

WORKFORCE WEDNESDAYS

Bringing Workforce Information to your Inbox Since 2018!

December 27, 2023



HOT HEALTHCARE HIRING BOLSTERS COOLING US LABOR MARKET

IN THIS ISSUE:

**HOT HEALTHCARE HIRING
BOOSTS LABOR MARKET**

PAGE 1

FUNDING ANNOUNCEMENT

PAGE 4

PHI COACHING

PAGE 4

**WORKFORCE DEVELOPMENT
OPPORTUNITIES**

PAGE 5

**UPDATES FROM
HEALTHFORCE NH**

PAGE 8

DEI INITIATIVE

PAGE 8

**PROFESSIONAL
DEVELOPMENT**

PAGE 9

BH EDU. SCHOLARSHIPS

PAGE 11

**SPONSORED & FREE
TRAININGS LIST**

PAGE 11

MANAGEMENT CORNER

PAGE 19

From: "Hot Healthcare Hiring Bolsters Cooling U.S. Labor Market" Nov. 26, 2023, by Gwynn Guilford and Gabriel T. Rubin for WSJ.com; [Click here for story.](#)

A healthcare hiring boom is helping offset weaker job growth in other areas of the softening U.S. economy, boosting its chances of skirting a recession. The industry could serve as a strong job generator for years to come as an aging population and Covid-19 fuel widespread worker shortages and greater needs for healthcare services.

Healthcare providers—including hospitals, clinics, pharmacies and doctors' offices—accounted for 30% of U.S. job gains in the six months through October, though less than 11% of the country's total employment, Labor Department figures show.

"As behavior returns to normal—as kids go back to germ-factory indoor play spaces and daycare centers, and as people schedule elective procedures and catch up on routine scans delayed during the height of the pandemic—providers are having to staff up to keep up with demand," said Julia Pollak, chief economist at ZipRecruiter. Job growth has accelerated this year in healthcare while slowing in other fields as consumer spending weakens, home sales slump and other economic activity ebbs amid high interest rates.

Healthcare payrolls rose at a 4.2% annualized rate in the three months through October, up from a 3.1% pace in the first quarter. Employment outside of healthcare grew at a 1.3% rate in the three months through October, down from 2.4% in the first quarter.

In October alone, the nation's total number of jobs rose by 150,000, the smallest monthly increase since June. Just three sectors—healthcare, government and leisure and hospitality—accounted for nearly all of those gains, leaving the rest of the overall economy with no net job growth. That contrasted with the more broad-based hiring seen earlier this year.



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
-

Many economists expect U.S. economic growth to slow further in coming months, leading to hiring freezes and possibly more layoffs. But healthcare hiring might be strong enough to prevent a sharper downturn, said Sung Won Sohn, finance and economics professor at Loyola Marymount University.

“The lion’s share of [healthcare] jobs are providing essential services that can’t be postponed, regardless of how well the economy is doing,” said Sohn. “The bottom line is the strength in healthcare hiring is one of the reasons why we may not fall into a recession.”

Healthcare payrolls have grown briskly for years, even increasing by 3.5% through the 2007-09 recession while other employers cut 6.2% of their jobs. The aging of the U.S. population means the industry could continue its hiring spree for years to come as older Americans seek more healthcare. The 2020 census found 17% of the country was age 65 or older, a share projected to grow to 21% by 2030.

Many older Americans are also retiring—including healthcare providers. This is worsening the labor shortages that emerged during the pandemic as the need for such workers surged and many quit because of burnout and other factors.

Unionized nurses at Robert Wood Johnson University Hospital in New Brunswick, N.J., for example, have been on strike since August—primarily over staffing. The nurses say the hospital has kept staffing too thin, leaving them unable to provide patients with the best care. “I can pick up overtime,” said Brenda Acquah, a mother and baby nurse at the hospital, as she stood on the picket line in mid-November. “But after a while, I need a break, I need to stay home, I cannot keep on picking up overtime because you’re short—you’re stretching me thin at this point.”

