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| **Workforce Wednesdays** July 17th, 2019 | | | |
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| X:\Logos and Pictures\N4H Logo\N4H-Logo_CMYK (1).jpg | | An Employer Rolls Out an Emergency Loan Program to Help with Employees’ Unexpected Expenses  *The following is an opinion piece from Maxine Hart and Julieann Thurlow that was published recently in The Boston Globe. The article highlights the successes an employer is having with a workplace financial wellness program.*  <https://www.bostonglobe.com/opinion/2019/07/10/emergency-loan-program-help-with-unexpected-expenses/iAJxuCVUxh6tX0R1Tk6saP/story.html>  *By Maxine Hart and Julieann Thurlow, The Boston Globe, July 10, 2019*  [The cover story in the May 2016 issue of The Atlantic magazine](https://www.theatlantic.com/magazine/archive/2016/05/my-secret-shame/476415/) shared a simple fact: 47 percent of Americans couldn’t come up with $400 to cover an emergency. And many of those caught in this crisis were middle-class Americans, not just people on the margins.  That article, by journalist and historian Neal Gabler, brought home the findings documented by Federal Reserve Bank researchers: Gabler described his own constant struggles to pay unexpected bills, landing him in the 47 percent despite his considerable success as a writer.  As officers of a suburban cooperative bank north of Boston, we were startled by the article’s message — and we recognized that some of our own 90-plus employees were probably among those 47 percent as well.  Within three months, we launched an employee emergency loan program. Over the nearly three years since then, we have made 29 emergency loans of up to $1,000 to 17 employees — same-day processing, zero interest, no questions asked. They repay the funds over no more than six months by payroll deduction.  “Six in ten survey respondents say they would use savings, cash, or its equivalent to pay a $400 emergency expense. However, three in ten would borrow or sell something. And one in ten simply cannot pay it.  Encouragingly, more adults now say they would pay it with savings, cash, or its equivalent than they did six years ago, a sign of more financial security but some adults would still struggle with a $400 expense.”  *Report on the Economic Well-Being of U.S. Households in 2018 - May 2019, the Consumer and Community Research Section of the Federal Reserve Board's Division of Consumer and Community Affairs (DCCA).*  Not one loan has gone unpaid.  Now the Federal Reserve Bank of Boston is watching our modest experiment as one potential response to deal with the problem its researchers chronicle each year in the [Fed’s Report on the Economic Well-Being of US Households.](https://www.federalreserve.gov/publications/2019-economic-well-being-of-us-households-in-2018-preface.htm)  Commonwealth, a Boston-based nonprofit committed to expanding financial security, has conducted a study of our bank’s emergency loan program — with an eye toward its possible application in other businesses and industries. We presented our results in December at the Boston Fed’s semiannual forum on savings innovation, and Commonwealth issued its report on our program in March.  The savings challenge for families has diminished only slightly since the 2015 Fed report from which Gabler drew his 47 percent figure, despite years of steady economic improvement. The latest Fed household well-being report, issued in May 2019, finds that 39 percent doubted they could cover a $400 emergency with cash, savings, or a credit card and pay it off at the next statement, and 27 percent would need to borrow or sell something to pay that expense. Twelve percent felt they would be unable to cover it at all.  Those data points are remarkably similar to the results documented by Commonwealth on our bank’s employees and the emergencies they face each year. About half said they could afford an emergency expense with cash or with savings. Only one-third of those who had used a credit card for an emergency expense were able to pay it off in full on their next statement.  Employees reported that their emergencies average $1,022. This helped prompt us to increase the loan, in January, from the initial maximum $500 to a ceiling of $1,000. Forty percent of the loans were for emergency car repairs, while 31 percent were for home repairs, and 26 percent went for medical emergencies. More than 80 percent said they would consider using the loan in the future, mostly for medical expenses but also for car repairs and home repairs or appliance replacement.  Employees repay the loan through payroll deduction, starting the first pay period after they’ve taken the loan. Those who use the loan agree in a one-page sign-up form that, if they leave the bank, the full loan amount will be deducted from their final paycheck, with either earned-to-date income and/or unused vacation pay, or a combination of both. So there’s little risk for the employer with such a system, and every reason for other employers to consider offering a similar benefit.  The employees of Reading Cooperative Bank have welcomed the program, even if they haven’t taken advantage of it personally. Two-thirds in the Commonwealth survey agreed that the emergency loan “sets RCB apart from other places they have worked or could work,” and “this is a great benefit that shows RCB cares about their employees.” This suggests that such a program may improve employee retention.  