

Victorian Alcohol and other Drugs (AOD) Workforce Strategy: driving stronger outcomes for people seeking help

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1. Defining the AOD workforce

Generalist workforce:

the broader health and community services that receives client referrals from the AOD sector or refers clients into the AOD sector

Specialist workforce:

the workforce delivering direct client services as part of the AOD treatment sector



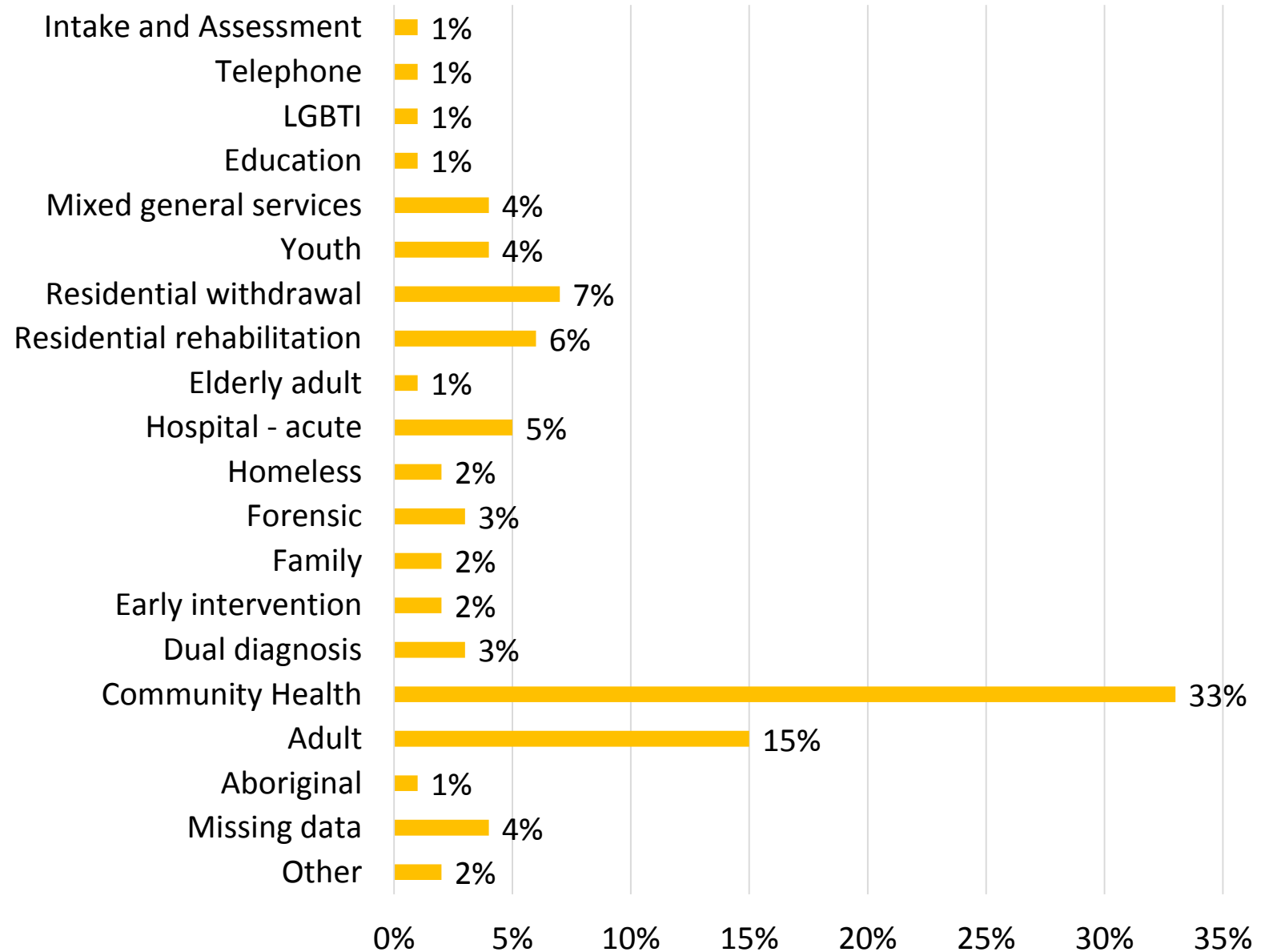
2. Current workforce profile

- The AOD workforce in Victoria is made up of more than 1,500 people (2016)
- The workforce is predominantly female, 73%
- The age distribution is similar to the broader community sector workforce
 - 48% of workers are between 36 and 54 years old
 - 22% of the workforce is aged 55 years or older
- There is diversity
 - 24% were born overseas
 - 3% identify as Aboriginal and/or Torres Strait Islander

Current workforce profile

In Victoria,
where are AOD
workers
employed?

