



# **Governor's Summit on Vermont's Substance Use Disorder Workforce**

*Attracting, educating, retaining and supporting  
top quality professionals  
to improve Vermont's response  
to the challenges of substance use disorder*

A joint initiative of Governor Phil Scott  
and  
the Vermont State Colleges System

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*Thank you to our sponsors.*



*Vermont Agency of Health & Human Services*



## *Welcome*

Dear Summit Participants,

Welcome to Vermont Technical College and thank you for your engagement in today's important conversation to develop ideas and strategies to grow Vermont's substance use disorder workforce. We are proud co-hosts of this event, understanding it takes partners across all sectors to meet the needs of Vermonters and our communities.

Vermont's substance use disorder crisis is an urgent public health issue. We recognize that addiction is a lifelong chronic disease that requires treatment, long-term medical management, and support for recovery. We lack the number of professionals needed to treat Vermonters with Substance Use Disorders. Addressing issues of affordability, an adequate pay scale, licensure, professional development, and improved alignment between state government and higher education...together, we will develop recommendations for action to grow this critical workforce.

We look forward to a dynamic and productive day, and the work ahead.

Governor Phil Scott

Chancellor Jeb Spaulding

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**Governor's Summit on  
Vermont's Substance Use Disorder Workforce  
*Agenda***

8:00 – 8:45 Coffee and Registration

9:00 – 9:30 **Welcome**

*Moderator: Jolinda LaClair, State of Vermont Drug Prevention Policy Director*

President Patricia Moulton, Vermont Technical College

Governor Phil Scott

President Elaine Collins, Johnson State College

Melinda Lussier, Turning Point, St. Albans

9:30 – 10:45 **Panel I: View from the Profession: Barriers and Opportunities**

10:45 – 11:00 Break

11:00 – 12:30 **Panel II: State Government: Expanding Collaboration, Improving Career Pathways**

12:30 – 1:15 Lunch served

1:15 – 1:45 **Keynote:** Kathryn Power, Regional Director, U.S. Substance Abuse and Mental Health Services Administration

1:45 – 2:00 **Regional Initiatives:** Leslie Cohen, Northeast Addiction Technology Transfer Center, Brown University

2:00 – 3:30 **Panel III: Realigning Education**

3:30 – 4:00 Action Steps and Closing

## ***Summit Speakers***



### **Governor Phil Scott**

Gov. Phil Scott is a native Vermonter who grew up in Barre, and is a graduate of Spaulding High School and the University of Vermont. In 2000, he was elected to the Vermont Senate, where he represented Washington County for five terms. Phil was elected Vermont's 79th Lieutenant Governor in 2010, serving until January, 2017. For more than thirty years, Phil was a co-owner of his family construction business, and raced the #14 car at Barre's Thunder Road for more than two decades. Phil lives in Berlin with his wife Diana McTeague Scott. He has two grown daughters, Erica and Rachael.



### **Vermont Technical College President Patricia Moulton**

Patricia Moulton was named the college's 15th President by the Vermont State Colleges Board of Trustees on March 25, 2017. She had previously served as interim president of the College since July, 2016. Pat was Secretary of the Vermont Agency of Commerce and Community Development since June 1, 2014 when she was appointed by Governor Peter Shumlin. As Secretary, she facilitated the expansion of many Vermont companies, helped attract new

companies, assisted in rebuilding Vermont after Tropical Storm Irene and helped create the nation's first statewide comprehensive economic development strategy (CEDS) that has led to millions in federal grants for Vermont.



### **Johnson State College President Elaine Collins**

Dr. Elaine Collins came to Vermont to serve as the President of Johnson State College in 2015, after a thirty year career in education including twenty years of senior management experience in higher education. Previously, she served as Dean and Professor of Education at Grand Valley State University (Allendale, MI); Vice President of Arts and Sciences at West Shore Community College (Scottville, MI); and Interim Vice President of Academic Affairs at Massachusetts

College of Liberal Arts (North Adams, MA). She also served for seven years as a k-12 music teacher.

A first-generation college student, Elaine graduated from UCLA with a Bachelor of Arts Degree with honors in Music, a Master of Arts Degree in Curriculum and Instruction from UC Davis, and a Ph.D. in Educational Policy and Leadership from The Ohio State University. During her professional career, she has served as President of the Michigan Association of Colleges for Teacher Education and as a member of various boards including the Literacy Center of West Michigan, Women's Center, and West Shore Chapter of the American Red Cross. She currently serves as Vice President of the Lamoille Economic Development Corporation and member of the Northern Vermont Economic Development District Board.

## **Melinda Lussier, MAT Care Coordinator**

### **NMC (Northwestern Medical Center) Comprehensive Pain Clinic**

"I was born and have remained a Franklin County native, aside from living in Germantown, Philadelphia, PA to attend and graduate the Teen Challenge Program in 2009-2010. Prior to 2009, I served on the board of directors for the Franklin County homeless shelter, Samaritan House and am currently part of the housing review team, with AHS and various partners. My personal and professional life revolves around addiction recovery. I'm also a certified recovery coach (through VAMHAR) and currently serve on the board of directors for the Turning Point of Franklin County, for the Vermont Recovery Network and am on the PELT (Partnership Executive Lead Team) for Franklin / Grand Isle County Community Partnership. My personal journey through addiction recovery in conjunction with working in the field now, is what completes my life purpose to being of maximum service to my fellows and community."



