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| **Workforce Wednesdays** March 25th, 2020 | | | |
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| X:\Logos and Pictures\N4H Logo\N4H-Logo_CMYK (1).jpg | | Women Make Gains Amid Rising Demand for Workers From: *“Key findings on gains made by women amid a rising demand for skilled workers.”*  <https://www.pewresearch.org/fact-tank/2020/01/30/key-findings-on-gains-made-by-women-amid-a-rising-demand-for-skilled-workers/>  By Rakesh Kochhar for The Pew Research Center  JANUARY 30, 2020  There is a growing need for high-skill workers in the American workplace, and this has helped to narrow gender disparities in the labor market, a new Pew Research Center report finds. Increasingly, U.S. employers are in pursuit of workers who are adept in social skills, like negotiation and persuasion, and who have a strong grounding in fundamental skills, such as critical thinking and writing. Jobs attaching greater importance to analytical skills, such as science and mathematics, are also adding workers at a brisk pace. Women have been in the forefront of meeting these challenges, and this has been to their benefit.  Here are seven key findings from the report:   1. **Women are in the majority in jobs that draw most heavily on either social or fundamental skills.** In 2018, women made up 52% of employment in jobs in which either social or fundamental skills are most important – such as legal, teaching and counseling occupations (up from roughly 40% in 1980). Women also greatly raised their share of employment in occupations in which analytical skills are of greatest importance – such as accounting and dentistry – from 27% in 1980 to 42% in 2018. The increase in the share of women in these high-skill occupations was much greater than the increase in their share of employment overall, from 43% in 1980 to 47% in 2018. 2. https://www.pewresearch.org/wp-content/uploads/2020/01/FT_2020-01-29_jobskills5.png**The growing presence of women in higher-skill occupations helped to narrow the gender wage gap.** As women surged into higher-skill occupations in recent decades, they experienced more rapid wage growth than men. A rising level of education among women was also a contributing factor. From 1980 to 2018, the average hourly wage of women increased 45%, from $15 to $22, compared with an increase of 14% for men, from $23 to $26 (wages expressed in 2018 dollars). Thus, the earnings of women as a ratio of the earnings of men increased from 0.67 to 0.85, a narrowing of the gender wage gap from 33 cents to the dollar in 1980 to 15 cents to the dollar in 2018. 3. **Despite women’s advantages in skills and education, the gender wage gap persists and is ubiquitous.** Regardless of the classification of occupations – by skill type or the importance of a skill – women’s earnings fell short of men’s earnings in 2018. For example, women in occupations with the greatest need for analytical skills earned $33 per hour, 88% as much as the men who earned $38 per hour in similar jobs. Women in occupations with the least need for analytical skills earned 82% as much as men in the same jobs.   Amid a growing need for skilled workers, women lead in filling jobs in which social, fundamental and analytical skills are most important ... and it is one reason their earnings are growing faster than men's  The wage gap persists even though women currently hold an edge over men in certain skills and in schooling. In 2018, women constituted the majority in jobs in which fundamental and social skills are more important. Also, 40% of women had completed at least a four-year college program, compared with 35% of men. The analysis in this report estimates that women’s lead in skills and education helped to narrow the gender wage gap by 4 cents to the dollar. But the ongoing presence of a gender wage gap is attributable to a variety of other factors, some measurable (such as hours worked, industry and occupation) and others more difficult to pinpoint (such as discrimination by race, gender or other characteristics and differences in professional networks).   1. **Gender differences in skills are rooted in gender differences in occupations.** The skills that women and men deploy at the workplace are influenced by the specific occupations they gravitate to, whether by choice or due to cultural norms and other constraints. Some 61% of women were engaged in administrative support, health care, sales-related, managerial and education-related occupations in 2018 – all jobs more in need of social, fundamental and managerial skills. In contrast, 34% of men were employed in the following lines of work: production, installation and repair; construction, extraction and farming; and transportation and related. These occupations are more in need of mechanical skills. 2. **Employment is rising more rapidly in jobs in which social and fundamental skills are most important.