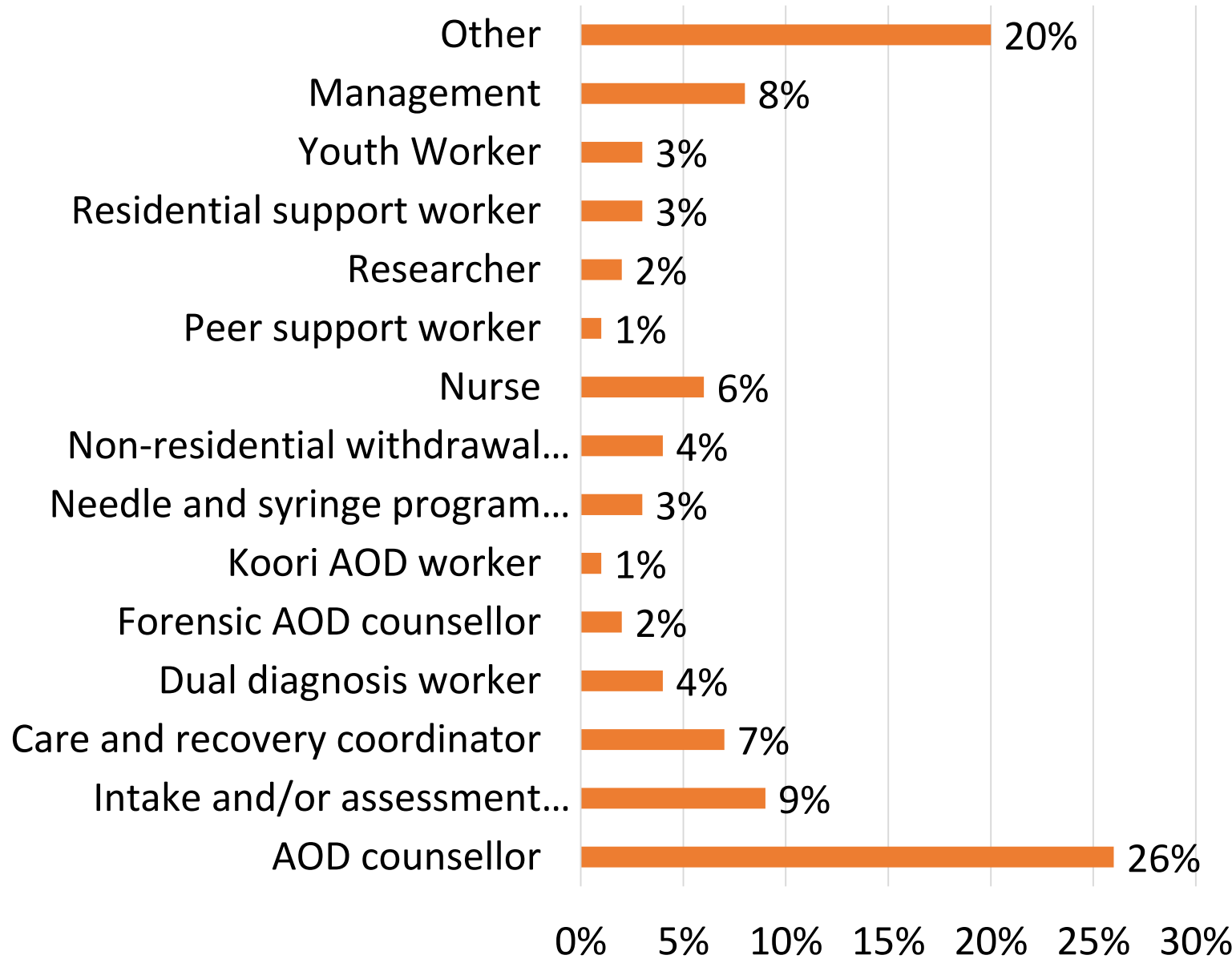
Place of employment - Service type



Current workforce profile

Who is the Victorian specialist AOD workforce?

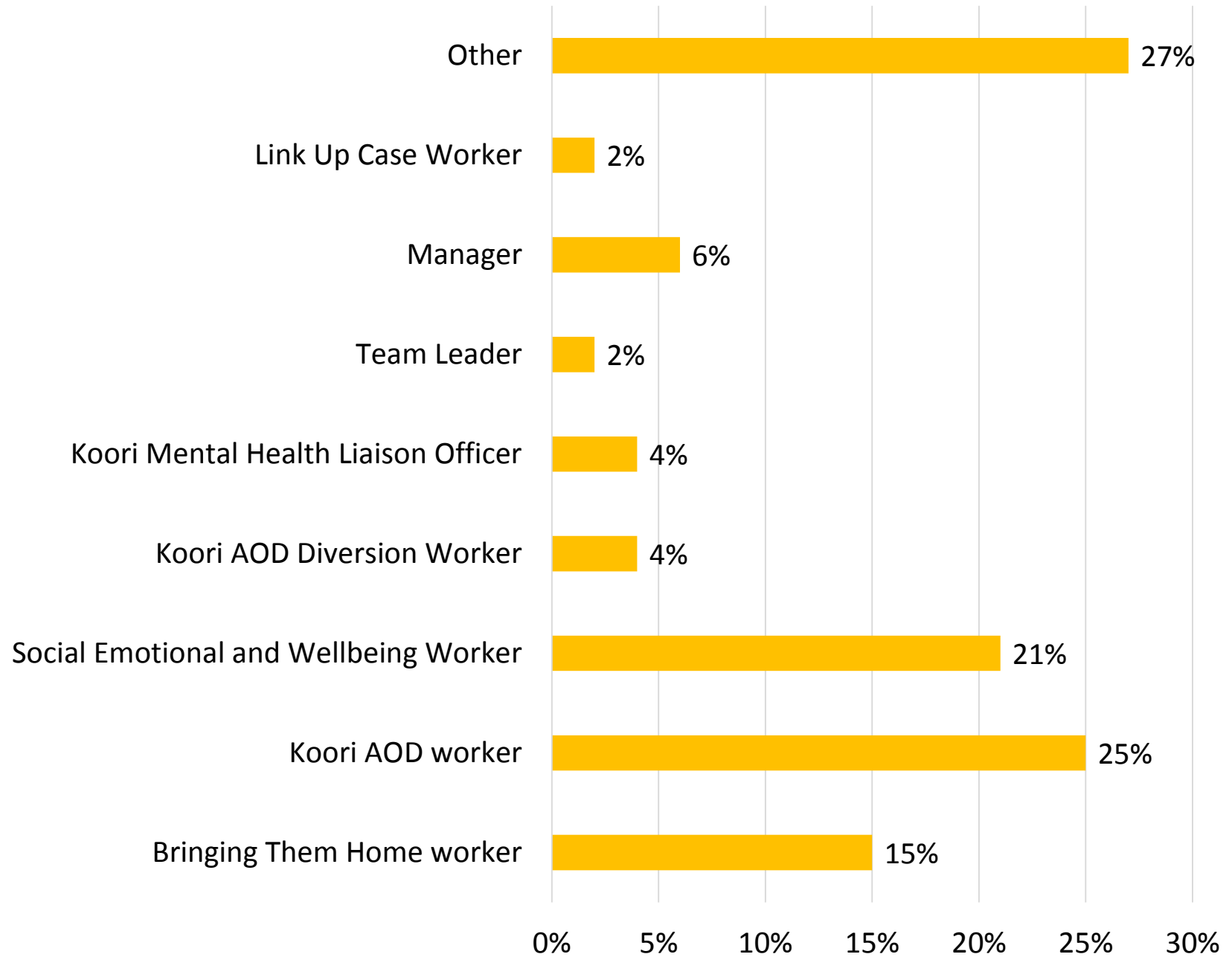
AOD role



Source: 2016 Victoria AOD Workforce Survey

Current profile - Aboriginal AOD workers

What does the Victorian Aboriginal AOD/Mental Health workforce look like?



Where do AOD workers come from?

Before their current role, AOD workers were:

In another AOD role	46%
From another sector <ul style="list-style-type: none">• Mental health, 15%• Health, 14%• Other, 16%	45%
Student placement	9%

What qualifications do the AOD workforce hold?

