



University
of Glasgow

STRADA
Expanding knowledge, changing practice



The Road Well Travelled

Scottish Training on Drugs and Alcohol

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Summary of Presentation

- ‘In the beginning’
- Programme design and development
- Partnerships
- ‘noises off’
- The road ahead

'In The Beginning'

- Scottish Government brief
- Original aims and objectives
- Policy landscape
 - 'Mackay's millions'
 - Universal and specialist services
 - Basic awareness vv specialist knowledge
- Nationally commissioned organisation

Programme Design and Development

- Principles of Practice
- Modular courses
 - Basic)
 - Intermediate) Topic/knowledge based
 - Specialist)

Programme Design and Development

- Practice-based workshops
- Leadership programmes
- 'niche' expertise

Academic Programmes

- Certificate in Higher Education – Drug and Alcohol Practice
- Postgraduate Certificate in Drugs and Alcohol Studies
- Postgraduate Diploma
- MSc
- B.Ed elective programme

Programme Design and Development

- ‘Expert’ authors
- STRADA’s in-house development
- TNAs
- Evaluation – ‘the so what question’

Partnerships

- Alcohol and Drug Partnerships (ADATS)
- Organisations, agencies and individuals
- Service provision and course development
- HEI collaboration
- ‘Getting Our Priorities Right’ and Children at the Centre
- Nationally commissioned organisations

'Noises Off'

- A Changed Agenda (2008)
- Delivery Reform (2009)
- Workforce Development Statement (2010)
- Other major policy agendas

