

# Alcohol and other Drug Sector

## Immediate Workforce Lift

An immediate workforce lift will be implemented to support the expansion of alcohol and other drug services announced through the 2017-18 State Budget and the new Drug Rehabilitation Plan.

The immediate imperative is to support the recruitment of new positions being created by this investment and to provide new workers with appropriate supports and professional development to commence effective casework. At the same time there is a need to build a range of specific capabilities across the existing workforce.

This plan represents total investment of \$2.5 million across the next 12 months, and will shortly be followed by a more detailed Alcohol and other Drug (AOD) Workforce Strategy across a five year time horizon.

**Attraction campaign:** The government will release a values-based attraction campaign to encourage people to consider a career in the AOD sector. The campaign will be particularly focused on addressing the barrier that stigma poses for workforce attraction.

- The campaign will be launched in April 2018.
- For further information contact: Trevor Hunt ([trevor.hunt@dhhs.vic.gov.au](mailto:trevor.hunt@dhhs.vic.gov.au)) or Angie Martin ([angie.martin@dhhs.vic.gov.au](mailto:angie.martin@dhhs.vic.gov.au)).

**Lived experience workforce:** The government will support the Self Help Addiction Resource Centre (SHARC) to establish an AOD peer workforce to ensure that the expansion of the peer workforce is evidence-based, consistent, effective and sustainable. SHARC is liaising with the AOD consortium lead agencies to establish peer workers across the Victorian Alcohol and other Drug treatment sector, particularly aimed at bridging the gap between intake and admission to treatment, as well as expanding options for continuing care and recovery coordination post treatment planning.

- This initiative will commence in early 2018.
- For further information contact Victoria Monahan: [vmonahan@sharc.org.au](mailto:vmonahan@sharc.org.au)

**Accredited training:** Specialist AOD training providers, including Turning Point, Odyssey House and Uniting Care ReGen, will be funded to offer the Certificate IV and Diploma in Alcohol and other Drugs (for workers without tertiary qualifications) and the four units of competency known as the AOD Skill Set (for workers with tertiary qualifications but not in AOD), so that new and existing workers can access free, high quality, accredited training and meet the Minimum Qualification Standard for working in the AOD sector.

- VAADA will launch the online education and training page in January 2018 to coordinate these opportunities.

**Online jobs board:** The peak Victorian alcohol and other drug agency, VAADA, will be funded to manage an online jobs board. This will support AOD treatment services to find the staff they need to fill AOD vacancies.

- VAADA will launch this website in January 2018 via VAADA eNews, Twitter, LinkedIn and Facebook.

**LGBTI Capacity Building Program:** Victorian AIDS Council (VAC) will develop and implement a comprehensive two year program to build the capacity of state funded alcohol and drug services to provide high quality treatment and support to LGBTI populations. This program will enhance the ability of organisations to provide more effective substance use and mental health treatment and support to LGBTI clients. Up to 250 people will be trained per annum across 12 agencies and in all DHHS regions.

- This program commenced in July 2017.
- For further information contact: Kent Burgess, Director Services, VAC: [Kent.Burgess@vac.org.au](mailto:Kent.Burgess@vac.org.au)

**Forensic AOD workforce:** A number of workforce initiatives will be established to support the implementation of the new Forensic AOD Service Delivery Model. To support practice change and the shift towards more intensive and criminogenic models of treatment a suite of training and education programs will be provided. Clinicians working with forensic clients will also be supported by a new forensic supervision and accreditation model. Lastly, joint training opportunities between AOD and Community Correctional Services will be run to enhance collaborative practice.

- Contact details will be provided shortly via VAADA enews.

**Youth AOD workforce:** The youth AOD sector will continue to be supported through targeted workforce development initiatives. YSAS is creating the pilot for a training course to provide youth AOD practitioners with a thorough understanding of the theory and application of best practice frameworks, embedded in developmentally-informed AOD interventions. The course will be delivered over five days in term 2, 2018 to an initial intake of 25 practitioners. Supporting materials will be made available to the sector via the Youth AOD Learning Hub: [www.youthaod.org.au/youth-aod-learning-hub](http://www.youthaod.org.au/youth-aod-learning-hub). The course will include critical issues such as the impact of substance use on adolescent development, family-inclusive practice, risk and crisis response, mental health, and structural determinants of adolescent substance use.

- This training will commence in early 2018.
- For further information contact Jo Driscoll: [JDriscoll@ysas.org.au](mailto:JDriscoll@ysas.org.au)

**Addiction medicine:** Victoria currently has limited numbers of addiction medicine specialists in dedicated addiction medicine roles, and few trainees. The department will continue working with Turning Point to map and strengthen addiction medicine specialist capacity in the Victorian public sector by considering alternative models for the supply of addiction medicine services, including utilisation of other workforces.

