

**State Youth Treatment Implementation for Youth and Young Adults with Substance Use Disorders and Co-Occurring Disorders (SUD/COD): Workforce Plan**

**Updated November 26, 2018**

**Workforce Development Goal # 1:** Provide training to increase by 10% per year the number of treatment professionals in multiple disciplines, including primary care, who conduct research-based assessments and use the information to plan and monitor treatment.

***ORIGINAL Year 1: Focus on getting CANS, GAIN or ASI (Addiction Severity Index) Global assessment into the 4 pilot sites and keep track of who has been trained, who is administering the assessments, and the data on youth (aggregate) and process for procuring and engaging the youth in the proper interventions.***

***REVISED GOAL: Explore an appropriate assessment tool or tools and decide.***

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| Short term goal | Activities | Who | By When |
| 1. Decide which assessment instrument to use and develop a training plan | 1. Management team decides how to proceed with training modules on assessment and treatment planning.
 | JoAnne MalloyManagement TeamAmy Pepin-CHI do the training | Depends on the pilot sites- -NHBCBH will provide CANS training |
| 2. Investigate the feasibility of providing the GAIN Assessment | Get in touch with CHI and identify cost of GAIN training | JoAnne will investigate | September15 2018DECISION WAS MADE AT IAC |
| 3. Develop a tool or protocol to count # of professionals in pilot sites who perform assessments and increase to 10% of that figure |  | HSRI |  |
| 4. Identify who provides SBIRT in pilot site regions--- | Adele and Shawn will be happy to scan the pilot sites… | JoAnne and BCBH & CHI | January and February 2019 |
| 5. Set up SBIRT Training for pilot site regions---  | JoAnne will ask Amy about SBIRT training from CHI | CHI provides SBIRT training, CHI  |  |
| 6. Ask Rekha to review the Project Model/Flow Chart | To ensure that the Continuum as designed makes sense and is realistic | JoAnne | DONE |
| 7. Evaluate SBIRT training and utilization | CHI has working on this-can probably get that to our team | HSRA & Amy Pepin | By October meetingNeed to follow up with Amy Pepin January 2019--- |
| 8. Consider assessment tools including CANS and other tools typically used by providers |  |  | DONE |

**Workforce Development Goal # 2:** Increase by 10% per year the capacity of community- based providers to provide treatment and recovery services to youth (ages 12 to 25 years) with substance use disorders and co-occurring mental health and substance use disorders.

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| Short term goal | Activities | Who | By When |
| 1. Identify and set up training in the Seven Challenges
 | 1. Contact Seven Challenges trainer
2. Identify trainers in New England
3. Identify costs
4. Modify budget
5. Set up a meeting with the Seven Challenges trainers
6. Identify who on team will become trainers and develop a certification process
7. Identify schedule for training pilot sites
 | DianneDianneDianne, Shawn, Adele and JoAnneDianne, Shawn, and JoAnneManagement Team- NHTIADManagement Team |  July 15 2018August 31, 2018August 31, 2018 DONEDepends on pilot site awards- January 2019February 19-21, 2019 initial training Advanced May 2019 |
| 1. Who holds the Seven Challenges license?
 | Somehow the pilot sites need to the license but NHTIAD will pay for the license | Dianne will work with seven challenges combine with initial training | September decision has been made- December 2018 when contract is finalized- state will hold the license for the 4 pilot sites -Training announcements and registrations- Dianne will take the lead |
| 1. Begin Seven Challenges training (target Nov 2018)
 | Dianne will reach out to Sharon Connor to begin to talk about dates | Dianne will let team know- contract with NHTIAD will include as many materials as possible…. | Report at October meeting…Will be February 2019  |
| 1. Create and facilitate a Professional Learning Community around serving Youth/Youth Adults with SUD and SUD/COD
 | Discuss at an upcoming July Mgmt Team meeting | Amy Pepin-CHI, Shawn and JoAnne |  Develop a PLC development plan for FY 2019: 1. Reach out to players in pilot sites to find out what they want…2. Identify audienceAmy, Rekha, and Melissa will put ideas together for a PLC (how often, audience, virtual or in person, webinars, etc.?) Put on January 2019 agenda for our review… |
| 1. Revise & publish core competencies for Children’s BH
 |  | JoAnne M | JoAnne has Drafted and it will be formatted by early January 2019 |
| 4. Create Courses/certificate program.  | Review what is at UNH (most are coming out of SNHU) mh counseling – River is making inroads- MLADC---so we can begin to design enhanced undergraduate and graduate preparation. Meeting with the Dean…. (Bachelor’s programs should be a focus). | JoAnne | JoAnne has met with SW –She will ask Brian to talk about the ideas for online learning at our December 2018 meeting |
| 5. Evaluate Seven Challenges training | Check to see if they have an evaluation- fidelity audit is provided by Seven Challenges folks | Dianne will check with Sharon and also NHIAAD- HSRI will conduct at every training using a SAMHSA tool | Once training occurs |

**Workforce Development Goal # 3:** Develop and provide training for providers of in-patient, residential treatment, transitional, and sober living programs based on research-based practices specific to meet the developmental needs of youth with SUD/COD (especially for youth ages 16-18) by developing curricula, tools, training modules, and a system for coaching professionals who work in acute care, detoxification, and short term treatment facilities.