Commonwealth said in its report on our program: “RCB joins a growing number of employers who recognize the benefits of investing in their employees’ financial security. Nine in 10 employers surveyed by [human resource consultant] Aon Hewitt in 2017 said they were very likely or likely to focus on financial wellness ‘in ways that extend beyond retirement.’ Such benefits might include matched savings accounts, salary advances, financial counseling, and employer-sponsored small-dollar loans.”  Of course, providing emergency loans barely begins to address the more fundamental issue that the Fed is so focused on: the national savings crisis. Our next challenge is to find ways to help employees build up their savings.  Boston Fed senior business strategy manager Brian Clarke tells us that when the Fed discovered the $400 emergency crisis five years ago, “We knew we needed to act and think about new techniques to help people build their personal savings.  “We’re working with financial security advocates and other partners to strategize on ways to attack the savings problem,” Clarke says, “including exploring ways to help employers take a more collaborative approach to worker finances, focusing on credit-building tools, and looking at how new FinTech solutions can help people save money and increase their financial security.”  Maxine Hart is chief human resource officer and Julieann Thurlow is president and chief executive of Reading Cooperative Bank.  For the full article, please visit: <https://www.bostonglobe.com/opinion/2019/07/10/emergency-loan-program-help-with-unexpected-expenses/iAJxuCVUxh6tX0R1Tk6saP/story.html>  *Thanks for reading!*  *Geoff Vercauteren*  *Director of Workforce Development - Network4Health* | |
| Topics in This Issue:  |  |  | | --- | --- | | Employer Rolls Out Emergency Loan Program | Page 1 | | Foundations of Management | Page 3 | | Reimbursement and Retention Programs | Page 4 | | Mapping Career Paths at Your Company | Page 5 | | New Training & Development Opportunities | Page 5 | | Funding Announcement from HRSA | Page 7 | | BH Education Scholarships | Page 8 | | Career Fair at UNH | Page 8 | | Sponsored & Free Trainings List | Page 9 | | Management Corner | Page 12 |   Employment is key to financial security. In part this is self-evident: a job provides income, and income supports household consumption and investment. But wages should also foster security: a buffer from shocks, protection from risk, and a reasonable hope and pathway to long-term mobility.  But a job can also exacerbate financial insecurity. Wages may be inadequate to make ends meet. Unsteady hours create family instability. Uneven provision of the social protections and supports most Americans receive through the workplace leaves households vulnerable. Limited opportunities for advancement offer an uncertain future.  Workplace-based interventions have great opportunity to improve the financial security of workers. Employers – the market actor with the most control over the job environment – are most likely to act if they have a clear appreciation of the self-interest of this approach. To achieve the most lasting change, employers must come to believe that this outcome will benefit employee and firm alike.  [*https://buildcommonwealth.org/work/financial-security-in-the-workplace*](https://buildcommonwealth.org/work/financial-security-in-the-workplace) | |
|  | | **Foundations of Management Program – Now Taking Applications for October 2019!** | |
|  | | Network4Health is now accepting applications for our Foundations of Management Program that we are running with Granite State College.  Based on the positive results of last year’s class, we will be running this course again in October, 2019.  **What:**  Image result for managementThe course will be taught in a hybrid manner – with some in class and some online components.  It will focus on developing high potential staff that have recently moved into managerial roles, or aspire to become managers/leaders.  Program participants will develop and enhance skills and perspectives that are essential for managers and leaders which will be accomplished using interactive skill practice, engaged discussion, and other methods. All the content will be delivered within the context of understanding some of the unique challenges that working for a mission-driven, non-profit and/or health provider can present.  Specific outcomes of the course include:   * Learning what effective management/leadership is and isn’t * Developing a personal action plan to improve leadership skills * Understanding how to effectively communicate as a supervisor * Gaining techniques for giving constructive feedback and managing conflict situations pro-actively * Building confidence in holding difficult conversations, and much more!   **Who:**  Ideal candidate qualities could include:   * Those who have one year or less of management experience and/or are in a new a new management role * Those that manage the ‘front-line’ workforce * Those that are on a track toward management in the next 12 months, but are not currently managing at this time * Those that may have some years of management experience, but may lack in some of the skill areas covered (i.e. having difficult conversations, communication skills, etc.)   **When:**  The program will meet 3 times over a 6 week period for a total of 18 hours of class time. Employees will be in class 1 full day per session (approximately 6 hours), and have approximately 2 hours of online work to do per week.  In person classes will be held at GSC’s Manchester campus on 195 MacGregor Street and are scheduled for:   * October 2, 2019 8:30am – 4:00pm * October 23, 2019 8:30am – 4:00pm * November 13, 2019 8:30am – 4:00pm   The course begins in September 2018 and runs for 3 months until approximately December 2018.  **Application deadline is July 31st, 2018.**  Please CLICK HERE to request an application and for more information | |
