|  |  |  |
| --- | --- | --- |
|  | | |
| **Workforce Wednesdays** March 27th, 2019 | | |
|  | | |
| X:\Logos and Pictures\N4H Logo\N4H-Logo_CMYK (1).jpg | Low Wage ≠ Low Skill:  Why Devaluing Our Workers Matters  In this issue’s lead article, Byron Auguste addresses the devaluing of our front-line workforce based on their earnings, and not necessarily their skills. An important reminder that every level of employee brings value despite their salary.  *2/7/19*  *Byron Auguste, Contributor – Forbes.com*  [*https://www.forbes.com/sites/byronauguste/2019/02/07/low-wage-not-low-skill-why-devaluing-our-workers-matters/#b4dbdaa716da*](https://www.forbes.com/sites/byronauguste/2019/02/07/low-wage-not-low-skill-why-devaluing-our-workers-matters/#b4dbdaa716da)  During a recent hotel stay, I had a conversation about how staff divides gratuities with the gentleman who brought my room service. It evolved into a master class—generously given by him—on how to manage hours and earnings in the hospitality industry. He told me the advice he gives less experienced staff on how to time joining a new hotel so they can get the tenure needed to control their schedules. I could see he didn’t just have a Plan B, but a Plan C, D and E for when his children get sick, or he’s needed on an extra shift. Every day, week and month, he manages a complex, ever-shifting matrix that would impress any director of logistics.  Image result for nursing assistantsThere are millions of people like this room service attendant—sharp, talented individuals, working what we often call “low skill” jobs. You know them: the server at your neighborhood grill, the barista working during your morning coffee run or the home health worker who cares for your parent. It might even be you. Every day, these workers pour their intelligence and ingenuity, craft and creativity, and sometimes mind-boggling resourcefulness into jobs where these attributes are sometimes appreciated, but rarely rewarded.  What are the jobs that we blithely assume anyone can do? Restaurant servers juggle five or six tables at a time, preempting customers’ needs and keeping a high-stakes, continuously recalibrating to-do list in their heads. Caregivers administer drugs and nurse our loved ones through what can be the most difficult times of their lives. Migrant workers acquire, deploy and pass on a deep understanding of the crop patterns of various fruits, vegetables and trees in a range of soil conditions.  Such jobs require optimizing time tradeoffs, quality control, emotional intelligence and project management. They are not low skill, but they are low wage.  Why does this matter? When we stereotype or lazily assume low-wage workers to be “low skill,” it reinforces an often unspoken and pernicious view that they lack intelligence and ambition, maybe even the potential to master “higher-order” skilled work. In an economy that is supposed to operate as a meritocracy—but rarely does—too often, we see low wages and assume both the work and workers are low-value. This bias makes us overlook people for better-paying positions in which they might have excelled, hindering their social mobility. According to recent research by Jesse Rothstein of UC Berkeley, 45% of the factors determining how likely an American is to earn more than their parents are structural, like inherited wealth and where you live. One third of the likelihood of upward mobility is access to job opportunities—holding education constant—based on differential networks, discrimination and access. Each of those factors outweighs the impact of a person’s “skills” predicted by their education—22% of the total.  Image result for nursing assistantsDiscussions around the future of work often focus on a “skills gap.” As industries change, the McKinsey Global Institute forecasts that 44% or more of the tasks in jobs held by workers with less than a bachelor’s degree are automatable. It is certainly true that millions of people in low-wage jobs will need new skills for future work. Middle- and high-wage jobs will be affected too, but there is cynicism that low-wage workers are intrinsically unable to master new skills. This is mostly a cop-out. More than a skills gap, we have an opportunity gap, punctuated by a U.S. labor market in which adults who lack selective college degrees and professional experience are pre-emptively “screened out” based on their history. They are denied the chance to demonstrate and be hired for what they are ready to do and able to learn.  Imagine a receptionist who works at a small business. At her job, she handles tech support and has effectively become the entire IT department, but that’s not reflected in her resume or education. If she decides to reboot her career with an IT position, she will probably be screened out of potential jobs by algorithms searching for specific academic and employment history. Or consider the more than 30 million Americans who attended college but did not attain a degree. Think of returning veterans, caregivers, and uncredentialed working learners with non-traditional career paths. When employers focus only on resumes and degrees, these workers have no easy way to prove their abilities for better jobs and the “skills gap” becomes a self-fulfilling and self-defeating prophecy.  This flawed mindset hurts businesses as well as individuals. It leads them to organize low wage work in ways that ignore intelligence and even restrict the contribution of front-line workers. It undermines their incentives—or even permission—to act as problem solvers, damaging customer, financial and economic outcomes.  