

**University of Vermont**  
**College of Nursing and Health Sciences**

**Dean's Office**

**(Updated 3-20-19)**

**TITLE: Development of Vermont Recovery/Addiction Integrative Health and Wellness Coaches**

**Brief description:** Opioid-related substance use disorder is the largest public health crisis facing Vermont today (healthvermont.gov) and has been since at least 2014. There is a significant lack of qualified and trained professionals and paraprofessionals entering into the addiction recovery workforce. In fact, Vermont has one of the highest rates of substance use disorder (healthvermont.gov) and the second oldest workforce in the United States (www.governing.com). These trends will continue to merge and cause havoc in our state's public health if left unchecked.

The objective of this proposal is the development of educational programs at the University of Vermont specifically to prepare qualified individuals to enter the addiction and recovery workforce. The College of Nursing and Health sciences (CHNS) is very well suited to be the center of this much needed educational programming. The UVM Integrative Health Program, which is administered in the CNHS, has developed an Undergraduate Certificate and a Post Baccalaureate Certificate in Integrative Health and Wellness Coaching which prepares graduates for National Certification. CNHS has also formed a unique partnership with the Vermont Association for Mental Health and Addiction Recovery (VAMHAR) with specific expertise in training peers in recovery and addiction. CNHS also has a working relationship with the UVM Medical Center Day 1 Addiction Recovery Program. This grant could enable us to expand a health coaching workforce with specialization in recovery/addiction and mental health, capitalizing on our working relationship with VAMHAR and the UVMMC Day 1 Addiction Recovery Program.

Integrative Health and Wellness Coaches: Addiction and Recovery Specialists (IHWC: A&R) educated at UVM will learn to:

- work closely with individuals help provide guidance through the behavioral change process
- use motivational interviewing skills to help the individual be personally vested in making a behavioral change.
- use an evidence-based approach to addiction recovery and mental health
- work in an interprofessional team of health care providers to ensure the best treatment
- partner with addiction specialists to offer integrative health and wellness care
- advocate for the individual's needs, to establish effective ways of communicating, and to recognize the individual's 'inflection point' or that time of instability and uncertainty that requires support.

It is at the ‘inflection point’ that without the support of a recovery/addiction integrative health coach that the individual with substance use and mental health issues is compromised. Our approach is to recognize and address these inflection points to ensure stability, health, and wellness.

The requested funds will provide a vehicle for an interdisciplinary team of faculty and clinicians to plan the IHWC: A&R curriculum, work with our partners at VAMHAR, and provide scholarship funds to leverage entrance in the addiction recovery workforce. Importantly, the scholarship funds will be used in a stackable credential model that will allow addiction recovery paraprofessionals as well as undergraduates students to gain field-work experience and have a clearer educational and scholarship path ahead of them at both the preservice and in-service levels. We will collaborate with VAMHAR’s certified Vermont Recovery Coach Academy to create educational access pathways for students and providers who wish to pursue the Health Science Degree as well as complete an Integrative Health and Wellness Coaching Certificate. Our hope is that the proposed program becomes a national model, not only of integrative health education but a model to aid recovery from our country’s substance use disorder epidemic. Figure 1 provides a visual of our proposed stackable credentials to increase the workforce in addiction, recovery and mental health.

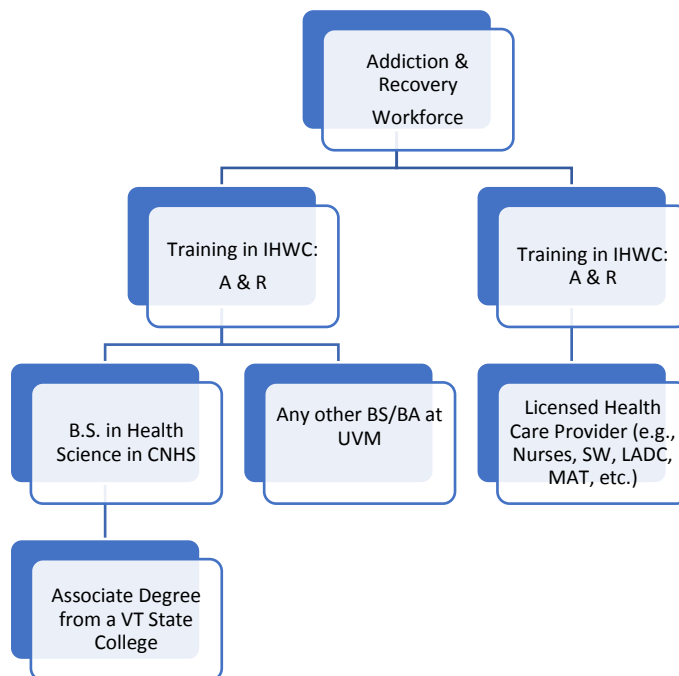


Figure 1. Stackable credentials for achieving Integrative Health & Wellness Coaches to support VT’s mental health, addiction and recovery needs.

A stackable credential program increases access to educational programming, helping to move more people into the addiction and recovery workforce.

Although credentialed health care providers are part of our current payment model, the addition of Integrative Health and Wellness Coaches with expertise in addiction and recovery who do not have a health care credential will require a different payment model. Importantly, we would want

to work with the legislature to support policy development that would allow for payment of these Integrative Health and Wellness Coaches.