|  | | **Reimbursement and Retention Programs** | |
|  | | **Now accepting applications!** Allowable covered costs include:   * ‘Buying out’ the contract for a clinician/prescriber currently working for the partner through an agency * To retain a clinician/prescriber who has indicated an intention to leave for a different employment opportunity * A ‘recruitment bonus’ to encourage a clinician/prescriber to come to the region * Employing a search or recruitment firm who specializes in the recruitment of qualified clinicians/prescribers * Moving or relocation expenses consistent with moving to the region * Other reasonable costs associated with bringing a clinician/prescriber to the region will be considered on a case-by-case basis   These programs are only open to Network4Health partners with who have signed a Letter of Commitment and Certificate of Authorization indicating their formal partnership.  **Click here to receive more information and an application**  **(Please indicate PRRI or CRRI)** | |
|  | | **Mapping Out Career Paths at Your Company** | |
|  | | Helping your employees develop career paths within your organization will help you keep them engaged and working toward that next step. Moreover, employees who are considering higher education will see the ROI on furthering their degree. The end result of offering career paths for employees is higher retention, a broader depth of industry- and company-specific expertise from tenured employees, and the kind of dedication that comes from seeing your company as their career, not just a stop along the way. The loyalty your company will gain from employees who are invested in the success of the organization is absolutely invaluable.  This is why we created the Employer Based Career Pathways tool. Click the link below to download the 2 page Word document that you can scale to map every position in your company showing minimum years of experience, education and job title. An example is below:    **Click here to download the Network4Health Employer Career Pathway Tool** | |
|  | | **New Training and Development Opportunities!** | |
| Image result for announcement  Now accepting applications for Network4Health’s Offset Productivity Reimbursement RFP.  Most N4H organizations can apply to utilize these funds to offset costs related to supervision or training of staff.  If you are an organization that does not have an Integrated Enhancement Plan from the B1 project, you may be eligible to apply to this RFP. Accepting applications now! Next due date is **September 1st, 2019.**  **THIS IS THE LAST OPPORTUNITY TO APPLY – THE RFP PROGRAM WILL END AFTER 9/1/19**  Please [email Geoff Vercauteren](mailto:geoffrey.vercauteren@cmc-nh.org?subject=Offset%20RFP) for an application packet or for more information. | | **Learn More About Reducing Drug Related Harms**  Educators will come to your practice to provide brief 10-15 minute individual trainings on evidence-based best practices to reduce drug-related harm During visits, educators will discuss opportunities to implement harm reduction in practice, including:   * Technical assistance on integrating harm reduction * 1 hour CEU-approved trainings at your practice sites led by New Hampshire Harm Reduction Coalition * Biweekly case conferencing sessions via Zoom * Additional resources on best practice   Harm reduction promotes practical strategies to reduce the negative consequences of substance use. Through meeting people where they are at, providers and patients set collaborative goals to reduce risk of overdose and infection. Strategies targeted by this project include: Follow safe opioid prescribing and tapering guidelines; Routinely screen for substance use; Engage individuals who inject drugs to reduce drug related harms; Provide compassionate care to individuals with opioid use disorder.  For more information, contact: [HRETA.Project@unh.edu](mailto:HRETA.Project@unh.edu) or [Kerry.Nolte@unh.edu](mailto:Kerry.Nolte@unh.edu), 603-862-4017  ***Save the Date!***  ***Integrated Care and Addiction Medicine Training Academy***  October 17 & 18, Grappone Conference Center in Concord  Cherokee’s Integrated Care and Addiction Medicine Training Academy will prepare primary care providers, nurses, behaviorists, and community health workers to apply integrated care skills to this complex population within the primary care setting. This training will enhance your ability to effectively and efficiently care for patients with alcohol, opioid and other substance use disorders. It will build on key integrated care strategies, focusing on the use of multi-disciplinary primary care and behavioral health teams.  ***Sign up coming soon!***      ***Are you looking for work as a CRSW (Certified Recovery Support Worker)?***  NH WORKS FOR RECOVERY PROGRAM  Image result for snhs logo  *What is the NH Works for Recovery Program?*  The NH Works for Recovery program provides comprehensive and individualized employment services to individuals who have been directly or indirectly affected by the opioid crisis. Eligible participants will have an opportunity to receive job training and support services to help them successfully compete for many of the in-demand occupations located throughout New Hampshire.  *What is the CRSW offering and how does it work?*  The NH Works for Recovery program provides funding for training and employment services to individuals interested in entering this field. NH Works for Recovery program has created an offering that specifically addresses the need to train and place CRSWs into the workplace.  The offering provides funding for eligible candidates to obtain the classroom training and facilitates placement where they can be paid for the 500 hours of supervision required for certification. The objective is to place at least 40 recovery support workers into the workplace within the grant period.  *What services are provided?*   * Individual training services in the form of required CRSW coursework * Occupational Skills Training under the NH Works for Recovery program * Job search assistance and access to a network of employers seeking CRSW’s * On-The-Job Training (OJT) with an eligible employer * Case Management Services * Support Services (fees, child care reimbursement, travel reimbursement, rental or housing/utilities assistance, etc.).   *What are the specific benefits?*  CRSW classroom training tuition up to $400 per person covering the cost for:   * 66 hours of training * Support Services up to $1000 per person based on individual needs * Employer Benefits: Up to $5500 per person reimbursement benefit in the form of 50% of first 6 months’ salary coverage   *Who are the approved training partners?*  These organizations have been identified as CRSW training partners for this program:   * NH Recovery Coach Academy (statewide) * SOS Recovery Center (Dover, Rochester, Hampton) * Reality Check (Jaffrey) * Serenity Center (Keene) * Aware Recovery Care (Bedford) * Revive Recovery (Nashua) * NH Alcohol and Drug Addiction Counselor’s Association (NHADACA)   The NH Works for Recovery services are offered at each of the twelve NH Works Offices located across the state. Career Navigators located in these offices will work to determine eligibility for the program and provide barrier assessments and case management services.  Please call for an appointment at the NH Works office nearest to you. Offices local to Manchester:   |  |  |  | | --- | --- | --- | | NH WORKS MANCHESTER  300 Hanover Street  Manchester, NH  P: 603. 627. 7841 | NH WORKS NASHUA  6 Townsend West  Nashua, NH 03063  P: 603. 882. 5177 | NH WORKS CONCORD  45 South Fruit Street  Concord, NH 03301  P: 603. 228. 4100 | | |
|  | | **Funding Announcements from HRSA** | |
|  | | hrsa health workforce**Teaching Health Center Graduate Medical Education Program**  **Fiscal Year 2020 Application Due Date: August 30, 2019**  [**Apply for this grant on Grants.gov.**](https://urldefense.proofpoint.com/v2/url?u=http-3A__links.govdelivery.com-3A80_track-3Ftype-3Dclick-26enid-3DZWFzPTEmbWFpbGluZ2lkPTIwMTkwNjE4LjcxMjgxMDEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNjE4LjcxMjgxMDEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xODA5OTM5NSZlbWFpbGlkPWFsaXNhLmRydXpiYUBkaGhzLm5oLmdvdiZ1c2VyaWQ9YWxpc2EuZHJ1emJhQGRoaHMubmguZ292JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY-3D-26-26-26104-26-26-26https-3A__www.grants.gov_web_grants_search-2Dgrants.html-3Fkeywords-3DHRSA-2D20-2D011-26utm-5Fcampaign-3DNOFO-253A-2BTeaching-2BHealth-2BCenter-2BGraduate-2BMedical-2BEducation-2BProgram-26utm-5Fmedium-2B-3Demail-26utm-5Fsource-2B-3Dgovdelivery&d=DwMFAw&c=vYl7KJMDeuM7F-Nqf_hfailBifPmyspo7hrJGlNN7nU&r=ZgbqNefYBLg-ymGUKTBpGJCj39Y6SkGWBaHVo-5Cs3U&m=cI_NQuj4obThXPkgCsjsYwM67bLT4Cok7--fUDWat18&s=aOeSO98zeg_F0KVcNFR215e_wGiKKmHqL2j1RFZ0fxo&e=)  **The Health Resources and Services Administration** (HRSA) is accepting applications for the fiscal year 2020 [Teaching Health Center Graduate Medical Education (THCGME) Program](https://urldefense.proofpoint.com/v2/url?u=http-3A__links.govdelivery.com-3A80_track-3Ftype-3Dclick-26enid-3DZWFzPTEmbWFpbGluZ2lkPTIwMTkwNjE4LjcxMjgxMDEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNjE4LjcxMjgxMDEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xODA5OTM5NSZlbWFpbGlkPWFsaXNhLmRydXpiYUBkaGhzLm5oLmdvdiZ1c2VyaWQ9YWxpc2EuZHJ1emJhQGRoaHMubmguZ292JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY-3D-26-26-26106-26-26-26https-3A__bhw.hrsa.gov_fundingopportunities_default.aspx-3Fid-3Dbf5afcac-2D72de-2D468b-2D85b1-2Df51036309776-26utm-5Fcampaign-3DNOFO-253A-2BTeaching-2BHealth-2BCenter-2BGraduate-2BMedical-2BEducation-2BProgram-26utm-5Fmedium-2B-3Demail-26utm-5Fsource-2B-3Dgovdelivery&d=DwMFAw&c=vYl7KJMDeuM7F-Nqf_hfailBifPmyspo7hrJGlNN7nU&r=ZgbqNefYBLg-ymGUKTBpGJCj39Y6SkGWBaHVo-5Cs3U&m=cI_NQuj4obThXPkgCsjsYwM67bLT4Cok7--fUDWat18&s=3EB2G0_0kB3VKAi_k0NkSSskroBJOVGkhfU4Mj-KdtY&e=). The application cycle closes on August 30, 2019.  The THCGME Program provides funding to support the training of residents in a new or expanded primary care residency training program in rural and underserved communities.  Eligible applicants are community-based ambulatory patient care centers that sponsors the training of an accredited primary care residency program. For a listing of eligible specialties/disciplines, refer to page 6 of the [Notice of Funding Opportunity](https://urldefense.proofpoint.com/v2/url?u=http-3A__links.govdelivery.com-3A80_track-3Ftype-3Dclick-26enid-3DZWFzPTEmbWFpbGluZ2lkPTIwMTkwNjE4LjcxMjgxMDEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNjE4LjcxMjgxMDEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xODA5OTM5NSZlbWFpbGlkPWFsaXNhLmRydXpiYUBkaGhzLm5oLmdvdiZ1c2VyaWQ9YWxpc2EuZHJ1emJhQGRoaHMubmguZ292JmZsPSZleHRyYT1NdWx0aXZhcmlhdGVJZD0mJiY-3D-26-26-26107-26-26-26https-3A__grants.hrsa.gov_2010_Web2External_Interface_Common_EHBDisplayAttachment.aspx-3Fdm-5Fattid-3D2fa5fadc-2D1d2b-2D4911-2Da7fa-2D6fa9341c04ae-26dm-5Frtc-3D16-26utm-5Fcampaign-3DNOFO-253A-2BTeaching-2BHealth-2BCenter-2BGraduate-2BMedical-2BEducation-2BProgram-26utm-5Fmedium-2B-3Demail-26utm-5Fsource-2B-3Dgovdelivery&d=DwMFAw&c=vYl7KJMDeuM7F-Nqf_hfailBifPmyspo7hrJGlNN7nU&r=ZgbqNefYBLg-ymGUKTBpGJCj39Y6SkGWBaHVo-5Cs3U&m=cI_NQuj4obThXPkgCsjsYwM67bLT4Cok7--fUDWat18&s=uR-nmPW1ZyzoGU0ibwtCpfZ2D3hyo34bGD2lfT8hPoc&e=)  HRSA expects approximately $120 million to be available over two years to fund up to 61 eligible grantees (56 continuation awards and up to five new awards). | |
