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| **Workforce Wednesdays** July 31st, 2019 | | | |
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| X:\Logos and Pictures\N4H Logo\N4H-Logo_CMYK (1).jpg | | States Trying to Understand “The Future of Work”  Aspen Institute: *Creating a Future of Work Commission: One Step States Can Take to Prepare for the Future of Work*  June 28, 2019 • Libby Reder and Rachael Stephens  <https://www.aspeninstitute.org/blog-posts/creating-a-future-of-work-commission/>  https://assets.aspeninstitute.org/content/uploads/2019/06/FoW-Commissions-Models-chart.png“What is the future of work?” is a question state policymakers are exploring. The answer is complex, and cuts across a wide range of topics and issues—including technology, education, workforce, worker benefits and protections, and more—that are already quite complex when you consider them in the present.  For example, 45 of the nation’s governors addressed concerns and priorities around the future of work and preparing the future workforce in their state of the state addresses earlier this year. Several states are participating in national projects to develop new strategies to prepare the future workforce and to better understand and support the on-demand workforce in their states. However, the challenges of addressing these issues are even greater given the uncertainty about the scope and rate of technological and economic change.  To prepare for the challenges around the changing nature of work, stakeholders from across each state—including policymakers, businesses, labor, educational institutions, and workers—need to develop a shared understanding of the challenges and opportunities, as well as develop policy and regulatory responses to prepare the workforce for the future.  Some states are farther along in this process than others. After establishing the first Future of Work Commission, Indiana Governor Eric Holcomb has vested ongoing responsibility for this set of issues with the Governor’s Workforce Cabinet, a 20 member group that aims to assess and realign Indiana’s workforce development programs and services by promoting collaboration among employers and local partners. In Virginia, a cabinet-level advisor oversees a range of programs that connect Virginians to skills, training, and opportunities. Virginia’s Chief Workforce Development Advisor also works with leaders in labor and business to identify and fill vacant jobs in high demand sectors.  Like Indiana, other states have established or are in the process of establishing Future of Work Commissions or Task Forces, including Washington, New Jersey, and most recently, California. For these efforts to be successful, and for other states that are considering the creation of a commission or task force of their own, it is important to consider existing models—both contemporary and historical—and explore best practices.  Among recent relevant efforts, Indiana’s Future of Work Task Force was the first to form and the only one to complete its work to date. The commission gathered and presented information on key issues, such as demographics, strengths of various industries, education levels, and anticipated changes due to technology and other factors. In order to act on the Task Force’s work, policymakers in Indiana took steps to establish a more permanent governance mechanism for future of work issues, housed in the Governor’s Workforce Cabinet.  Approaches & Best Practices  There are a variety of issues that those creating or facilitating a commission or task force might consider, including but not limited to:  *Size and Composition -* The combination, number and level of individuals appointed to serve can have an important impact on the success of the commission. It is essential to include a broad but strategic mix of stakeholders. Key groups include: educators; employers, especially from industries with a significant presence in the state and those industries most likely to be impacted by automation and technology, and representing both small and large employers; worker advocates; and policymakers.  Second, the size of the group should be large enough to ensure representation of key stakeholder groups, but small enough to promote productive conversation.  Third, those appointed should be decision-makers empowered to represent and mobilize their organizations, but not so senior as to prevent active and engaged participation.  *Leadership -* Successful state commission or task force efforts benefit from clear support from a governor and other public and private sector leaders. Generally, the task forces or commissions whose work has had an impact on state policy benefited from their governor’s leadership in defining their goals and deliverables, including specific policy recommendations to the governor, that are in line with the state’s broader strategic objectives.  