

Turning Point
Alcohol & Drug Centre

**Victorian AOD Sector
Qualification Review Report**

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1. Introduction

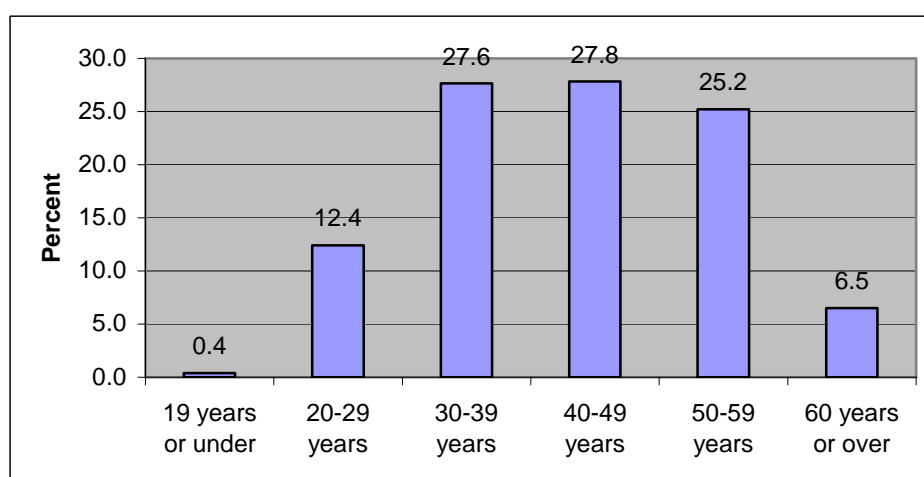
Drugs Policy and Service Branch funds approximately 800 equivalent full-time (EFT) positions across Victoria and has supported workers in these positions with the provision of ongoing and sustained access to alcohol and drug education. Whilst the focus of initial education and training provision has been in relation to the DHS Minimum Qualification Strategy, especially in relation to accredited competency based alcohol and drug training, recent education activities have incorporated several initiatives beyond MQS. This has included postgraduate scholarships and postgraduate short courses. DHS have contracted Turning Point to undertake a qualification review of the current workforce to assist in determining future directions for the next Workforce Development Strategy.

In conjunction with DHS, Turning Point developed an online survey which addressed major training areas in relation to MQS courses and courses beyond MQS. The survey was based largely on the survey designed for a similar project in 2006 but several additional questions were incorporated, these were primarily in the areas of Dual Diagnosis and Clinical Supervision. Managers of AOD agencies were made aware of the project and asked to comment on the draft survey. Once finalised, all AOD agencies were provided with a promotional flyer detailing the nature of the survey and providing them with a web address to complete the survey. Electronic advertising via VAADA (Victorian Alcohol and Drug Association) was also utilised. The survey was initially available online for 7 days but this was extended to 17 days to provide greater access to the survey. Regional AOD coordinators used the additional time to further promote the survey at a regional level and to encourage workers to complete the survey.

In total, 492 respondents completed the survey. The regional representation and breadth of respondent in terms of age, experience and work role was satisfactory.

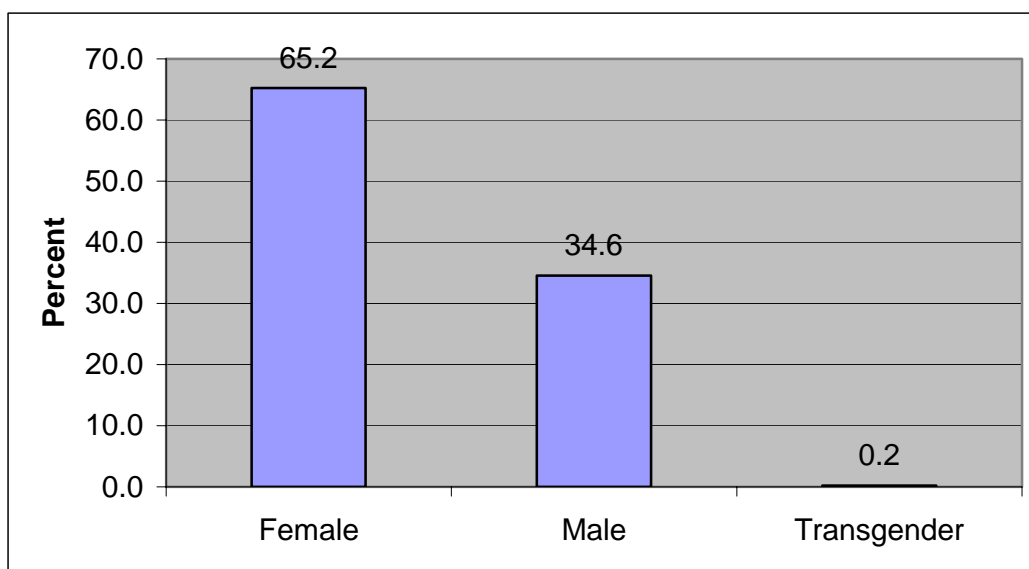
2. Demographics

2.1 Age



Data from 2002 indicated that 24% of the workforce was under 30. The figure for 2006 indicated that 15% were in that age group. Data from the 2008 survey (13%) indicates that there has been a further reduction in the proportion of workers under 30 years of age. In 2002, 48% of respondents indicated they were over 40. This figure increased to 55% in 2006 and is now at 59%.

2.2 Gender

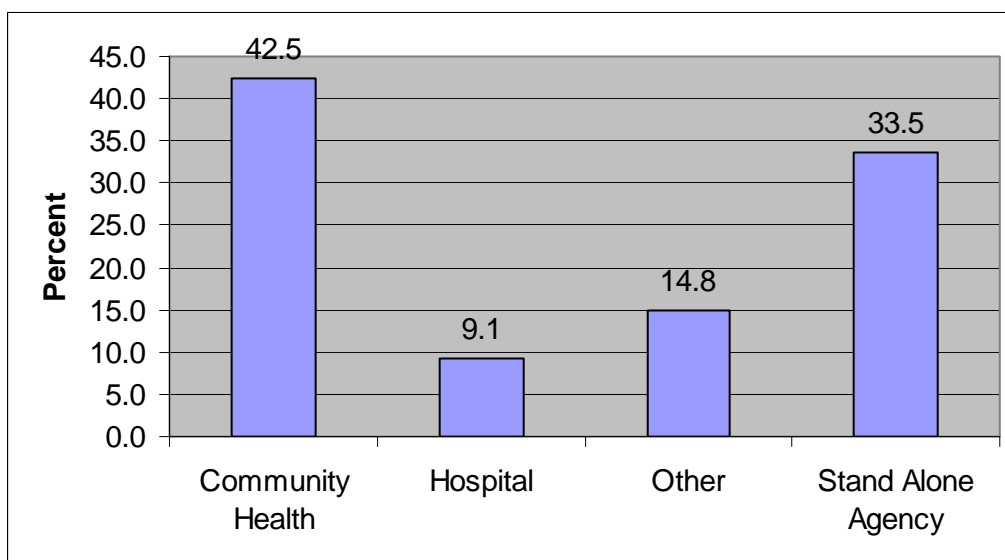


As with the 2002 and 2006 data, the majority of the workforce is female (65%).

3. Work Situation

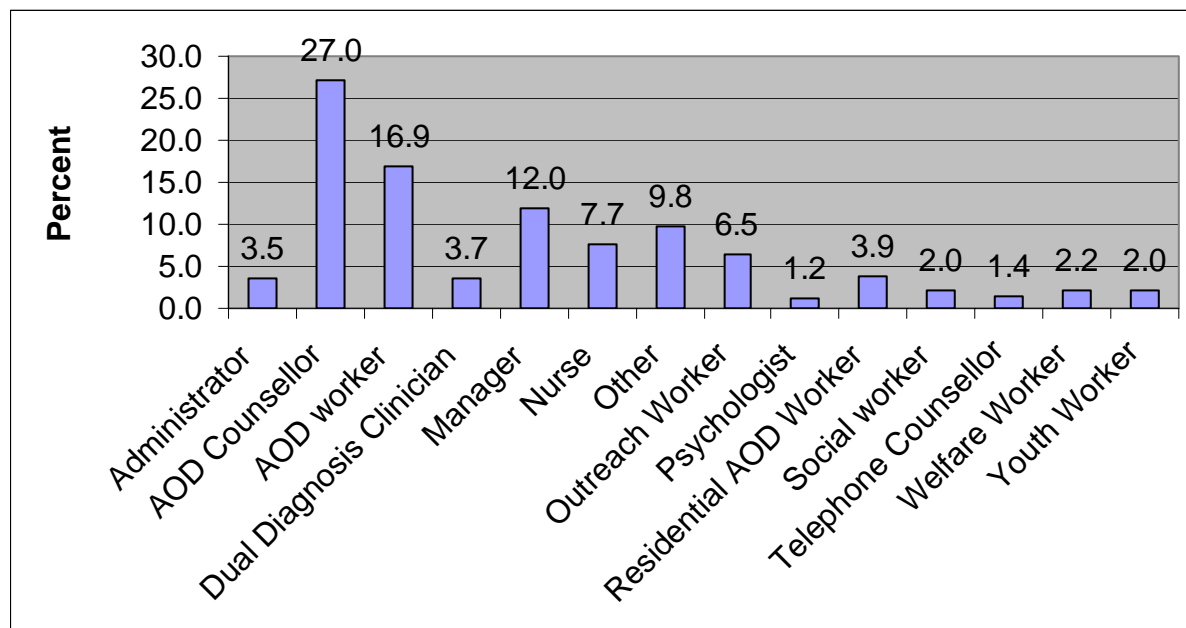
Respondents were asked to identify the type of organisation they worked in and also to indicate if they were full time/part-time, permanent/contract workers. They were also asked to identify their primary job role.

3.1 Type of agency



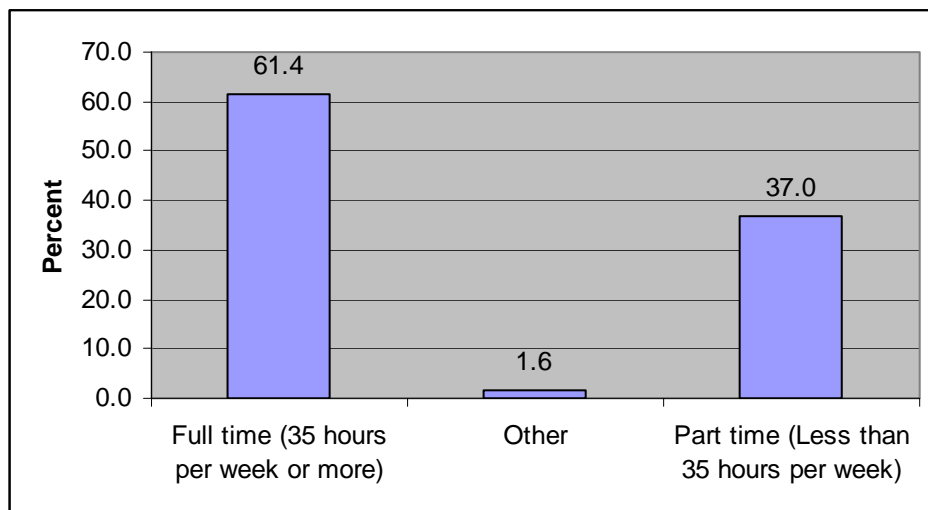
The majority of respondents (43%) work from AOD services located within Community Health settings with 34% indicating that they worked in stand-alone AOD agencies.

3.2 Job role



A broad cross section of workers contributed to the survey. Those identifying as AOD counsellors and AOD workers accounted for 44% of respondents. Twelve percent of respondents held management positions with a small proportion (4%) in administrative positions.

3.3 Employment status

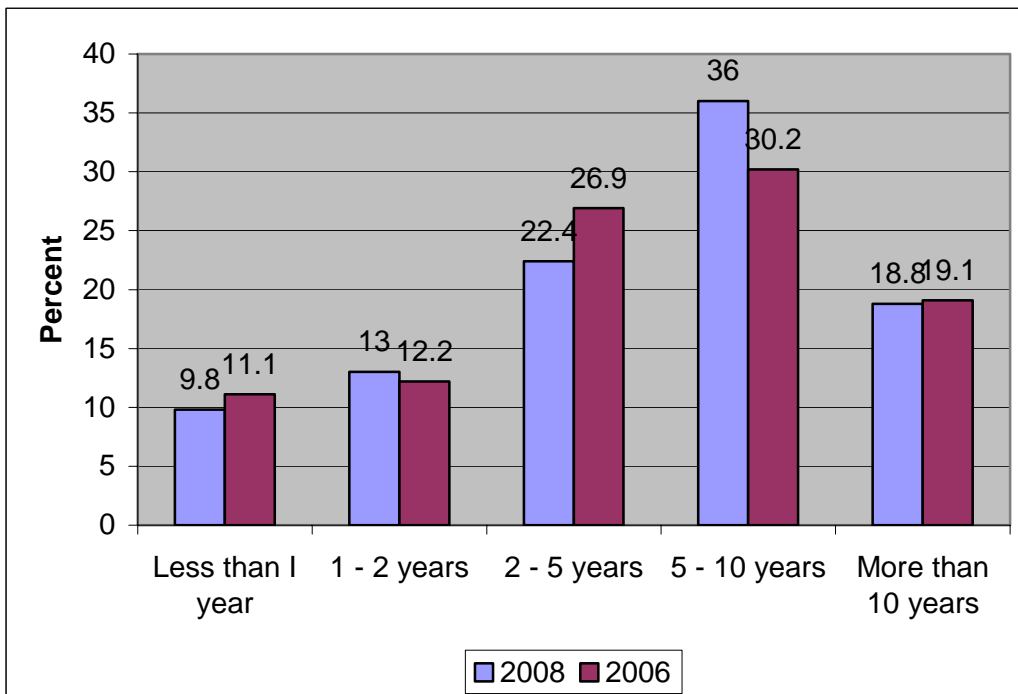


As with data from previous surveys, the majority (61%) of respondents indicated that they worked on a full-time basis. Seventy-seven percent of respondents indicated that they were employed on a permanent ongoing basis with 16% on contracts and 5% indicating casual employment.

4. AOD Experience

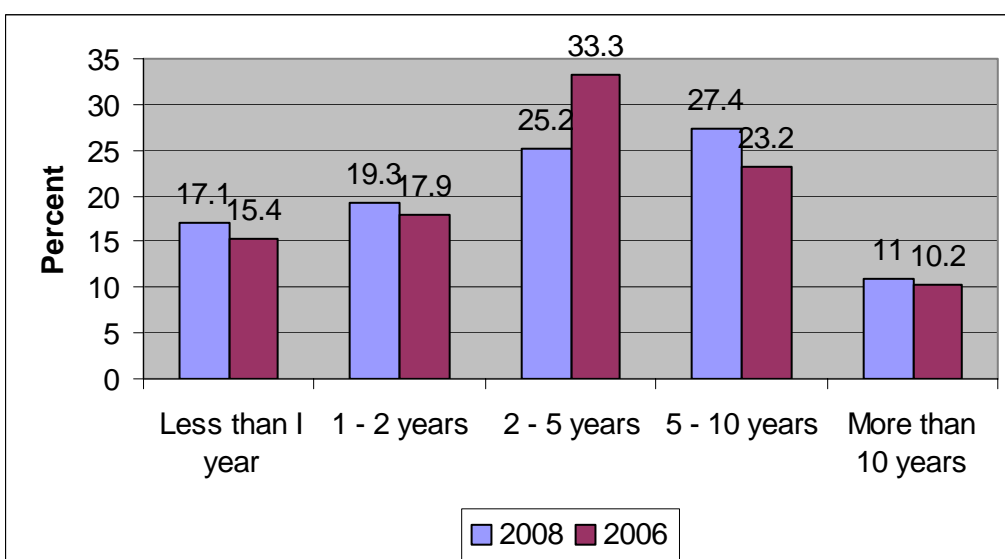
Respondents were asked to indicate their length of experience in the AOD sector and also length of employment with their current employer.