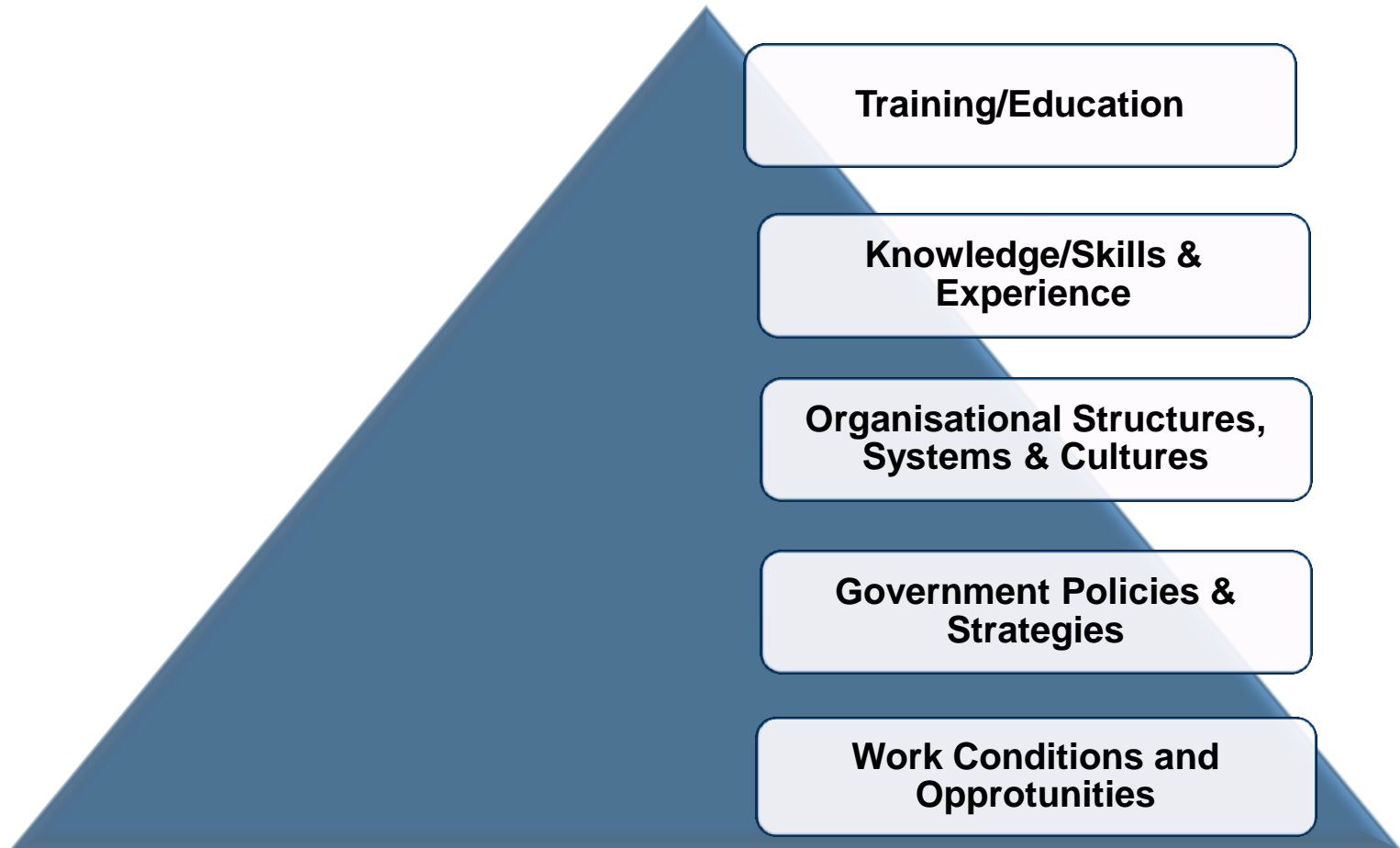


“ A multi-faceted approach which recognises the range of factors impacting on the ability of the workforce to function with maximum effectiveness in responding to alcohol and other drug related problems. Workforce development should have a systems focus. Unlike traditional approaches, this is broad and comprehensive, targeting individuals, organisational and structural factors, rather than just addressing education and training of individual mainstream workers”

(NCETA. Flinders University, South Australia 2002)

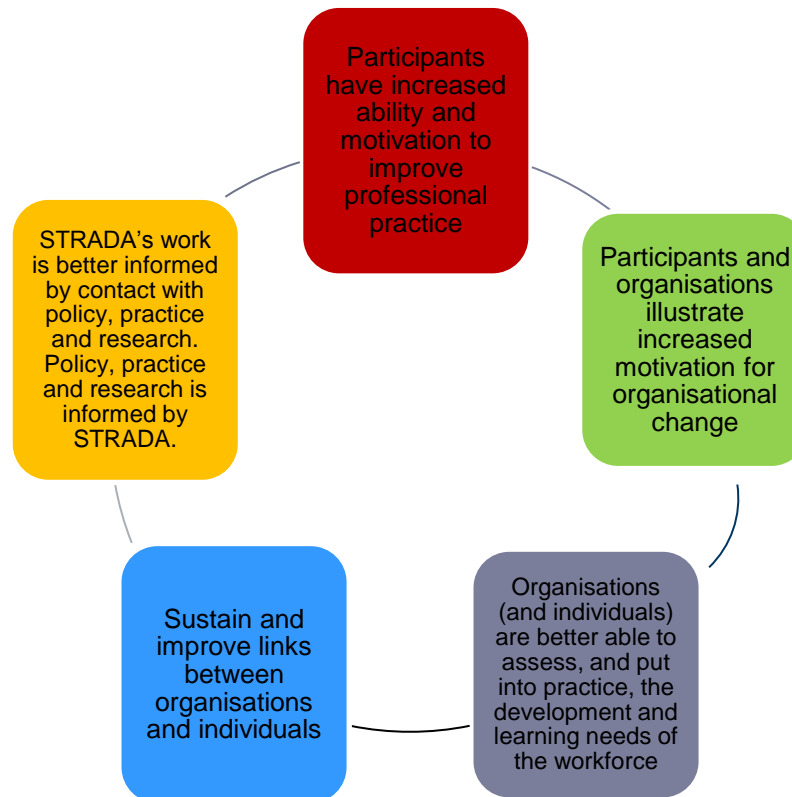


Different Levels and Components of Workforce Development



The Road Ahead

- “An inspirational recovery oriented workforce”?
- The Outcomes Approach



The Road Ahead

- Workforce Development and ROSC systems
– “a whole systems” change
- ‘The right people in the right place for the right time in an individual’s recovery’
- ‘No changed systems without changed cultures’
- Research??



“incremental innovation will not necessarily transform services in such a way as to make them more productive, more effective and more efficient. Furthermore, incremental innovation will not necessarily produce the range of fundamental organisational changes necessary to ensure a thorough going re-orientation of the workforce”

(Wardle 2013)