



# Developing And Implementing A Trainee Scheme For Drug Workers 2003 - 2006

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# Context

- National/Regional shortage of suitably trained, experienced workers.
- This particularly severe in some population groups.
- Contractual requirements.
- Agency Standards.
- Unfilled vacancies exacerbated waiting times, undermining, "more treatment, better treatment, fairer treatment.
- This scheme provides a creative and workable solution.

# NTA Training Needs Analysis 2003



- Carried out by Cranfield University on behalf of the NTA
- Birmingham report identified need for training in the following areas:
  1. Counselling techniques, specifically MI and Solution Focused therapies
  2. Conflict Management
  3. Overdose prevention and DRD
  4. Stimulants and Crack Cocaine
  5. Harm Reduction
  6. Best Practice up dates
  7. Sexual Health
  8. Risk and child protection
  9. Mental Health
  10. MOC

# Key Objectives.



- To facilitate a high standard of employee competence, to get the job done.
- In essence growing our own drug workers to order.
- Focus on populations traditionally underrepresented in the workforce.
- To raise the profile and credibility of drug work (on going).
- To be sufficiently flexible to meet changing needs, priorities.
- Consistent with organisations values & culture.

# Key Features



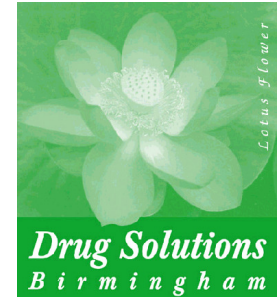
- Based on a successful scheme in Coventry Alcohol Services.
- Delayed Gratification.
- Adapting existing vacancies ,training costs absorbed in overheads.
- Detailed attention to Core Competencies of post, mapped against DANOS.
- Key DANOS Standards including AF3, AI2, AI1 and AB2.

# Recruitment



- It Pays To Advertise.
- Budget.
- Who is the target audience.
- The Guardian.
- The Asian Times.
- The Voice.
- The Evening Mail.

**Drug Solutions Birmingham**  
**Trainee Drug Workers**  
NJC Point 20 (£17352)



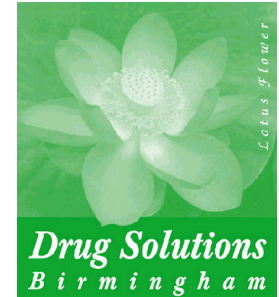
- Following three very successful schemes, the most recent of which will conclude in November this year, we are delighted to begin a further recruitment process.
- Using a combined approach including taught modules and directly supervised work with service users, trainees have developed a range of verifiable competencies which will equip them to perform as drug workers. This includes the opportunity to attain NVQ level 3 in Health & Social Care, alongside intensive training given at DSB.
- Building on both the success and lessons learned from the three previous schemes, we are now looking to recruit 10 people to be trained for 12 months, after which candidates who are successful in achieving the required standards will be offered a permanent contract with Swanswell Charitable Trust, as Drug workers at Drug Solutions Birmingham at a starting salary of £20895 (NJC Point 26).
- Candidates will be trained against agreed national occupational standards and will be assessed within the 12 month period against these standards. Intensive support and guidance will be available to assist trainees to reach the required competencies. Those applying for these positions should note that because of the intensive training period, they must be available to start on 18 September 2006.
- This scheme within the drugs field has been the first of its kind within the West Midlands region, and offers progressive career development within an evolving organisation and profession.

# Recruitment



- Long Lead in Time.
- All to start on agreed date(28<sup>th</sup> Sept)
- Exceptionally Response.
- By targeting and using IT saving of £2000+
- 568 Applications 2005, 408 applicants 2006.
- Short listing—don't ask.
- Person Spec.

**Swanswell Charitable Trust**  
**(incorporating Drug Solutions Birmingham)**  
**Person Specification**  
**TRAINEE DRUG WORKER**



**Essential**

Qualifications

- Educated to a high standard, including strong verbal and written communication skills

Experience

- Experience is not essential for this position as full training will be given

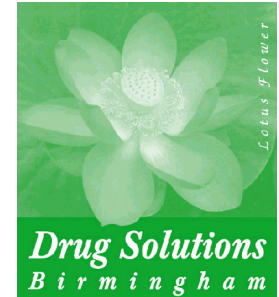
Skills & Abilities

- Highly organised with the ability to act on own initiative
- Ability to prioritise work in accordance with assessed need
- Ability to listen, motivate and influence people
- Clarity of thought, with an ability to make sense of and understand competing theories within the addiction field, and apply appropriately
- A strong customer focus, with an ability to develop and maintain good working relationships with service users and colleagues
- Sound IT skills, including knowledge of Microsoft Word, Excel and Outlook

Knowledge & Commitments

- Commitment to Equal Opportunity issues and anti discriminatory practice in both employment and service delivery
- Awareness of the purpose of multi-disciplinary working in a health service, health related or Criminal Justice settings
- Empathy with the aims and objectives of the organisation.
- A willingness to make use of supervision

# Person Spec, Continued.



## **Desirable**

### Experience

- Experience of paid or accredited voluntary employment in a demonstrably relevant role.

### Qualifications

Qualifications at level 2 or above in the following areas are deemed as desirable, but not essential for this post:

- Health & Social Care
- Drug Awareness/Substance Misuse
- Probation Service
- Nursing
- Counselling
- Advice & guidance
- Psychology

### Knowledge & Commitments

- Broad understanding of the basic principles which underpin the NHS and Community Care Act and particularly in regard to assessment and Care Management.
- Basic knowledge of the nature of drugs and effects on individuals/families/society.

# Recruitment



- Interviewed 35
- Off site interviews
- 3 Parts
- Group exercise
- Written Work
- Formal Interview
- Lengthy Deliberations

# Trainees FACTS



- Based on 26 Trainees
- 71% Female
- 31% Male.
- Average age 31.
- 38% Black & Minority ethnic communities.
- 62% White.
- 52% Educated to Degree Level.
- 48% without degree.

# Induction



- 3 most Important Words.
- I Don't Know.
- Creating A learning Environment..
- A variety of training approaches,
- One size never fits all.
- Classroom Based.
- First things first.
- Assume nothing.

# The Scheme.



- Theory & Practice.
- Incremental Exposure to real work, always supervised.
- Conviction that learning is
- “a process of participation in communities of practice, participation that is at first legitimately peripheral but that increase gradually in engagement and complexity”.
- Lave J,Wenger E.Situation Learning. Legitimate peripheral participation.
- University of Cambridge, Press 1991.

# Enter NVQ

- o NTA Workforce Development Targets
  - o 75% of non-professionally trained staff to have achieved NVQ level 3 or equivalent by 2008
- o Partnership with local colleges – all trainees are undertaking the NVQ level 3 In Health & Social Care. Competency based qualification.
- o 2005 entrants started March 2006, all on track to complete within the year

# Assessment



- On going continuous assessment against key competencies (DSB/NVQ).
- Placement Workbooks
- Case Studies.
- Assignments. Essays.
- Role Plays—everybody's favourite.
- Direct Observation.
- Mentoring Support.
- Placements.
- Supervision.

# Results/Responses

- A learning experience for the organisation.
- Some Resentment. Felt permanently questioned. The value of benevolent inquiry.
- Indebted to partners. But still wanting more.
- All completed, still in this field.
- Substantial Investment. Money & Time.
- Highly regarded and sought after.