4.1 Length of time in AOD sector



Ten percent of respondents indicated less than 12 months experience working in the AOD sector (down from 11% in 2006) with a further 13% indicating 1–2 years experience in the AOD sector. Twenty-three percent indicated 2-5 years experience and 36% indicated more than 5 years experience working in the AOD sector (up from 30.2% on 2006). Data from 2002 indicated that at that time only 35% had more than 5 years experience in the sector.

4.2 Length of time in current agency



Seventeen percent of respondents indicated that they had worked for their current employer for less than 1 year whilst a further 18% indicated they had worked for their current employer for a period of 1-2 years. The respective figures for 2006 were 15% and 18%. Twenty-five percent indicated employment with their current employer of 2-5 years with a further 38% indicating more than 5 years service with their current employer. Respective data from 2006 indicated 33% for those with 2-5 years employment and 32% with more than 5 years employment with current employer.

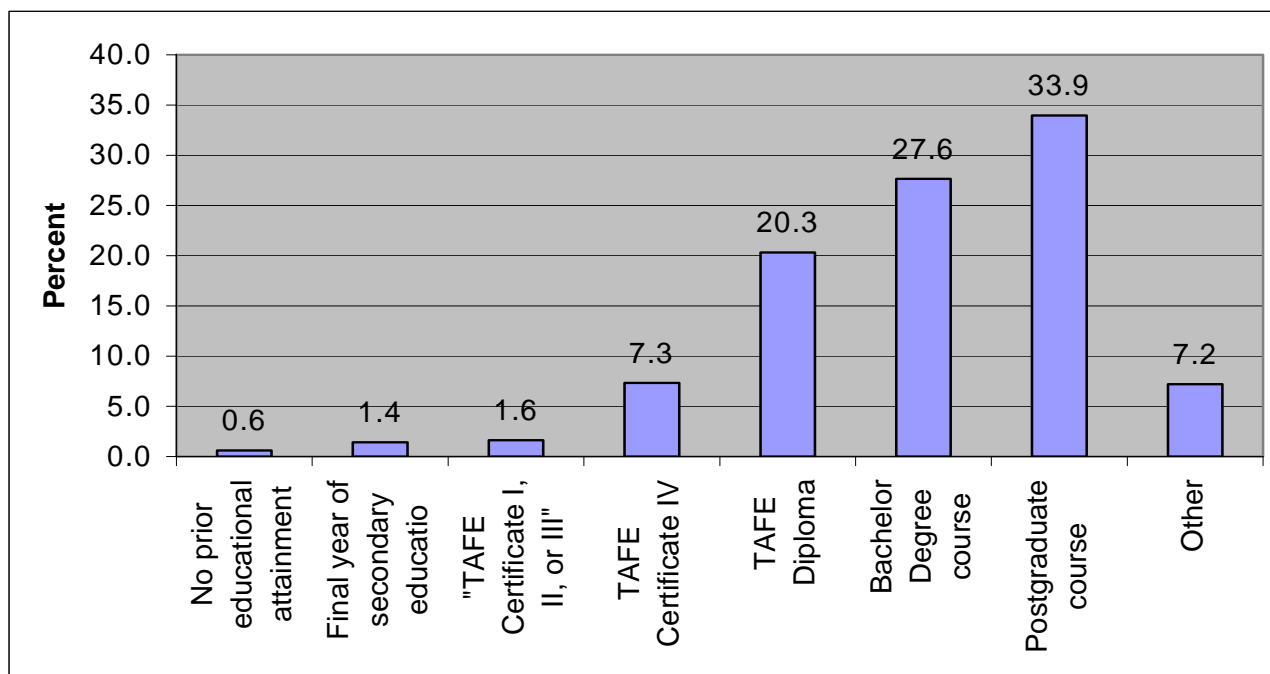
4.3 Length of time in the AOD sector by worker role

	Less than 1 year	1-2 years	2-5 years	5-10 years	More than 10 years	Total
Administrator	3	4	2	4	4	17
	17.6%	23.5%	11.8%	23.5%	23.5%	100.0%
AOD Counsellor	14	20	31	50	18	133
	10.5%	15.0%	23.3%	37.6%	13.5%	100.0%
AOD worker	10	15	16	32	10	83
	12.0%	18.1%	19.3%	38.6%	12.0%	100.0%
Dual Diagnosis Clinician	0	1	5	6	6	18
	.0%	5.6%	27.8%	33.3%	33.3%	100.0%
Manager	0	1	8	26	24	59
	.0%	1.7%	13.6%	44.1%	40.7%	100.0%
Nurse	0	4	12	12	10	38
	.0%	10.5%	31.6%	31.6%	26.3%	100.0%
Other	8	5	9	17	10	49
	16.7%	8.3%	18.8%	35.4%	20.8%	100.0%
Outreach Worker	4	7	11	10	0	32
	12.5%	21.9%	34.4%	31.3%	.0%	100.0%
Psychologist	1	0	0	3	2	6
	16.7%	.0%	.0%	50.0%	33.3%	100.0%
Residential AOD Worker	4	2	3	7	3	19
	21.1%	10.5%	15.8%	36.8%	15.8%	100.0%
Social worker	1	0	2	3	4	10
	10.0%	.0%	20.0%	30.0%	40.0%	100.0%
Telephone Counsellor	0	1	3	2	1	7
	.0%	14.3%	42.9%	28.6%	14.3%	100.0%
Welfare Worker	2	1	4	4	0	11
	18.2%	9.1%	36.4%	36.4%	.0%	100.0%
Youth Worker	1	3	4	1	1	10
	10.0%	30.0%	40.0%	10.0%	10.0%	100.0%
Total	48	64	110	177	93	492
	9.8%	13.0%	22.4%	36.0%	18.9%	100.0%

5. Qualifications attained

Respondents were asked to identify their highest level of qualification in any field and also to indicate their highest level of qualification specifically in the AOD area. Additional questions specific to MQS requirements were also asked.

5.1 Highest level of qualification in any field

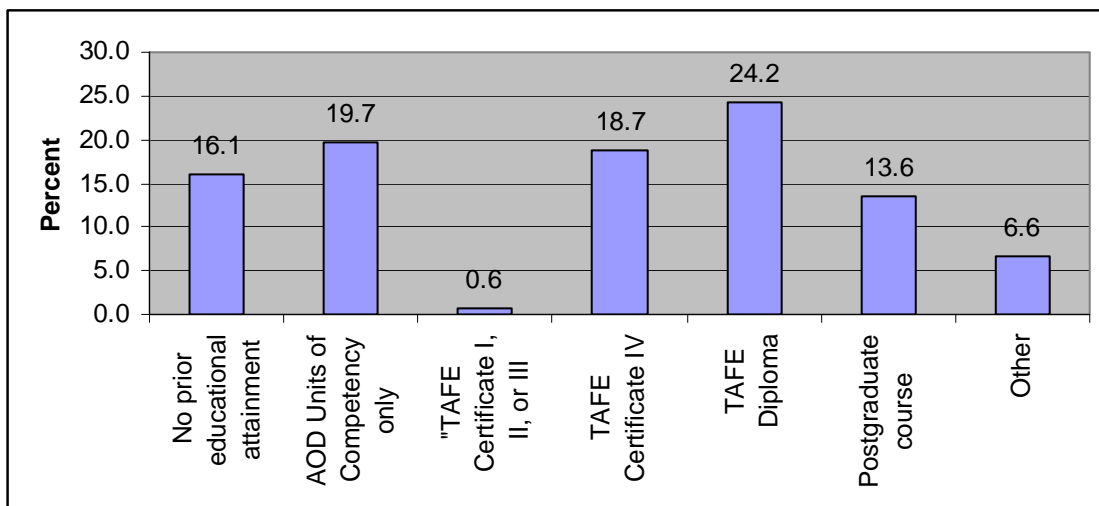


As with the 2002 and 2006 data, respondents indicated high levels of qualification in any field. Sixty-two percent of respondents in the 2008 survey indicated they had attained qualifications at either degree or postgraduate levels. This is a small reduction from the 2006 data (64%). Only a small proportion indicated that they had low qualification levels.

5.2 Highest Qualification in any field by region

Region	No prior educational attainment	Final year of secondary education	"TAFE Certificate I, II, or III"	TAFE Certificate IV	TAFE Diploma	Bachelor Degree course	Post graduate course	Other	Other qualification or certificate	Total
Barwon-South Western	0	0	2	5	8	9	9	1	3	37
	.0%	.0%	5.4%	13.5%	21.6%	24.3%	24.3%	2.7%	8.1%	100.0%
Eastern	2	1	1	9	12	12	27	1	2	67
	3.0%	1.5%	1.5%	13.4%	17.9%	17.9%	40.3%	1.5%	3.0%	100.0%
Gippsland	0	0	1	2	8	8	6	1	1	27
	.0%	.0%	3.7%	7.4%	29.6%	29.6%	22.2%	3.7%	3.7%	100.0%
Grampians	0	0	0	1	5	6	7	0	0	19
	.0%	.0%	.0%	5.3%	26.3%	31.6%	36.8%	.0%	.0%	100.0%
Hume	0	0	2	1	8	9	9	0	1	30
	.0%	.0%	6.7%	3.3%	26.7%	30.0%	30.0%	.0%	3.3%	100.0%
Loddon Mallee	0	0	0	0	8	9	6	6	3	32
	.0%	.0%	.0%	.0%	25.0%	28.1%	18.8%	18.8%	9.4%	100.0%
Northern and Western	1	2	0	9	18	40	43	2	3	118
	.8%	1.7%	.0%	7.6%	15.3%	33.9%	36.4%	1.7%	2.5%	100.0%
Southern	0	2	1	7	21	27	34	6	3	101
	.0%	2.0%	1.0%	6.9%	20.8%	26.7%	33.7%	5.9%	3.0%	100.0%
Statewide	0	2	1	2	12	16	26	1	1	61
	.0%	3.3%	1.6%	3.3%	19.7%	26.2%	42.6%	1.6%	1.6%	100.0%
Total	3	7	8	36	100	136	167	18	17	492
	.6%	1.4%	1.6%	7.3%	20.3%	27.6%	33.9%	3.7%	3.5%	100.0%

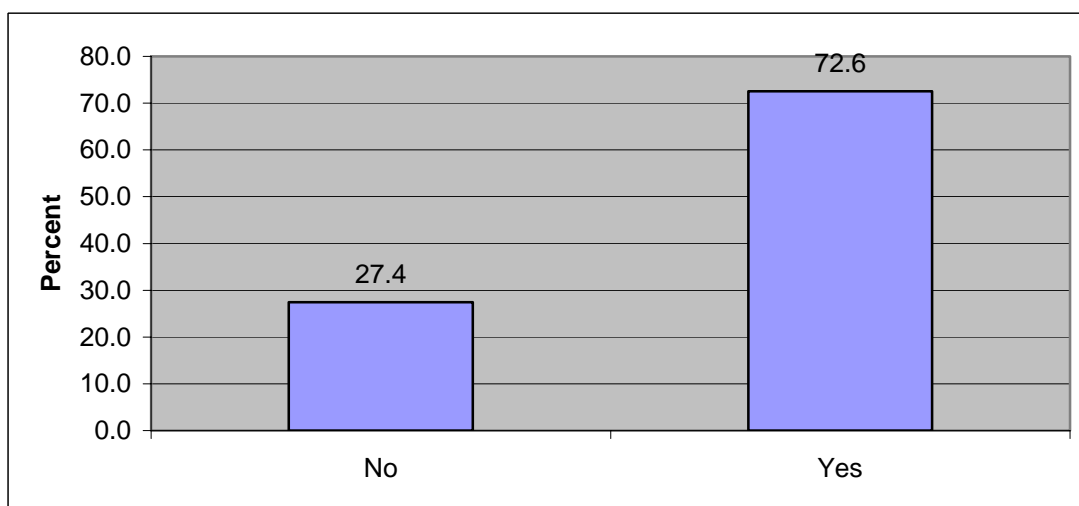
5.3 Highest level of qualification in AOD field



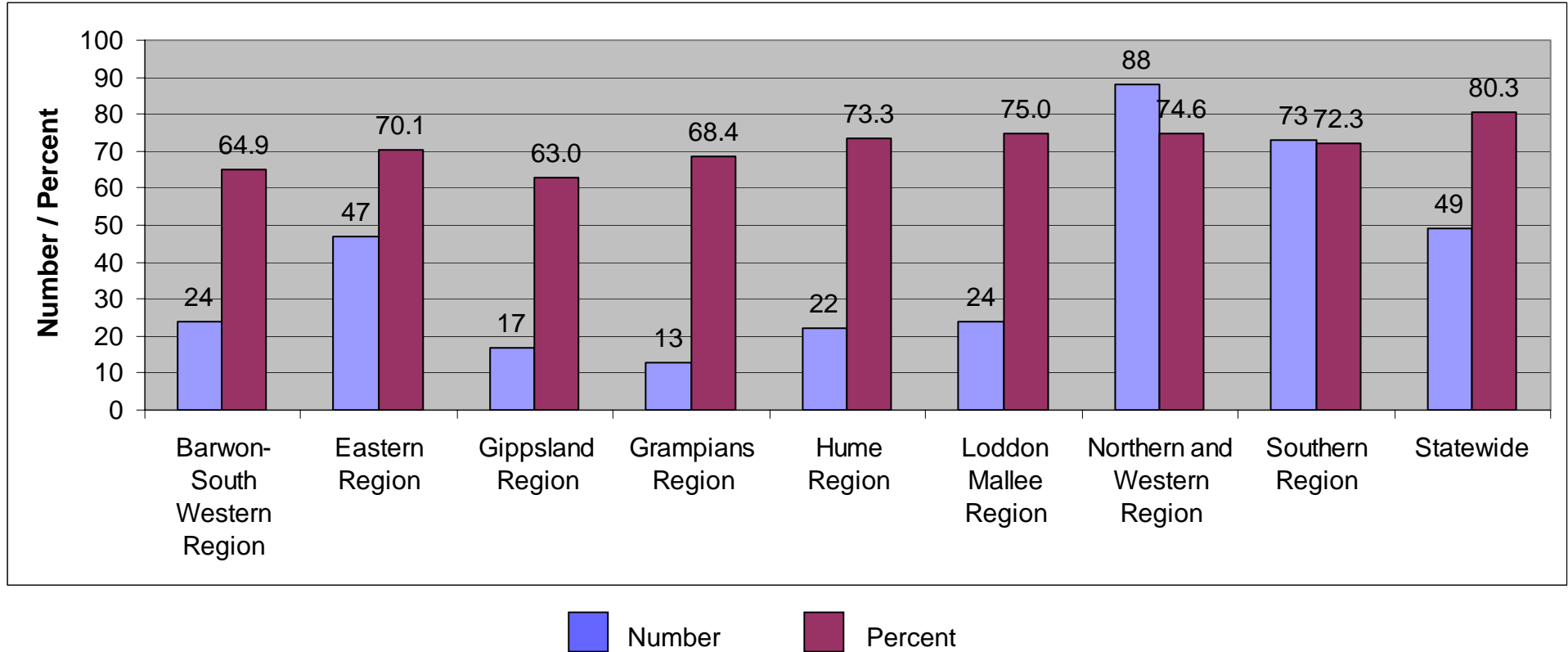
Data from 2002 indicated that 8% of respondents held qualifications specifically in the AOD area. The 2006 survey indicated that this had risen to 24% comprising of Postgraduate courses, 13%, TAFE Diplomas, 7% and Certificate IVs, 4%. The current data indicates that this figure has increased to 56% comprising of Postgraduate courses, 13%, TAFE Diplomas, 24% and Certificate IVs, 19%).

