

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

November 15, 2023



WHY ARE AMERICANS SO UNHAPPY ABOUT THE ECONOMY?

From: "Why so many Americans are unhappy about the economy" By William A. Galston for Brookings.com; September 14, 2023; [Click here for story.](#)

IN THIS ISSUE:

AMERICANS ARE UNHAPPY ABOUT THE ECONOMY
PAGE 1

WHAT IS A REGISTERED APPRENTICESHIP?
PAGE 2

N4H ALL PARTNERS MEETING
PAGE 3

WORKFORCE DEVELOPMENT OPPORTUNITIES
PAGE 4

UPDATES FROM HEALTHFORCE NH
PAGE 6

DEI INITIATIVE
PAGE 8

PROFESSIONAL DEVELOPMENT
PAGE 10

BH EDU. SCHOLARSHIPS
PAGE 11

SPONSORED & FREE TRAININGS LIST
PAGE 12

MANAGEMENT CORNER
PAGE 20

- Corrected for inflation, the earnings of most U.S. households declined significantly last year.
- Based on trends over the last year, the rate of inflation for 2023 will be significantly lower than in 2022.
- If household incomes corrected for inflation continue to increase during the next 12 months, the public will probably give President Biden higher marks for economic management.



For many months, economic pundits and Biden administration officials have expressed their bewilderment at the persistently poor rating the president has received for his management of the economy. After all, they say, job growth has been robust, the country has been at or near full employment during the past year, and as increasing numbers of Americans have entered the workforce, the labor force participation rate has risen above the level that pessimists regarded as its ceiling. Besides, President Biden has successfully negotiated landmark economic legislation to invest in infrastructure and advanced manufacturing. What's not to like?

A report just released by the U.S. Census Bureau helps answer this question. Simply put, corrected for inflation, the earnings of most U.S. households declined significantly last year. For households in the middle of the economic distribution, the decline was 2.3%, from \$76,330 in 2021 to \$74,580 in 2022. In all, about seven in 10 households, representing about three-quarters of the electorate, experienced reduced incomes.

The decline was across the board. It included men as well as women, married couples as well as single-headed households, and full-time as well as part-time workers. It did not reflect a decrease in work effort; on the contrary, the number of full-time workers increased twice as fast as did the workforce as a whole. Nor did it reflect a decrease in the pay workers received, which rose by a brisk 4.6% in 2022. Rather, the rate of inflation, 7.8%, outstripped the rate of pay increases so that the income of most households did not buy as much as it had in the previous year. Americans noticed this decrease, and as the polls indicate, they did not like it.

As the census report shows, the 2022 decline is part of a longer trend. After surging to \$78,250 in 2019, household income corrected for inflation fell to \$76,660, reflecting the

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
-

impact of the pandemic, and stabilized in 2021 before falling again in 2022. The purchasing power of average households was 4.7% lower at the end of 2022 than it had been three years earlier (see Census Bureau report, Table A-2).

The stabilization that occurred in 2021 was the result of massive government subsidies — the American Rescue Plan enacted by Democrats early in the Biden administration as well as the continuing impact of waves of economic assistance supported across party lines during the final year of the Trump administration. These subsidies, many of which were delivered through the tax code, dwindled in 2022, adding additional downward pressure on household income. As a result, household income after taxes fell by a stunning 8.8% in 2022 — 8.5% for white Americans, 8.6% for Black Americans, and 10.9% for Hispanics.

There is reason to believe that the worst is over for American households. Based on trends over the past 12 months, the rate of inflation for 2023 will be significantly lower than in 2022. Meanwhile, the pace of wage increases has remained relatively robust at 4.3%, outstripping inflation in recent months for the first time since the spring of 2021. In addition, the impact of declining government subsidies will be much smaller in 2023 than in 2022, and workers may begin to feel the impact of economic legislation that until now has seemed abstract and remote.

History suggests that voters are sensitive to changes in their purchasing power. If household incomes corrected for inflation continue to increase during the next 12 months, the public will probably give President Biden higher marks for economic management than he is receiving right now, reducing though not removing a major obstacle to his reelection. If this does not happen, his Republican opponent will have an argument that he will have a hard time rebutting, which could prove decisive if the election remains as close as recent polls indicate.

WHAT IS A REGISTERED APPRENTICESHIP?

By: Special guest writer Vanessa Rashid, Network4Health Career Coach/Advisor



A registered apprenticeship is a Department of Labor approved program for workforce development. It is an employer driven model in which businesses can develop and expand their workforce and provide customized training to meet their needs. Apprenticeships require 7 essential components for approval: industry led, a paid job, on-the-job-learning, education, diversity, quality & safety, and earned credentials.

An individual can enter an apprenticeship to obtain paid work experience, earn progressive wage increases, receive classroom instruction and gain a nationally recognized credential in the chosen occupation.

For the healthcare sector, apprenticeships can alleviate some staffing shortages which run rampant across the nation. A paid apprenticeship allows employers to hire people with little to no experience in the field and provide them paid education and training. The benefits of this model are two-fold. Employers gain new and dedicated employees, and community members can enter an in-demand healthcare occupation without incurring the massive debt associated with college degrees.

