

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

July 10, 2024



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 (1 more issue 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 Wednesdays all of these years!

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SERVICE TO CAREER PATHWAYS TO SUPPORT YOUNG ADULT MENTAL HEALTH

From: "Service to Career Pathways to Support Young Adult Mental Health: Youth Mental Health Service Corps - Innovations in Youth Mental Health" By Nia West-Bey for CLASP.org, May 30, 2024; [Click here for story.](#)

As we near the end of Mental Health Awareness Month, we have an opportunity to reflect on the state of youth mental health in 2024 and highlight transformative solutions aligned with our core principles to reframe mental health. Our 2023 youth data portrait indicated that levels of anxiety and depression among young people remained essentially unchanged from the year prior. For LGBTQ+ young people, these levels remained staggering. Our inability to move the needle on these outcomes is perhaps unsurprising given our failure to address the root causes of youth mental health challenges, including poverty; racism and other forms of discrimination; and community violence. This collective failure is even more frustrating given the unprecedented attention on youth mental health since the COVID-19 pandemic.



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

Although the scope of the challenge is great, we continue to see innovative approaches in youth mental health that meet the moment and have the potential to transform access to care. Last year, we uplifted local initiatives that recognized young people's interest in and ability to heal each other through youth peer support in Los Angeles and a community mental health worker program in New Orleans. Both approaches recognize young people's long-expressed preference to receive support from other youth who share context, identity, and experiences. They are also responsive to young people's strong desire to access career pathways in the mental health field, the importance of expanding the number and types of providers addressing young people's mental health needs, and the need to diversify the providers in our systems to deliver equitable, culturally responsive care.

This year, we look to a newly launched state-level program that has the potential to significantly expand young people's access to mental health care while launching a new cadre of young people into careers in behavioral health. The Youth Mental Health Corps is a multi-sector partnership between the Schultz Family Foundation, Pinterest, and AmeriCorps. In its inaugural year, the Youth Mental Health Corps awarded implementation grants to Colorado, Michigan, Minnesota, and Texas to launch a statewide Youth Mental Health Service Corps in Fall 2024. Corps members will be young people ages 18-24 (or 18-29 in the case of peer support/recovery navigators) in one of three service pathways: school-based mental health navigator, peer support/recovery navigator, or community mental health navigator. Awards prioritized states with an existing state certification for peer support/recovery specialists or community mental health workers that allow Medicaid reimbursable services after the certification is earned or where a service-to-career pathway in the behavioral health field through school-based service can be developed. Through the first four states, the program plans to have over 500 members serving their communities. Seven other states were awarded planning grants, with hopes that they will launch Youth Mental Health Corps programs in 2025.

In addition to receiving a certification that can serve as an on-ramp to careers in behavioral health, Youth Mental Health Corps members will have access to AmeriCorps benefits including a living allowance, housing, transportation, health insurance, and an education award. Philanthropic dollars are supporting states to increase the amount of the living allowance and ensure that there is wraparound support, especially for Corps members with lived experience of mental health and substance abuse challenges. There are two policy pre-conditions that make this program feasible and sustainable with public dollars:

1. **AmeriCorps State Service Programs:** In the 200,000 Americans serve in communities to support natural disaster relief, provide critical education and social services to youth with low incomes and the elderly, and help local communities solve pressing issues like hunger and poverty. State Service Commissions provide an existing infrastructure to support, fund, and structure the Youth Mental Health Corps programs. Many of these state commissions are tapping slots in existing AmeriCorps State and National programs, including Public Health AmeriCorps for the Youth Mental Health Corps.
2. **Medicaid Reimbursable Credentials:** Youth peer support and recovery coaching are proven, equitable approaches to meeting young people's mental health needs where young people with lived experience of mental health or substance abuse challenges are trained to support other youth. Community health workers are public health workers who provide culturally appropriate health promotion and education, assistance in accessing medical and non-medical services, translation services, care coordination, and social support. Eighteen states currently have Medicaid-reimbursable youth peer support, and 24 states currently have Medicaid-reimbursable community health workers. By channeling Corps members into Medicaid reimbursable provider types, the program ensures the sustainability of the positions beyond the

period of service and that Corps members are obtaining a credential that is marketable outside of the program.

The Youth Mental Health Corps program expands the available provider types in alignment with young people’s preferences and increases access to providers who share identity, community, and experiences with young people. Scaling these programs nationwide will require prioritizing mental health in AmeriCorps funding opportunities, expanded state funding for service programs, and providing technical assistance to support cross-sector collaborations between national service, mental health, education, and youth-serving sectors. By drawing on learnings from the implementation of the Youth Mental Health Corps in early adopter states, we have an opportunity to bring a transformational strategy to addressing youth mental health nationwide.