## **Kathryn Power, Regional Administrator, SAMHSA**

Kathryn Power, M.Ed., is the Regional Administrator, Region One for the Substance Abuse and Mental Health Services Administration (SAMHSA), an operating division of the U. S. Department of Health and Human Services (DHHS). In that role, she represents the Administrator at the regional level in fulfilling the agency's mission of reducing the impact of mental illness and substance abuse on America's communities. She provides authoritative advice and assistance on behavioral health policies and innovations for use in the delivery and financing of prevention, treatment and recovery services, develops regional perspectives on SAMHSA initiatives, and is a visible advocate for

individuals with mental illnesses and substance use disorders within the federal government and across the region.

## **Leslie Cohen, Co-Director, NEATTC**

Leslie Cohen has worked in the substance use disorders field for over 30 years. Currently, she serves as the Co-Director of the New England Addiction Technology Transfer Center (ATTC) located at Brown University. For this Substance Abuse and Mental Health Services Administration (SAMHSA) funded project, she is responsible for programmatic and administrative oversight of all training, technical assistance and collaborative community-based program development initiatives for the six New England Single State Agencies (SSA) as well as numerous stakeholders in the region. Ms. Cohen serves as the Chairperson for the ATTC Network's Viral Hepatitis Workgroup and is a partner on the ATTC Center of Excellence on Behavioral Health for Pregnant and Postpartum Women and their Families. Ms. Cohen also participates on the National Institute on Drug Abuse (NIDA)/SAMHSA Blending team: *Build Up Your Team Treatment IQ* which provides information on evidence-based prevention and treatment for youth. Ms. Cohen assisted in the development of the NIDA Blending Product: *The Prescription Opioid Addiction Treatment Study (POATS): Treatment Strategies for Prescription Opioid Dependence and Information* and serves as the ATTC representative on the *NIDA Notes* Readers' Advisory Group.

**Governor's Summit on Vermont's Substance Use Disorder Workforce**  
***Steering Committee***

Cathy Aikman, *Project Director, Chittenden County Opioid Alliance*

Patty Baroudi, *Program Coordinator, Vermont Department of Health*

Colin Benjamin, *Director, Office of Professional Regulation, State of Vermont*

Barbara Cimaglio, *Deputy Commissioner, Alcohol and Drug Abuse Programs*

Patricia Coates, *Director of External and Governmental Affairs, Vermont State Colleges System*

Jessi DeBoer, *Adult Recovery Team, Counseling Service of Addison County*

David Fink, *Professor, Behavioral Sciences, Johnson State College*

Diane Hermann-Artim, *Associate Academic Dean, Community College of Vermont*

Lauren Hibbert, *Office of Professional Regulation, State of Vermont*

Jolinda LaClair, *Drug Prevention Policy Director, State of Vermont*

Marcia Laplante, *Director, Community Services and Planning, Vermont Department of Health*

Candace Lewis, *Associate Academic Dean, Community College of Vermont*

Sarah Munro, *Director, Vermont Recovery Network*

Nick Nichols, *Director of Policy, Vermont Department of Mental Health*

Jon Porter, *Director, Center for Health and Wellbeing, University of Vermont*

Dana Poverman, *Director of Medication-Assisted Treatment Programs, Howard Center*

Patricia Prelock, *Dean, College of Nursing and Health Sciences, University of Vermont*

Michael Reeves, *Assistant Professor, Social Work, Castleton University*

Dale Robb, *CEO, Recovery House*

Margaret Sherrer, *Associate Professor, Psychology, Lyndon State College*

Pat Shine, *Associate Professor, Psychology, Lyndon State College*

Scott Tucker, *Crime and Safety Committee Chair, Project VISION, Rutland*

Yasmine Ziesler, *Chief Academic Officer, Vermont State Colleges System*



# **Governor's Summit on Vermont's Substance Use Disorder Workforce**

## ***Panels***

### **Panel I: View from the Profession – Barriers and Opportunities**

*Moderator: Al Gobeille, Secretary, Vermont Agency of Human Services*

#### **Panelists:**

- Jessica Griffin, Student, College of St. Josephs and Intern at Serenity House, a residential treatment facility in Wallingford.
- Victoria Pollard, Student, Castleton University and Intern at the Department of Corrections.
- Shara Tarule, Nurse Practitioner, Howard Center, Chittenden Clinic
- Rick Barnett, Licensed Psychologist-Doctorate, Licensed Alcohol/Drug Counselor
- Jason Goguen, Regional Director of Operations, BAART
- Ginger Cloud, SiMH Project Manager, Central Vermont Medical Center

### **Panel II: State Government: Expanding Collaboration, Improving Career Pathways**

*Moderator: Martha Maksym, Deputy Commissioner, Vermont Agency of Human Services*

#### **Panelists:**

- Colin Benjamin, Director, Office of Professional Regulation
- Barbara Cimaglio, Deputy Commissioner, Division of Alcohol and Drug Abuse Programs, Vermont Department of Health
- Melissa Bailey, Commissioner of Mental Health, Vermont Agency of Human Services
- Cory Gustafson, Commissioner of Department of Vermont Health Access
- Michael Harrington, Deputy Commissioner, Vermont Department of Labor

### **Panel III: Realigning Education**

*Moderator: Jonathon Spiro, Academic Dean, Castleton University*

#### **Panelists:**

- Diane Hermann-Artim, Associate Academic Dean, Community College of Vermont
- Sharon Twigg, Interim Academic Dean, Johnson State College, representing programs at Johnson and Lyndon State Colleges, soon to be Northern Vermont University.
- Susan Roche, Chair, Department of Social Work, University of Vermont
- Patricia Prelock, Dean of the College of Nursing and Health Sciences, University of Vermont
- Dianne Griggs, Director of Gear Up, Vermont Student Assistance Corp.
- Annamarie Cioffari, Director, SNHU Graduate Program in Clinical Mental Health Counseling