5.4 Numbers, proportions and regional locations of those with relevant tertiary qualification (as identified in MQS)

The MQS identifies health, social or behavioural qualifications as being particularly relevant to workers in the AOD sector. The table below indicates that 73% of respondents hold a tertiary qualification in these subject areas. The data from 2006 indicated 78%.



Numbers, proportions and regional locations of those with relevant tertiary qualification (as identified in MQS)

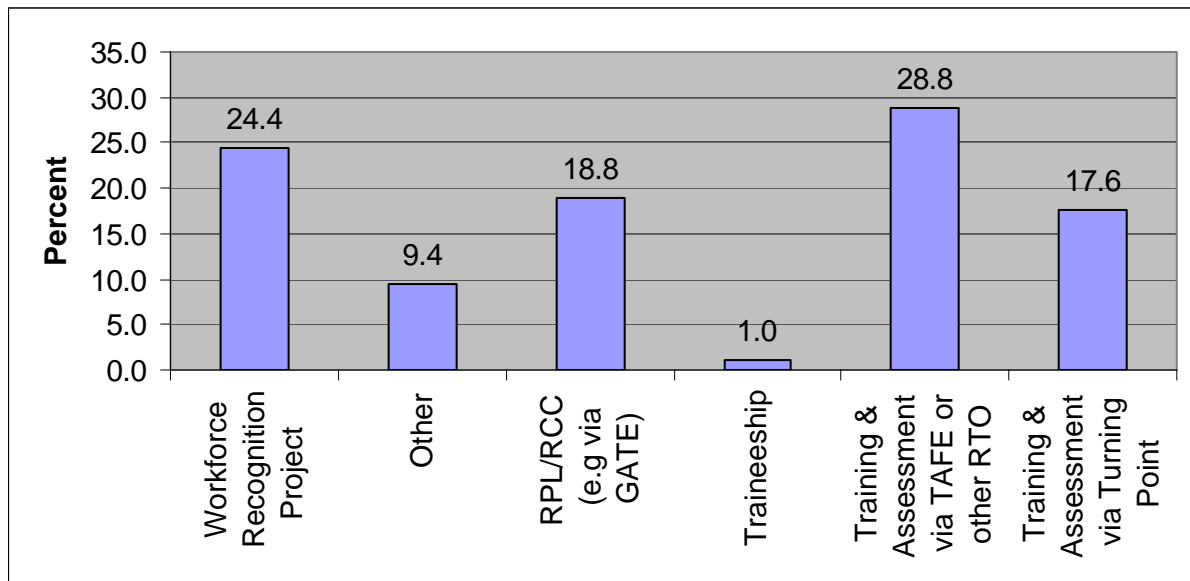


5.5 Numbers, proportions and regional locations of those who have attained specialist AOD competencies as identified in MQS

Region	CHCAOD2C	CHCAOD6B	CHCAOD8C	CHCAOD10A
Barwon-South Western Region	28 (76%)	26 (70%)	26 (71%)	27 (73%)
Eastern Region	50 (75%)	46 (69%)	45 (67%)	44 (66%)
Gippsland Region	20 (74%)	19 (70%)	20 (74%)	20 (74%)
Grampians Region	16 (84%)	16 (84%)	13 (68%)	16 (84%)
Hume Region	21 (70%)	18 (60%)	19 (63%)	18(60%)
Loddon Mallee Region	24 (75%)	19 (60%)	17 (53%)	13 (40%)
Northern and Western Region	84 (72%)	75 (64%)	77 (65%)	72 (61%)
Southern Region	73 (72%)	62 (62%)	65 (64%)	67 (66%)
Statewide	42 (69%)	36 (59%)	38 (62%)	39 (64%)
Total	358 (73%)	317(64%)	320 (65%)	316 (64%)

Region	CHCAOD7C	CHCAOD9C	CHCAOD11A
Barwon-South Western Region	16 (43%)	22 (60%)	21 (57%)
Eastern Region	23 (34%)	32 (48%)	39 (58%)
Gippsland Region	13 (48%)	17 (63%)	16 (59%)
Grampians Region	8 (42%)	12 (64%)	10 (53%)
Hume Region	7 (23%)	10 (33%)	10 (34%)
Loddon Mallee Region	5 (16%)	10 (32%)	5 (16%)
Northern and Western Region	30 (25%)	38 (32%)	34 (37%)
Southern Region	35 (35%)	43 (43%)	52 (52%)
Statewide	12 (20%)	18 (30%)	25 (41%)
Total	149 (30%)	202 (41%)	222 (45%)

5.6 Primary method of attainment (WRP¹, RCC, T & A²) of specialist AOD competencies



¹ Workforce Recognition Project conducted by Turning Point, Moreland Hall, Odyssey, Salvation Army and YSAS

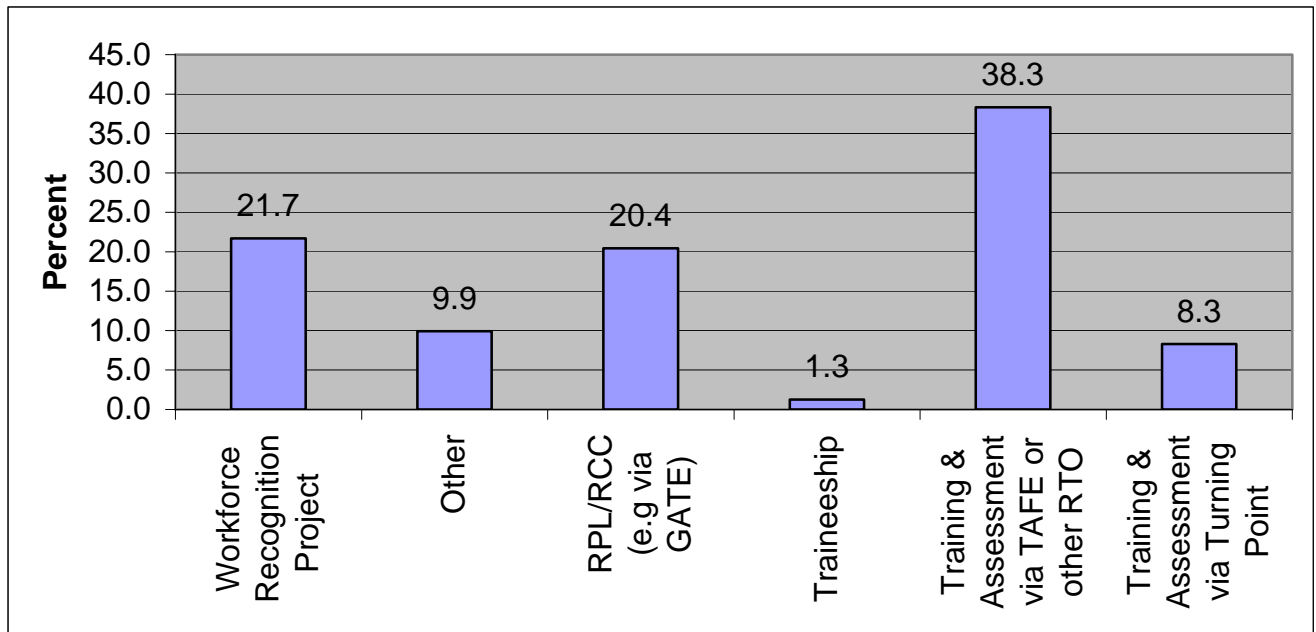
² Training and Assessment

5.7 Numbers and regional locations of those who have attained common³ competencies as identified in Cert IV in AOD work

Region	CHCOHS3 01A	CHCCOM 3C	CHCNET 4A	CHCCS30 1A	CHCCS40 2A	CHCCS40 5A	CHCCS40 1A	CHCCS40 3A	CHCMH 8A	CHCORG 5B
Barwon- South Western Region	19	17	16	18	15	16	12	18	15	18
Eastern Region	35	29	35	33	36	35	29	33	29	32
Gippsland Region	16	13	17	15	19	15	13	16	12	16
Grampians Region	10	9	10	9	9	10	4	8	5	8
Hume Region	13	15	16	13	17	15	10	15	14	13
Loddon Mallee Region	8	7	8	7	7	7	4	7	5	6
Northern and Western Region	41	38	41	43	45	47	34	38	33	39
Southern Region	46	46	46	49	46	51	36	46	46	43
Statewide	24	21	22	19	26	26	19	20	22	19
Total	212	195	211	206	220	222	161	201	181	194
Percentage	43	40	43	42	45	45	33	41	37	39

³ These are generic competencies that can be applied to several community services settings, eg administration, networking, communication skills etc

5.8 Primary method of attainment (WRP, RCC, T & A) of those common competencies



5.9 Analysis of highest qualification in any field by worker role

Work Role	"TAFE Certificate I, II, or III"	Bachelor Degree course	Final year of secondary education	None	Other	Postgraduate course	TAFE Certificate IV	TAFE Diploma	Total
Administrator	3	4	1	1	4	2	0	2	17
	17.6%	23.5%	5.9%	5.9%	23.5%	11.8%	.0%	11.8%	100.0%
AOD Counsellor	0	32	0	0	6	59	7	29	133
	.0%	24.1%	.0%	.0%	4.6%	44.4%	5.3%	21.8%	100.0%
AOD worker	3	28	1	0	5	11	12	23	83
	3.6%	33.7%	1.2%	.0%	6%	13.3%	14.5%	27.7%	100.0%
Dual Diagnosis Clinician	0	7	0	0	0	11	0	0	18
	.0%	38.9%	.0%	.0%	.0%	61.1%	.0%	.0%	100.0%
Manager	0	10	2	0	4	27	2	14	59
	.0%	16.9%	3.4%	.0%	6.8%	45.8%	3.4%	23.7%	100.0%
Nurse	0	12	0	0	5	20	0	1	38
	.0%	31.6%	.0%	.0%	13.2	52.6%	.0%	2.6%	100.0%
Other	1	15	3	2	6	17	2	3	49
	2.1%	31.3%	6.3%	4.2%	12.5%	35.4%	4.2%	4.2%	100.0%
Outreach Worker	0	10	0	0	1	2	6	13	32
	.0%	31.3%	.0%	.0%	3.1%	6.3%	18.8%	40.6%	100.0%
Psychologist	0	1	0	0	1	4	0	0	6
	.0%	16.7%	.0%	.0%	16.7%	66.7%	.0%	.0%	100.0%
Residential AOD Worker	1	1	0	0	1	6	3	7	19
	5.3%	5.3%	.0%	.0%	5.3%	31.6%	15.8%	36.8%	100.0%
Social worker	0	6	0	0	0	4	0	0	10
	.0%	60.0%	.0%	.0%	.0%	40.0%	.0%	.0%	100.0%
Telephone Counsellor	0	3	0	0	1	3	0	0	7
	.0%	42.9%	.0%	.0%	14.3%	42.9%	.0%	.0%	100.0%
Welfare Worker	0	5	0	0	1	0	1	4	11
	.0%	45.5%	.0%	.0%	9.1%	.0%	9.1%	36.4%	100.0%
Youth Worker	0	2	0	0	0	1	3	4	10
	.0%	20.0%	.0%	.0%	.0%	10.0%	30.0%	40.0%	100.0%
Total	8	136	7	3	35	167	36	100	492
	1.6%	27.6%	1.4%	.6%	7.2%	33.9%	7.3%	20.3%	100.0%

5.10 Qualifications in any field by employment status

	"TAFE Certificate I, II, or III"	Bachelor Degree course	Final year of secondary education	None	Other	Postgraduate course	TAFE Certificate IV	TAFE Diploma	
Full time (35 hours per week or more)	6	86	5	1	13	109	18	64	302
	2.0%	28.5%	1.7%	.3%	3.6%	36.1%	6.0%	21.2%	100.0 %
Other	0	1	0	0	1	3	1	2	8
	.0%	12.5%	.0%	.0%	12.5%	37.5%	12.5%	25.0%	100.0 %
Part time (Less than 35 hours per week)	2	49	2	2	21	55	17	34	182
	1.1%	26.9%	1.1%	1.1%	11.5%	30.2%	9.3%	18.7%	100.0 %
Total	8	136	7	3	35	167	36	100	492
	1.6%	27.6%	1.4%	.6%	7.2%	33.9%	7.3%	20.3%	100.0 %

	"TAFE Certificate I, II, or III"	Bachelor Degree course	Final year of secondary education	None	Other	Postgraduate course	TAFE Certificate IV	TAFE Diploma	Total
Casual	0	7	0	1	1	4	3	7	23
	.0%	30.4%	.0%	4.3%	4.3%	17.4%	13.0%	30.4%	100.0 %
Contract	2	23	1	0	7	33	5	6	76
	2.6%	30.3%	1.3%	.0%	7.9%	43.4%	6.6%	7.9%	100.0 %
Other	0	2	0	0	2	4	1	3	12
	.0%	16.7%	.0%	.0%	16.7%	33.3%	8.3%	25.0%	100.0 %
Permanent	6	103	6	2	26	126	26	84	379
	1.6%	27.2%	1.6%	.5%	6.9%	33.2%	6.9%	22.2%	100.0 %
Unsure	0	1	0	0	0	0	1	0	2
	.0%	50.0%	.0%	.0%	.0%	.0%	50.0%	.0%	100.0 %
Total	8	136	7	3	35	167	36	100	492
	1.6%	27.6%	1.4%	.6%	7.2%	33.9%	7.3%	20.3%	100.0 %

5.11 MQS qualifications by worker role

There are several ways to achieve MQS. Workers may hold AOD specific qualifications at Certificate IV level or above, or may supplement a health, social or behavioural science tertiary qualification with the attainment of 4 core AOD competencies.

