

# 10 TIPS FOR STAYING AT WORK IN VERMONT

## TAKE CARE OF YOURSELF

Self-care is not selfish. It is normal to worry about the impact your medical condition may have on different parts of your life. Taking time for yourself can be even more difficult when you don't feel well; however, self-care techniques have been shown to improve coping, health, and wellbeing. Start with a few manageable steps.

**1**

## GET THE FACTS

Schedule a doctor's appointment to get a clear diagnosis, make a treatment plan, and discuss the timeline for healing. Bring your job description to the appointment and explain your job so your doctor can understand what you do for work. At every visit, ask for an activity prescription that describes what you can safely do and what you shouldn't do (both at work and at home). This may change over time.

**2**

## STAY AT WORK IF YOU CAN

Research shows that working is essential for your health and the health of your family. If it is medically safe, try to stay at work while you are receiving care from your doctor. If you are unable to do some or all of your usual job, temporary or permanent alternative work may be available to you. For example, if you do physical work, you may be able to do desk work while recovering from a back injury. Ask for ideas or make suggestions to your doctor or employer about changes to your job that could help you stay at work. For work-related injuries in Vermont, a Vermont Department of Labor Work Capabilities Form (Form 20) should be signed by your doctor every 4 to 6 weeks.

**3**

## REMEMBER THAT AN ACTIVITY PRESCRIPTION IS A PRESCRIPTION

A work release from your doctor is a prescription that you need to follow. If the prescription is too restrictive or not restrictive enough, ask your doctor to change it to match your capabilities. Keep a copy of your activity prescription, so you can share it with your employer if you feel pressure to work beyond your capabilities. If your supervisor has questions about what you can and can't do at work, tell them you will ask your doctor for clarification. Do not exceed the activity levels prescribed by your doctor.

*What if my doctor says I can't work or my employer can't provide work my doctor says that I can do?*

Talk to your Human Resources representative, Benefits Office, and local State Voc Rehab and Career Resource Center offices.

**4**

## ASK QUESTIONS

You have the right to make decisions about your health care. Learn about your medical condition and your treatment. Learn about your rights and benefits. Ask questions until you understand.

**5**

## KEEP GOOD RECORDS

Use a calendar to track your appointments. Use a notebook to take notes. Use a folder to keep medical records and forms organized in one place.

6

## STAY ACTIVE

Research shows that people who keep their daily routine as normal as possible recover from an injury or illness faster and more completely. Being active can also help prevent, slow, or improve chronic health conditions. Ask your doctor what you can do to help yourself get better.

7

## REPORT WORK-RELATED INJURIES OR ILLNESSES PROMPTLY

Tell your doctor, employer, and insurance company when and how you got hurt as soon as possible. Complete an incident report and ask for a copy. Giving clear details can help speed up decisions about your benefits. Note: Your employer is not entitled to information about personal medical conditions that are not work-related, but you can volunteer this information if you are comfortable doing so.

8

## STAY IN TOUCH WITH YOUR EMPLOYER

Good communication is key. If you are not working, it is a good idea to keep your employer up to date on your progress and any changes your doctor makes to your activity prescription, especially if it is a job that you want to go back to. This way, your employer knows what to expect and can plan how to cover your work until you return. If you have a Human Resources representative or Benefits Office, keep them updated too.

9

## ASK FOR HELP

If coping becomes difficult or your recovery is slow, get support sooner than later. There is no shame in needing help.

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Retaining  
Employment  
and Talent After  
Injury/Illness  
Network

*A program managed by the  
Vermont Department of Labor*

### INTERNET ACCESS

For free internet access to the resources below, go to your local public library.

To find your library call: (802) 636-0040

<https://vermontlibraries.org/vermonts-public-libraries>

<https://libraries.vermont.gov/find>

## EMPLOYMENT RESOURCES

<p><b>HireAbility Vermont (State Vocational Rehabilitation Services)</b></p>	<p><b>If you have a mental and/or physical health condition that impacts your ability to find employment or remain employed.</b></p> <p><b>Services:</b> Provides employment and career development resources for Vermonters with disabilities, connects employees with local employers, and provides ongoing support to help ensure continued success. Services also include assistive technology tools, career assessments, individualized plans for employment (IPE), and career counseling for individuals who are deaf or hard of hearing.</p>	<p>P: (866) 879-6757</p> <p><a href="https://www.hireabilityvt.com/job-seekers/">https://www.hireabilityvt.com/job-seekers/</a></p> <p>Find your area office: <a href="https://vocrehab.vermont.gov/contact-us/office-locations">https://vocrehab.vermont.gov/contact-us/office-locations</a></p>
<p><b>Vermont Workforce Development Career Resource Network</b></p>	<p><b>If you are looking for a job.</b></p> <p><b>Services:</b> Services include career counseling; interview preparation; resume writing; and help finding a job, advancing your career, or finding an apprenticeship.</p>	<p>P: (802) 828-4394</p> <p>Program information: <a href="https://labor.vermont.gov/JobSearchVermont">https://labor.vermont.gov/JobSearchVermont</a></p> <p>Find your local office: <a href="https://labor.vermont.gov/workforce-development/job-centers">https://labor.vermont.gov/workforce-development/job-centers</a></p>
<p><b>Vermont Workers' Compensation</b></p>	<p><b>If you were injured at work.</b></p> <p><b>Services:</b> Resources, including claims forms, for people injured at work to ensure that employers, or an employers' insurance company, provides the medical, disability compensation, and other benefits required by law.</p>	<p>P: (802) 828-2286</p> <p>Email: <a href="mailto:labor.wccomp@vermont.gov">labor.wccomp@vermont.gov</a></p> <p>Website: <a href="https://labor.vermont.gov/workers-compensation">https://labor.vermont.gov/workers-compensation</a></p>

