

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

November 29, 2023



THE CHALLENGES AND PROMISES OF PRODUCTIVE AGING

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From: "The challenges and promises of productive aging" By Michael Lokshin for Brookings.com; September 7, 2023; [Click here for story.](#)

To continue to grow in the face of declining and aging populations, high- and middle-income countries have three options: increase migration, use more automation, and retain and attract older workers into the labor force. Restrictions on the number of migrants countries are willing to absorb, and limits on the impact of automation on productivity in post-industrial economies make the third option the most economically and politically viable in many settings.



The world's population is aging

Globally, the share of older people in the population is rising because of declines in fertility, increases in longevity, and the progression of large-sized cohorts to older ages. By 2050, one in four Europeans will be 65 or older. Life expectancy in developed countries has increased by about two years per decade over the last 200 years. As a result, children born in the 2020s have more than a 50 percent probability of surviving past the age of 100. People are not only living longer, they are also living healthier lives. Under the right policies, harnessing older workers could result in economy-wide productivity improvements, often referred to as longevity dividends.

Extended longevity comes at a cost. Having fewer working-age people slows capital investment and GDP growth. Declining worker-to-retiree ratios and more years in retirement put pressure on national social protection systems and push countries to raise the retirement age. Staged reforms of pension systems often result in overlaps between the retirement ages within the same age cohorts, creating uncertainty about retirement in long-term life planning.

Policy responses to a new multi-stage life model

The traditional three-stage (school, work, retirement) sequential life model is giving way to a more flexible multi-stage model where learning, leisure, work, and caring could take place across the whole life, better accommodating transitions during longer careers. Education acquired early in life may become obsolete. Changing jobs requires reskilling, and periods of physical and mental recovery may be needed to maintain productivity.

Social institutions dealing with older populations that now focus primarily on pensions, healthcare, and end-of-life care provision must respond to the new challenges. Changes in

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

retirement age, pension entitlements, and contribution rates should be complemented by policies that help people manage their multi-stage lives and promote healthy and productive aging. New approaches to healthcare, labor market policies, and education will be crucial to allowing countries to achieve the full potential of longevity benefits.

The first challenge is to translate increased longevity into the extension of a productive and healthy life rather than add years of (high-cost) disability to the end of life. The goal is to reduce the risk and delay the onset of physical and cognitive disabilities and improve functional capacities if intrinsic abilities decline. Achieving this goal requires a major reallocation of resources in the health care system from treatment to prevention activities. Interventions with the greatest impact might not necessarily focus on old age but could target earlier stages of life, helping young people age better.

Four groups of factors will determine the success of healthy aging policies:

- Healthy behaviors, such as healthy diets and physical exercise, could be incentivized through public campaigns and economic incentives.
- Socioeconomic factors that cause health inequalities to widen with age could be addressed by policies targeting poor people who live less healthy lives compared to better-off people and also combined with public campaigns and economic incentives.
- Environmental policies aimed at reducing air pollution, improving sanitation, and optimizing urban planning.
- Research on the cellular and molecular processes associated with aging and the factors affecting the onset of age-related diseases promises to achieve substantial progress in healthy aging.

In 1950 when world population was much younger, with a median age of 23, the global potential support ratio was about 12 people of working age per one person aged 65 years or older. Today, the world PSR has declined to eight and by the year 2050 is projected to decline to four.

[Read more](#)

A virtuous circle of longevity, health, and productivity, in which productive engagement at older ages is associated with positive physical and mental health outcomes and could delay the onset of age-related illnesses, will reinforce the impact of healthcare interventions.

Recent growth in the labor force participation of older workers is attributed mainly to changes in social security and tax systems. Further increases in retirement age are politically challenging. Labor market policies should be redesigned to lower the costs of hiring and retaining older employees and make post-retirement work more attractive to older workers. On the demand side, strict employment protection combined with asymmetric information about the productivity and health status of older workers increase the costs of labor adjustment, thus reducing the incentives for the firms to hire and retain older workers. On the supply side, tax credits to older, especially low-skilled, workers

could be effective in increasing their labor force participation. Work flexibility is one of the main factors that determines whether older workers continue working after retirement. Labor market legislation should support employees seeking more flexible work arrangements, including work hours, extended vacation time, and the ability to work remotely or in a hybrid fashion. While flexibility is good for the labor market in general, older workers might benefit the most from such policies. Practices such as “returnships” — internship-type periods during which retirees can temporarily return to assist on a particular task or project or to mentor younger workers (a la Robert de Niro in “The Intern”) — could increase the attractiveness of work for retirees. Labor regulations should also make it easier for older workers to work for themselves.