Once apprentices are vetted through the normal hiring process, they are usually enrolled in a front-loaded education course to provide the academic theory and critical knowledge for their roles. Upon completing the coursework, which usually includes labs and clinical experiences, apprentices then enter the on-the-job-learning portion of their

program. During this time, apprentices can spend a minimum of 2000 hours (about 1 year) to up to 4000+ hours of learning directly on the job with hands on experience and mentors to monitor their training. This combination of hands-on and classroom learning has proven to be very effective in training people in new occupations.

Since one goal of the program is to increase the inclusion of marginalized populations and others who might not otherwise be able to access education and training for the healthcare field, apprenticeships provide a great employment pathway for unemployed or underemployed people. This can, in turn, diversify the talent pool working for healthcare facilities, allowing different members of the community to see themselves represented as healthcare professionals thus providing a stronger community connection for the healthcare facility to the broader community.

Finally, through a well-designed program, apprentices learn quality and safety on the job, becoming well-trained and highly skilled new workers. Upon completing the apprenticeship, all apprentices receive a nationally recognized credential from the DOL in their field. This is a great way to enhance resumes and let people feel confident in their skills.

In sum, apprenticeship is a win-win situation. Employers gain highly skilled, trusted employees who often feel a great dedication to the organization for the training provided. Apprentices become stable workforce members with continued opportunities for growth and advancement, and the broader community benefits from a more diversified and skilled workforce.

Thanks for reading!

*Geoff Vercauteren
Director of Workforce Development
Network4Health*

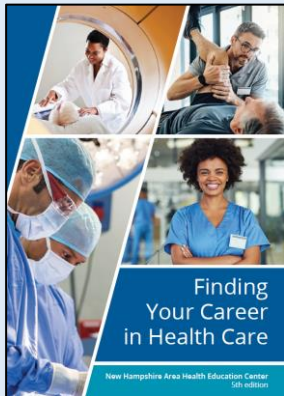
NETWORK4HEALTH ALL PARTNERS MEETING

Save the date! December 13th from 10 – 11:30AM via Zoom Semi-Annual Network4Health All Partners Meeting!

Agenda includes:

- Learn more about the Granite PARTNERS Nursing Expansion grant and what it means for the people you serve who might be interested in nursing pathways
- Hear from the Network4Health Career Coach/Advisor on how she has been working with N4H partners and coaching employees at CMC and EHS
- Hear more about results of the 5 years of scholarships N4H had with colleges to grow the BH workforce
- Geoff will review 2023 activities and unveil plans for 2024

[Register here for the Zoom link!](#)



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?

LEARN!
APPRENTICESHIP^{NH}
SUMMIT 2023
NOV. 17 @ NHTI
A National Apprenticeship Week Event

**Join us at the first ApprenticeshipNH Summit as we celebrate National Apprenticeship Week in New Hampshire!
NHTI - Concord's Community College; 31 College Drive Concord, NH**

Are you an employer looking to build your workforce? Are you interested in exploring registered apprenticeship as a career option? Look no further than the ApprenticeshipNH Summit! Join us for a comprehensive event where you'll gain all the insights and resources needed to embark on the journey of registered apprenticeship and pre-apprenticeship programs. Employers, career seekers, community organizations, and state agencies will learn from experts, explore career opportunities, participate in interactive workshops, and network to form partnerships. Box lunch will be provided. *Workshops and breakout sessions include:*

- Registered Apprenticeship 101
- Pre-apprenticeship 101
- WorkReadyNH Overview
- Building Career Pathways with Stackable Registered Apprenticeship Programs
- Funding your Apprenticeship Program
- Building Equitable Registered Apprenticeship and Pre-apprenticeship Programs ...and more!!!

Please [click here](#) for more information and to register.

**NH Business Leaders In Conversation:
Ideas for Supporting Child Care Solutions**

**November 16, 2023
10am-1pm
Two Delta Dental,
Concord, NH**

Join us for a conversation about innovative ways NH businesses are working to support families in child care

**Discussion Moderated by Gene Martin,
NH Fiscal Policy Institute**

Panelists:

Robert MacLeod, CEO of Mid-State Health
Dominic Perkins, SVP and Senior Retail Banking Officer of Savings Bank of Walpole
Emily Hall Warren, Director of Administration of Badger

[Click here](#) for more info and to register.

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](#)

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

To apply at CMC
[CLICK HERE](#)

To apply at Elliot:
[CLICK HERE](#)

For more information, contact **Vanessa Rashid, Network4Health Career Coach/Advisor:** vrashid@ccsnh.org; 603-206-8168

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.

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!

Interview with Healthforce's Kate Luczko on her new role at Healthforce NH and her thoughts on NH's healthcare workforce.

From: Endowment for Health's newsletter 'Fresh Takes', October 24, 2023. [See complete article HERE](#)

In this edition of Fresh Takes, we sit down with HealthForce NH's new Senior Director, Kate Luczko who talks about progress to date and efforts afoot to address NH's healthcare workforce shortage.



What brought you to HealthForce NH?

Kate: My journey to HealthForce NH began in 2010 when I was hired as the first employee of Stay, Work, Play New Hampshire. This organization aims to attract and retain young talent in the state. During my seven-and-a-half years with Stay, Work, Play, I focused on workforce development for 20- and 30-year-olds across the state. The work of HealthForce NH resonates with me because of its similarities with the challenges and initiatives I had previously worked on. HealthForce's mission to address healthcare workforce challenges in the state, including recruitment and retention of talent, aligns with my background and passion for connecting people and building relationships and making New Hampshire an even better place for both current and future generations.