In an earlier career phase, when I helped businesses improve the effectiveness of their call centers and data centers, a common source of inefficiency was top-down metrics that overrode the judgment of front-line workers. For example, customer support staffers were often required to follow strict protocol and transfer callers with time-intensive issues to more expensive staff, even if they could solve the problem themselves. Not only was it incredibly frustrating for these employees to be barred from helping people, but it also alienated customers and cost the company more. Repeated throughout our economy, these infantilizing practices stymie too much of the productivity growth upon which rising wages depends.  We tend to think of our economic assets as the line items accountants can measure on a balance sheet: machines and software, land and factories, debt and equity. However, the talents, skills and know-how of workers—what is sometimes called “human capital”—is probably worth 4 to 5 times more than corporate assets. In other words, our economy’s most important resources to solve the problems of the future are the abilities of our people—which are “rented” but not “owned” by companies. That very much includes the almost 100 million working adults in the U.S. without bachelor’s degrees, some 60 million of whom currently earn less than $15 per hour. In misjudging the potential of these workers, we not only undermine our civic values of fairness and equality of opportunity; we also lose the additional work, wages, ideas and improvements they would otherwise have created, contributed and earned.  Image result for community health worker  Wages do not equal the worth of a person. From developing software to nourishing tired travelers, all meaningful work contributes to society and deserves dignity.  Undervaluing low-wage work as “low-skill” is often untrue and unfair, but it also undermines our economic future. Work is solving problems. When we invest in low-wage working learners, allowing them to put their talents and skills to better use—and with better reward—our economic returns will be higher, and our society healthier.  See the whole post here: [*https://www.forbes.com/sites/byronauguste/2019/02/07/low-wage-not-low-skill-why-devaluing-our-workers-matters/#b4dbdaa716da*](https://www.forbes.com/sites/byronauguste/2019/02/07/low-wage-not-low-skill-why-devaluing-our-workers-matters/#b4dbdaa716da)  *Thanks for reading!*  *Geoff Vercauteren*  *Director of Workforce Development - Network4Health* | |
| Topics in This Issue:  |  |  | | --- | --- | | Why Devaluing Our Workers Maters | Page 1 | | Essentials of Project Management Course | Page 3 | | MHCGM 15th Annual Symposium | Page 4 | | BH Career and Education Info | Page 5 | | New HRSA Grant Opportunities | Page 6 | | Great Upcoming Trainings | Page 7 | | Know Your Career Path: LCS | Page 8 | | Sponsored and Free Trainings List | Page 9 | | Management Corner: Conducting Effective Group Interviews | Page 12 | |
|  | **NEW!!! Essentials of Project Management** | |
|  | We are now taking applications for the Essentials of Project Management Course! **ACT NOW! LESS THAN HALF THE SEATS ARE LEFT!!!**  **Network4Health** is once again happy to partner with **Granite State College** to offer this program at no cost to our partner employees who roll out and manage projects.  **Image result for granite state college**  Image result for project managementRolling out new programs and new initiatives are commonplace for many of our network partners. Whether it’s through funding from a new grant, a merger, a new strategic direction, or changing mission, our partners are constantly faced with the challenge of putting new efforts together and implementing them in a short period of time. So how do other companies pull it all together and do so successfully? The answer is often project management. Most professionals have a general understanding of how to manage a project – oftentimes gained from trial and error – but few have taken a closer look at the science and methodology of project management.  This course will introduce students to the essentials and best practices associated with high quality project management. (NOTE: This course is not meant to prepare attendees to be project managers or to take industry recognized credentials such as the PMP™). Participants will apply various project management processes and tools to:   * Effectively deliver on time and within budget, and to communicate effectively with project stakeholders; * Determine and manage risk for strategic and ethical decision-making; * Respond positively to changing project management environments including human resources, cost, timelines, and workflow; * Conclude the course with a fully realized project plan that’s ready for implementation (Applicants should attend this course with a project they are responsible for implementing in mind)   **How to Apply:**  If you are interested in an application and more information, please  [**CLICK HERE**](mailto:geoffrey.vercauteren@cmc-nh.org?subject=Project%20Management%20Course)to send an email to request it.  We are now accepting applications and the program. The course will meet 3 times over the month of June. In person classes will be held at GSC’s Manchester campus on 195 MacGregor Street and are scheduled for:  **DAY 1:** June 4, 2019; 9 – 3:30pm  **DAY 2:** June 18, 2019; 9 – 3:30pm  **DAY 3:** June 25, 2019; 9 – 3:30pm | |
|  | **MHCGM: 15th Annual Mental Health Symposium** | |
|  | The Mental Health CenterJoin author and psychologist Dr. Christopher Willard in this one-day workshop for professionals interested in bringing mindfulness and building resilience to youth and families. Dr. Willard will share proven practices that can be used by parents, therapists, educators and others looking for creative ways to foster mindfulness in children. Dr. Willard will tailor techniques to a range of presenting issues including: depression, anxiety, ADHD, executive function challenges, addiction, impulse control difficulties, trauma, and stress.  [**CLICK HERE**](https://www.eventbrite.com/e/mhcgm-15th-annual-mental-health-symposium-bringing-mindfulness-to-youth-families-tickets-55701937996) **to reserve your seat!** | |