Deemphasizing formal educational requirements and prioritizing skills, competencies, and years of relevant experience could improve the labor-market prospects of many older workers. Skill-based hiring could overcome challenges older workers face stemming from

the lack of traditional education or difficulty changing careers. For example, leading U.S. IT companies announced the elimination of degree requirements in their employment practices, with only 43 percent of Accenture's and 29 percent of IBM's postings positions containing degree requirements.

Multi-stage careers are less likely to occur when workers spend their entire careers working for a single employer. A new approach to career planning should consider the optimal timing of job transitions and the skills needed to play different roles. An education system that shifts from front-loaded to lifetime learning would help workers stay current and relevant in the labor market and help individuals navigate their career paths. The contribution of work experience and life-long learning to economic development might be as important as the contribution of education. And, while reform of the educational system is likely to be costly and slow, the costs of institutional reforms that improve returns to experience may be much lower and have a faster impact. Transitioning to such a system may require redistributing public investments to agencies providing formal and non-formal education to older people. The success of such reforms would require stronger policy coordination by the government, educational institutions, and firms to incentivize more effective investments in education and training at older ages. Establishing regulatory frameworks for private training provision would help overcome the rigidities of formal educational systems. By enhancing physical, social, and emotional well-being, lifelong learning can create a virtuous cycle for productive aging.

Policy needs to address inequality

Policy on productive aging also needs to address the issue of inequality. In the United States, the life expectancy of men from the top of the income distribution is about 15 years longer than that of men from the poorest percentiles. If the life expectancy of some groups continues to stagnate or even decline, a uniform and higher retirement age could eliminate retirement for poor people altogether.

Gender inequality in work participation at older ages is also significant. Older women's caregiving responsibilities often make it impossible for them to participate in the labor force. Improvements in the provision and costs of elder and child care could increase the participation of older women in the labor market.

Educational inequalities at early stages of life translate to even greater inequalities in human capital at older ages. The benefits from lifelong learning in terms of employability and earnings at older ages increase with tertiary education. Maximizing longevity dividends requires addressing these inequalities through the development of institutions to support healthy, long, and productive lives for all.

Michael Lokshin is the Lead Economist for the World Bank

Thanks for reading!

*Geoff Vercauteren, Director of Workforce Development
Network4Health*

NETWORK4HEALTH ALL PARTNERS MEETING

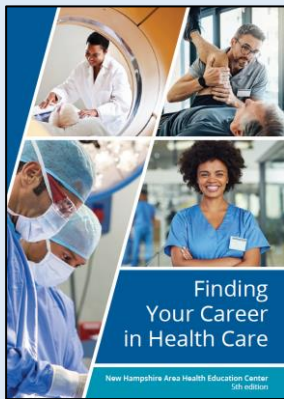
We hope to see you there!
December 13th from 10 – 11:30AM via Zoom
Semi-Annual Network4Health All Partners Meeting!

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!](#)

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,



**Maine's Essential Care & Support
Workforce Partnership presents a webinar
on Best Practices for Attracting & Keeping
Direct Care Workers - Tuesday December
12 | 1:30-3pm; Via Zoom**

Using PHI's 5 Pillars of Direct Care Job Quality, this webinar will feature a presentation from Jake McDonald, Senior State Policy Advocacy Specialist at PHI, a national expert on direct care work, alongside providers in Maine who are already implementing some of these strategies to grow and retain a quality workforce.

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

**Earn & Learn for
Career Advancement**



Excellent career pathway through paid apprenticeship!

educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

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!

To apply at CMC
[CLICK HERE](#)

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

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, 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

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.



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!

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!](#)

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:

11/30/23	<p>8:30 am - 10:30 am: SCOTUS Prohibits Affirmative Action but Validates DEI; Saint Anselm College Institute of Politics; 100 St Anselm Dr., Manchester, NH. Learn More</p>	<p>Please email us if you are interested in attending any of</p>
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Multiple dates	<p><u>Southern NH AHEC presents: Building the Equity Toolbox – A Culturally Effective Organizations Online Training Series:</u></p> <p>Equitable Evaluation: Seeking Answers. Building Equity Tuesday, December 5 · 1 - 2:30pm EST; MORE INFO</p>	<p><i>these trainings or conferences and want to be reimbursed by Network4Health</i></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</u>: 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



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?

