

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

June 26, 2024



ANOTHER IMPORTANT ANNOUNCEMENT FROM NETWORK4HEALTH: THE END OF AN ERA!



Hello friends,

As I discussed in previous issues, Network4Health is finally reaching the end of its 8-year journey. Our finances are being spent down and we have decided on an end date for our operations: **JULY 26th, 2024**. The last Workforce Wednesday will be published on July 24th, 2024 (3 more issues after this). We have extended some of the courses we support into July, but we will not be supporting any courses past July 26th.

Thank you to everyone who has been reading Workforce Wednesday all of these years!

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GOOD NEWS IN THE ECONOMIC DATA, BUT LOW- AND MODERATE-INCOME HOUSEHOLDS FACE CHALLENGES.

From: "There's good news in the economic data, but low- and moderate-income households face challenges. Some closely watched numbers are strong, but the Fed is focusing on the full picture" By Marybeth J. Mattingly and Amy Higgins for The Boston Federal Reserve Bank, May 29, 2024; [Click here for story.](#)

It's not difficult to find good news in the current economic data. The national unemployment rate, for instance, was 3.9% in April, low by historic standards and right at its pre-pandemic level. New England's unemployment rate came in even lower at 3.3%.

In addition, as MIT economist David Autor has noted, the tight labor markets of the pandemic era led to rising wages for low-paid workers. That reversed a four-decade trend of increasing inequality between low- and high-wage workers.

Meanwhile, the Biden administration has been making its case that the recovery from the pandemic-induced downturn is the most equitable in recent history.



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

But amid the positive signs, there are several troublesome trends worth scrutiny regionally and nationally. The cost of housing is up. Homelessness and evictions are on the rise in New England. Personal debt is up.

As these trends take root, many relief measures that countered the pandemic's effects on household economic security are expiring or gone. This is a particular concern for the low-to moderate-income (or LMI) populations who benefitted most from the aid. And it's one reason we at the Federal Reserve Bank of Boston watch the data so closely.

The Boston Fed's vision is "a vibrant economy that works for all." To get there, we need to listen to what the data are telling us about conditions for LMI populations. Right now, there's undoubtedly good news. But there's also cause for concern.

Housing costs, rent, and evictions are all higher – which hits LMI households harder. The tools fiscal policymakers and the Fed used to ease the impacts of the pandemic were blunt, but they worked. Rent moratoriums and mortgage forbearance kept people in their homes, increases in food assistance programs ensured people weren't hungry, and lending facilities set up by the Fed saved jobs by keeping credit flowing to businesses. The loss of these and other pandemic-era supports is particularly difficult for LMI households across New England, given current trends:

- Houses cost more: Home prices are increasing in New England faster than the national rate. Meanwhile, following the Fed's efforts to tamp down inflation by raising interest rates, the average national mortgage rate was 6.94% as of May 23. That's the highest we've seen it since the early 2000s.
- Rents are higher: In three of the six New England states, (Massachusetts, Connecticut, and New Hampshire), median gross rent exceeds the national median of about \$1,300 per month. Massachusetts is the highest at more than \$1,600 monthly, as of 2022.
- Evictions are up: Eviction patterns suggest low-income renters are facing increased housing insecurity. All the New England states saw higher evictions in the first quarter of 2023, compared to the first quarter of 2019, before the pandemic. The increases were as high as 35% in Rhode Island.
- More people are homeless: Between 2021 and 2023, the number of homeless increased in every New England state but Connecticut. In Massachusetts, it rose from roughly 15,079 to 19,141, or about 27%.
- Rising wages are lagging rising costs: As noted above, inflation-adjusted wages have been on the rise, increasing most for those on the low end of the income spectrum. But they haven't caught up with the rising costs of the inflationary period that began during the pandemic. Even before the pandemic, hourly wages didn't provide a living wage for many families in New England, and that remains the case. In the starkest example among the six states, the average hourly wage in Massachusetts in April was \$40.93, but the living wage for one adult with two children is \$67.41, according to the MIT Living Wage Calculator.

The U-6 unemployment measure is on the rise, credit card debt is soaring

The "U-6" unemployment measure is another revealing metric because it counts the "marginally attached," which includes people who aren't working and stopped looking for work in the last year. The standard unemployment measure includes only those actively looking for work in the past four weeks.

The April U-6 measure has national unemployment at 7.4%, which puts a darker shade on the economic outlook. That rate is near double the standard measure and the highest it's been since November 2021.