** From 1980 to 2018, overall employment more than doubled in jobs where social and fundamental skills are most important, by 111% and 104%, respectively. (Examples of such jobs are social workers, lawyers and obstetricians.) Employment in jobs most in need of analytical skills, such as computer programmers, increased nearly as sharply (92%), compared with an increase of 58% in employment overall. Meanwhile, there was virtually no change in employment in jobs relying most on mechanical skills (only 4%). That is at least in part due to globalization and technological change, which have sharply reduced job opportunities in the manufacturing sector and the need for mechanical skills. 3. **Wages are higher and rising faster in jobs that rely heavily on social, fundamental, analytical and managerial skills.** Wages are rising more rapidly in high-skill jobs, except for high-mechanical skill jobs. When grouped by the importance of these four non-mechanical skills, average hourly wages in 2018 ranged from $29 in jobs in which social skills are most important, such as sales managers, to $36 in jobs in which analytical skills are most important, such as physicists. Jobs in which these skills are least important, such as dishwashers and telemarketers, paid from $15 to $18 per hour, on average. Furthermore, from 1980 to 2018, wages increased by at least 24% in jobs in which social, fundamental, analytical and managerial skills are most important, whereas wages in jobs least in need of these skills were either stagnant or barely changed.   Overall, both rising employment and wages in higher-skill jobs affirm the growing demand for workers more adept in social, fundamental, managerial and analytical skills. Wages vary little by mechanical skills, ranging from $22 to $25 in 2018 depending on the importance of mechanical skills.   1. **Emerging occupations call for greater proficiency in analytical skills.** The skills profiles of “new and emerging” occupations point to a rising need for analytical skills in the near future. Many of these jobs, such as database architects, informatics nurse specialists and video game designers, reflect the changes driven by modern-day technologies. The average rating of the importance of analytical skills in newer jobs is 21% greater than the average rating in existing jobs. The average rating of social skills in new jobs is 7% greater and the ratings for fundamental and managerial skills are both 10% higher in new jobs. Starting in 2010, the government’s database on job skills used in this report (O\*NET) listed 147 occupations as “new and emerging.”   For the full article, please visit: <https://www.pewresearch.org/fact-tank/2020/01/30/key-findings-on-gains-made-by-women-amid-a-rising-demand-for-skilled-workers/>  *Thanks for reading!*  *Geoff Vercauteren*  *Director of Workforce Development*  *Network4Health* | |
| Topics in This Issue:  |  |  | | --- | --- | | Women Make Gains Amid Rising Demand | Page 1 | | New! Micro-Credentials from GSC & N4H | Page 4 | | AHEC Career Book | Page 5 | | Professional Development | Page 6 | | BH Education Scholarships | Page 10 | | Funding Opportunities | Page 11 | | Non-Profit Leadership Development | Page 11 | | Sponsored & Free Trainings List | Page 12 | | Management Corner | Page 15 | | |
|  | | **NEW! Micro-Credentials from Granite State College** | |
| **Earn College Credit Toward Your Degree at**  **Granite State College**  **Build your Skills and Expand your Knowledge**  Granite State College and Network4Health are partnering to offer credit-bearing, college level courses to employees of N4H partner organizations. **Beginning in July 2020**, interested students can take courses leading to one of two micro-credentials:   * **Addictions Studies (24 credits):** This option will give students the opportunity to develop deeper, specialized knowledge in the field of addiction studies. Concepts students will learn include: Core Principles of Addiction; Understanding the Disease   Model of Addiction; Foundations of Addiction Counseling.   * **Human Services (24 credits):** This option offers the opportunity to learn more about providing access to assistance programs, offering support, and improving the quality of life for those in need while working with individuals and the community.   Courses will be subsidized by Network4Health; interested students will invest $85 per term plus the cost of textbook purchases, supplies and instructional fees. All courses can transfer into Human Services, Psychology or Behavioral Science degrees. **Because of COVID-19, courses are scheduled to be held online.** A dedicated advisor will help you with education and career plans, reviewing transcripts and offer support through the process!  **Apply Now!** For a registration form: [geoffrey.vercauteren@cmc-nh.org](mailto:geoffrey.vercauteren@cmc-nh.org)  **Employers!** Host an information session at your location: [rachael.french@granite.edu](mailto:rachael.french@granite.edu)  **Academic Questions?** Connect with an academic advisor: [jillian.salsbury@granite.edu](mailto:jillian.salsbury@granite.edu) | | | |
|  | | **It’s Finally Here! AHEC Healthcare Careers Book – 5th Edition** | |
