

The Vermont Department of Health, Division of Substance Use Programs (DSU) supports the enhancement of the prevention, intervention, harm reduction, treatment and recovery provider workforce in Vermont. Professional development opportunities, inclusive of offerings required to maintain licensures, are promoted by DSU to our community partners and made available via our new [Workforce Development Training Opportunities Calendar](#), which went live in May. Community partners are also able, and encouraged, to submit training opportunities to the calendar.

Activities offered by DSU are primarily supported through state and federal grants and partnerships with national, state and community organizations.

### What are our goals?

Our goals are to support skill-development within the workforce, attract and inform Vermonters who may have an interest in entering the field and increase the number of qualified workers.

### What progress have we made in the past year?

#### Trainings

Funding supported 89 core competency trainings to 1,712 participants. Ninety-six percent (96%) of these participants reported increased knowledge or skill in the presented topic. Examples of these trainings include Cannabis Use and Potential Risks for Our Youth, Substance Induced Psychosis, Foundations of Working with Youth, Motivational Interviewing, Clinical Supervision, and Recovery Coach Academies.

Beginning in 2024, DSU will offer training and technical assistance to support implementation of evidence-based Contingency Management (CM) to improve people's adherence to substance use disorder (SUD) treatment plans and protocols and improve people's retention in SUD treatment.

#### Learning Collaboratives

Between July 2022 – June 2023, over 700 attendees participated in nine Advanced Opioid Use Disorder X-Waiver Team Learning Collaborative sessions offered in partnership with the Blueprint for Health and the Geisel School of Medicine at Dartmouth. Additionally, 128 health professionals working in substance use services attended the 2022 Integrated Care, Hub & Spoke & Beyond Conference. These learning opportunities focused on practical implementation on topics including issues in OUD medication management, MOUD for youth and older adult populations, care settings & patient-treatment matching, OUD treatment in the fentanyl era, holistic treatment of polysubstance addiction, and ethical considerations: treating families impacted by SUD, among others.

#### KEY POINTS

- **Strategies are training, learning collaboratives, conferences, partnerships**
- **Digital offerings increase access due to decreased travel barriers**

#### CORE COMPETENCY TRAININGS SUMMARY

- **89 Trainings**
- **1,712 Participants**
- **96% of participants reported increased knowledge/skill**

## Scholarships

Fifty-nine (59) professionals, volunteers and students were supported to attend the New England School of Addiction and Prevention Studies and the New England School of Best Practices in Addiction Treatment. These schools provide a range of basic and advanced trainings on topics like clinical supervision, population-specific considerations, best practices and organizational management. Participation in this regional training opportunity continued to increase this year due to AdCare Educational Institute's transition to a digital format, as well as increased support from the State Opioid Response (SOR) grant. DSU also supported two Vermonters in participating in the New England Leadership Development Program offered by the New England Addiction Technology Transfer Center (ATTC).

## What are we planning for next year?

DSU is dedicated to supporting system-wide recruitment, retention and professional development enhancements to ensure people who are experiencing, or at risk of, substance use disorders have access to care that is staffed with a highly skilled workforce. Examples of new initiatives in 2024:

- DSU has contracted with Scale Strategic Solutions, who will provide assessment, development and expansion of training services for health equity-based initiatives, in collaboration with The Eastledge Group and Strategik513, to the mental health and substance use treatment, recovery, harm reduction and prevention workforces in Vermont.
- DSU will participate in the Single State Agencies Systems Technical Assistance's (SSA-TA) Substance Use Workforce Learning Collaborative. The Learning Collaborative will occur between December 2023 – July 2024 and will focus on assessing, developing and implementing workforce strategies across Vermont's continuum of care.

**Providing opportunities  
for skill building for  
improved care.**

## Where are resources and opportunities listed?

Training and continuing education resources and credentialing information can be found at: [HealthVermont.gov/SubstanceUseWorkforce](https://HealthVermont.gov/SubstanceUseWorkforce)

For more information, contact [ahs.vdhdsu@vermont.gov](mailto:ahs.vdhdsu@vermont.gov), with subject line "2024 Annual Overview: Workforce Development."