Overview

The Youth Mental Health Corps is a collaborative initiative that will support youth mental health in schools and communities while giving over 500 young adult on-ramps into behavioral health careers. Its goals are to:

- **Meet youth where they are, and in the places where help is most acutely needed:** schools, afterschool programs, community health centers, and youth centered organizations.
- **Share best practices on healthy social media use, digital safety and wellbeing and online safety** with youth, school and community-based organizational staff, parents/care providers and community members.
- Offer young people interested in addressing our nation's youth mental health crisis **with an opportunity to provide peer support while obtaining quality training, skills, experiences and credentials to start a career in behavioral health.**
- **Increase the capacity of schools, community-based organizations, and community behavioral health organizations** to respond to the growing youth mental health crisis and provide supports for the most vulnerable students.

Youth Mental Health Corps

Career Pathways for Members

In partnership with state commissions, the Youth Mental Health Corps will offer young people between the ages of 18 – 24 years old* with the opportunity to enter a mental health career path through one of three certification pathways:

Mental Health First Aid Certification

- Based in schools as peer navigators to students
- Provide peer support and mental health resource navigation

Peer Support / Recovery Specialist Certification

- Members with lived experience as peer navigators
- Based in community health centers and healthcare institutions
- Provide peer support and navigation

Community Health Worker Certification

- For members without lived experience
- Based in youth serving organizations as mental health navigators
- Provide community mental health resources

[CLICK HERE](#) to learn more about this initiative!

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 NOW OPEN!

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.

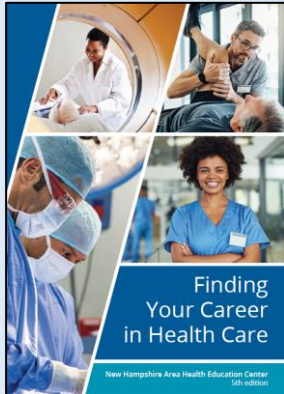
Financial Assistance: Participants may be eligible to receive funding and support services that include:

- 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?

- 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.



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!](#)

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!



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

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.

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

SAMHSA

Substance Abuse and Mental Health
Services Administration

Nominations Now Open for First-Ever SAMHSA Trailblazers in Advancing Recovery (STAR) Awards

SAMHSA is now accepting nominations for the inaugural SAMHSA Trailblazers in Advancing Recovery (STAR) Awards. This award honors leaders with lived experience of mental health and/or substance use conditions including youth and family members whose lives have been affected. In addition, the STAR Awards will recognize organizations who have demonstrated commitment to promoting equitable and inclusive access to wellness and recovery supports for individuals with mental health and/or substance use conditions.

[CLICK HERE](#) for more information.



- 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

Healthcare Apprenticeship!

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

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

1

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



Updated March 2024

1

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!

Certified Nursing Assistant (CNA)

Becoming a CNA



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

FOR ADDITIONAL FINANCIAL ASSISTANCE RESOURCES:



Want to know more about the new Licensed Social Worker (LSW) or Licensed Social Worker Associate (LSWA) levels in New Hampshire?

NASW has some answers for you! View a recording that Lynn Stanley of NASW NH and Lindsey Courtney of OPLC did to clarify these new license levels. [CLICK HERE](#) to view the video presentation.

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).

Here are some suggestions of resources outside of the Foundation's scholarship program that you can take advantage of to help finance your post-secondary education.

[Click Here](#)

Scholarships and Affording School:



The mission of Granite Edvance (formerly the NH Higher Ed Assistance Foundation, or NHHEAF) is to support New Hampshire students and families in navigating their education and career pathways.

[Search for scholarships with Granite EdVance.](#)

- **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!](#)



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			
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
<i>We are not supporting trainings beyond July 26th. Please contact us for more information.</i>			

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 CEUs available!	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!		
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
<div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  <p>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> </div> <div style="flex: 1; padding-left: 20px;"> <p>FREE training 1 credit <small>available online & on-demand</small></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> </div>		
 Southern New Hampshire University Continuing Education for Health Professions <div style="float: right; text-align: right;"> SNHU Continuing Ed for Healthcare Professionals – FREE CEUs! Click here to see all courses </div>		
On Demand	21st Century Soft Skills for Healthcare Professionals – recorded courses; earn a digital badge! Class 1: Collaboration ; Class 2: Critical Thinking Class 3: Communication Class 4: Creativity	REGISTER NOW

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



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

The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.







- **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!](#)

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

<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>	<p>Free CE's available. CLICK HERE to see all offerings</p>
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	

FREE Trainings from Southern NH AHEC – CEU's Available!

[Click here](#) and the go to "Read latest Blitzmail newsletter"

On-Demand Trainings See Full List of Trainings on the SNHAHEC website	Addiction as a Chronic Disease	VIEW NOW
	Compassionate Boundries	VIEW NOW
	Culture and Cultural Effectiveness	VIEW NOW
	De-Escalation of an Overamped Patient	VIEW NOW
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW
	Management of Stimulant Use Disorders	VIEW NOW
	Motivational Interviewing	VIEW NOW
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW
	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW ✓ Giving Feedback: VIEW NOW ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	LEARN MORE
Various – see site for details	 <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	 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](#)

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!
7/17/24	The Intentional SUD Clinical Supervisor - 3:00-4:30pm - Earn 1.5 CEs	CLICK HERE for more information and to register for a session
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 7expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.
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	FREE CEU's AVAILABLE! 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	
8/12/24	9:00 AM - 10:00 AM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	
8/15/24	10:00 AM - 11:30 AM: Trauma Informed Care: The Impact of Trauma by Kimberly Bindas, MSW, LICSW	
8/20/24	10:00 AM - 11:00 AM: Introduction to the ASAM Criteria by Kimberly Bindas, MSW, LICSW	

MANAGEMENT CORNER

SOFT SKILLS...OR REAL SKILLS?

