

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

September 20, 2023



September is National Workforce Development Month!! Network4Health would like to recognize all the workforce efforts happening around the state to meet the growing demands of employers by creating opportunities for granite-staters to access good jobs and pathways to family sustaining wages. Keep up the great work!

IN THIS ISSUE:

**SOLVING AMERICA'S LABOR
SHORTAGE**
PAGE 1

**WORKFORCE DEVELOPMENT
OPPORTUNITIES**
PAGE 3

**UPDATES FROM
HEALTHFORCE NH**
PAGE 5

DEI INITIATIVE
PAGE 6

PROFESSIONAL DEVELOPMENT
PAGE 9

BH EDU. SCHOLARSHIPS
PAGE 11

**SPONSORED & FREE
TRAININGS LIST**
PAGE 12

MANAGEMENT CORNER
PAGE 22

HOW ON-THE-JOB TRAINING PROGRAMS COULD HELP SOLVE AMERICA'S MASSIVE LABOR SHORTAGE

From: "How on-the-job training programs could help solve America's massive labor shortage" By Christian Nunley for CNBC.com, 07-28-2023 [Click here for story.](#)

The U.S. economy still has a massive labor shortage.

The American Health Association reports 600,000 nurses plan to leave the field by 2027. Data from the National Center for Educational Statistics says the average public school has two vacant teaching positions. Even the construction industry will need another 540,000 workers on top of the normal pace of hiring to meet the demand for labor, according to the Associated Builders and Contractors.

That's where apprenticeships come in. These formal job-training programs allow potential workers to bypass traditional requirements such as college degrees and directly enter the workforce. And now, they're popping up in fields beyond the traditional construction and vocational trades.

"We do not yet have a kind of culture of apprenticeship as a way of expanding the numbers who gain real expertise in those fields," says Robert Lerman, a senior research fellow at the Urban Institute. "So setting those up is a challenge for typical employers. And that's why we've been advocating funding for training organizations or what we call apprenticeship intermediaries, to work with companies to help them get started."

Last summer the White House passed the Inflation Reduction Act, which grants funding to several industries that rely heavily on skilled labor like infrastructure, manufacturing and more. As the U.S. economy faces skill shortages in a wide range of industries, these on-the-job training programs could become essential to the new American economy.

Watch the video below to learn more about America's need for more highly skilled and trained employees and how the changing apprenticeship model could help fill that gap.

About Network4Health:

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

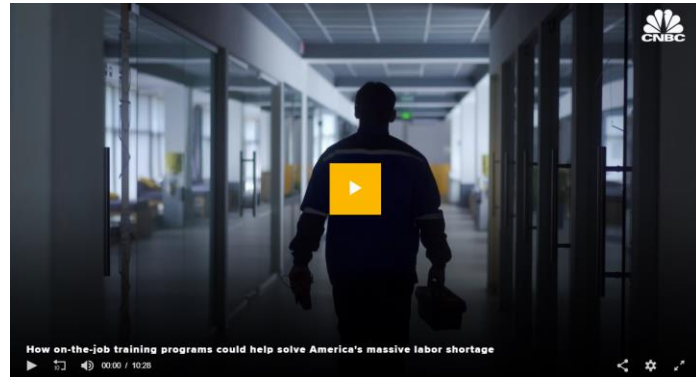
Our network consists of 40 healthcare, behavioral health, and human services employers operating in 18 cities and towns around the greater Manchester, Salem, and Derry areas.

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



Click to watch!



Apprenticeships in NH: Grow your workforce and train the next generation.

If you're looking to build a team of skilled workers who meet your expectations, consider Registered Apprenticeship and pre-apprenticeship programs. These programs offer direct hands-on training from you, while technical training is provided by the Community College System of NH. Your apprentice will work closely with a mentor within your company, gaining valuable knowledge and building relationships to enhance your company's culture.

The ApprenticeshipNH team is here to help you develop a customized Registered Apprenticeship program that fits your needs. They have the expertise and financial resources to guide you through the registration process and even help with the recruitment and screening of potential apprentices. Plus, they can connect you to resources in NH that can help fund the cost of on-the-job learning and related instruction.

[Click here for more information!](#)

Thanks for reading!

Geoff Vercauteren

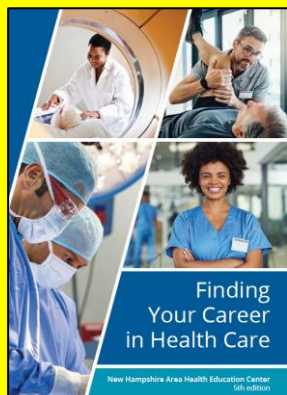
Director of Workforce Development

Network4Health

≧ SPECIAL ANNOUNCEMENT!! ≦

Network4Health is proud to announce that **we have a new website design!** Please come and check us out [HERE!!!](#) See our history, mission, partners, links to resources, previous issues of Workforce Wednesdays and more!

WORKFORCE DEVELOPMENT OPPORTUNITIES



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!](#)



SCHOLARSHIPS!

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

Earn & Learn for Career Advancement



Excellent career pathway through paid apprenticeship!



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

- Medical Assistant (MA) – **FULL! Next class, early 2024**
- Licensed Nursing Assistant (LNA) – **FULL! Next class, early 2024**
- Patient Service Representative (PSR) – **Few slots left for Elliot**
- Pharmacy Technician – **NOW ENROLLING!**
- 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

For more information, contact **Vanessa Rashid, Career Coach/Advisor**
vrashid@ccsnh.org; 603-206-8168

To apply at CMC

[CLICK HERE](#)

To apply at Elliot:

[CLICK HERE](#)



64-hour Health Care Community Interpretation Training, Online/via Zoom

Dates: October 3–Dec 14, 2023

**Time: 6:00 pm – 9:00 pm
On Tuesdays & Thursdays**

**For more info. email:
sosorio@snhahec.org - fgdinu@snhahec.org**



This is a comprehensive 64-hour program that teaches interpreters to work in the community, social services, education, and healthcare, and it satisfies regional customer requirements for training interpreters providing services to state agencies and hospitals. This is a nationally known course taught in many states and is also accepted for medical certification processes for National Accreditation.

Scholarships available! Please [click here](#) for more information.

EXPLORE SCHOLARSHIP OPPORTUNITIES

Please see below for types of programs covered, and apply using *ScholarshipSource*, our single, online application. Students are matched automatically with all scholarship opportunities for which they qualify. Many awards are renewable for each year that a student is in school.

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:

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](#)

Southern NH AHEC Community Health Worker Course

7 day-8 hour class ■ Virtual

October 16, 23, 30, November 6, 13, 20, 27, 2023
9:00am-3:00pm

**Registration
Deadline:**
October 6, 2023

As a nation and a state, we are struggling to address the transformation of the health care system as we move to a model of team based care. One strategy that other states have used to engage communities and assist with navigating services is to promote the Community Health Worker (CHW) model. Train to become a CHW in New Hampshire and incorporate your new knowledge into team based care opportunities offered in hospitals, medical practices, community health centers and social service settings.

