



**Simon Shepherd**

# **DANOS-based Workforce Development**

---

**Federation of Drug & Alcohol Professionals**  
*the professional body for the drugs & alcohol field*



## About FDAP

- Professional body for people working in substance misuse field
- Works to help improve standards
  - Inform practice - website and magazine
  - Code of practice
  - Professional certification
- 450 individual voting members + 70+ affiliate agencies, combined workforce of over 4000



# DANOS overview

- 100+ national occupational standards
- Part of Health & Social Care suite of standards
- Specify competences for specific activities
- Cover wide range of activities and roles
  - generic & substance misuse specific
  - commissioning, managing & delivering
- Examples:
  - *promote effective communications*
  - *test for substance use*
  - *counsel substance users*



# DANOS – training & development

- Identify competence requirements for jobs
- Framework for appraisal and TNA
- Help trainers design relevant courses
  - eg HIT/FDAP core competence training
- Assist in matching people to courses
- Will lead to competent workforce



# Competence-based qualifications/certification

- DANOS also allows development of competence-based qualifications
- Allow practitioners to demonstrate their competence to employers and clients
- Allow agencies to demonstrate the competence of their staff
- Assist commissioners in judging the competence of staff in the services they commission
- Contribute to overall improvement in standards



# Qualifications for HSC professionals

- No formal targets – but helpful to career development
- Three main options:
  - FDAP Accreditation as Drug & Alcohol Professional
  - OU/FDAP competence awards
  - NVQ-related Development Awards
- [Who are 'HSC professionals?']



# FDAP Drug & Alcohol Professional Accreditation

- Requires evidence of competence re 10 units
  - 7 generic core units [Principles of care; communication; health and safety; professional development: relating to individuals; promoting equality, diversity, rights & responsibilities; making use of supervision];
  - 2 SMS core units [assessing & acting on immediate risk; assessing treatment needs];
  - 1 from 14 SMS options [eg supplying & exchanging injecting equipment; supervising methadone consumption; prescribing controlled drugs; counselling substance users]



# FDAP Drug & Alcohol Professional Accreditation

- OU/FDAP awards or NVQ-related certification vs DANOS or complementary evidence + workplace assessment
- Takes account of existing qualifications – not otherwise accepted as evidence of DANOS competence – but must meet requirements
- Accredited practitioners subject to FDAP Code of Practice and three-yearly re-certification
- ‘Professionals’ assumed competent in generic units



# OU/FDAP Competence Awards

- OU accredited qualifications
- Assessment only competence awards vs DANOS
- Aimed at people who are already competent in a particular area but want to demonstrate it
- Individual units and/or specified cluster awards, eg:
  - ‘assessment & care planning for substance users’ (3 units)
  - ‘competences in working with substance users’ (10 units)



# Development awards in substance misuse

- Like OU/FDAP awards – but within NVQ framework
- Based on assessment of competence
- Aimed at already competent practitioners
- Clusters of DANOS and related units (usually 4 or 5)



# Qualifications for Non-professionals

- NTA target: *By 2008, 75% have or working towards qualification providing externally-validated evidence of competence in core competences for working with adults in HSC settings, plus additional DANOS units*
- Core competence not assumed
- Three ways to meet target:
  - FDAP Accreditation as Drug & Alcohol Professional
  - 10 unit OU/FDAP in “competences for drug & alcohol professionals”
  - Level 3 NVQ in Health & Social Care
- Other qualifications do not provide evidence of DANOS competence in own right



# Level 3 NVQ in Health & Social Care

- Level 3 (A level) qualification
- Not relevant to professionals
- Based on assessment of competence
- Assessment only / training & assessment
- 4 core generic units
  - communications; health & safety; develop own practice; promote choice, well being & protection
- 4 optional units
  - drug/alcohol workers to draw from DANOS



## For more information

### **FDAP**

Unit 84, 95 Wilton Rd, London SW1V 1BZ

t: 0870 763 6139

e: [office@fdap.org.uk](mailto:office@fdap.org.uk)

w: [www.fdap.org.uk](http://www.fdap.org.uk) & [www.drinkanddrugs.net](http://www.drinkanddrugs.net)