What are the most pressing healthcare workforce challenges?

Kate: Healthcare workforce challenges are significant, both nationally and in New Hampshire. Even before the COVID-19 pandemic, New Hampshire was grappling with a shortage of healthcare professionals. The state had seen a decline in the in-migration of a young workforce, and while it is often touted as one of the most highly educated states, the rate of individuals relocating to New Hampshire had slowed down. The challenges in the healthcare sector include:

1. **Workforce Shortages:** The healthcare sector in New Hampshire is projected to add about 10,000 jobs to the economy by 2030, but there is a shortage of healthcare professionals to meet this demand. The most unfilled jobs in the state are in healthcare.
2. **Burnout and High Turnover:** Burnout is a significant issue among healthcare workers, leading to high turnover rates. Some healthcare professionals are leaving the industry due to better pay and work-life balance opportunities elsewhere.
3. **Recruitment and Retention:** Attracting and retaining healthcare talent, particularly young professionals, is a challenge. Many healthcare workers are retiring, and there is a need to replace them while also keeping younger professionals engaged in the field.
4. **Diversity and Inclusivity:** Ensuring a diverse healthcare workforce to meet the varied needs of the population is another challenge.

These challenges were exacerbated by the impact of the pandemic, making it even more critical to address the healthcare workforce issue in New Hampshire.

The Giving Care Plan includes more than a hundred strategies to address New Hampshire's healthcare workforce shortage. How will HealthForce NH implement such a comprehensive plan?

Kate: Implementing an ambitious strategy like the Giving Care Plan requires a strategic and phased approach, considering both short-term and long-term goals:

Near Term:

- Conducting a thorough review and update of the Giving Care Plan to assess the progress made and identify priorities.
- Engaging in a listening tour, meeting with stakeholders across the state, and understanding their current needs and perspectives.
- Establishing relationships with organizations, agencies, and individuals in the healthcare sector to foster collaboration.
- Developing internal structures, such as our advisory board and volunteer committees, to identify gaps and ensure diverse representation.
- Initiating a marketing and branding effort to promote healthcare as an attractive career choice and educating people on the sector.
- Identifying critical areas for immediate attention, such as roles with severe shortages, like nursing.

Long Term:

- Continuously updating and refining the Giving Care Plan based on evolving needs and priorities.
- Expanding the role of HealthForce NH to focus on specific roles with high demand and low availability.
- Exploring opportunities for regional advisory boards to address local workforce challenges.
- Collaborating with agencies and organizations beyond healthcare, such as those in housing, childcare, and tourism, to address ancillary issues.
- Leveraging relationships with state agencies, such as economic development and tourism, to create a holistic approach to workforce development.
- Working toward a proactive approach to workforce development, shifting from reacting to challenges to anticipating and addressing them effectively.

Implementing this multifaceted plan will require coordination, adaptability, and a commitment to making a positive impact on New Hampshire's healthcare workforce.

Read the rest of Kate's interview [here!](#)

Healthforce NH Announces \$1m Innovation Grant – Opening early 2024

October 18, 2023



Concord, NH – The Foundation for Healthy Communities (FHC) announced at its annual meeting its receipt of an “innovation” grant through which its HealthForce NH initiative will seek out novel solutions to the health care workforce shortage.

The grant, which provides for \$1 million dollars over five years, will create an “innovation fund” to which applicants can seek to receive funding for creative initiatives that address New Hampshire’s significant health care workforce shortage. HealthForce NH’s Senior Director, Kate Luczko, said the innovation fund aligns perfectly with HealthForce NH’s mission.

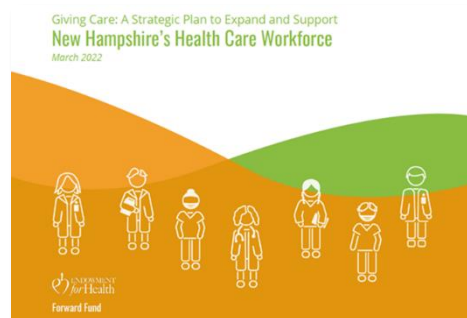
“Our mission is to promote innovative partnerships and cross-sector collaboration to grow, retain, and sustain a robust health care workforce,” said Luczko. “With support from the Endowment for Health, we will seek out partners – from health care, education, business, and a dynamic cross-sector of industries – and invest in them as they create unique new ways to help solve the workforce challenges facing the health care industry in New Hampshire.”

The grant opportunities being announced are part of an overall effort to launch bold, innovative projects to address the state’s need for a dedicated, robust health care workforce. “Now more than ever, we need innovative approaches to the pressing issue of the health care workforce shortage,” said Yvonne Goldsberry, President, Endowment for Health. “Facing significant shortages in qualified health care workers, with efforts to date having had minimal impact, we absolutely must think outside-the-box. We applaud the efforts of the Foundation for Healthy Communities and HealthForce NH and look forward to seeing what high-impact strategies will come out of this initiative.”

More information on the process to engage with HealthForce and its Innovation Fund will be announced in early 2024. Details will be shared at healthforcenh.org and on the organization’s social media channels. [CLICK HERE](#) for the whole press release.

