

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

May 15, 2024



WHAT'S CHANGED IN THE LABOR MARKET POST COVID?

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From: "The US labor market post-COVID: What's changed, and what hasn't?" By Louise Sheiner, David Wessel, and Elijah Asdourian, Mar 22nd, 2024 for Brookings.com; [Click here for story.](#)

The onset of the COVID pandemic was a severe shock to the U.S. economy. Unemployment reached 14.8% in April 2020, the highest since the government began measuring it in 1948, while the labor force participation rate dropped to 60.1%, the lowest since the 1970s. By 2022, the labor market had rebounded, but inflation was growing at the fastest pace since the mid-1980s. By early 2024, inflation had eased (though it was still above the Fed's 2% target), and unemployment was back to its pre-COVID level.

What lessons should policymakers take from this unusual period? What caused inflation to spike in the wake of the pandemic and then to subside without an increase in unemployment? What lasting impact, if any, will the pandemic have on U.S. labor markets? How sustained will the work from home trend be?

In January 2024, the Hutchins Center on Fiscal and Monetary Policy at Brookings convened about 40 leading labor economists from academia, think tanks, and the Federal Reserve to discuss these questions and to identify areas of agreement and disagreement.

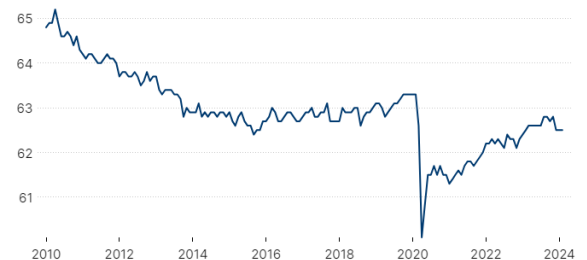
The discussion at the conference shed light on various aspects of the post-COVID labor market, particularly regarding wage dynamics, labor force participation (LFP), and structural challenges affecting workforce trends.

One notable observation was the relationship between wage inflation and price inflation. Contrary to the

assumption that rising wages cause inflation, evidence suggests that price inflation precedes wage inflation. Adam Shapiro's analysis revealed that price inflation correlates more strongly with future wage inflation than with past wage inflation. Additionally, Steven Davis highlighted the impact of remote work on wage dynamics, suggesting that the shift to remote work has provided workers with non-pecuniary benefits, thus alleviating pressure on wages, especially for occupations where remote work is not feasible.

Despite pandemic-era wage gains for low-income workers, concerns were raised about the durability of these gains. While there was a substantial decrease in earnings dispersion among low-wage workers, the gains were mainly confined to the very bottom of the

U.S. Labor Force Participation Rate Since 2010 (%)



Source: FRED, retrieved from the Bureau of Labor Statistics

H Hutchins Center on Fiscal & Monetary Policy at BROOKINGS

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

earnings distribution. Furthermore, participants expressed pessimism about the long-term sustainability of these relative wage gains, particularly if the federal minimum wage remains low. However, some optimism was expressed regarding increasing state minimum wages, which could help solidify recent gains.

The discussion also delved into the complexities of labor force participation (LFP) trends during and after the pandemic. While there has been a sharp rebound in LFP since the initial decline at the onset of the pandemic, the composition of the labor force has shifted. Aysegul Sahin noted that declines in LFP were more pronounced among certain demographic groups, such as mothers and older workers. While the recovery of LFP is a positive development, structural challenges such as lack of childcare, insufficient well-paying jobs for non-college-educated men, and immigration policies were identified as impediments to further increases in LFP.

Overall, while the post-COVID labor market has shown resilience in certain aspects, such as wage growth and LFP recovery, structural challenges remain significant obstacles to sustained progress. Addressing issues such as childcare accessibility, immigration policies, and job quality for non-college-educated workers will be crucial for fostering inclusive and sustainable labor market growth in the future.



Ask the AI:

We asked AI this question: "What is the state of the healthcare job market post-COVID-19?"

It replied: "The state of the healthcare job market post-COVID-19 varies depending on several factors, including geographic location, sector, and specific roles within the healthcare industry. However, some general trends and observations can be noted.