# Language of Recovery

## Current Terminology

Treatment is the goal;  
Treatment is the only way into Recovery

Untreated Addict/Alcoholic

Substance Abuse

Drug of Choice / Abuse

Denial

Relapse Prevention

Pathology Based Assessment

Focus is on total abstinence from all illicit and non-prescribed substances the CLINICIAN identifies

A Drug is a Drug is a Drug

Relapse

Relapse is part of Recovery

Clean / Sober

Self Help Group

Drug Overdose

Graduate from Treatment

## Alternative Terminology

Treatment is an opportunity for initiation into recovery  
(one of multiple pathways into recovery)

Individual not yet in Recovery

Substance Use Disorder/Addiction/  
Substance Misuse

Drug of Use

Ambivalence

Recovery Management

Strength / Asset Based Assessment

Focus on the drug CLIENT feels is creating the  
problems

Each illicit substance has unique interactions with the  
brain; medication if available is appropriate.

Recurrence/Return to Use

Recurrence/Return to Use may occur as part of the  
disease

Drug Free / Free from illicit and non-prescribed  
medications

Mutual Aid Group

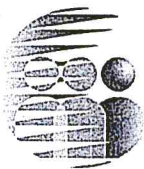
Drug Poisoning

Commence Recovery

Revised  
7/16  
cfid

# The Most Respectful Way of Referring to People is as People

Current	Alternative	Reasoning
Clients / Patients / Consumers	The people in our program The folks we work with The people we serve	More inclusive, less stigmatizing
Alex is an addict	Alex is addicted to alcohol Alex is a person with a substance use disorder Alex is in recovery from drug addiction	Put the person first Avoid defining the person by their disease
The terms listed below, along with others, are often people's ineffective attempts to reclaim some shred of power while being treated in a system that often tries to control them. The person is trying to get their needs met, or has a perception different from the staff, or has an opinion of self not shared by others. And these efforts are not effectively bringing them to the result they want.		
Mathew is manipulative	Mathew is trying really hard to get his needs met Mathew may need to work on more effective ways of getting his needs met	Take the blame out of the statement Recognize that the person is trying to get a need met the best way they know how
Kyle is non-compliant	Kyle is choosing not to... Kyle would rather... Kyle is looking for other options	Describe what it looks like uniquely to that individual—that information is more useful than a generalization
Mary is resistant to treatment	Mary chooses not to... Mary prefers not to... Mary is unsure about...	Avoid defining the person by the behavior. Remove the blame from the statement
Jennifer is in denial	Jennifer is ambivalent about..... Jennifer hasn't internalized the seriousness of.... Jennifer doesn't understand.....	Remove the blame and the stigma from the statement



Southeast (HHS Region 4)

**ATTC**

Addiction Technology Transfer Center Network  
Funded by Substance Abuse and Mental Health Services Administration



**Phoenix Center**  
Prevent • Treat • Recover

**FAVOR SC**  
FACES AND  
VOICES OF  
RECOVERY

**Governor's Summit on  
Vermont's Substance Use Disorder Workforce  
Acronyms and Abbreviations List**

<b>Acronym</b>	<b>Definition</b>
AAP	Apprentice Addiction Professional
ADAP	Division of Alcohol and Drug Abuse Programs
AHEC	Area Health Education Centers (University of Vermont Larner College of Medicine)
AHS	Vermont Agency of Human Services
AOA	Vermont Agency of Administration
AOE	Vermont Agency of Education
ATTC	Addiction Technology Transfer Center
CADC	Certified Alcohol & Drug Counselor
CAPT	Center for the Application of Prevention Technologies (SAMHSA)
CHL	Center for Health and Learning
CM	Case Management
CMHS	Center for Mental Health Services (SAMHSA)
CSAP	Center for Substance Abuse Prevention (SAMHSA)
CSAT	Center for Substance Abuse Treatment (SAMHSA)
DAIL	Vermont Department of Aging and Independent Living
DHR	Vermont Department of Human Resources
DII	Department of Information and Innovation
DLC	Vermont Department of Liquor Control
DMH	Department of Mental Health
DOC	Vermont Department of Corrections
DVHA	Department of Vermont Health Access (Medicaid)
HEDIS	Healthcare Effectiveness Data and Information Set
HIPAA	Health Insurance Portability and Accountability Act
HSE	Division of Health Surveillance
IFS	Integrated Family Services
IOM	Institute of Medicine
LADC	Licensed Alcohol and Drug Counselor
LICSW	Licensed Independent Clinical Social Worker
LSW	Licensed Social Worker
M/SUD	Mental Health/Substance Use Disorder
MAT	Medication Assisted Treatment
MH Clinician	Mental Health Clinician
MSW	Master of Social Work
NAADAC	NAADAC, the Association for Addiction Professionals (formerly National Association for Alcoholism & Drug Abuse Counselors)
NAMI-VT	Vermont Chapter of National Alliance on Mental Illness
NASAC	National Addiction Studies Accreditation Commission
NEIAS	New England Institute of Addiction Studies
NFI	NFI Vermont