Postgraduate, Diploma or Certificate IV qualification specifically in AOD by work role

Job Role (Number)	Postgraduate course	TAFE Diploma	TAFE Cert IV	Either of the qualifications
Administrator (17)	1 (6%)	1 (6%)	0	2 (12%)
AOD Counsellor (133)	17 (13%)	37 (28%)	26 (20%)	80 (60%)
AOD worker (83)	8 (9%)	21 (25%)	23 (28%)	52 (67%)
Dual Diagnosis Clinician (18)	6 (33%)	5 (28%)	1 (6%)	12 (67%)
Manager (59)	11 (19%)	22 (38%)	6(10%)	39 (66%)
Nurse (38)	10 (27%)	5 (13%)	2(5%)	17 (45%)
Other (49)	3 (6%)	8 (16%)	4 (8%)	15 (30%)
Outreach Worker (32)	1 (3%)	9 (28%)	12 (38%)	22 (69%)
Psychologist (6)	3 (50%)	1 (17%)	0	4(66%)
Residential AOD Worker (19)	2 (11%)	2 (11%)	9(48%)	13 (68%)
Social worker (10)	1 (10%)	2 (20%)	2 (20%)	5 (50%)
Telephone Counsellor (7)	4 (58%)	0	0	4 (58%)
Welfare Worker (11)	0	4 (36%)	2 (18%)	6 (54%)
Youth Worker (10)	0	2 (20%)	5 (50%)	7 (70%)
Total Number (492)	67 (14%)	119 (24%)	92 (19%)	278 (57%)

Relevant tertiary qualification plus 4 core AOD competencies by work role

The table below excludes all respondent who have already achieved MQS as detailed in the previous table.

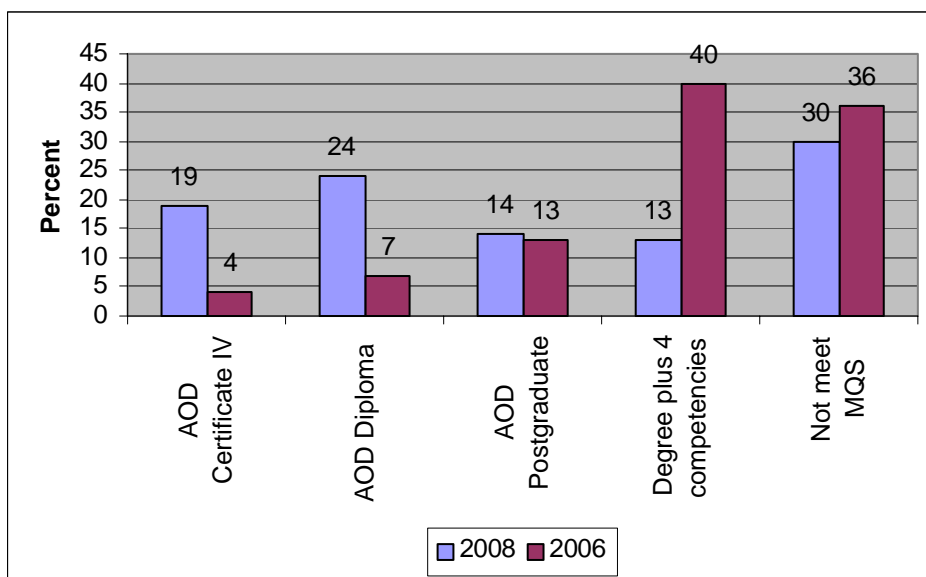
Job Role (Number)	Relevant tertiary qualification	Attained CHCAOD 2C	Attained CHCAOD 6B	Attained CHCAOD 8C	Attained CHCAOD 10A	Meet MQS (Tertiary qualification plus all 4 competencies)
Administrator (17)	2	2	0	0	0	0
AOD Counsellor (133)	47	39	31	27	23	19
AOD worker (83)	20	18	14	14	14	7
Dual Diagnosis Clinician (18)	6	4	3	3	3	3
Manager (59)	15	9	9	10	10	8
Nurse (38)	18	13	12	11	9	8
Other (49)	20	16	13	14	13	11
Outreach Worker (32)	6	0	2	1	1	0
Psychologist (6)	1	1	1	1	1	1
Residential AOD Worker (19)	3	5	4	3	3	2
Social worker (10)	4	4	3	3	3	2
Telephone Counsellor (7)	3	3	2	2	2	2
Welfare Worker (11)	2	2	1	1	1	1
Youth Worker (10)	1	1	0	0	1	0
Total Number (492)	148	117	95	90	84	64
Total Percentage (100%)	30%	24%	19%	18%	17%	13%

Note:

The total number of respondents who now meet MQS (attained through any of the avenues to achieve MQS) is 342. This number represents 70% of the overall sample. The corresponding figure from 2006 was 64%.

5.12 Method of attaining MQS

A larger proportion of workers meeting MQS now do so via attainment of a full AOD qualification as opposed to holding a relevant tertiary qualification and 4 core competencies.



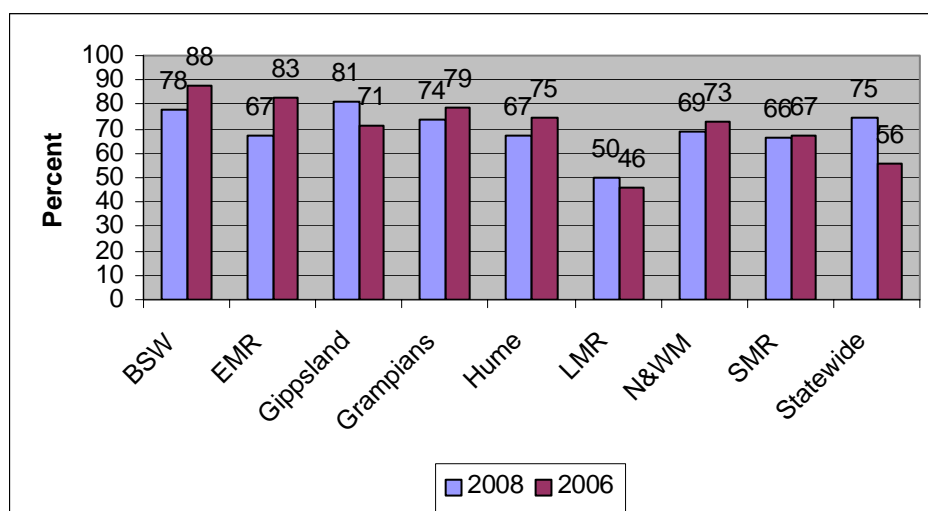
5.13 MQS qualifications by length of experience in AOD sector

Post graduate, Diploma or Certificate IV course specifically in AOD

Length of experience in AOD	Postgraduate course	TAFE Diploma	TAFE Cert IV	Tertiary qualification plus 4 competencies
Less than 1 year (48)	2	6	13	1
	4.1%	12.5%	27.1%	2.1%
1-2 years (64)	3	13	11	3
	4.7%	20.3%	17.2%	4.7%
2-5 years (110)	11	19	24	15
	10.0%	17.3%	21.2%	13.7%
5-10 years (177)	27	54	33	29
	15.2 %	30.5%	18.7%	16.4%
More than 10 years (93)	24	29	9	16
	25.6%	31.2%	9.7%	17.2%
Total (492)	67	121	90	64
	13.7%	24.6%	18.3%	13.0%

5.14 Numbers, proportions and locations of those who currently meet MQS by region

Numbers who currently meet MQS by Region					
Region (Number of Respondents)	Have Post grad in AOD	Have Diploma in AOD	Have Cert IV in AOD	Tertiary qualification plus 4 competencies	Total Number (Regional percentage)
Barwon-South Western Region (37)	6	11	8	4	29 (78%)
Eastern Region (67)	9	17	15	5	46 (67%)
Gippsland Region (27)	3	13	4	2	22 (81%)
Grampians Region (19)	1	3	7	3	14 (74%)
Hume Region (30)	4	7	7	2	20 (67%)
Loddon Mallee Region (32)	3	4	2	7	16 (50%)
Northern and Western Region (118)	16	25	19	22	82 (69%)
Southern Region (101)	10	24	24	9	67 (66%)
Statewide (61)	15	15	6	10	46 (75%)
Total (492)	67	119	92	64	342 (70%)



The proportion of respondents now meeting MQS has risen from 64% in 2006 to 70% in 2008. There has been some corresponding regional shift associated with this.

5.15 Numbers and proportions of those who currently meet MQS by work role

Numbers who currently meet MQS by work role					
Work Role (Number of Respondents)	Have Post grad in AOD	Have Diploma in AOD	Have Cert IV in AOD	Tertiary qualification plus 4 competencies	Total Number (Percentage)
Administrator (17)	1	1	0	0	2 (12%)
AOD Counsellor (133)	17	37	26	19	99 (74%)
AOD worker (83)	8	21	23	7	52 (63%)
Dual Diagnosis Clinician (18)	6	5	1	3	15 (83%)
Manager (59)	11	22	6	8	47 (80%)
Nurse (38)	10	5	2	8	25 (66%)
Other (49)	3	7	4	11	25 (51%)
Outreach Worker (32)	1	9	12	0	22 (69%)
Psychologist (6)	3	1	0	1	5 (83%)
Residential AOD Worker (19)	2	2	9	2	15 (79%)
Social worker (10)	1	2	2	2	7 (70%)
Telephone Counsellor (7)	4	0	0	2	6 (86%)
Welfare Worker (11)	0	4	2	1	7 (64%)
Youth Worker (10)	0	2	5	0	7 (70%)
Total Number (492)	67	119	92	64	342
Total Percentage (100%)	14%	24%	19%	13%	70%

6 Training needs in relation to MQS

6.1 Regional breakdown of workers requiring specialist AOD core competencies

The following incorporates information from all respondents including those who meet MQS.

Numbers indicating they have not yet obtained Core AOD competencies by Region				
Region	CHCAOD2C	CHCAOD6B	CHCAOD8C	CHCAOD10A
Barwon-South Western Region	9	11	11	10
Eastern Region	17	21	22	23
Gippsland Region	7	8	7	7
Grampians Region	3	3	6	3
Hume Region	9	12	11	12
Loddon Mallee Region	8	13	15	19
Northern and Western Region	34	43	41	46
Southern Region	28	39	36	34
Statewide	19	25	23	22
Total	134	175	172	176

However, when workers who currently meet MQS are excluded the following regional breakdown is more accurate.

Numbers indicating they have not yet obtained Core AOD competencies by Region				
Region	CHCAOD2C	CHCAOD6B	CHCAOD8C	CHCAOD10A
Barwon-South Western Region	5	5	5	5
Eastern Region	12	15	16	17
Gippsland Region	4	4	4	4
Grampians Region	3	3	2	3
Hume Region	5	8	7	8
Loddon Mallee Region	6	10	12	16
Northern and Western Region	26	29	32	34
Southern Region	21	28	28	27
Statewide	12	14	13	13
Total	94	116	119	127

6.2 Regional breakdown of those not yet meeting MQS

Thirty six percent of respondents in the 2006 survey indicated that they did not meet MQS. This figure has reduced to 30% in 2008. The following provides a regional breakdown of those not yet meeting MQS.

Region	Number	Regional Percent
Barwon-South Western Region (37)	8	22%
Eastern Region (67)	21	31%
Gippsland Region (27)	5	19%
Grampians Region (19)	5	26%
Hume Region (30)	10	33%
Loddon Mallee Region (32)	16	50%
Northern and Western Region (118)	36	30%
Southern Region (101)	34	34%
Statewide (61)	15	25%
Total (492)	150	30%

Analysing this from a metro / rural perspective indicates that 29% of those not yet meeting MQS are located in non metro regions, 60% are located in metro regions and the remaining 11% are statewide

6.3 Analysis of those not yet meeting MQS by age group

Length of experience in AOD	Number not meeting MQS	Percentage not meeting MQS
19 years or under	0	0%
20-29 years	32	21%
30-39 years	46	31%
40-49 years	34	23%
50-59 years	33	22%
60 years or over	5	3%
Total	150	100%

A larger proportion of workers not yet meeting MQS are in the 30 –39 age group. This is however consistent with the age demographics of the workforce.

6.4 Analysis of those not yet meeting MQS by experience in the AOD sector

Length of experience in AOD	Number not meeting MQS	Percentage not meeting MQS
Less than 1 year	26	17%
1-2 years	34	23%
2-5 years	41	27%
5-10 years	34	23%
More than 10 years	15	10%
Total	150	100%

These figures are generally consistent with the data from the 2006 survey. A higher than expected proportion of workers not yet meeting MQS have considerable AOD experience, especially those with between two and five years experience who account for 27% of those not yet meeting MQS.

6.5 Analysis of those not yet meeting MQS by highest level of qualification

Highest level of qualification	Number not meeting MQS	Percentage not meeting MQS
No prior educational attainment	3	2%
Final year of secondary education	6	4%
"TAFE Certificate I, II, or III"	6	4%
TAFE Certificate IV	4	3%
TAFE Diploma	16	10%
Bachelor Degree course	57	38%
Postgraduate course	39	26%
Other	19	13%
Total	150	100%

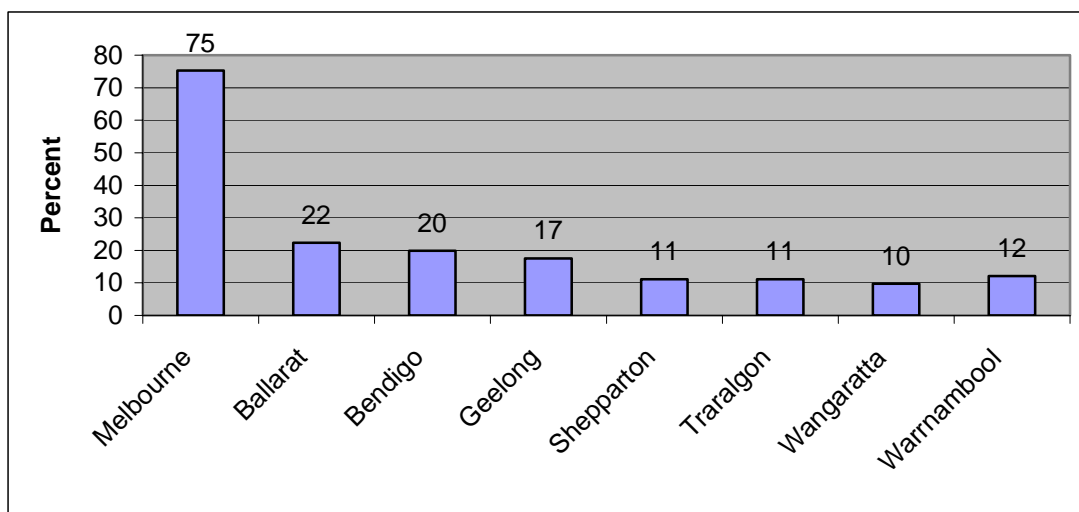
A high proportion (64%) of those who do not currently meet MQS are tertiary qualified. Yet this figure is down from 70% as indicated in the 2006 data.

6.6 Regional breakdown of workers requiring elective competencies

The following electives are optional and workers are not required to undertake these to meet MQS. Numbers and regional locations of those who have attained these competencies are provided below.