- 1. Increased Demand:** Overall, there continues to be a high demand for healthcare professionals in various roles, particularly those directly involved in patient care such as nurses, physicians, and allied health professionals. The pandemic highlighted the essential nature of healthcare workers, leading to sustained demand for their services.
- 2. Shifts in Job Preferences:** The pandemic has led to shifts in job preferences among healthcare workers. Some may prioritize roles that offer more flexibility, such as telehealth positions, while others may seek out opportunities in areas with higher demand, such as critical care or infectious disease specialties.
- 3. Challenges in Recruitment and Retention:** Healthcare organizations continue to face challenges in recruiting and retaining qualified staff. Factors such as burnout, fatigue, and concerns about workplace safety have contributed to turnover rates in certain sectors. As a result, healthcare employers are focusing more on employee wellness and retention strategies.
- 4. Rise of Telehealth:** The expansion of telehealth services during the pandemic has created new job opportunities in virtual care delivery. Healthcare organizations are hiring telemedicine providers, IT professionals, and support staff to meet the growing demand for remote healthcare services.
- 5. Emphasis on Diversity and Inclusion:** There is a growing emphasis on diversity, equity, and inclusion (DEI) in the healthcare workforce. Employers are implementing initiatives to attract and retain a diverse workforce, recognizing the importance of representation and cultural competency in delivering quality care.

6. Investments in Training and Development: Healthcare employers are investing in training and development programs to upskill existing staff and prepare them for evolving roles and responsibilities. Continuous learning and professional development are becoming integral parts of healthcare careers.

7. Adaptation to New Care Models: The pandemic has accelerated the adoption of new care models and technologies in healthcare delivery. As a result, there is a need for healthcare workers who are adaptable and proficient in using digital tools and platforms to deliver care effectively.

Overall, while the healthcare job market continues to evolve post-COVID-19, the demand for skilled professionals remains high. Healthcare organizations are navigating challenges and opportunities to ensure a resilient and sustainable workforce that can meet the needs of patients and communities in the future.”

*Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health*

NETWORK4HEALTH SPRING ALL PARTNERS MEETING



Network4Health Spring All Partners Meeting!

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

[REGISTER HERE](#)

This will be the last Network4Health All Partners Meeting!

Agenda items:

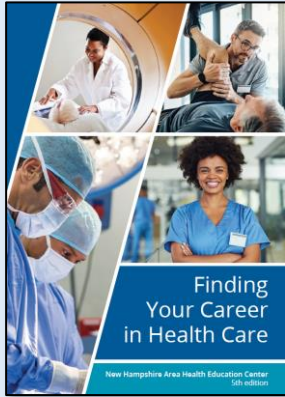
- Review of projects and accomplishments from the past 2.5 years
- Speakers include: Tim Soucy (CMC), Peter Janelle (MHCGM), and Brenda Guggisberg (The Upper Room)
 - Open discussion and more!!!

Watch for more agenda items coming soon!

OUR VALUABLE PARTNERS:

Amoskeag Health / Ascentria Care Alliance / Building Communities in NH / Catholic Charities of NH / Catholic Medical Center / Center for Life Management / City of Manchester / Community Crossroads / Dartmouth-Hitchcock Health / Easterseals NH / Elliot Health System / Families in Transition / Goodwill / Granite United Way / Granite Pathways / Granite State Independent Living / Greater Derry Community Health Services / Hillsborough County / Home, Health & Hospice Care / Hope for NH Recovery / International Institute of New England / Life Coping / Makin' It Happen / Manchester Housing & Redevelopment Authority / Manchester School District / NAMI NH / NH Legal Assistance / On the Road to Wellness / Parkland Medical Center / Pastoral Counseling Service / Rockingham County / ServiceLink / Southern NH Services / The Derry Friendship Center / The Farnum Center / The Mental Health Center of Greater Manchester / The Moore Center / The Upper Room / Waypoint

NEWS FROM THE AHECs



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!](#)

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

PHI Coaching & Supervision Workshop

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.

[Contact the Southern NH AHEC](#) to find out when the next sessions will be held. Make sure to sign up early!



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.

SOUTHERN NH AHEC PRESENTS A CHWs CONNECT EVENT

CHW's are invited to join us for a discussion of the Common Indicator Survey report and engage in a dialogue about next steps. Join us for networking and learning!

Wednesday, May 22nd; 10:00 am-11:30am

25 Sundial Avenue, 130W First Floor, Manchester, NH

Facilitator: Victoria Adewumi

[CLICK HERE](#) for more info and to register



2024 PRECEPTOR RECOGNITION AWARDS

Presented by the New Hampshire Area Health Education Center Network

We want to recognize some extraordinary preceptors who are engaging in teaching and learning with our health professions students. We appreciate their contribution to building our health care workforce pipeline and want to honor their hard work and to celebrate their commitment to teaching and learning.