|  | **Behavioral Health Career and Education Info Sessions** | |
|  | Granite State College  **Careers in Behavioral Health – Online Information Session**  May 23 @ 4:00 pm - 5:00 pm  Behavioral Health Career Info Session at Granite State College.This online info session provides a broad overview of careers in Behavioral Health across the state of New Hampshire and surrounding areas.  TOPICS INCLUDE:  [**CLICK HERE**](https://granite.secure.force.com/events/targetx_eventsb__events#/esr?eid=a1G0h00000Bk3WzEAJ)  **to Register**   * Entry-level to advanced career options * Getting your career started * Building experience while working on your degree.   Questions? Contact: Jan Coville at 603-452-1507 or EMAIL: [jan.coville@granite.edu](mailto:jan.coville@granite.edu)      **HUMAN SERVICES INFO SESSION**  WED, APRIL 10, 2019 9:15AM – 12:30PM  Manchester Community College, 1066 Front Street, Manchester  Multi-Purpose Room  Are you interested in helping people? Are you unsure about your education and career path? Would you like to learn more about Human Services and the job opportunities within the field? You are invited to attend this informative event where you will interact with Human Services professionals from various area agencies. Learn about MCC's Human Services program offerings and the scholarship opportunities available. Sponsored in part by Network4Health.  [**CLICK HERE**](https://www.signupgenius.com/go/70a0a48acab28a6f85-what) **to Register** | |
|  | **Grant Opportunities** | |
| Related imageImage result for UNH School of Law health policy and practice logo  Image result for concord coalition logo **Health Care Costs: Key Federal and State Strategies** Fri, April 5, 2019  8:30 AM – 11:00 AM EDT  University of New Hampshire School of Law  2 White Street  Room 282, Concord, NH 03301  Keynote Presentation: U.S. Senator Maggie Hassan of NH  Please join UNH Law, Health Law and Policy Programs, The Concord Coalition, and The Warren Rudman Center for Justice, Leadership and Public Service for a discussion of the nation's health care system, including federal, state and community responses and strategies to address cost growth. [FREE: Click Here to Register](https://www.eventbrite.com/e/health-care-costs-key-federal-and-state-strategies-tickets-57126277233?ref=enivtefor001&invite=MTYwNTU2OTgvYW5uLnR1cm5lckBjbWMtbmgub3JnLzA%3D%0A&utm_source=eb_email&utm_medium=email&utm_campaign=inviteformalv2&utm_term=eventpage) | Image result for hrsa health workforceIn the past couple of weeks, HRSA has released 3 workforce-related grants focusing on improving the professional, paraprofessional and clinical workforce in behavioral health and SUD roles.  **Bureau of Health Workforce - Division of Nursing and Public Health**  Opioid Workforce Expansion Program (OWEP) Professionals  The purpose of this grant is to build upon existing HRSA investments to enhance community-based experiential training focused on Opioid Use Disorder (OUD) and other Substance Use Disorders (SUD) for students preparing to become behavioral health professionals. The program will train behavioral health professionals in the provision of OUD and other SUD prevention, treatment, and recovery services in high need and high demand areas. Special focus is on demonstrating knowledge and understanding of the specific concerns of children, adolescents, and transitional-age youth in high need and high demand areas who are at risk for behavioral health disorders.  The OWEP Professionals program is designed to foster an integrated and/or  inter-professional approach to training through academic and community partnerships for  increasing the number of professionals trained to transform integrated behavioral health  and primary care teams, as well as to effectively prevent and treat OUD and other SUD  in community-based practices.  Due Date for Applications: May 7, 2019  Anticipated Total Available FY 2019 Funding: $39,300,000, approximately 29 grants  Estimated Award Amount: Up to $1,350,000 <file:///X:/BHW%20HRSA-19-085%20final.pdf>  **Bureau of Health Workforce - Division of Nursing and Public Health**  Opioid Workforce Expansion Program (OWEP) Paraprofessionals  The purpose of this grant is to build upon existing HRSA investments to enhance community-based experiential training focused on Opioid Use Disorder (OUD) and other Substance Use Disorders (SUD) for students preparing to become peer support specialists and other types of behavioral health-related paraprofessionals. The program will train behavioral health-related paraprofessionals in the provision of OUD and other SUD prevention, treatment, and recovery services in high need and high demand areas. Special focus is on demonstrating knowledge and understanding of the specific concerns of children, adolescents, and transitional-age youth in high need and high demand areas who are at risk for behavioral health disorders.  The OWEP Paraprofessionals program is designed to expand and improve direct access to quality treatment and foster an integrated and/or inter-professional approach to address OUD and other SUD treatment emphasizing the role of the family and lived experience of the consumer through academic, community and non-traditional community organization partnerships.  Due Date for Applications: May 7, 2019  Funding: $29,800,000; Estimated Number and Type of Award(s): Approximately 33  Award Amount: Up to $1,350,000 <file:///X:/BHW%20HRSA-19-085%20final.pdf>  **Bureau of Health Workforce - Division of Nursing and Public Health**  Graduate Psychology Education (GPE) Program  HRSA is accepting applications for the Graduate Psychology Education (GPE) Program. The  purpose of this program is to train doctoral health psychology students, interns, and post-doctoral residents to provide integrated, interdisciplinary, behavioral health and Opioid Use Disorder (OUD) and other Substance Use Disorder (SUD) prevention and treatment services in high need and high demand areas. The program also supports faculty development of health service psychology.  The program fosters an integrated and inter-professional approach to addressing access to care with specialized training in the provision of OUD prevention and treatment services. Through these efforts, the GPE Program transforms clinical training environments and is aligned with HRSA’s mission to improve health and achieve health equity through access to quality services, a skilled workforce, and innovative programs.  Due Date for Applications: May 7, 2019  Funding: $18,000,000; Estimated Number and Type of Award(s): Approximately 40  Award Amount(s): Up to $450,000  <file:///X:/HRSA-19-002%20FINAL_modification_3_19_19.docx.pdf> | |