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



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

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](#)

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 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

11/30/23	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
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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
1/5/24	8:30 AM - 4:00 PM: The 12 Core Functions of a Substance Use Counselor ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/11/24	8:30 AM - 4:00 PM: Effective Group Treatment: Leveraging CBT and MI in Telehealth Groups ; Location - Remote via Zoom	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
1/18/24	9:00 AM - 12:15 PM: Problematic Sexual Behaviors in Substance Use Recovery ; 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
2/2/24	8:30 AM - 3:30 PM: Engaging with Individuals Re-entering from Prisons and Jails ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
3/6/24	8:30 AM - 4:00 PM: Caring for Yourself While Caring for Others: Ethical Considerations & An Interactive, Skill Development Workshop ; 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 Dec:	<ul style="list-style-type: none"> • Grief Counseling and Treatment Certification Training: Assessments and Interventions to Support Healthy Grieving and Adaptation to Death and Loss • 3-Day: Dialectical Behavior Therapy Certification Training • Reproductive Trauma: Essential Tools for Infertility, Pregnancy Loss, Birth Trauma, and Perinatal Mental Health Disorders • Acceptance & Commitment Therapy Made Easy: ACT for PTSD, Anxiety, Depression & Personality Disorders • Boundaries in Clinical Practice: Top Ethical Challenges 	Go to: PESI To find more!
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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	<p>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:</p> <p>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</p>	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 	Please email us if you are interested in attending any of these trainings or conferences and want to be reimbursed by Network4Health
Open until 12/31/23	<p>Self-paced: MUSC: Trauma-Focused Cognitive-Behavioral Therapy (TF-CBT):</p> <p>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.</p>	REGISTER NOW
Open until 12/31/23	<p>Self – paced: Mindful in Healthcare - The Wellbeing & Performance Course for Healthcare Professionals</p> <p>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.</p>	REGISTER NOW

	 New Hampshire Psychological Association CLICK HERE for more upcoming events	
12/15/23	9:00 AM - 2:00 PM: Advocate, Me? Connections Between Advocacy and Clinical Practice; via Zoom; Learn More	Please email us if you are interested in attending.
 NASW New Hampshire Continuing Education CLICK HERE to go to NASW NH's website		
1/9/24	8:45 AM - 12:00 PM: (NASW VT) Leveraging the Power of Teams; Location - Zoom	Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health
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	
1/4/24	8:45 AM - 12:00 PM: (NASW VT) Boundary Crossings and Boundary Violations; Location - Zoom	REGISTER NOW
2/2/24	9 - 10:30am: Children of Incarcerated Parents and Their Families: How Can We Help 1.5 CEs - live on zoom	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 just a few of the great topics](#) that are coming up both live locally and 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
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders* | March 5 & 6, 2024 | Live Online
- *Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor* | April 5, 2024 | Manchester
- *Securing Your Talent in a Tight Market* | April 11, 2024 | Manchester
- *Make Everyday Bring Your Best Self to Work Day* | May 10, 2024 | Manchester
- *Let's Talk for a Change* | May 14, 2024 | Manchester
- *High Performing Leadership at Loon Mountain (2.5 day)* | May 15, 16, 17, 2024 | Loon Mountain
- *Analyzing Workstyles: Using MBTI to improve work performance* | May 20 | Manchester

Counseling & Social Work Courses:

- *ADHD: Neuroscience and Psychopharmacology* | December 8 | Live Online
- *Building Resiliency Skills* | April 2, 2024 | Manchester
- *Model for Treating Anxiety, Depression and Low Self-Esteem* | February 9, 2024 | Manchester

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



NH Disability & Health Program
Responsive Practice Training
Providing Health Care & Screenings to Individuals with Disabilities
ResponsivePractice.org

FREE training
1 credit
available online & on-demand

University of New Hampshire
Institute on Disability
NH Disability & Health Program

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.










Southern New Hampshire University

Continuing Education
for Health Professions

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
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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	  Institute for Health Policy and Practice	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! <p style="text-align: center;">To register or for more information email unh.projectecho@unh.edu or visit us HERE</p>
	 ECHOs – Expanding Health Knowledge – via Zoom Click here to learn more	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
		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.	
	Community Connections: Working with Justice-involved Individuals; Dec 20, 2023 12:00 pm - 1:00 pm – Register here	
		FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians
	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	CLICK HERE to see all offerings
		FREE Trainings from Southern NH AHEC – CEU's Available! Click here and the go to “Read latest Blitzmail newsletter”