| X:\Logos and Pictures\N4H Logo\N4H-Logo_CMYK (1).jpg | | ***Finding Your Career in Healthcare – 5th edition is now available for distribution!***  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!  ***Copies are now available for your organization!*** If you would like to reserve some, please fill out this easy online form and Network4Health will get them to you.        Click here to get your copies!  **Only a limited amount of books are available so please make sure to reserve yours now!** | |
|  | | **Professional Development** | |
|  | | **Re-scheduled to 8/3 - 8/4/20** Two free trainings with Dr. David Mee-Lee, a board certified Psychiatrist and a chief editor of the ASAM criteria. *Sponsored by the Network4Health Integrated Treatment of Co-occurring Disorders project*  Image result for Dr. David Mee-Lee  David Mee-Lee, M.D. is a board-certified psychiatrist, and is certified by the American Board of Addiction Medicine (ABAM). He trains and consults both nationally and internationally. Dr. Mee-Lee has been the Chief Editor of all editions of the American Society of Addiction Medicine, ASAM’s criteria, including The ASAM Criteria – Treatment  Criteria for Addictive, Substance-Related, and Co-Occurring Conditions, Third Edition (2013). Dr. Mee-Lee has over 40 years of experience in person-centered treatment and program development for people with co-occurring mental health and substance use conditions. He is co-founder of the Institute for Wellness Education (IWE).  Have you already registered? If so, please read: Email  [spencerm@mhcgm.org](mailto:n4h.workforcedevelopment@cmc-nh.org) to **confirm your attendance at the new August dates**. If we don’t hear from you by 6/1/20 your registration will be cancelled.  ***What Using the ASAM Criteria Really Means: Skill Building and Systems Change***  **Monday, August 3, 2020 from 8:30 AM to 4:00 PM (EDT)**  Location: The Derryfield Restaurant & Banquet Facility, 625 Mammoth Road, Manchester, NH  Register [HERE](https://www.eventbrite.com/e/what-using-the-asam-criterial-reall-means-skill-building-and-systems-change-tickets-90154902741)  ***Integrated Co-Occurring Disorders Services: Assessment, Staff, Skills and Systems Issues***  **Tuesday, August 4, 2020 from 8:30 AM to 4:00 PM (EDT)**  Location: The Derryfield Restaurant & Banquet Facility, 625 Mammoth Road, Manchester, NH  Register [HERE](https://www.eventbrite.com/e/integrated-co-occurring-disorders-services-assessment-staff-skills-and-systems-issues-tickets-90167498415)  *CEU’s pending for both trainings* A Closer Look at Human Services – A FREE Career Exploration Event Are you interested in helping people? Are you unsure about your education and career path? You are invited to attend this FREE engaging and informative event at Manchester Community College, where you will interact with Human Services professionals from various area agencies. You will also learn about Manchester Community College’s Human Services program offerings and the scholarship opportunities available. Come and find out if this ever-growing field is right for you!  **POSTPONED UNTIL FALL 2020**  **Would you like to attend the event by yourself or with a group of people? Pre-register here!**  <https://www.eventbrite.com/e/a-closer-look-at-human-services-tickets-96759517321?aff=ebdssbdestsearch>  **Would you like to host a table representing your Human Services organization? Sign up here!**  <https://www.signupgenius.com/go/70A0A48ACAB28A6F85-2020> cid:image003.png@01D5ED59.E8377B00 **POSTPONED UNTIL May 2020 – date coming soon!**    **Re-scheduled to 11/18 – 11/24**    November 18, 19, 20, 23 and 24, 2020  8:30 – 4:30pm each day  DHHS Dolloff Building 117 Pleasant Street, Concord, NH  <https://www.dhhs.nh.gov/directions/dolloff.htm>  Network4Health will be sponsoring 2 slots only to this training. If interested and able to make the commitment, please [sign up here](https://www.eventbrite.com/e/nh-health-equity-partnership-diversity-culturalcompetence-train-thetrainer-40-hr-training-tickets-94653596455)  **Now Accepting Applications: Southern NH AHEC Community Health Worker Course**  7 day, 8 hour class held at the Manchester Health Department 1528 Elm Street, Manchester, NH  Dates: June 1, 8, 15, 22, 29 and July 13, 20, 2020, 9:00am-4:30pm  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. 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, lunch, and training materials.  **Network4Health is making a limited number of scholarships available for those who qualify**. Please contact Southern NH AHEC for more information.  To apply:  <https://www.eventbrite.com/e/community-health-worker-training-2020-tickets-85798119485>  Image result for Sabrina Kurtz-Rossi, M.Ed  **“Building Your Skills in Health Literacy and Cultural Competency”**  with  Sabrina Kurtz-Rossi, M.Ed  5/21/20 8:30 – 4pm Puritan Conference Center  245 Hooksett Road, Manchester  *Sponsored by Network4Health Integrated Health and Workforce Development projects*  Please join us for this one day training designed to build the knowledge of health professionals and educators about health literacy and cultural competency, and skills to develop and use relevant, easy to read health information in teaching and learning. The training is being facilitated by Sabrina Kurtz-Rossi, M.Ed., Health Literacy consultant.    