Target Audience

There are a variety of roles and numerous titles that fall under the CHW umbrella: Outreach Worker, Lay Health Advisor, Health Promoter, Patient Advocate, community health advisor, family advocate, liaison, peer counselor, patient navigator, health interpreter and public health aide. Those listed and more are welcome to attend!

Cost: \$1,200.00-includes curriculum and training materials. A limited number of scholarships are available. Payment is by check only. Checks can be made out and mailed to: **Southern NH AHEC, 128 State Route 27, Raymond, NH 03077**

Scholarships available! Please [click here](#) for more information.

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.



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!

The Healthcare Sector Partnerships Initiative (SPI) Initiative Data Project illustrates the challenges facilities face to maintain staffing across key positions. Explore the barriers facilities grapple with as well as the incentives used to recruit and retain essential workers in the full report: <https://lnkd.in/gFChhC9P>



This document provides an overview of data gathered from seven facility types across NH from 2022-2023. **BY FACILITY 2 OF 7**

Home Care Service Provider

Offering essential healthcare services in the comfort of home, home care service providers deliver personalized medical assistance and support. These dedicated professionals focus on promoting independence and improving quality of life. The data project reveals that **vacancies increased from 2022 to 2023 for home health aides/ personal care attendants and nursing professionals**. What barriers are preventing qualified individuals from applying, and what incentives will recruit and retain them?

VACANCY RATE BY JOB

Licensed Nursing Assistant	28%	30%
Licensed Practical Nurse	0%	100%
Registered Nurse	0%	33%
Home Health Aide/Personal Care Attendant	23%	28%
Advanced Practice Registered Nurse	N/A	100%

■ Phase I: Mid-2022
■ Phase II: Early 2023



"Deep commitment to mission and clients"
— Additional comment regarding incentives to retain staff

REPORTED FACTORS INFLUENCING RECRUITMENT AND RETENTION

TOP 3 BARRIERS TO RECRUITMENT

1. Lack of applicants
2. Lack of childcare
3. Lack of affordable housing and lack of applicants with required skills or education. Schedule requirements and location and/or transportation

TOP 3 INCENTIVES USED TO RECRUIT

1. Flexible scheduling
2. Higher wages than competitors
3. Benefits package and paid time off

TOP 3 INCENTIVES USED TO RETAIN

1. Flexible scheduling
2. Competitive wages
3. Performance bonus and merit-based pay increases, consistent care assignments, and paid time off

Data excerpted from the Statewide Healthcare Sector Partnerships Initiative Data Project: Phase II. This report was developed by New Hampshire Healthcare Sector Partnerships Initiative (SPI) and by the Southern New Hampshire Area Health Education Center (SNHAEC). To read the full report, visit <https://www.snhahec.org>.

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

Network4Health is happy to be working with Dr. Kate Slater, Ph.D. again as she does a new series of **virtual** workshops entitled:

"But I Thought That's Just Good Work!": Creating An Anti-Racist Workplace

About Kate: She is an anti-racist scholar and educator based in Massachusetts. Her personal mission is to facilitate an understanding of race and racism through honest and frank conversations. As a racial justice scholar and educator, she helps white people conceptualize what sustained anti-racism can look like. She is currently the National Director of College & Career Success at BUILD.org, an entrepreneurship program for underserved high school students. Previously, she was the Assistant Dean of Student Affairs at Brandeis University and the Associate Director & Manager of Programs at the Institute for Recruitment of Teachers, a nonprofit that promotes racial equity in the American educational sector. Find out more at www.kateaslater.com

Workshop Descriptions:

10/18/2023 10:00 AM - 11:30 AM	<u>Anti-Racism versus DEI versus Allyship: What It All Means (Part 1)</u> In session 1 of "But I Thought That's Just Good Work", participants will learn about the key facets of anti-racism. They'll learn how to apply their passion to active allyship, how to differentiate between key terms that describe social justice in the workplace, and they'll explore how their own identities intersect with doing anti-racist work. <u>Co-Facilitator:</u> Angel Jones, Ph.D. is an educator, activist, and critical race scholar with 15+ years of experience in K-12 and higher education. Her research explores the impact of racism on the mental health of Black students with a focus on racial microaggressions, Racial Battle	Limited Seats Available! REGISTER HERE
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	<i>Fatigue, and gendered-racism. Dr. Jones is the author of "Street Scholar" (Peter Lang), an unapologetic call to action for academics to bring research out of the ivory tower and into the community. Dr. Jones is also a public scholar who uses social media as an educational tool to increase access to academic scholarship.</i>	
11/01/2023 10:00 AM - 11:30 AM	<p>The Urgency of Anti-Racist Action (Part 2)</p> <p>In session 2, participants will apply the identity work that they've explored in Part 1 to their work. They'll begin to explore how an anti-racist workplace has more potential to be creative, empathetic, positive, and humanizing. Participants will also discuss how anti-racism in the workplace is a verb, not a noun (meaning it requires constant action, as opposed to being a static state).</p> <p><u>Co-Facilitator:</u> <i>Janaya Little, M.Ed. is a current doctoral candidate at the University of Pennsylvania's Graduate School of Education, researching culturally responsive pedagogy and social justice in K-12 schools. Previously, she received her Master's from Vanderbilt University's Peabody School of Education and conducted racial equity, diversity, and social justice trainings with the New York Department of Public Health. Prior to that, she was a curriculum creator and educator in New England.</i></p>	Limited Seats Available! REGISTER HERE
11/15/2023 10:00 AM - 11:30 AM	<p>Challenges to Equitable Workplaces (Part 3)</p> <p>In the final session, participants will explore how dominant cultural norms in the workplace can create environments that are hostile and challenging towards those with marginalized identities. Participants will also explore how to disrupt those norms and create more equitable, inclusive, environments to the benefit of all.</p> <p><u>Co-facilitator:</u> <i>Caroline J. Sumlin is a writer, speaker, and educator with a passion for helping all people to reclaim their self-worth and their humanity. A former foster child turned adoptee, Caroline brings awareness, healing, and liberation to the topics of toxic white supremacy culture, systemic injustice, mental health, faith reconstruction, and bold, purposeful living to her growing audience. Caroline is the author of "We'll All Be Free: How A Culture of White Supremacy Devalues Us And How We Can Reclaim Our True Worth" (Baker Books).</i></p>	Limited Seats Available! REGISTER HERE