Credit card debt is a final metric to note, since it's growing rapidly. Last year, it hit \$1 trillion in the U.S, for the first time. That number is certainly notable. But maybe it's not all that surprising, given rising wages and income, the subsequent increased consumption, and rising prices from the inflationary period that began during the pandemic.

But accompanying the \$1 trillion marker is the fact that credit card delinquencies keep rising. This is a major reversal from 2021, when Americans were rapidly paying off credit card debt with stimulus money, while avoiding big-ticket expenses like vacations. It also potentially sets the stage for a vicious cycle of larger and more enduring debt burdens for the LMI households who can least afford it.

Overall, the data indicate that, amid the good news, LMI populations in New England and nationally are feeling pressure from numerous angles, and that could impact everyone. The Fed can relieve some of the strain by using the tools at its disposal to fight inflation. But what else can be done to help LMI people? We're asking that at the Boston Fed, and as we move deeper into a post-pandemic economy, it's important that we ask it everywhere.

Thanks for reading!
Geoff Vercauteren
Director of Workforce Development
Network4Health

ANNOUNCEMENT FROM THE GRANITE PARTNERS GRANT



Scholarships available for any NH resident looking to enter the nursing careers pipeline STARTING JULY 1ST!

What is Granite State P.A.R.T.N.E.R.S.?

Granite State P.A.R.T.N.E.R.S - (People Aligning Resources Towards Nursing Expansion and Retention Strategies) is a statewide project designed to tackle the staffing shortage and strengthen the future of health care in New Hampshire. Made possible by a grant from the US Department of Labor.

Why Should I Apply?

Education & Training: Access a range of support services including educational opportunities, career development guidance, financial aid, and mentoring to propel your nursing career forward.

Financial Assistance: Participants may be eligible to receive funding and support services that include:

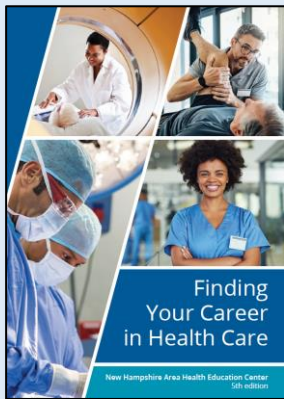
- Scholarships for tuition for various nursing pathways: LNA, LPN, ASN, RN, BSN
- Support services based on individual need.
- Access to free career advising and coaching services

Who Can Apply? (after July 1st)

- Individuals who are age 17 or older and have completed secondary school or have dropped out of secondary school.
- **Individuals who are not currently enrolled in a nursing program**
- All participants served must be unemployed, underemployed, or an incumbent worker
 - *Unemployed workers:* An unemployed worker is an individual who is without a job and is available to work.
 - *Underemployed workers:* This term refers to individuals who are not currently connected to a full-time job that corresponds with the individual's level of education, skills, or wage and/or salary earned previously.
 - For example, a highly skilled and educated individual working in lower-skill, lower-paying job (*like an individual with an engineering degree working as a pizza delivery person as the main source of income*).
 - *Incumbent workers:* Currently employed LNAs or LPNs who want to advance to an RN or other higher position. Other full-time workers not in the healthcare field who want to transition into a nurse or nurse educator career.

[Visit the Granite PARTNERS website](#) for more information, and make an appointment to talk with one of their staff **after July 1st**.

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,

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.

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

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



educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

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 CHW 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!

July 11th, 10:00am - 11:30am

Manchester Health Department at 1528 Elm Street in Manchester

Facilitator : Victoria Adewumi

[CLICK HERE](#) to register

Attention High Schoolers!

The Science of Health and Nursing Camp

Interact with mannequins in a simulation lab, **get certified in CPR**, and learn more about nursing and human anatomy

Who: Grade 9, Grade 10, Grade 11

When: July 22nd -26th; Monday – Friday 9am - 12pm

Full Day Field Trip to UNH Manchester and UNH Durham

Transportation will be provided

For questions contact: [Carli Polanco](#) or [CLICK HERE](#) for more info



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 APPRENTICESHIP

CHW ADVANCE! APPRENTICESHIP

CHW Advance! is a HRSA funded program to enhance the CHW Workforce. The CHW Apprenticeship provides the opportunity for increased training and skill-building for CHWs to support improved outcomes for people in our communities.

Eligibility: New and existing employed CHWs in NH.