The first half of the training will focus on gaining a deeper understanding of the relationship between health, literacy, language, and cultural competency. The second half of the program will focus on applying plain language writing and design principles to develop and use materials in teaching and learning.  FREE! Click here to register **Creating Connections: A Granite State Integrated Care Symposium - A full-day behavioral health symposium for NH Medicaid providers** Wed, May 27, 2020: 8:00 AM – 4:30 PM  Double Tree Hotel, 700 Elm Street, Manchester, NH 03101  Join NH's Medicaid Health Plans for a full-day provider symposium focused on Behavioral Health.  **Learning tracks will include:**   * Trauma-Informed Care and Integration * Evidence-Based Practices * Substance Use Disorders * Zero Suicide   FREE! To register:  <https://www.eventbrite.com/e/creating-connections-a-granite-state-integrated-care-symposium-tickets-89837952735> | |
|  | | **Behavioral Health Education Scholarships** | |
| **Network4Health is proud to announce a new scholarship program with University of New Hampshire’s College of Health and Human Services!**  All Network4Health scholarships are for **up to $5000** (part-time students are pro-rated at $2500)  To qualify: New or existing students enrolled FT or PT in any of these programs either on-line or in-person. Students need to live or work in one of the 18 towns served by Network4Health (see list here: <https://idn4-network4health-nh.org/about-us>), and complete an application. See individual schools for further application requirements.  TO APPLY: Contact the financial aid office or dean’s office at the school for more information.   |  |  | | --- | --- | | Image result for unh college of health and human services logo  For more info on programs, go to:  <https://chhs.unh.edu/programs-of-study>  TO APPLY:  Interested students can visit this site for more information:  <https://chhs.unh.edu/behavioral-health-scholars> | Eligible Degree and Certificate Programs:  Graduate Certificates:   * Adolescent Development * Child Welfare * Intellectual and Developmental Disabilities * Psychiatric Mental Health (NP) * Substance Use Disorders   Master Level Programs:   * Social Work (Advanced Standing) M.S.W. * Social Work M.S.W. * Social Work and Juris Doctor Dual Degree M.S.W./J.D. * Social Work and Kinesiology Dual Degree M.S./M.S.W. – (Adventure Therapy) * Social Work-Occupational Therapy students enrolled in the Primary Care HRSA Project * Human Development and Family Studies: Marriage and Family Therapy M.S. * Therapeutic Recreation M.S.   Undergraduate (provided remaining funds available):   * Social Work * Therapeutic Recreation | | For more info on programs, go to:  [www.granite.edu/degree-programs/](http://www.granite.edu/degree-programs/) | Eligible Degree Programs:   * Bachelor of Science in Human Services * Bachelor of Science in Psychology * Bachelor of Science in Applied Studies – Human Services and Early Childhood Development * Associate of Science in Behavioral Sciences | | For more info on programs, go to:  [www.mccnh.edu/academics/programs](http://www.mccnh.edu/academics/programs) | Eligible Degree and Certificate Programs:   * Associate’s Degree in Behavioral Science * Associate’s Degree in Human Services * Direct Support Services Certificate * Substance Misuse Prevention Certificate * Recovery Support Worker Certificate * Mental Health Support Certificate |   *If you’ve been waiting for a sign to return to school – this is it!*  *Now is the time to complete your degree. Scholarships will end in December 2020\*.*  *\*or sooner based on funding availability* | | | |
|  | | **Funding Opportunities** | |
|  | | |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | **Name:** | **Application Due Date** | **Eligibility:** | **Funding, Awards, Length** | **More info:** | | | Grants to Implement Zero Suicide in Health Systems  FOA Number:  SM-20-015 | Monday, March 30, 2020 | Health agencies with mental health and/or behavioral health functions;  Federally recognized American Indian/Alaska Native (AI/AN) tribes, tribal organizations, Urban Indian Organizations, and consortia of tribes or tribal organizations;  Community-based primary care or behavioral health care organizations;  Emergency departments; or  Local public health agencies. | Anticipated Number of Awards: 10-17  Anticipated Award Amount:  From $400,000 to $700,000 per year  Length of Project:  Up to five years | | <https://www.samhsa.gov/grants/grant-announcements/sm-20-015> | | Department of Agriculture Logo  USDA  Distance Learning and Telemedicine Grants  Opportunity  Funding Opportunity Number: RUS-20-01-DLT | Apr 10, 2020 | State governments;  Public and State institutions of higher education;  NA tribal governments;  Independent school districts; County governments;  Nonprofits; Private institutions of higher education;  Small businesses;  City or township governments  (see site for more info) | Expected Number of Awards: 200  Estimated Total Program Funding: $71,700,000  Awards from: $50,000 - $1,000,000 | | <https://www.grants.gov/web/grants/view-opportunity.html?oppId=324339> | | |
