

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.

Topics	Notes	Notes
<b>Opening</b>	<ul style="list-style-type: none"> <li>• Introductions- If you had one free hour each day, how would you use it?</li> <li>• Designate a Time Keeper and a Note Taker</li> </ul>	<p>All around- we would spend more time outdoors, exercising, family time, reading...</p> <p>Thanks to Kirsten for being the time keeper.</p>
<b>Discussion and Action</b>	<p>How are going to make group decisions?</p>	<p>We agreed we would use the “fist to five” system for making decisions. 1 finger= “no”, 3= “non-decisive” and 5 fingers= “yes”</p>
<b>November Action Steps</b>	<ul style="list-style-type: none"> <li>• Review our Action Steps from our November meeting:               <ol style="list-style-type: none"> <li>1. Loan forgiveness</li> <li>2. College course offerings</li> <li>3. Pay inequity</li> </ol> </li> <li>• What was accomplished and what is left to do</li> </ul>	<ol style="list-style-type: none"> <li>1. Sam, CCOA Data Manager, and Nicole did some research on some other models of loan forgiveness. We also discussed this not just being a discussion about loan forgiveness but also how companies/organizations might be able to assist financially.</li> <li>2. Sub-group updated the list of schools offering addictions and decided they would pursue a joint meeting with the licensing board around the new regulations and how schools and the board can best work together! They are following up with the OPR/Board, and reaching out to other schools.</li> <li>3. Dana and Kirsten said they did a little more research on exit interviews and there is not a lot of information available. Ryan shared with Cathy the median average salary for males in Chittenden County: \$53,270 and for females in: \$42,545.</li> </ol>

<p><b>Next Steps</b></p>	<ul style="list-style-type: none"> <li>• Develop a proposal including these answers: <ul style="list-style-type: none"> <li>✓ What do we want?</li> <li>✓ What will it look like?</li> <li>✓ How could we measure it?</li> <li>✓ What are we doing right now?</li> <li>✓ Who has a role to play?</li> <li>✓ What do we do now?</li> </ul> </li> </ul>	<p><b><u>What do we want?</u></b></p> <ol style="list-style-type: none"> <li>1. Loan forgiveness- LADC and subsidies</li> <li>2. Education/Licensure Level clinicians meet State/Fed requirements (Master’s)</li> <li>3. Medical students/Human Service required to have courses in Addiction</li> <li>4. Fast Track Program</li> </ol> <p><b><u>What will that look like?</u></b></p> <ul style="list-style-type: none"> <li>• Graduates go into field and receive loan forgiveness (up to \$20K/year, \$50K)</li> <li>• Graduate degree</li> <li>• Expanding qualified placements</li> <li>• Making field more attractive</li> </ul> <p><b><u>How could we measure it?</u></b></p> <ul style="list-style-type: none"> <li>• Information from Higher Education</li> <li>• Information from state R.E. Requirements (?)</li> </ul> <p><b><u>How are we doing right now?</u></b></p> <ul style="list-style-type: none"> <li>• CHC Training on site (CMT)</li> <li>• Professional Ladder</li> <li>• State Surveys</li> <li>• Communication with colleges</li> <li>• UVM appropriate salary- resident exposure</li> <li>• Supervision</li> <li>• Benefits</li> <li>• Flexible schedules</li> <li>• Autonomy</li> <li>• Some loan forgiveness</li> </ul> <p><b><u>Who has a role to play?</u></b></p> <ul style="list-style-type: none"> <li>• Office of Professional Regulation (OPR)</li> <li>• Educational providers- what do they offer</li> <li>• ADAP – data</li> <li>• Employers</li> <li>• Health Dept- AHS (Jane, Martha)</li> <li>• DCF- Karen Shea</li> <li>• Area Health Education Centers</li> <li>• Senator Sanders</li> </ul>
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<b>Next Steps Continued</b>	<ul style="list-style-type: none"> <li>• Develop a proposal including these answers: <ul style="list-style-type: none"> <li>✓ What do we want?</li> <li>✓ What will it look like?</li> <li>✓ How could we measure it?</li> <li>✓ What are we doing right now?</li> <li>✓ Who has a role to play?</li> <li>✓ What do we do now?</li> </ul> </li> </ul>	<b>What will we do now?</b> <ul style="list-style-type: none"> <li>• <b>Diane/Patti/AnnaMarie</b>- Reach out to OPR and colleges; tentative information meeting in March and discussion meeting in spring 2017</li> <li>• <b>Dana/Nicole</b>- reach out to Agency of Human Services to talk to someone who can guide us as to where and how to make our recommendation about loan forgiveness programs- someone familiar with how to approach state government would be helpful</li> <li>• <b>Bill</b>- conference call with NAADAC-Higher Ed National Standards</li> <li>• <b>Christine</b>- brainstorm with supervisor around training and educational models</li> <li>• <b>Tara</b>- Karen Shea-contact; take meeting notes to Barbara Rachelson to gain some insight</li> <li>• <b>Ryan</b>- talk to ADAP- Marsha; AHEC, Barbara; hub and spokes data</li> <li>• <b>Sam</b>- data-% of population struggling with addiction (in treatment #'s), per capita compared to practitioners (graph)</li> </ul>
<b>CCOA Updates</b>	Will share via meeting notes	<ul style="list-style-type: none"> <li>• On behalf of the CCOA, Cathy submitted a letter to Governor Scott. Please see attached.</li> <li>• Remember, to check out our website to see what is going on with other Action Teams at <a href="http://www.ecosproject.com/chittenden-county-opioid-alliance/alliance/agendas-minutes/">http://www.ecosproject.com/chittenden-county-opioid-alliance/alliance/agendas-minutes/</a></li> <li>• State Solutions in Workforce Webinar- Jan 25<sup>th</sup>, 2pm-highlight innovative practices throughout the Nation.</li> </ul>
<b>Wrap-up, Key Action Steps</b>	<ul style="list-style-type: none"> <li>• Next meeting dates: Feb 22, 2017, Lund, 50 Joy Drive South Burlington, VT</li> <li>• Each person share one key take-away</li> </ul>	

