The Workforce Development Action Team will assess the current workforce capacity of all relevant agencies to identify the gaps, overlaps and barriers in providing and supporting substance abuse prevention, treatment services and recovery. This Action Team will not only assess, but, will also offer immediate, mid-term and long-term recommendations and strategies to increase partner organizations' staff capacity.

AGENDA

1. **Opening Exercise**   **10 minutes**

2. **Recovery Story**   **5 minutes**

3. **CCOA Update**   **10 minutes**
    - GE Grant Update
    - Other Action Team Updates
    - Steering Committee members and vision statement
    - Stipends
    - Website

4. **Action Team Content Area Subgroup Breakout**   **20 minutes**
    - What did you learn
    - What do you still need to know
    - How do we document/share this work

5. **The Plan for the next 3 months**   **40 minutes**

6. **Reflections, Wrap-up, Key Action Steps**   **20 minutes**
    - Google Docs- who knows how to use it, who needs a training?
    - Next meeting dates:
        - ✓ Nov 16th, VDOL
        - ✓ No Dec meeting
        - ✓ Jan 25th, VocRehab

<u>Subgroups</u>

1. **Lack of Access and/Affordability of Higher Educational Programs**
<u>Who</u>: Annamarie, Diane, Patti and Nicole
   - Current opportunities and costs
   Trends:
   - Shifts in who comes into the field (i.e. what door- recovery and or specialized training)?
   - Are there changes in enrollment in formal education and is this related to cost? Other factors? What are they?
   - Address access for non-traditional students
   - Are we engaging opportunities for young students at appropriate intersections- creating awareness of the field?
   - Is it really an access issue or are there other more significant barriers (i.e. interest, cost/benefit)?

Loan forgiveness is needed- we've added this to #1
<u>Who</u>: Pam
   - Guidelines difficult to understand accessing it (data, more info.)
   - Getting information to students
   - Advocacy for increased loan forgiveness-the time is right for this
   - What programs are available?
   - What is the point of intervention (local, state, fed)?
   - What is the need? What is the debt load?
   - Alternatives to make education affordable?

2. **Jobs do not pay well and do not have added benefits**
<u>Who</u>: Dana, Danielle, Gary
   - What is the average need: rent, loan repayment, community cost?
   - What are employers offering for benefits- tuition support, benefits, retirement?
   - Who are the employers who do offer good pay and benefits?
   - What factors account for the differences?
   - What are ways employers compensate for lack of benefits and/or low-pay?
   - What is the range of pay in Chittenden County? VT? Regionally?
   - Are there pathways to advancement? Why or why not? Within which organizations?
   - Examine historical pay differences and develop strategies to address systemically

3. Workloads are not reasonable and the work can be overwhelming and difficult
<mark>Who: Penrose, Catey, Cindy Thomas</mark>

- Turnover rates
- Workloads/caseloads
- Model of care delivery
- Vacancy rates
- Satisfaction data
- What would a reasonable workload/caseload be? How do staff define this?
- What are client's perceptions of workloads and access to staff/providers?
- Other models that seem to work?
- What wellness programs exist for staff?
- Awards/recognitions (i.e. KidSafe) for practioners- very public
- What are people's expectations coming into work?

4. Training and supervision should be continuous and of high quality
<mark>Who: Leslie, Naya, Bill, Annamarie</mark>

- What exists today (training and supervision)-how much, how well?
- Where is there potential for collaboration with existing training?
- Are there funds available to support C.S./more accessible?
- What training and supports is available for supervisors to improve quality?
- Is there a model of continuous training and supervision that is easy and efficient?
- Are we maximizing foundation and federal training programs?