

Youth Services Advisory Council Meeting Minutes

Date: September 11, 2018

Location: Mountain Ash Conference Room

10:00-12:00

Notetaker: Cheryle Wilcox

Present: Cheryle Wilcox, Matt Wolf, Jo Ellen Tarallo, Ariel Carter, Tom Delaney, Theresa Lay Sleeper, Willa Farrell, Jon Kidde, Adam Sancic, Tracy Birch, Amy Danielson, Kreig Pinkham, Martha Frank, Rich Tulikangas, Tara Howe

Regrets: Mitch Barron, Holly Morehouse, Sara Chesbrough, Danielle Brier

Agenda Item	Discussion Notes	Next Steps
<p>Agenda Overview ~ <i>Cheryle Wilcox</i></p> <p>Review of Timeline</p> <p>Updates from group members</p>	<ul style="list-style-type: none"> • Joellen-brought information about the Crisis Text Line/get time on a future • Youth Advisory Council which is specific for youth—25 youth ages 15-26 responded who are interested. Sept. 24th is orientation. There will be an opportunity to be both at a place where other programs can also come to bring information about new pilots, legislation, etc. also will be putting together an annual youth summit. Have had conversations with DCF and other partners. • Interagency core transition teams invite is out—invite will be sent to this group. It will be at Killington Grand on October 16th and it is free. • Vermont Family Network: they have a transition guide on their website which shares information about the transition to adulthood for youth with a disability. Has regional resources on it as well-if you see any you want added you can contact Martha. Here is the link: http://www.vermontfamilynetwork.org/category/transition/ 	<p>Link to the webpage on the IFS website were information on YSAC is located can be found here: http://ifs.vermont.gov/content/youth-services-advisory-council</p>
<p>Report Out from Workforce Development Workgroup</p>	<ul style="list-style-type: none"> • Discussed the results from a survey that was sent to the youth care workforce (those who work with youth 9-26 years of age)—sent far and wide as an email link to program leaders, youth service agencies, state employees, and educators for them to send out further. • Survey was designed to develop a current picture of the Vermont youth workforce-professionals working with youth in a substantive fashion. • 130 items--Looked at demographics of workforce, identified training needs, what aspects of your development has helped you in your work with youth • Got 112 useable surveys—2 rounds of data collection—fall 2017 and spring 2018. 	<p>Please see summary of the survey with more detailed information</p>

- The workforce development group synthesized the information and narrative responses that came back.
- Two questions to keep in mind while reviewing this information:
 1. What are we already doing in Vermont that capitalizes on some of the opportunities here?
 2. What does this information tell us about how our workforce needs to be supported and what can we do better that doesn't already exist?
- Discussion Notes:
 - Age demographic: more older age group responses than anticipated—older than folks expected. The survey didn't differentiate between workers and volunteers. Mentors could have been respondents as well. Half of the respondents were 31-50 years of age. We need to consider that many youth workers are older professionals which impacts targeted training and identifying needs of the workforce.
 - How long have you been working with youth?
 - Type of work: #1 response, almost 50% education and enrichment, 1/3 in crisis management, 1/3 advocacy
- Narrative responses:
 - The workforce survey group grouped the responses into themes using a coding system. They did this grouping for each of the narrative questions.
 - What knowledge, skills, beliefs and attitudes do you consider critical to being a youth care worker?
 - Healthy boundaries, no child is inherently bad, supporting positive youth development, you must like kids, clinical skills
 - What academic and professional training has been most important?
 - Behavioral health, college, SA, trauma
 - Challenges are youth presenting that you feel least prepared to deal with?
 - Housing poverty, lack of trust, MH, lack of motivation and perspective, SA in families, stigma/kids feeling judged, not valued or respected, family stress impact
 - What keeps you in youth care work?
 - Hopefulness and future orientation, dedication, recognition of need, connection with and enjoyment of youth, care, compassion, belief in youth, fun, relational. Strong responses about how meaningful

this work is for staff and how much they love working with youth.

- What do you find most challenges your ability to continue working with youth?
 - Staffing related challenges, lack of capacity, lack of resources, can't engage families, exhausting, trauma impact, lack of self-care opportunities
- What supports do you have?
 - Agency supports and work environment, self-care
- Reflections made in today's meeting:
 - Identified the bureaucracy and data keeping that can impede the workers ability to spend time with youth doing what they love
 - Could we use this information to communicate with local colleges to inform the curriculum needs of the workforce and to get students interested in the field
 - See a marginalized workforce and infrastructure
 - Struggling with the small sample size and being able to draw conclusions from this information. We understand there are limitations to this survey and there is some ground to stand on regarding the information we can glean from the results.
 - Thinking about how to connect what is already happening in Vermont such as Core Transition Teams.
 - Trying to work more in Vermont to integrating the culture of the work and not just chasing the "newest shiny thing".
 - What opportunities exist to leverage what we heard in today's survey results?
 - How do we use this information to share the results and see what thoughts come from that?
 - It might be useful to put some of the results into the larger context of this workforce. There isn't information on the larger context which is part of why this survey was done.
- Possible uses of this information:
 - Share with others who coordinate summits and trainings to inform their planning.
 - The more we can create a comprehensive picture of the youth serving field the more we can create a consistent response to the field.
 - To use in this council to guide us in a direction for next steps

<p>Membership Check-In</p>	<p>Update from Sara: <i>From those who responded, the highest percentage of time was spent on increasing mental health and decreasing substance use and increasing positive relationships.</i></p> <p><i>Collectively, we spend the least amount of time on increasing access to health care and medical homes, increasing access to safe and stable housing, and increasing job opportunities and levels of employment.</i></p> <p><i>Suggestions?</i> <i>Looks like we could use members/guests who are working on health care, housing, and employment.</i></p> <p><i>Let Holly, Sara and I know if there is someone from this list you think of:</i></p> <ul style="list-style-type: none"> • <i>Get Blueprint participation—Cheryle will follow up</i> • <i>Direct service youth care workers</i> • <i>VSAC for education participation—Amy will follow up with Holly</i> • <i>Adjunct faculty from higher ed who may have more flexibility</i> 	
<p>Next Steps and Wrap Up</p>	<p>Schedule time at a future council meeting with JoEllen to share information about UMatter.</p> <p>Important to map groups/councils doing similar work and the connections to each so we are working in concert.</p>	