



Turning Point
Alcohol & Drug Centre

The Victorian Minimum Qualification Strategy for Alcohol and Other Drug Service Workforce

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What is the MQS?

- Aims of the MQS
 - Consistently competent and professional AOD workforce
 - Ensures consistent and high-level AOD client services
 - Professionalises the AOD workforce

Minimum Qualification Strategy (MQS)

- To achieve the MQS
 - Certificate IV in AOD Work, an equivalent or higher

OR

- a tertiary qualification in the related areas of health, social or behavioural science and completion of ALL four minimum **AOD** core units of competency in Certificate IV in AOD work



AOD Units of Competency

- CHCAOD2C - Orientation to the AOD sector
- CHCAOD6B - Work with clients who are intoxicated
- CHCAOD8C - Assess the needs of clients who have AOD issues
- CHCAOD10A - Work with clients who have AOD issues



Australian Qualification Framework (AQF)



- Higher Education Sector
- Doctoral Degree
 - Masters Degree
 - Graduate Diploma
 - Graduate Certificate
 - Bachelor Degree
 - Associate Degree, Advanced Diploma
 - Diploma

- Vocational Education and Training Sector
- Vocational Graduate Diploma
 - Vocational Graduate Certificate
 - Advanced Diploma
 - Diploma
 - Certificate IV
 - Certificate III
 - Certificate II
 - Certificate I



Minimum Qualification Strategy

- School Sector
- Senior Secondary Certificate of Education



Aims of the MQS review

- Relevance of the MQS
 - AQF level of the qualification
 - AOD units of competency learning outcomes



- Two online surveys of:
 - 191 AOD workers
 - 71 AOD managers } Survey 1
- 42 AOD industry representatives – Survey 2



Findings - Demographics

- AOD managers and workers
 - 7 years in the AOD sector (9 years if manager)
 - 42% community health AOD service
 - 36% stand alone agency
 - 8% hospital
 - 14% other (eg charities, NSPs)



Findings - Demographics

- AOD managers and workers
 - 71% meet MQS
 - 13% in progress of meeting MQS
 - 16% do not meet and not in progress of meeting MQS



Findings - Demographics

- AOD industry representatives
 - 38 % government departments
 - 17 % major AOD organisations
 - 10 % research organisations
 - 10 % educational institutions



Findings – Relevance

The AQF level of qualification

- All in agreement that it should not be decreased to Certificate III
- AOD workers
 - tend toward Certificate IV level
- AOD managers and industry
 - Diploma level or above



Findings – Relevance

- Are the skills and knowledge acquired in obtaining the units of competency appropriate in meeting the needs of AOD services?



Findings – Relevance

Skills and knowledge acquired by MQS

- 72 - 95% believed core AOD units relevant/very relevant
- 80% of AOD workers believed skills and knowledge appropriate to meet needs of AOD services
- 50-75% of AOD managers believed:
 - Incorporation of workplace issues
 - Content of MQS was appropriate



Findings – Relevance

Skills and knowledge acquired by MQS

- Skills and knowledge required in AOD role
 - Dual diagnosis
 - Mental health issues
 - Advanced counselling
- AOD workers
 - 35% provide counselling, consultancy and continuing care (4Cs)
 - 22% provide dual diagnosis



Conclusion

- Relevance of the MQS
 - AQF level of qualification
 - AOD workers - Certificate IV level
 - AOD managers and industry – Diploma level
 - AOD units of competency learning outcomes
 - All core AOD units of competency relevant
 - Skills and knowledge acquired via MQS appropriate
 - Additional skills and knowledge – dual diagnosis/mental health and advanced counselling skills



Acknowledgements

- Mental Health and Drugs Division, Department of Human Services
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