

Implementing a Long-Term Partnership-Based Strategy to Build the Competence and Capacity of the Specialist Alcohol and other Drug Treatment and Support System

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Introduction: A long-term partnership-based AOD Qualification Strategy has been resourced, implemented and monitored for over a decade to build the competence and capacity of the specialist alcohol and other drug (AOD) treatment and support system in the ACT.

Approach: ATODA and Uniting ReGen have maintained a strong partnership to deliver high-quality and relevant AOD-specific accredited training to 30+ workers every year. Monitoring and evaluation activities provide a long-term and detailed picture of the Strategy's reach, coverage, implementation and outcomes.

Key Findings:

Data from evaluations, focus groups and the ACT ATOD Workforce Profile show that:

- Training is accessible: 100% of the eligible ACT ATOD workforce has access to subsidised training spots and paid attendance.
- The Strategy has good coverage and reach: Over 30 (of around 250) workers are engaged a year.
- The training is of high quality and achieves outcomes: Pre/post testing shows acquisition of new AOD-specific skills.
- The training is fit-for-purpose: ReGen, an industry training provider, delivers contemporary training, responsive to emerging drug trends and new treatment approaches.
- Long-term approaches meet the needs of existing and new workers: Most of the current AOD workforce have completed the required training; resourcing can focus on upskilling new workers and responding to turn-over.

Discussions and Conclusions:

When resourced appropriately, the AOD sector has demonstrated capacity to establish, maintain and monitor workforce development initiatives that have become accepted core components of quality AOD service provision; and that translate to valued outcomes for service delivery staff, agencies and service users.

Implications for Practice or Policy (optional):

The ACT AOD Qualification Strategy and monitoring approaches provide a model that could be applied to other AOD workforce development initiatives.

Disclosure of Interest Statement:

No interests to disclose.