**Market Demand:** From H2 2013 to H2 2016, national employer demand for undergraduate- and graduate-level integrative health coaching professionals increased 24 percent (i.e., 2,579 to 3,204 postings). National demand for integrative health coaching professionals reflects the 26 percent increase in demand for all undergraduate- and graduate-level professionals nationwide during that time. In that period, regional demand also increased 39 percent (i.e., 96 to 133 postings). The increase in demand greatly exceeds the nine percent increase in regional demand for all undergraduate- and graduate-level professionals (The Advisory Board Company, 2016).

**Service Requirement:** Students educated in the *Integrative Health and Wellness Coaching: Addiction and Recovery certificate program* will be required to provide at least 1 year of service to Vermont

**Expected Outcomes/Return on Investment:**

1. Access to care
  - Documentation of hours spent supporting individuals with issues of addiction and recovery
  - Increased availability of IHWC: A & R in the ED
  - Increased availability of IHWC: A & R in primary care settings
  - Number of IHWC coaching hours available to patients in primary care
2. Number of graduates taking positions in state agencies providing support for vulnerable populations with A & R needs
  - Percent of graduates satisfied with their preparedness to take on a job in PMH
3. Number of participants who graduate from the Recovery Coaching Academy through VAMHAR and move onto to UVM to receive a bachelor's degree and the certificate in IHWC: A& R
  - Graduation of recovery workers from the RCA and/or UVM who are qualified for jobs in VT's recovery workforce and have a foundation for a path to licensure
  - % of working graduates who report that the Addiction Recovery Workforce program helped them in their current job
  - % of working graduates who report that the Addiction Recovery Workforce program helped them get a job
  - # of graduates and organizations who say "yes" on impact survey question regarding IHWC Addiction Recovery Workforce program's positive client impact

**Cost breakdown (i.e. staff, technology, equipment)**

***Initial Recovery Coach Training*** (3 credits)

**Tuition Scholarships.** Funding is being requested to support 3 credit hours at \$318 per credit for 25 Vermont students in the certified Vermont Recovery Coach Academy or \$318 x 3

credits = \$954 for 25 in state students for a total of \$23,850. This funding will ensure students complete the 3 credit Vermont Recovery Coach Academy for paraprofessionals in Addiction Recovery. The training is run by VAMHAR with credits conferred by CCV.

**Staffing needs.** Expert staff at VAMHAR and the Vermont Recovery Coach Academy will develop experiential field placements & collect data to measure outcomes and ensure quality programming for a total of \$20,000.

Total request: \$43,850

***Certificate in Integrative Health & Wellness Coaching: Addiction & Recovery***  
(12 credits for UG and 15 credits for Post Bac Certificate)

**Tuition Scholarship for Undergraduate Students.** Funding is being requested to support 12 credit hours at \$664 per credit for 6 in-state students, or \$664 x 12 credits = \$7968 for 6 in state students for a total of \$47,808. This funding will ensure students complete the 12 credits for a Certificate in IHWC: A&R as part of their Health Sciences bachelor's or other degree program at UVM.

**Tuition Scholarship for Post Baccalaureate Students.** Funding is being requested to support 15 credit hours at \$664 per credit for 11 post-bac certificate students, or \$664 x 15 credits = \$9960 for 11 post baccalaureate certificate students for a total of \$109,560. This funding will ensure students complete the 15 credits required for a Post Bac Certificate in IHWC: A&R.

**Staffing Needs.** An interdisciplinary team of faculty and staff will develop and implement the curriculum for the Certificate in Integrative Health & Wellness Coaching: Addiction and Recovery with backgrounds in psychology, psychiatry, mental health, speech-language pathology, physical therapy & organizational development (cost \$70,639). Patricia Prelock, Ph.D., Dean, College of Nursing and Health Sciences, will provide oversight for all aspects of the program's implementation at UVM including the evaluation plan. She will work with the UVM Integrative Health Education Program Director and Project Manager for the Certificate in IHWC: A &R and with the Program Director for the Health Sciences degree program to ensure a high-quality curriculum and field experiences as well as to monitor retention and graduation rates. Dr. Prelock will serve as the primary liaison with VAMHAR.

Karen Westervelt, Ph.D., PT, ATC, Education Program Director for UVM Integrative Health and Clinical Assistant Professor in Physical Therapy, and Cara Feldman-Hunt, M.A., Program Manager for UVM Integrative Health and Administrative Staff in the College of Nursing and Health Sciences will provide oversight for the Certificate in IHWC: A & R to ensure curriculum content and field experiences meet the needs of students preparing to be part of an interprofessional addiction and recovery workforce and the requirements for the International Consortium for Health and Wellness Coaching certification. Ms. Feldman-Hunt will also provide coordination for the field placements with the Vermont Recovery Network, the Howard Center, the UVM Medical Center Day 1 Program, the UVM Health Network hospitals, and the Community Health Improvement Teams serving primary care in rural settings across the state.

A licensed alcohol and drug counselor (LADC) in the UVM Medical Center Day 1 Addiction Recovery Program will help build content related to addiction and recovery in the Certificate in IHWC: A & R and will collaborate on instruction. S/he will collaborate with the Education Program Director and Project Manager to ensure content meets the knowledge and skills requirements for the ICHWC certification. The LADC will also provide coaching mentoring and supervision sessions with students in their field placements.

Total request: \$227,737

**Overall funding request: \$271,587**

**Current funding sources:** UVM Integrative Health is primarily funded through donor contributions. The College of Nursing and Health Sciences is contributing significant in-kind resources, both human and financial to support program development.

**Relevant federal account/program:** HRSA, NIMH

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