NOMINATIONS CLOSE JUNE 1st! [CLICK HERE](#) to nominate someone

ESOL GRADUATION

Earlier this month, two ESOL cohorts at the Elliot and at CMC celebrated their graduations! These courses, sponsored by Network4Health and taught by the International Institute of New England helped over 20 employees improve their English communication and computer skills.





WORKFORCE DEVELOPMENT OPPORTUNITIES



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](#)

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](#)

Attention Human Services/Behavioral Health Providers:

Join CCSNH and partner organizations in a discussion of the development of a registered apprenticeship for Behavioral Health Technicians
May 21st, 9 – 10:30am via Zoom

This apprenticeship can be a 'catchall' opportunity for human services/BH providers but we need your help in defining what it would look like to you. [CLICK HERE](#) to register.



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.](#)



Healthcare Apprenticeship!

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](#)

FREE Career and Education Guides for Healthcare!

Network4Health was happy to work with other partners of the Granite PARTNERS Nursing Expansion Grant to put together 4 guides on nursing careers, career and educational resources, overcoming obstacles to healthcare employment and education, and the healthcare job search. These downloadable guides are available to anyone simply by clicking on the picture. Learn more about the [Granite PARTNERS grant HERE!](#)

The Granite State PARTNERS Guide to Education and Careers in Nursing



Updated March 2024

The Granite State PARTNERS Guide to Overcoming Obstacles to Healthcare Education and Employment



Updated March 2024

The Granite State PARTNERS Guide to Career and Educational Resources



The Granite State PARTNERS Guide to a Successful Healthcare Job Search



UPDATES FROM HEALTHFORCE NH



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

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

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

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

Giving Care: NH's Healthcare Workforce Plan



In March 2022, the Endowment for Health *Forward Fund* released “Giving Care: A Strategic Plan to Expand and Support NH’s Healthcare Workforce. Giving Care presents New Hampshire solutions to New Hampshire’s current health care workforce crisis. It is a plan that offers immediate, as well as longer-term strategies to expand and support our health care (and behavioral health) workforce. These solutions

incorporate learning from previous successful workforce development efforts and provide specific actionable strategies to grow and retain the workforce, to ensure we have the data we need to prioritize investments, to improve the policy and regulatory environment, and – perhaps most importantly – to lead and coordinate implementation.

This actionable plan was the work of 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participating in 4 workgroups to establish “action agendas” with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders. Whether you are an employer, a policymaker or government official, an institution of higher education or educator, or an advocate for the health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenrh.org.

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

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H’s VISION FOR THIS WORK:



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

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

Through this initiative, Network4Health will support our partners to:

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

Other Upcoming DEI Trainings:

<p>5/23/24</p>	<p>8:30 AM – 3:00 PM: NH Health Equity Summit: Achieving Health Equity for All; Church Landing at Mills Falls, Meredith NH;</p> <p>The Health Equity Summit will provide participants with thought provoking presentations, peer learning opportunities, practical strategies and resources to advance health equity in diverse health care settings. After the summit, participants will be able to:</p> <ul style="list-style-type: none"> • Describe the essential components of a roadmap to operationalize health equity as part of their strategic plan. • Gain confidence in building the culture, shared understanding, and commitment for health equity throughout their organization. • Review available tools and resources to advance health equity in their participants. • Identify strategies and tactics to address social factors of health and health inequities. • Bring examples of initiatives aimed at advancing health equity back to their organizations. <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>Keynote Bridging the Gap: A Strategic Blueprint for Health Equity <i>Jermaine Moore</i> Founder and Principal Consultant The Mars Hill Group</p> </div> <div style="text-align: center;">  <p>Afternoon Keynote Making the Connections <i>Nancy Myers</i> VP, Leadership and System Innovation American Hospital Association</p> </div> </div> <div style="text-align: center; margin-top: 10px;"> <p>Session Topics</p> <p>Hospital Experiences in Advancing Health Equity The Leaders Role in DEI The Role of Data in Equity: Examining New Frameworks Identify, Awareness, and Belonging Building and Leveraging Community Partnerships Transgender Populations: Communication and Care Patient Family Engagement Using a Health Equity Lens Applying a Health Equity Framework to Patient Safety Events and Root Cause Analysis</p> </div>	<p>N4H will reimburse cost: REGISTER NOW</p>
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	<ul style="list-style-type: none"> Who should attend: Health care staff and providers from administration, health equity and DEI, population health, community health, patient and family engagement, clinical staff 	
	Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.	Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health
6/18/24	8:30 am - 10:00 am: Inclusive Leadership: Interpersonal Power	
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	
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**