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 presents our free Fall 2023 DEI Series with James McKim

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. 	<p>REGISTER NOW</p>
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Other Upcoming DEI Trainings:

Multiple dates	<p>Southern NH AHEC presents: Building the Equity Toolbox – A Culturally Effective Organizations Online Training Series:</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; <u>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.</u> 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 taken advantage of this and have **transformed** how they approach DEI. Interested? Email GEOFFREY.VERCAUTEREN@CMC-NH.ORG to start the discussion.

PROFESSIONAL DEVELOPMENT



2023 NH Behavioral Health Summit, December 4th & 5th

DoubleTree by Hilton Manchester Downtown; 700 Elm Street Manchester, NH

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.

[CLICK HERE to reserve a seat with N4H!](#)

Credentialing Support Partnership



New Hampshire Alcohol & Drug Abuse Counselors Association

Dedicated to Advancing Addiction Professionals in New Hampshire

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 evidence-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 in 2024!

BEHAVIORAL HEALTH SCHOLARSHIPS

A few of months ago, Network4Health announced that it would ending support of 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. Below is the latest numbers on the scholarships’ success (we are still waiting for final numbers to come in from one additional school). If you have any questions, please email n4h.workforcedevelopment@cmc-nh.org.

	Amounts	Total Awards*	UNH		Granite State		Manchester CC		UNH Manchester	
			Amt	Awards	Amt	Awards	Amt	Awards	Amt	Awards
Rockingham County	\$ 188,487	117	\$ 77,500	32	\$ 61,087	53	\$ 32,400	28	\$ 17,500	4
Hillsborough County	\$ 466,115	281	\$ 142,500	62	\$ 146,515	126	\$ 94,600	75	\$ 82,500	18
Merrimack County	\$ 33,000	28	\$ 5,000	2	\$ 22,500	21	\$ 5,500	5	\$ -	-
TOTALS	\$ 687,602	426	\$ 225,000	96	\$ 230,102	200	\$ 132,500	108	\$ 100,000	22
Graduates to date per school		54		15		9		25		5

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			
11/16/23	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
11/17/23	8:30 AM - 12:00 PM: Brain Injury in the Courtroom ; Location - Remote via Zoom	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
11/29/23	8:30 AM - 4:00 PM: Enhanced Care Coordination: Helping Children, Youth, and Families Impacted by Substance Misuse ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
11/30/23	8:30 AM - 4:00 PM: Revisiting Ethical Considerations in Peer-Assisted Recovery ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/1/23	8:30 AM - 4:00 PM: From Theory to Impact: Unlocking the Power of Scientifically Validated Practices ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat

12/8/23	8:30 AM - 12:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/8/23	8:30 AM - 4:00 PM: Confidentiality Updates: 42 CFR Part 2 and HIPAA ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/8/23	9:00 AM - 12:15 PM: Balancing Act! Managing Stress and Vicarious Trauma for Drug Court Professionals ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/11/23	8:30 AM - 4:00 PM: Substance Use and the Developing Brain ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/14/23	8:30 AM - 1:00 PM: Harm Reduction 101 ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/14/23	12:00 PM - 3:15 PM: Self-Limiting Beliefs ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/15/23	8:30 AM - 4:00 PM: Motivational Interviewing: The Basics for Criminal Justice Systems ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/18/23	8:30 AM - 4:00 PM: Building Cultural Competency ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/18/23	11:00 AM - 1:00 PM: Current Drug Trends and Overdose Prevention Strategies in New Hampshire ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/19/23	8:30 AM - 4:00 PM: Certified Recovery Support Worker (CRSW) Performance Domains ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
12/19 - 12/20/23	8:30 AM - 4:00 PM: Group Facilitation Skills ; Location - 130 Pembroke Road, Suite 150, Concord, NH 03301	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
1/25/24	10:00 AM - 11:00 AM: Polyamory 101 ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat



PESI Workshops

A Note About PESI Trainings:

PESI is now offering many different trainings online via webinar (find them here: [PESI.com](https://www.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.

Here are just a few coming in Nov:	<ul style="list-style-type: none"> • Autism: De-Escalate Meltdowns and Diffuse Explosive Behaviors in Children and Adolescents • Acceptance & Commitment Therapy Made Easy: ACT for PTSD, Anxiety, Depression & Personality Disorders • The Wounded Healer Workshop: Treatment & Recovery from Vicarious Trauma, Moral Injury, and Burnout for Professionals • 2-Day Intensive Training: Cognitive Processing Therapy: An Evidence-Based Approach to Treat PTSD and Related Conditions • 2-Day Certification Conference: Alzheimer's, Dementias and Geriatric Mental Health Conditions 	Go to: PESI To find more!
Multiple dates; open until 12/31/23	<p>Internal Family Systems Therapy: Step-by-Step Procedures for Healing Traumatic Wounds and Alleviating Anxiety, Depression, Trauma, Addiction and More:</p> <p>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.</p>	REGISTER NOW

