
International Symposium on Continuing Training in the Addiction Field

Questionnaire response

Prepared by Joy Barlow MBE Head of STRADA

Scottish Training on Drugs and Alcohol - Scotland

1.0 System/Structure

1.1 In Scotland, Scottish Training on Drugs and Alcohol (STRADA) is funded by the Scottish Executive (devolved administration) to provide training, education and development opportunities for professional staff across Scotland, on the issues of drug and alcohol misuse. STRADA has been in existence since 2001 and its aims are to:

- ❖ Ensure that the competence of professional staff addressing drug and alcohol misuse is raised throughout Scotland
- ❖ Ensure that interventions to address drug and alcohol misuse are based on evidence of what works
- ❖ Ensure the further development of practice skills of professional staff addressing drug and alcohol misuse

STRADA is a partnership between the University of Glasgow (Centre for Drug Misuse Research and the Department of Adult and Continuing Education) and DrugScope – a UK wide policy and practice organisation.

Since 2001 STRADA has provided training and educational opportunities for over 13,000 members of staff. The majority of activity has been at the level of Tier 1 and 2 services i.e. universal and low-level intervention services. In 2004 – 2005 STRADA developed more indepth practice-based workshops for more specialist workers, which are now a part of regional timetables. (See later section on other areas of work) STRADA works in partnership with the Drug and Alcohol Action Teams across Scotland – the planning and commissioning bodies for drug and alcohol services – to develop locally based and locally provided training timetables.

One of the limitations is the lack of a fully developed national training strategy for drugs and alcohol, though STRADA is currently engaged in providing learning and development needs analyses for a number of ADATs. The Scottish Executive wishes to develop a national strategy over the coming months.

1.2 STRADA based its initial training programme on analysis of:

- Key policy initiatives of the Scottish Executive
- Key research findings
- A national training needs analysis which was a snap-shot of the needs of multi-disciplinary workers in 2001

STRADA and other training providers in Scotland have come together in an organisation called Addictions Education Scotland which seeks to develop a coherent voice to the development of CPD in drug and alcohol misuse. This organisation is still a very new entity.

Other academic institutions providing training and educational opportunities in Scotland are:

- University of Paisley – Post-graduate Certificate/Diplomas/Masters degrees
- University of Stirling – on-line under-graduate course and input into other degree courses.
- Glasgow Caledonian University – degree in nursing with addiction modules
- Centre for Addiction Research and Education – University of Dundee

STRADA has developed its own quality assurance systems (see below) and matches its courses against the Drug and Alcohol National Occupational Standards developed in the United Kingdom. The STRADA post-graduate courses (see below) are developed to University qualification standards, through the Scottish Credit and Qualifications Framework and University accredited programmes.

DANOS represents a consensus of what competent people in the drug and alcohol field are able to do rather than simply what they know. This includes:

- Current best practice
- Ability to adapt to future requirements
- Knowledge and understanding necessary to underpin competent performance
- Shared language to facilitate partnership working

DANOS are to be used in Scotland to develop competency based assessment in Scottish Vocational Qualifications. STRADA and other training providers will provide underpinning knowledge for the provision of Skills Sets for competency based assessment.

Currently there is no requirement for certain qualifications in the drug and alcohol field, though the training and education in this area needs to take account of the registration and qualification requirements being developed in both the Social Care and Health sectors in Scotland.

1.3 From STRADA's experience in delivering training and producing training needs analyses it is clear that training is seen as important for specialist services, though Tier 1 service staff do not always see their role in the provision of early identification and assessment of drug and alcohol misuse. Training is substantially funded in this area, but those who are required to pay for training note a reluctance of some managers to see training as a necessity rather than a luxury. In the findings of training needs analyses currently being conducted, it is clear that those who have experienced recent drug and alcohol misuse training rate the relevance of training to their remit, and confidence in carrying them out as higher than those who have not yet experienced training. Addiction Education Scotland has been developed in order to enhance the professionalism of the field.

1.4 STRADA is funded by the Scottish Executive to provide training free at the point of delivery to those involved in:

- Health and Social Care
- Voluntary (non-statutory organisations) whose remit will involve a substantial amount of contact with drug and alcohol misusers

- Specialist drug and alcohol services

This funding covers both regional training and post-graduate courses. Other agencies e.g. Housing, Police, Prison Service, Education are required to pay for training from STRADA (STRADA has a separate contract with the Scottish Prison Service).