<p><b>Workers' Compensation Vocational Rehabilitation</b></p>	<p><b>If you were injured at work and your injury or illness (a) has prevented you from working for 90 days or (b) prevents you from returning to a job that you have the knowledge, skills, and abilities to do.</b></p> <p><b>Services:</b> Once eligibility is confirmed, a Vocational Rehabilitation Counselor works collaboratively with you and your workers' compensation insurance adjuster to develop a Return to Work Plan.</p>	<p>P: (802) 828-4000</p> <p><a href="https://labor.vermont.gov/workers%E2%80%99-compensation/injured-workers/voc-rehab-information-injured-workers">https://labor.vermont.gov/workers%E2%80%99-compensation/injured-workers/voc-rehab-information-injured-workers</a></p>
<p><b>ADA National Network</b></p>	<p><b>If you are interested in learning more about the Americans with Disabilities Act and examples of reasonable job accommodation.</b></p> <p><b>Services:</b> Provides a basic overview of reasonable job accommodations and a brief review of the accommodation process.</p>	<p>P: (800) 949-4232</p> <p><a href="https://adata.org/factsheet/reasonable-accommodations-workplace">https://adata.org/factsheet/reasonable-accommodations-workplace</a></p>
<p><b>Job Accommodation Network (JAN)</b></p>	<p><b>If you need help talking to your employer about job modifications or accommodations at your workplace:</b> See the "Employees' Guide to Requesting Reasonable Accommodations."</p> <p><b>Services:</b> Helps individuals with disabilities explore job accommodation ideas and provides practical suggestions for requesting and negotiating accommodations with an employer.</p>	<p>P: (800) 526-7234</p> <p>TTY: (877) 781-9403</p> <p><a href="https://askjan.org/publications/individuals/employee-guide.cfm">https://askjan.org/publications/individuals/employee-guide.cfm</a></p>

<b>Human Resources (HR)</b>	<p><b>If you are employed and have an injury or illness that affects your ability to work.</b></p> <p><b>Services:</b> Explaining benefits, filing injury reports and workers' compensation, FMLA, short-term and long-term disability claims.</p>	<p>Contact your employer's HR department or manager</p>
<b>Senior Community Service Employment Program (SCSEP)</b>	<p><b>If you are 55+ years old with previous work experience and are interested in returning to the workforce or changing careers.</b></p> <p><b>Services:</b> Connects qualified job seekers with part-time, paid training positions at public agencies or 501(c)3 non-profit organizations in their local communities.</p>	<p>P: (800) 439-3307</p> <p><a href="https://a4td.org/scs-employment-program/">https://a4td.org/scs-employment-program/</a></p>
<b>Vermont Project WorkSAFE</b>	<p><b>For employers and employees who want to maintain safe working conditions.</b></p> <p><b>Services:</b> Provides confidential consulting services to help both employers and employees prevent workplace injuries and illnesses by assessing workplace hazards that could impact the health and wellbeing of employees.</p>	<p>P: (888) 723-3937</p> <p><a href="https://labor.vermont.gov/workplace-safety/project-worksafe">https://labor.vermont.gov/workplace-safety/project-worksafe</a></p>
<b>Vermont Works for Women</b>	<p><b>For women, girls, and gender-expansive individuals in Vermont interested in exploring and excelling in careers that meet their needs.</b></p> <p><b>Services:</b> Provides career exploration in skilled trades and STEM for youth, as well as career coaching, mentorship, and skill development.</p>	<p>P: (802) 655-8900</p> <p><a href="https://vtworksforwomen.org/">https://vtworksforwomen.org/</a></p>