71% hold a formal AOD qualification

- 86% say this qualification prepared them for this role

80% hold a formal health, social, or behavioural science qualification

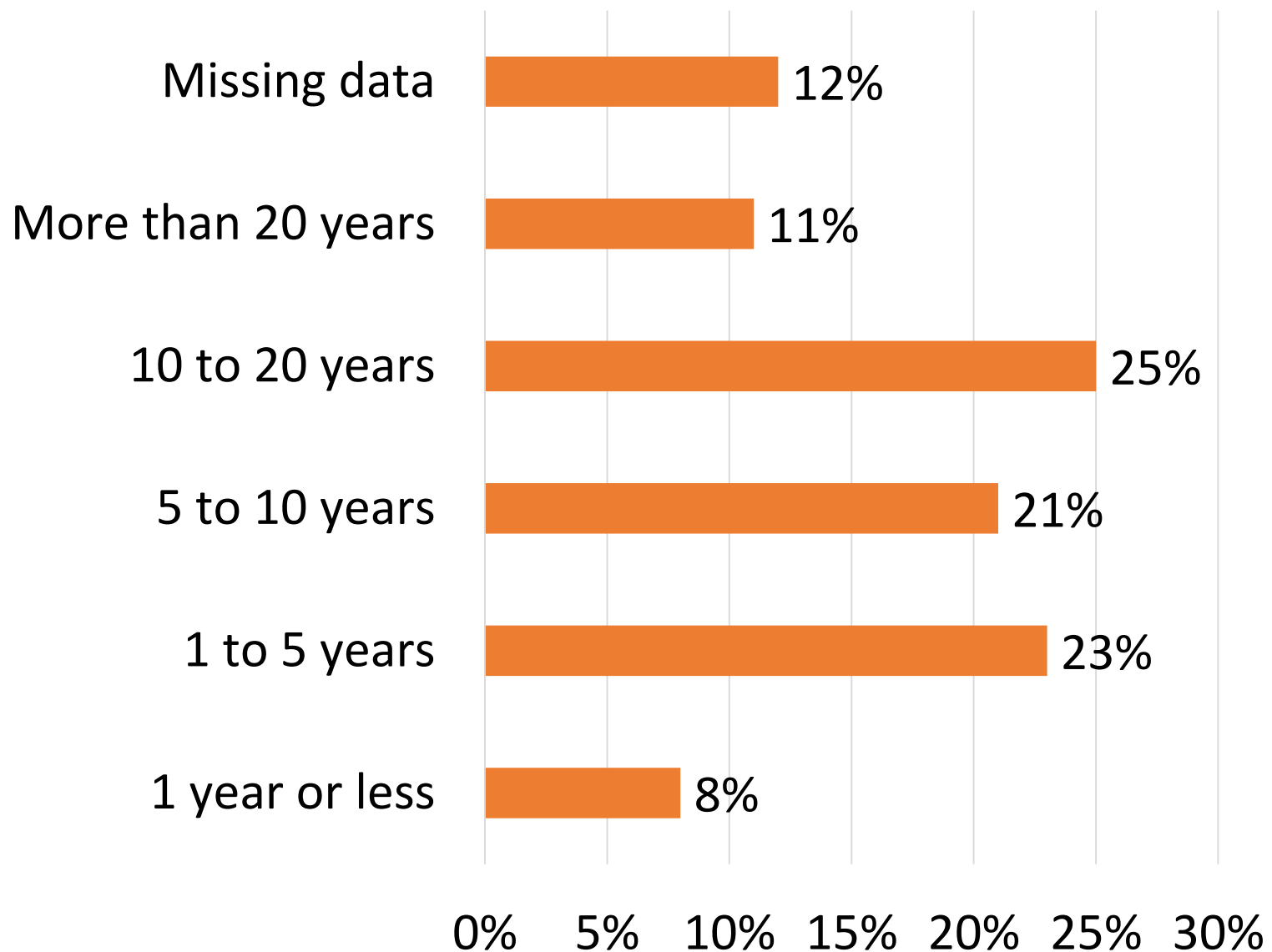
- 73% say that this qualification prepared them for their role

Source: 2016 Victoria AOD Workforce Survey

It is important to provide workers with AOD specific training.

How experienced is the AOD workforce?

Years experience



How do workers based in metropolitan Victoria compare with regional areas?

	Metropolitan	Rural
Confident they can meet their clients' needs	77%	73%
Have more than 3 years experience	83%	80%
Meet the Minimum Qualification Standard	65%	60%

Source: 2016 Victoria AOD Workforce Survey

Therefore, we need to focus on building the capacity and capability of rural and remote areas of Victoria.

What do AOD workers want training in?

Managing change	75%
Dealing with family violence	36%
Working with trauma	26%
Managing risk	25%

Source: 2016 Victoria AOD Workforce Survey

Therefore, we need to prioritise training in managing change and dealing with family violence.

Do AOD workers feel satisfied with their work?

	Metro	Rural
Are satisfied or very satisfied	79%	70%
Are dissatisfied or very dissatisfied	11%	14%

Source: 2016 Victoria AOD Workforce Survey

AOD workers are reasonably satisfied, but the levels are lower in rural areas – we need to focus on building supports in the regions.

In 3 years time, the intentions of AOD workers are to:

What are the future intentions of the AOD workforce?

	Metro	Rural
Stay in the same role	34%	41%
Seek advancement	39%	26%
Leave sector	9%	11%
Reduce hours	7%	7%
Other	10%	16%

Source: 2016 Victoria AOD Workforce Survey

Most AOD workers want to stay in the sector.

When designing new workforce programs/interventions we need to consider...

- How will changes in technology impact this workforce profile?
- What could be the impact of other programs on this workforce?
- What could be the impact of national and global trends on the Victorian AOD workforce?
- Given the current trajectory of training supply and recruitment/retention trends, what will the workforce look like in 5 years?

In relation to the AOD sector, we know that...

- There are sector wide shortages – it takes a long time to fill vacancies
- There are changes in models of care, e.g. Nurse Practitioners taking on new roles in prescribing pharmacotherapy
- Increased focus on system integration and co-occurring issues - “Jack of all Trades”
- There is an ageing workforce, particularly addiction medicine specialists

In relation to the broader health sector, we know that...

- We are competing with better salaries in the private sector, particularly counselling services
- There is a shift towards providing services in people's homes
- Services are increasing across Australia and Victoria, meaning the demand for an AOD workforce will increase.

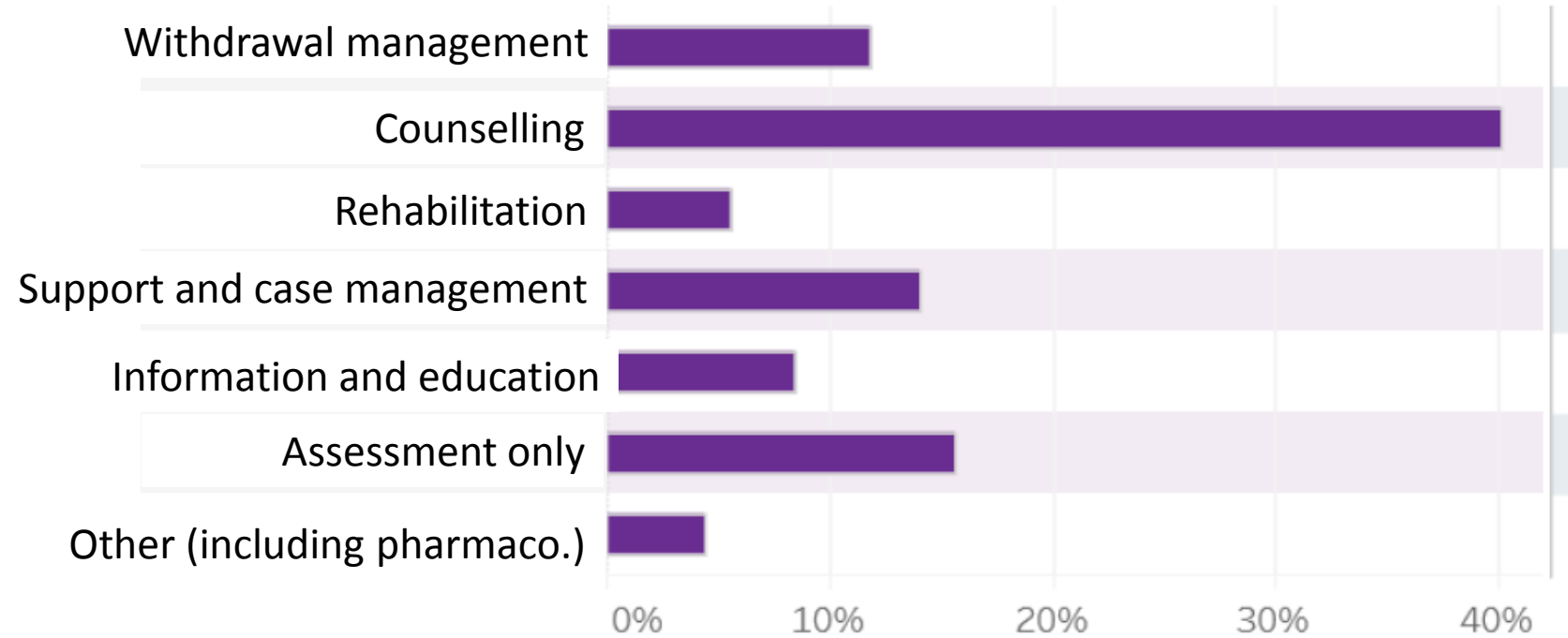
3. Current client profile and what it may mean for the future of the workforce