In cases in which task forces or commissions are set up by a state’s legislature, it is similarly important that the group has a clear set of goals and expectations defined at the outset of its work, and that it is clear how the products of that group’s work will be used by the state.  *Scope -* The “future of work” is an umbrella term that has come to include a range of issues and questions. As a result, a commission on this topic could have a broad mandate or could take a more specific focus. In addition, defining the time horizon/s to be explored is essential. Examples of questions a commission might examine or address include:   * What industries and/or occupations are likely to change in size or nature over a given time frame due to demographic or other non-technological factors? * What types of technology or automation have been demonstrated that might impact the economy and labor market in the future? * What kinds of skills training will be required for the jobs of the future? What models for education and training make sense for the future of work? * How might employers and others providing skills training stay connected in real time to ensure that training offered meets employers’ actual workforce needs? * What funding mechanisms can support lifelong learning? To what extent are different approaches required for workers displaced late in their career? * How do work structures and arrangements—those in place today and those anticipated in the future—impact the social contract? * In what ways does this shared set of responsibilities—between employers, workers and society—need to be updated to map to the ways people are earning income today?   *Collaboration across state agencies or departments*  Any of the questions referenced above are likely to cover issues currently managed by a variety of departments or agencies within a state government. To ensure that the work of a commission or task force leads to meaningful conclusions, it should be directed to collaborate with relevant agencies or departments. For example, collaboration between the agencies responsible for labor and employment, education, and economic development is essential. Beyond that, other areas of crossover may include: economic development, finance, and administrators of any relevant safety net programs.  *Defining Responsibilities and Sequencing the Work Process*  Those creating or facilitating future of work efforts should establish the work required by the group, including defining reports, recommendations, or other deliverables. Lessons for future on how to structure and define responsibilities can be drawn from previous task forces or commissions focused on other workforce-related topics successful in impacting policy change. Based on some of these existing models, responsibilities for an effective task force or commission may include:   * Establishing a shared understanding of the issues and challenges: A commission may use existing data or collect new data to create an evidence base for the conversation. This step is critical to creating a shared definition of the challenge, designing solutions and ensuring that findings are evidence-based. This stage may be substantial enough to justify a stand-alone report of findings. * Idea generation and assessment: A commission may look at policy/regulatory, private sector/employer, education/training and worker advocacy approaches implemented elsewhere, or may consider novel approaches. This phase may be most valuable if it encourages and surfaces the widest possible range of ideas. * Delivering recommendations for action: A commission may be tasked to deliver a set of recommendations. These may be limited to those in service of a particular articulated objective, or those that can be accomplished through policy or regulatory change, or they may be broader. It may be worth reviewing the experience of commissions on other topics that were successful in identifying solutions and prompting action. Those recommendations may include specific policies, types of partnerships or areas for collaboration between sectors or stakeholders, and concepts for governance of these issues by elected and appointed leaders. * Producing a final report: This could include findings from a data/evidence-gathering phase, a catalog of interventions considered and recommendations for how to proceed. A final report, however, may signal that work on the issues at hand is complete, when in fact it may just be beginning. Relatedly, it may challenge the commission to resolve matters for the purpose of the report rather than allow them a more natural timeline for adequate consideration. One way to address these concerns is to call for a “report on progress” as opposed to a final report, as does the California Executive Order.   