Network4Health presents our free Fall 2023 DEI Series with James McKim

9/21/23	<p>9 – 10:30am: DEI 102 - 3 levels of Bias, Microaggressions, & Belonging</p> <p>Are you aware that 100% of people are biased but most do not know it? Do you feel you can interact with diverse people without offending them? Would you recognize a microaggression when you see it? Do you understand the true impact of discrimination on your organization? Do you know for certain whether your workspace environment is welcoming to diverse people? If you answered NO to any of these questions or just want to brush up on the topics, this session is for you! Come participate in an interactive session that takes you through how do our preconceived ideas influence how we view and react to people and situations and how our biases lead to microaggressions, organizational policies, and culture that is, at best, unwelcoming and at worse, illegal.</p> <p><u>Learning Objectives:</u> At the end of this session participants will be able to:</p> <ul style="list-style-type: none"> • Understand the 6 key fundamental concepts in a welcoming workspace • Understand what preconceived notions (unconscious implicit biases) are and how they influence our behavior • Interpret types of microaggressions and their impact to your organization • Begin to analyze the “welcomeness” of your workplace for diverse employees and clients/customers 	REGISTER NOW
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10/24/23	<p>9 – 10:30am: DEI 103 - Culture/Ethnicity, Women, Age in the Workplace</p> <p>Resmaa Menachem says that culture is the way our bodies re-enact history through the foods we eat, the stories we tell, and the images that move us. But how does that impact how we show up in the workplace? There are a record <u>5 generations</u> in the workforce. Yet our society and employers seem to value only the younger ones. Research has shown that youth focus to be short-sighted when it comes to achieving superior organizational performance. Research by McKinsey and others has shown that organizations that truly engage women at all levels outperform those organizations that do not. And despite claims to the contrary, research also shows that truly and equitably engaging women equitably is not happening in the US.</p> <p><u>Learning Outcomes:</u> By the end this workshop you will be able to:</p> <ul style="list-style-type: none"> • Identify the 4 components of gender • Recognize the challenges different genders face in the workplace • Interact positively with people of different genders • Identify the 5 generations in the workforce • Recognize the values of people of different ages face in the workplace interact positively with people of different ages 	REGISTER NOW
11/6/23	<p>9 – 10:30am: DEI 201 - How to Have Difficult Conversations</p> <p>Someone says something to you that is disrespectful of your heritage. You witness behavior that has sexist overtones. You observe a conversation where someone demeans a person because of their racial identity. Besides your legal and organizational policy obligations, you need to have a difficult conversation with the person who caused the affront. But how do you have that conversation in a kind and effective way that has a positive outcome? Combining recent research by cognitive neuroscientists such as Dr. Lara Boyd and Dr. Michael Gazzaniga; conversation experts such as Douglas Stone and Bruce Patton; and discriminatory behavior experts such as Resmaa Menachem, and Iris Bohnet this session will use videos and activities to give you insights into when and how to have these difficult conversations as well as tips on what to do when you see a discriminatory situation occurring.</p> <p><u>Learning Objectives:</u> By the end of this session you will be able to:</p> <ul style="list-style-type: none"> • Recognize when offensive situations arise • Feel the role trauma plays in contentious situations • Determine when to have difficult conversations • Identify the 3 conversations in every difficult conversation leverage the steps for having a difficult conversation 	REGISTER NOW
12/5/23	<p>9 – 10:30am: DEI 202 - From De-Biasing to Allyship</p> <p>60% of women ages 18 to 29 report that they or a female family member have been sexually harassed. 51% of black Americans say they have personally experienced people using racial slurs against them. 35% of Asian Americans report personally experiencing people making insensitive or offensive comments or negative assumptions about their race or ethnicity. Why is this happening? 100% of people are biased but most do not know it? Research has shown that it is this unconscious implicit bias that causes discrimination and the “isms” that exist in society. This highly interactive workshop will help you understand how to at minimum de-bias yourself so you have better interactions creating a more welcoming environment and even better become an ally so you can spark innovation leveraging beneficial perspectives that improve organizational performance.</p> <p><u>Learning Objectives:</u> By the end of this session you will be able to:</p> <ul style="list-style-type: none"> • Understand implicit bias • List techniques to de-bias yourself • Identify the different types of allyship • Describe practical strategies for being an effective ally. 	REGISTER NOW

Other Upcoming DEI Trainings:

9/25/23	<p>8:30am - 12:15pm: Southern NH AHEC presents: Beyond Communication Access: Equity and the Law Conference; Location - Puritan Backroom Restaurant, 245 Hooksett Road Pappas Room Manchester, NH 03104. <u>Learning Objectives:</u></p> <ul style="list-style-type: none"> • Discuss legal principles that support equity initiatives • Explain the federal laws that govern language access, non-discrimination, and civil rights 	REGISTER NOW
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	<ul style="list-style-type: none"> Describe how equity commitments raise worker productivity, worker satisfaction, and promote overall organizational health List at least one local resource for implementing equity Develop personal strategies to advocate effectively Identify tips and strategies for persuading others and winning their arguments and advocacy presentation 	
Multiple dates	<p>Southern NH AHEC presents: Building the Equity Toolbox – A Culturally Effective Organizations Online Training Series:</p> <p>Operationalizing Equity: The Culturally Effective Organizations Framework Tuesday, October 17 · 1 - 2:30pm EDT; MORE INFO</p> <p>Equity and Ethics in Storywork Tuesday, November 14 · 1 - 2:30pm EST; MORE INFO</p> <p>Equitable Evaluation: Seeking Answers. Building Equity Tuesday, December 5 · 1 - 2:30pm EST; MORE INFO</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>
12/1/23	 <p>NASW NH 2023 JEDI Conference - A one-day conference with a JEDI focus (justice, equity, diversity & inclusion); Location - Grappone Conference Center 70 Constitution Ave Concord, NH 03301; A Force for Change: Creating a brave space for social service providers to reflect upon our work, uplift our clients and communities, and further develop our cultural competence with humility. MORE INFO</p>	<p>REGISTER NOW</p>

DEI Consulting with James McKim

James is available to assist with your agency developing not only **cultural competence**, but also **improving organizational performance**. Network4Health has retained the services of James McKim to provide DEI consulting to network members **AT NO COST**. Learn how N4H organizations have already took advantage of this and have **transformed** how they approach DEI. Interested? Email GEOFFREY.VERCAUTEREN@CMC-NH.ORG to start the discussion.

PROFESSIONAL DEVELOPMENT



The next meeting of the **Southern NH Healthcare Workforce Collaborative** will be **NOVEMBER 8, 2023** from 11:00AM – 12:00PM via Zoom.

New members always welcome.
[Click here to join us!](#)



Registration is now open!

2023 NH Behavioral Health Summit, December 4th & 5th
DoubleTree by Hilton Manchester Downtown; 700 Elm Street Manchester, NH

SAVE THE DATE!
**ALL REGION HEALTHCARE SECTOR
PARTNERSHIPS INITIATIVE
MEETING**

10/11/23 from 11am – 12pm via
Zoom. Agenda and list of speakers
coming soon



Fall Conference 2023
**New Horizons in Rural Health
Equity**
Killington Grand Resort Hotel
Killington, VT
NOV 8 - 9 2023
[CLICK HERE FOR MORE INFO](#)

Network4Health will be reimbursing for a limited number of seats for this year's event. Please [CLICK HERE](#) to claim a slot. Make sure to read N4H's reimbursement policy carefully.

<https://www.eventbrite.com/e/2023-nh-behavioral-health-summit-tickets-719195692677>



**New Hampshire Alcohol & Drug
Abuse Counselors Association**

Dedicated to Advancing Addiction Professionals in New Hampshire

Credentialing Support Partnership

NHADACA is excited to announce the launch of the **Credentialing Support Partnership (CSP)**. The CSP partners with various NH substance use treatment programs, and other organizations that are providing substance use and co-occurring disorders treatment services, in order to provide support and ease burdens of the onsite clinical supervisor to advance licensure of clinicians.

