**February 19, 2021 | 9am-11am | Zoom**

Attendance: JoAnne Malloy, Cat Jones, Shawn Blakey, Geoff Vercauteren, Karen Cusano, Lauren Smith, Nick Mian, Alexis VanDenBerghe, Hannah Maynard Yung, Kimara Nzamubona, Michele Petersen, Shawn Barry, Nany Lucci, Hannah Raiche, Luke Reynard, Heidi Cloutier, Felicity Bernard, Jeanna Still, Paula Smith, Devan Quinn, Geraldo Pilarski, Melissa Mandrell, Kelly Nye-Lengerman, Annamarie Cioffari, Amy Parece-Grogan, Macey Muller

Meeting Objectives:

1. Orientation to task, introductions, updates (20 min)
2. The NH Career Catalogue and pathways framework – Paula (30 min)
3. Building Career Pathways – hands on – Geoff, Paula, & JoAnne
4. Breakout groups – practice building a pathway – (40 min)
5. Report back, next steps (15 min)

| **Item** | **Discussion** | **Decisions/ Action Items** | **Who** | **When** |
| --- | --- | --- | --- | --- |
| Updates | * This will be Karen’s last meeting with us – she is retiring in April. We bid her a fond farewell! And congrats to Luke, who will step into her position at NFI in April
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| Health Career Pathways | * Entry to workforce differs based on opportunity – who needs more supports?
* Equity involves removing institutional barriers
* Younger people seem to be entering the workforce without a sense of the incremental steps they need to take to reach their career goals
* Younger people also tend to care a lot about organizational values and culture
* Young people benefit from a management style that supports their autonomy, and also job coaching and mentoring
* Licensing for bachelor’s level MH counselor would allow for more counselors to be deployed.
* Insurance billing practices are a barrier – they drive up the requirements, but not reimbursement rates and thus wages
* The nursing profession has many “on and off ramps” – why can’t behavioral health operate similarly
* [Substance Use Disorder Treatment and Recovery Loan Repayment Program](https://bhw.hrsa.gov/funding/apply-loan-repayment/star-lrp#eligible)
* It requires an up-front investment for agencies to participate in apprenticeship programs
 | Michele: Generational differences (and similarities) in the workforce would be a wonderful topic for a future meeting |  |  |
| Building Career Pathways | * Build cross-agency partnerships
* Commitment & participation from governor’s office & lawmakers is key
* Identify industry sectors
* Design education and training programs

Building Futures Together* 18-21 month training program
* DOL apprenticeship program – trainees receive paid on-the-job training, plus a stipend
* Training Enhanced Care Coordinators to work with children, youth, & families impacted by opioid use disorders and other SUDs
* Trainees receive a UNH certificate – [microcredentials](https://www.unh.edu/continuingeducation/micro-credentials) are new at UNH
* Majority of trainees have lived experience
* Recruiting next cohort of trainees in May
 | From Paula: I am doing semi-structured interviews for placement sites and preceptors aka supervisors to do an environmental scan about rotations and interns. Email me if you are willing to be interviewed. psmith@snhahec.org |  |  |
| Topics for Next Meeting | Generational differences in the workforceD-H present on being a registered apprenticeship site?Early childhood education programs – Dartmouth and Teach NH | Geoff and Michele work together on thisLauren work on this |  |  |

**Next Meeting:**

* **April 16, 9am-11am**