**Governor's Summit on  
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Acronyms and Abbreviations List**

<b>Acronym</b>	<b>Definition</b>
OP	Outpatient
OPR	Secretary of State, Office of Professional Regulation
PA	Physician's Assistant
PFS	Partnership for Success
PIP	Public Inebriate Program
RC	Recovery Center
RES	Residential
RPP	Regional Prevention Partnership
SAMHSA	Substance Abuse & Mental Health Services Administration
SATC	Substance Abuse Treatment Coordination
SATIS	Substance Abuse Treatment Information System
SBIRT	Screening, Brief Intervention, and Referral to Treatment
SBSAS	School Based Substance Abuse Services
SMHA	State Mental Health Agency
SOTA	State Opioid Treatment Authority
SSA	Single State Authority or Single State Agencies (for SA)
TCP	Tobacco Control Program
TH	Transitional Housing
TTA	Training and Technical Assistance
VAATP	Vermont Association of Addiction Treatment Providers
VAATP	Vermont Association Addiction Treatment Provider
VADAC	Vermont Alcohol and Drug Advisory Council
VAHHS	Vermont Association of Hospitals & Health Systems
VALA	Vermont Assessors and Listers Association
VAMHAR/ PEAR	Vermont Association for Mental Health and Addiction Recovery/ People Education Advocacy Recovery
VAPA	Vermont Addiction Professionals' Association
VCPI	Vermont Cooperative for Practice Improvement & Innovation
VDH	Vermont Department of Health
VPMS	Vermont Prescription Monitoring System
WFD	Workforce Development

v.3.2017



## Introduction

This is an overview of the roles that comprise the substance use disorder treatment and recovery workforce. These roles appear across a variety of settings including:

- ADAP Preferred Provider Network<sup>1</sup>, outpatient, intensive outpatient and residential treatment
- Hospital and primary care practices engaged in Screening, Brief Intervention, and Referral to Treatment (SBIRT)
- Opioid Care Alliance “Hubs” and “Spokes,” Medication Assisted Treatment (MAT) prescribers<sup>2</sup> and Blueprint for Health funded nursing and/or other licensed clinicians
- Private clinical practices outside the Preferred Provider Network
- Vermont Recovery Network (VRN)

Actual job titles are not consistent across organizations so generic role titles have been used. This list is intended to be a statewide snapshot and not meant to be inclusive of all roles. Range of positions available at a given agency depend on the treatment modality, organizational model and the size of the organization. Standards for some roles are not consistent around the state.

## Roles

- |  |  |   |
|--|--|---|
| • Apprentice Addiction Professional (AAP)    | • Licensed Alcohol and Drug Counselor (LADC) | • Peer Recovery Coach Supervisor                        |
| • Care Coordinator                           | • Licensed Clinical Mental Health Clinician  | • Physician   |
| • Case Manager                               | • Licensed Clinical Social Worker (LCSW)     | • Physician Assistant                                   |
| • Certified Alcohol and Drug Counselor (ADC) | • Licensed Psychologist, Master              | • Physician with Certification in Addiction Medicine    |
| • Clinical Director                          | • Licensed Psychologist, PhD                 | • Psychiatrist  |
| • Clinical Supervisor                        | • Manager                                    | • Psychiatrist with Certification in Addiction Medicine |
| • Counselor                                  | • Nurse Practitioner                         | • Psychologist  |
| • Director                                   | • Overnight staff                            | • Recovery Center Greeter                               |
| • Executive Director                         | • Pathway Guide <sup>3</sup>                 | • Recovery Worker                                       |
| • Intake/Assessment Counselor/Coordinator    | • Peer Recovery Coach                        | • Support Staff   |
| • IT Program Manager                         |  |   |

## Definitions

**1. Preferred Provider Network:** A preferred provider is a substance abuse organization who has attained a certificate of operation from the Department of Health, Division of Alcohol and Drug Abuse Programs (ADAP), and has an existing contract or grant from ADAP to provide substance abuse treatment. The preferred provider network includes providers throughout the State.

**2. Waivered Prescriber:** Under the [Drug Addiction Treatment Act of 2000 \(DATA 2000\)](#), qualified physicians may apply for waivers to treat opioid dependency with approved buprenorphine products in any settings in which they are qualified to practice, including an office, community hospital, health department, or correctional facility. In order to apply for and receive the waiver, a provider must meet a set of requirements set forth by the federal government.

**3. Pathway Guide:** Pathway Guides work out of recovery centers and provide support for individuals in Medication Assisted Treatment (MAT) as well as individuals waiting for or contemplating MAT. Pathway Guides support individuals in finding community resources and navigating the human service and treatment system as well as help individuals connect with others in recovery, recovery centers and services.





**Office of Professional Regulation**

**State Professional Credentials Relating to the SUD Workforce**

*For details, see <https://www.sec.state.vt.us/professional-regulation.aspx>*

**Apprentice Addiction Professional (AAP)**

Requires accredited bachelor's degree, 40 hours of additional substance abuse education. AAP examination.

Practice is restricted to ADAP Preferred Provider Network sites, under supervision of another addiction professional.

**Certified Alcohol & Drug Counselor (CADC)**

Requires accredited bachelor's degree, 300 hours of additional substance abuse education, 4,000 hours of supervised practice in no fewer than two years (no fewer than 2,000 hours to be direct clinical services), minimum of 200 hours of direct post degree supervision (one hour for every 20 hours of practice), IC&RC examination.

Practice is restricted to ADAP Preferred Provider Network sites. Endorsement pathway recognized.

**Licensed Alcohol & Drug Counselor (LADC)**

Requires accredited master's degree in human services (including 700 hours of a supervised internship), 300 hours of additional substance abuse education, 2,000 hours post degree supervised practice in no less than one year with a minimum of 1,000 hours of direct clinical service, 100 hours of direct post degree supervision (one hour for every 20 hours of practice), IC&RC Advanced examination.

Endorsement pathway recognized.

**Licensed Clinical Mental Health Counselor (LCMHC)**

Requires accredited master's degree in counseling or related field (including 700 hours of supervised internship), 3,000 hours post degree supervised practice in no fewer than two years with a minimum of 2,000 hours of direct clinical service, 100 hours post degree supervision (half face-to-face), NBCC examinations (NCE and NCMCHE).

Endorsement pathway recognized, including endorsement five-year rule pathway, and endorsement from jurisdictions with standards equivalent but for requiring only one examination (applicant must pass the exam not administered in state of origin).