## PHYSICAL HEALTH RESOURCES FOR WORK HEALTH

<p><b>Physical Medicine and Rehabilitation (PMR) Physician</b></p>	<p><b>If you need a medical specialist to help manage severe or complicated illness or injury (i.e., multiple symptoms or diagnoses).</b></p>	<p>Contact your provider for a referral or search:  <a href="https://members.aapmr.org/AAPMR/AAPMR_FINDER.aspx">https://members.aapmr.org/AAPMR/AAPMR_FINDER.aspx</a></p>
<p><b>Occupational Medicine Physician</b></p>	<p><b>If you have a work-related injury or illness and need to see a medical specialist who is an expert in physical, chemical, biological, and psychosocial hazards in the workplace and who understands employment laws and regulations.</b></p>	<p>Contact your provider for a referral or search:  <a href="https://acoem.org/acoem-find-a-provider">https://acoem.org/acoem-find-a-provider</a> and choose “Occupational Medicine” under “Area of Practice”</p> <p>or</p> <p><a href="https://members.aapmr.org/AAPMR/AAPMR_FINDER.aspx">https://members.aapmr.org/AAPMR/AAPMR_FINDER.aspx</a> and choose “Occupational Rehabilitation” under “Area of Practice”</p>
<p><b>Physical Therapy</b></p>	<p><b>If you have an injury, common physical condition, such as back pain, or a chronic physical condition and need a customized plan to help with movement, strength, flexibility, function, and/or pain management.</b></p> <p><b>Services:</b> Physical therapy is usually focused on treating a specific area of your body. You might need physical therapy to reduce symptoms of a health condition or after an injury or surgery.</p>	<p>Contact your provider for a referral or search:  <a href="https://aptaapps.apta.org/findapt/SearchResults.aspx">https://aptaapps.apta.org/findapt/SearchResults.aspx</a></p> <p>or</p> <p><a href="https://www.fsbpt.org/Secondary-Pages/The-Public/Find-a-Licensed-Physical-Therapist">https://www.fsbpt.org/Secondary-Pages/The-Public/Find-a-Licensed-Physical-Therapist</a></p>

<p><b>Occupational Therapy</b></p>	<p><b>If you need help accomplishing everyday activities with greater ease, satisfaction, and independence through education and physical and/or cognitive treatment.</b></p> <p><b>Services:</b> Occupational therapy is focused on helping people improve their ability to do common, daily tasks and live as independently as possible.</p>	<p>Contact your provider for a referral.</p>
<p><b>Speech and Language Pathology</b></p>	<p><b>If you need help improving your speech, comprehending others, expressing yourself, communicating more effectively, swallowing safely, or exploring new communication possibilities if you have limited or no speaking ability.</b></p>	<p>Contact your provider for a referral or search: <a href="https://www.asha.org/profind/">https://www.asha.org/profind/</a></p>
<p><b>Neurorehabilitation (for brain health)</b></p>	<p><b>If you have a disease, injury, or disorder of the nervous system and want to improve your function</b></p> <p><b>Services:</b> A neurorehabilitation therapist will make a care plan tailored to your needs that focuses on issues such as medication, physical conditioning, activities of daily living, diet, cognitive rehabilitation, and psychiatric treatment (if needed) with the goals of improving or maintaining function, decreasing the impact of symptoms, and improving quality of life.</p>	<p>Contact your provider for a referral.</p>

