

# **A NOVEL APPROACH TO UNDERSTAND WORKFORCE DEVELOPMENT NEEDS IN AN AOD SERVICE**

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**Introduction:** Workforce Development (WD) is seen as being a crucial aspect of AOD services that contributes to the provision of safe and quality treatments and staff recruitment and retention, this being a major challenge to the AOD sector currently. Understanding the needs of the workforce is an important step towards planning workforce development activities.

**Method:** Turning Point (TP) is an integrated national addiction treatment centre, dedicated to providing high quality, evidence-based treatment to people adversely affected by alcohol and other substance use. In 2017 a workforce development model for TP was developed and used as a framework for assessing whether workforce development needs of clinical staff were being met. Two surveys were developed based on the TP WD Model to capture the required data. One survey used an implementation science framework to assess aspects of TP WD needs and the other survey used a Learning Organisation (LO) framework to assess how TP functioned as a learning organisation.

**Key Findings:** The WD needs analysis and LO assessment survey methodology proved to be an effective way of understanding WD needs in an AOD service. It highlighted multi-level barriers and enablers to clinician's providing evidence-based practice, access to training and broader WD issues such as access to clinical supervision and performance reviews. This methodology provided a guide to strategies to address WD issues.

**Implications for Practice or Policy:**

This methodology can guide targeted WD activities within an AOD service with an aim of enhancing safe, quality care and staff recruitment and retention.

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