2.0 Form

2.1 STRADA provides:

- A portfolio of 18 courses of one/two/three day duration – these courses are not accredited, but provide underpinning knowledge for some accreditation (see earlier comments)
- Specially commissioned courses based upon organisation/agency/DAAT need
- Practice-based workshops of 3 days duration for more specialist staff
- Post-graduate Certificate in Addictions and Post-graduate Certificate in Business Administration (Competence in Managing Drug and Alcohol Services) – accredited by the University of Glasgow
- Leadership development programmes for ADATs/DAATs – sub contracted to the Scottish Leadership Foundation

These learning and development activities are delivered by face-to-face methods provided by six regional trainers and a university teacher. Web-based activity is being developed.

STRADA also has two sub-projects which are specifically designed to train on the issues of child welfare and protection and drug and alcohol misuse. One of these 'Children at the centre' is an additionally funded Scottish Executive project to provide training for Social Work staff across Scotland.

- 2.1** Formal accreditation and regulations – see earlier comments.
- 2.3** The Post-graduate courses are rated SCQF level 10/11. The 'Children at the centre' course is rated at SCQF level 9.
- 2.4** In some areas the acquisition of a Post-graduate Certificate will affect salary. This is a locally based arrangement.
- 2.5** CPD regulations are developed by specific professions. Drug and alcohol misuse training will feature in CPD, but to a greater or lesser extent – there is no formal agreement across the board. The STRADA Post-graduate Certificate requires managerial approval for students to participate in the programmes, and notional time factors are advised.

3.0 Content

- 3.1** Currently there are no national guidelines – see earlier comments.
- 3.2** STRADA uses its own evaluation processes to review materials. Training Needs Analyses are currently being provided for four ADATs in Scotland.

- 3.3** The STRADA programmes provide both knowledge and skill development. There is no work-based assessment in any of the programmes. Evaluation data is being used to assess the impact on practice of training – see section 4.
- 3.4** STRADA training is generally provided on a multi-disciplinary basis, though some specially commissioned work is delivered to specific disciplines. The training needs analyses point to both mechanisms being required by staff.
- 3.5** Health services may see themselves as ‘lead agencies’ in the more specialised work, but the Scottish Executive policies are developed on the basis of multi-agency responses. Criminal Justice also takes a strong lead in service delivery. In CPD training all disciplines recognise the importance of drug and alcohol misuse, though this may not always be supported by appropriate action.

4.0 Quality

- 4.1** There are no set quality standards, though DANOS (previously described) sets training competencies. There is no national accreditation of training providers. STRADA trainers are regularly assessed against the following competencies:

- Utilisation of range of techniques and activities
- Establishment of roles, rules, norms and ways of working with groups
- Ability to appropriately feedback to course participants
- Flexibility in delivery
- Understanding of the principles of adult learning
- Facilitation of theory into practice
- Exhibiting of sound knowledge and understanding of training content/underlying principles
- Exhibiting understanding of diversity and anti-discriminatory practice
- Creation of safe, supportive and respectful learning environment
- Exhibit ability to appropriately challenge attitudes/behaviour

- 4.2** STRADA has developed its own evaluation framework, the results of which are reported on a regular basis to the Scottish Executive for monitoring purposes.

- 4.3** STRADA’s evaluation strategy includes:

- Post course evaluation. ...Kirkpatrick Model (1998)
 - Reaction - all participants are asked to fill in a questionnaire – 93% return rate
 - Learning - learning outcomes – post course questionnaire asks participants to create an action plan
 - Behaviour - follow-up questionnaire of a sample of participants from each course after 2/3 months to examine changes in practice and behaviour
 - Results - follow-up semi-structured interviews with staff to gauge more indepth results and effects

Managers of staff are also surveyed.

The first interim report on the impact of training will be reported by December 2005. Reports on immediate impact and action planning are available for 2001–2004 and 2004–2005.

5. Challenges, Opportunities and Risks

- Issues of quality assurance of:
 - training delivery
 - evaluation data
 - impact information
- Changes in training and learning delivery techniques – effectiveness of e-learning/development of repositories of learning materials
- Opportunities to involve users and carers in training delivery
- Development of bodies of knowledge/best practice/generalisation of programmes etc.

6. Input

Experience of developing the initiative from scratch – over the last four years. Evaluation data, participation data can be made available.