|  | **Great Upcoming Trainings!** | |
|  | Image result for rivier logo New!! Spring 2019 Chronic Condition Lunch & Learn Series X:\Logos and Pictures\N4H Logo\N4H-Logo_RGB.jpgNetwork4Health (IDN 4) in partnership with Rivier University’s Family Nurse Practitioner program will again be offering a series of 45 minute chronic condition lunch and learn webinars this spring. The series will support mental health, substance use disorder and social services staff in better understanding these common medical diagnoses, and also serve as a good refresher for any primary care team members. Please register for each session to receive the web meeting link!  Calls scheduled: 12:10pm - 12:55pm   |  |  |  | | --- | --- | --- | | DATE | TOPIC | REGISTER | | 03/28/19 | Congestive Heart Failure | [Click here to register!](https://www.eventbrite.com/e/n4h-and-rivier-university-chronic-conditions-lunch-learn-series-congestive-heart-failure-tickets-57235109754) | | 04/02/19 | Cerebrovascular Accident (CVA) / Atrial Fibrillation (AFIB) | [Click here to register!](https://www.eventbrite.com/e/n4h-and-rivier-university-chronic-conditions-lunch-learn-series-cerebrovascular-cvaatrial-tickets-57426845240) | | 04/03/19 | Smoking Cessation | [Click here to register!](https://www.eventbrite.com/e/n4h-and-rivier-university-chronic-conditions-lunch-learn-series-smoking-cessation-tickets-57438048750) | | 04/16/19 | Hypertension | [Click here to register!](https://www.eventbrite.com/e/n4h-and-rivier-university-chronic-conditions-lunch-learn-series-hypertension-tickets-57440303494) | | 04/17/19 | Supporting Adult Vaccinations | [Click here to register!](https://www.eventbrite.com/e/n4h-and-rivier-university-chronic-conditions-lunch-learn-series-supportng-adult-vaccinations-tickets-57445551190) |  Image result for cdr. cassie yackleyFoundational Training in Trauma-Informed Care with Dr. Cassie Yackley **Manchester/Londonderry/Derry Region**  **When: Friday March 29, 2019**  **Desk Registration: 8:30 AM**  **Training: 9:00 AM – 3:00 PM**  **Location: The Executive Court Banquet Facility, 1199 South Mammoth Road, Manchester, NH 03109**  Description:  Network4Health’s Workforce and Integrated Healthcare projects are pleased to offer a full-day presentation on the foundations of trauma-informed care (TIC) including “trauma theory” and the fundamentals of social neuroscience presented by Dr. Cassie Yackley. Network4Health believes that our region will be stronger if we collaborate to understand and address the impacts of adverse experiences impacting both children and adults. This conference helps to strengthen a trauma-informed, coordinated system of care across our communities.  Suggested Participants:  Educators and school staff, primary care and behavioral health care staff, including pediatric and adult providers, psychiatrists, case managers, social workers, counselors, administrators, and clinical directors, police, fire department and emergency response services, government public health staff.  [**CLICK HERE**](https://www.eventbrite.com/e/network4heath-foundational-training-in-trauma-informed-care-tickets-54982695723) **to reserve your seat!** | |
|  | **Know Your Career Path** | |
| **Licensed Clinical Supervisor (LCS)**  This is a clinical supervisory license for overseeing staff in substance use milieus. Provides leadership, stability and direct service for clinical and/or residential programs and ensures adherence to related regulatory and licensure requirements. Provides direct supervision to reports or clinical teams and informs the development and enrichment of clinical service delivery. Scope of practice:  <http://www.gencourt.state.nh.us/rsa/html/XXX/330-C/330-C-12.htm>   |  |  | | --- | --- | | **Licensure/Education Needed** | **Local Education Programs** | | * Master’s degree in Psychology, Social Work, Education, or related field * Must be NH licensed as an independent practitioner in their field of clinical practice * Hold a current license as a MLADC or LADC * 10,000 hours of experience as an alcohol and drug counselor * 4,000 hours of experience as a clinical supervisor supervising professionals providing alcohol and drug counseling * 200 hours of face-to-face clinical supervision * 30 hours of training in clinical supervision covering assessment, evaluation, counselor development, management, administration, and professional responsibility * Pass testing procedures of a nationally recognized credentialing entity specified by the Board   See also: [http://www.gencourt.state.nh.us/rules/state\_agencies/alc100-500.html - Alc 314.01](http://www.gencourt.state.nh.us/rules/state_agencies/alc100-500.html%20-%20Alc%20314.01) | ***See aforementioned social work MS programs at greater than 60 credit hrs.***  UNH:  MA programs in Sociology (<60 hrs)  <https://cola.unh.edu/sociology/program/sociology-ma> | | | |
|  | | |