On-Demand Trainings See Full List of Trainings on the SNHAHEC website	Addiction as a Chronic Disease	VIEW NOW
	Compassionate Boundries	VIEW NOW
	Culture and Cultural Effectiveness	VIEW NOW
	De-Escalation of an Overramped Patient	VIEW NOW
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW
	Management of Stimulant Use Disorders	VIEW NOW
	Motivational Interviewing	VIEW NOW
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW
	 <p>Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers</p> <ul style="list-style-type: none"> ✓ Dealing with the Difficult Learning Situation: Prevention: VIEW NOW ✓ Dealing with the Difficult Learning Situation: Management: VIEW NOW ✓ The Effective Preceptor: VIEW NOW ✓ Evaluation: Making it Work: VIEW NOW ✓ Giving Feedback: VIEW NOW ✓ Integrating the Learner into a Busy Practice: VIEW NOW ✓ Inter-professional Collaboration: VIEW NOW ✓ Learner Engagement in Community Rotations: VIEW NOW ✓ The One-Minute Preceptor: VIEW NOW ✓ Setting Expectations: VIEW NOW 	LEARN MORE
Various – see site for details	 <p>FREE Trainings from New England Public Health Training Center – CEU’s Available!</p>	Click for a complete list of trainings
Various – see site for details	 <p>Training and events – happening locally and online!</p>	Click for a complete list of trainings
Various – see site for details	 <p>Dartmouth Health Professional Development – FREE CEUs! Network4Health will cover admission costs associated with any of these trainings that aren’t free. Email us if you are interested!</p>	Click for a complete list of trainings
Various – see site for details	 <p>Providers Clinical Support System</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>Comprehensive list of trainings and webinars – many archived. CEU’s available.</p>	Click for a Complete List of Trainings
Various – see site for details	 <p>Addiction Technology Transfer Center Network</p>	Click for a Complete List of Trainings

Various – see site for details	 MHTTC Mental Health Technology Transfer Center Network Funded by Substance Abuse and Mental Health Services Administration	Click for a Complete List of Trainings
Various – see site for details	 African American Behavioral Health CENTER OF EXCELLENCE	Click for a Complete List of Trainings
Various – see site for details	 CENTER of EXCELLENCE LGBTQ+ BEHAVIORAL HEALTH EQUITY	Click for a Complete List of Trainings
Free Webinars	 Opioid Response Network	Click for a Complete List of Trainings
Various – see site for details	 WILLIAM JAMES COLLEGE William James College Professional Development <i>Please email us if you are interested in attending and receiving reimbursement for any of these trainings. CEUs available!</i>	Click for a Complete List of Trainings
Free Webinars From NAADC – CEU's Available!		
MORE INFO HERE		
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.

11/30/23	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
12/8/23	1:00 PM - 2:00 PM EST: An Introduction to The ASAM Criteria with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
12/11/23	1:00 PM - 3:00 PM: Providing Services to the LGBTQ+ population presented by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
12/12/23	10:00 AM - 12:00 PM EST: Trauma Informed Care for Providers with Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
12/13/23	11:00 AM - 12:30 PM: De-Escalation Techniques with Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
12/15/23	10:00 AM - 11:30 AM: Integrated Healthcare with Taylor Murphy, MSW	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

ARE YOUR EMPLOYEES STUCK IN A ‘DOOM-LOOP?’

From: *“Are your employees in a ‘doom-loop’? (and what to do to get them out of it)”* By Peter Crush for TLNT.com; Nov 14, 2023.
[CLICK HERE](#) to see full article.

According to Andrew Shatte, chief knowledge officer, and co-founder, at meQuilibrium, 'doom-loops' exist, and if left unchecked, can be seriously destructive:

There are many things in life that fill us with a sense of doom – or at the very least a feeling of quiet foreboding. From a work perspective, these largely appear in the form of things that give staff ‘anticipatory anxiety’ – a bona-fide psychological term that’s summed up well by the familiar ‘Sunday-evening blues’ – where employees tend to dwell on returning to work the next day. It’s also that sense of dread some people often feel the evening before the first day back at work after a long holiday.



According to a survey by job site Monster, up to 76% of Americans self-reported having “really bad” Sunday night anxiety, compared to just 47% of people around the world. But while most employees are resilient enough to briefly recognise this, and move on, HR professionals should take note; for staff are increasingly suffering from/getting into what has been described as far more destructive ‘doom-loops’ – where some can enter what it often a vicious cycle where employees consistently focus on the negative, rather than the positive.

According to Andrew Shatte, PhD, chief knowledge officer, and co-founder, at meQuilibrium, 'doom-loops' are a more dangerous form of disengagement or temporary ennui because those suffering it can get overly anxious about an overly and exaggerated, awful future.

Even when an employee experiences what others might see as a positive – such as a promotion – those in a 'doom-loop' scenario only see the increased responsibility that comes with it, rather than the career-affirming benefits. Employees who are stuck in doom-loop constantly fixate on the negative and typically cannot work productively, he argues.