### **Licensed Master's Social Worker (LMSW)**

Effective July 1, 2017, requires M.S.W. degree from accredited program, ASWB master-level exam, Vermont jurisprudence examination.

Endorsement pathway recognized, including endorsement five-year rule pathway, and the Vermont jurisprudence exam.

### **Licensed Independent Clinical Social Worker (LICSW)**

Effective July 1, 2017, requires M.S.W. degree from accredited program, ASWB clinical-level exam, Vermont jurisprudence examination, 3,000 hours post degree practice (2,000 hours direct services) in no fewer than two years, a minimum of 100 hours post-degree supervision (half face-to-face).

Endorsement pathway recognized, including endorsement five-year rule, and the Vermont jurisprudence exam.

### **Licensed Master's Psychologist**

Requires a master's degree in psychology from an accredited program, 4,000 hours of supervised practice (of which 2,000 must be post degree and obtained in no less than 1 year), 2 hours of supervision for every 40 hours of practice, EPPP exam, and Vermont jurisprudence exam.

Endorsement pathway recognized.

### **Licensed Doctorate Psychologist**

Requires a doctorate degree in psychology from an accredited program, 4,000 hours of supervised practice (of which 2,000 must be post-degree and obtained in no less than 1 year), 2 hours of supervision for every 40 hours of practice, EPPP exam, and Vermont jurisprudence exam.

Endorsement pathway recognized, including endorsement seven-year rule.

### **Licensed Marriage and Family Therapist**

Requires a master's degree from an accredited program focusing on marriage and family therapy (including 500 hours of supervised internship), 3,000 post degree practice (2,000 hours direct services) in no fewer than two years, minimum of 100 hours post-degree supervision (half face-to-face), AMFTRB examination.

Endorsement pathway recognized, including endorsement five-year rule.

Vermont SUD Workforce  
Wages and Job Openings Data

Occupational Employment Statistics Program, Economic & Labor Market Information Division, Vermont Department of Labor in cooperation with the Bureau of Labor Statistics	Hourly Wages (Vermont Statewide Data)						Annual Wages (Vermont Statewide Data)						Job Growth and Openings <a href="http://www.vtmi.info/public/occpjvt.xls">Source: Occupational Projections 2014-2024, Vermont Statewide</a> <a href="http://www.vtmi.info/public/occpjvt.xls">http://www.vtmi.info/public/occpjvt.xls</a>	
	Mean	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	Mean	10th Percentile	25th Percentile	Median	75th Percentile	90th Percentile	Average Annual Growth	Total Annual Openings
All Occupations	22.15	10.05	12.66	17.81	26.42	37.74	46,060	20,900	26,320	37,040	54,960	78,510	0.40%	10,428
Medical and Health Services Managers	47.32	25.96	31.52	40.53	53.34	73.89	98,420	54,000	65,560	84,310	110,950	153,690	1.30%	30
Clinical, Counseling, and School Psychologists	28.71	16.93	20.81	26.41	33.06	40.49	59,710	35,210	43,280	54,930	68,760	84,220	2.10%	41
Community and Social Service Occupations	20.19	12.67	14.79	18.42	24.21	30.26	42,000	26,360	30,760	38,320	50,360	62,950		
Substance Abuse and Behavioral Disorder Counselors	24.07	15.97	19.26	24.11	27.94	31.14	50,060	33,230	40,060	50,140	58,130	64,770	1.20%	7
Mental Health Counselors	21.65	13.67	15.76	18.52	23.59	33.41	45,040	28,420	32,790	38,520	49,060	69,500	1.10%	25
Rehabilitation Counselors	20.44	13.13	14.74	19.24	24.42	29.75	42,510	27,310	30,650	40,030	50,790	61,870	1.10%	25
Counselors, All Other	22.91	10.09	18.52	25.22	28.09	29.48	47,660	20,980	38,520	52,460	58,430	61,320		
Child, Family, and School Social Workers	20.33	13.68	15.82	18.66	23.73	29.60	42,280	28,460	32,910	38,820	49,360	61,580	0.60%	44
Healthcare Social Workers	23.12	16.02	17.77	22.16	27.84	32.25	48,100	33,320	36,960	46,090	57,900	67,080	1.20%	15
Mental Health and Substance Abuse Social Workers	20.30	13.78	15.97	18.75	23.20	29.06	42,230	28,670	33,220	38,990	48,260	60,450	1%	23
Social Workers, All Other	29.67	16.74	25.59	30.97	36.60	39.38	61,720	34,820	53,230	64,420	76,130	81,910	1.20%	3
Health Educators	25.09	15.89	20.31	24.67	29.35	34.56	52,180	33,040	42,250	51,310	61,060	71,890	0.60%	7
Probation Officers and Correctional Treatment Specialists	28.20	23.73	26.06	27.89	30.43	32.25	58,650	49,350	54,210	58,000	63,290	67,070	0.30%	5
Social and Human Service Assistants	15.88	11.27	12.97	15.07	18.44	21.37	33,020	23,440	26,970	31,350	38,350	44,450	0.80%	69
Community Health Workers	18.97	12.13	12.98	15.09	22.81	31.14	39,460	25,230	26,990	31,390	47,440	64,770	1%	9
Community and Social Service Specialists, All Other	17.10	11.66	13.51	16.36	19.36	24.46	35,560	24,260	28,100	34,020	40,270	50,880	0.50%	6
Health Specialties Teachers, Postsecondary	n/a	n/a	n/a	n/a	n/a	n/a	54,810	31,280	35,550	43,790	65,540	100,430		
Psychiatrists	99.29	28.07	64.96	90.00+	90.00+	90.00+	206,520	58,390	135,110	187,200+	187,200+	187,200+	0.70%	5
Medical and Clinical Laboratory Technologists	32.91	23.98	27.20	32.46	38.01	44.49	68,460	49,890	56,580	67,510	79,050	92,550	0.80%	8
Medical and Clinical Laboratory Technicians	26.47	18.87	21.87	26.65	31.61	35.31	55,050	39,250	45,490	55,430	65,740	73,450	0.80%	9
Psychiatric Technicians	16.21	12.17	13.52	15.88	18.46	21.09	33,720	25,320	28,120	33,020	38,400	43,870		
Psychiatric Aides	11.60	9.22	9.63	10.91	12.90	15.23	24,130	19,170	20,030	22,680	26,840	31,670		
Total Openings													331	

