

**Roundtable discussion: Relationship with Treatment Providers – October 26, 2007
OASAS/ASAP Trainer's Summit**

Facilitator: Jennifer Faringer

Group was diverse with representatives from Community Colleges, 350 hour programs, treatment programs, trainers and students.

Group brainstormed multiple problem and solution areas. Identified first are the (3) problem areas as well as the (3) solution areas. Following this is a list of our brainstorming session which includes multiple areas.

(3) Problem Areas in Relationships with Treatment Providers:

1. There is a clear need for administrative buy in to the importance of both initial education as well as ongoing continuing education vs. simply complying with a mandate.
Group identified importance of training being focused on practical vs theoretical application
2. Funding streams are needed to assist students in completion of their CASAC as well as their re-credentialing and ongoing professional development.
3. Communication between training/education provider and treatment sites is critical. There must be a formalized internship process in place, with clear expectations for student, treatment provider/clinical supervisor and provider of training/education.

(3) Solution Areas in Relationships with Treatment Providers:

1. Pre-training contract/understanding between treatment provider and provider of education/training. Cost benefit analysis done to show the effectiveness of outcomes and stress the importance and the value of interns.
2. Better awareness and identification of as well as collaboration with the wide variety existing in the state as well as within communities that may be generic to that community or county. Examples given included: VESID, Health Care retraining grants, Business downsizing packages which include retraining, scholarships through ASAP/OASAS, through Colleges access to many scholarships as well as tuition assistance.
3. Need for professional development approach at the treatment provider site which clearly values the need for and importance of the intern. Institute a formal application for interns that is identical to employment application. Employment application for interns will assist in stressing the importance of work hour commitments on part of intern and will also ensure that applying interns are work ready should position become available.

Brainstorming ideas including both problem and solution areas:

Problems:

- Variability of internship hours from program to program, site to site
- Funding streams needed to ensure completion of CASAC and degree programs
- Formalized process between treatment provider and colleges needed – currently not consistent, not clear expectations
- Communication critical between education/training programs and treatment providers, no uniformity of expectations
- No cost benefit analysis available to show the importance of interns, also amount of time for clinical supervision at treatment provider site
- Lack of administrator buy in to the importance of training rather than simply complying to mandate
- Not always provided training/education with practical application
- Supervisor's training is important and lacking

Solutions:

- Highlight model programs that are successful
- Pre-training provided between education/training provider and treatment site for clearer expectations
- Cost benefit analysis, seeing increased outcomes and clearer relationship as to importance of connection between provider of education and treatment site.
- College vouchers to treatment site for taking interns
- Specific training agenda and commitment to professional development within the treatment provider agency
- Recruitment is critical!
- Better understanding of both the traditional and non traditional sources of funding, scholarships through business, government, churches, service organizations, etc etc.
- ASAP/OASAS scholarships
- Full or partial college scholarships, tuition assistance
- Need for treatment providers to develop a more staff development focus and for OASAS to incorporate and reconcile this with all of the other demands for time placed on counselor, supervisors and agencies
- Build a plan/process with incentives for supervisors and mentors of interns
- Sharing training resources via regional consortia, interagency collaboration etc
- Learning the language between treatment provider and training/education programs.
- Value interns
- At treatment site, recommend that interns apply as if they were new employees