Region	CHCAOD7C	CHCAOD9C	CHCAOD11A
Barwon-South Western Region	8	6	7
Eastern Region	18	18	18
Gippsland Region	5	4	4
Grampians Region	4	4	4
Hume Region	10	10	10
Loddon Mallee Region	16	15	16
Northern and Western Region	34	34	34
Southern Region	31	31	32
Statewide	15	15	15
Total	141	137	140

6.7 Identification of appropriate locations for rural workers to attend specialist AOD competency courses

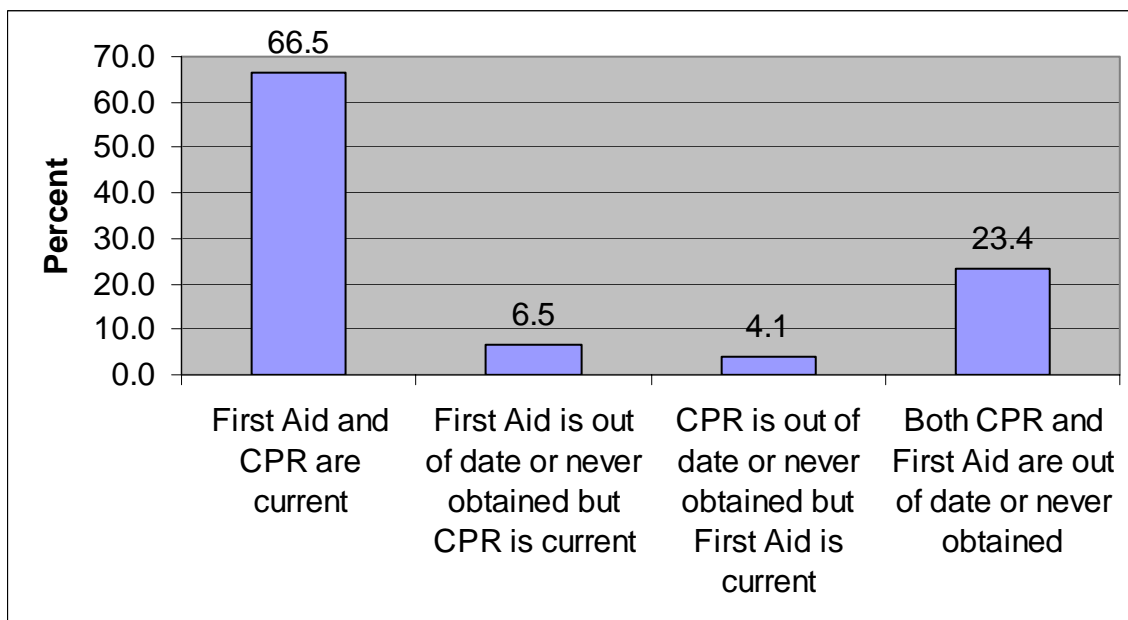


Note: respondents could indicate more than one location

Seventy five percent of the 206 respondents located outside of metropolitan Melbourne indicated that Melbourne was an accessible location for training purposes.

6.8 Proportions and regional locations of those who need CPR or First Aid training

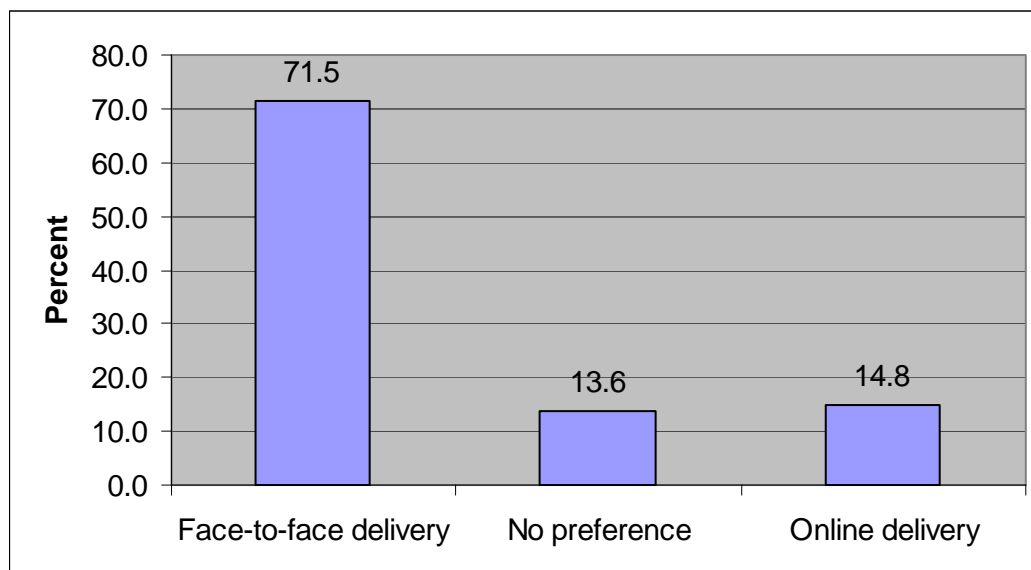
First Aid and CPR are requirements for all AOD competencies with the exception of CHCAOD2C. The following provides an overview of CPR and First Aid status of respondents.



As with the 2006 data, 66% of workers hold current CPR and First Aid accreditation.

6.9 Preferences in terms of delivery mode (face to face / online)

Respondents were asked to indicate preferences for the delivery mode of training courses.

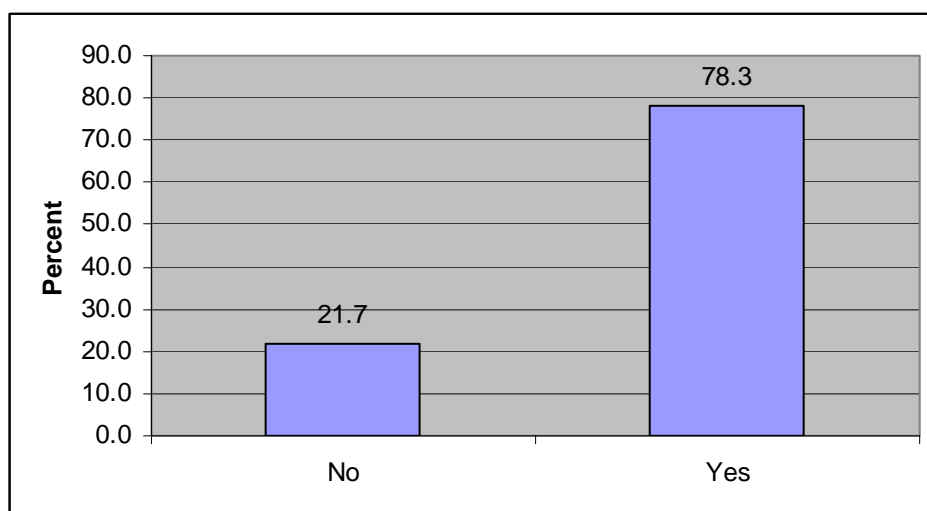


Face to face training is the preferred delivery mode with 71% indicating this form of delivery. The 2006 figure for this was 66%.

7. Training needs beyond MQS

Respondents were asked a series of questions in relation to the current MQS. This included questions on the appropriateness of the Certificate IV level within MQS, and also their interest in pursuing qualifications beyond the MQS.

7.1 Acceptance of Certificate IV as an appropriate entry level for MQS



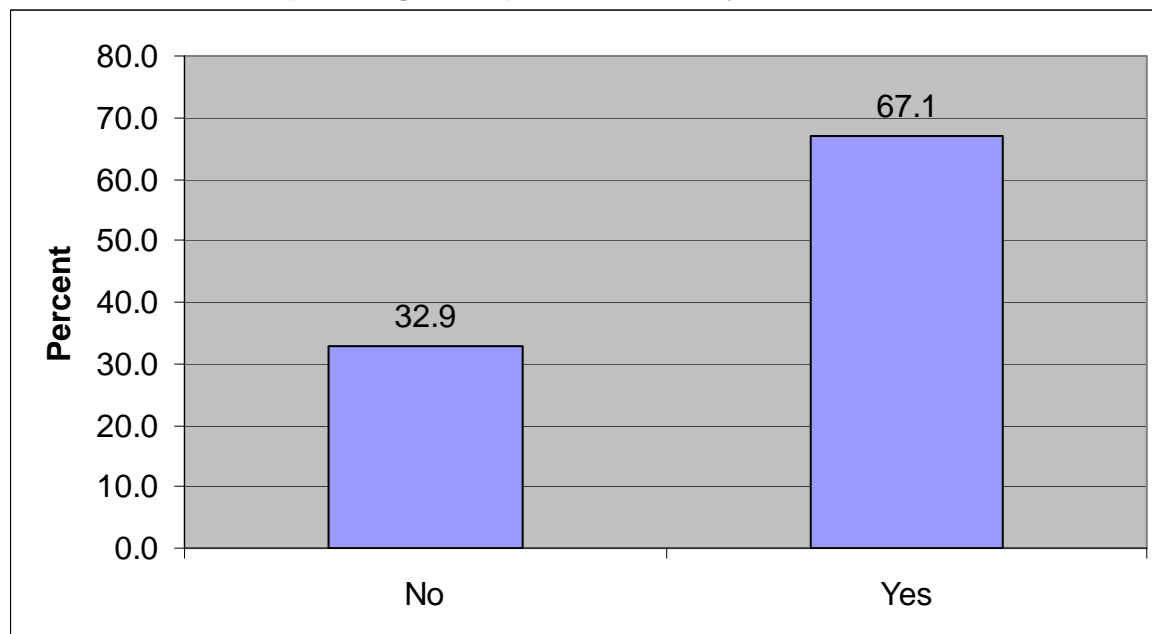
The support for the introduction of MQS at the Certificate IV level remains high with 78% indicating that the entry-level qualification should be maintained at Certificate IV. The 2006 figure for this was 83%.

7.2 Acceptance of Certificate IV as an appropriate entry level for MQS by highest level of qualification

Highest Qualification	No	Yes	Total
No prior educational attainment	0	3	3
	.0%	100.0%	100.0%
Final year of secondary education at school or TAFE	1	6	7
	14.3%	85.7%	100.0%
TAFE award course (Certificate I, II, III, TAFE Certificate IV)	1	7	8
	12.5%	87.5%	100.0%
TAFE Certificate IV	0	36	36
	.0%	100.0%	100.0%
TAFE Diploma	21	79	100
	21.0%	79.0%	100.0%
Bachelor Degree course	22	114	136
	16.2%	83.8%	100.0%
Postgraduate course	53	114	167
	31.7%	68.3%	100.0%
Other	9	26	44
	40.9%	59.1%	100.0%
Total	107	385	492
	21.7%	78.3%	100.0%

The acceptance of Certificate IV as the relevant MQS level is fairly consistent across respondents when analysed from the perspective of current qualification level.

7.3 Interest levels in pursuing AOD qualifications beyond current MQS



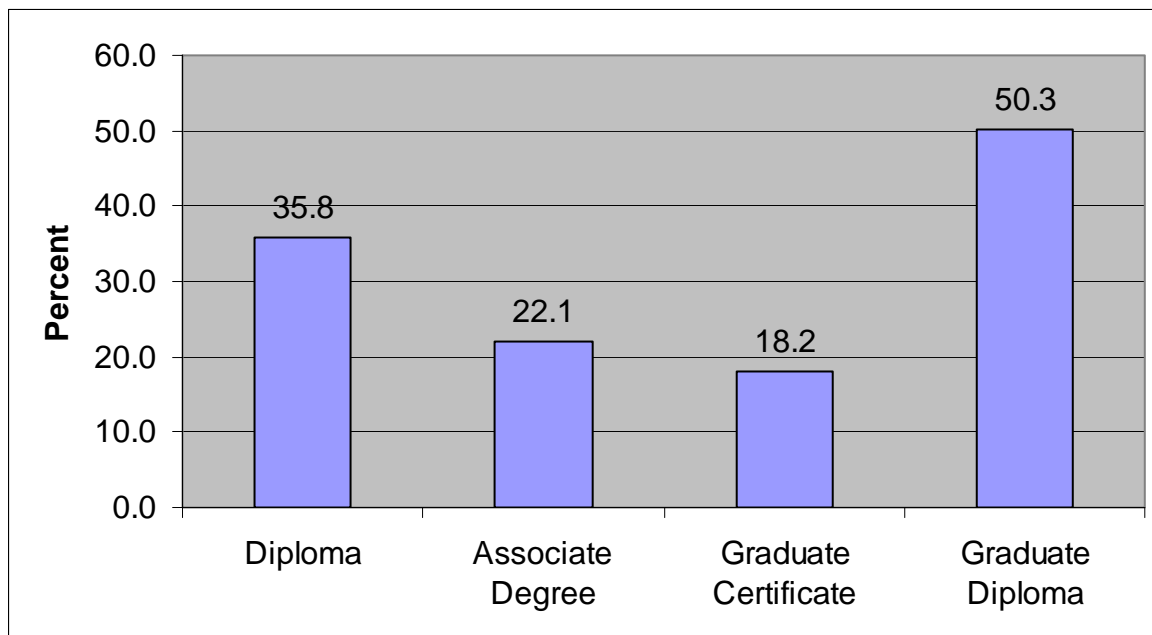
Sixty – eight percent of respondents indicated they were keen to pursue qualifications beyond Certificate IV. The corresponding figure from 2006 was 61%.

7.4 Interest levels in pursuing AOD qualifications beyond current MQS by highest level of qualification

Highest qualification in any field	No	Yes	Total
Postgraduate course	82	85	167
	49.1%	50.9%	100.0%
Bachelor Degree course	46	90	136
	33.8%	66.2%	100.0%
TAFE Diploma	13	87	100
	13.0%	87.0%	100.0%
TAFE Certificate IV	6	30	36
	16.7%	83.3%	100.0%
TAFE award course (Certificate I, II, III,	1	7	8
	12.5%	87.5%	100.0%
No prior educational attainment	1	2	3
	33.3%	66.7%	100.0%
Other	11	24	35
	31.4%	68.6%	100.0%
Final year of secondary education at school or TAFE	2	5	7
	28.6%	71.4%	100.0%
Total	162	330	492
	32.9%	67.1%	100.0%

Interest in pursuing further courses beyond MQS is fairly consistent across respondents when analysed from the perspective of current qualification level.

7.5 Identification of relevant qualifications beyond current MQS that workers are interested in



NOTE: respondents could indicate more than one choice

Three hundred and thirty four respondents (67%) indicated they were keen to pursue qualifications beyond MQS. Qualifications at the postgraduate diploma level were indicated as being of interest to 166 respondents (34% of all respondents). This represents 50 percent of those who indicated they were interested in pursuing further qualifications. Qualifications at the TAFE Diploma level were indicated by 118 respondents, which represent 35 percent of those indicating an interest in pursuing qualifications beyond Certificate IV level.

7.6 Identification of relevant qualifications beyond current MQS that workers are interested in by highest level of qualification

Highest qualification	Not Applicable to me	TAFE Diploma	Associate Degree	Graduate Certificate	Graduate Diploma
No prior educational attainment	1	2	0	0	0
	33.3%	66.7%	.0%	.0%	.0%
Final year of secondary education	2	4	0	0	2
	28.6%	57.1%	.0%	.0%	28.6%
TAFE Certificate I, II, or III	1	4	0	3	0
	12.5%	50.0%	.0%	37.5%	.0%
TAFE Certificate IV	5	28	9	7	8
	13.9%	77.8%	25.0%	19.4%	22.2%
TAFE Diploma	14	30	32	18	45
	14.0%	30.0%	32.0%	18.0%	45.0%
Bachelor Degree course	27	38	22	23	61
	19.9%	27.9%	16.2%	16.9%	44.9%
Postgraduate course	60	23	8	15	63
	35.9%	13.8%	4.8%	9.0%	37.7%
Other	11	8	6	4	10
	31.43%	23.17%	17.2%	11.4%	28.3%
Total	121	137	77	70	189
	24.6%	27.8%	15.7%	14.2%	38.4%

NOTE: Respondents could identify more than one qualification.