|  | | **Developing Non-Profit Leadership** | |
|  | | [Allstate Foundation Non-Profit Leadership Center](https://allstatefoundation.org/what-we-do/develop-nonprofit-leaders/) Image result for allstate foundation logoThe Allstate Foundation is helping nonprofit leaders strengthen their communities with curriculum provided by a prestigious educational institution. They are offering leadership development training options to accommodate diverse skills, experience and aspirations. The Allstate Foundation Nonprofit Leadership Center training is available in three distinct formats.  Management Essentials On-Demand  The self-paced lessons help nonprofit professionals understand key theories of nonprofit management and gain new skills in such areas as nonprofit finance, people management, fundraising and communication strategies. [Click here](https://www.kellogg.northwestern.edu/executive-education/individual-programs/nonprofit-programs/online-nonprofit-management-essentials.aspx)  Management Essentials Online Connection  For nonprofit leaders interested in covering management fundamentals with an assigned cohort who will take the online lessons together and participate in group discussions, mentoring and networking. [Click here](https://www.kellogg.northwestern.edu/executive-education/individual-programs/nonprofit-programs/online-nonprofit-management-essentials.aspx)  Executive Leadership Program  For nonprofit leaders with 10-20 years of experience, the in-person training helps participants evolve as leaders through customized coaching, individual development opportunities and in-person interaction. The current cohort concluded in May 2019. Learn more in our program guide. [Click here](https://allstatefoundation.org/wp-content/uploads/2019/05/Final-Program-Guide.pdf) | |
|  | **Free Sponsored Trainings – Costs covered by Network4Health\*** | | |
| ***\*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 IDN Region 4***   ***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.*   |  |  |  |  |  | | --- | --- | --- | --- | --- | | NHADACA ~ NHTIAD | | | | | | COVID-19 UPDATE FROM NHADACA: “All NHADACA trainings and events through the end of April will be converted to remote attendance via Zoom or cancelled. We are evaluating doing the same for May and June. We are working diligently to consult presenters on the applicability of their training to an online format, update the website, notify registrants, and process credits & refunds. Please check our website often for trainings that are cancelled, but remember we are still working on March & April and will update May and June as soon as we can.” | | | | | | 3/30/20 | 8:30 AM - 12:45 PM: **The Seven Challenges: An Overview for Student Assistance Professionals & Adolescent Treatment Providers (REMOTE ONLY).** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-the-seven-challenges-an-overview-for-student-assistance-professionals-adolescent-treatment-tickets-94177845471) | | 4/6/20 | 8:30 AM - 4:00 PM: **Motivational Interviewing Basic: Spirit and Power of Motivational Interviewing to Guide Change; (REMOTE ONLY).** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-motivational-interviewing-basic-spirit-and-power-of-motivational-interviewing-to-guide-tickets-99034854917) | | 4/7/20 | 8:45 AM - 12:00 PM: **Transition Age Youth; (REMOTE ONLY).** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadacatransition-age-youth-tickets-99054668179) | | 4/9/20 | 8:30 AM - 3:00 PM: **Ethics is Practice: Identification of Critical Ethical Challenges and a Framework for Decision Making; (REMOTE ONLY).** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-ethics-in-practice-identification-of-critical-challenges-and-a-framework-for-decision-making-tickets-99039191889) | | 4/15/20 | 8:45 AM - 12:00 PM: **Understanding the Intersection of the NH Foster Care System and Substance Use Disorder; (REMOTE ONLY).** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-understanding-the-intersection-of-the-nh-foster-care-system-and-substance-use-disorder-tickets-99227093909) | | 4/20/20 | 8:30 AM - 4:00 PM: **Change Management to Promote Effective Prevention Outcomes**; 130 Pembroke Road, Suite 100, Concord, NH **(MAY BE MOVED ONLINE OR RESCHEDULED)** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-change-management-to-promote-effective-prevention-outcomes-this-program-may-be-cncelled-or-tickets-100839317112) | | 4/21/20 | 8:30 AM - 4:00 PM: **Certified Recovery Support Worker (CRSW)** Performance Domains; 130 Pembroke Road, Suite 100, Concord, NH  **(MAY BE MOVED ONLINE OR RESCHEDULED)** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-certified-recovery-support-worker-crsw-performance-domains-tickets-100838827648) | | 4/22/20 | 8:45 AM - 12:00 PM: Rules of Engagement When Working