

## The Substance Abuse Workforce Development Committee

The Substance Abuse Workforce Development Committee has been hard at work for several years with the purpose of considering Vermont Department of Health's Substance Abuse Workforce problems and strategizing solutions. Our committee has a wide range of perspectives with representation from:

- SNHU
- St Joseph's College
- Johnson State
- Springfield College
- CCV
- Champlain College,
- NE Addictions Technology Transfer Center,
- VT Certification Board
- NE Institute of Addictions Studies
- VT Addiction Professionals Association,
- Spectrum Center
- HowardCenter
- Maple Leaf Farm
- Valley Vista
- Clara Martin Center
- Dept of Labor, Friends of Recovery
- VT Dept of Health, Division of Alcohol and Drug Abuse Programs
- VT Integrated Services Initiative (VISI)
- VT Department of Mental Health.

Committee members include: Anna Marie Cioffari,; Annie Ramniceanu; Anthony Quintiliani,; Barbara Cimaglio; Betty Singletary; Chris Colwell; Craig Knapp; David Hutchinson; Debby Haskins; Evan Smith, Fred ; Koch, Greg Voorheis; Jena Trombly; Karen Crowley, Kim Lyon-Pratt; Leslie O'Dowd; Linda Chambers, Linda Piasecki, ; Liselotte Mathews; Mark Floyd; Michael Zacharias; Neil Miner; Nick Nichols; Patty Baroudi, Patty McCarthy; Paul Dragon; Richard Keane; Shawna Hervey; and Susan Maslack.

We are happy to welcome new participants to the committee who would like to join our workgroups and our passion for resolving the dilemmas we face in a collaborative, solution-focused fashion. We meet on a monthly basis in Waterbury and conference calling is an option.

### **Questions and suggestions related to the work of this committee should be directed to:**

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## **Task force update**

The Substance Abuse Workforce Development committee met and finalized our priority list. We based this list on the work that the committee has been tackling over the last few years, studying the information of other New England states and by taking a look at the work done by the Annapolis Coalition on a national level. As a result of that work, we have formed workgroups to focus on the following areas:

### **Loan repayment program through AHEC**

- Time limited work to apply for program:
- Decide on the particular details of who would be eligible
- Collect the data needed by application committee
- Write the report
- Provide testimony

### **Best practices/ clinical supervision**

Provider and higher education staff to look at:

- Curriculum development for treatment and prevention that matches needs of the field and is based in best practices/EBP—this provides a better prepared workforce and internships
- Clinical supervision—competency training and implementation options

### **Information dissemination**

- Committee's work is to develop a plan to connect information with those who need it, including:
- Planning a website that can provide a resource for checking on college programs, internships, position openings
- Putting together a brochure of higher ed opportunities related to our field

### **Credentialing**

- Members drawn from provider agencies, certification board, VISI project ADAP, DMH
- Careful exploration of options regarding co-occurring credentialing
- May also expand to look at credentialing of peers, adolescent providers, etc

### **Peer/recovery community involvement**

Task is to look at the current/developing role of the recovering community in the field and consider:

- reinforcing connections between providers and peer communities
- credentialing peers/developing a career ladder
- utilizing the recovering community as a workforce resource

### **Salary/career ladder**

This group will:

- determine what salary info will actually help our understanding of issues related to recruitment and retention
- collect and disseminate that information
- Make recommendations based on that information re the development of a clearly define career track

**Please consider joining these efforts! Participation from all segments of the system will enable us to do our best work.**

The Substance Abuse Workforce Development Committee respectfully makes the following recommendations to the task force:

- Support the work needed to best position ourselves to be a part of the AHEC loan repayment program. We need provider participation on the work group. We will need support in the collection of accurate data and help in the compilation of same.
- The financial assistance that used to exist for scholarships is sorely missed. Although loan repayment is helpful with retention, recruitment remains an urgent need. Enrollment in developed and developing programs is decreasing.
- The salary and career ladder issues need to be looked at systemically. The committee can play a role in collecting information and making recommendations. Recommendations are likely to require changes in system structure and resource allocation.
- The committee needs additional infrastructure to support its work. With the exception of the ADAP staff member, all participation is voluntary and time consuming. Administrative support for the functions of the committee would be extremely helpful and something the group has been stating for several years.