Conclusion  The creation of a commission or task force may be a valuable way for a state to take an active step forward in addressing issues related to the future of work. It has the potential to create an imperative and define a process for critical cross-sector collaboration on important issues. It signals that the related set of issues is a priority for the state and its elected and appointed leaders. However, care should be taken to ensure that a commission or task force process is not used to delay more specific and impactful policy action. In addition, the process carries the risk of exposing or exacerbating tensions that may exist between individuals, organizations or sectors. With careful consideration and thoughtful design, a commission on the task force could ensure that the future of work is dynamic, meaningful and equitable.  For the full article, as well as successful examples from other states, please visit: <https://www.aspeninstitute.org/blog-posts/creating-a-future-of-work-commission/>  *Thanks for reading!*  *Geoff Vercauteren*  *Director of Workforce Development - Network4Health* | |
| Topics in This Issue:  |  |  | | --- | --- | | the future of work | Page 1 | | Foundations of Management | Page 4 | | Reimbursement and Retention Programs | Page 5 | | Mapping Career Paths at Your Company | Page 6 | | New Training & Development Opportunities | Page 6 | | Funding Announcement from HRSA | Page 8 | | BH Education Scholarships | Page 9 | | Career Fair at UNH | Page 9 | | Sponsored & Free Trainings List | Page 10 | | Management Corner | Page 14 | | |
|  | | **Foundations of Management Program – Now Taking Applications for October 2019!** | |
|  | | **Slots still available!** 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   **Application deadline is September 18th, 2019.**  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, Location TBD  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.*   |  | | --- | | ***Myers & Stauffer Learning Collaborative:***  ***New Hampshire State of Care: Local, Integrated, and Accountable***  ***Tuesday, August 20, 2019 12:30 – 3:30 (Grappone Center, Concord, NH)***  To find out more, see the full agenda, and to register, go to:  <https://www.eventbrite.com/e/new-hampshire-state-of-care-local-integrated-and-accountable-tickets-64798766856>    Topics   * The current status and plans for local care management and APMs. * Managed care organizations’ plans for the utilization of shared care planning, event notification systems, alternative payment models, and care management as it relates to a patient use case. * Opportunities for collaboration and coordination in partnership with managed care organizations. * Common terminology for and understanding of patient risk and vulnerability, and identify key targeted subpopulations. |  |  |  |  |  |  |  | | --- | --- | --- | --- | --- | --- | | NHADACA ~ NHTIAD | | | | | | | 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) | | 8/23/19 | **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/nhadacaopioid-addiction-treatment-understanding-the-disorder-treatment-and-protocol-tickets-66932172931) | | 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) | | 9/16/19 | 8:30 – 4:30pm: **Project SUCCESS – Group Counseling with Adolescents;** 130 Pembroke Rd., Suite 100, Concord | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-project-success-group-counseling-with-adolescents-91617-18-21-hour-training-tickets-66936186937) | | 9/19/19 | 8:30 – 4:00pm: **Confidentiality & Ethical Practice: Issues for Substance Use, Mental Health and Other Healthcare Providers (42 CFR Part 2)**; 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-66938860935) | | 9/20/19 | 9:00 – 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) | | 9/23/19 | 8:30 – 4:00pm: **Behavioral Health Issues with Co-Occurring Diagnoses;** 130 Pembroke Rd., Suite 100, Concord | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-behavioral-health-issues-with-co-occurring-diagnoses-tickets-66940341363) | | 9/24/19 | 9:00 – 4:00pm: **Eating Disorders: The Silent Killer;** 130 Pembroke Rd., Suite 100, Concord | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nhadaca-eating-disorders-the-silent-killer-tickets-66941213973) | | PESI Workshops | | | | | | | 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 - 4pm | **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) | | 9/19 & 9/20/19  8 - 4pm | **2 Day Psychopharmacology Conference**  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-psychopharmacology-conference-tickets-65176777496) | | 9/26/19  8 – 4pm | **CBT Toolbox for Children and Adolescents**  