

# What is the MQS?

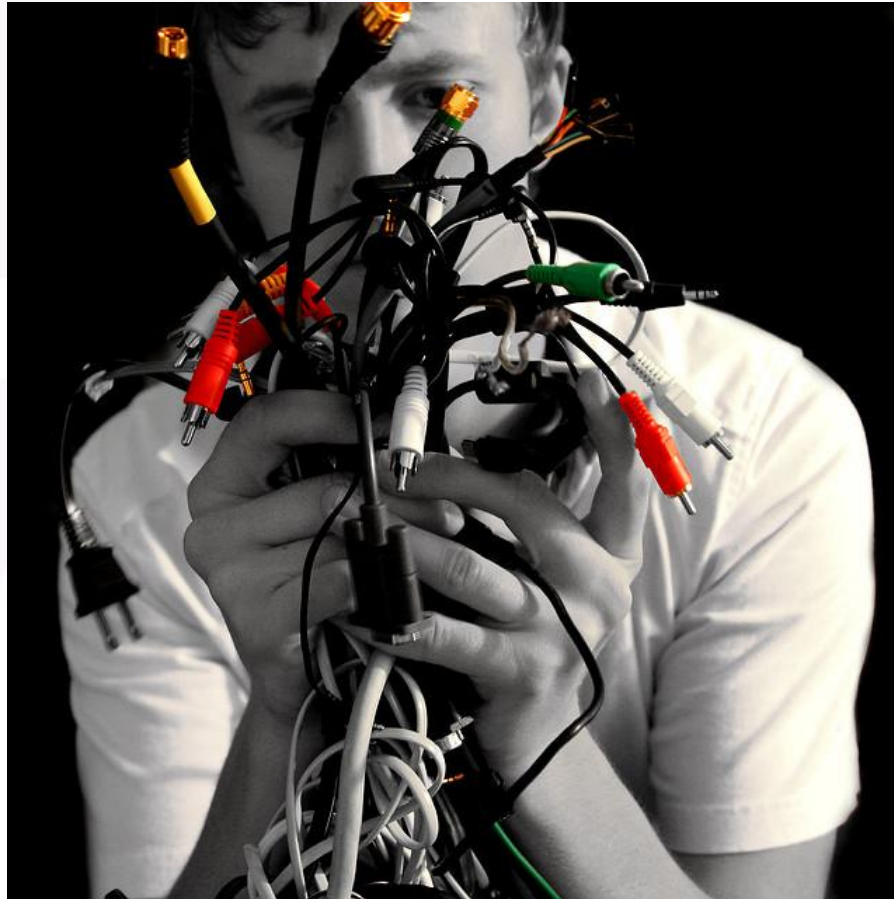
And why should we care?