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!](#)

- 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](#)



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

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 you 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			
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
5/20/24	8:30 AM - 4:00 PM: Understanding the Imprint of Trauma in Re-Establishing Connectedness; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/21/24	8:30 AM - 4:00 PM: Neuroscience Unraveled: Understanding the Interplay of Trauma and Addiction; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/22/24	12:00 PM - 1:30 PM: Better Suicide Risk Detection with the Columbia Protocol: Reducing Workload, Redirecting Scarce Resources and Saving Lives; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/24/24	9:00 AM - 1:30 PM: Is Exercise Part of the Solution to Substance Use Disorders? Location: Fairfield Inn & Suites - 165 Skimobile Road, North Conway, NH 03860	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/30/24	8:30 AM - 4:00 PM: Initial Training on Addiction and Recovery; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/31/24	8:30 AM - 11:45 AM: Families & Addiction; Location - NH Audubon, 84 Silk Farm Road, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
5/31/24	9:00 AM - 12:15 PM: Neurodivergence and Recovery: Considerations for the ADHD Brain; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/5/24	8:30 AM - 1:30 PM: Connect Suicide Postvention: Reducing Risk and Promoting Healing After a Death by Suicide; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/6/24	8:30 AM - 3:00 PM: A Deeper Dive Into Accommodating Neurocognitive Impairment; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/10/24	12:00 PM - 3:15 PM: Understanding Co-Occurring Disorders in the Context of CRSW Scope of Practice; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/11/24	8:30 AM - 4:00 PM: Ethical Practice in the Addiction Profession; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/13/24	12:45 PM - 4:00 PM: First Responders, Law Enforcement & Providers: Drug Trends, Harm Reduction, Community Collaboration; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/20/24	8:30 AM - 1:00 PM: A Practical Guide to Love and Relationships in Recovery; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/21/24	8:30 AM - 1:00 PM: The Impact of Grief on Relationships and Recovery; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
6/27/24	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
Other Trainings & Conferences – Seats Sponsored by Network4Health			
5/30/24	9 – 12pm: SNHAHEC presents: Motivational Interviewing: A Conversation About Change – online		REGISTER NOW
Various	 Portland DBT Institute – The institute has many different trainings available. Network4Health will cover those that are less than \$100. Please review their list and email us if you are interested in attending and being reimbursed.		VIEW TRAINING LIST HERE
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website			
5/16/24	8:45am - 12pm: Diving Into the Gray - Ethical Considerations		Please email us if you are interested in attending these trainings and want to be

		reimbursed by Network4Health
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.	REGISTER NOW



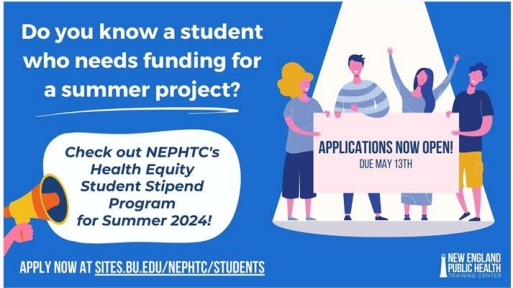




Below is a resource list of training providers that have a cost associated with them and are not reimbursed by Network4Health at this time.

5/29/24	8:30-4:30pm: The CE-CERT Skills: Sustaining a Career in the Helping Professions - CE-CERT (Components for Enhancing Career Experience and Reducing Trauma) is a suite of skills to support emotional well-being in workers who are exposed to the effects of secondary trauma. Ultimately, the goal of CE-CERT is not merely to survive this work: Rather, the goal is to have a vocation that is uniquely and deeply satisfying.	LEARN MORE
6/10 – 6/13/24	 55th New England School of Addiction and Prevention Studies - Worcester State University, Worcester, MA and Virtual 2nd Annual Hybrid Summer School, with 2 Ways to Attend: Face-to-Face in person in Worcester or Virtual Live Program! SCHOLARSHIPS AVAILABLE!!!	LEARN MORE
Various – see site for details	 William James College Professional Development CEUs available!	Click for a Complete List of Trainings
5/3/24	2:30 PM-5:00 PM: 47th Annual Erich Lindemann Memorial Lecture: Grief Resilience, and the Role of Community Mental Health; Location: Online via Zoom. <i>N4H will reimburse for the cost of CEUs. Email us if interested.</i>	MORE INFO
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!
Various – see site for details	 New Hampshire Psychological Association CLICK HERE for more upcoming events	
Various – see site for details	 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
Various – see site for details	 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!		
FREE CEs	<i>The New England Nursing Preceptor Academy is offering live webinars for nurse preceptors. These webinars are free, online, 60-minutes and offer CE credit.</i>	