This program aims to expand behavioral health workforce capacity and access to evidenced-based treatment from licensed providers. Additionally, this program is a resource for answering questions related to all New Hampshire substance use credentials. The CSP is designed to support LADC and MLADC licensure candidates by providing the necessary supervision and other supports (skill building, mentoring, coaching, etc.) to participants as you work towards successful completion and obtain licensure.

Some of the benefits of working with the Credentialing Support Partnership include:

- 2 hours of virtual supervision, including both individual and group formats
- Access to trainings through the NH Training Institute on Addictive Disorders
- Direct guidance and support with the application process for the LADC or MLADC
- Support with IC&RC exam preparation
- Scholarship opportunities for additional trainings and workshops
- Education specific to maintaining your license once you complete the initial process

[Click Here](#) for more information!



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

Training Name:	To Access Video:	To Access Slides:
Introduction to Care Management	Click Here	Click Here
Best Practices in Health Education	Click Here	Click Here
Screening for Social Needs	Click Here	Click Here

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

Look out for new PCDC trainings coming this fall!

BEHAVIORAL HEALTH EDUCATION SCHOLARSHIPS

Important announcement regarding the Network4Health Behavioral Health Education Scholarships:


In order to preserve our operations until December 31, 2024, the decision has been made to end our scholarship programs at UNH Durham, UNH Manchester and UNH College of Professional Studies (formerly Granite State College) effective 12/31/23. Manchester Community College's scholarship has been endowed for at least 8 more years, so it won't be effected by this change.

Since 2018, Network4Health has supported scholarships to promote behavioral health and human services related degree programs at these colleges, and although it is difficult to end it, we should celebrate how tremendously successful it has been with over **\$645,000 being distributed across 427 awards** (an average of \$1500 per award). We've seen 40 graduates complete and move into roles across the region and state. Please look out for final numbers from this effort to be available at the end of this year. If you have any questions, please email n4h.workforcedevelopment@cmc-nh.org.

All Network4Health scholarships are for **up to \$5000** (part-time students are pro-rated at \$2500)

To qualify: New or existing students enrolled FT or PT in any of these programs either on-line or in-person. Students need to live or work in one of the 18 towns served by Network4Health (see list [here](#)), and complete an application. See individual schools for further application requirements.

TO APPLY: Contact the financial aid office or dean's office at the school for more information.

 <p>University of New Hampshire College of Health and Human Services</p> <p>For more info on programs, CLICK HERE</p> <p>Scholarship Info: Interested students can visit this site for more information:</p>	<p>Eligible Degree and Certificate Programs:</p> <p>Graduate Certificates:</p> <ul style="list-style-type: none"> • Adolescent Development • Child Welfare • Intellectual and Developmental Disabilities • Psychiatric Mental Health (NP) • Substance Use Disorders <p>Master Level Programs:</p>
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	<ul style="list-style-type: none"> • Social Work (Advanced Standing) M.S.W. • Social Work M.S.W. • Social Work and Juris Doctor Dual Degree M.S.W./J.D. • Social Work and Kinesiology Dual Degree M.S./M.S.W. – (Adventure Therapy) • Social Work-Occupational Therapy students enrolled in the Primary Care HRSA Project • Human Development and Family Studies: Marriage and Family Therapy M.S. • Therapeutic Recreation M.S. <p>Undergraduate (provided remaining funds available):</p> <ul style="list-style-type: none"> • Social Work • Therapeutic Recreation
 <p>University of New Hampshire at Manchester</p> <p>For more info on programs, CLICK HERE</p>	<p>The Network4Health Behavioral Health scholarship program aims to increase participation and matriculation in behavioral health-oriented degree programs at UNH Manchester with the goal of increasing the workforce in behavioral health jobs and increase awareness of careers in human services and behavioral health fields.</p> <p>Eligible Degree Programs: Students enrolled in <u>UNH Manchester's psychology and neuropsychology programs</u> during summer 2022, fall 2022 and spring 2023 who also live or work in one of the 18 N4H cities/towns.</p> <p><u>Scholarship Info:</u> Interested students can visit this site for more information:</p>
 <p>University of New Hampshire College of Professional Studies</p> <p>(Formerly Granite State College)</p> <p>For more info on programs, CLICK HERE</p>	<p><u>Eligible Degree Programs:</u></p> <ul style="list-style-type: none"> • Master of Science in Human Services Administration • Bachelor of Science in Human Services • Bachelor of Science in Psychology • Bachelor of Science in Applied Studies – Human Services and Early Childhood Development • Associate of Science in Behavioral Sciences
 <p>For more info on programs, CLICK HERE</p>	<p><u>Eligible Degree and Certificate Programs:</u></p> <ul style="list-style-type: none"> • Associate's Degree in Behavioral Science • Associate's Degree in Human Services • Direct Support Services Certificate • Substance Misuse Prevention Certificate • Recovery Support Worker Certificate • Mental Health Support Certificate

If you've been waiting for a sign to return to school – this is it!
Now is the time to complete your degree. Scholarships renewed for 2023*.

*based on available funding

FREE AND SPONSORED TRAININGS*

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

- ✓ **There is a TWO STEP PROCESS for indicating to N4H you want to attend a training we are willing to reimburse for:**
 - **STEP 1 – Filling out the Eventbrite form from N4H (see “Click to Learn More and Sign up for a Seat” below)**
 - **STEP 2 – Registering with the event itself**

- ✓ **Remember – Generally you need to pay for a training up front, then seek reimbursement from your employer, and then have your employer seek reimbursement from N4H. Please read details on our Eventbrite page for more information.**
- ✓ **N4H usually does not buy seats ahead of time, therefore your seat is not guaranteed unless you reserve it yourself**
- ✓ **These sponsored trainings are only for employees of Network4Health partners in our region**

Have a training or a conference you would like to attend personally or want to send staff to?
Please email us the information and we will consider sponsoring seats at the event.

TRAINING COST REMINDER:

Trainings costing \$300.00 and below will continue to be reimbursed at 100%


Trainings costing \$301.00 and above will now be reimbursed at 50%



Please make note of these changes. Should you have any questions or concerns please contact us at:


Geoff Vercauteren, Director of Workforce Development: Geoffrey.Vercauteren@cmc-nh.org

