



The Mental Health, Alcohol and Other Drug Workforce Strategic Framework 2020–2025 (Workforce Strategic Framework) was provider and funder-neutral and recognised successful implementation would require collaboration across all levels of government and non-government sectors. The implementation approach was directed across the three key areas below:



Mental Health Commission

Approach:

The Mental Health Commission (Commission) developed the Commission Implementation Plan, which captured current and planned workforce development activities across the Commission grouped into three, time-focused phases.

Outcomes included:

- Delivery of the Release Initiatives and Phase Two initiatives (see below).
- Development of the Aboriginal Mental Health Worker Guidelines.
- Development of the Western Australian Mental Health Workforces Capability Framework.
- Increased sector capacity through training delivered by the Commission's Workforce Development and Prevention teams.
- Enhanced vocational training opportunities through the development of Skill Sets for delivery in Western Australia.
- Enhanced cultural security through bespoke training.



Public Mental Health and Alcohol and Other Drug Sector

Approach:

The Workforce Strategic Framework suggested the Department of Health, in partnership with the Health Service Providers and the Commission, develop a detailed workforce implementation plan. The Mental Health Clinical Workforce Action Plan met this objective. This work has now transitioned into the new Western Australian Health Workforce Strategy 2034.

Outcomes included:

- Increased number of graduate mental health staff through successful attraction processes including scholarships and additional graduate placements.
- Ensured mental health representation on Health Service Provider boards.
- Standardised job titles list to support consistency across Health Service Providers.
- Undertook a Training Needs Analysis for mental health services.



Community-based Mental Health and Alcohol and Other Drug Sector

Approach:

Following advice from Commission's Governance bodies, the Commission established a workforce specific sub-group of the Community Mental Health, Alcohol and Other Drug Council (CMC), to oversee the implementation of the Workforce Strategic Framework in the Community Sector.

Outcomes included:

- The CMC subgroup identified three priority initiatives for which budget submissions were prepared. These were:
 - a project to capture data to better understand workforce needs
 - a project to develop workforce wellbeing resources for the sector
 - a project aimed at increasing alcohol and other drug content in tertiary courses.
- Funding through the budget process was not received, but a workforces data project is progressing through internal funding.

Funded initiatives to support priority workforce development activities

To support the release of the Workforce Strategic Framework, the State Government announced an additional \$1.2 million in funding to support an immediate uplift in key areas including: Aboriginal workforce development, building the capacity of the Lived Experience (Peer) workforce, sector capacity building in the mental health and alcohol and other drug sectors, and the expansion of training to support trauma-informed care and practice (TICP) in Western Australia. Over the second phase of the implementation of the Workforce Strategic Framework, the Commission dedicated more than \$1.5 million to continue work in these key areas. While the Covid-19 pandemic impacted the timing of the delivery of the initiatives, evaluations showed these targeted, time-limited activities supported increased workforce capacity and capability in line with expected outcomes.

Key highlights are presented below:

Release Initiatives – Immediate workforce uplift

- Funding for Aboriginal workforce development, including two 12-month community leadership roles.
- Support to enable the delivery of the Lived Experience (Peer) Workforces Framework WA.
- Increased capacity through a pre-employment training pilot and additional training delivery.
- Expansion of TICP training opportunities in both metropolitan and regional areas.

Phase Two Initiatives – Targeted capacity building

- Increased cultural capacity of both specialist and generalist workforce through additional training.
- Place based, culturally secure accredited TICP training delivered across the Kimberley.
- Uplift in training on clinical supervision and working with young people with co-occurring needs.
- Development of resources to support culturally safe care for the LGBTQIA+ community.