<b>Sports Medicine and Orthopedics</b>	<b>If you need to see a specialist who is an expert in treating the musculoskeletal system (i.e. bones, muscles, joints, tendons, ligaments, and connective tissues).</b>	Contact your provider for a referral or search: <a href="https://www.aaos.org/membership/aaos-member-resources/active-fellows-resources/FAAOS/find-an-orthopaedist/">https://www.aaos.org/membership/aaos-member-resources/active-fellows-resources/FAAOS/find-an-orthopaedist/</a>  or  <a href="https://www.amssm.org/Find-a-Doc.php">https://www.amssm.org/Find-a-Doc.php</a>
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<p><b>Functional Restoration Programs (FRP), Work Hardening and Work Conditioning</b></p>	<p><b>If you need to return to work after injury, physical conditioning programs, called work conditioning, work hardening and functional restoration/exercise programs, aim to improve work status and function.</b></p> <p><b>Services:</b></p> <ul style="list-style-type: none"> <li>● <b>Functional Restoration Programs:</b> For individuals with chronic pain who would like to improve physical functioning and pain coping skills as well as facilitate healing their body as a whole.</li> <li>● <b>Work Hardening:</b> For individuals who need help recovering from a <i>physical injury as well as assistance with mentally preparing to return to their job</i>. Work hardening is a comprehensive, multi-disciplinary, intensive program that addresses the physical and behavioral aspects of work and often involves many different types of healthcare professionals, including physical and occupational therapists, psychologists, and vocational specialists.</li> <li>● <b>Work Conditioning:</b> For individuals who need to focus on restoring their <i>physical capabilities in order to return to work</i>. Work conditioning is similar to work hardening but less intensive, is not multi-disciplinary and is usually performed and supervised by a physical therapist.</li> </ul>	<p>Functional Restoration Programs: Community Functional Restoration Program (cFRP) at Northern Vermont Regional Hospital (NVRH) Center for Pain Management P: (802) 748-7345 <a href="https://nvrh.org/pain-management/">https://nvrh.org/pain-management/</a></p> <p>Dartmouth Health Functional Restoration Program (FRP) P: (603) 650-8285 <a href="https://www.dartmouth-hitchcock.org/pain-spine/functional-restoration-program">https://www.dartmouth-hitchcock.org/pain-spine/functional-restoration-program</a></p> <p>Central Vermont Medical Center Occupational Medicine P: (802) 371-4100 <a href="https://www.cvmc.org/departments-programs/occupational-medicine">https://www.cvmc.org/departments-programs/occupational-medicine</a></p> <p>Injury &amp; Health Management Solutions (IHMS) P: (802) 655-7575 <a href="https://ihmspt.com">https://ihmspt.com</a></p> <p>WorkAbility P: (802) 383-8116 <a href="https://www.workability.co/">https://www.workability.co/</a></p>
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<p><b>Vermont Assistive Technology Program</b></p>	<p><b>If you need low-cost assistive equipment to accomplish tasks at home, school, work, and in your community.</b></p> <p><b>Services:</b> Specialists help you access assistive devices, free equipment loans, demos, training, workshops, financing, and an exchange site for durable medical equipment.</p>	<p>P: (800) 750-6355</p> <p><a href="https://atp.vermont.gov/">https://atp.vermont.gov/</a></p>
<p><b>Vermont Department of Health Immunizations and Infectious Disease</b></p>	<p><b>If you need resources on common infectious diseases and vaccines for you and your family.</b></p> <p><b>Services:</b> Provides information on how to prevent getting sick, symptoms and treatment, testing, vaccinations, and travel strategies.</p>	<p>P: (802) 863-7200</p> <p><a href="https://www.healthvermont.gov/disease-control/">https://www.healthvermont.gov/disease-control/</a></p>
<p><b>Vermont Medicaid Programs</b></p> <p><b>and</b></p> <p><b>Department of Vermont Health Access</b></p>	<p><b>If you would like to learn about or apply for health insurance.</b></p> <p><b>Services:</b> Provides information and help applying for commercial or state health insurance, including Medicaid, Dr. Dynasaur (medical coverage for minors and pregnant women), or prescription assistance.</p>	<p>P: (802) 879-5900</p> <p>Medicaid Programs: <a href="https://dvha.vermont.gov/members">https://dvha.vermont.gov/members</a></p> <p>Health Access: <a href="https://dvha.vermont.gov/">https://dvha.vermont.gov/</a></p>
<p><b>Vermont's Free and Low-Cost Medical and Dental Clinics</b></p>	<p><b>If you need free or low-cost medical or dental care.</b></p> <p><b>Services:</b> Free medical, dental, and mental health services, support with health insurance and other state programs, care coordination, and help accessing free or low-cost prescriptions or transportation to appointments.</p>	<p>P: (802) 448-4280</p> <p><a href="https://vtfreeclinics.org/">https://vtfreeclinics.org/</a></p>

<p><b>My Healthy VT</b></p>	<p><b>If you need resources to improve your health.</b></p> <p><b>Services:</b> Free virtual workshops on diabetes prevention, diabetes management, chronic disease management, chronic pain management, high blood pressure, and quitting smoking. Food and wellness resources for individuals, families with children, and older Vermonters.</p>	<p>P: (802) 863-7270</p> <p>Email: <a href="mailto:MyHealthyVT@vermont.gov">MyHealthyVT@vermont.gov</a></p> <p>Website: <a href="https://www.myhealthyvt.org/">https://www.myhealthyvt.org/</a></p>
<p><b>802 Quits</b></p>	<p><b>If you want to quit smoking, vaping, or using nicotine pouches, or other tobacco products.</b></p> <p><b>Services:</b> Provides support, guidance and resources for quitting smoking, vaping, oral nicotine pouches, and other tobacco products including 24/7 phone, email, and text support, coaching and a customized plan.</p>	<p>P: (800) 784-8669</p> <p>Email: <a href="mailto:TobaccoVT@vermont.gov">TobaccoVT@vermont.gov</a></p> <p>Website: <a href="https://802quits.org/">https://802quits.org/</a></p>

