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THE ASSOCIATION FOR ADDICTION PROFESSIONALS

# **Best and Promising Practices for Improving the Drug Demand Reduction Workforce:**

## **International Case Studies in Successful NGO and Government Collaboration**

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# THE STRATEGY



Strengthening the  
Workforce

Enlarging the  
Workforce

Creating Structure  
to Equip & Support

# DEVELOPING THE WORKFORCE



- 1) Strengthening the workforce through systematic and broad-based recruitment and retention strategies
- 2) Enlarging the workforce by expanding the ability of peers, family members, community members, and health and social service providers to meet the needs of people with drug use and mental health disorders
- 3) Creating structures to equip and support the workforce through training, credentialing, public advocacy, research, and reducing stigma

A CASE STUDY

New Zealand's  
Oranga Hinengaro  
System and Service Framework



There can be no addiction treatment sector without a workforce.

If there is to be a workforce with sufficient capability and capacity, there are significant challenges to be addressed in transitioning to the Oranga Hinengaro System and Service Framework (the Framework).<sup>1</sup>

If there is to be effective workforce development to support the sector, there needs to be planning for and delivery of effective workforce initiatives.

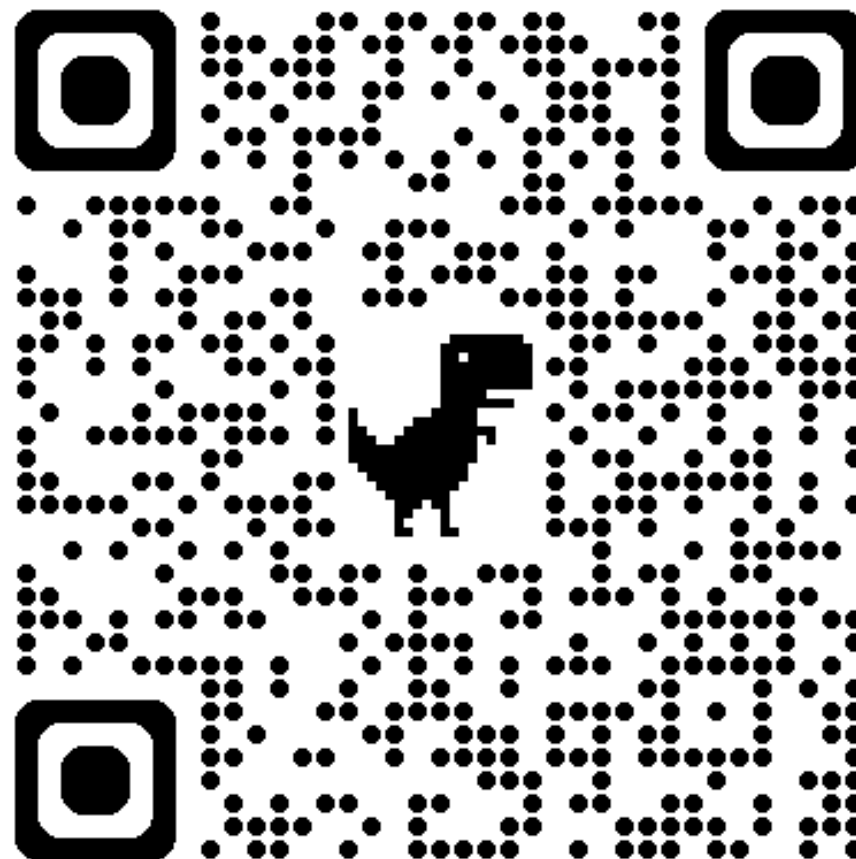
NEW ZEALAND MINISTRY OF HEALTH REPORT JUNE 2023



Te Pou is a national centre for workforce and leadership development for the addiction workforce in New Zealand.

Our dedicated group of passionate people are committed to developing the addiction workforce.

Our vision is for a highly skilled, confident and competent workforce which, supported by a sound infrastructure, will provide accessible and effective services that reduce addiction-related harm and improve health for people with addiction issues and their whānau.



<https://www.tepou.co.nz/>

# ORANGA HINENGARO SYSTEM AND SERVICE FRAMEWORK

1. **Supporting the existing workforce** by addressing pay equity in NGOs and scale creep, filling vacancies, providing supportive workplace environments and developing a specific addiction treatment workforce development strategy.
2. **Addressing the pipeline of new entrants**, most importantly by working with the education sector to develop a 10-year approach aligned with the Framework.
3. **Promoting leadership and professionalism** at district, regional, and national levels to drive system transformation.
4. **Promoting a workforce that looks like the communities** it works in by involving the lived experience workforce at every level of the system and promoting greater diversity through deliberate recruitment strategies.







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