- Priority substances and drug patterns
 - *The types of drugs people take determine the types of treatment and services in demand, which determines the workforce required.*
- Demographic cohorts and priority populations
 - Are there some groups more susceptible or at risk that we need to focus our efforts on?

Note, the following slides show national data.

What treatment types are mostly accessed?

Proportion of closed treatment episodes by main treatment type across Australia, 2016-17



Counselling the most accessed treatment type.

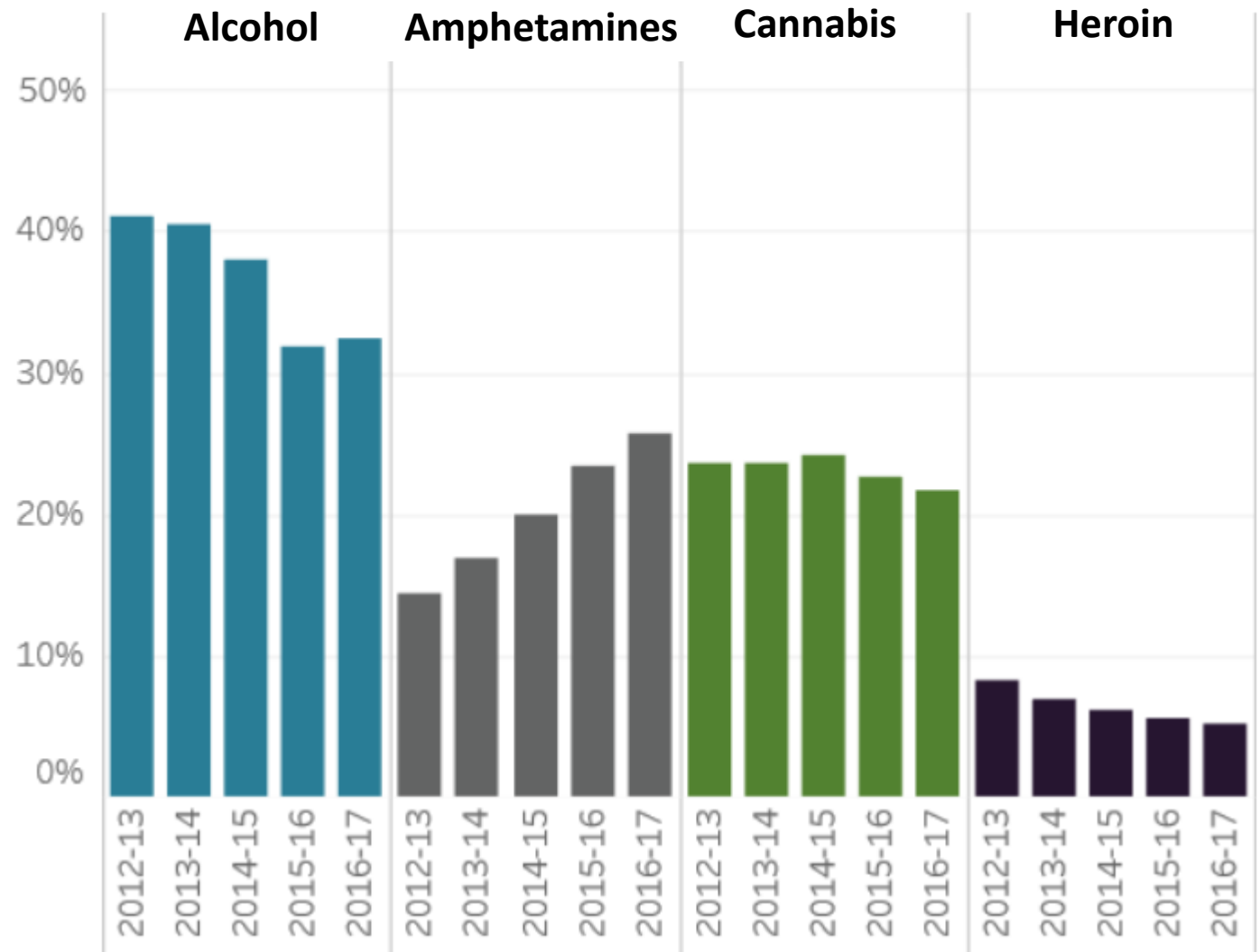
Service demand

What drugs are on the rise?

Although declining, alcohol is the principle drug of concern in Australia.

Amphetamines is the second principle drug of concern, and increasing.

Most common principal drugs of concern by proportion of closed treatment episodes and year