**MENTAL HEALTH RESOURCES FOR WORK HEALTH**

<p><b>Suicide and Crisis Lifeline</b></p>	<p><b>If you or a loved one need immediate help with a mental health crisis.</b></p> <p><b>Services:</b> Confidential support for people experiencing a mental health crisis and resources for loved ones supporting someone in crisis. You will hear an automated greeting with different options.*</p>	<p>Text or Call: 988</p> <p>Available 24/7</p> <p><i>*If you are not able to get through, you can use the original suicide lifeline (800-273-8255), go to the website to live chat (<a href="https://988lifeline.org">https://988lifeline.org</a>) or call back</i></p>
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<p><b>Veterans Crisis Line</b></p>	<p><b>If you are a veteran experiencing a mental health crisis.</b></p> <p><b>Services:</b> Immediate crisis support and referral to community mental health services.</p>	<p>Call 988 and press 1</p> <p>or</p> <p>Call (800) 273-8255 and press 1</p> <p>Text: 838255</p> <p>Chat: <a href="https://www.veteranscrisisline.net/get-help-now/chat/">https://www.veteranscrisisline.net/get-help-now/chat/</a></p> <p>Available 24/7</p>
<p><b>Vermont Counseling Network</b></p>	<p><b>If you need a mental health provider.</b></p> <p><b>Services:</b> Provides a directory of and ability to search availability of mental health therapists across Vermont *</p> <p><i>* Not always up to date and best to contact therapists directly for their availability</i></p>	<p>P: (802) 526-5075</p> <p><a href="https://findatherapist.vermontcounselingnetwork.com/search_results">https://findatherapist.vermontcounselingnetwork.com/search_results</a></p>
<p><b>Employee Assistance Program</b></p>	<p><b>If you have an Employee Assistance Program (EAP) through your employer and need mental health services.</b></p> <p><b>Services:</b> Provides confidential counseling and wellbeing resources to employees and their household members, and workplace resources to organizations.</p>	<p>Review benefits information from your employer or contact your employer's Human Resources department</p> <p>Many Vermont employers offer services through Vermont's Invest EAP Centers for Wellbeing:</p> <p>P: (866) 660-9533</p> <p><a href="https://www.investeap.org/">https://www.investeap.org/</a></p>

<p><b>Pathways Vermont</b></p>	<p><b>If you are experiencing homelessness and need mental health, housing, or employment support.</b></p> <p><b>Services:</b> Provides peer support and independent housing and community-based and rural supports for individuals who are experiencing homelessness and have a history of mental health or other life challenges.</p>	<p>P: (888) 492-8218</p> <p><a href="https://www.pathwaysvermont.org/">https://www.pathwaysvermont.org/</a></p>
<p><b>Department of Disabilities Aging and Independent Living (DAIL) Designated Agencies (DA)</b></p>	<p><b>If you are looking for mental health services within your county.</b></p> <p><b>Services:</b> Non-profit designated agencies within each county throughout the state provide mental health services for adults and children.</p>	<p>P: (802) 241-0304</p> <p><a href="https://ddsd.vermont.gov/designated-agencies-da">https://ddsd.vermont.gov/designated-agencies-da</a></p>

**SELF-CARE TIPS**

[mass.gov/info-details/resources-for-reducing-stress-and-healthy-coping](https://mass.gov/info-details/resources-for-reducing-stress-and-healthy-coping)

[health.harvard.edu/mind-and-mood/six-relaxation-techniques-to-reduce-stress](https://health.harvard.edu/mind-and-mood/six-relaxation-techniques-to-reduce-stress)

[health.clevelandclinic.org/what-happens-when-your-immune-system-gets-stressed-out](https://health.clevelandclinic.org/what-happens-when-your-immune-system-gets-stressed-out)

## SUBSTANCE USE DISORDER RESOURCES FOR WORK HEALTH

<p><b>Vermont Helplink Alcohol &amp; Drug Support Center</b></p>	<p><b>If you need help with a drug and/or alcohol use disorder.</b></p> <p><b>Services:</b> Free, confidential statewide resource for finding substance use treatment and recovery services in Vermont. Specialists will help you or your loved one take a step toward recovery including residential treatment with monitored detoxification, medical care, and 24-hour support in a live-in setting, medications, and confidential, non-judgmental support and referrals to treatment, recovery, and other services.</p>	<p>P: (802) 565-5465</p> <p>Text "LINK" to (802) 565-5465</p> <p><a href="https://vtthelplink.org/">https://vtthelplink.org/</a></p>
<p><b>Sana at Stowe</b></p>	<p><b>If you have a substance use disorder and are looking for residential treatment options.</b></p> <p><b>Services:</b> Provides residential medication-assisted treatment and trauma-informed care in a serene setting using a variety of skills-based therapies supplemented by process groups, expressive therapies, and integrative treatments, such as acupuncture.</p>	<p>P: (802) 532-5277</p> <p>Email: <a href="mailto:info@sanastowe.health">info@sanastowe.health</a></p> <p><a href="https://www.sanastowe.health/">https://www.sanastowe.health/</a></p>
<p><b>River Rock Treatment</b></p>	<p><b>If you have a substance use disorder and are looking for an outpatient program.</b></p> <p><b>Services:</b> Provides outpatient clinically based, trauma informed treatment for a wide range of substance use and mental health disorders.</p>	<p>P: (888) 308-2624</p> <p>Email: <a href="mailto:info@riverrocktreatment.com">info@riverrocktreatment.com</a></p> <p>Website: <a href="https://www.riverrocktreatment.com/">https://www.riverrocktreatment.com/</a></p>