With Adolescents; **(REMOTE ONLY)** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadacarules-of-engagement-when-working-with-adolescents-remote-tickets-100979426182) | | 4/23/20 | 8:30 AM - 4:00 PM: Coming Into the Light: Breaking the Stigma of Substance Use Disorders; 130 Pembroke Road, Suite 100, Concord, NH  **(MAY BE MOVED ONLINE OR RESCHEDULED)** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-coming-into-the-light-breaking-the-stigma-of-substance-use-disorders-please-note-this-may-tickets-100933270128) | | 4/24/20 | 8:30 AM - 3:00 PM: **Polydrug Use: The Quest for the Ultimate Experience**; 130 Pembroke Road, Suite 100, Concord, NH **(MAY BE MOVED ONLINE OR RESCHEDULED)** | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-polydrug-use-the-quest-for-the-ultimate-experienceplease-note-this-may-be-moved-to-remote-tickets-100940028342) | | PESI Workshops | | | | | | COVID-19 UPDATE FROM PESI: “Due to concerns with coronavirus (COVID-19) all live, in-person seminars through April 10th are being changed to digital format. Please see PESI.com for details.” | | | | | | 4/3/20  8am – 4pm | **Executive Function in the Classroom: 30 Cognitive-Motor Activities to Improve Attention, Memory & Self-Regulation;** ONLINE – see site for details | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-executive-function-in-the-classroom-tickets-96715078403) | | 4/7/20  8am – 4pm | **Over 75 Quick "On-The-Spot" Techniques for Children and Adolescents with Emotional and Behavior Problems;** Executive Court Banquet Center, 1199 South Mammoth Rd., Manchester | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-over-75-quick-on-the-spot-techniques-for-children-and-adolescents-with-emotional-and-behavior-tickets-96716490627) | | 4/16/20  8am – 4pm | **New Rules for Treating Trauma: Integrating Neuroscience for Resilience, Connection and Post-Traumatic Growth;** The Falls Event Center, 21 Front Street, Manchester, NH | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-new-rules-for-treating-trauma-integrating-neuroscience-tickets-99284199714) | | 4/30/20  8am – 4pm | **The Aging Brain: Assessments, Treatments & Interventions for Alzheimer's Disease & Other Dementias; Speaker: ROY D. STEINBERG, PH.D.; Location:** Executive Court Banquet Center, 1199 South Mammoth Rd., Manchester | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-the-aging-brain-assessments-treatments-interventions-tickets-99354947322) | | Other Trainings | | | | | | Multiple dates: October 2020 | **Leadership Development Program: 4th Cohort Begins October 7th, 2020**  The New England Addiction Technology Transfer Center (ATTC) is now recruiting for the Leadership Development Program (LDP) for addictions professionals from across the continuum of care. This program will focus on key leadership skills using a range of learning methods designed to increase your effectiveness immediately. The program will:  **POSTPONED UNTIL october 2020**   * Address the on-going need for effective individual leadership skill development and increasing the addiction profession’s leadership capacity. * Provide a learning experience that will ‘accelerate’ leadership development to complement work experience.   Network4Health will be sponsoring only 2 slots to this training. If interested and able to make the commitment, please sign up. | | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/the-new-england-addiction-technology-transfer-center-leadership-development-program-tickets-95464644321) | | 5/13/20  8:30am – 4pm | **Annual Symposium: Developing Expertise in Cognitive Behavioral Therapy for Insomnia (CBT-I)** with Gregg D. Jacobs, Ph.D.  The Mental Health CenterWorkshop will enable clinicians to develop competence in CBT-I using an empirically and clinically validated CBT-I protocol. Held at Puritan Conference Center, Manchester, NH  **Rescheduled for 9/21/20** | | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-16th-annual-mental-health-symposium-treating-insomnia-tickets-95485332199) | | 5/13/20  7:30am – 4pm | **37th Annual Brain Injury and Stroke Conference**  **Courtyard Marriott & Grappone Conference Center**  **Concord, New Hampshire**  https://bianh.salsalabs.org/b523ab61-d245-4c0c-bdf8-0bc7b1d6700b/cb931191-64af-46be-b264-77f0cb4158b9.pngKeynote Speaker: Abby Maslin -- *The New Normal: Gratitude, Growth and Transformation after Brain Injury*  Afternoon Opioid Specialty Track:  *How Opioids, such as Heroin, Work on the Brain* - Daniel R. Seichepine, Ph.D., Assistant Professor of Neuropsychology, University of New Hampshire.  *Safe Station Program* - Daniel A. Goonan, Fire Chief, Manchester Fire Department. | | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/bianh-37th-annual-brain-injury-and-stroke-conference-tickets-99359418696) | | 5/21 – 5/22/20 | **National Association of Social Workers, New Hampshire Chapter**  **2020 Conference: Generations Strong (as Granite)**  A conference for social workers and allied professionals striving to improve the lives of individuals, families, and communities. Held at **The Mountain View Grand Resort, Whitefield, NH** | | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nasw-2020-nh-conference-tickets-91890975381) | | \*Free\* Trainings | | | | | | 3/26/20  9-12pm | **Join ApprenticeshipNH, The Community College System of NH, and Jobs for the Future (JFF) to help us build youth registered apprenticeships in NH!