Naomi Crafti, Manager Workforce Development



eastern**health**

# How long is the AOD Workforce?



# What is an MQS?

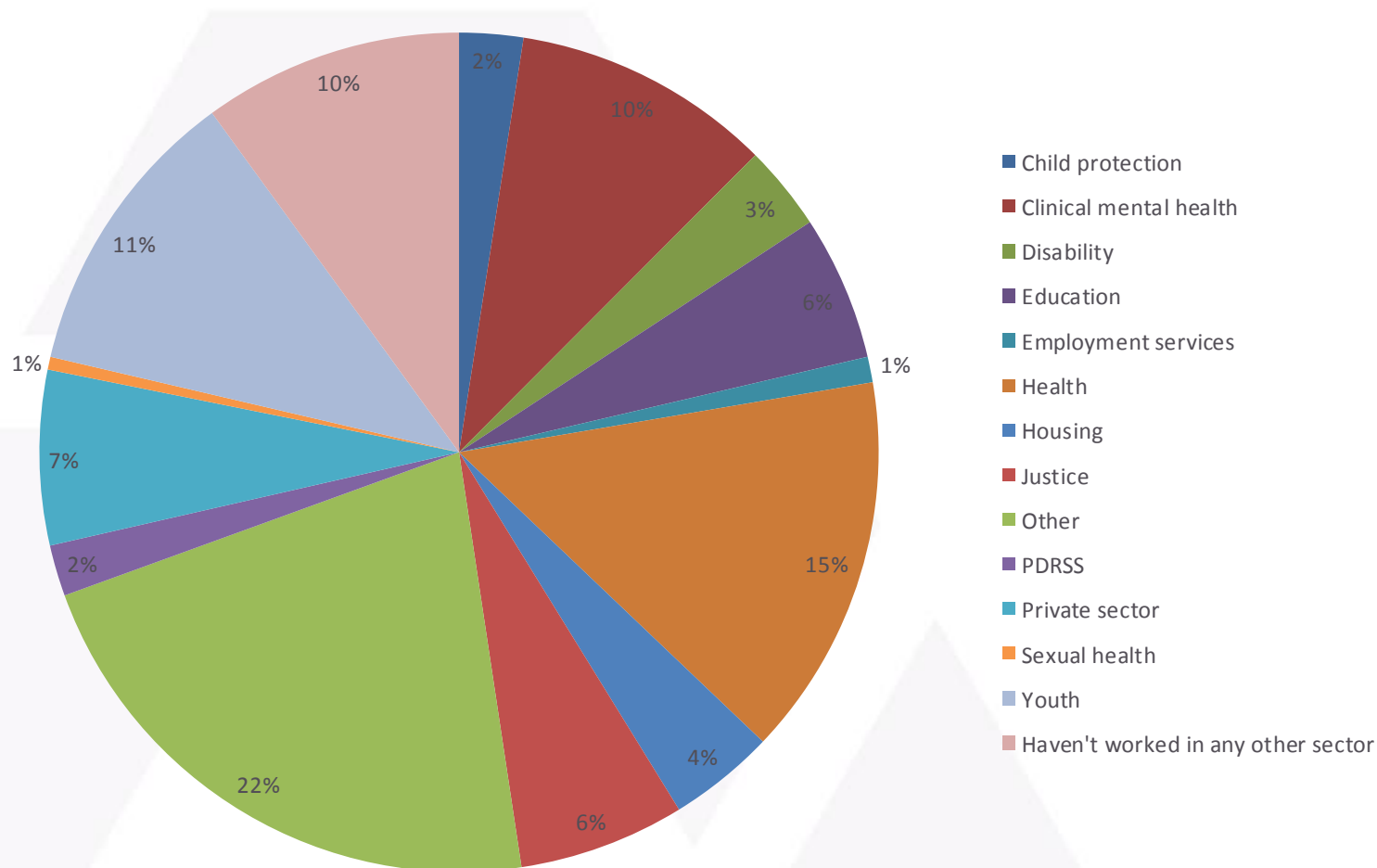


# Relevant qualifications

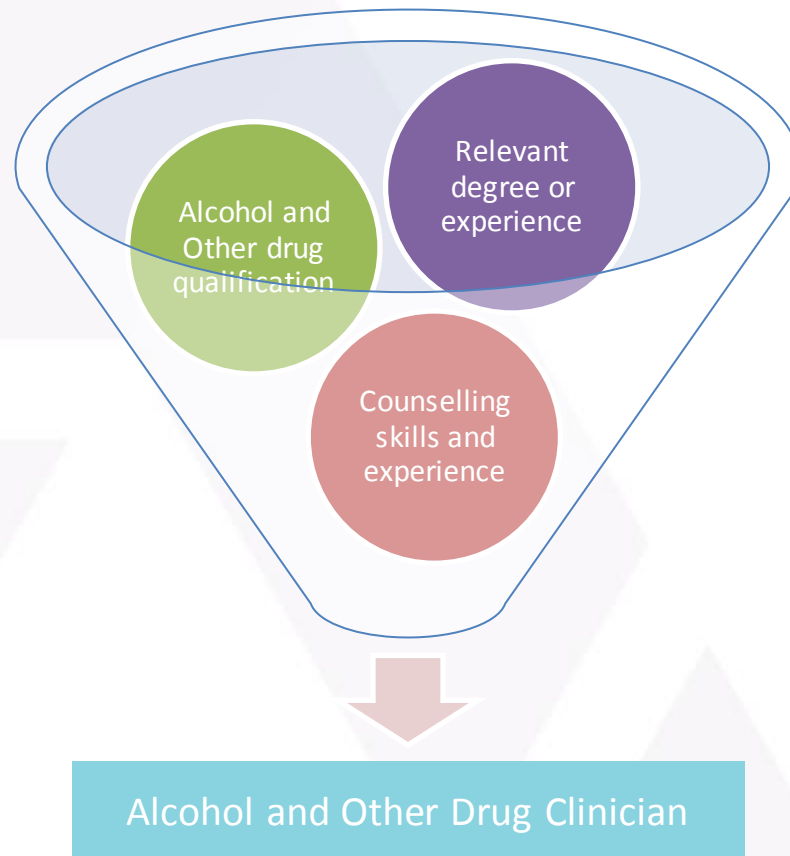
The AOD sector is multidisciplinary which means that there are many professional pathways to becoming a clinician:

- Psychology
- Social work
- Health science
- Medicine
- Criminology
- Psychotherapy
- Nursing
- Youth work
- Welfare work
- Community development

# Previous role before AOD



# Key ingredients





# AOD minimum qualification strategy (MQS)

- In 2003 only 8% of the AOD workforce had qualifications specifically in AOD or Addiction studies.
- DHS adopted a minimum qualification strategy to upskill the sector. This strategy came into effect 1<sup>st</sup> July 2006.



# What is the MQS?

- **CURRENT WORKFORCE**

- A qualification specialising in Alcohol and other Drugs **or** Addiction Studies

The qualification must be equivalent to, **or above**, the Australian Qualifications Framework Certificate IV in Alcohol and Other Drugs Work.

- A health, social or behavioural science related tertiary qualification plus
  - Four AOD Core induction competencies which can be gained on-the-job; and
  - Any other Work Specific competencies required for job role; to be agreed with the employer as part of a professional development plan.

- **NEW WORKERS**

- New workers entering the sector without a qualification to obtain
  - The minimum qualification, **Certificate IV in Alcohol and other Drugs work** (time frame to be negotiated with the employer).
- New workers entering the field with a health, social, or behavioural science related tertiary qualification are required to undertake **the AOD competencies (or higher qualification)** as part of an induction/training plan.



# The aims of the MQS

- To ensure the development and maintenance of a consistently competent and professional AOD workforce
- To ensure consistent and high-level drug and alcohol client services
- For AOD workers to be regarded by other health sectors as competent and knowledgeable AOD professionals
- To act as a **benchmark** to ensure all AOD workers have a common level of alcohol and drug attitude, skills and knowledge

Have these aims been met in the following 12 years?

# The current four core competencies

- CHCAOD001: Work in an alcohol and other drugs context
- CHCAOD004: Assess needs of clients with alcohol and other drugs issues
- CHCAOD006: Provide interventions for people with alcohol and other drugs issues
- CHCAOD009: Develop and review individual alcohol and other drugs treatment plans

## Those with AOD Specific Qualifications (AOD Workforce Survey 2016)

HAVE AN AOD QUALIFICATIONS (n=432)		Frequency	Percent
QUALIFICATIONS LEVEL			
Valid	Have an AOD specific qualification	432	62%
	TAFE	266	61.6%
	Degree	28	6.5%
	Post graduate	123	28.5%
	Missing data	15	3.5

# Issues for the AOD sector.

## Have the aims of the MQS been met?

- Is the minimum qualification adequate? What do AOD workers REALLY need to know?
- How is the MQS used/misused in job descriptions/advertising for AOD workers?
- Does the MQS improve outcomes for clients?
- What about continuing professional development for AOD workers – where is the link to career progression /salaries?
- Does the MQS enable us to be regarded by other health sectors as competent and knowledgeable AOD professionals?
- Is the Benchmark high enough?



## Next steps.....



# Questions ?

naomic@turningpoint.org.au



easternhealth