|  | | **Behavioral Health Education Scholarships** | |
| Network4Health is **providing scholarships of up to $5000** to new or existing students enrolled in any of these programs at Granite State College or Manchester Community College:   |  |  | | --- | --- | |  |  | | 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 | 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 | | For more info on programs, go to:  [www.granite.edu/degree-programs/](http://www.granite.edu/degree-programs/) | For more info on programs, go to:  [www.mccnh.edu/academics/programs](http://www.mccnh.edu/academics/programs) |   Students need to be enrolled as full-time or part-time, live or work in one of the 18 towns served by Network4Health, and complete an application. Scholarships are awarded on a rolling basis throughout the academic year at both schools.  TO APPLY: Contact the financial aid office at either school for more information. | | | |
|  | | **2019 Career and Internship Fair at UNH** | |
| **October 1, 2019**  **UNH Main Campus - Durham, NH**  **Whittemore Center**  **1:00 PM-5:00 PM**  **Network4Health will reimburse up to $525.00 for for-profit partners or up to $235.00 for non-profit partners.**  Image Career and Internship Fair  Organizations must notify N4H of their intention to take advantage of this reimbursement. Please contact Geoff Vercauteren, Director of Workforce Development at [geoffrey.vercauteren@cmc-nh.org](mailto:geoffrey.vercauteren@cmc-nh.org) for details.  Each year, UNH Career & Professional Success holds both a Fall and Spring Career & Internship Fair. Each fair, over 1,600 students and alumni and over 200 companies attend. Undergraduate and graduate students from all majors attend the fair. The UNH Career & Internship Fair is intended only for organizations (profit and nonprofit) currently hiring professional, career-related positions including full time and/or internship positions students and alumni with an associate’s, bachelor’s or master’s degree (or working towards one of those UNH degrees).  Both prices includes 1 table, 2 representatives, 2 lunches and parking. If additional representatives attend the fair that has not registered, we will accommodate and provide lunch. After the fair, your company will be invoiced an extra $30. If you are a non-profit organization, please still select 'Standard table' in the registration and then let us know. A discount ($235) will be applied when invoiced.  [Registration for the fair is now open and will close 9/13. Click here for more information.](https://www.unh.edu/career/career-internship-fair-employers?utm_source=AdaptiveMailer&utm_medium=email&utm_campaign=2019%20Fall%20Career%20&%20Internship%20Fair&org=785&lvl=100&ite=8590&lea=2503274&ctr=0&par=1&trk=a0W0f00000T3oouEAB) Please contact [employer.relations@unh.edu](mailto:employer.relations@unh.edu) with questions. | | | |
|  | **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 | | | | | 7/18/19 | 8:30 – 4:00pm: **The Connect Program: Recognizing and Responding to Suicide Risk in those Impacted by Substance Use Disorder**; 130 Pembroke Rd., Suite 100, Concord | 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-62526546584) | | 7/19/19 | 8:30 – 4:00pm: **Opioid Addiction and 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-opioid-addiction-treatment-understanding-the-disorder-treatment-and-protocol-tickets-62671279484) | | 8/9/19 | 9am – 12pm: **Hello, I am a Millennial: Framing Young Adult Culture and Value Systems for Behavioral Health Professionals**; 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-hello-i-am-a-millennial-framing-young-adult-culture-and-value-systems-for-behavioral-health-tickets-63065944939) | | 8/14 – 8/15/19 | 8:30am – 4:00pm: **Ethics for Peer Recovery Supports** - A 12 hour training event with Virginia (Ginger) Ross; 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-ethics-for-peer-recovery-supports-tickets-64192696082) | | 8/16/19 | 9am – 12pm: **Military Culture;** Lakes Region Mental Health Center, 40 Beacon St. E, Laconia, NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-military-culture-tickets-64428627760) | | 8/30/19 | 8:30 – 4:00pm: **HIV Trends;** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-hiv-trends-treatment-tickets-64442813189) | | 9/4/19 & 9/5/19 | 8:30 – 4:00pm: **Individualized Service Plans Using the ASAM Criteria & Motivational Interviewing;** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-individualized-service-plans-using-the-asam-criteria-motivational-interviewing-2-day-tickets-65534957823) | | 9/5/19 | 9 – 12pm: **Understanding Parity: Ensuring Equitable Health Insurance Coverage For Mental Health & SUD