APPRENTICESHIP ELEMENTS

The CHW Apprenticeship is a one year program that provides:

- 144 Hours of paid training (Related Instruction).
- 2000 Hours on-the-job training
- Mentoring Support
- Regular Competency Assessments
- Up to \$1,500 to cover mileage
- \$7500 Stipend

Steps for Apprenticeship:

1. Contact us for help in registering with the Department of Labor as an Apprenticeship site.
2. Complete the DOL Apprenticeship Intake form.
3. Register with ApprenticeshipNH to access supportive services.
4. Engage your CHW in OJT and related instruction.

To learn more and apply:

Contact Carli Hughes, CHW at chughes@snhahec.org

Visit our Website:
<https://www.snhahec.org/chw-advance.html>



[CLICK HERE](#) for more information and how to sign up!
Or contact [Carli Hughes](#) at SNHAHEC

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)
- Patient Service Representative (PSR) – **Next class starting soon!**
- Pharmacy Technician – **Next class starting soon!**
- 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



Updated March 2024

1

The Granite State PARTNERS Guide to a Successful Healthcare Job Search



Updated March 2024

1

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!

Certified Nursing Assistant (CNA)

Becoming a CNA



HealthForce NH

Certified Nursing Assistant Responsibilities



- Assist patients with daily tasks such as bathing, grooming, eating, and moving.
- Provide nutrition by preparing meals and assisting with eating.
- Monitor patient vital signs.
- Assist with medical procedures by gathering supplies and medications, holding instruments, documenting, etc.
- Clean rooms, change bed linens, and refill supplies in a patient's space.
- Maintain the safety of the environment by performing inspections and taking proactive measures.
- Provide emotional support and companionship.



Certified Nursing Assistant Education

To become a CNA in New Hampshire, you must meet the following requirements:

- Successfully finish a state-approved CNA training program, typically comprising 100 hours of both classroom and clinical training.
- Pass the National Nurse Aide Assessment Program (NNAAP) exam, which includes both a written and practical skills evaluation.
- Undergo a criminal background check and satisfy any additional legal prerequisites established by the state.



Certified Nursing Assistant Career Outlook

In the wake of COVID-19 and the rising aging population, there's a significant demand for CNAs in New Hampshire and across the United States.

The Bureau of Labor Statistics projects 4.1% employment growth for nursing aides between 2022 and 2032. In that period, an estimated 56,500 jobs should open up.



For more detailed information, you can visit the [HealthForce NH website](#).

Giving Care: NH's Healthcare Workforce Plan



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

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

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

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

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H'S VISION FOR THIS WORK:

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

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

Through this initiative, Network4Health will support our partners to:

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

Other Upcoming DEI Trainings:

	<p>Organizational Ignition Presents: Discovering Performance Through DEI Seminar Series: Spring – Fall 2024. CLICK HERE for full descriptions. All sessions via Zoom.</p>	<p>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</p>
<p>7/16/24</p>	<p>12:00 pm - 1:00 pm: DEI Office Hours: Have questions about your DEI initiative? Join your peers and our experts every 3rd Thursday to learn what works, what doesn't, and how to overcome your challenges in implementing DEI so that it actually improves your organization.</p>	

PROFESSIONAL DEVELOPMENT



SCHOLARSHIPS!

Did you know that The New Hampshire Charitable Foundation is the largest provider of publicly available scholarships in NH, awarding more than \$7 million to more than 1,600 promising students each year?

EXPLORE SCHOLARSHIP OPPORTUNITIES

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

Scholarships available for:

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

[CLICK HERE](#) for more info

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

NHADACA understands the challenges of the credentialing process, so we developed a comprehensive support program to help professionals achieve certification and licensure across the substance use continuum of care. The Credentialing Support Partnership offers assistance with applications, exam preparation, supervision requirements, scholarship opportunities for continuing education, and understanding New Hampshire laws. Our expert staff ensures participants progress efficiently and have the necessary resources to succeed. This no-cost program is funded by the Substance Abuse and Mental Health Services Administration (SAMHSA).

Key features and benefits of our CSP program include:

- **Proficient Supervision:** We provide weekly individual and group supervision, addressing the common issue of insufficient organizational capacity for credentialing supervision.
- **Expert Guidance:** Our experienced team offers personalized support tailored to the specific requirements of various credentialing processes.
- **Resource Access:** Participants gain access to curated study materials, practice exams, and relevant literature to effectively prepare for credentialing exams.
- **Application Assistance:** We offer hands-on help with application preparation, documentation review, and submission to the New Hampshire Office of Professional Licensure and Certification (OPLC).
- **Continuing Education Opportunities:** We provide workshops, seminars, and online courses to help professionals meet continuing education requirements and stay updated in their fields.
- **Networking Opportunities:** Our program facilitates connections with peers, mentors, and industry experts through networking events, forums, and collaborative projects, aiding career growth.
- **Test Preparation:** Weekly virtual IC&RC exam preparation sessions offer flexible support and resources to help participants succeed in their exams.

