



Workforce Development Action Team

Meeting Notes

Maple Leaf Treatment Center, 786 College Parkway, Colchester

Aug 4, 2016, 9-11am

- 1. Tour of Maple Leaf Treatment Center** **10 minutes**
Thanks Catey!

- 2. Getting to Know Each Other Activity** **20 minutes**
 - Pair off with someone you do not know
 - Ask each other: where do you work; what work experience do you bring to the table; what do you offer to the group; in your work, where do you put a lot of energy/what is your passion
 - Each person then has to introduce their partner

- 3. CCOA Update** **5 minutes**
 - Changes in Co-Chair- **we are looking for volunteers to co-chair this team and we also have a few ideas**
 - How your role plays a part in the larger Alliance
 - Larger Steering Committee meeting (Sept 6th)- **each Action Team co-chairs will present**
 - Website – transparency of Alliance; sharing of documents- **draft website should be ready in a few weeks**
 - Other Action Teams and their work
 - NAADC funds- **see attached**
 - Data Manager hired- **Sam Fath will begin working with the Alliance on Sept 6th**
 - ComSTAT/Alliance public information meeting- Sept 15th
 - VT Collective Impact Conference- Nov 2nd and 3rd, Stowe- **early bird registration ends 8/15**
 - GE Grant- **submitted end of July for workforce development partnership having local business teach other business about best practices for hiring community members in recovery. We will know if we got the grant beginning of Oct.**
 - Patti from Champlain College, Diane from VT State Colleges and Annamarie from SNHU- **shared with the group the educational/licensure programs happening at their respective schools. They will share information with me offline that I can then share with you. We also discussed the possibility of a one-hour presentation so we can learn more in depth about their programs and including UVM as well as St Michael's College.**

4. What Do We Know About the Workforce Development Issues 35 minutes

- Building off of our work the last time we met, we are going to delve deeper into the barriers that rose to the top for us
- Round Robin Activity-break into groups of 3 (someone different than you interviewed) and have each team go to a sticky note that has one of these key issues listed. Each group will have 5 minutes at each poster to answer the question “what do we need to know about this issue in order to fix it?” And, if we know we have this data-put a check mark next to it.
 1. Lack of access/affordability of education programs
 2. Jobs do not pay well and do not have added benefits
 3. Workloads are not reasonable and the work can be unfulfilling
 4. Loan forgiveness is needed
 5. Training and supervision should be continuous and of high quality

Brainstorming Notes

What do we need to know to understand this barrier better

1. Lack of Access and/Affordability of Educational Programs

Who: Annamarie, Diane, Patti

- 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)?

2. Jobs do not pay well and do not have added benefits

Who: 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 systematically

3. Workloads are not reasonable and the work can be overwhelming and difficult

Who: Penrose, Catey

- 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 practitioners- very public
- What are people's expectations coming into work?

4. Loan forgiveness is needed

Who: Pam and Bill

- 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?

5. Training and supervision should be continuous and of high quality

Who: Leslie and Annamarie

- 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?

5. Review Round Robin and Define Action Steps

20 minutes

Action Steps

- Each team will decide on what issue, of the 5, they want to research between now and our next meeting- **noted above**
- They will do a lit research and conduct 1 or 2 interviews of people in the field who have some perspective on the topic- **shared before the next meeting**
- Each team will develop a list of a few questions, together, for the interviews- **decided on as a group and before the interviews are conducted**
- This information will inform the next steps of the process of developing strategies/outcomes



6. Meeting Dates

5 minutes

We decided to meet the afternoon of the 4th Wed of the month going forward.

Here are the dates of the upcoming meetings

Dates	Timing	Different Venues
8/31/16	2:30-4:30pm	UVMHC, Community Health Improvement, 128 Lakeside Ave., Burlington
9/28/16*	2:30-4:30pm	Dept of Labor
10/26/16	2:30-4:30pm	Champlain College?
11/30/16	2:30-4:30pm	Turning Point?
12/28/16	2:30-4:30pm	?

*We may have to change this meeting to **9/21** as I might be signing up for a conference for that date. I will know for certain by the end of this week, 8/12/16.

CCOA Workforce Development Action Team Attendance 8.4.16

Who	Partner Agency	Attended
1. Annamarie Cioffari	SNHU	✓
2. Barbara Rachelson	Lund	Absent
3. Bill Keithcart	Day One Program. UVM Medical Center	✓
4. Catey Iacuzzi	Maple Leaf Treatment Center	✓
5. Christine Johnson	AHS	✓
6. Cindy Seguin	VocRehab	Absent
7. Cindy Thomas	ADAP	Absent
8. Dana Poverman	Howard Center	✓
9. Danielle Kane	Dept of Labor	✓
10. Diane Hermann-Artim	CCV, Vermont State Colleges	✓
11. Gary DeCarolis	Turning Point	✓
12. Jessica Strolin	UVM Training Partnership	Absent
13. Kim Coe	Lund	Absent
14. Leslie Ferrer	Spectrum Youth Services	✓
15. Naya Psykacek	Community Health Centers, Burlington	Absent
16. Pam Farnham	UVMHC	✓
17. Patti Aldredge	Champlain College	✓
18. Penrose Jackson	CHI, UVMHC	✓