So how do HR professionals identify and deal with those in a 'doom-loop' – and should these people really be given special attention, or just be encouraged to toughen up a bit? TLNT decided to speak to Andrew to find out more:

Q: For those who have not heard of the term before, can you summarize it a bit more, and its impact on organizations?

A: "Doom-loops are a phenomena that sums up something we've been looking at for a while. It's a term that neatly sums up how someone can get into a rut in his/her head, and see the world extremely negatively. It's more than just having a bad day though. When people are in this frame of mind, they are continually scanning for the bad, rather than looking for the good/positives. As a result of this, the good/bad ratio gets progressively worse until it becomes so overwhelming that people become helpless and hapless, and get stuck in it. It's bad enough at the individual level, but when these people are in teams, everyone else picks up on this negative emotion and the impact it has on others is that productivity sinks. Teams are seldom independent, but they are interdependent, and part of a chain, and so very quickly, negativity can spread wildly across the business."

Q: Isn't seeing the negatives sometimes just a fact of everyday life, and if HR panders to this, isn't it yet another issue that potentially takes up their time?

A: "The problem with having people in your business who are in a doom-loop is that telling them to just 'toughen up' would be an entirely inappropriate response. Yes, they do need to recalibrate their thinking, but not by being told to in such a harsh way. There's a strategy that's needed which acknowledges to people that challenges exist, and that there are winds of change, but that there is also a need for managers to show appreciation and recognise the good commitment that someone is demonstrating.

Q: Can you explain further how you think HR should intervene?

A: "I tend to think of it like this: when was the last time people were overcome with contentment? Probably not that recently! The point is, we tend to say people are 'overwhelmed' – but usually when it's a negative emotion. But contentment is just an emotion too, so we – as HR professionals – need to be working on ways we can ramp up contentment in people. Being able to link people's contribution to the business is one important way contentment is boosted. So too is giving meaning, a mission, and a purpose. These things are the most important and powerful feelings HR professionals can impart. Yes, we do need skepticism and negativity in life – because these feelings give us a better sense of what's going on – but given that these emotions occur naturally anyway, we need to try and amp up the positive emotions that don't often come so naturally.

Q: Doesn't this cause us to risk creating something equally as destructive – which is 'toxic positivity' – blindly thinking everything is great?

A: "We all know that toxic positivity is just as bad in the workplace as constant negativity, but I believe positivity is an antidote to toxic positivity because there is – on balance – there is an overall need to inject positivity still. If we think of where we've been in the last three years, employees have been hit by things that are largely out of their control, and in parts, they've had false-hope too. When you put an already negative brain through even more trauma, it becomes highly negative and so organizations need to break through peoples' optimism gap. HR has to bridge this by not glossing over things, but neither by being too optimistic. HR needs to lead on the things that are changeable. That's the answer to doom-loops."

Q: Do we need to reconfigure what 'change' is and how it impacts staff?

A: "Yes, exactly. The whole language around 'change management' is tone deaf, because – usually – any change is perceived as being difficult and disruptive. Most HR professionals try and take those who love change and those who hate change together, but as one big homogeneous group, which is why change often fails. What needs to happen is for people to be taken through a 'challenge' mindset. This is when change is seen as more of an opportunity and will have a chance of being seen as positive rather than negative."

Q: Are doom-loops just a passing thing? As businesses and employees pivot to new ways of working, things will naturally sort themselves out?

A: “Unfortunately, doom-loops are still being fed by the current domestic political and economic landscape, as well as the increasingly more volatile global one. We’ve studied more than 7,000 people and have spotted major spikes in people’s stress and anxieties. The problem with people going through trauma, is that it just sits there, like a ticking time bomb, ready to go off again at the slightest period of difficulty.

Q: “What sort of advice would you give to an HR professional attempting to convince its board that ‘doom-loops’ are a real thing?

A: “The simple fact is people are about as depleted as they’ve ever been, but are also facing new challenges like we’ve never seen also. The challenge for HR is to start talking about better resilience amongst staff in a more mindful way.

So they shouldn’t dismiss it. When organizations literally have 25-30% of staff suffering from anxiety, they’ve got to start paying this sort of stuff attention. The vision of the CEO and CFO has to be aligned when it comes to matters like these. Organizations that do/do not act now will literally be on the right, or wrong side of history. It’s that big. HR has to give their people the right skills at the right time that’s their job. There are simply new truths that people in business need to accept now – and one of these is that it’s OK not to be OK.”

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

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