General workforce development inquiries: N4H.WorkforceDevelopment@CMC-NH.org

NHADACA ~ NHTIAD			
9/22/23	8:30 AM - 4:00 PM: The 12 Core Functions of a Substance Use Counselor; Location: 130 Pembroke Road, Suite 150, Concord	CEU's Available!	Click to Learn More & Sign Up for a Seat
9/25/23	8:30 AM - 3:00 PM: But It's Different: Understanding Child and Adolescent Grief; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
9/27/23	8:30 AM - 4:00 PM: A Trauma Responsive Approach with Those Engaged in Drug Court; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
9/28/23	9:00 AM - 3:00 PM: NHADACA Annual Meeting & Presentation: So You Think You're Trauma-Informed? Maybe...; Location - Chase House at Mill Falls, 300 Daniel Webster Highway, Meredith, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/3/23	9:00 AM - 12:15 PM: Using the Skills System for Emotional Regulation in Substance Use Recovery; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/4/23	1:00 PM - 3:15 PM: Gender Responsive/Specific Care and Psychological / Substance Use Disorders and Treatment; 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/10/23	8:30 AM - 4:00 PM: CRSWs Supervising CRSWs; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/11/23	8:30 AM - 4:00 PM: HIV Update for Substance Use Professionals; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/13/23	8:30 AM - 4:00 PM: Assessment Literacy and Treatment Planning in Evaluating Suicide Risk; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/13/23	8:30 AM - 4:00 PM: Neurobiology of Addiction; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/17/23	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/19/23	8:30 AM - 4:00 PM: Psybersick: Internet Pathology and Social Media Addiction; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/20/23	8:30 AM - 4:00 PM: New Substances of Abuse; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/23-10/26/23	8:30 AM 4:30 PM: SPF: Application for Prevention Success Training (formerly titled SAPST); 4 sessions: 10/23, 24, 25, 26/2023; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/26/23	8:30 AM - 4:00 PM: Initial Training on Addiction and Recovery; Location NH Audubon, 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
10/27/23	8:30 AM - 11:45 AM: Families & Addiction; Location: NH Audubon, 84 Silk Farm Road, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat

11/17/23	9:00 AM - 12:15 PM: Beyond Counting Sheep: An Introduction to Insomnia Treatment for Individuals Recovering from Substance Use Disorders; Location: 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/16/24	8:30 AM - 3:00 PM: Grief After Death by Overdose and Suicide: Working with Survivors; Location: Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
PESI Workshops			
<i>A Note About PESI Trainings:</i>			
<i>PESI is now offering many different trainings online via webinar (find them here: PESI.com → online learning → live video webinars). In fact, too many to list here. For the time being, we will advertise trainings of a particular interest, however if there is a specific PESI training you are interested in, please email us at N4H.workforcedevelopment@cmc-nh.org and we will consider funding slots at it.</i>			
Here are just a few coming in Sept:	<ul style="list-style-type: none"> Emotionally Focused Individual Therapy (EFIT) for Attachment Trauma: Transforming Psychological Wounds for Adult Clients Traumatized as Children Motivational Interviewing: Evidence-Based Interventions to Improve Client Engagement and Accelerate Behavioral Change 2-Day Trauma Treatment Certification Training: Safe and Stable Trauma Processing and Resolution with CPT, PE, EMDR and IFS Emotional and Disordered Eating: Trauma-Informed Clinical Tools to Heal Your Clients' Relationship with Food and Body DBT for Neurodivergent Clients: Adapted Techniques to Improve Emotional Regulation and Interpersonal Skills in Clients with ADHD, ASD, and more! 	Go to: PESI To find more!	
Multiple dates; open until 12/31/23	Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More: After decades of clinical innovation and recent scientific research, the empirically validated Internal Family Systems (IFS) model has been shown to be effective at improving clients' general functioning and well-being. This effective model provides clinicians with procedures for helping clients with the most challenging mental health profiles to heal the wounded, burdened, and traumatized parts of their systems. The IFS model provides a compassionate, respectful, non-pathologizing approach to understanding the organization and functioning of the human psyche.	REGISTER NOW	
10/30/23	9am – 5pm: PESI: Mastering Differential Diagnosis w/DSM-5-TR: A Symptom-Based Approach	REGISTER NOW	
Open until 11/4/23	Self-study: PESI: Food and Mood: A Guide to The Role of Nutrition in Mental Health	REGISTER NOW	
Trainings & Conferences – Seats Sponsored by Network4Health			
9/21 & 9/22/23	The 28th Annual Conference New Hampshire Association for Infant Mental Health (NHAIMH): First Relationships - Fostering Emotional Resilience From the Start - University of New Hampshire, Durham, NH, Holloway Commons	REGISTER NOW	
9/22/23	8:30 – 5pm: Understanding the Gut Brain: Stress, Appetite, Digestion, and Mood; The Event Center at the Courtyard By Marriott; Nashua, New Hampshire	REGISTER NOW	
9/22/23	 8:00am – 3:00pm: NH Center for Nonprofits presents: Nonprofit Leadership Summit: Grappone Conference Center, 70 Constitution Avenue, Concord, NH. “Focus on the Future – Sparking Innovation and Leading Change.” The Summit brings together 250+ nonprofit board and staff leaders, along with corporate and philanthropic partners to explore trends and issues impacting the sector. Keynote: Thinking like a Futurist to Anticipate Change and Lead Innovation	REGISTER NOW	
9/25/23	8:00 am – 4:15 pm: Topics in Psychiatry: Presented by Dartmouth Health Department of Psychiatry's Nurse Practitioners; Conference: Auditoria E and F, Dartmouth Hitchcock Medical Center, Lebanon, NH (cost associated)	REGISTER NOW	

10/16/23		<p>8:00am – 4:00pm: NHFPI's 2023 Budget and Policy Conference: Tackling Workforce Challenges and Strengthening Economic Security; Grappone Conference Center, Concord</p> <p>Join us for NHFPI's 8th Annual Budget and Policy Conference, where we will bring stakeholders together and feature leading policy experts from various areas to address cross-cutting issues and elevate impactful policy solutions. We will examine workforce challenges in our state and highlight key ways we can address these challenges and strengthen the economic security of all Granite Staters.</p>	REGISTER NOW
11/8 & 11/9/23		<p>9 – 4:30pm: PSI: Perinatal Mood Disorders: Components of Care; live online</p>	REGISTER NOW
10/4 – 11/1/23		<p>9:15 - 11:15am: Mindful Leadership Series via Zoom: Dates: October 4, 11, 18, 25, November 1, 2023; Faculty: Lisa Stockwell, MEd;</p> <p>Mindful leadership is crucial to navigate these complex and chaotic times. Becoming a mindful leader requires developing self-awareness and cultivating self-regulation skills, understanding others' perspectives, communicating effectively, and inspiring others. The Mindful Leadership series consists of 5 modules that involve practice activities, homework, and feedback. Attending all 5 modules is required. After this session, participants will be able to: Discuss how stress impacts decisions and communication skills; Identify methods that reduce stress and increase focus; Review communication styles and active listening; Explain the 4 cycles in Appreciative Inquiry; Identify the strengths of the organization and its staff; Define Motivational Interviewing (MI) and the important foundational concepts around behavior change; Review the core skills used in MI and practice using them; Describe how to give and receive negative and positive feedback; Identify realistic goals and next steps. LEARN MORE.</p>	REGISTER NOW
10/6/23		<p>8:30am – 4:30pm: Northeast Integrative Medicine Conference - Southern New Hampshire University Hospitality Center- Salons A/B; 2500 North River Road; Hooksett, New Hampshire.</p> <p>The 2023 Northeast Integrative Medicine Conference brings together nurses, physicians, researchers, experts and authors for an exciting day of exploration into leading-edge integrative health topics. COST: \$225 - \$275 per person, including meals. Discover Modern Research; Engage with Medical Experts; Describe strategies for including mindfulness in integrative practice; Discuss strategies for reducing compassion fatigue and burnout; Apply self-awareness and self-regulation to manage the influence of personal biases and values in working with diverse people and belief systems. LEARN MORE</p>	
10/19 – 12/14/23		<p>Implementation Science Team Training - Fall 2023 - ONLINE ONLY October 19, 2023 8:30 - 11:30am; November 2, 2023 8:30 - 11:30am; November 16, 2023 8:30 - 11:30am; November 30, 2023 8:30 - 11:30am; December 14, 2023 8:30 - 11:30am</p> <p>If It's Worth Doing, It's Worth Doing Well! A five-session online training that will give teams the tools they need to apply a systematic approach to launching a new (or examining an existing) project or practice. For meaningful, lasting change to happen, certain structures and systems need to be in place from the outset and supported over time. Failed change efforts can be costly, not to mention demotivating for staff. Understanding the key elements of implementation science and how to activate proven implementation strategies helps teams to protect the time, money, and energy they invest in their work. This training will give teams the tools they need to apply a systematic approach to launching a new (or examining an existing) project or practice. MORE INFO</p>	<p><i>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</i></p>
		<p>Workforce Resilience: New Webinar Series: Building a Resilient Workforce</p> <p>Social Current is dedicated to the growth and overall success of the social sector, and as workforce challenges continue to hinder human service organizations, we remain committed to offering solutions that will support staff and build resilience. In our upcoming learning series experts will delve into core strategies and tactics for supporting staff, such as increasing accountability, managing conflict, nurturing relationships, embracing equity, and achieving excellence.</p> <p>Participants are sure to gain knowledge and tools to set them, and their organizations, up for success. From utilizing brain science in the workplace to fostering psychological safety to creating culture and community, this learning series will provide concrete action steps to support staff who are emotionally and physically exhausted. CLICK HERE FOR MORE INFO!</p> <p>Foster Candidness through Psychological Safety: Oct. 5 from 2-3 p.m. ET Create Culture around Shared Values: Nov. 9 from 2-3 p.m. ET Integrate Connection and Community: Dec. 12 from 2-3 p.m. ET</p>	