Treatment;** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-understanding-parity-ensuring-equitable-health-insurance-coverage-for-mental-health-sud-tickets-65537188495) | | 9/6/19 | 9:00 - 12:00pm: **Governance, Professionalism and Ethics: Legal Trends in Substance Use Delivery;** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-governance-professionalism-and-ethics-legal-trends-in-substance-use-delivery-tickets-65539070123) | | 9/11/19 | 9:00 - 11:00am: **Military Culture, Behavioral Health Considerations, & Available Resources;** 130 Pembroke Rd., Suite 100, Concord | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-military-culture-behavioral-health-considerations-available-resources-tickets-65539868511) | | PESI Workshops | | | | | 7/24/19  8:00 - 4:00pm | **Treating Insomnia: Transdiagnostic Clinical Strategies to Optimize Sleep & Improve Outcomes in Clients with PTSD, Anxiety, Depression & Chronic Pain;** The Executive Court, 1199 South Mammoth Road, Manchester, NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-treating-insomnia-transdiagnostic-clinical-strategies-to-optimize-sleep-improve-outcomes-in-tickets-62925438681) | | 8/01/19  8:00 - 4:00pm | **100 Brain-Changing Mindfulness Techniques to Integrate Into Your Clinical Practice;** The Executive Court, 1199 South Mammoth Road, Manchester | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-100-brain-changing-mindfulness-techniques-to-integrate-into-your-clinical-practice-tickets-63127934351) | | 8/06/19  8:00 - 4:00pm | **The Shame Spiral: Release Shame and Cultivate Healthy Attachment in Clients with Anxiety, Trauma, Depression and Relational Difficulties;** The Executive Court, 1199 South Mammoth Road, Manchester, NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-the-shame-spiral-release-shame-and-cultivate-healthy-attachment-in-clients-with-anxiety-trauma-tickets-63336371793) | | 8/21 – 8/22/19  8:00 - 4:00pm | **Dialectical Behavior Therapy (DBT) Certificate Course; 2-Day Intensive Training;** Executive Court, 1199 South Mammoth Road, Manchester, NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-dialectical-behavior-therapy-dbt-certificate-course-2-day-intensive-training-tickets-63338146100) | | 8/27/19  8:00 - 4:00pm | **Legal and Ethical Issues with Technology in Mental Health**  Executive Court, 1199 South Mammoth Road, Manchester, NH | CEU’s Available! | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/pesi-legal-and-ethical-issues-with-technology-in-mental-health-tickets-63353939338) | | Upcoming Conferences | | | | | 7/18/19  9:00 – 4:00pm | **https://nhpa.memberclicks.net/assets/site/NHPA%20Logo.jpgNH Providers Association Annual Meeting and Summer Training.** The Annual Meeting will take place from 9:30 am to 12:30 pm; The afternoon training will take place from 1 pm to 3 pm. Training: “Understanding and Embracing the Evolving Substance Use Service System in the Granite State.” Mill Falls by the Lake; Church Landing, Winnipesaukee Ballroom; 281 Daniel Webster Hwy; Meredith, NH 03253 | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nh-providers-assocation-annual-meeting-understanding-and-embracing-the-evolving-substance-use-tickets-62669742888) | | 8/19 – 8/22/19 | **27th Annual New England School of Best Practices in Addiction Treatment;** *Waterville Valley Conference Center, Waterville Valley, New Hampshire.* The program includes advanced clinical and administrative skilled-based treatment in best practices and evidence-based practices treatment approaches, as well as a current and emerging best opioid treatment practices, clinical supervision, management, and advanced prevention. | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/adcare-27th-new-england-school-of-best-practices-in-addiction-treatment-tickets-64545729013) | | 9/12/19  7:30 – 4:00pm | **5th Annual North Country Health Symposium;** *Mountain View Grand Resort & Spa; 101 Mountain View Road; Whitefield, NH*  Topics to Include: Updates on Trauma Care; The Future of EMS;  Related imagePediatric Emergencies/Trauma; Extracorporeal Membrane Oxygenation (ECMO); Human Trafficking; Impella, LVAD, CardioMEMS | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/cmc-5th-annual-north-county-symposium-tickets-64439273602) | | Other Trainings | | | | | 7/25 & 7/26/19 | **Social Emotional Learning in Trauma Informed Schools –** A two-day learning session. Presenters include: Cassie Yackley, Psy.D., PLLC; Hannah Mariotti, LMHC, and Sarah Wagner, School Psychologist, from UNH; Stefanie Piatkiewicz, Mindful Practices out of Chicago; Ellen Desmond, NH Department of Education and more! **LOCATION: Pine Tree School, 183 Mill St, Center Conway, NH** | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/unh-horace-mann-sau9-social-emotional-learning-in-trauma-informed-schools-tickets-62604291120) | | 8/15 & 8/22/19  9:00am-4:30pm | UNH School of Social Work - Continuing Education Program: **Clinical Supervision in Mental Health Practice.**  Presenter:Lee Pozzi Rush  UNH School of Law, 2 White Street, Concord | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/unh-clinical-supervision-in-mental-health-practice-2-day-815-8222019-tickets-65130929363) | | \*Free\* Trainings & Easy Registrations | | | | | 8/9/19  12-1pm | **MNCAMH -** Recognizing and Challenging Stigma Around Substance Use and Mental Illness | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://mncamh.umn.edu/webinar/recognizing-and-challenging-stigma-around-substance-use-and-mental-illness/) | | 8/13/19  11-1pm  OR  7-9pm | **Rockingham County House of Corrections presents:**  **Addiction: Disease or Choice?