- This project commenced in 2016.
- For further information contact Keri Alexander: [Keri.Alexander@easternhealth.org.au](mailto:Keri.Alexander@easternhealth.org.au)

**Gathering recovery stories:** The government will continue to support Turning Point and the Self Help Addiction Resource Centre (SHARC) to develop a series of short recovery-oriented vignettes from the perspectives of individuals, families and other support networks, and health workers who have either experienced and recovered from ice addiction, or supported someone through their addiction. The recorded stories will assist in getting across the message that it is possible to overcome an addiction to crystal methamphetamine and other drug use and provide hope for drug users, their families and friends and AOD workers.

- The filmed vignettes will be available on the Ice: *Training for the Frontline Workforce* website in early 2018: <https://nceta.androgogic.com.au/>.
- For further information contact Bella Anderson ([banderson@sharc.org.au](mailto:banderson@sharc.org.au)) or Naomi Crafti ([NaomiC@turningpoint.org.au](mailto:NaomiC@turningpoint.org.au)).

**Graduate placement program:** Turning Point will coordinate a placement program to orient new Higher Education graduates to the AOD sector by undertaking training and observational visits to a number of different types of AOD services. This placement program or 'internship' aims to attract University Graduates to the AOD sector by making them 'job ready'. It also supports the sector by providing a pool of trained, highly motivated graduates whose capabilities and strengths can be assessed by prospective employees.

- Scoping for this program has commenced and the first group of 'interns' will complete the program in the first half of 2018.
- For further information contact Naomi Crafti: [NaomiC@turningpoint.org.au](mailto:NaomiC@turningpoint.org.au)

**Scholarships for post-graduate studies:** The government will support Turning Point to offer 20 scholarships for people with Bachelor's degrees (or above), currently working in the AOD sector, to undertake 24 credit points of study, leading to a Graduate Certificate in a Masters of Addictive Behaviours. The recipients of this scholarship may exit the course with a Graduate Certificate or continue (self-funded) to a Graduate Diploma or Master of Addictive Behaviour. The aim of this initiative is to encourage lifelong learning for AOD workers and to recognise that the academic requirements for leaders and senior clinicians in the sector demand further study. Priority access to the scholarship program will be given to Aboriginal and Torres Strait Islander applicants.

- Applications for scholarships are currently open and will be awarded to students commencing their studies in 2018.
- For further information contact Naomi Crafti: [NaomiC@turningpoint.org.au](mailto:NaomiC@turningpoint.org.au)

**Change Agent Network:** The department will continue to support the Change Agent Network as it goes into its fourth year of operation. This community of practice is critical in uniting existing and emerging leaders to develop and share leadership, knowledge and expertise. Members of the Change Agent Network are committed to developing and sharing leadership knowledge and expertise; to sharing values and principles around collaboration and evidence based practice; and to generating and supporting culture and practice change across the Victorian AOD sector.

- This program commenced in 2014 and is an integral part of the leadership development program for the AOD sector.
- For further information contact Kieran Connolly: [kieranc@turningpoint.org.au](mailto:kieranc@turningpoint.org.au)

**Training in priority areas:** Turning Point will deliver a series of short courses for people new to the sector who have relevant undergraduate degrees (e.g. psychology, social work or nursing) but may require some non-assessed professional development to begin work in the AOD sector. These courses will include: Screening and Assessment for AOD workers, Understanding and Managing Co-occurring Disorders, Current AOD Issues, Counselling skills for AOD workers, Group Skills for AOD workers and Working from a Recovery-oriented Care perspective. An introduction to the new intake and assessment arrangements will also continue to be offered online to ensure workers are well across the new service delivery arrangements.

- This short course program will commence in February 2018.
- For further information contact Naomi Crafti: [NaomiC@turningpoint.org.au](mailto:NaomiC@turningpoint.org.au)

**Training in clinical supervision:** The Bouverie Centre will continue to be funded to offer free training in practice support to the AOD workforce across Victoria. In recognition of the importance of supervision to worker safety, morale and confidence. Turning Point will also be delivering a case-based monthly webinar to reach regional areas.

- The supervision program commenced in 2015. The webinar series will commence in February 2018.
- For further information contact Angie Nyland at the Bouverie Centre ([A.Nyland@latrobe.edu.au](mailto:A.Nyland@latrobe.edu.au)) or Naomi Crafti ([NaomiC@turningpoint.org.au](mailto:NaomiC@turningpoint.org.au)) at Turning Point.

**Aboriginal-specific reflective practice:** Training in Aboriginal-specific reflective practice will be offered to people employed in community controlled health organisations. The Victorian Aboriginal Community Controlled Health Sector will continue to deliver a one-day program that equips participants to develop knowledge, skills and confidence to participate effectively in a reflective peer group. 100 training places are being offered each year across regional and metropolitan Victoria.

- This training program will commence in early 2018.
- For further information contact Trevor Pearce at VACCHO: [trevorp@vaccho.org.au](mailto:trevorp@vaccho.org.au)

**Responding to methamphetamine:** Half-day training in how to appropriately and effectively respond to ice-affected people will continue to be delivered to the AOD workforce by 360Edge. 240 training places are offered to the AOD workforce each year for the next three years.

- This training has commenced.
- For further information refer to [360edge.com.au](http://360edge.com.au).