Trainings & Conferences – Seats Sponsored by Network4Health

12/7 – 12/15/23	9:00AM - 5:00PM each day: CBI: 4-Day Intensive Workshop: Exposure and Response Prevention Therapy for OCD Cognitive Behavior Institute is excited to welcome Alissa Jerud, PhD for a 4-Day Intensive Workshop on the topic: Exposure and Response Prevention Therapy for OCD. Via Zoom. Credit Hours - 27 Clinical CEs. Sessions: 12/7/2023 9:00AM - 5:00PM EST 12/8/2023 9:00AM - 5:00PM EST 12/14/2023 9:00AM - 5:00PM EST 12/15/2023 9:00AM - 4:00PM EST	REGISTER NOW
	 <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> <ul style="list-style-type: none"> • Integrate Connection and Community: Dec. 12 from 2-3 p.m. ET 	<i>Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health</i>
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
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
1/4/24	8:45 AM - 12:00 PM: (NASW VT) Boundary Crossings and Boundary Violations; Location – Zoom	<i>Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health</i>
1/9/24	8:45 AM - 12:00 PM: (NASW VT) Leveraging the Power of Teams; Location - Zoom	
2/2/24	9 - 10:30am: Children of Incarcerated Parents and Their Families: How Can We Help 1.5 CEs - live on zoom	
2/8/24	12:45 - 4pm: Human Trafficking for Service Providers; Two workshops on zoom - choose one or both. 3 CEs available	

3/5/24	9 - 11:30am: The Most Common Form of Family Violence: Sibling Aggression and Abuse; 2 CEs - live on zoom	
4/15/24	9 - 10:30am: Concussions and Brain injury: Clinical Considerations; 1.5 Category CEs - live on zoom	



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 just a few of the great topics that are coming up both live locally and online:

- *Implicit Bias: awareness and response to mitigate impact | November 16 | Online*
- *New Title! Let's Talk for a Change | November 16 | Online*
- *Influencing Behavior in the Workplace | December 4 | Manchester*
- *Facilitation Skills | December 5 | Online*
- *Balancing Workplace Priorities and Demands | December 6 | Live Online*
- *7 Habits of Highly Effective People | December 7 & 8 | Online*
- *Enhancing Performance and Accountability | December 8 | Manchester*
- *The Mindful Woman Leader | December 13 | Online*
- *Make Everyday Bring your Best self to workday | December 13 | Online*
- *Mastering HR Leadership | December 14 | Live Online*
- *New Title! Let's Talk for a Change | December 14 | Online*
- *Winter Leadership & Management Conference: Cultivating an Engaged Workplace | January 8, 2024 | Wentworth by the Sea*
- *Finance for Non-Financial Managers | January 31, 2024 | Live Online*
- *Building a Culture of Diversity and Inclusion | February 7 | Live Online*
- *Introduction to Grantwriting | February 16 | Live Online*
- *High Performing Leadership at Loon Mountain (2.5 day) | May 15, 16, 17, 2024 | Loon Mountain*

Counseling & Social Work Courses:

- *The Angry, Anxious Child | November 14 | Live Online*
- *Motivation, ADHD, and Learning | November 17 | Live Online*
- *Coming soon - Trauma Informed Care for Therapists | 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!

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!**

Multiple dates	Portland DBT: Free CE Hour - Learn and Earn Over Lunch Series. Join us for a free Continuing Education credit every month and hear from experts on specialized topics! Live via ZOOM Video Conferencing 12/13/23, 12:00pm - 1:00pm PT: DBT for Chronic Pain; Presented by Deborah Barrett, PhD, LCSW 1/10/24, 12:00pm - 1:00pm PT: Evidence-Based and Family-Focused Practices in the Treatment of Adolescent Substance Abuse; Presented by Cindy Schaeffer, PhD	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



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

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

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










SNHU Continuing Ed for Healthcare Professionals – FREE CEUs!











[Click here to see all courses](#)



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



Multiple Sessions Available	 	<p>Project ECHO Communities: Take advantage of ECHOs on a number of different topics:</p> <p><i>The Project ECHO® model is an evidence-based method connecting interdisciplinary specialists with community-based practitioners using web conferencing technology. During teleECHO™ sessions, experts mentor and share their expertise</i></p>
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	<p>across a virtual network through case-based learning, enabling practice teams to manage complex conditions in their own communities.</p> <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! <p>To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>	
	 <p>ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more</p> <p>Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024 Rural Health Equity ECHO: Tackling the Social Drivers of Health: 9/13/2023 - December 20, 2023 Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024</p>	
	 <p>Free Trainings from the National Council for Mental Wellbeing:</p>	
	<p>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.</p> <p>Introductory/Refresher Motivational Interviewing Training - November 16, 12-4 p.m. ET: <i>Please email us if you are interested in receiving reimbursement for the cost of this training.</i></p> <p>Community Connections: Working with Justice-involved Individuals; Dec 20, 2023 12:00 pm - 1:00 pm – Register here</p>	
	 <p>FREE CEU’s – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians</p>	
	<p>MA OBAT ECHO® Gender Affirming Care in Substance Use Disorder Treatment, 11/14/2023; 7:30 am – 9:00 am SUD Care Continuum ECHO®: Conversations around patients wanting to discontinue MOUD/MI incorporated; 12/6/2023, 12:00 pm – 1:15 pm ET SUD Care Continuum ECHO®: Cannabis Use in Young Adults: The latest wisdom and treatment options, 12/20/2023; 12:00 pm – 1:15 pm ET</p>	<p>CLICK HERE to see all offerings</p>
	 <p>FREE Trainings from Southern NH AHEC – CEU’s Available! Click here and the go to “Read latest Blitzmail newsletter”</p>	
<p>On-Demand Trainings</p> <p>See Full List of Trainings on the SNHAHEC website</p>	<p>Addiction as a Chronic Disease VIEW NOW</p> <p>Compassionate Boundries VIEW NOW</p> <p>Culture and Cultural Effectiveness VIEW NOW</p> <p>De-Escalation of an Overramped Patient VIEW NOW</p> <p>Enhancing Provider Skills in Serving People who Actively Use Substances VIEW NOW</p> <p>Management of Stimulant Use Disorders VIEW NOW</p> <p>Motivational Interviewing VIEW NOW</p> <p>Multidisciplinary Approach to SUD, MH and Care Coordination VIEW NOW</p> <p>Our Actions Have Impact: The Importance of Stigma Reduction VIEW NOW</p> <p>Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders VIEW NOW</p>	
	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <p>LEARN MORE</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 	
Various – see site for details	 FREE Trainings from New England Public Health Training Center – CEU’s Available!	Click for a complete list of trainings
Various – see site for details	 PTTC Prevention Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Training and events – happening locally and online! Click for a complete list of trainings
Various – see site for details	 Dartmouth Health	Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested! Click for a complete list of trainings
Various – see site for details	 PCSS Providers Clinical Support System	Click for a Complete List of Trainings
Various – see site for details	 SMI Adviser <small>A Clinical Support System for Serious Mental Illness</small>	Comprehensive list of trainings and webinars – many archived. CEU’s available. Click for a Complete List of Trainings
Various – see site for details	 ATTC Addiction Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network <small>Funded by Substance Abuse and Mental Health Services Administration</small>	Click for a Complete List of Trainings
Various – see site for details	 African American Behavioral Health CENTER OF EXCELLENCE	Click for a Complete List of Trainings
Various – see site for details	 CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY	Click for a Complete List of Trainings
Free Webinars	 Opioid Response Network	Click for a Complete List of Trainings