7.7 Interest in qualifications beyond MQS by length of experience in AOD

Length of time working in the AOD sector	Cert IV is appropriate MQS level	Interest beyond Certificate IV	Interest in TAFE Diploma	Interest in Associate Degree	Interest in Graduate Certificate	Interest in Graduate Diploma
Less than 1 year	39	37	22	8	7	20
	81.3%	77.1%	45.8%	16.7%	14.6%	41.7%
1-2 years	56	44	25	10	16	25
	87.5%	68.8%	39.1%	15.6%	25.0%	39.1%
2-5 years	92	78	34	15	15	42
	83.6%	70.9%	30.9%	13.6%	13.6%	38.2%
5-10 years	136	116	37	34	25	73
	76.8%	65.5%	20.9%	19.2%	14.1%	41.2%
More than 10 years	62	55	19	10	7	29
	66.7%	59.1%	20.4%	10.8%	7.5%	31.2%
Total	385	330	137	77	70	189
	78.3%	67.1%	27.8%	15.7%	14.2%	38.4%

Those with more experience in the AOD sector tended to be less interested in pursuing a qualification beyond Certificate IV.

7.8 Identification of specific topics that workers are interested in being trained on (accredited and non – accredited)

Topics identified for future training courses	
Topic	Number
Dual Diagnosis (incl. Therapeutic response)	116
Advanced Mental Health/PTSD/PDs/Trauma/Medications & Interactions with Illicit Drugs.	78
General Counselling Techniques & AOD Interventions	27
Families/Parenting/Family Therapy/Family Violence & Couples	25
Drug Interactions/Medications/Antipsychotics/Biology	24
Advanced Counselling	23
ABI	23
Advanced AOD work including Advanced Interventions/Referral Techniques/Inter-professional Collaboration/Engaging & Empowering Clients/Updates in AOD Field/Cross Sector Collaboration/Detailed Knowledge of Other Services & Sectors/ITPs & Advanced Assessment Skills.	20
Pharmacotherapies	20
Clinical Supervision & Self Care	16
Forensic	15
Dealing with aggression/Complex Behaviours/Crisis	13
Group work	12
Cognitive Behavioural Therapy	12
Motivational Interviewing	9
Grief and loss	8
Brief interventions	8
Withdrawal	8
Current Research Trends & Evidence Based Practice	8
Management	6
Legal issues/ACTs/Child Protection	6
Disability/Forensic Clients with a Disability	6
Community Development	5
Suicide & Self Harm	5
Narrative Therapy	5
Trainer the Trainer/TAA etc	5
Alternative therapies/Spirituality	4
Relapse Prevention	4
CALD	3
Gestalt	3
Blood Borne Viruses & Health Promotion	3
Aboriginal	2

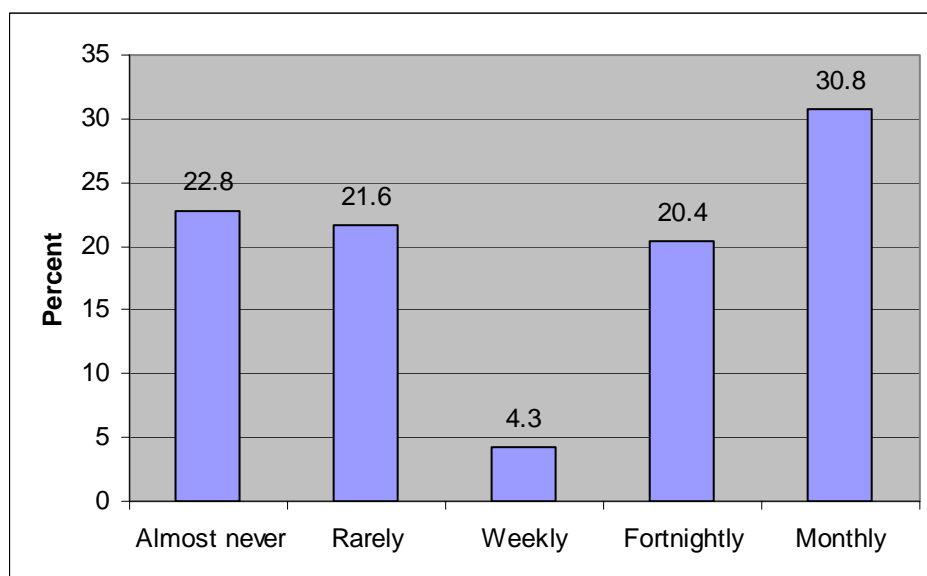
Topics identified for future training courses	
Pregnancy/Working with Young Mums	2
Aged/Mature Users	2
First Aid	2
Chronic Pain Management	2
Young People	1
Party Drugs/ICE	2
Case Noting & Court Reports	1
Overdose Response	1
Case Management	1
Harm Minimisation	1

One hundred and eighty five respondents answered this question with most respondents nominating more than one topic for consideration as a future training topic. Dual Diagnosis, Working with Families and Counselling/Advanced Counselling were the topics most highly identified by respondents.

8. Clinical Supervision

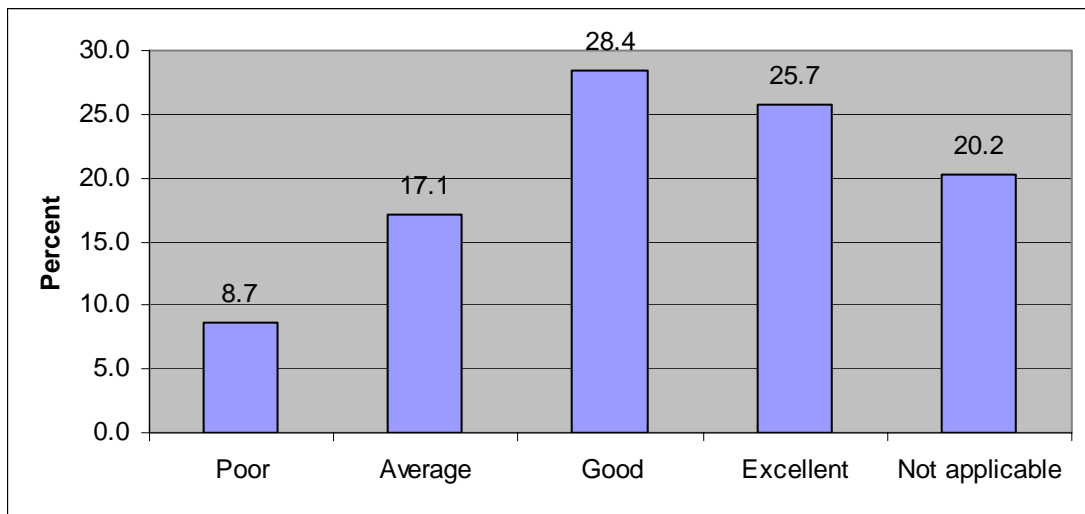
Respondents were asked a series of questions in relation to clinical supervision. For the purpose of this analysis only those in work roles where this is an expected function are included.

8.1 Identification of frequency of clinical supervision (not line management supervision)



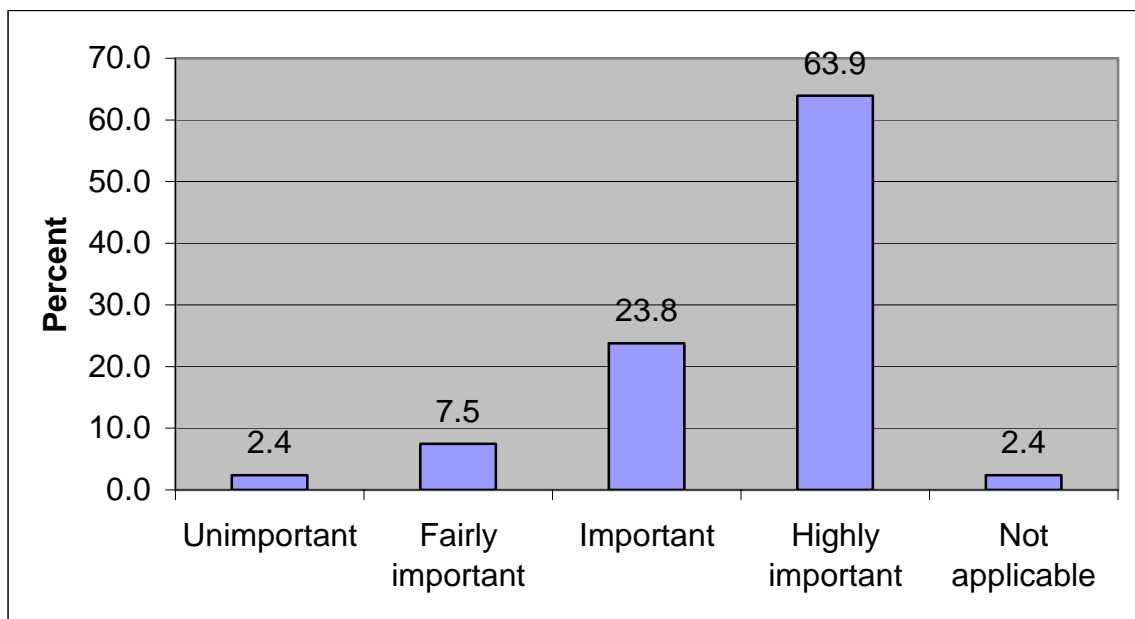
Fifty-six percent of respondents reported receiving regular clinical supervision.

8.2 Identification of satisfaction levels related to provision of clinical supervision



The quality of clinical supervision was rated as good or excellent by fifty-four percent of respondents.

8.3 Identification of importance of clinical supervision

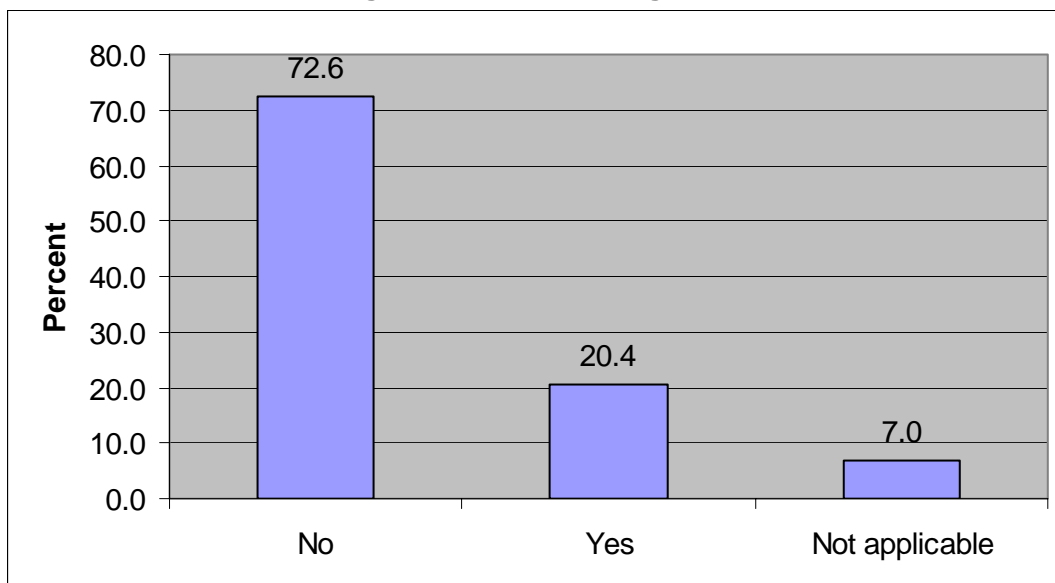


The majority of respondents (88%) identified clinical supervision as being important to their work role.

9. Dual Diagnosis

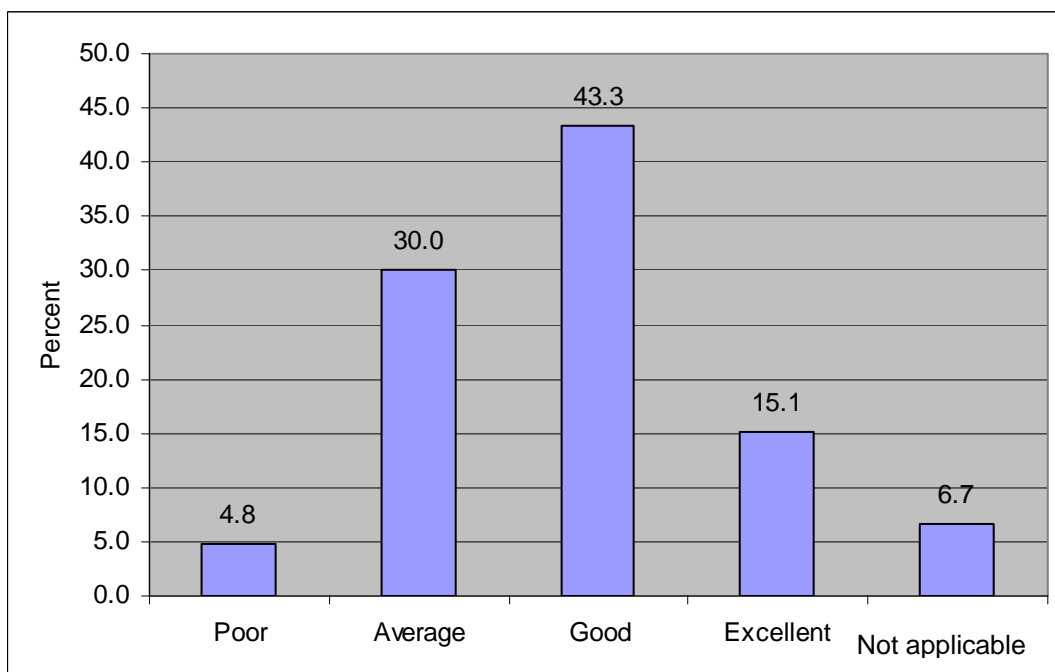
Respondents were asked a series of questions in relation to dual diagnosis.

9.1 Identification of recent training related to Dual Diagnosis



Only a small proportion of respondents (20%) indicated that they had recently attended training courses in relation to dual diagnosis.

9.2 Identification of current skill level related to Dual Diagnosis



The majority of respondents (58%) indicated that their skill level with dual diagnosis was good or excellent.

Appendix 1 Survey tool**Qualifications Review Survey****Demographics**

This section of the survey is for reporting requirements only and WILL NOT be linked to any data that you submit. i.e. you will remain anonymous.

A2: A2. Which of the following BEST describes your Job Role

Please choose **only one** of the following:

- Administrator
- AOD Counsellor
- AOD worker
- Dual Diagnosis Clinician
- Manager
- Nurse
- Outreach Worker
- Psychologist
- Residential AOD Worker
- Social worker
- Telephone Counsellor
- Welfare Worker
- Youth Worker
- Not currently employed
- Other

A3: A3. Which of the following BEST describes your Agency

Please choose **only one** of the following:

- Hospital
- Community Health
- Stand Alone Agency
- Other

A4: A4. What DHS Region do you currently work in?