RWJBarnabas Health, the group that runs University Hospital, declined to comment, citing continuing contract negotiations. In written testimony submitted for a U.S. Senate hearing last month, Chief Executive Mark Manigan said that RWJBarnabas and the nurses’ union continued to bargain in good faith.

In October, more than 75,000 nurses, pharmacists and other employees of the Kaiser Permanente health system walked off the job in the largest U.S. healthcare strike on record. Like the University Hospital nurses, one of their primary demands was more staffing.

The country’s deficit of healthcare workers will continue to be a big part of what supports overall employment growth for quarters to come, said Rick Rieder, BlackRock’s chief investment officer of global fixed income.

ZipRecruiter’s Pollak noted that while employee turnover has largely normalized in other industries, it remains elevated in healthcare. The number of employees in healthcare and social assistance who quit their jobs in September was 9% higher than before the pandemic, and 22% higher than the 2019 average.

These dynamics are unlikely to change significantly in the long term, said Noah Yosif, lead labor economist at UKG, the payroll software provider.

The biggest challenge for healthcare continues to be the shortage of workers able and willing to fill the jobs, he said. “Demand is expected to be strong over the coming decade, however the real driver of [job growth] will be the number of people choosing to make healthcare roles their career.”

Thanks for reading!

Geoff Vercauteren

*Director of Workforce Development
Network4Health*

FUNDING ANNOUNCEMENT

New Funding Opportunity Available!
Geriatric Workforce Enhancement Program (GWEP) (HRSA-24-018)
Applications accepted until 11:59 p.m. ET on February 26, 2024.

The Health Resources and Services Administration (HRSA) released a New Notice of Funding Opportunity (NOFO) to educate and train the health and supportive care workforces to care for older adults by collaborating with community partners.

The purpose of the GWEP is to educate and train the health care and supportive care workforces to care for older adults by collaborating with community partners. Applicants will maximize patient and family engagement to address care gaps and improve health outcomes for older adults by integrating geriatrics with primary care and other appropriate specialties using the Age-Friendly Health Systems Framework. Eligible applicants include:

- Schools of Medicine
- Physician Assistant Education Programs
- Graduate programs for Health Administration or Behavioral Health and Mental Health Practice, including: Clinical Psychology, Clinical Social Work, Professional Counseling, or Marriage and Family Therapy
- Health care facilities
- Programs leading to certification as a certified nurse assistant
- Partnership of a school of nursing and health care facility
- Partnership of a program leading to certification as a certified nurse assistant, and a health care facility
- Community-based organizations, if otherwise eligible
- Tribes, and Tribal organizations, if otherwise eligible

Awards: HRSA anticipates awarding approximately \$43 million to approximately 43 recipients through this funding opportunity. [Click HERE for more info.](#)

PHI COACHING & SUPERVISION



Train the Trainer
Save the Dates

Coaching Supervision

This training is a unique approach to ending a damaging cycle that often leads to poor relationships, high turnover, and supervisor strain.

Through skill-based training, supervisors learn to:

- Support staff while also holding them accountable
- Build constructive, positive relationships
- Show respect
- Help staff be:
 - Better communicators
 - Stronger problem solvers
 - Give quality care

To Register
[**Click Here**](#)



Learn More about
Train the Trainer by
scanning the QR Code

Train the Trainer

PHI's train-the-trainer program provides opportunities for staff developers to learn coaching skills and how to deliver the two-day introductory training to supervisors within their own organizations or regionally in NH. The train the-trainer is a six-day program that steeps staff developers in PHI's adult learner-centered approach to training, increasing their comfort with facilitating interactive activities that depend on self-reflection and open and honest communication. Trainers will experience the introductory workshop themselves, and then build their training skills, with the final workshop allowing you to lead future Train the Trainer workshops.