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-cbt-toolbox-for-children-and-adolescents-tickets-64423028011) | | MHCGM Workshops | | | | | | | 8/29/19  9am -3:30pm | **LEAP (Listening, Empathizing, Agreeing and Partnering)** with Harry Cunningham, LICSW; The MHCGM Conference Room, 5 Blodget Street, Manchester, NH | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-leap-listening-empathizing-agreeing-and-partnering-tickets-67061094539) | | 9/3/19  8:30 – 3:30pm | **BFT (Behavioral Family Therapy)** with Harry Cunningham, LICSW;  The MHCGM Conference Room, 5 Blodget Street, Manchester, NH | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-bft-behavioral-family-therapy-tickets-67064205845) | | 9/18/19  8:30-4pm | **TMBI: The Teachable Moment Brief Intervention** -  **A “Train the Trainer” Event**  Puritan Back Room; 245 Hooksett Road, Manchester, NH | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-tmbi-the-teachable-moment-brief-intervention-a-train-the-trainer-event-tickets-65180239852) | | 9/20/19  9am – 12:30pm | **“CALM” Training (Counseling on Access to Lethal Means)** with Pete Costa, LICSW; The MHCGM Conference Room, 5 Blodget Street, Manchester, NH | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-calm-training-counseling-on-access-to-lethal-means-tickets-67065299115) | | 9/26/19  9am -4:30pm | **Stages of Change;** withMichael Bradley, MA, LCMHC, MLADC and Pete Costa, LICSW; The MHCGM Conference Room, 5 Blodget Street, Manchester, NH | | CEU’s Available! | | [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/mhcgm-stages-of-change-tickets-67066671219) | | Upcoming Conferences | | | | | | | 8/18 – 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) | | 9/19 & 9/20/19  8am – 3pm | **NH Association for Infant Mental Health - 25th Annual Conference: *Understanding and Addressing the Impacts of Maternal Substance Misuse***  Where: Church Landing at Mills Falls at the Lake, Meredith, NH  Featuring: Amanda Lowell, PhD; Eda Spielman, Psy.D., Clinical Director of the Center for Early Relationship Support; and Amy Sommers, LICSW, Coordinator for Project NESST, (Newborns Exposed to Substances: Support and Therapy) | | | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nh-association-for-infant-mental-health-25th-annual-conference-understanding-addressing-the-impacts-tickets-66463876243) | | Other Trainings | | | | | | | 8/15/19  8:30-4:30pm | **NASW presents - Human Trafficking: The Challenges in New Hampshire and Strategies for Clinicians**  Institute on Disability; 57 Regional Drive, Unit 8, Concord, NH | | | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://www.eventbrite.com/e/nasw-human-trafficking-the-challenges-in-nh-and-strategies-for-clinicians-tickets-65800321533) | | 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) | | 8/15/19  3-3:30p | **HRSA Presents – Critical Crossroads: Pediatric Mental Health Care in the Emergency Department**; Webcast: Learn How To Use New Resource for Hospitals | | | | CEU’s Available  [Click to Learn More & Sign Up for a Seat](https://urldefense.proofpoint.com/v2/url?u=http-3A__links.govdelivery.com-3A80_track-3Ftype-3Dclick-26enid-3DZWFzPTEmbXNpZD0mYXVpZD0mbWFpbGluZ2lkPTIwMTkwNzI2Ljg1MDk3NTEmbWVzc2FnZWlkPU1EQi1QUkQtQlVMLTIwMTkwNzI2Ljg1MDk3NTEmZGF0YWJhc2VpZD0xMDAxJnNlcmlhbD0xNjc4MDM2OSZlbWFpbGlkPWttYXJ0aW5zZW5AaHJzYS5nb3YmdXNlcmlkPWttYXJ0aW5zZW5AaHJzYS5nb3YmdGFyZ2V0aWQ9JmZsPSZtdmlkPSZleHRyYT0mJiY-3D-26-26-26101-26-26-26https-3A__services.choruscall.com_links_hrsa190815.html&d=DwMFAg&c=vYl7KJMDeuM7F-Nqf_hfailBifPmyspo7hrJGlNN7nU&r=bD7iyi7X6sTl7Hjfgw4v3Bg5xBOFho-jqPYwDOgSFm0&m=iSj_MgpLGmuAc5kkssd5xbFGApaZaQLxrQi84--g2qM&s=XKcRqUM4Ru1IT8GobJHvZi1okb7VmJ15xoRI-kyFGwA&e=) | | 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 to 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 to 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). | | | | | | | 8/26/19  11-12:30pm | | **Poverty Competence -** *Sponsored by Network4Health’s ITCOD project and presented by Kimberly Bindas, MSW, LICSW*  Providers learn how patients’ economic status affects their mental and physical health, with emphasis on the adverse effects of poverty on health and wellness. Providers also learn where to find resources to help patients experiencing poverty. Upon completion, class participants will: Define poverty; Become familiar with statistics about poverty; Increase awareness of how poverty affects patients; Discuss the correlation between mental illness and poverty | | To register:  <https://attendee.gototraining.com/r/2357042164650624514> | | | 9/26/19  11-12:30pm | | **Non-Suicidal Self Injury -** *Sponsored by Network4Health’s ITCOD project and presented by Kimberly Bindas, MSW, LICSW*  Providers and staff learn how to respond to individuals who engage in non-suicidal