<p><b>Vermont Foundation of Recovery</b></p>	<p><b>If you have a substance use disorder and are looking for housing.</b></p> <p><b>Services:</b> Provides a network of recovery homes (clean and sober living homes) and help with transitioning to independent living.</p>	<p>P: (802) 735-4340</p> <p>Email: <a href="mailto:info@vfor.org">info@vfor.org</a></p> <p>Website: <a href="https://www.vfor.org/">https://www.vfor.org/</a></p>
<p><b>Jenna's Promise</b></p>	<p><b>If you are female and currently in an inpatient treatment program or sober living program and are interested in continued recovery from addiction and trauma.</b></p> <p><b>Services:</b> Provides Level 3 recovery residence, employment, recovery meetings, financial assistance and wellness programming including yoga, meditation, nutrition classes, and a full gym.</p>	<p>P: (802) 343-8741</p> <p>Email: <a href="mailto:Info@jennasmpromise.org">Info@jennasmpromise.org</a></p> <p>Website: <a href="https://jennaspromise.org/">https://jennaspromise.org/</a></p>
<p><b>Divided Sky Residential Recovery Program</b></p>	<p><b>If you are interested in treatment for substance use disorder and seeking an alternative type of residential program or looking for support after a relapse.</b></p> <p><b>Services:</b> Provides innovative practices centered around mindfulness, 12-steps, and activities in nature in a residential setting. Offers partial scholarships for those who may need financial support.</p>	<p>P: (802) 735-7890</p> <p>Email: <a href="mailto:info@dividedskyfoundation.com">info@dividedskyfoundation.com</a></p> <p>Website: <a href="https://dividedsky.org/">https://dividedsky.org/</a></p>

<b>Working Fields</b>	<p><b>If you have a substance use disorder, past conviction, or other barriers to work and are looking for employment services.</b></p> <p><b>Services:</b> Provides mission-driven inclusive employment services, peer coaching, and expertise in navigating barriers like housing, prior convictions, career changes, mental health, or recovery from substance use.</p>	<p>P: (888) 847-8595</p> <p>Email: <a href="mailto:secondchances@workingfields.com">secondchances@workingfields.com</a></p> <p>Website: <a href="https://workingfields.com/">https://workingfields.com/</a></p>
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## SOCIAL SERVICES THAT SUPPORT WORK HEALTH

### GENERAL

<b>Vermont Community Action Partnership (VCAP)</b>	<p><b>If you need help meeting basic needs.</b></p> <p><b>Services:</b> Each Community Action Agency offers programs including help with finances, heat and fuel, housing, overall health and well-being, and a hotline for new Americans.</p>	<p>Find your local agency at: <a href="https://vermontcap.org/">https://vermontcap.org/</a></p>
<b>United Way Vermont 2-1-1</b>	<p><b>If you need community resources.</b></p> <p><b>Services:</b> Provides information and a referral service that connects individuals with Community Resource Specialists who assess needs and help individuals make informed decisions about possible solutions. The Specialist can assist people who are in crisis and emergency situations and advocate on behalf of individuals who need additional support. Also offers a searchable community resource database.</p>	<p>Call: 2-1-1</p> <p>For searchable database: <a href="https://www.navigateresources.net/211vermont/">https://www.navigateresources.net/211vermont/</a></p>

<b>Vermont Legal Aid and Legal Services Vermont</b>	<p><b>If you have a low-income and need free legal help.</b></p> <p><b>Services:</b> Vermont Legal Aid and Legal Services Vermont work together to provide free civil (not criminal) legal guidance on many areas such as family matters, housing, health, domestic violence, flood-related matters, immigration and more. They offer an anonymous step-by-step legal tool to identify help that is available to you. They will provide an interpreter at no cost.</p>	<p>P: (800) 889-2047</p> <p><a href="https://vtlawhelp.org/">https://vtlawhelp.org/</a></p>
<b>FOOD AND NUTRITION RESOURCES</b>		
<b>Hunger Free Vermont</b>	<p><b>If you need food resources for yourself and/or your family across Vermont.</b></p> <p><b>Services:</b> Provides a list of food and other resources for children, adults, seniors, and individuals with disabilities including summer programs.</p>	<p>P: (802) 865-0255</p> <p>Email: <a href="mailto:info@hungerfreevt.org">info@hungerfreevt.org</a></p> <p>Website: <a href="https://www.hungerfreevt.org/getfoodhelp">https://www.hungerfreevt.org/getfoodhelp</a></p>
<b>3SquaresVT (SNAP)*</b>	<p><b>If you need help with the cost of food.</b></p> <p><b>Services:</b> Provides individuals who qualify with funding to purchase food at grocery and convenience stores, co-ops, and many farmers markets. If you receive 3Squares, you automatically qualify to receive services through WIC.</p>	<p>P: (800) 479-6151</p> <p><a href="https://dcf.vermont.gov/benefits/3SquaresVT">https://dcf.vermont.gov/benefits/3SquaresVT</a></p>
<b>Individual Career Advancement Network (ICAN)</b>	<p><b>If you receive 3SquaresVT and need career and job training support.</b></p> <p><b>Services:</b> Provides free employment and training to eligible Vermonters.</p>	<p><a href="https://dcf.vermont.gov/benefits/ican">https://dcf.vermont.gov/benefits/ican</a></p>

