

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- share one <i>highlight</i> that happened at work this week</li> <li>• Designate a Time Keeper</li> <li>• Designate a Note Taker</li> <li>• Sign-in Sheet-add telephone # please</li> </ul>	<ul style="list-style-type: none"> <li>• Great sharing!</li> <li>• Thanks Christine for being the time keeper and Nicole the note taker.</li> </ul>
<b>CCOA Updates</b>	<ul style="list-style-type: none"> <li>• CCOA Action Teams Update</li> <li>• GE Delta Dental Grant- ideas needed</li> <li>• Collective Impact Conference- handout</li> </ul>	<ul style="list-style-type: none"> <li>• Prevention Team -Working on community-level prevention strategies.</li> <li>• Treatment and Recovery-Working on quick wins and long-term solutions.</li> <li>• CommStat-1<sup>st</sup> meeting last week. Meets every 3 weeks. Team is part of CCOA. Much of the focus is on specific individuals and how cross sector agencies support/address the individual needs.</li> </ul>
<b>Ideas Generated</b>	<ul style="list-style-type: none"> <li>• Review our meeting notes from last time we met- Two areas that rose to the top- loan forgiveness and pay increase</li> <li>• Do any teams need to report out-something we missed last time and need more time</li> <li>• How do we make decisions</li> </ul>	<ul style="list-style-type: none"> <li>• 2 areas of focus- Loan Forgiveness and Increased pay</li> <li>• AnnaMarie reported out that she wants to follow-up with her group to map out what courses, certifications, etc. that each institution offers in order to put this into one document that is easy to understand and can be disseminated. She is also considering LADC requirements to be sure her curriculum meets standards.</li> </ul>
<b>Quick Win Strategy</b>	<ul style="list-style-type: none"> <li>• Answer the 7 questions: <b>Increased Pay</b> <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 works? What would it take to do better?</li> <li>✓ What do we do now?</li> </ul> </li> <li>• Next steps</li> </ul>	<ul style="list-style-type: none"> <li>• Dana mentioned that the Triage team met and discussed medical assisted positions and what that work looks like. Tara felt key pieces that are missing in substance abuse education is about the true day-to-day requirements for this work. Team will be discussing this moving forward and addressing it with educational models.</li> <li>• Dana shared information on Salary and Benefits in the field. The results found are that benefits are good in the field. Pay rates outside of the Hospital and medical setting are low due to medical reimbursement models.</li> <li>• Tara pointed out that the entry level positions pay very low. Dana discussed the challenges of keeping the staff long-term.</li> </ul>

		<ul style="list-style-type: none"> <li>• Catey would like to address the Masters Level employees doing case management and aligning skills with duties would assist in keeping staff.</li> <li>• Bill suggested the whole Blueprint Model for Health needs to be looked at as 100 patients on a caseload is too much to give good treatment. Lowering these caseloads may assist in turnover.</li> <li>• Making a moral business case was the overall ambition the team discussed and used the 7 questions to work through that idea and next steps- see below for those discussion notes</li> </ul>
<p><b>Wrap-up, Key Action Steps</b></p>	<ul style="list-style-type: none"> <li>• Next meeting dates: Jan 25, 2017, 110 Cherry Street, Voc Rehab</li> <li>• Each person share one key take-away</li> </ul>	

**Action Steps**

<b>What</b>	<b>Who</b>	<b>Notes</b>
Workplace data- HC	Kirsten and Dana	<ul style="list-style-type: none"> <li>• T/O Rate</li> <li>• Impact/Cost of T/O</li> <li>• Vacancy Rate</li> <li>• Vacancy Rate compared to Census #'s</li> <li>• Exit interview information-why are people leaving?</li> </ul>
Workplace data- Maple Leaf	Catey	See above
Workplace data- Valley Vista	Catey	See above
Workplace data- Serenity House	?	See above
Workplace data- Brattleboro Retreat	?	See above
Public census wage data	Ryan	
Burlington Labs	Michael	# opioid positives and (one more thing to measure?)
# of opioid identified cases- DCF	Tarah	Cathy will talk to Sam, the CCOA Data Manager to see what information he has on this also.
# of opioid identified cases- DOC	?	
# of opioid identified cases- Maple Leaf	?	
# of opioid identified cases- ER	Bill	Cathy will talk to Sam, the CCOA Data Manager to see what information he has on this also.

Higher Education Curriculums/Offerings List for Substance Use Disorder Clinical positions	Anna Marie, Diane, Patti and Pam	Not sure I got the description correctly?
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**WHAT DO WE WANT?**

- ① 'LIVABLE' WAGE FOR ENTRY-LEVEL  
FAIR COMPETITIVE
- ② MASTER'S LEVEL-LICENSED - LEVELED PLAYING FIELD  
NO MATTER WHERE WORK

VM

**WHAT WILL IT LOOK LIKE?**

- ~~T/O~~ ↓ T/O
- LARGER APPLICANT POOL
- ↑ ACCESS TO TX
- ↑ IMPROVED QUALITY OF CARE  
CONTINUITY
- ↑ BETTER HEALTH OUTCOMES

**HOW COULD WE MEASURE IT?**

- T/O RATES - REASONS - LOS
- # APPLICANTS
- VACANCY RATES
- HOW LONG POSITION IS OPEN "POST-TO-FILL"
- # PEOPLE ↑ TO HIGHER LEVEL

**WHAT ARE WE DOING RIGHT NOW?**

BENEFITS ✓

- ↓ PAY LOW - COMPARATIVE TO NATIONAL #'S
- ↑ COST OF LIVING
- M.A.F. CLINICIANS PAY VS. OTHER CLINICIANS? OTHER-HELPING PROFESSIONS?

**WHO HAS A ROLE TO PLAY?**

- LEGISLATURE
- INSURANCE COMPANIES
- SOCIETY/CULTURE

OTHER MODELS re NURSES

**WHAT WORKS? WHAT WOULD IT TAKE TO DO IT BETTER?**

- VALUE - INTERESTED GET THEM
- BUSINESS CASE/MORAL CASE
- SPECIFIC DATA

MORE BETTER MEASURING T/O COST TO COMMUNITY

**WHAT DO WE DO NOW?**

- WORKPLACE DATA - IMPACT T/O VACANCY TARA Kirsten
- T/O ~~DATA~~ RATES PUBLIC CENSUS WAGE DATA RYAN
- AND COMBINE WITH WHAT DATA HAVE
- DEC 8TH STG COMMITTEE MTG
- CENSUS #'S COMPARED TO VACANCY RATES Specific to opioid EXIT DATA
- HC Dana + Kirstin
- MARE LEAF - CAREY
- VALLEY VISTA - CAREY
- SERENITY HOUSE
- BEATLEBRO
- # OPIOID ADDICTION DOC DEF MUDG ORG'S BIL: EIP
- TRUE SENSE OF THE NEED/PROBLEM SOCIALIZED

TRASH-DEF MIT OPIOID CASES Michael # positives

These notes are typed into the Action Steps table, above.

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