|  | **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 IDN4***   ***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 | | | | | 3/28/19 | 8:30am – 4pm: **Opioid Addiction & Treatment: Understanding the Disorder, Treatment and Protocol,** *130 Pembroke Rd., Suite 100, Concord* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-opiod-addictions-treatment-understanding-the-disorder-treatment-and-protocol-tickets-55296150274) | | 4/2/19 | 8:30am – 4pm: **The Connect Program: Recognizing and Responding to Suicide Risk in those Impacted by Substance Use Disorder;** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-the-connect-program-recognizing-and-responding-to-suicide-risk-in-those-impacted-by-tickets-57222729725) | | 4/3/19 | 8:30am – 4pm: **CRSW Administrative Rules Overview;** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-crsw-administrative-rules-overview-tickets-57232899142) | | 4/5/19 | 8:30am – 4pm: **Prevention Ethics;** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-prevention-ethics-tickets-57408994849) | | 4/9/19 | 8:30am – 4pm: **Certified Recovery Support Worker (CRSW) Performance Domains;** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-certified-recovery-support-worker-crsw-performance-domains-tickets-57409807279) | | 4/10/19 | 9am – 12pm: **LADC/MLADC Administrative Rules Overview;** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-ladcmladc-administrative-rules-overview-tickets-57410466250) | | 4/11 & 4/12/19 | 8:30am – 4pm: **Acceptance and Commitment Therapy (ACT);** *130 Pembroke Rd., Suite 100, Concord, NH* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-acceptance-and-commitment-therapy-act12-hr-training-tickets-58440347653) | | 4/15/19 | 8:30am – 4pm: **Environmental Strategies in Substance Use Prevention: "The What, So What, Now What?"** *130 Pembroke Rd., Suite 100, Concord* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-environmental-strategies-in-substance-use-prevention-the-what-so-what-now-what-tickets-57411031942) | | 4/19/19 | 8:30am – 4pm: **Psybersick: Internet Pathology and Social Media Addiction,** *130 Pembroke Rd., Suite 100, Concord* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-psybersick-internet-pathology-and-social-media-addiction-tickets-57613268838) | | 4/25/19 | 8:30am – 4pm: **Confidentiality & Ethical Practice: Issues for Substance Use, Mental Health and Other Healthcare Providers**  *130 Pembroke Rd., Suite 100, Concord* | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-confidentiality-ethical-practice-issues-for-substance-use-mental-health-and-other-tickets-55370351211) | | 5/2/19 | 8:30am – 4pm: **Ethical Challenges in the Behavioral Health Field: Cutting Edge Issues,** Rivier College 420 South Main Street Nashua NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadacaethical-challenges-in-the-behavioral-health-field-cutting-edge-issues-tickets-49864387726) | | 5/3/19 | 8:30am – 4pm: **Dope on Drugs,** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-nhtiad-the-dope-on-drugs-tickets-57621090232) | | 5/7/19 | 8:30am – 4pm: **Supervising Peer Recovery Support Workers,** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-supervising-peer-recovery-supportworkers-tickets-52411183260) | | 5/10/19 | 8:30am – 3pm: **Intersection Between Substance Use Prevention and Recovery**, 130 Pembroke Road, Suite 100, Concord, NH 03301 | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-the-intersection-between-substance-use-prevention-and-recovery-approaches-tickets-57632123232) | | 5/10/19 | 8:30am – 4pm: **HIV Update for Substance Use Professionals,** 130 Pembroke Road, Suite 100, Concord, NH 03301 | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-hiv-update-for-substance-use-professionals-tickets-59342780855) | | 5/13/19 | 8:30am – 4pm: **Motivational Interviewing for Recovery Support Workers**  130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-motivational-interviewing-for-recovery-support-workers-tickets-57736191503) | | PESI Workshops | | | | | 3/29/19  8 – 4pm | **Dyslexia: Building NEW Neuropathways to Master Visual and Auditory Memory, Visual Perceptual Skills, Visual Motor Skill Development & More!;** Executive Court Conference Center, 1199 South Mammoth Rd., Manchester | CEU’s Available | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-dyslexia-building-new-neuropathways-to-master-visual-and-auditory-memory-visual-perceptual-tickets-58596490681) | | 4/02/19  8 – 4pm | **Improve Executive Functions: Evidence-Based Strategies to Change Behavior;** Executive Court Conference Center, 1199 South Mammoth Rd., Manchester | CEU’s Available | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-improve-executive-functions-evidence-based-strategies-to-change-behavior-tickets-58597926977) | | 4/11/19  8 – 4pm | **Outbursts, Oppositional Defiance and Frustration in the Classroom: Self-Regulation Techniques to Reduce the Frequency, Severity and Duration of Problematic Behavior;** Executive Court Conference Center, 1199 South Mammoth Rd., Manchester | CEU’s Available | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-outbursts-oppositional-defiance-and-frustration-in-the-classroom-self-regulation-techniques-to-tickets-58600748416) | | 4/25 & 4/26/19  8 – 4pm | **Acceptance and Commitment Therapy: A 2 day Training**  Executive Court Conference Center, 1199 South Mammoth Rd., Manchester | CEU’s Available | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-acceptance-and-commitment-therapy-2-day-intensive-act-training-tickets-55519095108) | | University of New Hampshire | | | | | 3/28, 3/29, 6/5/19 | 8:30 – 4pm: **UNH Institute on Disability** - *Renew Facilitator Training Institute*; IOD Professional Development Ctr; 56 Old Suncook Rd., Concord  This three-day institute will provide in-depth training on the Rehabilitation for Empowerment, Natural supports, Education, and Work (RENEW) model and process. | 3 Days of Intensive Training | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/unh-renew-facilitator-training-institute-three-day-in-depth-training328-329-65-tickets-56118175975) | | 4/26/19 | 9am – 4:30pm: **UNH - The Ethics of Supervision with Kim Strom-Gottfried, PhD.