Various – see site for details	 WILLIAM JAMES COLLEGE	William James College Professional Development Please email us if you are interested in attending and receiving reimbursement for any of these trainings	Click for a Complete List of Trainings
Free Webinars From NAADC – CEU’s Available!			
MORE INFO HERE			
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 Perfection; 3:00-4:30 PM - Earn 1.5 CEs		REGISTER NOW
1/11/24	Addressing Mental Health and Situational Problems in Substance Use Disorder Counseling; 3:00-4:00pm - Earn 1 CE		REGISTER NOW
1/25/24	Sociometrics: Experiential Therapy Made Manageable; 3:00-4:30pm - Earn 1.5 CEs		REGISTER NOW
1/26/24	Peer Recovery Support Series, Part 1: A Beginner's Guide to Coaching Recovery; 3:00-4:30pm - Earn 1.5 CEs		REGISTER NOW
2/1/24	Antiracist Addiction Treatment Requires Decriminalization and Harm Reduction; 3:00-4:30pm - Earn 1.5 CEs		REGISTER NOW
2/8/24	Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma; 3:00-4:30pm - Earn 1.5 CEs		REGISTER NOW
2/23/24	Peer Recovery Support Series, Part 2: Beyond 12-Steps - The Neuroscience of Recovery Coaching; 3:00-4:30pm - Earn 1.5 CEs		REGISTER NOW
3/1/24	Collegiate Recovery: Fostering Recovery-Supportive College Campuses; 3:00-4:00pm - Earn 1 CE		REGISTER NOW
3/15/24	Cultural Considerations for 12-Step Recovery Programs; 3:00-4:00pm - Earn 1 CE		REGISTER NOW
3/29/24	Current Scientific Evidence About Mutual Help Groups; 3:00-4:00pm ET - Earn 1 CE		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 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.		
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
11/20/23	10:00 AM - 12:30 PM: Motivational Interviewing Level 1 Part 1 with Taylor Murphy, MSW		CEUs Available! REGISTER NOW
11/21/23	11:00 AM - 12:30 PM: Harm Reduction 101 and Overdose Response by NH Harm Reduction Coalition		CEUs Available! REGISTER NOW
11/28/23	10:00 AM - 12:30 PM: Motivational Interviewing Level 1 Part 2 with Taylor Murphy, MSW		CEUs Available! REGISTER NOW
11/30/23	11:00 AM - 1:00 PM: Social Determinants of Health with Taylor Murphy, MSW		CEUs Available! REGISTER NOW
12/4/23	9:30 AM - 12:30 PM: Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment Presented by Taylor Murphy, MSW		CEUs Available! REGISTER NOW

12/5/23	10:00 AM - 11:00 AM: A Closer Look at Evidence Based Practices with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
12/6/23	10:00 AM - 11:30 AM: Attention Deficit Hyperactivity Disorder with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
12/7/23	10:00 AM - 11:00 AM: Substance Related and Addictive Disorders - Module 6 – Inhalant-Related Disorders by Kim Bindas, MSW LICSW	CEUs Available! REGISTER NOW

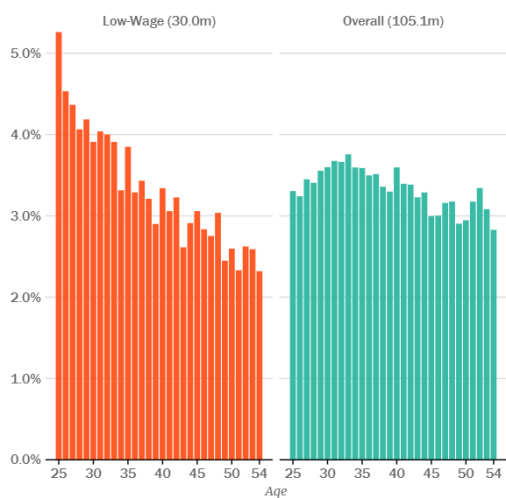
MANAGEMENT CORNER

WHO IS THE LOW WAGE WORKFORCE? PART 2 OF 2

From: *“Who Is the Low-Wage Workforce?”* By Joe Peck, William Congdon, and Kate Bahn for WorkRiseNetwork.org, October 02, 2023. [CLICK HERE](#) to see full article.