**  Youth Registered Apprenticeship combines quality education with on-the-job learning for youth between the ages of 16 to 24. It provides a practical pathway to high paying, in demand careers. Join us to learn the components of registered apprenticeship and hear about examples of successful youth apprenticeship programs in other states. Educators, businesses, state representatives, parents, and students will be asked to help identify and define steps to build similar systems here in New Hampshire.  **POSTPONED UNTIL fall 2020** | | | \*\*FREE\*\*  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/help-build-youth-apprenticeship-new-hampshire-tickets-93262531743)  **Manchester Community College**  **1066 Front Street**  **Manchester, NH** | | 3/31/20  1pm ET | **Adapting Prevention Interventions to Better Serve Vulnerable Populations -** Hosted By: Central East PTTC | | | [Click to Learn More & Sign Up for a Seat](https://pttcnetwork.org/centers/central-east-pttc/event/adapting-prevention-interventions-better-serve-vulnerable) | | Ongoing | **Training and events –** happening locally and online! | | | [**Click here for the complete list**](https://pttcnetwork.org/centers/global-pttc/training-and-events-calendar) | | \*Free\* Webinars From NAADC | | | | | | 3/25/20  3-4:30pm | **The Progress Note: Where Law & Ethics Meet Efficiency** | | | [Click to Learn More & Sign Up for a Seat](https://attendee.gotowebinar.com/register/2150933218569162509) | | 4/8/20  3-4pm | **Connecting the Continuum: How Prevention & Recovery Models Fit Together** | | | [Click to Learn More & Sign Up for a Seat](https://attendee.gotowebinar.com/register/2621888133606206989) | | 4/10/20  12-1:30pm | **Peer Recovery Support Series, Section II: Hiring, Onboarding, and Integration**  **The Peer Recovery Support Series is provided as a collaborative effort between the Great Lakes ATTC and NAADAC.** | | | [Click to Learn More & Sign Up for a Seat](https://attendee.gotowebinar.com/register/5761057603979773195) | | 4/15/20  3-5pm | **Peer Recovery Support Series, Section III: Understanding the Pathway and the Process**  **The Peer Recovery Support Series is provided as a collaborative effort between the Great Lakes ATTC and NAADAC.** | | | [Click to Learn More & Sign Up for a Seat](https://register.gotowebinar.com/register/2082940520879816459) | | 4/17/20  12-1pm | **Peer Recovery Support Series, Section IV: The Participatory Process for Solutions to Addiction** | | | [Click to Learn More & Sign Up for a Seat](https://register.gotowebinar.com/register/3410927366374501133) | | 4/22/20  3-4pm | **Practical Recommendations in the Treatment of Eating Disorders** | | | [Click to Learn More & Sign Up for a Seat](https://attendee.gotowebinar.com/register/1634502502607602701) | | 4/24/20  12-1:30pm | **Peer Recovery Support Series, Section V: Supervision and Management**  **The Peer Recovery Support Series is provided as a collaborative effort between the Great Lakes ATTC and NAADAC.** | | | [Click to Learn More & Sign Up for a Seat](https://attendee.gotowebinar.com/register/4841058841624320779) | | \*Free\* From NH Healthy Families | | | | | | Go to NH Healthy Families homepageReminder: NH Health Families offers free comprehensive clinical training programs, designed to enhance the knowledge, skills and performance of healthcare professionals who empower their members to make positive health behavior changes. They offer courses to support continuing education for providers, enhance integrated care, and expand use of best practices. Participants can receive CEUs, for some classes, and receive certificates of attendance related to certain licensing requirements. Please [click here](https://www.nhhealthyfamilies.com/content/dam/centene/NH%20Healthy%20Families/Medicaid/pdfs/training-catalog-NH.pdf) for more information or contact Kimberly Bindas at [kbindas@centene.com](mailto:kbindas@centene.com). | | | | | | 3/27/20  10-11am | **NH: A Closer Look at Evidence Based Practices** with Kimberly Bindas, MSW LICSW | | [Click to Learn More & Sign Up for a Seat](https://attendee.gototraining.com/2c781/register/4497583504570084354?tz=America%2FNew_York&training_10_register=Register) | | | 4/2/20  10-12pm | **NH Suicide Risk - Module 2 -Assessment, Intervention and Evidence Based Treatment** Presented by Kimberly Bindas MSW, LICSW | | [Click to Learn More & Sign Up for a Seat](https://attendee.gototraining.com/2c781/register/1909260565037195266?tz=America/New_York) | | | 4/4/20  1-3:00pm | **NH SBIRT for Providers** with Kimberly Bindas, MSW, LICSW | | [Click to Learn More & Sign Up for a Seat](https://attendee.gototraining.com/2c781/register/6200065110014642178?tz=America/New_York) | | | 4/15/20  10-11:30am | **NH Cultural Competency** with