<b>Vermont Women, Infants and Children (WIC)</b>	<p><b>If you are a pregnant woman, a parent, or a caregiver with a child under the age of five and need food or additional resources.</b></p> <p><b>Services:</b> Provides food benefits, nutrition education, breastfeeding support, counseling, and programs for pregnant Vermonters, parents, and caregivers with children under five.</p>	<p>P: (800) 464-4343 and (802) 863-7200</p> <p>Email: <a href="mailto:wic@vermont.gov">wic@vermont.gov</a></p> <p>Website: <a href="https://www.healthvermont.gov/family/wic">https://www.healthvermont.gov/family/wic</a></p>
<b>Vermont Foodbank</b>	<p><b>If you and/or your family are looking for food resources.</b></p> <p><b>Services:</b> Partners with over 200 food shelves, meal sites, and food organizations across the state. Find a local food shelf or learn how to access VeggieVanGo, a program across the state that provides fresh produce monthly.</p>	<p>P: (800) 585-2265</p> <p>Email: <a href="mailto:info@vtfoodbank.org">info@vtfoodbank.org</a></p> <p>Website: <a href="https://www.vtfoodbank.org/">https://www.vtfoodbank.org/</a></p>
<b>HOUSING AND HEAT/FUEL</b>		
<b>Vermont State Housing Authority</b>	<p><b>If you are looking for affordable housing.</b></p> <p><b>Services:</b> Provides affordable housing for senior citizens, young families, those who are homeless, and those with special needs to residents of mobile home parks. Offers interpreter services upon request.</p>	<p>P: (802) 828-3295</p> <p>TDD: (800) 798-3118</p> <p><a href="https://www.vsha.org/">https://www.vsha.org/</a></p>
<b>Champlain Valley Office of Economic Opportunity (CVOEO)</b>	<p><b>If you or your family are homeless or at risk of becoming homeless or if you need help with heat or fuel.</b></p> <p><b>Services:</b> Provides housing resources, help with weatherization, and help with heat and fuel.</p>	<p>P: (802) 862-2771</p> <p><a href="https://www.cvoeo.org/">https://www.cvoeo.org/</a></p>

<b>Vermont Department for Children and Families Economic Services Division - Emergency Housing</b>	<p><b>If you need help with temporary housing in an emergency.</b></p> <p><b>Services:</b> Provides access to housing for eligible individuals who have lost housing due to no fault of their own, cannot afford to pay for housing, and/or have experienced a catastrophic situation, such as a fire, flood, or natural disaster, or have a vulnerable household member.</p>	<p>P: (800) 775-0506</p> <p><a href="https://dcf.vermont.gov/benefits/crisis-housing">https://dcf.vermont.gov/benefits/crisis-housing</a></p>
<b>Vermont Community Action Partnership (VCAP)</b>	<p><b>If you need help with heating or fuel costs or repair or replacement of your heating source.</b></p> <p><b>Services:</b> Provides help purchasing your primary heat source, avoiding disconnection of your heating service, and repairing or replacing furnaces for homeowners.</p>	<p>Find your local agency at: <a href="https://vermontcap.org/">https://vermontcap.org/</a></p>
<b>TRANSPORTATION</b>		
<b>Vermont Public Transportation Association</b>	<p><b>If you need information about low-cost transportation throughout the state.</b></p> <p><b>Services:</b> Provides information about public transit to the general public and contracts with government agencies to administer transportation services throughout the state, including volunteer drivers.</p>	<p>P: (802) 442-0629</p> <p>Email: <a href="mailto:info@vptaride.org">info@vptaride.org</a></p> <p>Website: <a href="https://vpta.net/">https://vpta.net/</a></p>

<p><b>Go! Vermont</b></p>	<p><b>If you need transportation options within and outside of the state.</b></p> <p><b>Services:</b> Provides a wide range of transportation options including travel by bus, train, ridesharing, and ferries. Offers a trip planner, transportation options for individuals 60 years and older or with disabilities, and information on community drivers and greener transportation options.</p>	<p>P: (800) 685-7433</p> <p><a href="https://www.connectingcommuters.org/">https://www.connectingcommuters.org/</a></p>
<p><b>CAREGIVING</b></p>		
<p><b>Vermont Department for Child and Family Services - Find Child Care</b></p>	<p><b>If you are a parent and need child care information and resources.</b></p> <p><b>Services:</b> Provides a searchable online database of childcare providers, a link to contacting local child care referral specialists, and several ways to assess the quality of any child care providers.</p>	<p>Child Care Consumer Line: (800) 649-2642</p> <p><a href="https://dcf.vermont.gov/cdd/families/find-care">https://dcf.vermont.gov/cdd/families/find-care</a></p>
<p><b>AgeWell VT</b></p>	<p><b>If you need caregiving services or support or aging resources.</b></p> <p><b>Services:</b> Provides a HelpLine for assistance and information, home care coordination, Meals on Wheels and community meals, help with medications, advance directives, Veteran-directed care, Medicare counseling, and more.</p>	<p>P: (800) 642-5119</p> <p><a href="https://www.agewellvt.org/">https://www.agewellvt.org/</a></p>

