

Workforce Development Action Team

Community College of Vermont, 1 Abnaki Way, Winooski – May 24, 2017, 2:30-4:30pm

Goal #1: Assess the current workforce capacity of all relevant agencies to identify gaps, overlaps and barriers in providing and supporting substance abuse prevention, treatment services and recovery.

Goal #2: Offer immediate, mid-term and long-term recommendations and strategies to increase partner organizations' staff capacity.

Topics	Notes	Action Steps
<p>Opening</p>	<ul style="list-style-type: none"> • Check-in 	<ul style="list-style-type: none"> • Kate, Dana, Tarah and Patti had first meeting of the work group that was part of Governor's Workforce Summit. Group is looking at licensure, OPR requirements and higher education. <ul style="list-style-type: none"> ○ Making the requirements broader for professionals who may need cross-discipline training. Going to consider revamping the requirements of CEU's. Looking to be specific to substance abuse and leave to discretion of professionals to decide what specialties they need more education in. • Annamarie had a meeting with Colin Benjamin and communicated that he is ready to put some recommendations down in a letter from himself to the Governor. <ul style="list-style-type: none"> ○ His office researched on IC/RC competencies – need help translating OPR update from Cathy. • Christine shared her experience of going to the Narcan training and bringing the training materials back to her officemates. <ul style="list-style-type: none"> ○ Mentioned Narcan wouldn't be something that DOL would readily know about. CCOA has connected her and now her office to necessary tools.

<p>Report Out</p>	<ul style="list-style-type: none"> • CCOA other action teams • CCOA Retreat • WD State Working Group- need a representative; next steps • OPR update? 	<ul style="list-style-type: none"> • Action Teams: <ul style="list-style-type: none"> ○ Tx & Recovery: focusing on treatment on demand. ○ CommStat: getting different police departments together to identify folks that rise to the level of “high-risk.” ○ Prevention: coming up with educational campaigns while not repeating already launched initiatives. • CCOA Retreat <ul style="list-style-type: none"> ○ Argument for having waited until when we did because Jolinda’s influence and what she could take away from CCOA was really powerful. Having her there, hearing that message and knowing that she’s on the state level taking it forward felt like an added benefit of waiting for a while. ○ I wish we had done this sooner and I also thought that it takes a while for people to understand what the work is. I’m not sure we would’ve been able to bring more to the table. ○ I felt really energized and positive about the work and what’s happening. • WD State Working Group report out/group work: <ul style="list-style-type: none"> ○ Annamarie & Colin are meeting monthly, working on structure of group. Potentially a sub-committee working group in-between monthly meetings. ○ Affordability and Professional Development (June 14th, 3:00 – 4:30pm, 100 State Rm. 354) ○ Looking for a representative from this group to sit on this working group – Patti Aldredge already on group. Maybe ask Tarah to join group as well. ○ Met after retreat with Jolinda & Rose to talk about State vs Chittenden County. Want to complement their work and not be repetitive. CCOA was
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		<p>foundational in identifying WD group.</p> <ul style="list-style-type: none"> o Jolinda LaClair is taking loan forgiveness and licensure from CCOA work forward to a state level.
<p>Group Work</p>	<ul style="list-style-type: none"> • What did we vote on to do on a local/Chittenden County level? Key questions: <ul style="list-style-type: none"> ▪ What do we want? ▪ What will it look like? ▪ What are we doing right now? What is happening in state/region? ▪ Who has a role to play? ▪ How can we measure it? 	<ul style="list-style-type: none"> • Pathways to becoming a substance abuse counselor for folks that don't have a degree and want to enroll in CCV's certificate. Karen Crowley when she was with ADAP pulled a WD together to help create some pathways from undergraduate to postgraduate. <p><u>What do we want?</u></p> <ul style="list-style-type: none"> • Increase entry into the addiction and recovery professional workforce <p><u>What will it look like?</u></p> <ul style="list-style-type: none"> • Addiction & Recovery Professions Pathways Pamphlet (web included?) <ul style="list-style-type: none"> o Educational requirements/qualifications o Salary ranges o Incremental steps <p><u>What are we doing now?</u></p> <ul style="list-style-type: none"> • Do research to see if there is another model within or outside the state • What're the jobs for addiction/recovery professionals and what are the requirements to get them? • Research McClure Foundation PATHWAYS pamphlet <p><u>Who has a role to play?</u></p> <ul style="list-style-type: none"> • CCOA partners/steering committees • Employment agencies • Higher Education • In-service training (VCPI) • McClure Foundation • WIB (workforce investment board) SWIB (state workforce investment board) – Michelle Coopersmith <p><u>How can we measure it?</u></p> <ul style="list-style-type: none"> • How many pamphlets do we print?/Analytics of web

		<p>postings</p> <ul style="list-style-type: none"> If contact information provided – how many people call that number?
<p>Action Steps Report Out</p>	<ul style="list-style-type: none"> Kate is willing to help create the questions that will be sent to the different providers/agencies. Nicole will bring questions to Ryan at ADAP to present idea and ask to send survey to employers. Tori will bring in McClure PATHWAYS pamphlets, try to meet with Carolyn Weir of McClure Foundation and do more research about them. Kirsten will do further research on how to present the materials and cross-state language. 	<ul style="list-style-type: none"> What will we do now – action steps/timeline? Inventory all addiction/recovery positions and credentials required for preferred providers and recovery centers Get in touch with ADAP to see if they'd be willing to send out a form Kate is willing to help create the questions that will be sent to the different providers/agencies Nicole will bring questions to Ryan at ADAP to present idea and ask to send survey to employers Tori will bring in McClure PATHWAYS pamphlets, try to meet with Carolyn Weir of McClure Foundation and do more research about them Kirsten will do further research on how to present the materials and cross-state language <p>Employer Survey Questions: Titles of jobs that're addiction/recovery program Minimum qualifications/education needed Primary functions of role Salary ranges</p>
<p>Wrap Up</p>	<ul style="list-style-type: none"> Next meeting date- Wed, June 28, 2017 - LUND, 50 Joy Drive, Burlington VT 	

Attendance: Dana Poverman, Patti Aldredge, Nicole Clements, Tori Houston, Cathy Aikman, Christine Sheldon, Kate Maynard, Kirsten Grieshaber, Anna Marie Cioffari

Guests: Peggy Germaine