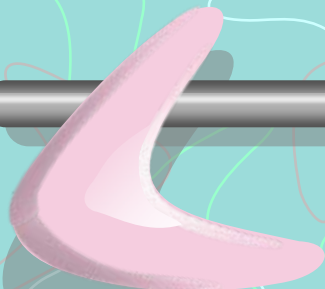


# Workforce Development - NH

August 21, 2008





# Overview of the Workforce Issue in New Hampshire

- Recruitment and Retention
- Impact
- Alcohol and Other Drug Plan for the State of New Hampshire



# Workforce Development Strategy

- Workforce Development Strategy Objectives
  - Internship Opportunities
  - Education/Training Opportunities
  - Marketing
  - Licensing/Certification
  - Compensation



# Convening a Workforce Development Task Force

- Membership
- Objectives
- Strategy Document



# Implementation of the Strategy

- Revising Statute and Rules for Counselor Licensing
  - Co-occurring Disorders
- Opportunities for Internships
- Training / Tuition Reimbursement
- Wage Enhancement



# Policy Advocacy

- Governor's Commission
- Legislature
- Governor



# Compensation

- CSAT Supported TA
- Objectives of the TA



# Working with Providers

- Current Provider Wage Analysis
- Data/Information Needed



# Wage and Labor Data Analysis

- Objectives
- Methodology



# Wage Calculator

- Variables
- Results



# Final Negotiation and Agreement with Providers

- Meetings
- Concerns Raised
- Final Plan



# Wage Enhancement Implementation

- Communication with Providers
  - Letter outlining the Amount and Checking Accuracy
  - Performance Criteria
- Contract Amendments



# Dealing with the Setback Caused by Economic Circumstances

- Budget Cuts
- Where Do We Go From Here



# Thank you

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