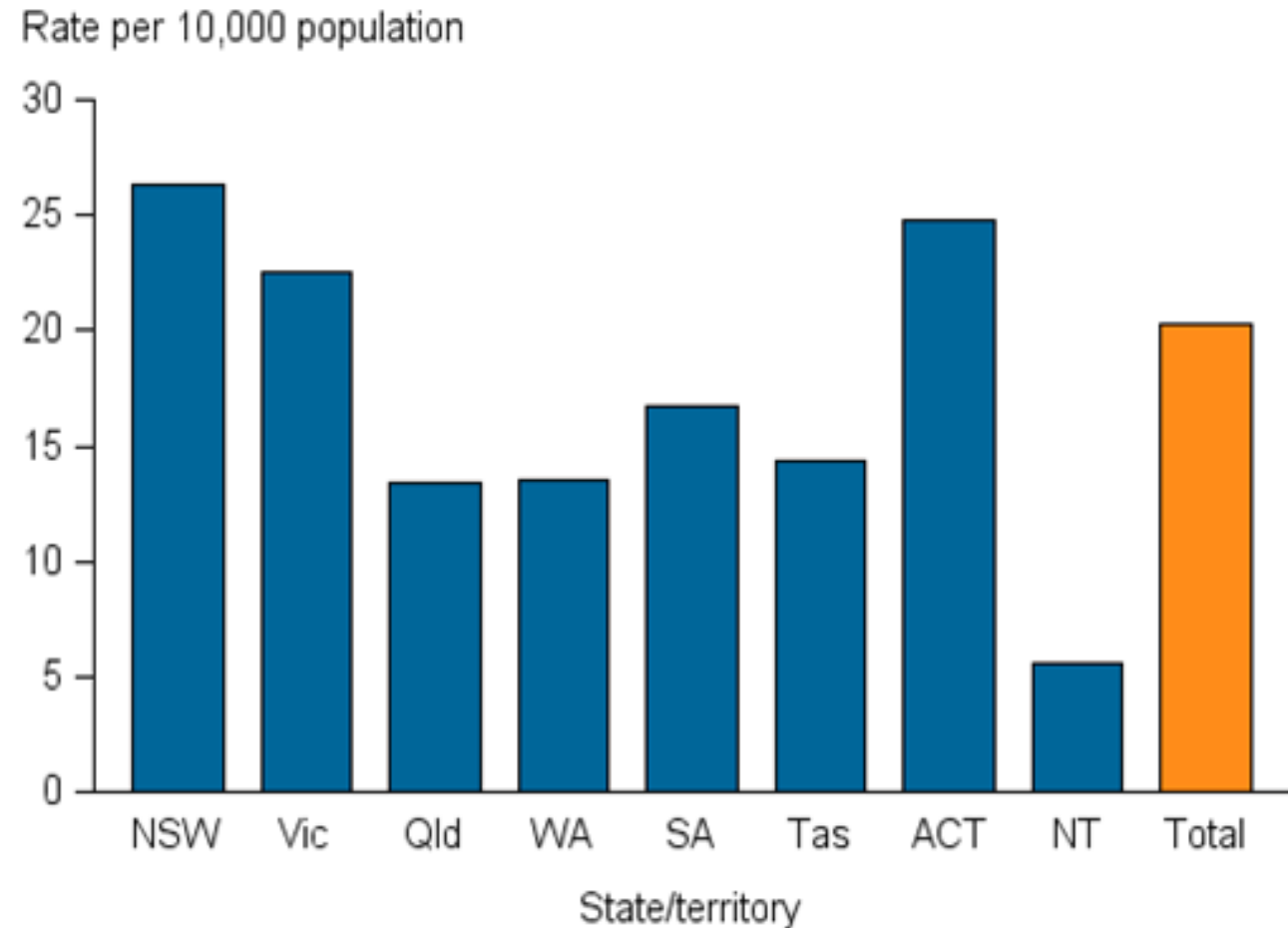
Source: AIHW, Alcohol and Other Drug Treatment Services National Minimum Data Set, 2016-17
Available: <https://www.aihw.gov.au/reports/alcohol-other-drug-treatment-services/aodts-2016-17-data-visualisations/contents/principal-drug-of-concern>

Do Victorians access pharmacotherapy at a higher rate compared with the rest of the country?

Victoria has a higher rate of people receiving pharmacotherapy treatment than the national average

NSW and the ACT have higher rates of people accessing the pharmacotherapy than Victoria.

Clients receiving pharmacotherapy treatment on a snapshot day, 2017



Source: National opioid pharmacotherapy statistics annual data, 2017

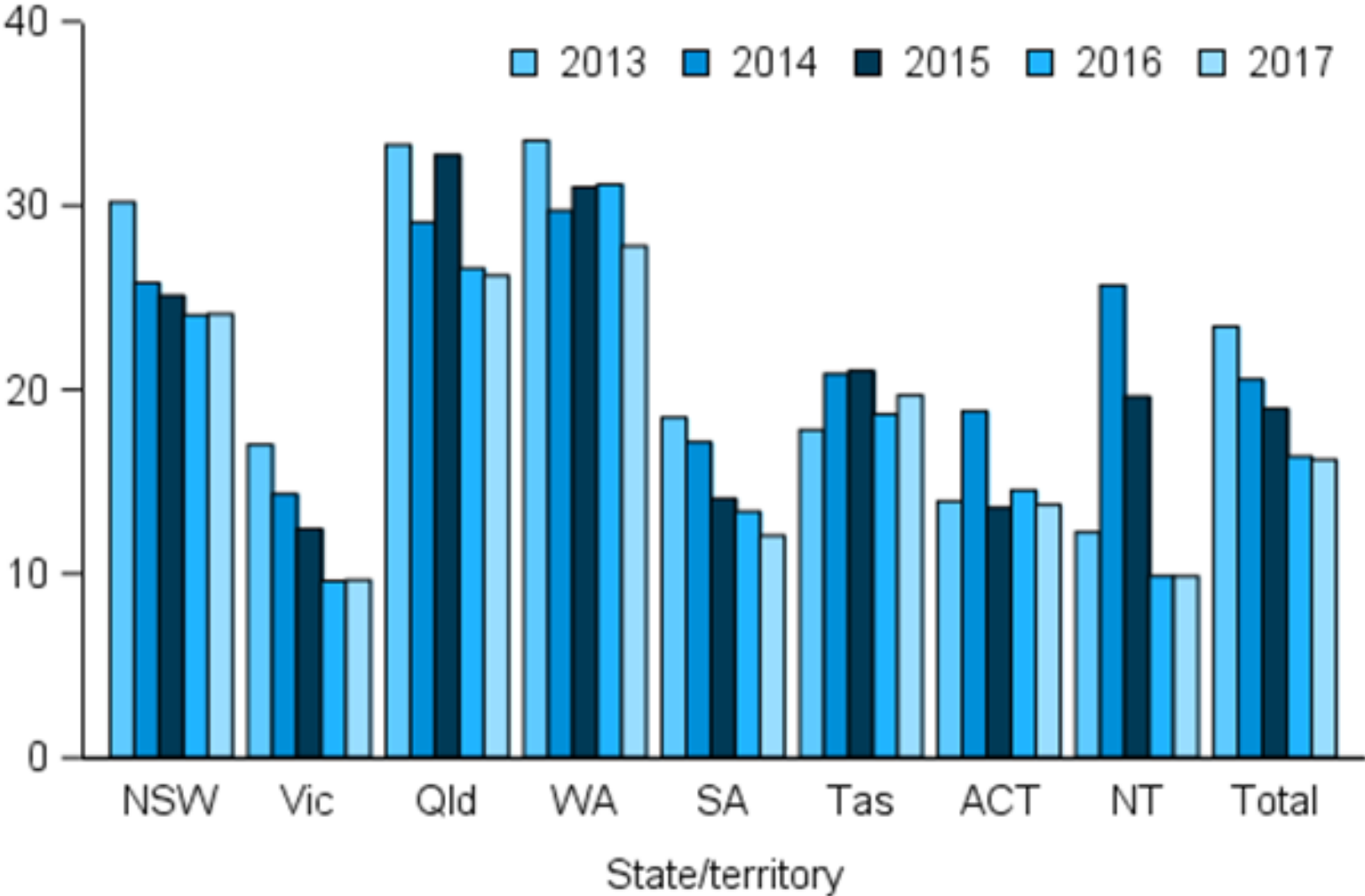
Available: <https://www.aihw.gov.au/reports/alcohol-other-drug-treatment-services/nopsad-2017/contents/opioid-pharmacotherapy-clients>

Service demand

In terms of access to pharmacotherapy, how does Victoria compare with the rest of the country?