TRAININGS WILL BE HELD ON :

Participants must attend all sessions



January 23 & 24 2024 - Part 1



Part 1 - Coaching and Supervision Workshop



February 13 & 14 2024 - Part 2



Part 2 - Train the Trainer



May 14 & 15 2024 - Part 3

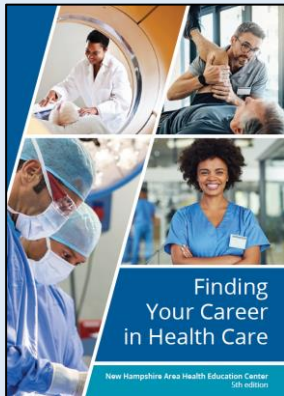


Part 3 - Lead Trainer



Ideal for supervisors of any kind of direct care workers in any setting!

WORKFORCE DEVELOPMENT OPPORTUNITIES



Finding Your Career in Healthcare – 5th edition is now available online!

The fifth edition of AHEC's popular career guide has over 90 different careers in healthcare and now includes a section on jobs in behavioral health and substance misuse. Written for career explorers from middle-school to adult, this guide give valuable information including career descriptions, salary ranges, educational programs, career paths and more!

[CLICK HERE TO VIEW ONLINE!](#)

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.

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) – **Next class 1/22/24!**
- Licensed Nursing Assistant (LNA) – **Next class 2/12/24!**
- Patient Service Representative (PSR) – Starting early 2024!

- Pharmacy Technician – **New cohort coming in 2024**
- 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



Enroll in L.N.A. for Success

This 18-week program combines English language instruction with classroom and hands-on healthcare experience. Students will prepare for the NH Board of Nursing L.N.A. licensing exam, and ultimately secure a job with one of our healthcare partners.

EARN 2 CERTIFICATES IN 1 PROGRAM

- L.N.A. for Success Certificate for English language skills
- L.N.A. Training Certificate from Manchester Community College (required for the state certification exam and the NH Board of Nursing license application)
- Ongoing licensing/employment support for up to one year afterwards



To learn more about this class, scan the QR code or email: **Hannah Jean** at hjean@iine.org

THE INTERNATIONAL INSTITUTE OF NEW ENGLAND
 470 Pine Street, Lower Level | Manchester, NH 03104 | 603-647-1500 | www.iine.org



SCHEDULE: Orientation: 2/5/24 - 2/7/24; **Module 1:** 2/19/24 - 3/3/24; **Module 2:** 3/4/24 - 3/10/24; 3/11/24-3/31/24; 4/1/24 - 4/14/24; 4/15/24 - 4/21/24; 4/22/24 - 5/12/24; 5/13/24 - 6/2/24; **Module 3:** 6/3/24 - 6/20/24; **Thursday, June 20th - Graduation!!**

[Click here for more info and to apply!](#)

Southern NH AHEC Community Health Worker Course

**Registration
Deadline:**

January 27, 2024

7 day-8 hour class Virtual
February 5, 12, 19, March 4, 11, 18, 25, 2024
9:00am-3:00pm

Please note there will be no class on February 26, 2024

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

Target Audience

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

Cost: \$1,200.00-includes curriculum and training materials. We have scholarships available through our CHW ADVANCE! Program. Payment is by check only. Checks can be made out and mailed to: **Southern NH AHEC, 128 State Route 27, Raymond, NH 03077**

To register online [please click here](#). For more information or a scholarship form, please contact Carli Hughes: chughes@snhahec.org

CRSW Academy – through MHCGM

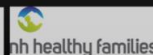
9.5 Days in February

Feb 6th	9AM - 4:30PM
Feb 7th	9AM - 4:30PM
Feb 8th	9AM - 4:30PM
Feb 13th	9AM - 4:30PM
Feb 14th	9AM - 4:30PM
Feb 15th	9AM - 4:30PM
Feb 20th	9AM - 4:30PM
Feb 21st	9AM - 4:30PM
Feb 22nd	9AM - 4:30PM
Feb 23rd	9AM - 1PM



This CHOICES curriculum is fully NAADAC approved and provides all components and hours necessary to sit for the NH CRSW examination.

Proudly sponsored by:



**Scholarships
Available!**

See registration page for details

\$299

[Click here](#) for more info and to sign up. Scholarships available.

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!