** Addiction is complex. How can understanding the science impact your views?  Exeter High School, 1 Blue Hawk Drive, Exeter, NH  Info: Alyson Mahler at (603) 679-9394 – [amahler@co.rockingham.nh.us](mailto:amahler@co.rockingham.nh.us) | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://addictiondiseaseorchoice.eventbrite.com) | | 8/21/19  3pm | **Medical Cannabis and Addiction Medicine Practice Consequences** | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://zoom.us/webinar/register/WN_5iPjMsOSQlqKC01SP1DJyg) | | 8/23/19  3-4pm | **EKRA: Ramifications of the New “All-Payor” Federal Antikickback Law Webinar** | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://register.gotowebinar.com/register/3868271421964717067) | | 8/28/19  8:30am – 4:00pm | Department of Health and Human Services Bureau of Drug and Alcohol Services  **Introductory Training on Addiction & Recovery**  Location:  Public Health Auditorium: Division of Public Health Building, 29 Hazen Drive, Concord, NH | | To register: Shannon Quick 603.271.5889 or email: [AODTrainingCoordinator@dhhs.nh.gov](mailto:AODTrainingCoordinator@dhhs.nh.gov) | | 8/28/19  8:30am – 12:00pm | Department of Health and Human Services Bureau of Drug and Alcohol Services  **Introductory Training on Families & Addiction**  Location:  Public Health Auditorium: Division of Public Health Building, 29 Hazen Drive, Concord, NH | | To register: Shannon Quick 603.271.5889 or email: [AODTrainingCoordinator@dhhs.nh.gov](mailto:AODTrainingCoordinator@dhhs.nh.gov) | | 9/6/19  8:00 – 4:00pm | **Veterans Mental Health Summit 2019**: Edward Cross Training Center, 22 Riverwood Drive, Pembroke NH; Break-out sessions: Serious Mental Illness & Language of Recovery; Geriatric Concerns for Veterans. CEU’s Available | | No pre-registration – just show up | | 9/18/19  1-5pm | **ProHealth NH Conference 2019: ProHealth for Youth and Young Adults -** Explore whole person thinking about physical and behavioral health for improved outcomes; Grasp youth culture today and learn effective interventions  NHTI: Police Standards & Training, 17 Institute Drive, Concord, NH | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](Https://prohealth4youth2019.eventnut.com/) | | \*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 | **Supporting Providers After Overdose Death**  Target Audience: Intended for primary care physicians, nurse practitioners, and members of the healthcare team who treat patients with opioid use disorder (OUD).  Module Description: Although most patients with opioid use disorders stabilize with treatment, high rates of morbidity and mortality are associated with opioid use disorders. Health professionals working with this patient population need to be prepared for patient overdose deaths so that they can support themselves, members of their healthcare team, and their patient’s family. This course will provide a framework to help health professionals cope with a patient overdose death.  <https://learning.pcssnow.org/p/SupportingProviders> | | | | Ongoing | Image result for Suicide Prevention Resource Center logoVideo series from the Suicide Prevention Resource Center   * [Lived Experience: What It Is and How to Include It](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252fmicro-2Dlearning-252fleah-2Dharris-2Dlived-2Dexperience-2Dwhat-2Dit-2Dhow-2Dinclude-2Dit-26c-3DE-2C1-2CU70xSrSCicFRlPDXuBRe-2DieYdJ8f3s9eYwxWDH5A1J9dS847UqnvWzKqER0gYtolb-5FV8llWteDxwY9AFnF40LqXUGSOLFwIsTNva6clQkP5yiULHTqLQ-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=-si-JGJGo7jgKpo7kLNKzXXCeTutKgUnEVWCT0IHPkk&e=) * [A Lived Experience Story About What Makes a Difference](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252fmicro-2Dlearning-252flived-2Dexperience-2Dstory-2Dabout-2Dwhat-2Dmakes-2Ddifference-2D0-26c-3DE-2C1-2CvE-5FXQXA0NYTXEtG4PFT-5F6necxgw1CTF-5FwGWYDUMyftno0r2f7c4AoCknORU0YJmrqT0OxvZf-2Dl83tnz-2Desr3k6zZMmgr2UfF9XwQYaP0-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=aTGY_u6YYfGKeDXVvA5_CuDlgLopvoFTjb1AjAo-mXw&e=) * [Collaborating on Safety Plans](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252fmicro-2Dlearning-252fvince-2Dwatts-2Dcollaborating-2Dsafety-2Dplans-26c-3DE-2C1-2CY77haAvu5B-2D5OS1-2DdIrskfWmfbjdFu8uj1QXpYNkEZr8LJO-5FqffXepClCYd-5FRR8F6M6ALDxJsIpKADMGkKKuC2vvU6Xq-2DHNdl5hHI-5FlaaNnqIWNNhseQvbuspg-2C-2C-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=psQCWm3lDEV6t1ywVhMdJPnCgWKUCwkU9fPBnTXqcuM&e=) * [Aftercare That Makes a Difference](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252fmicro-2Dlearning-252fdiana-2Dcortez-2Dyanez-2Dlived-2Dexperience-2Daftercare-2Dmakes-2Ddifference-26c-3DE-2C1-2C6aHnI6u37MyPsmyoZ-5FasXLKxbnrNqs3uwO4pUlujEBim-5FHa3JiY8v8h6HwCKaZUNdNvarK6EQDShujusZmBF9FCGjr1d67ajWe92ZdZU2UoCWE1JSzNXYvwA6Q-2C-2C-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=PWZxDdarxaYDkbviI6sjDzSftHe4chEhbAH63UPphik&e=) * [Evidence-Based Psychological Treatments and Suicide-Specific Brief Interventions](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252fresources-2Dprograms-252fevidence-2Dbased-2Dpsychological-2Dtreatments-2Dsuicide-2Dspecific-2Dbrief-2Dinterventions-26c-3DE-2C1-2Csbasem73j57uaqIjvky5gkbHmV-5F4TxXvyPmKA-2DGqUMJgymT1qQ9uqndtqzALrVrMFgOWurcrIFtaXbYYaMq1u8oMHvQ4cztZr-2D-2DSM5cloLrMT-5F-2DTz3UXFg-2C-2C-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=c4-H2hND3yA9-LF2ClgZ7URaM-tpTvtA_aeOH3cBZ74&e=)   For more information on SPRC’s Effective Suicide Prevention Model, visit  [http://www.sprc.org/effective-suicide-prevention](https://urldefense.proofpoint.com/v2/url?u=https-3A__linkprotect.cudasvc.com_url-3Fa-3Dhttp-253a-252f-252fwww.sprc.org-252feffective-2Dsuicide-2Dprevention-26c-3DE-2C1-2CBNbvnum8WJxPYVlX-2Ddoz-2DGErp9D-5FO63lsovRJPtfULSJk-2D2Plis3istU8GcM0QFTMKujPw-5Fv6sU5-2D7Ttlu7ypVEVYtRwvd5y0K7zzefWxVz8cRv1uQ1xKg-2C-2C-26typo-3D1&d=DwMGaQ&c=hcNud1dvAKchyw7UCTG8UA&r=iKkEZSmyNmMdGAHKZ5BtINkDe3_2cbepUH3QNpItUCA&m=CDXQjr4BGYHD3rL2RjS9RBgWAdJMWxU_-yS9r00f4tI&s=-Lhq0iiGer7hfRuD5MiNnbVXt1HL_MXvS4CVKEAu4bM&e=) | | | | 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) | | **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: The Final Round Interview Image result for final round interviews  From: *“Final Round Interview Questions”*  By: Workable.com  <https://resources.workable.com/final-round-interview-questions>  Looking for final interview questions to ask candidates as part of the interview process? This template offers employers examples of good final-round interview questions.  **How to conduct a final interview**  A successful hiring decision requires a few stages: resume screening, two or more interview rounds and, in some cases, skills-based assessments. Invite qualified candidates to a final interview to identify the best fit for your organization before you make your job offer.  For the final round interview, a shortlist of two or three candidates will usually meet with the CEO. To reach an objective decision, consider getting together a group of interviewers, including the hiring manager, the team leader and the CEO, if they were not involved in previous rounds. When you’re inviting candidates, clarify that this is the final round and let them know who they’ll meet. Prepare final interview questions that can address the last questions anyone from your team may have.  Final interviews help identify long-term partners: people who understand and share your company values. Candidates who have reached this part of hiring process are already qualified for the job. Turn your focus to potential hires who will not only “get the job done,” but will provide fresh ideas, be great team players and eventually contribute to your company success.  **Sample final interview questions to ask candidates:**   * Now that you’ve learned the full scope of this position, what are your salary expectations? * If hired, how would you want to grow within the company? How do you think you’d do it? * What are your interests outside of work? * How was your candidate experience so far? Why would/wouldn’t you apply for this position again? * What would make you quit in your first month here? * When is the earliest you can begin working for us? * Do you have any questions for us?   **How to assess candidates’ answers in the final round interview:**  Even if you have previously discussed potential deal breakers, the final interview is a good chance to review things like salary, how much notice they need to give their current employer and working hours/days. Losing a new hire too soon is both time-consuming and costly. Identify and select candidates whose long-term career goals match your company’s objectives.  **Image result for interviews**  Choosing between two to three qualified candidates can be tough. Try to visualize each candidate working at your company. Who would collaborate better with their team? Who would put their best foot forward to reach goals?  Ask questions that reveal whether candidates understand your company’s needs and objectives. These people are more likely to adapt quicker and perform better in their new position.  Combine information you gathered from the entire process to reach a hiring decision. For example, if you’re hiring for an entry-level role, you might want to select a candidate who didn’t submit the perfect assignment but shows enthusiasm and is eager to develop.  **Red flags:**   * *They have no questions for you.* No matter how clear you are about the role, when a candidate asks additional questions about your company, their team and the next steps of the process, they’re interested in joining your company and want to gather as much information as possible. * *They are unprofessional.* You may have broken the ice in previous interview rounds, but this doesn’t mean they should be arrogant or too casual in their final interview, particularly if they’re meeting with the company’s CEO. * Image result for red flags*They show inconsistent behavior.* If you spot significant differences in a candidate’s behavior from their first to their final interview, that’s a concerning sign that they mightn’t have revealed their true personality. * *They present last-minute limitations/requests.* If candidates choose their final interview to share some limitations they never mentioned before (e.g. “I have to leave work every day at 4 p.m., because of X”) or significantly change their salary expectations, these are signs of irresponsibility and red flags for future collaboration. * *They lack enthusiasm.*  Candidates who are invited for a final interview are aware that the probability they’ll be hired is high. A passive attitude and lack of energy indicate they may have second thoughts about the job or that they’re using your company as a stepping stone to pursue a different career. Try to identify how motivated they are, but don’t be fast to reject candidates who could be shy or simply inexpressive.   **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) | | | |
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