<p><b>Vermont Association of Area Agencies on Aging</b></p>	<p><b>If you need information or resources for eldercare.</b></p> <p><b>Services:</b> Provides available options for caregiver support, health insurance counseling, transportation, senior nutrition programs including Meals on Wheels, adult day programs, home health services, housing alternatives, exercise and wellness programs, and supports for Veterans to live independently in their own homes.</p>	<p>P: (802) 225-6210</p> <p><a href="https://vermont4a.org/">https://vermont4a.org/</a></p>
<p><b>Vermont Department for Children and Families Economic Services Division - Essential Person Program</b></p>	<p><b>If you need live-in help to stay in your home.</b></p> <p><b>Services:</b> Provides financial assistance to help cover the cost of having someone live with you and provide essential care.</p>	<p>P: (800) 479-6151</p> <p><a href="https://dcf.vermont.gov/benefits/essential-person">https://dcf.vermont.gov/benefits/essential-person</a></p>
<p><b>DOMESTIC VIOLENCE      IF THERE IS IMMEDIATE DANGER, CALL 9-1-1 FIRST</b></p>		
<p><b>Child Abuse Hotline - Vermont Department for Children and Families</b></p>	<p><b>If you suspect a child is being abused or neglected.</b></p> <p><b>How To Make A Report</b></p> <ol style="list-style-type: none"> <li>1. Call 1-800-649-5285 (24 hours a day, 7 days a week). Relay calls accepted.</li> <li>2. Gather as much information as possible before you call, including the child's name, date of birth, race and ethnicity, home address, school or child care provider, as well as names of parents or guardians.</li> <li>3. A social worker will question you and record the information you provide.</li> </ol>	<p>P: (800) 649-5285 (24/7)</p> <p><a href="https://dcf.vermont.gov/fsd/report">https://dcf.vermont.gov/fsd/report</a></p>

<p><b>Vermont Adult Protective Services</b></p>	<p><b>If you suspect abuse, neglect, or exploitation of a vulnerable adult.</b></p> <p><b>How to Make a Report:</b></p> <ol style="list-style-type: none"> <li>1. Making a report online is preferred. Please see the website.</li> <li>2. Describe why you suspect a vulnerable adult has been abused, neglected, or exploited. If possible, include a description of any incidents, to include locations and dates and how you became aware of this issue.</li> <li>3. Identify yourself and how you know the vulnerable adult, how to contact you, and how you know about this situation.</li> <li>4. Identify the alleged victim, how to contact them, and why they are vulnerable. Also, whether reaching out to them could put them in danger.</li> <li>5. Identify the alleged perpetrator and how to contact them.</li> <li>6. Identify whether there are any risks to Adult Protective Services Investigators, such as potentially violent people or aggressive dogs at an investigation participant's home.</li> </ol>	<p>P: (800) 564-1612</p> <p>Email: <a href="mailto:APS@vermont.gov">APS@vermont.gov</a></p> <p><a href="https://dlp.vermont.gov/aps/make-aps-report">https://dlp.vermont.gov/aps/make-aps-report</a></p>
<p><b>Domestic Violence Hotline and Resource</b></p>	<p><b>If you or someone you know is in an abusive or emotionally unhealthy relationship.</b></p> <p><b>Services:</b> Provides free and anonymous support.</p>	<p>P: (800) 228-7395</p> <p><a href="https://humanservices.vermont.gov/help-and-resources/domestic-violence">https://humanservices.vermont.gov/help-and-resources/domestic-violence</a></p>

<p><b>Sexual Violence and Rape Hotline</b></p>	<p><b>If you or someone you know has experienced sexual violence or has been raped.</b></p> <p><b>Services:</b> Provides free and anonymous support.</p>	<p>P: (800) 489-7273</p>
<p><b>W.I.S.E.</b></p>	<p><b>If you live in the Upper Valley and you or someone you know is experiencing sexual or domestic violence.</b></p> <p><b>Services:</b> Provides emergency housing, confidential housing in a safe home, transitional independent housing, advocacy, and legal services.</p>	<p>P: (866) 348-9473 (24/7)</p> <p>Text: (603) 836-9472</p> <p>Website:  <a href="https://wiseuv.org/">https://wiseuv.org/</a></p>