[Click Here for more information!](#)

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 engaged PCDC for the past three 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 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			
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
7/17/24	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
We are not supporting trainings beyond July 26th. Please contact us for more information.			

Other Trainings & Conferences – Seats Sponsored by Network4Health




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
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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 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!
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!**


6/28/24	1:00 – 2:00pm: SAMHSA's Office of Recovery Invites You to A Webinar on Psychiatric Advance Directives to Promote Community Living - A psychiatric or mental health advance directive is a legal tool that allows a person with mental health and co-occurring substance use condition(s) to state their preferences for treatment and services, particularly during crisis situations, and can protect a person's autonomy and ability to self-direct care.	REGISTER NOW
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7/10/24	2:00pm: Suicide Prevention: The Impact of Peer Support - The structure of peer support and its impact within the suicide prevention team can influence positive outcomes in the Veteran population, many of whom are high-risk.	REGISTER NOW
8/22/24	9:00am- 4:00pm: Disaster Behavioral Health Response Team Basic Training - Location: 129 Pleasant Street; Concord, NH 03301; Brown Building Auditorium Agenda: Empower communities in times of crisis. This training equips you to support individuals, families, and communities after disasters. Gain insights into common reactions, collaboration with responders through the Incident Command System (ICS), and evidence-based interventions like Psychological First Aid. Learn about coping strategies for survivors and responders. Learn about New Hampshire's Disaster Behavioral Health Response Team (DBHRT) and how this dedicated group is organized and operates. Discover how your skills can contribute to this vital response network. Prerequisites: Submit Certificates of completion for the online training modules to Cassie McNelly 1. FEMA's IS-100 Introduction to Incident Command System (ICS) 2. National Child Traumatic Stress Network's (NCTSN) Psychological First Aid (PFA) online course	REGISTER NOW
FREE CEs	<i>The New England Nursing Preceptor Academy</i> is offering live webinars for nurse preceptors. These webinars are free, online, 60-minutes and offer CE credit.	REGISTER NOW
Recorded Webinar	HHRC Presents: Serious Mental Illness and Homelessness Course Learning Objectives: Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	VIEW NOW
Webinar	Part 1 Civil Rights Protections for Individuals with a Disability: The Basics	REGISTER NOW
Webinar	Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder	REGISTER NOW
 <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org 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. Training 2: Responsive Practice: Accessible & Adaptive Communication: CLICK HERE to view.</p>		
 <p>Southern New Hampshire University</p>  <p>Continuing Education for Health Professions</p> <p style="text-align: right;">SNHU Continuing Ed for Healthcare Professionals – FREE CEUs! Click here to see all courses</p>		
On Demand	21st Century Soft Skills for Healthcare Professionals – recorded courses; earn a digital badge! Class 1: Collaboration ; Class 2: Critical Thinking Class 3: Communication Class 4: Creativity	REGISTER NOW
On demand	Care for Yourself so You can Care for Others – Recorded ; Target Audience – Nurses	FREE CEU's! VISIT HERE
On demand	Generational Diversity: Using this Diversity to your Team's Advantage – Recorded ; Learning Objectives: Distinguish the five generations currently working in healthcare and the benefits of each; Develop strategies to manage the gaps between generations; Acquire methods to bridge the gap between generations	FREE CEU's! VISIT HERE

Online Learning	<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 	FREE CEU's! VISIT HERE
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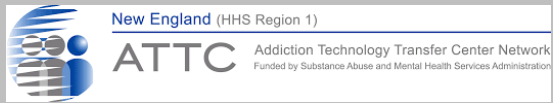