	<p>Guided Reflective Practice in the Clinical Setting: What you need to know May 20, 2024, from 12:00 – 1:00pm ET; Presented by Barbara O’Neill, PhD, RN</p> <p>What does Competency in Nurse Preceptorship look like? May 29, 2024, from 12:00 – 1:00pm ET; Presented by Barbara O’Neill, PhD, RN and Colleen Ryan, PhD, RN, SFHEA</p>	<p>REGISTER NOW</p> <p>REGISTER NOW</p>
Recorded Webinar	<p>HHRC Presents: Serious Mental Illness and Homelessness <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.</p>	<p>VIEW NOW</p>
Webinar	<p>Part 1 Civil Rights Protections for Individuals with a Disability: The Basics</p>	<p>REGISTER NOW</p>
Webinar	<p>Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder</p>	<p>REGISTER NOW</p>
 <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org</p> <p>University of New Hampshire Institute on Disability NH Disability & Health Program</p> <p>FREE training 1 credit available online & on-demand</p> <p>Continuing education opportunity developed by the NH Disability and Health Program at the UNH Institute on Disability. Responsive Practice enhances healthcare providers’ ability to deliver disability-competent care that is accessible to people with disabilities. Through this free training, participants will learn strategies and approaches to identify, address, and help remove barriers to care. Free CE credits for nurses, physicians, and pharmacists.</p> <p>Training 1: Responsive Practice: Providing Health Care & Screenings to Individuals with Disabilities: CLICK HERE to view.</p> <p>Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.</p>		
<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>Southern New Hampshire University</p> <p>Continuing Education for Health Professions</p> </div> <div style="text-align: right;"> <p>SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!</p> <p>Click here to see all courses</p> </div> </div>		
On Demand	<p>21st Century Soft Skills for Healthcare Professionals – recorded courses; earn a digital badge!</p> <p>Class 1: Collaboration; Class 2: Critical Thinking Class 3: Communication Class 4: Creativity</p>	<p>REGISTER NOW</p>
On demand	<p>Care for Yourself so You can Care for Others – Recorded; Target Audience – Nurses</p>	<p>FREE CEU’s! VISIT HERE</p>
On demand	<p>Generational Diversity: Using this Diversity to your Team’s Advantage – Recorded; Learning Objectives: Distinguish the five generations currently working in healthcare and the benefits of each; Develop strategies to manage the gaps between generations; Acquire methods to bridge the gap between generations</p>	<p>FREE CEU’s! VISIT HERE</p>
Online Learning	<p>Other courses include:</p> <ul style="list-style-type: none"> • Food Insecurity • Addiction 101: Signs of Substance Use and Mental Health Crisis at Work - Recorded • Trauma Informed Care Suicide Intent Assessment - Recorded • The Lived Experience of the Veteran and Military Affiliated Student – Enduring 	<p>FREE CEU’s! VISIT HERE</p>
		
<div style="display: flex; justify-content: space-between; align-items: center;">   <div style="text-align: right;"> <p>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</p> <p><i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.</i></p> <ul style="list-style-type: none"> • Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care. The program will occur on the first Wednesday of each month through May 2024. Visit HERE to learn more! </div> </div>		

