

DEVELOPING A WORKFORCE DEVELOPMENT PLAN FOR THE NSW NON GOVERNMENT ALCOHOL AND OTHER DRUGS SECTOR

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Introduction / Issues: In 2015 the Network of Alcohol and other Drugs Agencies (NADA) embarked on a process to develop a Workforce Development Plan for the NSW non government alcohol and other drugs (AOD) workforce. This presentation will provide an overview of that journey. Workforce strengths and challenges will be examined along with proposed activities, including the design of an organisational change project to strengthen workforce health and wellbeing.

Method / Approach: Group consultation workshops, one-on-one interviews, and a focus group were conducted with key stakeholders to identify their workforce vision, needs and priorities for the next three years.

Key Findings: Key workforce development priorities for the NSW non government AOD sector include the need to: (1) better understand the workforce (2) enhance workforce sustainability (3) strengthen workforce health and wellbeing (4) improve service integration (5) enhance consumer and family participation (6) better respond to target populations (7) enhance evidence-based practice, and (8) support non-specialists to prevent and reduce AOD harm.

Discussions and Conclusions: Workforce development approaches that fail to address the range of individual, organisational and structural factors that impact on the workforce's ability to prevent and reduce AOD-related harm are unlikely to achieve long-term sustainable results. NADA has developed a multifaceted and systems focused Workforce Development Plan for the sector to turn our stakeholders shared vision of 'a diverse and sustainable workforce that is competent, capable and supported to meet client needs' into an ongoing reality.

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