Open until 12/31/23	Self-paced: MUSC: Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT): This is a self-paced, online training course for mental health professionals learning Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT). It was developed in close collaboration with the TF-CBT developers and incorporates all the most recent developments in the model. The course is comprised of 11 learning modules that cover the foundations of TF-CBT and each of the treatment components. Each module has a concise explanation of the treatment component, video demonstrations of treatment procedures and techniques, and clinical materials and resources. Please see the Continuing Education statement for additional details, but completion of the full course may count for 11 contact hours of continuing education for certain professionals depending on location and professional affiliation.	REGISTER NOW
Open until 12/31/23	Self – paced: Mindful in Healthcare - The Wellbeing & Performance Course for Healthcare Professionals Through 7 comprehensive modules you will optimize your well-being and supercharge your concentration whilst increasing your productivity and performance. The course is packed with tools to help you manage symptoms of stress and optimize your mental health. Your patients will benefit too from improved patient communication through active listening and empathy; enhanced clinical decision-making by improving your focus and attention; and increased job satisfaction by finding meaning and purpose in your work. You'll also come away equipped with strategies to improve team dynamics and relationships. This self-paced, evidenced-based course created for clinicians by clinicians is packed with videos, guided meditations, reflective exercises, downloadable infographic handouts and experiences from the 'humans of healthcare', to help you to thrive in clinical practice.	REGISTER NOW
 New Hampshire Psychological Association CLICK HERE for more upcoming events		
10/13/23	8:30 AM - 4:30 PM: Exposure and Response Prevention for OCD: Theory and Practice; Location - Rivier University (Nashua, NH) - Dion 2nd Floor Reception Room	REGISTER NOW
 WILLIAM JAMES COLLEGE		
William James College Professional Development Click here to view more courses		
10/6 – 11/3/23	Self-Study: Understanding Life Backward but Living It Forward: Analyzing to Understand but Envisioning Possibilities to Incentivize Action - CE Credits: 18 <u>Learning Objectives:</u> Explain why Model 5 is a constructivist model of the mind; Elaborate upon the role played by violations of expectation in the updating of old narratives; Clarify the importance of envisioning possibilities and taking ownership of the need therefore to change. <u>Course Schedule:</u> This course is a self-study with an estimated five hours of work each week. The suggested schedule is as follows: Week 1 Module: Friday, October 6 - Thursday, October 12, 2023 Week 2 Module: Friday, October 13 - Thursday, October 19, 2023 Week 3 Module: Friday, October 20 - Thursday, October 26, 2023 Week 4 Module: Friday, October 27 - Friday, November 3, 2023	CEU's Available! Please email us if you are interested in receiving reimbursement for the cost of any of these trainings.
10/7 – 12/15/23	October 7, 2022 – December 15, 2023: Overcoming Parent-Child Contact Problems: Family Interventions 2023 – online: Mental health professionals face significant challenges trying to assist families when a child is resisting contact with a parent after separation/divorce. This 30-hour multi-module training provides an exciting opportunity for those working in the field and encountering these complex situations. MORE INFO	
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
9/28/23	12:00 – 1:00PM: Moving from Power and Control to Collaboration and Problem Solving – VIEW HERE	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
9/11/23	8:00 – 4:30pm: Quality Leadership – Live online!	
9/27 & 10/4/23	8:45 am - 4:00 pm: NASW VT: Engaging & Working with the Hard to Reach Client	REGISTER NOW
10/16 & 10/23/23	8:00 am - 4:15 pm: NASW NH: Motivational Interviewing Foundations Training	REGISTER NOW

10/11/23	8:30 – 12:00pm: NASW VT presents: Moving Beyond Self Care: Addressing Trauma at the Organizational Level - Live Webinar	REGISTER NOW
11/13/23	8:45am - 4pm: Ethical Challenges in the Digital Age—Protecting Clients (and Ourselves) by NASW VT - live webinar	REGISTER NOW



UNH Professional Development and Training
Sponsored by Network4Health

UNH Professional Development offers a wide variety of courses both in person and online that are geared towards developing clinical, communication, supervisory, and leadership skills. Here are some great topics that are coming up both live and online:

- *Engaging Body & Voice for Professional Presence | September 25 & 27 | Online*
- *Balancing Courage and Consideration in Your Communications | September 28 | Manchester*
- *Stepping Up to Supervisor | September 28 | Manchester*
- *Critical Thinking: Sharpen your Problem Solving and Decision Making | October 3| Online*
- *How to Create an Anti-Fragile, High Performing Team Culture | October 4 | Live online*
- *7 Habits of Highly Effective People | October 5 & 6 | Manchester*
- *How to Manage without Micromanaging | October 11 | Manchester*
- *Analyzing Workstyles: Using MBTI to improve work performance | October 12 | Manchester*
- *Project Management for Non-Project Managers | October 13 | Live Online*
- *New Hire Orientation and Onboarding Excellence | October 20 | Online*
- *Constructive Conversations: How to Foster Candid Discussions That Get Results | October 24 | Manchester*
- *Implicit Bias: awareness and response to mitigate impact | October 24 | Online*
- *Nonprofit Planning and Evaluation | November 1 & 2 | Live Online*
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders | November 2 | Online*
- *Bringing Value in a Hybrid/Remote Workplace to Thrive at Work | November 2 &3 | Online*
- *How to Make Your Feedback Conversations Get Results and Grow Your Relationships | November 7| Manchester*
- *Enhancing Performance and Accountability | November 8 | Manchester*
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment | November 7| Manchester*
- *Project Management for HR Professionals | November 8 | Manchester*
- *Developing a Culture for Success | November 14 | Manchester*
- *Nonprofit Board Development & Governance | November 14 | Live Online*
- *Creating a Values Based and Purpose Driven Culture | November 14 | Online*
- *Stress Management: Handling Interruptions and Unexpected Expectations | November 15 | Manchester*
- *Applying Positive Psychology to Build a High Performing Workplace | November 15 | Manchester*
- *New Title! Let's Talk for a Change | November 16 | Online*