Kimberly Bindas, MSW, LICSW | | [Click to Learn More & Sign Up for a Seat](https://attendee.gototraining.com/2c781/register/6608225816478061826?tz=America%2FNew_York&training_13_register=Register) | | | **Optum Health - Webinar Education** **Series:** | | | | | | Ongoing | Establishing Effective Communication with Patients with Intellectual Disabilities: R.A.F.T. Part 1 | CEU’s Available! | | [FREE - Click to register](https://www.optumhealtheducation.com/idd/raft-1) | | Through 05/04/20 | The Relationship Between Physical and Behavioral Health | CEU’s Available! | | [FREE - Click to register](https://www.optumhealtheducation.com/behavioral-health/physical-bh-2018) | | Through  05/30/20 | Management of Comorbid Behavioral and Physical Illness Near the End of Life | CEU’s Available! | | [FREE - Click to register](https://www.optumhealtheducation.com/behavioral-health/end-of-life-2018) | |  |  |  | |  | | | | |
|  | | | **Management Corner** |
| *Image result for employee retentionWhat it Takes to Retain Your Best People* From: *"* *What It Takes to Retain Your Best People"*  By: Jeff Wolf for TLNT.com  <https://www.tlnt.com/what-it-takes-to-retain-your-best-people/>  SEPTEMBER 18, 2019  Retaining high-performing individuals is one of the most difficult problems facing organizations today. With a strong economy and a tight job market, top performers may not even think twice about leaving. And it’s not always about money!  Great organizations view employee retention as a competitive advantage and then work hard to retain their most talented people. They understand that talented people are their most important asset.  What can you do to retain your best people?  **Invest in your top performers (and others).** Provide learning and development opportunities with ongoing coaching and training so they can grow and learn new skills and ideas. Then provide a career path with opportunities for growth and advancement.  **Retention starts with culture.** If you want to keep your top talent, you must create an inspiring and energizing culture wherein they can thrive. This means having an organization with shared values, openness, and honesty, thereby creating trust and allowing talented people to voice their opinions and share ideas.  **Empower and encourage people to aspire to do great things and be innovative and creative, and then reward their successes (and yes, often their failures).** High performers want to be challenged, provided with interesting work, and have the ability to make a difference. Leaders must recognize that everyone is motivated in different ways and then take the time to find out what motivates each person. If you can pinpoint these motivators, you can work with your staff to achieve extraordinary results.  **Continually praise and recognize individual achievements, and make people feel good about themselves and their accomplishments.** Be accessible, listen to their suggestions and ideas, and keep them informed of everything that affects them.  **Be certain you place them in the right positions.** All too often we place people in jobs for which they’re not suited. A specific job may not be challenging enough or individuals may lack the required skill sets. We always want to make sure the fit is correct.  **Every leader must be held accountable for retaining talented people.** If you see a pattern of turnover under a specific leader, a red flag should go up. Talented people will not put up with ineffective leaders.  **Continually look for signs of dissatisfaction.** Asking open-ended questions in one-on-one coaching sessions and receiving feedback are great ways to find out if people’s needs are being met. Managers could ask questions such as:   * If the organization could stop doing one thing, what would it be? * What’s challenging about your work? * Where do you get your support? * What motivates you to work harder? * What are the greatest obstacles to getting your work done? * What resources do you need that you currently lack? * These questions will open a constructive dialogue that allows you to discover talented people’s needs. Once you gain awareness, you must work quickly to fulfill these needs.   What we all know: People don’t leave companies, they leave bad bosses!  Retaining top performers requires that leaders in your organization have the right soft skills and tools to lead.  If they don’t, implement coaching or leadership development programs to enhance their abilities. And do it quickly before your top performers leave!  **Network4Health’s Workforce Wednesday is published every other week.**  **Learn more about Network4Health at:** <https://idn4-network4health-nh.org/>  Want to change how you receive these emails? You can [unsubscribe from this list.](mailto:n4h.workforce@cmc-nh.org?subject=Unsubscribe) Want to be [added to this mailing list?](mailto:n4h.workforcedevelopment@cmc-nh.org?subject=Please%20add%20me)  **Questions? Comments? Suggestions for articles or topics?** Please reach us at [N4H.WorkforceDevelopment@cmc-nh.org](mailto:N4H.WorkforceDevelopment@cmc-nh.org) | | | |