Giving Care: NH's Healthcare Workforce Plan

In March 2022, the Endowment for Health *Forward Fund* released "Giving Care: A Strategic Plan to Expand and Support NH's Healthcare Workforce. Giving Care presents New Hampshire solutions to New Hampshire's current health care workforce crisis. It is a plan that offers immediate, as well as longer-term strategies to expand and support our health care (and behavioral health) workforce. These solutions incorporate learning from previous successful workforce development efforts and provide specific actionable strategies to grow and retain the workforce, to ensure we have the data we need to prioritize investments, to improve the policy and regulatory environment, and – perhaps most importantly – to lead and coordinate implementation.



This actionable plan was the work of 70+ stakeholders (advocates, educators, policy makers, regulators, labor specialists, providers, employers) participating in 4 workgroups to establish "action agendas" with goals, objectives, 107 strategies (including priorities & quick wins), timelines, and stakeholders. Whether you are an employer, a policymaker or

government official, an institution of higher education or educator, or an advocate for the health care field, there is a role for you in implementing Giving Care. Have questions? Email us at info@healthforcenh.org.

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

N4H DIVERSITY, EQUITY, INCLUSION, AND RACISM INITIATIVE



N4H's VISION FOR THIS WORK:


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

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

Through this initiative, Network4Health will support our partners to:

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

Other Upcoming DEI Trainings:

1/8/24	<p>1:00 pm - 3:30 pm: DEI for Mangers – Wentworth By The Sea 588 Wentworth Rd, New Castle, NH; Diversity, Equity, & Inclusion (DEI) is a proven way to elicit superior performance from teams and individuals. But that performance does not just happen by itself. Even if there is a DEI Plan, that plan needs to be carried out day-to-day. So, how do you bring diversity into your group? How do you engage everyone equitably so that they perform at their best and your team performs at its highest level?</p> <p>Come to the Winter 2024 Leadership & Management Conference: Cultivating an Engaged Workplace – the University of New Hampshire’s 15th Annual Conference for Managers, Supervisors, Team & Project Leaders and hear James McKim facilitate a discussion of how to embed DEI into your daily work as a manager.</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>
1/18/24	<p>9:00 am - 10:30 am: Achieving Performance Through DEI: Strategies for Nonprofit Leaders</p>	
1/18/24	<p>12:00 pm - 1:00 pm: Lunch & Learn: – DEI 302: Achieving Organizational Performance Through Diversity</p>	
3/7/24		

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

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



NEW HAMPSHIRE CHARITABLE FOUNDATION

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 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](#)

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

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 confirming final data). 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	\$ 467,782	282	\$ 142,500	62	\$ 148,182	127	\$ 94,600	75	\$ 82,500	18
Merrimack County	\$ 34,667	29	\$ 5,000	2	\$ 24,167	22	\$ 5,500	5	\$ -	-
TOTALS	\$ 690,936	428	\$ 225,000	96	\$ 233,436	202	\$ 132,500	108	\$ 100,000	22
Graduates to date per school		54		15		9		25		5

✓ Updated 12/11/2023

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			
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


1/12/24	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
1/12/24	9:00 AM - 10:00 AM: Gambling and Opioids – A Survey ; 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
1/17/24	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
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
1/19/24	8:30 AM - 3:30 PM: Project SUCCESS: Group Counseling with Adolescents ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/24/24	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
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
1/26/24	8:30 AM - 4:00 PM: Prevention Ethics ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
1/30/24	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
2/1 – 2/2/24	8:30 AM - 4:00 PM each day: Ethical Issues for Recovery Support Workers ; Location - 130 Pembroke Road, Suite 150, Concord, NH	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
2/2/24	9:00 AM - 12:15 PM: Preventing Self-Harm and Self-Injury Behavior through Somatic Yoga ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/5/24	8:30 AM - 12:15 PM: CALM (Counseling on Access to Lethal Means) ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/9/24	8:30 AM - 4:00 PM: The Ethical Clinician: Benefits, Burdens, and Best Practices ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
2/15/24	8:30 AM - 4:00 PM: HIV Trends & Treatment ; Location - 130 Pembroke Road, Suite 150, Concord, NH	CEU's Available!	Click to Learn More & Sign Up for a Seat
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
3/11/24	8:30 AM - 4:00 PM: Ethical Principles in the Helping Profession ; Location - Remote via Zoom	CEU's Available!	Click to Learn More & Sign Up for a Seat
4/19/24	8:30 AM - 4:00 PM: Confidentiality Updates: 42 CFR Part 2 and HIPAA ; Location - NH Audubon - 84 Silk Farm Road, Concord, NH	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 Jan 2024:	<ul style="list-style-type: none"> • Compassion Fatigue Certification Training for Healthcare, Mental Health and Caring Professionals • Neuroscience for Clinicians: New Brain Science for Trauma, Anxiety, Depression and Substance Abuse • Borderline, Narcissistic, Antisocial and Histrionic Personality Disorders: Effective Treatments for Challenging Clients • Suicide and Self-Harm in Adolescents: Effective Assessment and Intervention Strategies for Young People in Crisis • Alzheimer's Disease & Other Dementias Certification Training 	Go to: PESI To find more!
---	--	---