Please choose **only one** of the following:

- Eastern Region
- Northern and Western Region
- Southern Region
- Barwon-South Western Region
- Gippsland Region
- Grampians Region
- Hume Region
- Loddon Mallee Region
- Statewide

A5: A5. Your employment status (as defined by your organisation)

Please choose **only one** of the following:

- Full time (35 hours per week or more)
- Part time (Less than 35 hours per week)
- Other

A6: A6. Your employment contract

Please choose **only one** of the following:

- Permanent
- Contract
- Casual
- Unsure
- Other

A7: A7. Your age group

Please choose **only one** of the following:

- 19 years or under
- 20-29 years
- 30-39 years
- 40-49 years
- 50-59 years
- 60 years or over
- Other

A8: A8. Your gender

Please choose **only one** of the following:

- Female
 Male
 Transgender

A9a: A9a. How long have worked in the AOD sector?

Please choose **only one** of the following:

- Less than 1 year
 1-2 years
 2-5 years
 5-10 years
 More than 10 years
 Other

A9b: A9b. How long have you worked for your current employer?

Please choose **only one** of the following:

- Less than 1 year
 1-2 years
 2-5 years
 5-10 years
 More than 10 years
 Other

A10: A10: How frequently do you receive clinical supervision (not line management supervision)?

Please choose **only one** of the following:

- Weekly
 Fortnightly
 Monthly
 Rarely
 Almost never

A11: A11: How would you rate the quality of the clinical supervision you receive?

Please choose **only one** of the following:

- Poor
- Average
- Good
- Excellent
- Not applicable

A12: A12: How important do you think clinical supervision is to your work practice?

Please choose **only one** of the following:

- Unimportant
- Fairly important
- Important
- Highly important
- Not applicable

Education

Your responses to these questions will not be connected to the previous demographic data (you will remain anonymous)

B1: B1. What is the highest qualification that you have obtained IN ANY FIELD OF STUDY?

Please choose **only one** of the following:

- Postgraduate course
- Bachelor Degree course
- TAFE Diploma
- Incomplete Higher Education course
- TAFE award course (Certificate I, II, III, IV)
- Final year of secondary education at school or TAFE
- Other qualification or certificate of attainment or competence
- No prior educational attainment
- Other

B2: B2. Have you previously obtained a health, social or behavioural science related tertiary qualification (diploma, degree or postgraduate qualification)

Please choose **only one** of the following:

- Yes
- No

B3: B3. What is the highest qualification that you have obtained SPECIFICALLY IN THE ADDICTIONS OR ALCOHOL AND OTHER DRUGS area?

Please choose **only one** of the following:

- Postgraduate course
- Bachelor Degree course
- TAFE Diploma
- Incomplete Higher Education course
- TAFE award course (Certificate I, II, III, IV)
- AOD Units of Competency only
- Other qualification or certificate of attainment or competence
- No prior educational attainment
- Other

B4: B4. Please identify which of the following AOD Units of competency you have successfully completed.

Please choose **all that apply**

- CHCAOD2C Orientation to alcohol and other drugs work
- CHCAOD6B Work with clients who are intoxicated
- CHCAOD8C Assess the needs of clients who have alcohol and/or other drugs issues
- CHCAOD10A Work with clients who have alcohol and/or other drugs issues
- CHCAOD7C Provide needle and syringe services
- CHCAOD9C Provide alcohol and/or other drug withdrawal services
- CHCAOD11A Provide advanced interventions to meet the needs of clients with alcohol and/or other drug issues
- No units completed

Other:

B5: B5. Please identify the PRIMARY means by which you attained the above Statements of Attainment

Please choose **only one** of the following:

- RPL/RCC (e.g via GATE)
- Workforce Recognition Project (e.g. via Moreland Hall, YSAS, Salvation Army, O House, Turning Point)
- Training & Assessment via Turning Point
- Training & Assessment via TAFE or other RTO
- Traineeship
- No units completed
- Other

B6: B6. Please identify which of the following COMMON Units of Competency you have successfully completed.

Please choose **all** that apply

CHCOHS301A Participate in workplace safety procedures

CHCCOM3C Utilise specialist communication skills to build strong relationships

CHCNET4A Work with other services

CHCCS301A Work within a legal and ethical framework

CHCCS402A Respond holistically to client issues

CHCCS405A Work effectively with culturally diverse clients and co-workers

CHCORG5B Maintain an effective work environment

CHCCS401A Facilitate co-operative behaviour

CHCCS403A Provide brief interventions

CHCMH8A Provide interventions to meet the needs of consumers with mental health and AOD issues

Other

Not applicable

Other:

B7: B7. Please identify the PRIMARY means by which you attained the above Statements of Attainment

Please choose **only one** of the following:

RPL/RCC (e.g via GATE)

Workforce Recognition Project (e.g. via Moreland Hall, YSAS, Salvation Army, Odyssey House, Turning Point)

Training & Assessment via Turning Point

Training & Assessment via TAFE or other RTO

Traineeship

No common units completed

Other

B7B: B7B: Have you recently attended training on how to conduct a Dual Diagnosis assessment?

Please choose **only one** of the following:

Yes

No

Not applicable

B7C: B7C: How would you rate your skills in responding to the needs of a Dual Diagnosis client?

Please choose **only one** of the following:

- Poor
- Average
- Good
- Excellent
- Not applicable

B8: B.8 Given the choice between online delivery or face-to-face training, which method do you prefer?

Please choose **only one** of the following:

- Online delivery
- Face-to-face delivery
- No preference
- Other

B9: B.9 If you live in a rural region please indicate all of the locations that you can access for the purpose of attending training courses. Please select all that apply to your situation.

Please choose **all** that apply

- I prefer online delivery
- Metropolitan Melbourne
- Ararat
- Bairnsdale
- Ballarat
- Benalla
- Bendigo
- Camperdown
- Colac
- Echuca
- Geelong
- Hamilton
- Horsham
- Lakes Entrance
- Mildura
- Sale
- Shepparton
- Stawell
- Swan Hill
- Traralgon
- Wangaratta
- Warrnambool
- Wodonga

Other:

B10: B.10 DHS funding to support workers is currently focussed on obtaining Certificate IV qualifications. Do you feel this is a relevant entry-level qualification to be maintained in the M Qualifications Strategy (MQS)?

Please choose **only one** of the following:

- Yes
- No

B11: B.11 Please identify your current First Aid status

Please choose **all** that apply

- First Aid and CPR are current
- First Aid is out of date or never obtained
- CPR is out of date or never obtained

B12: B.12 Are you interested in pursuing AOD specific qualifications beyond the Current MOS level of Certificate IV?

Please choose **only one** of the following:

- Yes
- No

B13: B.13 If DHS were to provide additional opportunities to enhance skills beyond Certificate competencies, which of the following would you be interested in?

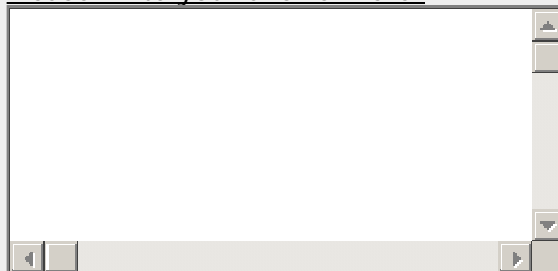
Please choose **all** that apply

- Diploma
- Associate Degree
- Graduate Certificate
- Graduate Diploma
- Not applicable to me

Other:

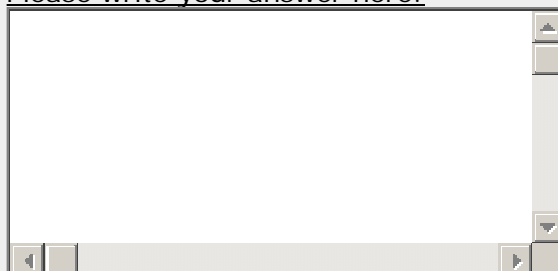
B14: B.14 What additional topics would you be interested in receiving training on?

Please write your answer here:

A large rectangular text area with a scroll bar on the right side, intended for the respondent to write their answer to question B14.

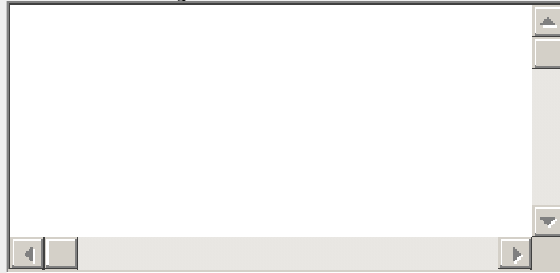
B15: B.15 What else do you want to tell us in relation to your training needs?

Please write your answer here:

A large rectangular text area with a scroll bar on the right side, intended for the respondent to write their answer to question B15.

B16: B.16 Any other comments?

Please write your answer here:



Submit Your Survey

Thank you for completing this survey.

Appendix 2: Additional regional analysis

Age group by Region

Region	Age group						Total Count
	19 years or under	20-29 years	30-39 years	40-49 years	50-59 years	60 years or over	
Barwon-South Western Region	2	3	10	12	7	3	37
Eastern Region	0	7	17	17	21	5	67
Gippsland Region	0	3	3	9	10	2	27
Grampians Region	0	2	4	9	4	0	19
Hume Region	0	3	7	13	6	1	30
Loddon Mallee Region	0	5	4	7	14	2	32
Northern and Western Region	0	17	44	30	22	5	118
Southern Region	0	14	28	24	26	9	101
Statewide	0	7	19	16	14	5	61
Total	2	61	136	137	124	32	492

Gender by Region

	Gender			Total Count
	Female	Male	Transgender	
Barwon-South Western Region	27	10	0	37
Eastern Region	45	22	0	67
Gippsland Region	16	11	0	27
Grampians Region	11	8	0	19
Hume Region	19	11	0	30
Loddon Mallee Region	18	14	0	32
Northern and Western Region	84	34	0	118
Southern Region	61	40	0	101
Statewide	40	20	1	61
Total	321	170	1	492

Employment contract by Region

	Employment contract					Total Count
	Casual	Contract	Other	Permanent	Unsure	
Barwon-South Western Region	0	6	2	29	0	37
Eastern Region	8	8	0	51	0	67
Gippsland Region	0	7	1	19	0	27
Grampians Region	0	8	0	11	0	19
Hume Region	0	6	0	24	0	30
Loddon Mallee Region	0	3	2	26	1	32
Northern and Western Region	6	17	2	93	0	118
Southern Region	8	9	3	81	0	101
Statewide	1	12	2	45	1	61
Total	23	76	12	379	2	492

Employment status by Region

	Employment status			Total Count
	Full time (35 hours per week or more)	Other	Part time (Less than 35 hours per week)	
Barwon-South Western Region	26	0	11	37
Eastern Region	39	1	27	67
Gippsland Region	14	0	13	27
Grampians Region	14	0	5	19
Hume Region	20	0	10	30
Loddon Mallee Region	16	1	15	32
Northern and Western Region	74	0	44	118
Southern Region	58	4	39	101
Statewide	41	2	18	61
Total	302	8	182	492

Organisational structure by Region

Region	Agency type				Total Count
	Community Health	Hospital	Other	Stand Alone Agency	
Barwon-South Western Region	15	7	7	8	37
Eastern Region	22	1	15	29	67
Gippsland Region	21	1	2	3	27
Grampians Region	12	1	1	5	19
Hume Region	18	1	4	7	30
Loddon Mallee Region	22	5	3	2	32
Northern and Western Region	52	10	16	40	118
Southern Region	35	14	13	39	101
Statewide	12	5	12	32	61
Total	209	45	73	165	492

Length of time working in the AOD sector by Region

Region	Length of employment in the alcohol and other drug sector					Total Count
	1-2 years	2-5 years	5-10 years	Less than 1 year	More than 10 years	
Barwon-South Western Region	1	8	16	5	7	37
Eastern Region	10	8	31	5	13	67
Gippsland Region	6	5	8	2	6	27
Grampians Region	3	6	5	3	2	19
Hume Region	5	6	12	1	6	30
Loddon Mallee Region	7	12	6	1	6	32
Northern and Western Region	14	24	46	17	17	118
Southern Region	14	23	33	7	24	101
Statewide	4	18	20	7	12	61
Total	64	110	177	48	93	492

Length of time working for current employer by Region

Region	Length of employment with your current employer					Total Count
	1-2 years	2-5 years	5-10 years	Less than 1 year	More than 10 years	
Barwon-South Western Region	5	6	16	6	4	37
Eastern Region	15	14	22	10	6	67
Gippsland Region	4	8	9	4	2	27
Grampians Region	5	4	4	3	3	19
Hume Region	7	8	9	4	2	30
Loddon Mallee Region	7	9	5	6	5	32
Northern and Western Region	18	34	31	25	10	118
Southern Region	22	23	27	15	14	101
Statewide	12	18	12	11	8	61
Total	95	124	135	84	54	492

Numbers who have previously obtained a health, social or behavioural science related tertiary qualification by Region

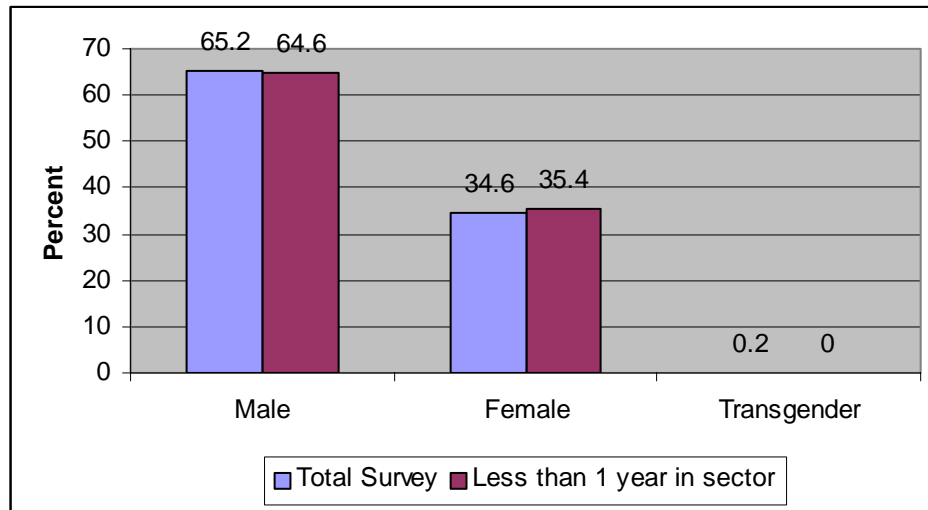
Region	Numbers who have previously obtained a health, social or behavioural science related tertiary qualification		Total Count
	No	Yes	
Barwon-South Western Region	13	24	37
Eastern Region	20	47	67
Gippsland Region	10	17	27
Grampians Region	6	13	19
Hume Region	8	22	30
Loddon Mallee Region	8	24	32
Northern and Western Region	30	88	118
Southern Region	28	73	101
Statewide	12	49	61
Total	135	357	492