How far can a dollar stretch? For millions of people in America’s workforce, that question remains top of mind—day-in, day-out, from paycheck to paycheck. Although people across income levels experience difficulties meeting expenses, those in the low-wage workforce are particularly susceptible to feeling their belts tighten. But who makes up the low-wage workforce? These six charts paint a picture of the typical low-wage worker through their demographics, occupation, and income.

For more information on where low-wage jobs are concentrated, [see our interactive tool](#).



Source: 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey.
Notes: Our low-wage threshold is equal to two-thirds of the median wage of workers in their prime working years (ages 25-54).

4. Low-wage workers in their prime working years skew younger

Although many people think that low-wage work is traditionally a field of students and early-career workers, low-wage workers are almost as likely to be older as they are younger. In fact, for workers making the federal minimum wage, 88 percent are 20 or older, with the average age of 35 years.

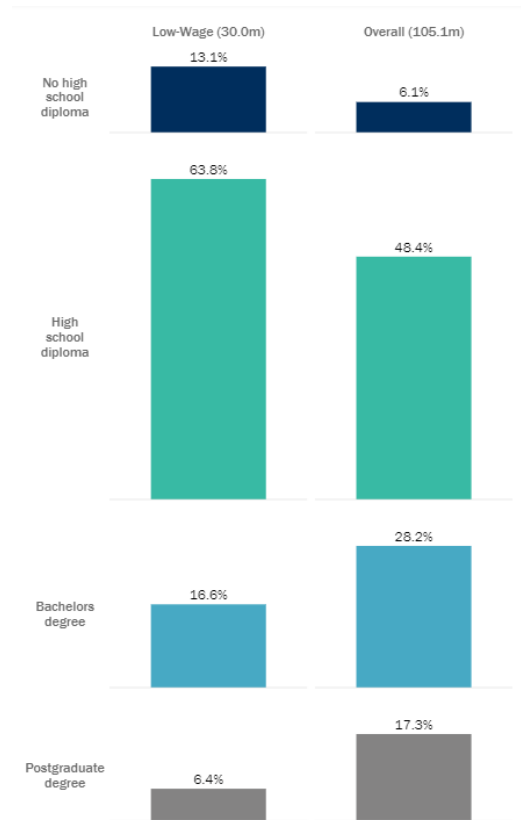
For workers in their prime working years, those earning low wages do skew younger than the workforce on the whole, but only slightly. People between the ages of 25 and 34 comprise 35 percent of the overall workforce, compared

with 39 percent of the low-wage workforce.

Many of these low-wage workers also have to support families, with 43 percent of workers between ages 25 and 50 years raising children. These families may face barriers to finding higher paying jobs, as child care may take a significant portion of their income and familial responsibilities may stifle pursuing further education.

5. Education plays a large role in potential earnings

With each additional educational achievement, workers projected lifetime earnings increase. Although subsequent degrees do have diminishing returns, a



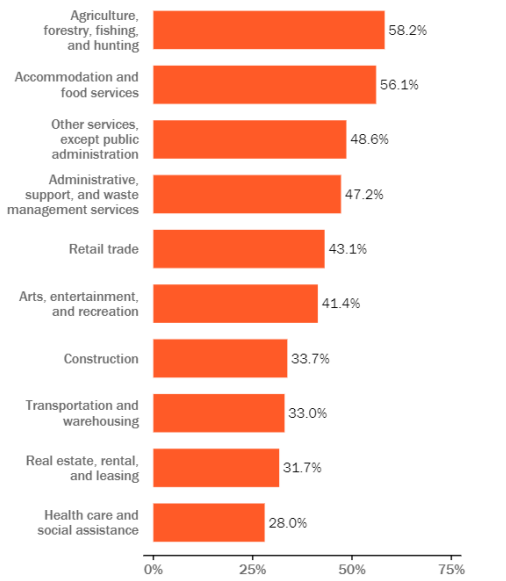
Source: 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey.
Notes: Our low-wage threshold is equal to two-thirds of the median wage of workers in their prime working years (ages 25-54).

person with a bachelor’s degree earns 84 percent more over a lifetime than someone with just a high school diploma. For the low-wage workforce, college degrees are less common, with just 23 percent holding a college or more advanced degree.

The majority of low-wage workers (77 percent) have a high school diploma or less, which can automatically rule them out of consideration for some jobs. Racial, ethnic, and gender disparities play a role at every level of educational attainment as well. Nearly 40 percent of white workers with a high school diploma or less make more than the low-wage threshold, compared with 22 percent of Black and 25 percent of Latinx workers. White workers with a high school diploma even out earn Black and Latinx workers with a higher level of education. And women are more likely to work low-wage jobs at every education level (PDF), with the gender pay gap actually expanding at higher levels of education despite women earning more.