Relative to other states, Victoria has less clients per prescriber, meaning better access to pharmacotherapy services

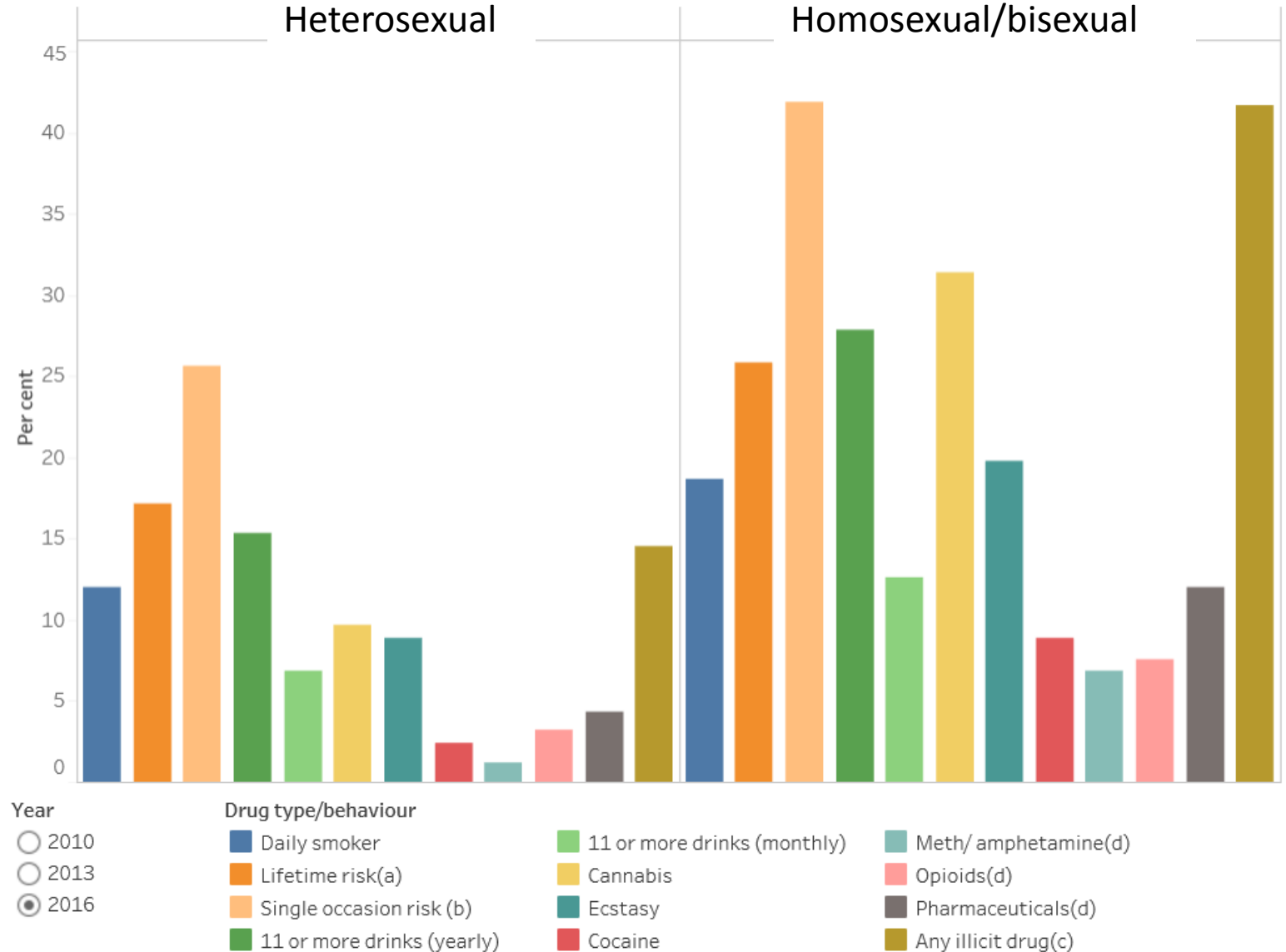
Clients per prescriber by state from 2013-2017



Source: National opioid pharmacotherapy statistics annual data, 2017
Available: <https://www.aihw.gov.au/reports/alcohol-other-drug-treatment-services/nopsad-2017/contents/opioid-pharmacotherapy-prescribers>

How does drug use in the LGBTI community compare to the mainstream?

People identifying as LGBTI are more likely to have used all drug types, compared to the Australian population