Open until 3/29/24	<p>PESI: Somatic Therapy for Trauma Treatment - Healing attachment, racial, and collective trauma through the body</p> <p>The research and experience of leading trauma experts make it clear — to fully overcome deep trauma wounds, you must address trauma's impact on the body. But too many clinicians have not been trained to work with the subtle cues of posture, facial expression, eye gaze, and movement that can serve as our guides to deep healing.</p> <p>That's why we've gathered some of the world's leading somatic therapy experts for this unique and highly practical online course. Join world-leading trauma experts to master skills from some of the field's most powerful somatic therapies.</p>	REGISTER NOW
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		
1/11 – 1/12/24	<p>8:30 – 4:00pm: Valliere Counseling and Professional Support: From Suffering to Thriving: Walking the ACT Way with Joel Guarna and Teresa Valliere; Woodfords Club, 179 Woodford Street, Portland, ME, 04103</p> <p>Our clients get stuck in their thoughts, feelings, behavioral patterns, and personal narratives. And we, as helpers, get stuck in our own. These corresponding forms of rigidity are both a primary cause for clients' suffering and a driver of helplessness, frustration, and burnout in helpers. ACT provides a coherent and powerful set of strategies for moving both clients and helpers toward greater psychological flexibility and fulfillment—from suffering to thriving.</p>	REGISTER NOW
1/12/24	<p>1 – 3:30pm: Understanding Military Culture; Live via Zoom. Being culturally effective and providing competent treatment to military-involved individuals requires a basic understanding of military culture. Join us for this important event and learn from a certified military trainer and a military guest!</p>	Please email us if you are interested in attending
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		
1/19/24	<p>9:30 AM - 3:15 PM: Race Talk: Intergenerational Trauma, Privilege, Power and Oppression; Live via Zoom; Learn More</p>	Please email us if you are
1/26/24	<p>12:00 PM - 1:00 PM: Mind or Body? Health Anxiety and Somatic Symptom Disorders; Location - Zoom</p>	

2/2/24	11:00 AM - 6:30 PM: Practical Ethics in Challenging Times: Ethical Decision-Making and Practice, Boundaries and Multiple Relationships, Telepsychology, and Clinical Supervision; Location – Zoom	<i>interested in attending.</i>
2/23/24	9:00 AM - 12:05 PM: Emerging Clinical Applications of Psychedelic Medicines; Location – Zoom	
 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	<i>Please email us if you are interested in attending these trainings and want to be reimbursed by Network4Health</i>
2/8/24	12:45 - 4pm: Human Trafficking for Service Providers; Two workshops on zoom - choose one or both. 3 CEs available	
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
3/5/24	9 - 11:30am: The Most Common Form of Family Violence: Sibling Aggression and Abuse; 2 CEs - live on zoom	REGISTER NOW
3/11-4/1/24	11:30am - 5pm: Essential Telehealth; Location - 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:

JANUARY

- *Introduction to Basic Project Management | January 5 & 12 | Live Online*
- *Conflict Resolution Through Effective Communication | January 16 | Manchester*
- *Boosting your emotional Intelligence | January 23 & 24 | Live Online*
- *Workplace Safety and Health Programs | January 26 | Live Online*
- *7 Habits of Highly Effective People | January 30 & 31 | Live Online*
- *Finance for Non Financial Managers | January 31 | Live Online*

FEBRUARY

- *Healthcare Professionals: Increase Resilience, Energy, and Emotional Well-Being While Reducing Stress | February 1 | Live Online*
- *Nonprofit Planning and Evaluation | February 1 & 2 | Live Online*
- *Strategic Planning | February 6 | Manchester*
- *Building a Culture of Diversity and Inclusion | February 7 | Live Online*
- *Facilitating The Multi-Generational Workforce | February 8 | Manchester*
- *Critical Thinking: Sharpen your Problem Solving and Decision Making | February 14 | Live Online*
- *Introduction to Grantwriting | February 16 | Live Online*
- *Facilitation Skills | February 21 | Live Online*
- *Simple and Sustainable Self-Care Strategies to Support Employee Well-being | February 22 | Live Online*
- *New Hire Orientation and Onboarding Excellence | February 22 & 23 | Live Online*
- *NEW! AI and Human Resources: Leveraging Opportunities and Managing Risk | February 23 | Live Online*
- *Using SOAR, an Appreciative Inquiry approach to strategic assessment | February 28 | Live Online*
- *Foundations of Supervision | February 29 | Manchester*

MARCH

- *The Power of Peer Coaching: Principles and Effective Practices* | March 5 | Manchester
- *Inspiring and Influential U: Communication Skills for Leaders and Aspiring Leaders* | March 5 & 6 | Live Online
- *Employee Engagement: Increasing Motivation and Commitment* | March 6 | Manchester
- *Creating A Blame-Free and Gossip-Free Work Environment* | March 7 | Manchester
- *Developing an Annual Fundraising Plan* | March 8 | Live Online
- *Balancing Workplace Priorities and Demands* | March 11 | Manchester
- *Grant Management Essentials for Nonprofits* | March 12 | Live Online
- *Unleashing The Voice of Today's Woman Leader* | March 12 | Manchester
- *Project Management for HR Professionals* | March 19 | Manchester
- *Success Sabotage: A Common Phenomenon* | March 26 | Manchester
- *Implicit Bias: awareness and response to mitigate impact* | March 27 | Live Online

APRIL

- *Introduction to Nonprofit Financial Management* | April 4 | Live Online
- *Leadership Skills for Supervisors: From Boss to Role Model, Coach, and Mentor* | April 5 | Manchester
- *Leading the Newest Generation* | April 8 | Manchester
- *Securing Your Talent in a Tight Market* | April 11 | Manchester
- *Introduction to Fundraising for Nonprofits* | April 18 | Live Online

Counseling & Social Work Courses:

- *Model for Treating Anxiety, Depression and Low Self-Esteem* | February 9, 2024 | Manchester
- *Building Resiliency Skills* | April 2, 2024 | Manchester
- *Anxiety and Depression in Adolescent Girls* | April 12, 2024 | 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!

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 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
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:


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.

- 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!](#)
- Project ECHO: Aging, Community, and Equity (PEACE).** This program will run from February 14 to May 8, 2024. Sessions will occur every other Wednesday from 12:30pm - 1:30pm EST. [Visit HERE to learn more!](#)







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


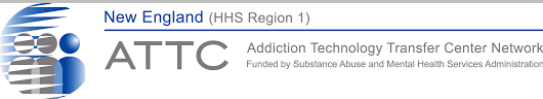






 **Dartmouth Health** **ECHOs – Expanding Health Knowledge – via Zoom**
[Click here to learn more](#)


Pediatric Integrative Medicine ECHO: Changing Health Care for Children: 6/6/2023 – 4/18/2024
Palliative Care ECHO 3.0: Improving Care for those with Serious Illness: 10/5/2023 – 6/6/2024

 **Grayken Center for Addiction Training & Technical Assistance**
 Boston Medical Center

FREE CEU's – Virtual trainings on addiction and recovery for behavioral health and healthcare clinicians

