

AGENDA

- 1. Welcoming our new Co-Chair, Nicole Clements** **10 minutes**
Tell us a little bit about yourself
Introductions by each team member

- 2. "I used to be and now I am" reading** **10 minutes**
Dana has a document of quotes people in recovery have said. Each Team member reads a quote as we go around the room.

- 3. CCOA Update** **10 minutes**
 - Grants awarded- GE- **workforce development grant project with Burlington Labs and the Chamber to engage, train and support local companies in hiring people in the community in recovery that may otherwise not get employment and Delta Dental- don't know the details of this grant yet, other than \$150,000 total over 3 years**
 - Steering Committee Meeting- **was 9/6/16 and they worked on the CCOA vision**
 - Other Action Teams: 9/22 CommSTAT meeting, Prevention and Treatment and Access
 - Workforce Development Webinars- **information in a separate email**
 - Public Relations Team
 - Website and Logo

- 4. Review our Aim** **15 minutes**

Revised Aim: 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.

Add in additional goal of working with companies to employ people in recovery?

- 5. Action Team Content Area Subgroup Breakout** **20 minutes**
 1. Report out on what have learned between last meeting and now- **went around the room and each team shared what they learned and documents will be posted on Google Docs (we will look at this together next time we meet).**
 2. CCOA messaging
 - One page CCOA handout to use
 - Who the team members are representing- Alliance



- What if someone asks to be on the Alliance

Chittenden County Opioid Alliance Workforce Development Action Team Meeting

NOTES

Turning Point, 191 Bank St #2, Burlington
Sept 21, 2016, 2:30-4:30pm

6. **Workforce Data- Sam answered some of Dana's questions about turnover rates and wages for recovery and treatment workforce locally as well as any data to compare to, see separate document of graphs**

7. Reflections, Wrap-up, Key Action Steps

20 minutes

- Next meeting dates:
 - ✓ Oct 26th, 2:30-4:30- Turning Point Center of CC
 - ✓ Nov 16th, VDOL
 - ✓ No Dec meeting
 - ✓ Jan 25th, VocRehab

Subgroups

1. Lack of Access and/Affordability of Higher Educational Programs

Who: Annamarie, Diane, Patti and Nicole

- 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)?

3. Loan forgiveness is needed- **we've added this to #1**

Who: Pam

- 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?

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 systemically

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

Who: Penrose, Catey, Cindy Thomas

- 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/recognition (i.e. KidSafe) for practitioners- very public
- What are people's expectations coming into work?

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

Who: Leslie, Naya, Bill, 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?



**Chittenden County Opioid Alliance
Workforce Development Action Team Meeting**

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Attendance

Who	Partner Agency	Attended
1. Anna Marie Cioffari- Jeanne Zimmerman as replacement	SNHU	Yes
2. Barbara Rachelson	Lund	No
3. Bill Keithcart	Day One Program, UVM Medical Center	Yes
4. Catey Iacuzzi	Maple Leaf Treatment Center	No
5. Cindy Seguin	VocRehab	No
6. Cindy Thomas	ADAP	Yes
7. Dana Poverman	Howard Center	Yes
8. Danielle Kane	VDOL	No
9. Diane Hermann-Artim	CCV, Vermont State Colleges	Yes
10. Gary DeCarolis	Turning Point	No
11. Jessica Strolin	UVM Training Partnership	No
12. Kim Coe	Lund	No
13. Kirsten Griesbar	Howard Center	Yes
14. Leslie Ferrer	Spectrum Youth Services	Yes
15. Naya Psykacek	Community Health Centers, Burlington	Yes
16. Nicole Clements	Vocational Rehabilitation	Yes
17. Pam Farnham	UVMMC	No
18. Patti Aldredge	Champlain College	No
19. Penrose Jackson	CHI, UVMMC	No