	<ul style="list-style-type: none"> • Managing Pediatric Depression ECHO: 8 monthly ECHO sessions from February – September 2024. Visit HERE to learn more! • NEW!!!! Peer Workforce Learning Community ECHO. Target Audience: All peer support professionals in New Hampshire. Every other Tuesday, 8:30am-10:00am, 5/21, 6/4, 6/18, 7/16, 7/30, 8/13. Visit HERE to learn more! <p>To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>	
	 ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more	
	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
5/16/24	12:00 pm – 1:00 pm: Recovery Coach Drop-in Forum	Free CE's available. CLICK HERE to see all offerings
5/22/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Substance Use Disorder and Nutrition	
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	
5/16/24	12:00 pm – 1:00 pm: Recovery Coach Drop-in Forum	
5/21/24	7:30 am – 9:00 am: MA OBAT ECHO®: Mental Health Prescribing for People with Co-Occurring Substance Use Disorder	
5/22/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Substance Use Disorder and Nutrition	
5/28/24	1:00 pm – 4:00 pm: Essentials of Treating Stimulant Use Disorder	
5/29/24	11:00 am – 12:00 pm: Addiction 101	
6/3/24	12:00 pm – 1:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations	
6/5/24	12:00 pm – 1:30 pm: SUD Care Continuum ECHO®: Trauma Informed Care: Essentials for Treating Parents with SUD	
6/11/24	12:00 pm – 1:00 pm: Back to Basics: Infectious Diseases	
6/12/24	12:00 pm – 1:00 pm: Alcohol Use Disorders 101	
6/18/24	8:00 am – 9:00 am: Family members and addiction treatment outcomes: Applying research to clinical practice	
		FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to “Read latest Blitzmail newsletter”
5/30/24 & 6/6/24	9:00am-12:00pm: Motivational Interviewing: A Conversation About Change Live Training via Zoom	Please email us if you are interested in accessing reimbursement from Network4Health
On-Demand Trainings See Full List of Trainings on the	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

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


Various – see site for details	 New England (HHS Region 1) ATTC Addiction Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	Click for a Complete List of Trainings
Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	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	 NATIONAL COUNCIL for Mental Wellbeing HEALTHY MINDS • STRONG COMMUNITIES	Trainings from the National Council for Mental Wellbeing: Click for a Complete List of Trainings

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

[MORE INFO HERE](#)

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	FREE CEU’s AVAILABLE! CLICK HERE for more information and to register for a session
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	
7/11/24	Peer Recovery Support Series: The Science of Storytelling and the Process of Recovery; 12:00-1:30pm - Earn 1.5 CEs	
7/17/24	The Intentional SUD Clinical Supervisor - 3:00-4:30pm - Earn 1.5 CEs	
7/31/24	Through Fear to 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+	WATCH NOW

***Free* From NH Healthy Families**

 nh healthy families.	Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.
5/21/24	Poverty Competency by Dana Buonanducci, MS, LMHC, NCC; 12:00 PM - 2:00 PM

5/30/24	Trauma Informed Care: The Impact of Trauma by Kimberly Bindas, MSW, LICSW; 11:00 AM - 12:30 PM	<p>FREE CEU's AVAILABLE!</p> <p>CLICK HERE for more information and to register for a session</p>
6/3/24	SBIRT for Providers with Dana Buonanducci, MS, LMHC, NCC; 10:30 AM - 1:00 PM	
6/5/24	Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Dana Buonanducci, MS, LMHC, NCC; 9:30 AM - 12:30 PM	
6/6/24	1:00 PM - 2:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	
6/10/24	11:00 AM - 1:00 PM: NH Substance Related and Addictive Disorders - Module 2- Alcohol Related Disorders by Dana Buonanducci, MS, LMHC, NBCC	
6/11/24	10:00 AM - 12:30 PM: NH Motivational Interviewing Level 1 Part 1 by Taylor Murphy, MSW	
6/12/24	1:00 PM - 3:00 PM: NH Providing Services to the LGBTQ+ population presented by Taylor Murphy, MSW	
6/13/24	10:00 AM - 12:00 PM: NH Trauma Informed Care for Providers by Kimberly Bindas, MSW, LICSW	
6/18/24	1:00 PM - 2:30 PM: NH De-Escalation Techniques by Taylor Murphy, MSW	

MANAGEMENT CORNER

HOW TO SUPPORT WORKING MOMS

From: *"4 Things Leaders Need to Know to Support Working Moms,"* by ELLYN MAESE for Gallup.com. [CLICK HERE](#) to see full article.