Counseling & Social Work Courses:

- *Model for Treating Anxiety, Depression, and Low Self-Esteem | September 22 | Manchester*
- *Anxiety and Depression in Adolescent Girls | October 16 | Manchester*
- *Motivation, ADHD, and Learning | November 17 | Live Online*
- *ADHD: Neuroscience and Psychopharmacology | December 8 | Live Online*

Interested? Follow This Process to Sign Up:

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

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

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

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


9/22/23	09:00am - 03:30pm: UNH: Dispelling Common Leadership Myths: The "DUH" Approach; Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
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9/26/23	09:00am - 03:30pm: Change Management Toolkit ; Location(s): Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
10/5/23	09:00am - 03:30pm: The Importance of Assessing Training Needs ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/12/23	09:00am - 03:30pm: Set your Mind to Success ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/16/23	09:00am - 03:30pm: Anxiety and Depression in Adolescent Girls ; Location(s):Live online	REGISTER NOW
10/19/23	09:00am - 03:30pm: Facilitation Skills ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/19/23	09:00am - 03:30pm: Building a Resilience Toolkit for Therapists, Counselors, Coaches, and Educators - Live Online	REGISTER NOW
10/25/23	09:00am - 03:30pm: Strategic Planning ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
10/31/23	09:00am - 03:30pm: Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor ; Brady Sullivan Tower - 1750 Elm Street, Manchester	REGISTER NOW
11/14/23	09:00am - 03:30pm: How to Evaluate Training Effectiveness ; Location(s):Portsmouth - 230 Commerce Way	REGISTER NOW
12/4/23	09:00am - 03:30pm: Transcending Differences: Whether Generational, Personality Style, Cultural or Otherwise ; Location(s):Live Online (USA Eastern Time)	REGISTER NOW
12/12/23	09:00am - 03:30pm: Training Design & Delivery: Assessment through Evaluation ; Location(s):GSC Manchester	REGISTER NOW
1/8/24	09:00am - 04:00pm: Winter 2024 Leadership & Management Conference: Cultivating an Engaged Workplace ; Wentworth-by-the-Sea, Portsmouth	REGISTER NOW
Free Trainings – No cost to participate!		
10/3/23	8:00am – 12:00pm: Global Summit 2023: Embracing Systems-Based Thinking to Improve Global Health ; virtual event	REGISTER NOW
10/12/23	Employing U.S. Vets Conference Virtual Event ; Hosted by VETS Indexes, this conference is designed to offer attendees actionable tools and information to establish and build upon veteran initiatives. It also provides a great opportunity to network with peers from leading companies, non-profits, government agencies, and others seeking to employ veterans.	REGISTER NOW
Recorded Webinar	HHRC Presents: Serious Mental Illness and Homelessness <u>Course Learning Objectives:</u> Define signs and symptoms of major mental illnesses among people experiencing homelessness; Describe common co-occurring mental and physical illnesses and treatment considerations for people experiencing homelessness; Identify best practices for increasing medication and treatment adherence for people experiencing homelessness.	VIEW NOW
Webinar	Part 1 Civil Rights Protections for Individuals with a Disability: The Basics	REGISTER NOW
Webinar	Part 2 Civil Rights Protections for Individuals with an Opioid Use Disorder	REGISTER NOW
<div style="display: flex; align-items: flex-start;"> <div style="flex: 1;">  <p>NH Disability & Health Program Responsive Practice Training Providing Health Care & Screenings to Individuals with Disabilities ResponsivePractice.org</p> <p>University of New Hampshire Institute on Disability NH Disability & Health Program</p> </div> <div style="flex: 1; padding-left: 10px;"> <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>		
 <div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;"> <p>Southern New Hampshire University</p> </div> <div style="text-align: center;"> <p>Continuing Education for Health Professions</p> </div> </div> <p style="text-align: center;">SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!</p> <p style="text-align: center;">Click here to see all courses</p>		
On Demand until 12/31/23	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
		
Multiple Sessions Available	   Project ECHO Communities: Take advantage of ECHOs on a number of different topics: <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> <ul style="list-style-type: none"> • NEW!!! Substance Use Disorder (SUD) ECHO: Core and Emerging Topics for Ambulatory Care. The program will occur on the first Wednesday of each month October 2023 through May 2024. Visit HERE to learn more! 	To register or for more information email unh.projectecho@unh.edu or visit us HERE
	 ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024	
	 Free Trainings from the National Council for Mental Wellbeing:	
	Peer Support Specialist Skill Development Series The series will delve into hot topics in the field of peer recovery support services including crisis response, cultural competency, harm reduction and multiple other person-centered approaches to mental health and substance use recovery. Participants will walk away with enhanced skills in peer-to-peer services and will be better equipped to support the recovery of individuals with mental health and substance use challenges within their community. Session Five – Understanding and Supporting Mental Health Experiences – Register here Sep 26 2:00 pm – 5:00 pm Session Six – Building Advocacy Skills – Register here Oct 24 2:00 pm – 5:00 pm	
	 FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians	
	MA OBAT ECHO®: Persons in Recovery with ADHD: 9/26/2023; 7:30 am – 9:15 am SUD Care Continuum ECHO®: ADHD Persons in Recovery: 10/4/2023; 12:00 pm – 1:15 pm MA OBAT ECHO®: Introduction to Harm Reduction: 10/10/2023; 7:30 am – 9:15 am SUD Care Continuum ECHO®: Gender affirming care - how to consider approaches in SUD care: 10/18/2023; 12:00 pm – 1:15 pm Caregivers in Recovery: 9/22/2023; 12:00 pm – 1:00 pm ET Essentials of Treating Stimulant Use Disorder: 9/25/2023; 2:00 pm – 5:00 pm Recovery Coach Drop-in Forum: 9/25/2023; 6:00 pm – 7:15 pm Building Recovery Capital: 9/27/2023; 2:00 pm – 3:00 pm	CLICK HERE to see all offerings



FREE Trainings from Southern NH AHEC – CEU’s Available!
[Click here](#) and then go to “Read latest Blitzmail newsletter”