6. Low-wage workers are concentrated in service and manual labor industries

Although many policymakers may like to think of low-wage jobs as a way for students to earn some spending money or as springboards to better paying occupations, the reality is these jobs are the primary earning mechanism for most low-wage workers and meant to support themselves and their family. For policymakers, understanding what kinds of jobs offer low wages can offer a first step for improving the security and compensation in these roles.



Source: 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey and the American Community Survey 2017–21 five-year sample.
Notes: Our low-wage threshold is equal to two-thirds of the median wage of workers in their prime working years (ages 25-54).

The industries that account for the highest share of low-wage workers are agriculture and food services, comprising 17 percent of the low-wage workforce. Other service and manual labor jobs also employ a large share of low-wage workers, including retail, health care, and waste management. Increasing wages in these industries would benefit workers the most, as would offering more stable schedules, job training and development, and health and retirement benefits.

Supporting low-wage workers and improving job quality

Currently, more than half of low-wage workers believe they have no opportunity for advancement at their current employer, and only a quarter believe they can be promoted at work.

As policymakers continue to build America’s workforce, supporting low-wage workers remains a vital and necessary avenue for creating a more equitable economy. With so many misconceptions about the “who” is in this labor force, the first step to improving working conditions is knowing who to help.

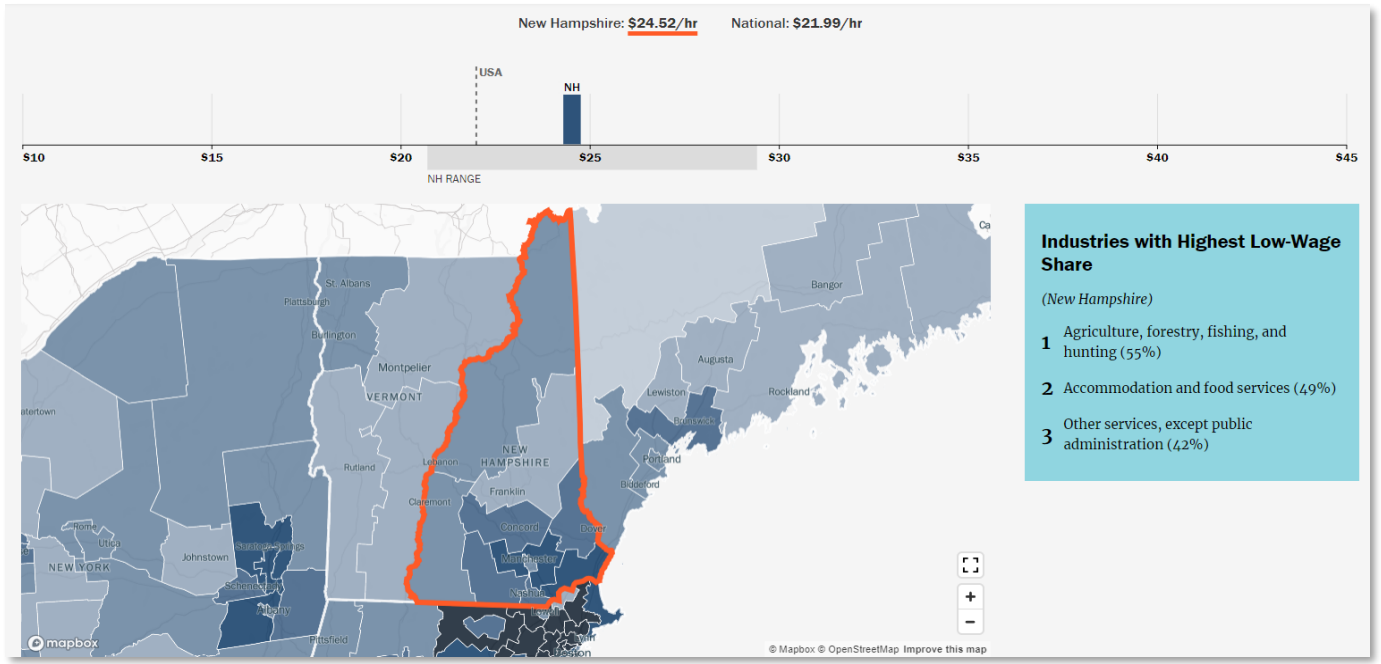
ABOUT: This feature primarily uses data from the 2023 Annual Social and Economic Supplement (ASEC) of the Current Population Survey. The industry calculations are made using the American Community Survey 2017–21 five-year sample.

WHERE IS THE LOW-WAGE WORKFORCE IN NH?

Centuries of innovation, trade, and systemic exploitation have shaped the United States economy, with cycles of boom and bust ensuring that economic progress has not been equally felt across the nation. Geographic differences in industry and policy have cemented barriers to higher-earning jobs created by long-standing structural racism and gender discrimination. As a result, these policies have not only shaped who makes up the low-wage workforce but also where jobs are disproportionately low-wage.

[This tool maps where low-wage jobs in the US are concentrated](#) and what industries are most common using Public Use Microdata Areas (PUMAs), which divide states into areas containing no fewer than 100,000 people.

(See NH map on next page)



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