self-injury. This course also covers myths and facts about self-injury and culturally sanctioned forms of self-harming among gender groups, special populations and others. Upon completion, class participants will: Identify at least three non-suicidal self-injury diagnostic criteria; List at least four risk factors; Compare criteria between non-suicidal self-injury behavior and suicidal behavior; Identify stages of change for non-suicidal self-injury | | To register:  <https://attendee.gototraining.com/r/3157051223068941058> | | | 10/28/19  10 – 11:30am | | **Psychotropic Medications -** *Sponsored by Network4Health’s ITCOD project and presented by Kimberly Bindas, MSW, LICSW*  Providers learn about the role that psychotropic medications play in the treatment of mental health and substance use disorders. The course explains the drugs’ classifications and side effects. Upon completion, class participants will: Verbalize the definition of psychotropic medications and what they treat; Understand the classifications and side effects; Review special considerations for older adult patients | | To register:  <https://attendee.gototraining.com/r/638283389090694146> | | | \*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 | **Screening, Brief Intervention, and Referral to Treatment (SBIRT) for SUD in Primary Care Settings**  Given the high prevalence of substance use disorders among primary care patients, as well as the continuing epidemic of opioid use disorder, it is important to routinely screen your patients for substance use disorders. This module describes the SBIRT model (Screening, Brief Intervention, Referral to Treatment), an evidence-based practice that has shown significant success in varied clinic settings at reducing alcohol and illicit substance use. Validated, structured screening tools are provided and the components of how to implement brief interventions with your patients are described. The module also discusses approved treatments for substance use disorders, as well as guidelines for when to refer your patient for other options. <https://learning.pcssnow.org/p/SBIRTforSUD> | | | | | | 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** |
| Image result for job offerAll About Interviewing: Making the Job Offer From:  *“Tips for making a job offer to a candidate”*  By: Nikola Bika at Workable.com  <https://resources.workable.com/tutorial/making-job-offer-candidate>  *“How to Make the Perfect Job Offer: 9 Tips”*  By Jeff Haden, Contributing Editor, Inc.com  <https://www.inc.com/jeff-haden/how-to-make-the-perfect-job-offer-9-tips.html>  The process of making a job offer to a candidate may appear simple at first glance: you create the offer letter, ask management to approve and send it to candidates. But each of these require time, effort and a good deal of coordination and care. Here are a few tips that will help you optimize your job offer process:  Cover important job details before you start hiring  Your offer letters should include information like job title, compensation, benefits and expected start date. The start date depends on the candidate’s availability, but you could agree upon all other factors beforehand. This way you will be able to send the offer as quickly as possible to losing candidates to another opportunity. Discuss details with hiring managers when you open the requisition. Here are some questions to ask:   * Who does this role report to? The hiring manager and team leader may not always be the same person. * What is the pay range for this position? Draw from your company’s pay structure for this information. * What will the final compensation package depend on? You may decide to offer a higher salary to candidates with more experience or education. * Will we offer any bonuses with this position? Discuss other compensation, like commissions, bonuses and rewards. * What kind of benefits will we offer? For example, you might offer stock options to senior roles and training opportunities to other positions. * How many days should we wait for a candidate to accept our offer? Ideally, candidates won’t take more than a couple of days to accept, but you might extend this period if needed.   You may need to revisit all these if your finalist decides to negotiate, but using your initial factors as a reference helps speed up the process once you have found your best candidate.  Make a job offer over the phone first  Recruiters send written offer letters to candidates upon request of the hiring manager. This means that even if the candidate rejects the offer, recruiters would still have gone through the process of creating a letter and getting approvals.  *Offer Letter Template:*  Dear [first name],  We are pleased to offer you a job as a [role title] at [company name]. We think that your experience and skills will be a valuable asset to our company.  