Earn 1.5 CEs	
6/5/24	Spiritual Transformations in Conjunction with Non-12 Step Mutual Aid Group Attendance; 3:00-4:30pm - Earn 1.5 CEs	
6/12/24	To Inclusivity and Beyond! 3:00-4:30pm - Earn 1.5 CEs	
6/26/24	Addressing Racial Bias in AI for Equitable Substance Use Recovery; 3:00-4:30pm - Earn 1.5 CEs	
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+	<p align="center">WATCH NOW</p>

***Free* From NH Healthy Families**

 <p>nh healthy families.</p>	<p><u>Reminder:</u> 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>	<p align="center">FREE CEU’s AVAILABLE!</p> <p align="center">CLICK HERE for more information and to register for a session</p>
4/4/24	NH Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC; 10:00 AM - 1:00 PM EDT	
4/8/24	NH: A Closer Look at Evidence Based Practices with Dana Buonanducci, MS, LMHC, NCC; 11:00 AM - 12:00 PM	
4/9/24	NH Substance Related and Addictive Disorders - Module 10- Tobacco Related Disorders by Kimberly Bindas, MSW, LICSW; 11:00 AM - 12:30 PM	
4/11/24	Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton MA, LPC, LPCC; 2:00 PM - 4:00 PM	
4/15/24	SMART Goals with Dana Buonanducci; 10:00 AM - 11:30 AM	
4/17/24	Substance Use Initiative for NH Providers with Opioid Focus by Dana Buonanducci, MS, LMHC, NCC; 10:00 AM - 12:30 PM	
4/22/24	Co-Occurring Substance Use and Mental Health Disorders with Taylor Murphy, MSW; 11:00 AM - 12:30 PM	
4/25/24	Behavioral Health Screening Tools for Providers by Dana Buonanducci, MS, LMHC, NCC; 11:00 AM - 2:00 PM	
4/30/24	The Adverse Childhood Experience (ACE) Study with Lisa Wharton, MA, LPC, PLCC; 11:00 AM - 12:00 PM	
5/2/24	SBIRT for Providers with Kimberly Bindas, MSW, LICSW; 10:00 AM - 12:30 PM	

RECOMMITTING TO OLDER WORKERS

From: *“Recommitting to Older Workers in 2024: A Year of Unmatched Equity and Inclusion.”* By CWI Labs; Jan. 10, 2024. [CLICK HERE](#) to see full article.

As we usher in the new year of 2024, organizations worldwide are embracing a renewed commitment to diversity, equity, and inclusion. While much progress has been made in recent years, one group that is often overlooked are older workers, who can bring a wealth of experience and knowledge to the table. Recommitting to older employees in the workforce is not just a matter of ethical responsibility but also a strategic move that can enhance productivity, foster innovation, and create a more inclusive workplace.



Addressing Ageism

Ageism, the discrimination or prejudice against individuals based on their age, remains a pervasive issue in the labor market. Ageism continues to create barriers to employment for older workers and is projected to cost the U.S. economy nearly \$4 trillion by 2050. Combatting ageism is a crucial step in fostering an inclusive environment. Organizations can implement training programs to raise awareness about the value of older workers, challenge stereotypes, and promote a culture that appreciates the diversity of skills and perspectives across all age groups.

Flexible Work Arrangements

One way to support older workers is by offering flexible work arrangements. This can include options for part-time schedules, job sharing, or remote work. Recognizing that employees may have different priorities or preferences at various stages of their careers can contribute to a more inclusive and accommodating workplace.

Training and Development Opportunities

Older workers are enthusiastic learners and are keen to keep their skills current. They understand that learning is a lifelong endeavor, regardless of age. However, approximately 90% of workforce development programs target students and younger adults, leaving just 10% to focus on the needs of adults age 50+. Investing in the professional development for all workers, including older workers, is essential for both individual growth and organizational success. Offering training programs that focus on updating skills, embracing new technologies, and staying abreast of industry trends can empower employees to thrive in a rapidly changing work environment.

Promoting Interconnectedness

Building a workplace culture that encourages collaboration and mentorship between employees of different age groups fosters a sense of interconnectedness. Mentorship programs that facilitate knowledge transfer between generations can strengthen the overall team dynamics. Multigenerational teams with a “wide” age range of 25 years or more from youngest to oldest team members met or exceeded expectations 73% of the time. Meanwhile, teams with a “narrow” range of less than ten years did so only 35% of the time. By creating opportunities for cross-generational teamwork, organizations can leverage the strengths of both younger and older workers, resulting in enhanced creativity and problem-solving capabilities.

Age-Inclusive Policies

Age-inclusive policies form the cornerstone of an organizational commitment to supporting older workers. To truly recommit to this demographic, a thorough review and revision of existing policies are imperative. Organizations must adopt recruitment strategies that actively seek diverse candidates across age groups, recognizing the valuable skills and experience that older individuals bring. Beyond recruitment and retirement, cultivating a culture of respect throughout the employee lifecycle is essential.

Conclusion

As we embark on the journey of 2024, let it be a year of unmatched equity and inclusion in the workplace. By recommitting to older workers, organizations can not only benefit from their wealth of experience and knowledge but also contribute to a more diverse, dynamic, and innovative work environment. By dispelling misconceptions and acknowledging the contributions older workers offer, employers can establish a workforce that is not only more inclusive but also more prosperous. It is vital to harness the institutional knowledge, problem-solving acumen, dedication, and robust interpersonal skills of older employees. A collaborative, multigenerational team has the potential to propel innovation, foster collaboration, and achieve overarching success, all the while dismantling age-related biases and laying the groundwork for a more equitable future. Let us make 2024 a year where all workers, regardless of age, feel valued, respected, and empowered to contribute their best to the organizations they serve.

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

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