	 	<p>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</p> <p><i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor 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"> • Managing Pediatric Depression ECHO: 8 monthly ECHO sessions from February – September 2024. Visit HERE to learn more! • Peer Workforce Learning Community ECHO. Target Audience: All peer support professionals in New Hampshire. Every other Tuesday, 8:30am-10:00am, 7/16, 7/30, 8/13. Visit HERE to learn more! • NEW!!!! Queer Youth Resilience Project ECHO: MH Care for LGBTQ+ Youth in NH: Increase the knowledge and confidence of behavioral health providers, thus increasing the number and geographic distribution of providers that can competently and effectively treat children and teens who identify as LGBTQ+. Timeline: 13 ECHO Sessions biweekly from January – July 2024. Visit HERE to learn more! <p>To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>
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	 <p>Grayken Center for Addiction Training & Technical Assistance Boston Medical Center</p>	<p>FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</p>
6/27/24	9:00 am – 11:00 am: Best Practices: The Nurse Care Manager Model of Office-Based Addiction Treatment	<p>Free CE's available. CLICK HERE to see all offerings</p>
7/9/24	2:00 pm – 3:00 pm: Addiction 101	
7/10/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Harm Reduction Resources in the Community	
7/11/24	2:00 pm – 3:00 pm: Stimulants 101	
7/16/24	7:30 am – 9:00 am: MA OBAT ECHO®: Harm Reduction Resources in the Community	
7/17/24	2:00 pm – 3:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations	
7/22/24	12:00 pm – 1:00 pm: Zeroing in on Xylazine	
7/30/24	11:00 am – 12:00 pm: Alcohol Use Disorders 101	
8/6/24	12:00 pm – 3:00 pm: Essentials of Treating Stimulant Use Disorder	
8/7/24	12:00 pm – 1:15 pm: SUD Care Continuum ECHO®: Screening Tools for Older Adults with Substance Use	
8/7/24	2:00 pm – 3:00 pm: The Fundamentals of Wound Care	
8/12/24	12:00 pm – 1:00 pm: Trans and Gender Diverse Folks and Substance Use Treatment: Foundations	

		<p>FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to "Read latest Blitzmail newsletter"</p>
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On-Demand Trainings	Addiction as a Chronic Disease	VIEW NOW
	Compassionate Boundries	VIEW NOW
	Culture and Cultural Effectiveness	VIEW NOW

See Full List of Trainings on the SNHAHEC website	De-escalation of an Overamped Patient	VIEW NOW
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW
	Management of Stimulant Use Disorders	VIEW NOW
	Motivational Interviewing	VIEW NOW
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW
	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW ✓ Giving Feedback: VIEW NOW ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	LEARN MORE
Various – see site for details	 <p>FREE Trainings from New England Public Health Training Center – CEU’s Available!</p>	Click for a complete list of trainings
Various – see site for details	 <p>Training and events – happening locally and online!</p>	Click for a complete list of trainings
Various – see site for details	 <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>	Click for a complete list of trainings
Various – see site for details	 <p>Providers Clinical Support System</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>Comprehensive list of trainings and webinars – many archived. CEU’s available.</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>Addiction Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration</p>	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](#)

7/11/24	Peer Recovery Support Series: The Science of Storytelling and the Process of Recovery; 12:00-1:30pm - Earn 1.5 CEs	FREE CEU's AVAILABLE! CLICK HERE for more information and to register for a session
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**

	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.	
6/28/24	10:00 AM - 11:15 AM: Integrated Healthcare for all Providers by Taylor Murphy, MSW	FREE CEU's AVAILABLE!
7/1/24	10:00 AM - 12:30 PM: SBIRT for Providers with Taylor Murphy, MSW	
7/10/24	11:00 AM - 12:00 PM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	
7/11/24	10:00 AM - 11:30 AM: Substance Related and Addictive Disorders - Module 11– Non-Substance Related Disorder by Dana Buonanducci, MS, LMHC, NCC	
7/16/24	1:00 PM - 3:00 PM: Cultural Humility- Building Upon the Foundation of Cultural Competency by Taylor Murphy, MSW	

7/23/24	10:00 AM - 12:30 PM: Substance Use Initiative for NH Providers with Opioid Focus by Dana Buonanducci, MS, LMHC, NCC	CLICK HERE for more information and to register for a session
7/24/24	10:00 AM - 1:00 PM: Behavioral Health Screening Tools for Providers by Taylor Murphy, MSW	
7/30/24	11:00 AM - 12:00 PM: The Adverse Childhood Experience (ACE) Study with Kimberly Bindas, MSW, LICSW	
8/5/24	1:00 PM - 3:30 PM: SBIRT for Providers with Taylor Murphy, MSW	
8/8/24	11:00 AM - 12:30 PM: Substance Related and Addictive Disorders - Module 1 – Overview by Lisa Wharton, MA, LPC, LPCC	

MANAGEMENT CORNER

THE VALUE OF HIRING AN OLDER WORKER

From: *"The value of hiring an older worker"* by Madeline Ashley - Thursday, May 30th, 2024 for Beckers Hospital Review.com. [CLICK HERE](#) to see full article.