** *UNH School of Law, Room 282, Concord NH*  Corporate wrongdoing, plagiarism cases and other scandals are but a few recent examples of lapses in ethical conduct in modern-day America. Helping professionals in the public and nonprofit sectors are not immune to ethical challenges. This workshop reviews key ethical principles for effective supervision and the resources and strategies to effectively implement them. | CEU’s Available | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/unh-the-ethics-of-supervision-tickets-59197783163) | | Upcoming Conferences | | | | | 3/29/19  9:30 – 4:15pm | **Social Work Celebration and Ethics & Suicide Prevention Training**  **by NH Chapter of the National Association of Social Workers**  9:30 - 11:30 am Speakers & Awards  1:00 - 4:15 pm Ethical Concerns in Working with Individuals at Risk for Suicide: Looking Across the Lifespan | | ***Grappone Center – Concord, NH***  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nasw-social-work-celebration-and-ethics-suicide-prevention-training-tickets-58441475025) | | 4/4 & 4/5/19  8:30 am – 4 pm | **Saint Anselm College and New Hampshire Hospital Present the 23rd Annual Northeast Regional Psychiatric Nursing Conference: *Contemporary Challenges in a Climate of Change***  Grappone Conference Center, 70 Constitution Ave, Concord, NH | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/saint-anselm-college-cne-23rd-annual-conference-northeast-regional-psychiatric-nursing-tickets-55300663774) | | 4/25/19  8:30 am – 4 pm | **St Anselm’s College of Nursing: Addictions Symposium**  *Jean Student Center Complex, Saint Anselm College*  This program will address such issues as America’s fascination with drugs; update on drugs seen and abused, harm reduction strategies, assessment of the person under the influence, family/grandparents’ perspective, and changing the culture of addiction/mental health. | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/saint-anselm-college-cne-addictions-symposium-tickets-55277936797) | | 4/30/19  8:30 am – 3 pm | **What Science tells us about Nutrition and Healthy Brains**  *Gadbois Hall, Saint Anselm College*  This program will explore key research findings about brain healthy nutrition including which foods are helpful and which foods are detrimental to brain health. Discussion includes practical ways to initiate changes toward brain healthier nutrition and meals. | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/saint-anselm-college-what-science-tells-us-about-nutrition-and-healthy-brains-tickets-58672852080) | | 5/3/19  7:45 – 4:30pm  & 5/4/19  8:00 – 4:30pm | https://custom.cvent.com/4A81BEDF7B9C441D9525A7ABCF328186/pix/ef18cc3e127044a58c07d76b69586e7d.png**Addictions 2019 Conference – Boston Marriott, Cambridge, MA;** 50 Broadway, Cambridge, Massachusetts 02142  McLean Hospital LogoMcLean Hospital, the largest psychiatric hospital of Harvard Medical School, is pleased to offer this annual conference bringing together some of the foremost authorities in the addiction field. Topics will include new, evidence-based treatments, the nuances of treating comorbid disorders along with addiction, and special populations. Smaller, breakout sessions each afternoon will allow for in-depth exploration of topic areas in an interactive and stimulating format that should enhance learning and skill-building. | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/harvard-addictions-2019-tickets-59228089811) | | 5/15/19  All day | https://bianh.salsalabs.org/8566cd34-67d4-45de-982c-8c4fce7dfdce/e06958fd-1f00-4702-9e6a-8657c98c3b6b.png**36th Annual Brain Injury and Stroke Conference**  **Courtyard Marriott & Grappone Conference Center, Concord, New Hampshire**  **Keynote Speaker: Francis R. Sparadeo, Ph.D.** *“The Opioid Crisis and Issues Related to Acquired Brain Injury*” | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/bianh-36th-annual-brain-injury-and-stroke-conference-tickets-55719557697) | | Other Trainings | | | | | 4/4/19  1-2pm | **NASW NH: *School Shootings, Best Practices, and the Need for More School-Based Mental Health Services.*** A live-remote presentation. | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nasw-school-shootings-best-practices-and-the-need-for-more-school-based-mental-health-services-tickets-58014569138) | | 5/2/19  9-11am | **Mental Health Center of Grater Manchester: *Overcoming Stigma***  5 Blodgett Street Manchester  The stigma associated with mental illness and substance use disorders represents complex processes involving stereotypes, prejudice and discrimination. As health professionals we have an ethical mandate to address stigma in our workplace, with our clients and within ourselves. This training will increase participants' ability to assess common types of stigma and provide strategies for addressing the negative effects of stigma. | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-overcoming-stigma-strategies-for-health-professionals-tickets-56121114765) | | 5/3/19  8:30 – 4:30pm | **Southern NH AHEC: ACT Now: *An Introduction to Acceptance Commitment Therapy in Primary Care*;** Three Chimneys Inn, 17 Newmarket Road, Durham, NH 03824 | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/southern-nh-ahec-act-now-an-introduction-to-acceptance-commitment-therapy-in-primary-care-settings-tickets-59223215231) | | \*Free\* Trainings & Easy Registrations | | | | | 4/1/19  12-1pm | **NH Citizens Health initiative:** *Stigma as Discrimination: Impact on Treatment and Strategies for Success* | | [FREE - Click to register](https://events.r20.constantcontact.com/register/eventReg?oeidk=a07eg3wlqw80aa29834&oseq=&c=&ch=) | | 4/12/19  9am – 4pm | ***FREE Full Day Workshop!!