## **Academic Programs Supporting SUD Workforce**

Castleton:

B.S.W. in Social Work

B.A. Psychology

B.A. Sociology

Community College of Vermont:

40-hour course meeting new AAP requirements under development;

Certificate: Substance Abuse Services;

A.S. Human Services

College of St. Joseph:

B.S. in Alcohol and Substance Abuse Services, with

5th year certificate program (meets education requirements for CADC)

Johnson State College:

Bachelor's in Psychology with a Concentration in Pre-Professional Counseling

Wellness and Alternative Medicine

Master of Arts in Counseling (includes Clinical Mental Health Counseling, Mental Health and Addictions counseling)

Lyndon State College:

Bachelor of Arts in Psychology and Human Services with a Community Mental Health/Substance Abuse concentration

4+1 Master's Degree option in Mental Health Counseling

St. Michael's College:

M.A. in Clinical Psychology

Southern NH University (program in Burlington):

M.S. in Clinical Mental Health Counseling

Springfield College (program in St. Johnsbury):

B.S. in Human Services, with concentration in Addiction Studies

M.S. in Human Services, with concentration in Mental Health Counseling

University of Vermont:

B.S.W., M.S.W. <https://www.uvm.edu/cess/socialwork>

M.S. in Counseling

## Vermont Educational Loan Repayment Program for Nurses (RN and LPN)

### 2016 PROGRAM OVERVIEW and PARTICIPANT ELIGIBILITY

The purpose of this state loan repayment program is to increase access to health and dental care in underserved communities and to address the health professional shortages that cause disparities in access to health care in Vermont.

Category	Eligibility Standard
Description	Funded by state and local funds. AHEC, on behalf of the state, shall make loan repayment awards in exchange for service commitments by eligible health care professionals. Recipient must have outstanding educational debt acquired in the pursuit of an undergraduate or graduate degree from an accredited college or university that exceeds the amount of the loan repayment award.
Award Amount	Up to \$10,000 in state funds per year. \$5,000 minimum in state funds per year. State awards may be enhanced by employer or community matching funds. Awards go directly to pay educational loans (lender will be requested to apply payment directly to loan principal to have the greatest impact on debt reduction).  Note: This program is competitive with limited funding. The FY16 state appropriation is \$100,000. Annually, 10% to 15% of the applicants are offered an award.
Tax Liability	The federal Affordable Care Act passed on March 23, 2010 treats debt repayment under the Vermont Educational Loan Repayment Program for Healthcare Professionals as exempt for income tax purposes.
Prioritization for Awards (Nurses working at the Vermont Psychiatric Care Hospital are identified as the highest priority for the 2016 cycle)	Program objectives/selection criteria are established annually by the Vermont Department of Health in consultation with AHEC, in accordance with Vermont laws, and the federal Public Health Service Act, to strategically respond to the most pressing health care workforce needs in the state. Priorities are those areas which are underserved with special consideration for Vermont's most underserved and undersupplied areas (see federally designated Health Professional Shortage Areas (HPSAs) at <a href="http://hpsafind.hrsa.gov">http://hpsafind.hrsa.gov</a> ). Other factors <i>may</i> include local goals for improved service through workforce recruitment/retention; applicant educational loan debt level; number of hours per week that applicant works; serving as a preceptor to health professions students; or other awarding parameters.
Prioritization for Awards: Data-driven	Applicants are encouraged to review available data about Vermont's nursing workforce prior to completing an application. These data inform the state's prioritization for awards. <ul style="list-style-type: none"> <li>• Vermont Board of Nursing Relicensure Surveys (source: VT AHEC) <a href="http://www.vtahec.org">www.vtahec.org</a></li> <li>• Health Professional Shortage Area (HPSA) designations and scores <a href="http://hpsafind.hrsa.gov/">http://hpsafind.hrsa.gov/</a></li> </ul>
Citizenship	Recipient must be legally authorized to work in the U.S.
State of Residence	Recipient must be a Vermont resident.
Eligible Specialties	Nursing specialties which have an identified shortage of RNs and LPNs and/or difficulty recruiting and retaining RNs and LPNs.
Eligible Nurses (READ CAREFULLY: new, limited eligibility for the 2016 cycle)	Employment as a nurse (RN or LPN) at an eligible work site; includes public health nurses employed by the State of Vermont. Based on identified state priorities and reduced program funding, the 2016 eligibility is limited to nurses delivering direct care or public health services in nursing homes, long-term care, home health, state public health, and mental health, behavioral health, and substance abuse settings.
Eligible Nurses: Hours	Must practice a minimum average of 20 clinical hours per week during the year of service and at least 45 weeks per year; participants who take more than 7.14 weeks of leave in a service year (for any reason), fail to meet the 45 week minimum.