<b>Attended</b>	<b>First Name</b>	<b>Last Name</b>	<b>Organization</b>	<b>Title</b>
<b>Yes</b>	Patti	Aldredge	Champlain College	Social Work Program Director
<b>Absent</b>	Michael	Casarico	Burlington Labs	
<b>Absent</b>	Anna Marie	Cioffari	SNHU	Director, SNHU Graduate Program in Clinical Mental Health Counseling (PCMH)
<b>Yes</b>	Nicole (co-chair)	Clements	Vocational Rehabilitation Turning Point Center of Chittenden County	Business Account Manager, Creative Workforce Solutions
<b>Absent</b>	Gary	De Carolis	Spectrum Youth Services	Executive Director
<b>Absent</b>	Leslie	Ferrer	Howard Center	Clinical Director
<b>Yes</b>	Kirsten	Grieshbar	Howard Center	Manager of Talent Strategy
<b>Yes</b>	Diane	Hermann-Artim	CCV, Vermont State Colleges	Associate Academic Dean
<b>Absent</b>	Catey	Iacuzzi	Maple Leaf Treatment Center	Director
<b>Absent</b>	Penrose	Jackson	CHI, UVMMC	Director of Community Health Improvement
<b>Yes</b>	Bill	Keithcart	Day One Program, UVM Medical Center	Director of Medication Assisted Treatment Programs
<b>Yes</b>	Ryan	Lane	ADAP	MS LADC- Regional Partnership Program Coordinator
<b>Yes</b>	Dana (co-chair)	Poverman	Howard Center	Director of Medication Assisted Treatment Programs
<b>Yes</b>	Naya	Psykacek	Community Health Centers, Burlington	Director of Integrated Behavioral Health
<b>Yes</b>	Curtis	Randall	MAT LADC	UVMMC
<b>Yes</b>	Christine	Sheldon	VDOL	
<b>Yes</b>	Rachel	St. Hilaire	Employment Consultant	VABIR
<b>Yes</b>	Tarah	Woolgar	Lund	Regional Partnership Program Coordinator - Substance Abuse Supervisor at Lund Family Center