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9/21/23	Peer Recovery Support Series, Part 8: Ethics, Confidentiality, and Boundaries in Peer Recovery; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
10/25/23	Rewiring Your Life; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
10/26/23	Peer Recovery Support Series, Part 9: Supporting Recovery - Who's Who at the Zoo? 3:00-4:00pm - Earn 1 CE	REGISTER NOW
11/1/23	Skills for Problem Gambling Integration; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
11/15/23	Sustainable Integrated Care Through Community Partnerships; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
11/30/23	Peer Recovery Support Series, Part 10: The ABCs of Problem Solving for Peer Specialists; 3:00-4:00pm - Earn 1 CE	REGISTER NOW
12/6/23	The Art of Pushing and Pulling Through the Stages of Change - 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
12/13/23	The Science of Shame and Why It Matters: Awareness for Supervisors and Practitioners; 3:00-4:30pm - Earn 1.5 CEs	REGISTER NOW
12/21/23	Peer Recovery Support Series, Part 6: Professional Development for Peers - Progress, Not Peerfection; 3:00-4:30 PM - Earn 1.5 CEs	REGISTER NOW
Ongoing	Advancing Awareness in LGBTQ Care Multi-Part Series: Advancing Awareness in LGBTQ Care, Part I: History of Specialized Treatment for LGBTQ+ Clients Advancing Awareness in LGBTQ Care, Part II: LGBTQ Youth, Community, & Alcohol Misuse Advancing Awareness in LGBTQ Care, Part III: Working with LGBTQ2S+ Native American Clients Advancing Awareness in LGBTQ Care, Part IV: Affirming Responses for "Invisibilized" LGBTQIA+	WATCH NOW
Free From NH Healthy Families		
 nh healthy families.	Reminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.	
9/25/23	11:00 AM - 12:30 PM: De-Escalation Techniques with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
9/26/23	10:00 AM - 11:30 AM: Attention Deficit Hyperactivity Disorder with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
9/29/23	10:00 AM - 11:30 AM: Integrated Healthcare with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/1/23	10:00 AM - 4:30 PM: Adult Mental Health First Aid with Kimberly Bindas and Lisa Wharton	CEUs Available! REGISTER NOW
11/8/23	10:00 AM - 3:30 PM: Mental Health First Aid for Youth with Kimberly Bindas	CEUs Available! REGISTER NOW

11/9/23	1:00 PM - 2:30 PM: NH Substance Related and Addictive Disorders- Module 5 - Hallucinogen-Related Disorders by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/14/23	10:00 AM - 12:00 PM: Poverty Competency by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
11/15/23	10:00 AM - 11:30 AM: Trauma Informed Care: The Impact of Trauma by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
11/16/23	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
11/17/23	10:00 AM - 11:30 AM: Strengths Based Treatment by Taylor Murphy, MSW	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

'NONTRADITIONAL' APPROACH NEEDED TO BEEF UP NURSING PIPELINES

From: *"Nontraditional" approach needed to beef up nursing pipelines, Memorial Hermann leader says.* By for Becker's Hospital Review. [CLICK HERE](#) to see full article.



It's been almost four months since the National Council of State Boards of Nursing released a study that sounded alarms throughout healthcare. The National Forum of State Nursing Workforce Centers study, unveiled on April 13, spotlighted an oncoming national crisis — one in which 800,000 nurses are predicted to leave the workforce by 2027. The study pointed out that nurses are leaving their chosen profession in record numbers and that the statistics are expected to get worse. It also suggested myriad reasons for the predicted exodus, from burnout to anticipated retirement, and noted the existing pipeline strategies set to back fill these roles likely wouldn't be enough to manage an aging population that will need more, not less, healthcare.

In the wake of the release of the study, hospitals across the country have been doubling down on their creative recruitment and retention strategies. Many have instituted new initiatives to attract students who are already committed to becoming nurses, as well as programs to incentivize others in their communities — from high school students to members of local organizations — to pursue a career in healthcare. As the competition to recruit and retain nurses continues to be an issue, Becker's spoke with Bryan Sisk, DNP, chief nursing executive at Houston-based Memorial Hermann Health System. He and his team are actively trying to identify ways to get ahead of the challenges posed by the nursing workforce shortage.

Editor's note: Responses have been edited for clarity and brevity.

Question: *What are you doing to empower your leaders and bedside nurses?*

Bryan Sisk: I work closely with our senior leaders from multiple disciplines to elevate the voice of our entire workforce, including our nursing professionals. We have an amazing group of chief nursing officers who empower our nurses at all levels of the organization to express their opinions and ideas which, in turn, helps us gain a much more comprehensive understanding of the world around us. It also provides insight into the ways in which we can meet the needs of, and ultimately advance, the field of nursing. Harnessing the insights and perspectives of our own workforce can be a powerful tool in driving a unified initiative forward.

Question: *What is the biggest challenge to managing the nursing shortage?*

BS: To address the challenges of attracting and retaining healthcare professionals, we need a multipronged approach. While traditional nursing pathways exist, the limited availability of faculty and clinical placement opportunities creates a bottleneck for qualified applicants. Last year in Texas, we had to turn away thousands of qualified applicants to nursing schools — an issue that is not unique to our state.

Question: *How can hospitals incentivize people to enter the nursing profession?*

BS: We need to design more nontraditional approaches that provide on-the-job training and career progression to create and maintain a robust healthcare workforce. This approach involves identifying individuals interested in healthcare as a career and transitioning them into entry-level jobs that help them align with their ultimate goals, interests and skills.

From there, we need defined pathway progressions to higher-level positions that are often on the same career pipeline, such as patient care technicians, phlebotomists, EKG monitor technicians, licensed practical nurses and, eventually, registered nurses. In order to achieve this, partnerships between healthcare providers and academic institutions need to be reevaluated so they can provide greater flexibility and on-the-job training opportunities.

***Question:** Can you describe an initiative your team has taken to attract more people into nursing?*

BS: One area we're focused on is high schoolers who are interested in clinical or nursing roles but don't know where to start and are overwhelmed at the sheer size of health systems or discouraged by the prerequisites or job experience requirements on job listings. Additionally, we know we have to provide wrap-around services like access to mentors and leaders across our organization, as well as other types of support to ensure success for these individuals.

***Question:** How can we personalize the educational experience so that future nurses can obtain an education in ways that work best with their lifestyle?*

BS: To personalize the educational experience for future nurses, we must focus on two main areas. First, we need to consider the work schedules of staff with familial obligations to ensure they have the opportunity to attend school while still providing for their families. This can be challenging, but we are actively exploring solutions.

Second, we should support working individuals who already possess valuable healthcare experience in obtaining their nursing degrees. Patient care technicians, techs and other employees within our system have the potential to be incredible nurses. We could do this by sponsoring a day of their work week for school attendance, removing required experience standards from job descriptions and providing counseling related to benefits like tuition support.

We are also working with our academic partners to create alternate timing of courses, support staff while they are at work, and enhance access to clinical experiences and simulation opportunities that mirror what they experience while they are attending their clinical academic program.

Aligning work experience with degree pathways in healthcare provides real-life experience and a chance to determine the right career path. The nursing skill set is valuable and diverse and offers a wide range of job opportunities outside of traditional bedside nursing, including finance, management, administration and more. We want to support our workforce and aspiring nurses in finding the best fit for them and in achieving their goals.

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

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