In a world of up-and-coming Gen Z and millennial employees hungry to secure a job in the healthcare industry, it's important to not overlook older generations who can often bring that "older and wiser" work ethic to the table when going through the hiring process.

In fact, research shows that American workers are becoming older and more diverse in the workforce (taken from *"Trends in Labor Force Participation and Employment of Americans Ages 55 or Older"* by Kyle Bedu Craig Copeland, for EBRI.org, May 23, 2024. [CLICK HERE](#) to see full article.)



- In 2022 and 2023, among males, the labor force participation rates of those ages 60–64 increased, but they declined for those ages 75 or older. Increases in the labor force participation rates of females ages 55–59 and 70–74 also resulted in 2022 and 2023, but the labor force participation rates decreased for females ages 60–64 in 2023.
- After rising to its highest point since 2001 in 2022, the male share of the labor force ages 55 or older decreased in 2023. The female share of the labor force ages 55 or older has generally fallen since 2010, though it did increase slightly in 2023; despite this, females ages 55 or older are still a higher share of the labor force than they were in as late as the 1990s.
- In 2022 and 2023,
 - The labor force participation rates of those ages 70–74 trended toward their 2019 levels but did not quite reach them.
 - The labor force participation rates of those ages 55–59 and ages 60–64 surpassed their 2019 levels in 2023. In contrast, the labor force participation rate of those ages 75 or older in 2023 stayed at its 2021 level, below its 2019 level, while the labor force participation rate of those ages 65–69 decreased in 2023 to below its 2022 and 2019 levels.
- Across the age categories of 55 or older, 65 or older, and 75 or older, Hispanic Americans had the highest labor force participation rate in 2023 compared with White and Black Americans, despite having some of the lowest rates in 2000. Conversely, White Americans, who tended to have the highest labor force participation rates in 2000, had some of the lowest rates compared with Hispanic and Black Americans by 2023.
- From 1981–2023, the share of the labor force of Americans ages 55 or older who were older became increasingly larger. While those ages 55–59 made up the largest share of the labor force for all years, this share had declined by nearly 14 percentage points since 2002. The greatest increase in labor force share is attributed to those ages 65–69.

Another study by Fidelity Investments' State of Retirement Planning found that around two-thirds of respondents would prefer a phased retirement, not an abrupt one, with 57% wanting to continue work at least part time in their retirement.

Bottom line, older people are eager and ready to work.

"One of the greatest areas of value that experienced workers bring is knowledge, particularly in workplace culture, professional standards and navigating corporate politics," Laura Barnett, senior recruiter at Hancock Health in Greenfield, Ind., told Becker's.

Hancock Health comprises Hancock Regional Hospital in Greenfield and more than 30 other locations. It also has more than 70 providers, according to its website.

Of the health system's employees, 15.3% are from the baby boomer generation, 32.9% are Gen X, 37.8% are millennials, and 13.7% are Gen Z, Ms. Barnett told Becker's.

"While age is not a factor in the hiring process, the best talent teams will continually seek qualified candidates from underrepresented pools of talent and build relationships that lead to more opportunities to connect with these workers," Ms. Barnett said.

Unity Physicians Hospital in Mishawaka, Ind., also finds value in a diverse age group of employees, with 29 workers from the baby boomer generation, 61 Gen X, 58 millennials, and 12 Gen Z.

While some of the challenges faced when hiring an older worker include ensuring a willingness to learn new things or improving technology skills, Shawna Makielski, director of human resources at Unity Physicians, told Becker's older employees often bring knowledge, experience, manageable expectations, maturity, and stability to a workplace. Essentially, age is just a number, she said.

"If they have the experience, a decent work record, and the qualifications needed, we will interview them," Ms. Makielski said. "Do they have the knowledge, work well with others, can meet the job requirements and expectations, days and hours workable, are they flexible, and would they like to shadow? Those are all part of the process."

Both Ms. Makielski and Ms. Barnett are proud of the hiring processes at both of their organizations.

At Hancock Health, the certified clinical medical assistant program frequently enrolls students who are looking to begin a second career or redevelop some skills after being laid off.

"We've seen success in hiring graduates from this program and often find that they bring a thoughtful perspective to the workplace from experience gained in other fields," Ms. Barnett said. "Embracing fresh points of view and gaining new eyes on old problems has a tangible return on investment for the business as we continue to grow and expand rapidly."

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

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