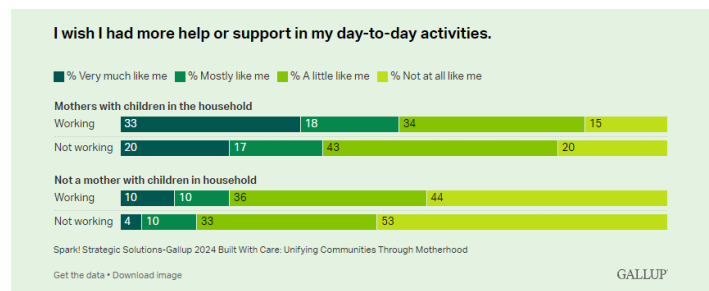
The U.S. economy, organizations and communities increasingly rely on mothers. Labor force participation among mothers with young children (ages 0-4) is at an all-time high. Currently, more than 70% of mothers of children younger than age 5 and about 80% of mothers of children ages 5-18 are working. This high level of participation emphasizes the insight and productivity mothers bring to work each day.

In fact, younger women (ages 25-34) -- who are more likely to be or to become mothers -- are driving the labor force growth in some states. A recent collaboration between Gallup and Spark! Strategic Solutions explores mothers' lives and perspectives at the state level, focusing on Idaho. This in-depth examination of motherhood sheds new light on nationwide trends in women's workplace experiences, which Gallup has been tracking for decades. The data indicate four key insights business owners and leaders need to know to support mothers and those who depend on them.

1. "Working Mother" Is a Job Unlike Any Other

Managing both work and motherhood simultaneously comes with unique challenges and rewards. Working mothers juggle work-related responsibilities alongside child care duties. While balancing both roles can be tricky in the best of circumstances, working mothers also bear the brunt of disruptions like child care coverage issues or children's illnesses.

A recent nationwide Gallup survey of employees with children revealed that women are three times more likely than men to say they are the default responder to unexpected child care issues in their family (66% among women employees vs. 22% among men employees). Women with children are also twice as likely as men with children to report having had three or more days in the past month when they were unable to perform their usual work responsibilities.



In Idaho, these strains are taking a toll on working mothers. More than half describe feeling tired or burned out (with 57% saying "mostly like me" or "very much like me") or wishing for more help or support in their day-to-day activities (51%).

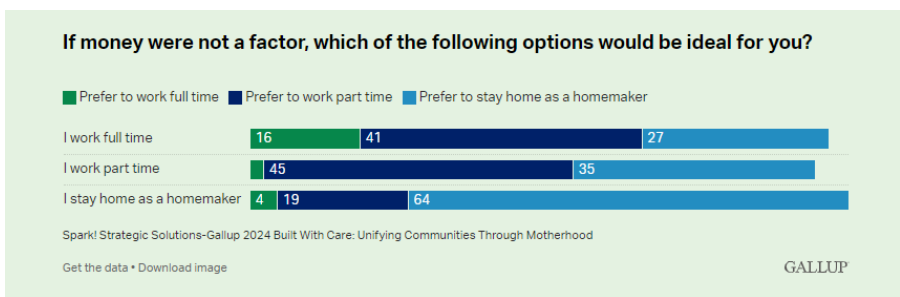
However, being a working mother also has its rewards. Three-quarters of working mothers in Idaho (74%) describe being a mother as the most important part of their personal identity. And nearly 9 in 10 working mothers (87%) agree or strongly agree that they have the opportunity to use their strengths each day -- a higher rate than either non-working mothers or workers who are not mothers.

2. Some Working Mothers Want to Work -- Some Need To

Enabling women to join the labor force has been a hallmark of the women’s rights movement, but increased labor force participation among mothers is a reflection of financial realities and freedoms.

When asked about their ideal work arrangement, if money were not a factor, working full time was the least popular option among mothers in Idaho. Many mothers reported a preference for a more even split between work and motherhood. Among mothers who currently work full time, 41% chose part-time work as their preference.

Interestingly, about one in five (19%) who are currently homemakers also view part-time work as their ideal option. This suggests that while many mothers would prefer to work less than they currently do, a sizable number of women in Idaho want to join the labor force.



Preferences about work-motherhood balance can change as children grow. Compared to mothers with very young children (ages 0-4), mothers with school-aged children (ages 5-17) are considerably more likely to express a desire to work -- and twice as likely to express a desire for full-time work.

