



Workforce Development Action Team
Howard Center, 208 Flynn Ave, Burlington
March 22, 2017, 2:30-4:30pm
NOTES

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.

Report outs on previous months' Action Steps:

- **Nicole**- worked with Cathy and Dana on the Workforce Development Charter; met with Peter Mallory to learn about H293; Barbara R's bill is "dead" for this year. We are looking for a few people to draft a viable bill that we can resubmit for next year. The Steering Committee and Peter Mallory can be resources to help the redesigned bill- We need to make the ask!
- **Rachel**- Handed out a sheet of acronyms and their corresponding meaning. A request was made for us to add any acronyms that we feel are missing, the list will be updated and sent out with the meeting notes.
- **Tarah**- booked the room at Lund and talked with Barbara R about the WD bill H293
- **Ryan**- ABSENT- ATTC- SA treatment providers/LADC
- **Kirsten**- Conversation with AHEC regarding loan forgiveness and loan repayment (AHEC)
- **Dana**- continued work on the WD Summit Team and met with Colin about licensure and VAATP
- **Kate**- review the CCOA website and support the discussion with OPR
- **Curt**- talked to Pam and filled her in on our meetings (as the conduit)
- **Michael**- typed up notes
- **Cathy**- sent out meeting notes and reached out to Barbara and Heidi about AHEC to no avail
- **Bill**- shared information regarding credit for training hours and that there does not seem to be any rhyme or reason for how hours are given out. Examples were given of an Ethics training where only 5.5 hours of credit were given for what VAPA was clearly expecting 6 hours, the required amount for re-licensure. Another example was the Gabor Mate training and the confusing CEU schedule that was used.
- **Annamarie**- Met with Lauren, an attorney for OPR. The message was make sure we understand the regulations. There is much inconsistency in how courses are evaluated and given credit toward professional licensure. Annamarie would like to work on setting up "an upfront process" for OPR to be able to review a syllabus or course description and pre-approve the credits and remove any ambiguity for the students.

Scheduled Narcan training was postponed. TBD

WD Charter:

Cathy presented our Workforce Development Action Team Charter and posed a few questions to be answered.

We need to demonstrate to the CCOA Steering Committee that we are making meaningful progress. Everyone present was split into two groups and they chose a question to answer/make forward progress on and report out their results.

1. Develop a loan forgiveness incentive program for mental health and addiction workforce.

Action Steps:

- Bill- talk with Peter Espenshade about H293 and ask about its timeline and clarify if new bill needs to be introduced or simply edit/comment current one; collect UVMMC survey results
- Patti- will research CHC's FQHC loan forgiveness program (2 years work at FQHC and get up to \$50,000?) and the National Health Service Corps Loan Forgiveness; military funding
- Annamarie- Set a date with OPR for April, retention survey
- Annamarie and Patti- after we get timeline they will reach out to 4 legislators to get feedback on bill

2. Coordinate higher education course offerings with OPR regulations

Action Steps:

- Set up meeting with OPR for April

3. Pay parity

Group wanted to re-think this as a strategy as pay is only one piece of the problem. They also wanted to look at other aspects of why people leave jobs- intensity/high demand/high stress; isolation; re-traumatized; Sisyphus's' job

Action Steps: Explore other models for how to do this work- best practices; survey of professionals- who is the population, feedback from employers, create a model/retention strategy, what is already being done, employers/employees

- Nicole- Best employment practices at VABIR
- Rachel- Turnover rate at VR and VABIR; acronym paper edited
- Dana- continue to be on the WD Summit Team and meet with Colin about licensure and VAATP- report out
- Kate- look for CCV "why do you stay" paper

Others:

- Kirsten- next steps with AHEC- what questions do we want to ask Liz Cote and when should she come to a meeting
- Michael- type up notes
- Cathy- send out notes

Wrap up:

There were several handouts available for our review. One of them being a letter from Dana Poverman to OPR pointing out several of her concerns regarding the recent changes.

Meetings are the fourth Thursday of the month from 2:30-4:30. It was decided that all except one of our future meetings will be held at the Lund conference room because of its central location and easy parking. There will be one meeting held at CCV in Winooski in April. A poll was taken and a decision was made to move forward with the April 26th meeting, even though it is during school break.

Updates:

- **WD State Summit**- this event is being held by the State as an invite only event to talk about all the issues we have. A few of the WD Action Team members have helped to plan the event
- **Exec and Steering Committee Meetings**- The Exec Committee recently met and decided to approve 2 grants put forth by the CommStat and TARS teams as well as having a discussion about improvement of CCOA at the next Stg Committee meeting. Recently held a quarterly Steering Committee meeting where suggestions were made for improvements for the CCOA; Action Teams presented their Charters; financial statements were approved and we discussed the Community Engagement Kick-off event.
- **Other CCOA Action Teams**-
Prevention Action Team is working on determining their action strategy and has discussed the prevalence of prevention strategies for families in Chittenden County
CommStat Action Team- meets monthly and the meeting consists of talking about people are at high risk and who have been identified by the local police, not just Burlington, but also S Burlington, Winooski and Colchester. Each meeting the specific needs are discussed as well as current data that is being collected across partners and what services people are needing
Treatment Access and Recovery Supports Action Team- is applying for a grant through UVM MC for a “Navigator” position at Safe Recovery. This team is also developing a survey for people on the waitlist to discern what their needs are while waiting. This information will assist in defining the Navigator position’s role.
- **Community Engagement Update**- CCOA Community Engagement Kick-off event- May 15th 4-8pm and May 16th 8-5pm

Attended	First Name	Last Name	Organization	Title
Yes	Patti	Aldredge	Champlain College	Social Work Program Director
Yes	Michael	Casarico	Burlington Labs	
Yes	Anna Marie	Cioffari	SNHU	Director, SNHU Graduate Program in Clinical Mental Health Counseling (PCMH)
Yes	Nicole (co-chair)	Clements	Vocational Rehabilitation	Business Account Manager, Creative Workforce Solutions
Yes	Kirsten	Grieshbar	Howard Center	Manager of Talent Strategy
Yes	Bill	Keithcart	Day One Program, UVM Medical Center	Director of Medication Assisted Treatment Programs
Absent	Ryan	Lane	ADAP	MS LADC- Regional Partnership Program Coordinator
Yes	Katherine	Maynard	CCV	Coordinator of Academic Services
Absent	Dana (co-chair)	Poverman	Howard Center	Director of Medication Assisted Treatment Programs
Absent	Naya	Psykacek	Community Health Centers, Burlington	Director of Integrated Behavioral Health
Absent	Curtis	Randall	MAT LADC	UVMHC
Yes	Christine	Sheldon	VDOL	
Yes	Rachel	St. Hilaire	Employment Consultant	VABIR
Absent	Tarah	Woolgar	Lund	Regional Partnership Program Coordinator - Substance Abuse Supervisor at Lund Family Center