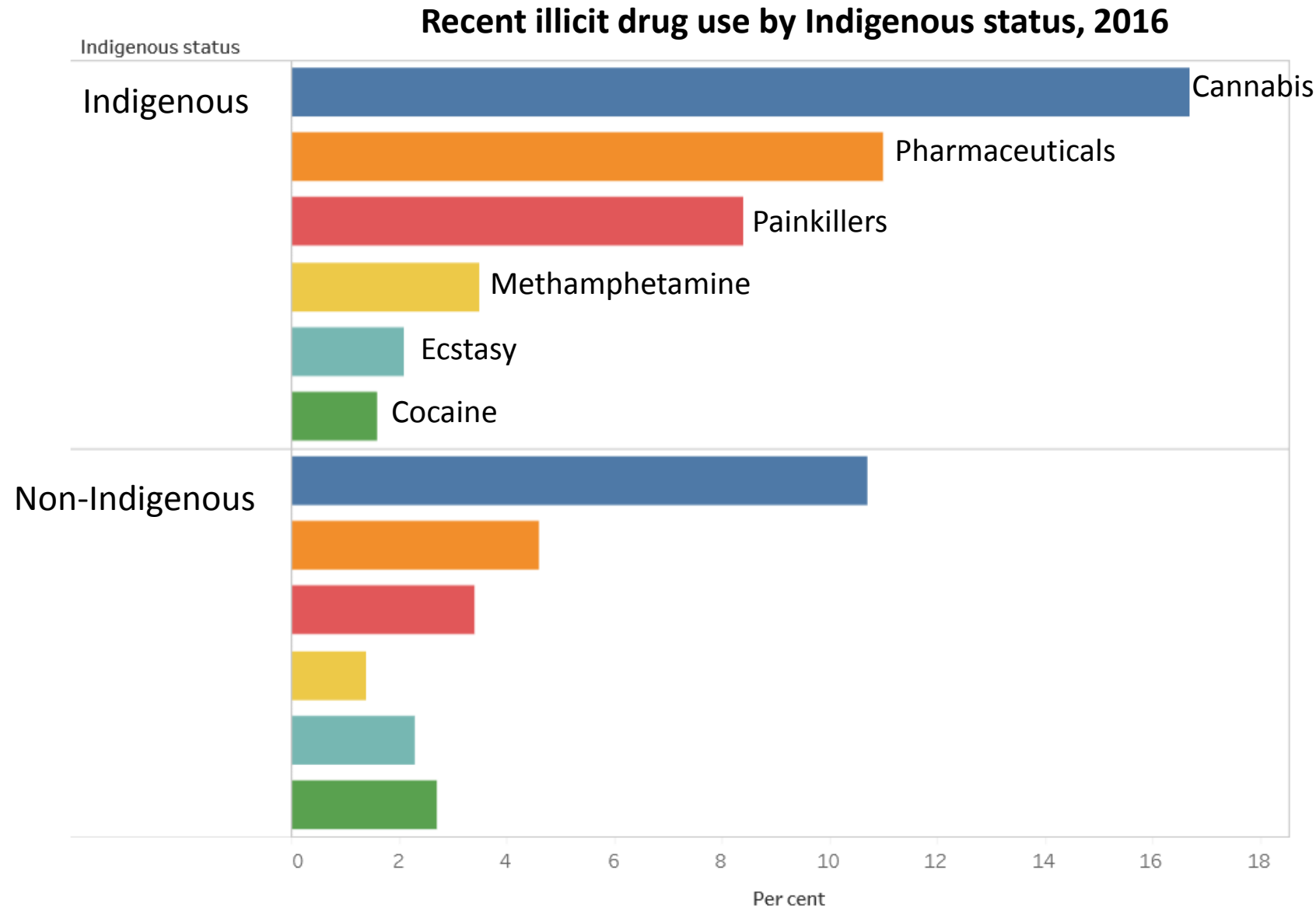


Source: AIHW, 2018, Alcohol, Tobacco & other drugs
 Available: <https://www.aihw.gov.au/reports/alcohol/alcohol-tobacco-other-drugs-australia/contents/priority-populations/people-identifying-as-lesbian-gay-bisexual-transgender-intersex-or-queer>

Service demand

How does drug use in the Aboriginal community compare to the mainstream?

Compared to the mainstream Australian population, Aboriginal people are more likely to have recently used cannabis, pharmaceuticals, painkillers and meth. The mainstream population is more likely to use cocaine and ecstasy.

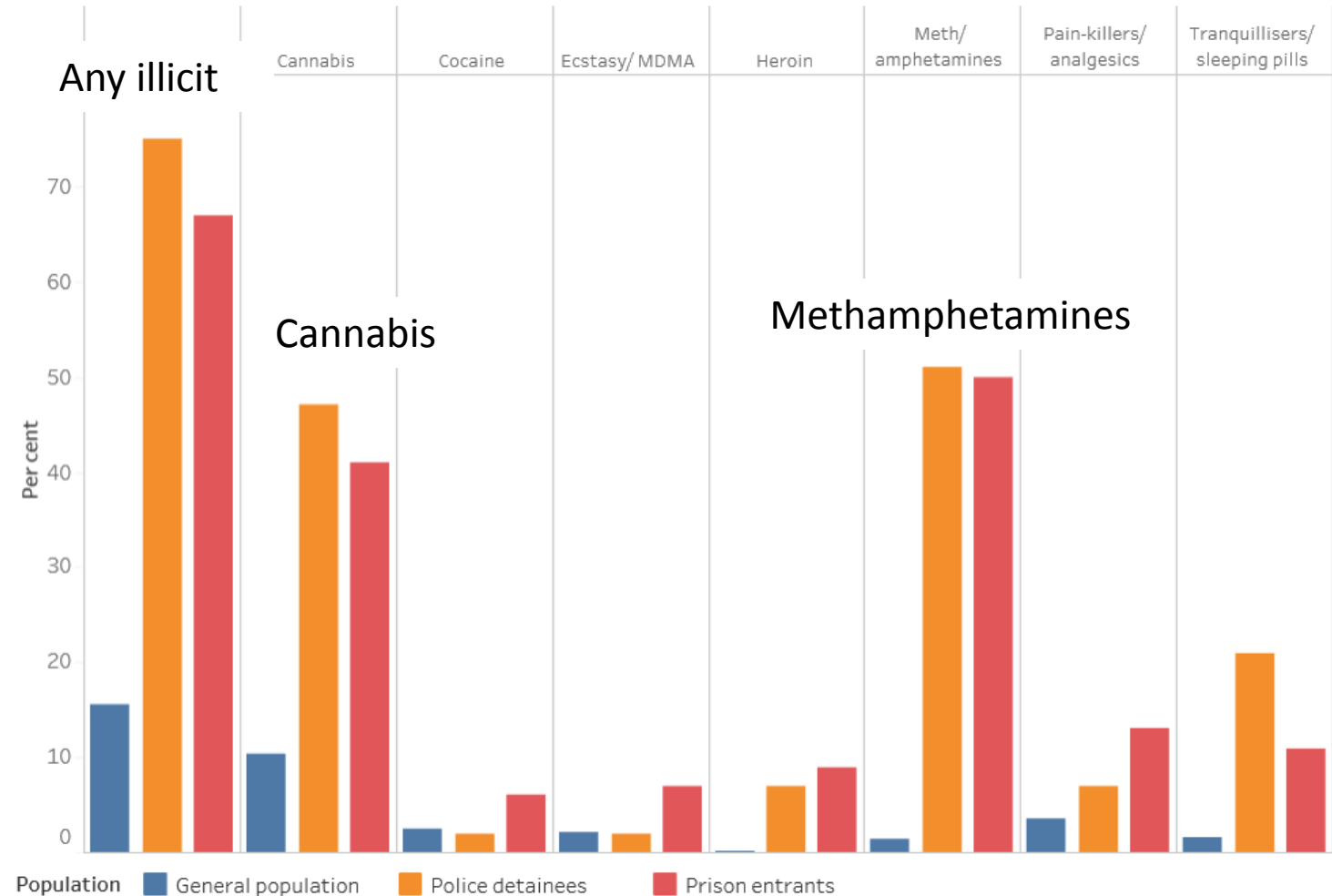


Source: AIHW, 2018, Alcohol, Tobacco & other drugs
Available: <https://www.aihw.gov.au/reports/alcohol/alcohol-tobacco-other-drugs-australia/contents/priority-populations/aboriginal-and-torres-strait-islander-people>

Service demand

How does drug use in the prison population compare to the mainstream?