1/9/24	7:30 am – 9:00 am: MA OBAT ECHO®: Processing Grief After Overdose	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 Overamped Patient	VIEW NOW
	Enhancing Provider Skills in Serving People who Actively Use Substances	VIEW NOW
	Management of Stimulant Use Disorders	VIEW NOW
	Motivational Interviewing	VIEW NOW
	Multidisciplinary Approach to SUD, MH and Care Coordination	VIEW NOW
	Our Actions Have Impact: The Importance of Stigma Reduction	VIEW NOW
	Recognizing, Preventing and Addressing Institutional and Community Stigma towards Substance Use Disorders	VIEW NOW
	 Improve Your Precepting Skills with These FREE Courses from SNAHEC! Preceptor Development Modules: A series of educational modules for community based clinical teachers <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	 FREE Trainings from New England Public Health Training Center – CEU’s Available!	Click for a complete list of trainings
Various – see site for details	 Training and events – happening locally and online!	Click for a complete list of trainings
Various – see site for details	 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	 Providers Clinical Support System	Click for a Complete List of Trainings

Various – see site for details		Comprehensive list of trainings and webinars – many archived. CEU's available.	Click for a Complete List of Trainings
Various – see site for details			Click for a Complete List of Trainings
Various – see site for details			Click for a Complete List of Trainings
Various – see site for details			Click for a Complete List of Trainings
Various – see site for details			Click for a Complete List of Trainings
Free Webinars			Click for a Complete List of Trainings
Various – see site for details		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
Various – see site for details		Trainings from the National Council for Mental Wellbeing:	Click for a Complete List of Trainings
Free Webinars From NAADC – CEU's Available!			
MORE INFO HERE			
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 CE		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 CE		REGISTER NOW
2/1/24	Antiracist Addiction Treatment Requires Decriminalization and Harm Reduction; 3:00-4:30pm - Earn 1.5 CE		REGISTER NOW
2/8/24	Substance Use Disorders, Suicide, and Recovery: Beyond Shame and Stigma; 3:00-4:30pm - Earn 1.5 CE		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 CE		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		WATCH NOW

	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+	
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 7 expand use of best practices. Participants can receive CEUs for some classes, and receive certificates of attendance related to certain licensing requirements. Please click here for more information, click here to see a complete list of trainings, or contact Kimberly Bindas at kbindas@centene.com with further questions.	
1/3/24	10:00 AM - 12:30 PM: SBIRT for Providers with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/5/24	11:00 AM - 12:00 PM: An Introduction to The ASAM Criteria by Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
1/8/24	10:00 AM - 12:00 PM: Suicide Risk - A Clinical Perspective - Module 1 - Suicide Risk Overview Presented by Lisa Wharton MA, LPC, LPCC	CEUs Available! REGISTER NOW
1/10/24	10:00 AM - 11:00 AM EST: A Closer Look at Evidence Based Practices with Kimberly Bindas, MSW, LICSW	CEUs Available! REGISTER NOW
1/16/24	1:00 PM - 2:30 PM: Substance Related and Addictive Disorders - Module 7- Opioid Related Disorders by Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/18/24	1:00 PM - 3:00 PM: Cultural Humility- Building Upon the Foundation of Cultural Competency by Lisa Wharton MA, LPC, LPCC	CEUs Available! REGISTER NOW
1/22/24	11:00 AM - 12:30 PM: SMART Goals with Clinical Provider Trainer Adriana Peralta, MSW, LCSW, LPN	CEUs Available! REGISTER NOW
1/23/24	10:00 AM - 12:30 PM: Substance Use Initiative for NH Providers with Opioid Focus by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW
1/25/24	10:30 AM - 12:30 PM: Co-Occurring Substance Use and Mental Health Disorders with Taylor Murphy, MSW	CEUs Available! REGISTER NOW
1/30/24	9:30 AM - 11:30 AM: Behavioral Health Screening Tools for Providers by Dana Buonanducci, MS, LMHC, NCC	CEUs Available! REGISTER NOW

MANAGEMENT CORNER

THOUGHT FOR 2024: 'WHAT IS SUCCESS?'