*VT Educational Loan Repayment Program is contingent upon the availability of appropriated funds from the federal and state governments.*

Educational Debt	<p>Educational debt is verified. Loan(s) must be in good standing.</p> <p>Qualifying debt are educational loans obtained through a U.S. student loan program and may not include any loans consolidated with another person or borrowed for another person's educational pursuit, nor may they include mortgage, car, credit card, personal, business, or any other type of loan.</p> <p>If awarded funds, each recipient is required to continue making their own monthly payment(s) in addition to this award to further reduce overall educational debt; the recipient's own debt reduction effort is viewed favorably in future applications. A goal of this program is to work in a partnership between the recipient, the State of Vermont, U.S. Department of Health and Human Services, and communities/practices/foundations to reduce educational debt; these funds are a direct investment in Vermont's workforce and achieving debt reduction must be demonstrated to show impact and ensure the program's continuation.</p>
Finances	Applicant must <u>not</u> : have any federal judgment liens; have defaulted on any federal payment obligations; have any federal or non-federal debt written off as uncollectible; have received a waiver of any federal payment obligation.
Ineligible Nurses	Those not listed as "eligible nurses." Hospital-based nurses are ineligible except for those working in psychiatric care. Per diem; temporary nurses; contracted nurses; traveling nurses; and school nurses; individuals whose citizenship may limit their ability to fulfill the service obligation of this program; nurses with a current contractual service obligation with the federal government, state, or other entity, including loan repayment contractual obligation from other sources, unless that service obligation will be completely satisfied before this program's contract has been signed. Please note that certain provisions in employment contracts can create a service obligation (e.g., an employer offers a bonus in return for the nurse's agreement to work at that facility for a certain period of time or pay back the bonus.) Individuals who have loans through the Department of Health and Human Services, Health Resources and Services Administration, Bureau of Health Professions are not eligible.
Eligible Work Sites	Healthcare facilities (e.g. hospitals, nursing homes, home health, mental health, health department) located in Vermont or an accredited hospital within 10 miles of the Vermont border that have an identified shortage of RNs and LPNs and/or difficulty recruiting and retaining RNs and LPNs. For the 2016 cycle, hospital eligibility is limited to psychiatric care nurses.
Ineligible Work Sites	Those not listed as "eligible work sites." Primary Care offices are ineligible except primary care practices designated as Federally Qualified Health Centers [FQHCs], and Rural Health Centers [RHC]. For the 2016 cycle, hospital eligibility is limited to only psychiatric care nurses.
Eligible Work Sites: Patient Policies	Accepts patients with coverage under Medicare, Medicaid, Vermont's Children's Health Insurance Program (Dr. Dynasaur), or other state-funded health care benefit programs.
Reapplication & Lifetime Maximum (NEW info for 2016)	<p>Recipients will have 2 year service commitments; awards identify Year 1 and Year 2. Re-application is not needed for the second year.</p> <p>May receive loan repayment funds for maximum of four years per individual.</p>
Service Obligation Period (NEW info for 2016)	Contracts are for 2 years (24 months) of service. One year of service per year of funding; recipients will have an auto renewal for a second year following employment verification. Service period will be defined in award contract and cannot start prior to a fully executed contract or work start date, whichever is later. No credit for practice prior to executed contract. No credit for practice while in school or training. No credit during a leave of absence. Recipients who take a leave of absence (for any reason) are required to extend the service contract end date.
Changing Job Site/Request to Transfer	<p>Changing job sites (within VT) during a service obligation is highly discouraged: awards/contracts are not transferrable. Exceptions may be granted at the discretion of the program director and require compelling circumstances. A request for a work site transfer exception must be made prior to changing job sites. A breach of service contract may result if the participant leaves the job without prior approval.</p> <p>Participants who voluntarily resign from their sites without prior approval from the program director or are terminated by their site(s) for cause may not receive a transfer to another site and may be placed in breach of contract.</p>

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<p><b>Award Cancellation or Contract Termination</b></p>	<p>Award offers can be cancelled without penalty <u>prior</u> to a fully executed (i.e., signed) contract.</p> <p>The award and service contract is cancelled in its entirety in the event of a participant's death.</p> <p>Fully executed contracts may have service and repayment obligations waived if there occurs incapacity of the participant due to serious illness, or other compelling personal circumstances arise. Waiver decisions are at the discretion of the program director.</p> <p>Contract termination due to extenuating circumstances may be requested by a participant, in writing, and with repayment of loan repayment funds disbursed under that contract. The contract termination will not be effective unless the participant submits a written request, the request is approved by the program director, and the participant repays all loan repayment funds paid under the contract within 30 days.</p> <p>Awards are dependent on funding from the State of Vermont and/or U.S. Department of Health and Human Services. Should the program funding be withdrawn or reduced <u>prior</u> to award disbursement, the agreement will be terminated or revised.</p> <p>Temporary leave (up to one year) may be granted and the service period amended (i.e., extended) if compliance with the obligation is temporarily impossible or an extreme hardship.</p> <p>Changes in employment after a contract has been executed may result in a breach of service obligation.</p>
<p><b>Breach of Service Obligation</b></p>	<p>A breach of service can occur after a service contract has been fully executed (i.e., signed), whether funds have been disbursed or not.</p> <p>Must repay as defined in the service contract, plus interest and collection costs. The interest rate is the maximum legal prevailing rate, as determined by the Treasurer of the United States, from the date of the breach.</p> <p>Applicants are ineligible if they have ever breached, or received a waiver of a prior service obligation to the federal/state/local government or other entity, even if they subsequently satisfied the repayment obligation.</p> <p>Breach of service obligations are reported to funders and may result in reduced funding to the program. A breach of service has serious consequences for the individual as well as the VT State Educational Loan Repayment program as a whole.</p>

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# VERMONT EDUCATIONAL LOAN REPAYMENT PROGRAM FOR NURSES (LPN, RN)



*Applications available in July – Annual awards up to \$10,000*

Visit [www.vtahec.org](http://www.vtahec.org) for program overview, eligibility requirements, and application.