*** Opioids: Whole-Person Approaches to Treatment and Recovery Plymouth State University, Heritage Hall. Click here for much more information:  <https://nhsca.wildapricot.org/resources/Documents/PSU-Tiger/Opioid%20Workshop%20Flyer-Dec2018.pdf> | | [FREE - Click to register](https://campus.plymouth.edu/cesp/opioid-treatment-and-recovery-workshop-registration/) | | 4/17/19  2 - 3pm | **IRETA – Free webinar: “**Feasibility and Effectiveness of Drug Using Peers Distributing Naloxone & Injection Equipment” | | [FREE - Click to register](https://my.ireta.org/onlineEd/course/view.php?id=110) | | 4/17/19  8:30-12:30pm | **Brain Injury Association of New Hampshire: “**Brain Matters 2019 - Brain Injury 101”  52 Pleasant St., Concord, NH 03301 | | [FREE - Click to register](https://bianh.salsalabs.org/bi101a/index.html) | | 4/18/19 | **NORC @ The University of Chicago presents:** *Adolescent Substance Use: Contemporary Trends in Prevention and Treatment* | | [FREE - Click to register](https://sbirt.webs.com/adolescent-use-trends) | | 5/8/19  8:30-4:00pm | **NH DHHS - Bureau of Drug and Alcohol Services - Introductory Training on Addiction & Recovery.** To register please contact: Shannon Quick 603.271.5889 or email: [AODTrainingCoordinator@dhhs.nh.gov](mailto:AODTrainingCoordinator@dhhs.nh.gov)  Public Health Auditorium: Div. of Public health Bldg. 29 Hazen Drive Concord, NH | | FREE | | 5/9/19  8:30-12:00pm | **NH DHHS - Bureau of Drug and Alcohol Services - Introductory Training on Families and Addiction.** To register please contact: Shannon Quick 603.271.5889 or email: [AODTrainingCoordinator@dhhs.nh.gov](mailto:AODTrainingCoordinator@dhhs.nh.gov)  Public Health Auditorium: Div. of Public health Bldg. 29 Hazen Drive Concord, NH | | FREE | | \*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). | | | | | \*Free\* Self-Paced Online Trainings | | | | | Ongoing | [hrsa health workforce](https://urldefense.proofpoint.com/v2/url?u=http-3A__links.govdelivery.com-3A80_track-3Ftype-3Dclick-26enid-3DZWFzPTEmbWFpbGluZ2lkPTIwMTkwMjI1LjIyMzM5ODEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwMjI1LjIyMzM5ODEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xODA2MTYyMyZlbWFpbGlkPWFsaXNhLmRydXpiYUBkaGhzLm5oLmdvdiZ1c2VyaWQ9YWxpc2EuZHJ1emJhQGRoaHMubmguZ292JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY-3D-26-26-26100-26-26-26http-3A__www.hrsa.gov_about_organization_bureaus_bhw_-3Futm-5Fcampaign-3DRecording-2BAvailable-2521-2BWorkforce-2BGrand-2BRounds-2BWebinar-2BSeries-253A-2BTele-26utm-5Fmedium-3Demail-26utm-5Fsource-3Dgovdelivery&d=DwMFAw&c=vYl7KJMDeuM7F-Nqf_hfailBifPmyspo7hrJGlNN7nU&r=ZgbqNefYBLg-ymGUKTBpGJCj39Y6SkGWBaHVo-5Cs3U&m=-Vg1eb137swCRy0wLyr6k1uSOmdd9nJVhRKS2Exgdko&s=Derddp_OO5Bntyfm2fLFLVF-0ZkH9hDxEb6SPLI2Mjk&e=)**Workforce Grand Rounds Webinar Series: Telehealth Training Models for the Health Workforce -** In case you missed the Workforce Grand Rounds Webinar Series: Telehealth Training Models for the Health Workforce the recording is now available. You will be able to download the presentations directly from the recording. | | [FREE - Click to register](https://hrsaseminar.adobeconnect.com/pjk95iddp6uh/?launcher=false&fcsContent=true&pbMode=normal) | | Ongoing | **Introduction to Behavioral Health in Schools: Supports for Students** - The Clough Foundation Training and Access Project (TAP) is a part of the Boston Children's Hospital Neighborhood Partnerships Program (BCHNP) in the Dept. of Psychiatry at Boston Children's Hospital. This training uses an ecological model that takes into account development, environment, and cultural considerations to help build a context for understanding student behavior. | | [FREE - Click to register](https://www.openpediatrics.org/course/tap-online-training-introduction-behavioral-health-schools-supports-students?mkt_tok=eyJpIjoiWVdNek16ZG1PVFEzTVRoaSIsInQiOiJ0UElxZUQwQnByWE56c1pZN0o4bHpOa3pMdmNXZHZkNVVqT1NSMjNNZGMyYTVFY1wvZjJicjhTcVwvMEwySktWNkMzYzNnRlpsOHRFOGFJUUQ0ZVhVZUJRPT0ifQ%3D%3D) | | Ongoing | **Sessions from December 2018 NH Behavioral Health Summit are now available for CEUs:**  Each 90 minutes session has been created as an independent session available for continuing education credits. Attendees can independently view and receive credits. Topics include:   * The Community Care Team: A Model Strategy for Systems Alignment * Image result for 2018 NH BEHAVIORAL HEALTH SUMMITUnderstanding and Addressing Substance Use Disorders as Chronic Medical Conditions * Enhanced Care Coordination for High Needs Populations from Multiple Perspectives * Core Competencies for Primary Care Behavioral Health Integration: Knowledge, Skills and Attitudes * Chronic Disease information for Behavioral Health Providers * Facilitated Integrated Care Success with Co-Occurring Disorders: A Case Study   If you are not seeking continuing education credits but just want to listen to any or all of the sessions, they are also posted on YouTube: <https://www.youtube.com/channel/UC9v9PlrfpNyqGDoYE0U6wIg>. A link to these videos can also be found on the Region 1 IDN website under required trainings: <http://region1idn.org/training/>. | | The online webinars are located on the North Country Health Consortium’s Moodle site: <http://moodle.nchcnh.org>.  CEU’s Available! | |  | **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  11/21/19 | Non-pharmaceutical Management of Behavioral Issues in Older Adults | CEU’s Available! | [FREE - Click to register](https://www.optumhealtheducation.com/behavioral-health/older-adults-2017) | | 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** |
