Chittenden County Opioid Alliance
Workforce Development Action Team
Howard Center, 75 San Remo Drive, South Burlington
June 22, 2016, 3-5pm
MEETING NOTES

Introductions — 10 minutes

Chittenden County Opioid Alliance Overview — 10 minutes
- History
- Commitment
- Players
- Main goal and structure

Collective Impact 101 — 10 minutes
- What is the model
- How is the Workforce Development Action Team a part of the CCOA

Team Building Exercise — 15 minutes

Review the Workforce Development DRAFT Action Team Charter — 30 minutes
- Discussion/reactions
- Right people/organizations involved
- Intention of using data to drive the process and our use of performance measures to structure the work

Newest edited version is being sent with the meeting notes.

Brainstorm exercise — 45 minutes
- Identify strengths
- Identify Barriers
- Prioritization

A summary of the brainstorming exercise, and what we chose to prioritize, is being sent with the meeting notes.

Discussion about Next Steps — 5 minutes
List the strategies to reduce each barrier-**We will start work on this at our next meeting**
How do we measure when we have achieved success
Develop performance measures
Develop a list of clear 1st Action steps, owners of each step, and deadlines

Next Meeting scheduled-frequency — 5 minutes
Action Step:
- ❖ **Please fill out the Doodle poll by Friday, July 8th, at http://doodle.com/poll/8kewymwba5wvrz5s.**

*Please note the meeting will take place at Maple Leaf Treatment Center, 786 College Parkway, Colchester

Action Steps:
- ❖ **Think of how we can incorporate community members with lived substance abuse experience, as well as community members with a multi-cultural perspective, to be part of our Action Team.**
- ❖ **Share any documents, links, and resources about the workforce development issue (national, state or Chittenden County specific) with Cathy. She will then share these with the group before our next meeting.**

+/Δ
We discussed a few things we <u>liked (+)</u>: food, end of the day/beginning of day meetings, meeting at each other's sites, having a facilitator, sitting in a circle, different activities, clear charter/documents
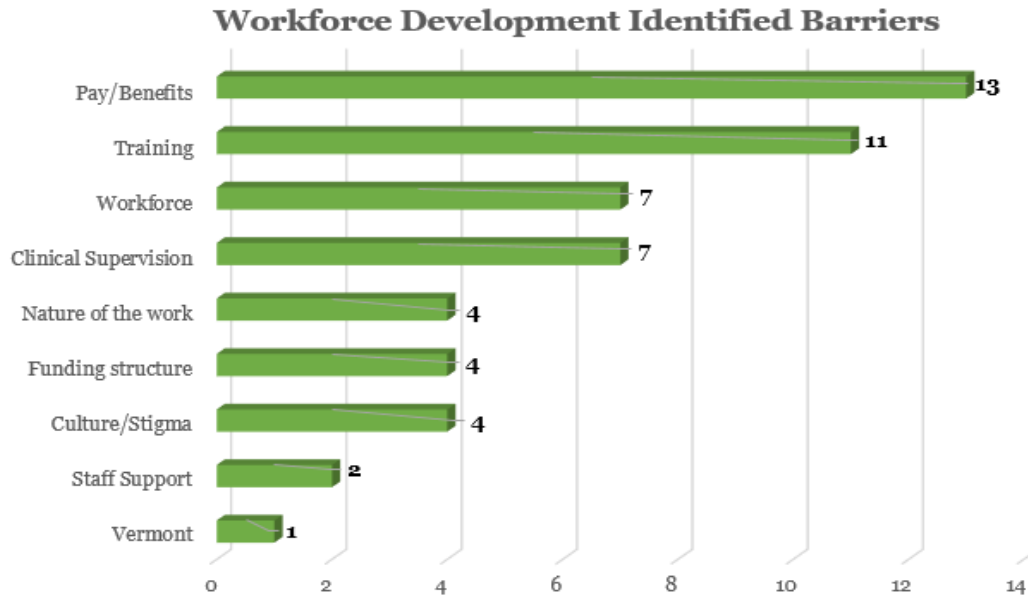**And a few things we would <u>change (Δ)</u>: table and more room**

CCOA Workforce Development Action Team Attendance,6.22.16

Who	Partner Agency	Attended
1. Gary DeCarolis	Turning Point	√
2. Naya Psykacek	Community Health Centers of Burlington	√
3. Bill Keithcart	Day One	√
4. Barbara Rachelson	Lund Family Center	√
5. Kim Coe	Lund Family Center	√
6. Pam Farnham	UVMMC, CHI	√
7. Catey Iacuzzi	Maple Leaf Treatment Center	√
8. Leslie Ferrer	Spectrum Youth Services	√
9. Cindy Seguin	Voc Rehab	Absent
10. Cindy Thomas	ADAP	√
11. Jessica Strolin	UVM Child Welfare Training Partnership	Absent
12. Dana Poverman	Howard Center	Absent
13. Christine Johnson	AHS	√

Barriers and Strengths Brainstorming Session Summary

As a team, we developed a list of barriers that we currently see around workforce issues for prevention, treatment and recovery for opioid specific programs in Chittenden County. Below is a graph showing the frequency of different themes that emerged. Pay/benefits, training, workforce issues, and clinical supervision, were are the top of the list. Please see the Excel spreadsheet to see explicitly what comments fit under what categories.

Workforce Development Identified Barriers

Category	Value
Pay/Benefits	13
Training	11
Workforce	7
Clinical Supervision	7
Nature of the work	4
Funding structure	4
Culture/Stigma	4
Staff Support	2
Vermont	1

Likewise, the group talked about the strengths that we currently have to address the opioid issue in Chittenden County. Below is a graph showing the frequency of different themes that emerged. Awareness, hub and spoke, support and training, were are the top of the list. Please see the Excel spreadsheet to see explicitly what comments fit under what categories.

Workforce Development Identified Strengths

Category	Value
Awareness	11
Hub and Spoke	9
Support	8
Training	6
Vermont	5
Commitment	5
Resource	4
Employment	1

We decided that the workforce development issues can be summarized as below:
1. Access/affordability of education programs
2. Pay-level across the State
3. Jobs that pay well and have added benefits
4. Workloads need to reasonable and the work is fulfilling
5. Loan forgiveness is needed
6. Training and supervision is continuous and of high quality