Despite these desires, practical challenges exist for working mothers in balancing work and life,

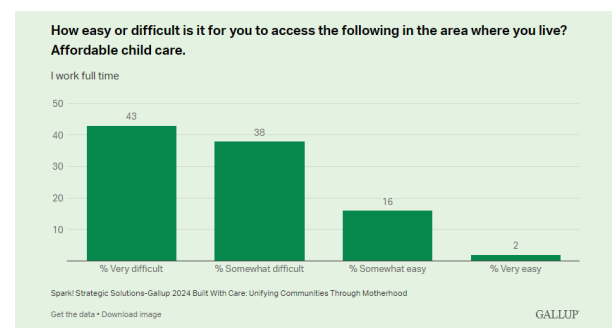
especially when it comes to having more time for their children. Among Idahoan mothers who would rather work less (i.e., would like to move from full time to part time or would like to transition from working to being a homemaker), 92% cite financial reasons as a barrier to achieving their ideal work-life arrangement. Yet, even when women need to earn a paycheck, work can be a fulfilling part of their lives and identities if they have the support to be at their best both on and off the job.

3. Access to Good, Affordable Child Care Is a Major Pain Point

Even before the pandemic, access to high-quality and affordable child care was a well-known barrier for working mothers. With federal funding for child care during COVID-19 ending and states struggling to manage the responsibility on their own, the challenge of accessing good, and affordable child care has intensified.

In Idaho, despite the vital role of mothers in the workforce, more than 80% of working mothers raising children in their home say that it is somewhat or very difficult to access affordable child care. Not surprisingly, among those who wish they could work more (i.e., would like to transition from part-time to full-time work or enter the workforce instead of being a homemaker), 49% cite financial reasons, and 70% cite family obligations as major obstacles.

Although various factors contribute to this challenge, are employers really doing enough to support access to child care? Gallup’s 2024 Workforce data suggest that child care benefits are severely lacking, with less than 9% of workers reporting that their employer offers partially subsidized, fully subsidized or on-site child care.

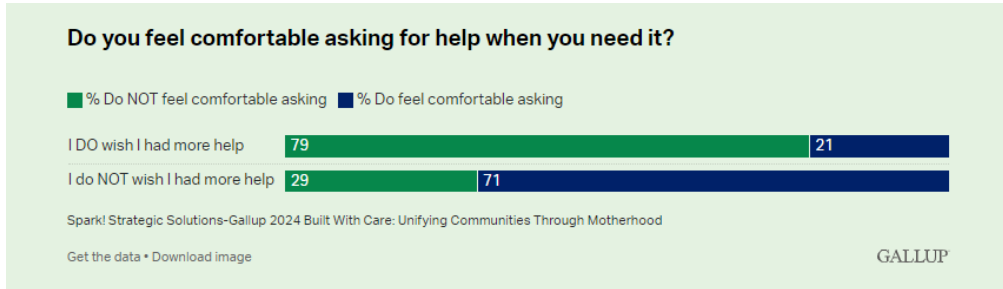


4. Workplace Culture Is Not Working for Mothers

National data indicate that only 39% of women strongly agree that their organization provides the flexibility needed to manage child care responsibilities. Organizations offering this flexibility have employees who are nearly three times as likely to be engaged, about half as likely to be burned out, and 30% less likely to be actively looking or watching for another job opportunity than organizations that do not have flexibility.

Flexible work policies like remote or hybrid options, flextime, and similar solutions for helping adapt work schedules to family demands are vital for working mothers. Yet beyond creating these policies, organizations must foster a work culture that truly supports using those opportunities by encouraging empathy and responsiveness to working mothers' needs.

In Idaho, only 21% of working mothers who wish they had more help or support in their daily lives say they feel comfortable asking for help when they need it, while nearly four in five (79%) say they do not feel comfortable asking for help when they need it.



Proactively offering assistance and ensuring that requests for help are met with consideration and compassion can reduce unmet needs for help and show respect and value for mothers at work.

Having women in leadership or management roles can also help set the tone; notably, 65% of women report that they would rather work for another woman than a man. Having women and mothers in positions of authority can ensure women's needs at work -- including mothers' -- are considered in decision-making, inspire and support work-life balance, and serve as role models for flexibility.

Conclusion

With mothers making up a substantial part of the labor force, employers, communities, and families all benefit from ensuring moms have the support and flexibility they need to thrive. Organizations can boost mothers' participation and productivity in the workforce by revamping their workplace culture to be more inclusive and flexible. This includes offering part-time work options and redesigning onboarding programs for smoother reintroductions for mothers returning to work.

Business owners and leaders can also address the challenges facing working mothers by using their influence in local communities to mitigate barriers for working mothers by:

- Supporting initiatives to improve child care accessibility
- Promoting pay equity and livable wages
- Offering learning opportunities to help mothers maintain their knowledge, skills, and abilities to remain competitive in the job market

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

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