| All About Interviewing: Conductive Effective Group Interviews From: *“Group interview activities, tips and ideas for success”* by Nikoletta Bika writing for Workable.com  <https://resources.workable.com/tutorial/conduct-group-interview>  Group interviews can be huge time-savers. Instead of spending 10 hours interviewing 10 candidates individually, you could spend two hours interviewing them in a group. But, like any interview format, group interviews have drawbacks and aren’t well-suited for all roles. How can you use group interviews effectively?  **How to conduct a group interview:**  Image result for group interviewsWhen are group interviews appropriate? Conducting group interviews makes sense when you:   * Aim to fill a role within a specific time frame (e.g. seasonal hiring). * Are hiring more than one person for the same position (e.g. salespeople). * Want to screen a large number of equally skilled applicants (e.g. recent graduates). * Are hiring for a position where teamwork, communication and handling stress are the most important requirements for the role (e.g. customer support).   **What are group interview limitations?** Conducting group interviews can come with limitations:   * Building rapport with individual candidates can be more challenging in a group setting. * Personality may be unfairly weighted in group interviews: extroverted candidates could overshadow more talented, introverted ones. * Senior-level, experienced candidates might view group interviews as demeaning. Michelle Gamble Risley, CEO of publishing company 3L Publishing, participated in a group interview, and shared her thoughts about her experience in a 2011 Fortune article: “It was just shocking and demoralizing. I felt I was at an executive level and I shouldn’t be put into a cattle call. If they had warned me in advance, I would not have even shown up.”   Group interviews are often used to gauge teamwork skills, but efficient teams aren’t built in a day. Candidates who are team players may not feel comfortable working with strangers, let alone their competition.  **Here’s how you can mitigate the limitations of group interviews:**   * Use group interviews when they make sense. Group interviews might make candidates uncomfortable and contribute to an unpleasant candidate experience. Also, while you can save time by interviewing multiple candidates at once, interviewers still need to dedicate time and effort preparing group discussion topics and activities. * Image result for group interviewsTrain interviewers. Training can reduce biases and help recruiters and interviewers build rapport with candidates in groups. You can try professional training firms like Interview Edge and Select International. Or you can conduct mock interviews with hiring teams and discuss their approach. * Choose the right questions. Prioritize questions that require unique answers, so candidates don’t influence each other’s answers. Those questions can include, “Why do think you’re right for the job?” “What’s a recent project you’re proud of?” “How did you contribute to your team in your latest project?” * Give candidates advance notice of your group interview. Some may choose not to participate and you’ll give others time to prep for a different interview format. Also, let them know how much time they should expect to set aside for the interview.   **How do you prepare to conduct a group interview?** Plan the process. You can use these methods to assess candidate skills:   * Ask candidates structured interview questions to gauge their preparedness, public speaking and concision. Addressing each candidate separately with an introductory question is a good way to open group interviews and get to know individual candidates. * Initiate a group discussion among candidates to gauge their confidence, how they construct their arguments and whether they’re good listeners. Pose a dilemma and ask the group how to solve it. Observe how each candidate solves the problem and analyze their responses to other candidates’ suggestions. * Assign candidates a team project to assess teamwork, leadership and problem-solving skills. Group interview activities can involve job-related projects (e.g. sales presentations) or role playing. For example, you could give candidates a LEGO project and ask them to build a tower with as few bricks as possible. The way they work together is more important than the project’s end result.   **Group interviews make it easier for you to rule out:**   * Rude candidates who constantly interrupt and talk over others. * Aggressive candidates who disrespect others’ opinions. * Bored candidates who check their phones or yawn.   **Prepare your interviewers:**  It’s best to have more than one interviewer in group interviews, as you’ll have to observe multiple candidates at once. HR staff can collaborate with hiring managers and their team members to conduct a group interview and facilitate group interview activities.  Before the group interview, arrange a meeting with all your interviewers. Make sure everyone understands the process and goals. Assign roles if needed. For example, you may want one interviewer to be a silent observer while another could ask interview questions. It’d be also useful for interviewers to discuss what questions they’ll include on their scorecards and how they’ll rate responses.  **Deliver an opening message:**  A strong opening in a group interview can go a long way. Here are some group interview ideas for easing the candidates into the process:   * Introduce your team of interviewers. * Congratulate candidates for passing through your resume screening phase. Remind them that everyone in this room is qualified for the job. * Tell candidates how long you expect the interview to last and brief them on the process. * Give a short presentation on your company values. You can also talk about the position’s details, like working hours, salary, benefits and more.   **How do you close a group interview?**  Give candidates the opportunity to ask questions. Dedicate time to make sure everyone has their questions answered at the end of the interview. Remember to thank everyone for their time and let them know when to expect updates. Close on a pleasant note by wishing them all well. Following up as soon as possible with individual feedback for each candidate is good practice.  Image result for group interviews  **Network4Health’s Workforce Wednesday is published every other week.**  **Learn more 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) | | |