If you accept this offer, you will be eligible for the following, in accordance to our company’s policies:   * Annual gross salary of $[total annual salary] paid in [monthly or semi-monthly] installments by check or direct deposit * Up to [percent]% of your annual gross salary as a performance bonus   Standard benefits including:   * [vacation days number] days of annual paid time off * [sick days number] days of sick leave * Medical and dental insurance * 401k/retirement plan * Flexible working hours * Tuition reimbursement for career development courses * Childcare * [more benefits]   To accept this offer, sign and date this letter as indicated below and email it back to us by [date].  Your expected hire date will be the [date]. Your immediate supervisor will be [supervisor’s name].  We look forward to welcoming you to our team. Feel free to call [recruiter’s name] if you have any questions or concerns.  Sincerely,  [Add signature and date lines for sender and applicant]  Anticipate this by extending a job offer to a candidate over the phone first. Candidates get the chance to bow out (e.g. if they accepted another offer) or verbally accept your offer. Ask hiring managers whether they would like to extend the offer themselves, since they are the ones who have met the candidates and will probably be the new hire’s manager. But, even if recruiters are the ones to extend the offer, it will save them a lot of time if the candidate withdraws from the hiring process.  Use effective offer letter templates  An offer letter template can save valuable time when preparing offers. All you—or members of your hiring team— need to do is to fill in placeholders with information specific to each position. And, a well-formulated template will help you make sure you hit all the important points of the role and welcome all new hires with the right tone.  Speed up the job offer approval process  How many people usually need to approve an offer letter before you can send it to candidates? Some companies have many layers of approvals, including HR, CFOs, CEOs and other executives. While the time you spend to go through each of these layers might make sense for senior positions, it could be counterproductive for others.  Aim to keep the number of needed approvals to a minimum. Ideally, recruiters would get confirmation only from the person responsible for the position’s budget—most often the department head. The C-suite or VPs will usually have pre-approved the recruiting budget when formulating the company’s hiring plans. If possible, arrange a quarterly or semi-annual meeting with those leaders to keep your plans updated. This way, you will have a better understanding of salary ranges for future positions before they open. When you’re ready to make an offer, you can draw from the approved salary ranges.  Image result for job offer excitedBe enthusiastic  Be professional but be enthusiastic. Tell the candidate she was your first choice out of 100 resumes. Explain how impressed others are with her background and skills.  It's natural to play your cards close to your vest during the interview and selection process, but once you've made a decision, drop your reserve. Don't worry—conveying your excitement won't affect the salary negotiation process.  Remember, the employer-employee relationship doesn't start the first day on the job. It officially starts with the job offer. Make that moment memorable for the candidate.  Get a commitment—even a tentative one  Many candidates will ask for time to consider the offer. That's natural—but that doesn't mean you can't ask questions. Say, "I completely understand... but can I ask what you think about our offer?" Any hesitation the candidate feels indicates they may turn you down, so ask questions, without being pushy, and see if you can overcome any objections or provide additional information that will make acceptance more likely.  Feel their pain  Candidates (often) refuse job offers because they accepted a counter-offer from their current employers. Talk about how it will feel giving notice: "How do you feel about giving notice after working there for five years?" "How will your boss react?" Be sensitive to the candidate's feelings; even if they desperately want to change jobs, resigning will still create stress and anxiety.  Finding the right candidate is tough, so streamlining your job offer process ensures you have everything you need to hire fast. Templates, approval workflows and e-signature capabilities facilitate effective and timely communication, helping you offer positive experiences that compel your best candidates to join your company.  **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) | | | |