Region		How frequently do you receive clinical supervision (not line management supervision)?					Total Count
		Almost never	Fortnightly	Monthly	Rarely	Weekly	
Barwon-South Western Region	Count	10	6	11	8	2	37
	%	27.0%	16.2%	29.7%	21.6%	5.4%	100.0%
Eastern Region	Count	19	12	22	13	1	67
	%	28.4%	17.9%	32.8%	19.4%	1.5%	100.0%
Gippsland Region	Count	6	8	8	5	0	27
	%	22.2%	29.6%	29.6%	18.5%	.0%	100.0%
Grampians Region	Count	2	3	10	3	1	19
	%	10.5%	15.8%	52.6%	15.8%	5.3%	100.0%
Hume Region	Count	7	2	13	8	0	30
	%	23.3%	6.7%	43.3%	26.7%	.0%	100.0%
Loddon Mallee Region	Count	12	5	8	7	0	32
	%	37.5%	15.6%	25.0%	21.9%	.0%	100.0%
Northern and Western Region	Count	31	28	35	23	1	118
	%	26.3%	23.7%	29.7%	19.5%	.8%	100.0%
Southern Region	Count	22	23	21	25	10	101
	%	21.8%	22.8%	20.8%	24.8%	9.9%	100.0%
Statewide	Count	17	7	17	15	5	61
	%	27.9%	11.5%	27.9%	24.6%	8.2%	100.0%
Total	Count	126	94	145	107	20	492
	%	25.6%	19.1%	29.5%	21.7%	4.1%	100.0%

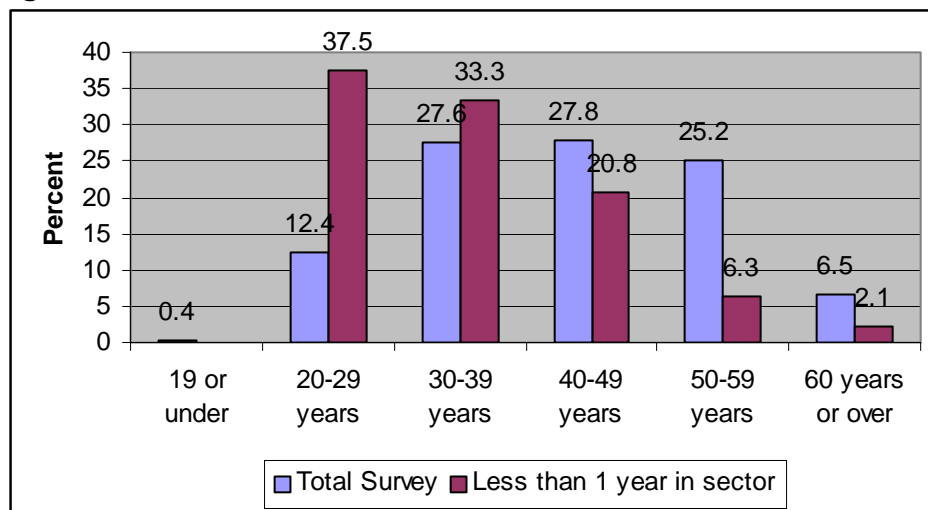
NOTE: Total data set including managers

Appendix 3: Analysis of those with less than 1 years service in the AOD sector

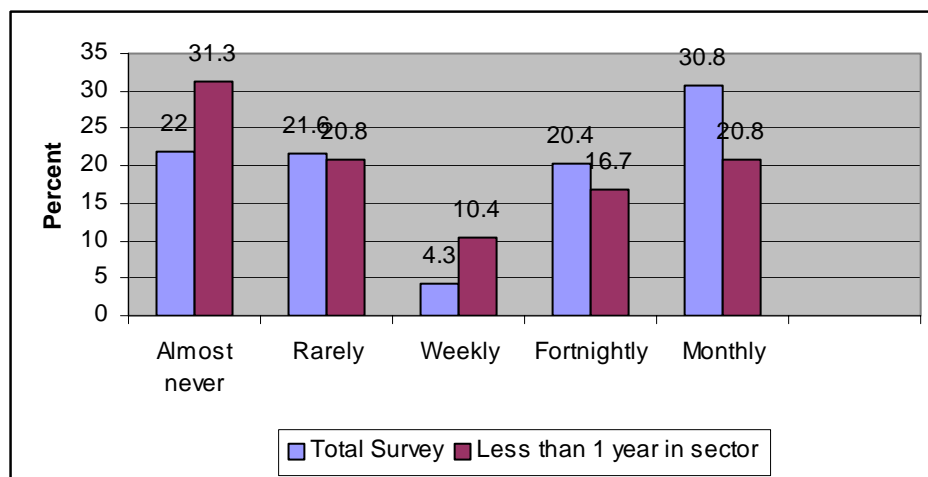
Gender



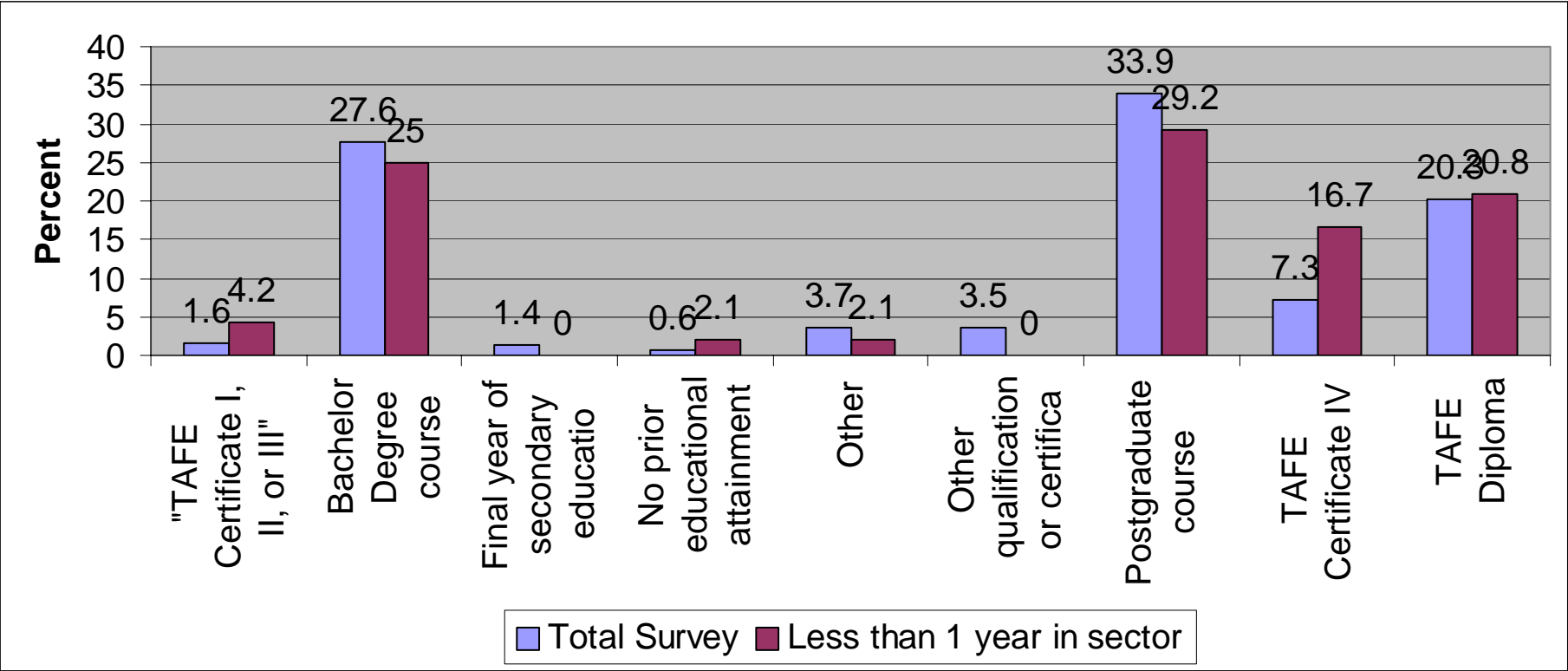
Age



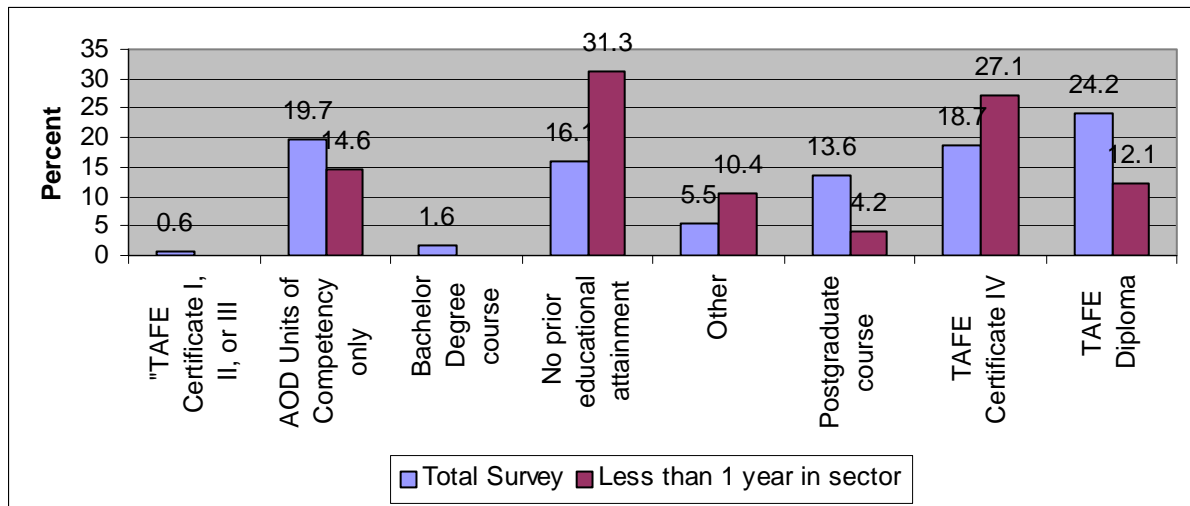
Frequency of receiving Clinical Supervision



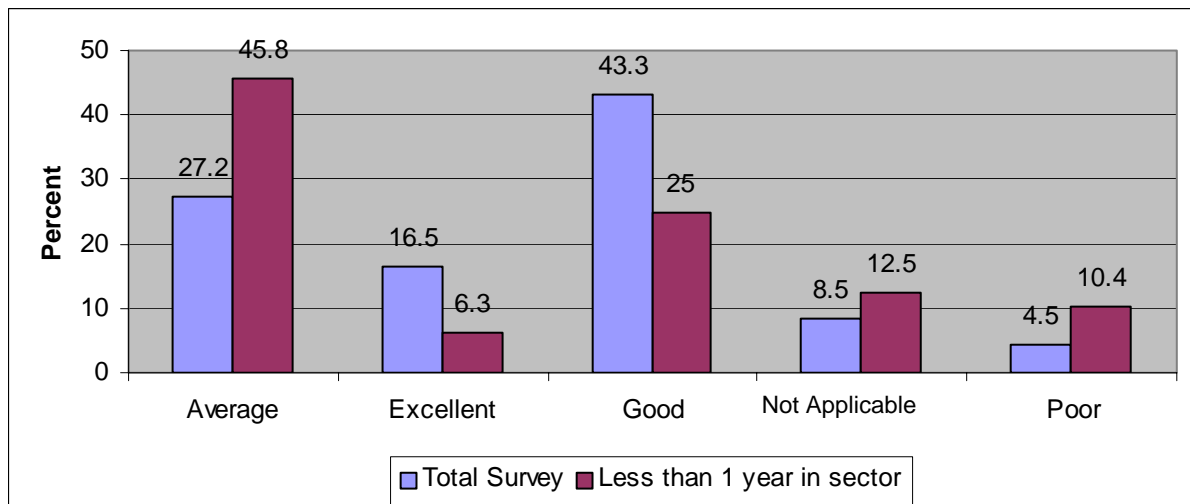
Highest qualification in any field



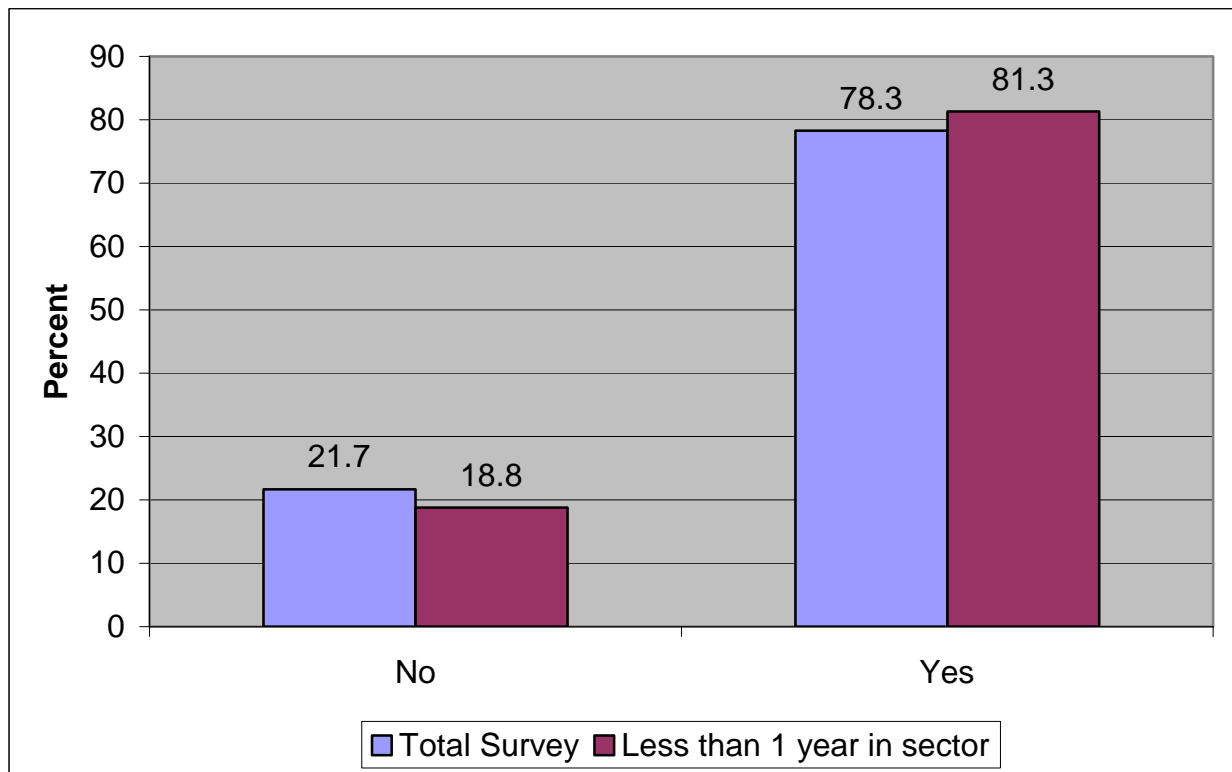
Highest AOD Qualification



Self-assessment of skills related to responding to Dual Diagnosis



Support for Certificate IV as relevant MQS entry level



Interest in gaining qualifications beyond MQS