Recent drug use by population, 2016-17

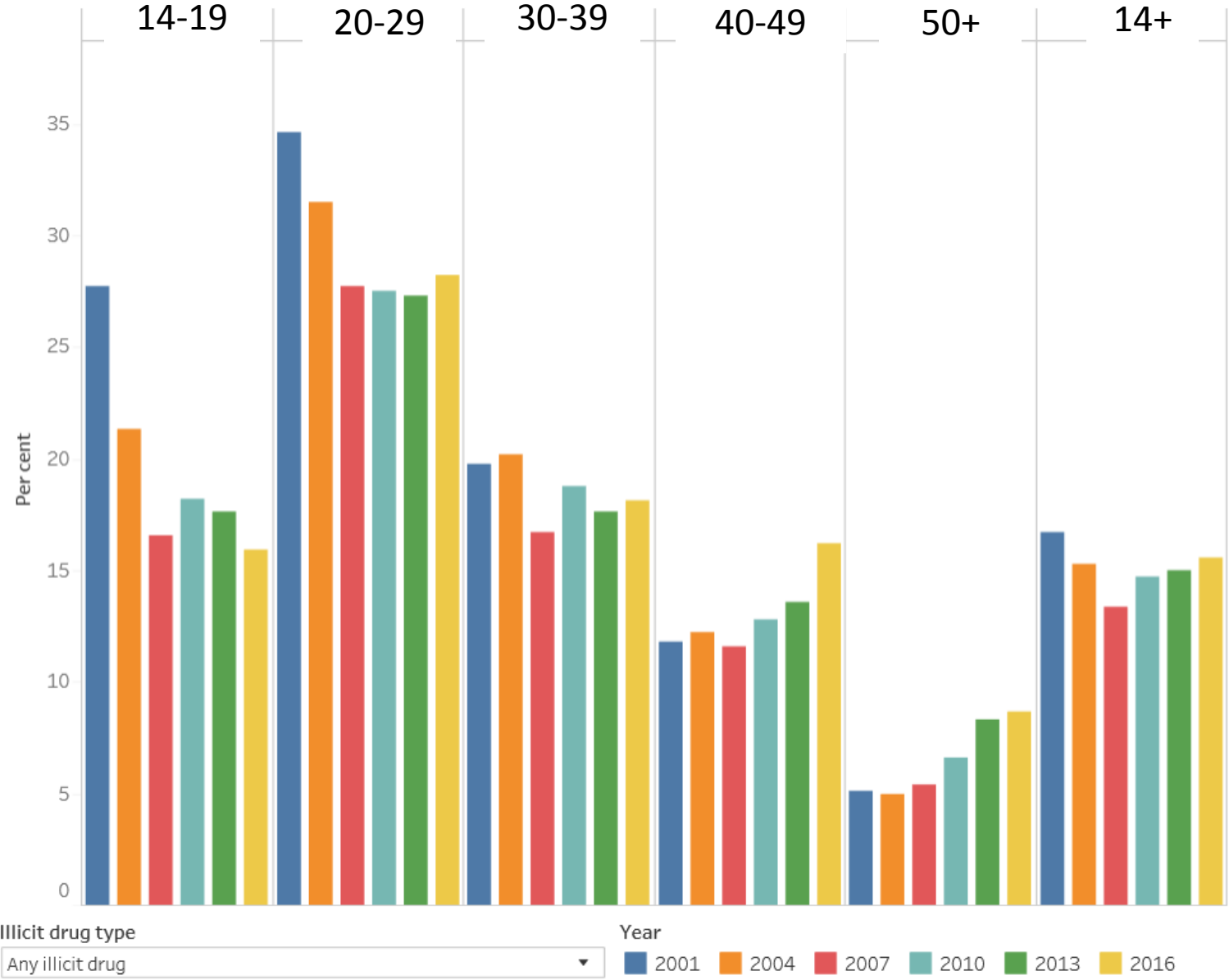


Compared to the general Australian population, prison entrants and police detainees have significantly higher rates of methamphetamine use

How does drug use compare across age groups?

People aged 20-29 years are more likely to use illicit drugs than other age groups and their use is increasing.

Recent use of illicit drugs by age, 2001 to 2016



Source: AIHW, 2018, Alcohol, Tobacco & other drugs
Available: <https://www.aihw.gov.au/reports/alcohol/alcohol-tobacco-other-drugs-australia/contents/priority-populations/young-people>

4. Current programs and future areas of development

- What are we doing now to ensure the workforce can meet future societal need?
- Given what we know, where should we focus on building capacity and capability?

Current priorities

- **In general, we are:**

- Influencing the education and training sector
- Ongoing consultations across state and federal jurisdictions
- Continued workforce analysis and planning
- Promoting consumer participation in everything we do

- **In line with best practice workforce development, we focus on all elements:**

- The individual worker
- The workplace
- The organisation
- The service delivery system.

Building Forensic Capabilities

Three new courses will be launched early 2019, designed to be undertaken sequentially with each course building on the knowledge learned in the previous course.

- Forensic Foundations - an online training module designed to give AOD clinicians a foundational understanding
- Forensic Fundamentals - A half day face-to-face clinical course for all AOD clinicians
- Forensic Specialist - A one day advanced forensic clinical face to-face training course targeted at senior clinicians

Workforce attraction campaigns

- “Welcome to a World of Difference” was released in 2018 to encourage people to join the AOD sector.
- An attraction campaign specifically targeted at encouraging more Aboriginal people to consider a career in the AOD sector will commence mid-2019.

The screenshot shows the health.vic website with a red header. The main navigation includes: Hospitals & health services, Primary & community health, Public health, Mental health, Alcohol & drugs, and Ageing & aged care. A search bar is in the top right. The breadcrumb trail is: Home > Alcohol & other drugs > AOD Careers. The main heading is "WELCOME TO A WORLD OF DIFFERENCE" in a green bar. Below this is a large image of a man sitting in a red chair, with a text overlay: "MAKE A DIFFERENCE TO PEOPLE'S LIVES IN A SECTOR UNLIKE ANY OTHER." Below the image, there are three paragraphs of text: "Developing issues with alcohol and other drugs (AOD) can happen to anyone. The effects are felt by individuals, families, friends and the broader community, which is why the AOD sector provides services for a diverse range of people." "Professionals within the AOD sector can make the world of difference in supporting people who are looking for help to make lifelong changes. It takes a broad range of professional and personal skills, plus experience, to help people make these changes a reality." "The AOD sector is growing, with additional funding opening up diverse opportunities across multiple programs and settings. With many different jobs available in an environment where no two days are the same, we're after lots of different people." "So the question is... do you have what it takes to work in the AOD sector?" At the bottom, there is a video player with the title "A WORLD OF DIFFERENCE" and a "Watch later" button. To the right, there is a green button that says "HEAR FROM OTHER WORKERS IN THE AOD SECTOR" and a link "> MORE STORIES".

Ice and recovery

- We continue to build the capacity across all frontline workforces to respond to AOD issues by offering face-to-face and online training
- This workforce development program has a strong recovery focus – filmed vignettes of people’s real-life stories of overcoming ice addiction are shown during the training

ICE: TRAINING FOR FRONTLINE WORKERS



Free online training is now available for all Victorians who come into contact with ice-affected people as part of their job.

Completing the training package will equip workers with the skills and knowledge to:

- understand the effects of ice and identify users
- work safely to protect themselves and others
- respond effectively to ice-affected people.

To access the training visit Ice.vic.gov.au/icetraining

ICE
ACTION
PLAN

Additional programs include:

- AOD studies for nurses working in the AOD sector and other sectors
- AOD Workforce study
- Strengthening addiction specialist capability
- Uplift to meet the MQS
- Student placement support
- Supporting Intentional Peer Work and the value of lived experience
- Jobs board and sector-wide training calendar

Thank you

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Mental Health and Drugs Workforce

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Department of Health and Human Services