## **General Requirements** (see application for full details):

- Applicant must be a Vermont resident and must serve Vermont patients, as defined by the Program.
- Must work as a nurse for a minimum average of 20 (clinical) hours per week during the year of service and at least 45 weeks per year.
- The practice site or region must have a need for nurses, or be an underserved area, as defined by the Program.
- Recipient must sign a service obligation contract (typically 12 to 24-month commitment).
- Grants go directly to pay educational loans.

**APPLICATION DEADLINE IN SEPTEMBER. LATE APPLICATIONS WILL NOT BE CONSIDERED.**



**Contact the UVM AHEC Program for an application:**  
[www.vtahec.org](http://www.vtahec.org)  
**Call (802) 656-2179**  
**E-mail Rebecca Dubois at [rebecca.dubois@uvm.edu](mailto:rebecca.dubois@uvm.edu)**

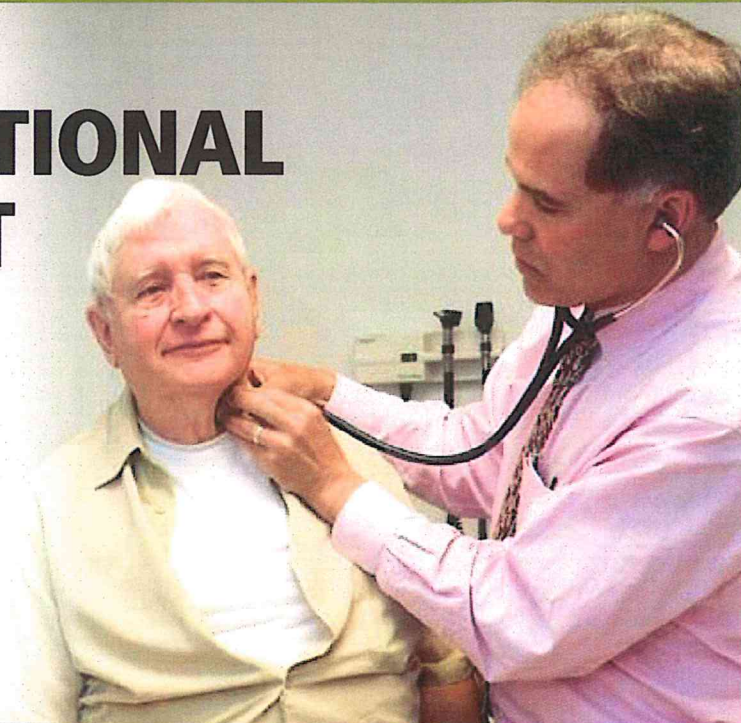
Vermont's Educational Loan Repayment Program is administered by the Vermont AHEC Network. AHEC is a statewide program working to improve Vermont's community health systems and the health of Vermonters through health care workforce development; and is a partnership between the Northeastern Vermont AHEC, Champlain Valley AHEC, Southern Vermont AHEC, and the University of Vermont AHEC Program.

Vermont Educational Loan Repayment Program is contingent upon continued federal and state funding.



# VERMONT EDUCATIONAL LOAN REPAYMENT PROGRAM FOR PRIMARY CARE PRACTITIONERS

**Physicians, Nurse Practitioners,  
Physician Assistants, Certified Nurse  
Midwives and Psychiatrists**



*Applications available in July – Annual awards up to \$20,000*

Visit [www.vtahec.org](http://www.vtahec.org) for program overview, eligibility requirements, and application.

## **General Requirements** (see application for full details):

- Funds are available to recruit and retain primary care practitioners.
- The recipient must be a Vermont resident and a primary care nurse practitioner, physician assistant, psychiatric nurse practitioner, certified nurse midwife, or physician (family medicine, general internal medicine, pediatrics, obstetrics/gynecology, geriatrics, and psychiatry) practicing a minimum average of 20 (clinical) hours per week and 45 weeks per year in Vermont.
- Eligible work sites are primary care practices (ambulatory/outpatient) or outpatient mental health settings in Vermont. Hospital-based positions are not eligible.
- The practice site or region must have a need for primary care practitioners, or be an underserved area, as defined by the Program.
- Recipient must sign a service obligation contract (typically 12 to 24-month commitment).
- Grants go directly to pay educational loans.

**APPLICATION DEADLINE IN SEPTEMBER. LATE APPLICATIONS WILL NOT BE CONSIDERED.**



**Contact the UVM AHEC Program for an application:**

**[www.vtahec.org](http://www.vtahec.org)**

**Call (802) 656-2179**

**E-mail Rebecca Dubois at [rebecca.dubois@uvm.edu](mailto:rebecca.dubois@uvm.edu)**

Vermont's Educational Loan Repayment Program is administered by the Vermont AHEC Network. AHEC is a statewide program working to improve Vermont's community health systems and the health of Vermonters through health care workforce development; and is a partnership between the Northeastern Vermont AHEC, Champlain Valley AHEC, Southern Vermont AHEC, and the University of Vermont AHEC Program.

Vermont Educational Loan Repayment Program is contingent upon continued federal and state funding.

## Governor's Summit on Vermont's Substance Use Disorder Workforce

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## Governor's Summit on Vermont's Substance Use Disorder Workforce

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### Governor's Summit on Vermont's Substance Use Disorder Workforce

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First Name	Last Name	Title	Organization	Email Address
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## Governor's Summit on Vermont's Substance Use Disorder Workforce

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## Governor's Summit on Vermont's Substance Use Disorder Workforce

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