*There are no residential providers for 16 and 17 year olds--- possibility in Sununu Center?*

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| Short term goal | Activities | Who | By When |
| 1. Update treatment map - <http://nhtreatment.org/>
 | 1. Assess existing treatment providers so that we can have a list of providers serving 16-18 year olds. 2. Find out who is providing MAT? |  JoAnne will talk to CHI about thisPromote protocols used CHI and adapt for under 18 year oldsThink about more targeted questions once pilot sites in place | Revisit this activity during September 2018 meetingDiscuss at September 2018 meetingCHI is editing the Treatment Locator – October 2018 |

**Workforce Development Goal # 4:** Develop staff capacity to provide individualized continuing care management supports for youth with SUD/COD by developing and delivering training in an intensive family- and youth-driven wraparound supports and step-down care management services for youth with SUD/COD.

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| Short term goal | Activities | Who | By When |
| 1. Develop an enhanced Wraparound model for youth with SUD/COD who require intensive care coordination | 1. Develop a small Wrap SUD/COD workgroup and develop critical features of Wrap for SUD/COD- (Target is to serve 20 youth per year with Wrap).2. Create an identification process for who gets wraparound. | JoAnne M.Dianne P.YouthMOVENFIDaryll TenneyShawn BlakeyWrap Coordinators or coachesBrian HuckinsPaul KRekha | October 31, 2018-DONE – certification requirements have been revised to include SUD training for all Wrap coordinators |
| 2. Survey Wrap Coordinators | Survey Wrap Coordinators- Coordinators may need training in MI, SUD resources- 8+ topics | Rekha or Amy Pepin JoAnne  | August 10 Wrap meetingDONE |
| 3. Investigate Care Coordination models for SUD/COD | Lit review--- | Rekha, Amy, JoAnne, Dianne | September 30 2018Dianne talked to NAADAC- no known model-JoAnne will follow up (Need a Care coordinationmodel for SUD?? Paul will ask Jaime)  |
| 4. Add modules inSUD/COD in trainingfor NH WraparoundCoordinatorsstatewide. | 1. Identify who will create modules.
2. Identify module content.
3. Record modules
 | Management Team—JoAnne will follow with Amy and Rekha | DONE- Changed certification requirements for wrap coordinators |
| 4. Develop a module in wraparound for people who refer to wraparound from the SUD/COD world | 1.JoAnne will work with Daryll on this step | JoAnne- wraparound workgroup | October 31, 2018-Pilot site webinar in March 2019 |
| 5. Evaluate Wrap training | Modify existing Wrap evaluation | JoAnne and Cat | Don’t need to do this- people will need to show for certification |

**Workforce Development Goal # 5:** Develop and increase by 10% per year access to peer to peer support for youth with SUD/COD by developing and delivering training in peer –to- peer support at the intensive and step-down treatment levels.

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| Goal | Activities | Who | By When |
| 1. Work with Youth MOVE to design enhanced SYT peer-to-peer support model | 1. Form a youth peer-to-peer support workgroup (Youth MOVE, NAMI, Adele, Shawn, Cheryle Pacapelli (Harbor Homes), Ginger Ross (Independent Consultant for Recovery Coach Academies), JoAnne M.
 | JoAnne M.  | January 2019 |
| 2. Determine NAMI ‘s roles | JoAnne will talk to Brian Huckins | JoAnne | JoAnne will talk with Brian about SUD/COD training- go through Families & Addiction (TIPS and TAPS) |
| 3. Evaluate youth peer to peer support training |  |  |  |

**Workforce Development Goal # 6:** Ensure that the SYT I Workforce Development Plan deliverables and activities are being addressed and met in a timely manner by creating and facilitating a statewide State Youth Treatment Workforce Development Team as part of the NH Children’s Behavioral Health Collaborative and NHCBH Workforce Development Network.

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| Goal | Activities | Who | By When |
| 1. Create and facilitate a State Youth Treatment Workforce Management Team that is representative of key stakeholders within the NH CBH Workforce Development Network | 2. Form Workforce Management Team | JoAnne | July 2, 2018DONE |
| 2. Facilitate the SYT-I Interagency Council meetings | Schedule and facilitate | JoAnne | Ongoing |
| 3. Use a continuous quality improvement process to monitor progress and makeadjustments as needed. | Bring data to every Management Team meeting and review our workplan and make adjustments as needed | JoAnne | Every meeting |

GOAL #7: Policies and rules regarding youth treatment and recovery SUD/COD (JoAnne and Deb will draft goals for this)

Draft policy Plan will be reviewed by Policy workgroup in September 2018--- Deb- interview Abby S.

SEE Policy Workplan.