From: *"The most important career question: 'What is success?'"* by Henry Blodget for BusinessInsider.com, Dec 15, 2023; [CLICK HERE](#) to see full article.

My definition of "success" is doing work you like that allows you to live a life you want. For most of us, this is a reasonable and achievable work goal. It's also different for each of us — and may change over time.

What is success? Here's my answer: "Success" is doing work you like that allows you to live a life you want.

That's it.

It's not "climbing the corporate ladder." Or "achieving X by X date or X age." Or "making X amount of money." Those and other goals can be part of success for you, if you want. But the definition of "success" is and should be different for each of us. And one of the hardest things you'll have to do if you want to be successful is to tune out what success is for other people and figure out what success is for you.



For example, Business Insider recently did a survey of 1,800 18-26 year-old members of "Gen Z." Based on this survey, success for a substantial minority of this generation (38%) appears to look something like this:

- Working ~four days a week (or, certainly, less than the standard "40 hour work-week")
- Being able to afford a "middle-class" life and having time outside work to live it
- Having flexibility — specifically, being able to work when and where you want
- Doing work that helps others

Well, members of the minority of Gen Z who want this, I have good news for you! That is a reasonable and achievable definition of success. It is, in fact, similar to my own definition of success when I was your age. (As I've described, success for me in my early 20s involved travel, adventure, book-reading, book-writing, teaching, and rock-climbing. I didn't manage to crack the "middle class" wage-and-benefits level, but I did pay my own way.)

Of course, as with any form of success, achieving this will require some work on your part. For example, it will require you to develop marketable skills that are valuable enough to an employer (or clients, if you want to work for yourself) that the employer (or clients) will be willing and able to pay you middle-class wages for four days of work a week and give you the flexibility and autonomy you want.

That may not be easy to achieve, and it may take some time. But it will be vastly easier than if you define success as, say, "becoming a rock star" or "winning a gold medal" or "getting tenure at a prestigious university by age 28."

The reason achieving this success won't be easy, by the way, include:

1. Competition. Many other people, including most Gen Zers, may be willing to work five days a week (or more) for those middle-class wages. For example, a substantial majority of our Gen Z survey respondents (62%) expect to have to work way more than 40 hours per week to earn middle-class wages.
2. Fewer potential employers/clients. Many employers (or clients) may not be willing or able to give you as much flexibility as you want. And that will reduce your pool of potential employers/clients.

So it may take you time to develop your skills and market value to the point where you can command middle-class wages and find employers/clients who will pay these wages and let you work when, where, how, and how much you want. But many employers are waking up to the advantage of offering more flexibility — namely, that it helps them hire more skilled and effective people! So, if you work at it, you can almost certainly achieve that kind of success.

Your idea of 'success' may change

Of course, you may also find — and here's where it gets tricky — that your definition of success changes over time. You may find, for example, that the level of compensation that supports a "middle-class life" in your early 20s falls short of what's required to support a family later on. You may find that, eventually, you want the rewards that come with having a profession, as opposed to just a job. And you may find that, over time, you want to achieve specific goals or honors within your profession — and that many of your professional colleagues have the same goals and are working harder and smarter to achieve them than you are.

And, so, as your definition of success changes, you may find that you have to devote more time to your work than you did in your early 20s. More surprising, you may find that you want to devote more time to it. You may even find that, far from being something annoying that gets in the way of your life, your work becomes a rewarding and fulfilling part of your life, something that gives you a sense of purpose and value and that you wouldn't stop doing even if you didn't need the money.

That may sound crazy. But it is also a reasonable and achievable definition of success, especially later in life. This success, too, will require work and time to achieve. But if you can learn to do one of the hardest things in life there is to do — stop pursuing other people's definition of success and figure out what success is for you — you'll get there.

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

[CLICK HERE](#) to learn more about Network4Health

Want to change how you receive these emails?

You can [unsubscribe from this list.](#)

Want to be [added to this mailing list?](#)

Questions? Comments? Suggestions for articles or topics?

Please reach us at N4H.WorkforceDevelopment@cmc-nh.org