From: *“Let’s stop calling them ‘soft skills’ — and call them ‘real skills’ instead”* by Seth Godin - Jun 9, 2023 for Ideas.TED.com.
[CLICK HERE](#) to see full article.

We persist in hiring and training as if we’re running a bowling squad, as if easily measured skills are all that matter.

What causes successful organizations to fail? What makes stocks fade, innovations slow, and customers jump ship? We can agree that certain skills are essential. That hiring coders who can’t code, salespeople who can’t sell, or architects who can’t design is a waste. But these skills — let’s call them vocational skills — have become the backbone of the recruitment process.

But how do you explain that similar organizations, with similarly vocationally skilled people, find themselves with very different outcomes? Most of the textbooks that students experience and the tests they take are about vocational skills, the checkboxes that have to be checked to get a job. By misdefining “vocational” and focusing on these allegedly essential skills, we’ve diminished the value of the other skills that matter.

We give too little respect to the other skills when we call them “soft” and imply that they’re optional. What actually separates thriving organizations from struggling ones are the difficult-to-measure attitudes, processes and perceptions of the people who do the work.

Vocational skills can be taught: You’re not born knowing engineering or copywriting or even graphic design, therefore they must be something we can teach. But we let ourselves off the hook when it comes to decision-making, eager participation, dancing with fear, speaking with authority, working in teams, seeing the truth, speaking the truth, inspiring others, doing more than we’re asked, caring and being willing to change things. We underinvest in this training, fearful that these things are innate and can’t be taught. Perhaps they’re talents. And so we downplay them, calling them soft skills, making it easy for us to move on to something seemingly more urgent.

At scale, organizations pay less attention to soft skills when hiring because we’ve persuaded ourselves that vocational skills are impersonal and easier to measure. If it’s easier to test for, it seems more important when selecting our team.



And we fire slowly (and retrain rarely) when these skills are missing, because we're worried about stepping on toes, being called out for getting personal or possibly wasting time on a lost cause.

But these skills can all be learned, as obvious skills like chess or typing can be learned. We learn them accidentally, by osmosis, by the collisions we have with teachers, parents, bosses and the world. Even though they're more difficult to measure, that doesn't mean we can't improve them, can't practice them or can't change the way we do our work. Of course we can.

Let's stop calling them soft. They're interpersonal skills. Leadership skills. The skills of charisma and diligence and contribution. But these modifiers, while accurate, somehow edge them away from the vocational skills, the skills that we actually hire for, the skills we measure a graduate degree on.

So let's uncomfortably call them real skills instead. Real because they work, because they're at the heart of what we need today. Real because even if you've got the vocational skills, you're no help to us without these human skills, the things that we can't write down or program a computer to do. Real skills can't replace vocational skills, of course. What they can do is amplify the things you've already been measuring.

Imagine a team member with all the traditional vocational skills: productive, skilled, experienced. A resume that can prove it. That's a fine baseline.

Now add to it. Perceptive, charismatic, driven, focused, goal-setting, inspiring and motivated. Generous, empathic and consistent. A deep listener, with patience. What happens to your organization when someone like that joins your team?

Writing in the Harvard Business Review, Lou Solomon reports that 69 percent of managers are uncomfortable communicating with their employees. I'd guess that many of the other 31 percent are lying.

Communicating with employees is uncomfortable because we've built systems of compliance and dominance that make it difficult. We ask people to leave their humanity at the door, then use authority to change behavior. We overlay corporate greed and short-term thinking with a human desire to create work that matters.

How do we build people-centric organizations while also accepting the fact that two thirds of our managers (presumably well paid, well trained and integral to our success) are so uncomfortable doing an essential part of their job that they admitted it to a stranger?

In a recent survey, the Graduate Management Admission Council reported that although MBAs were strong in analytical aptitude, quantitative expertise and information-gathering ability, they were sorely lacking in other critical areas that employers find equally attractive: strategic thinking, written and oral communication, leadership and adaptability. Are these mutually exclusive? Must we trade one for the other?

The foundation of all real skills is this one: the confidence and permission to talk to one another. Not to manage, belittle, intimidate or control. Simply to seek to be understood and to do the work to understand.

Excerpted from *The Song of Significance: A New Manifesto for Teams* by Seth Godin, in agreement with Portfolio, an imprint of Penguin Publishing Group, a division of Penguin Random House LLC. Copyright © Seth Godin 2023.

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