



University
of Glasgow

SCOTTISH TRAINING

STRADA

on DRUGS & ALCOHOL

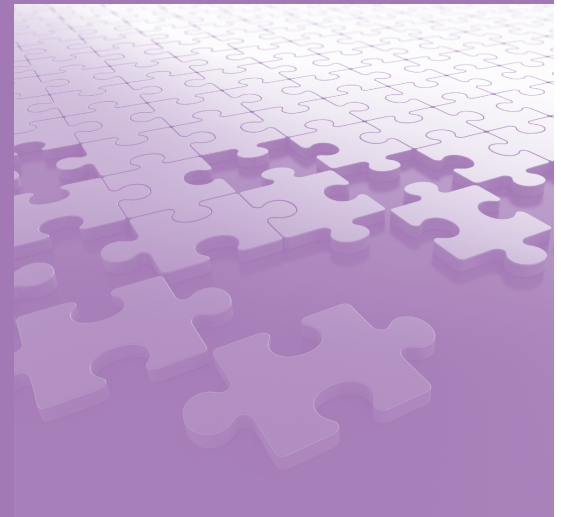
The sense of **STRADA**

DrugScope



STRADA

STRADA is Scotland's leading workforce development organisation in the field of substance misuse. We make a significant contribution to the workforce development of those employed in the health, social care and criminal justice arenas. This document covers all aspects of our work including contracted work with the Scottish Government and commissioned learning and development projects.



Purpose

STRADA is Scotland's leading workforce development organisation in the field of substance misuse.

Organisational priorities

- Provide opportunities for the practice and improvement of the necessary knowledge and skills for those working in the areas of substance misuse.
- Provide appropriate opportunities to discuss and explore attitudes to drug and alcohol use and both service provider and societal response to drug and alcohol use.
- Promote the use of appropriate interventions in addressing problematic substance misuse.
- Inform, implement and evaluate policy objectives both locally and nationally.
- Ensure the range of learning and development opportunities available support policy direction and local need.



Organisational **purpose**

STRADA's work involves those within the broader health, social care and criminal justice arenas.

STRADA (Scottish Training on Drugs and Alcohol) is the leading national workforce development organisation supporting those working with and affected by drug and alcohol misuse. We strive to improve the competence of staff working in the substance misuse field in order that the interventions available locally aid the recovery of those affected by substance misuse. We work with those involved in strategic and operational planning to improve the quality and functioning of all aspects of the commissioning process.

What we deliver has an impact not only on those working directly with individuals affected by substance misuse but on those involved in the strategic direction of national and local policy, on those who commission services and those who manage and evaluate service provision.

People affected by substance misuse come into contact with a very wide range of organisations. STRADA's work involves those within the broader health, social care and criminal justice arenas, including both statutory and non-statutory organisations.



We strive to improve the competence of staff working in the substance misuse field.

Organisational **philosophy**

STRADA views active participation as key to effective learning.

Our central aim is to focus on improving the relationship which needs to be built between an individual and their worker. That worker may be paid or unpaid working within the statutory or non-statutory sector for an organisation that is large or small, which sees itself as specialist or universal. The main point is that it is the quality of the relationship that is important. The length, depth and focus of the relationship will vary. However, the key issues of respect, understanding what affects an individual's ability to change and that effective communication with a number of different individuals and organisations will be involved, underpins our approach.

The core requirements of any development opportunity are that they expand knowledge, challenge attitudes and improve practice.

STRADA views active participation as key to effective learning. Taking responsibility for your own learning, for practicing both existing and new skills within a safe environment and reflecting on practice within the workplace are essential to successful learning. We support both multi-disciplinary and multi-agency delivery methods and through both contractual obligations and income-generation meet the learning, development and organisational needs of single agencies and professional groups.



Our central aim is improving the relationship between an individual and their worker.

People and **places**

STRADA places great value on the knowledge and skills individual staff bring to the organisation.

Staff

STRADA places great value on the knowledge and skills individual staff bring to the organisation. We have a commitment to the ongoing development of our learning and skills at both an individual level and in the contribution individuals make to the teams within STRADA and the organisation as a whole. The needs of those affected by substance misuse vary and the demands placed on commissioners and service providers change. As such we must be both responsive in meeting such demands and pro-active in promoting effective working practices and appropriate interventions.

Our staff can demonstrate willingness and competence to respond to the changing learning and development needs of those working in the substance misuse field and to be informed by service providers, service users and their families.

External relationships

The effectiveness of STRADA as a workforce development organisation is dependent on maintaining and improving our relationships with a wide range of organisations and individuals.

Our success with improving the competence of your staff demands that we have a close working relationship with employers, commissioners, front-line staff, service users, their families and carers.

Over the coming months and years we seek to place even greater focus on strengthening our external relationships.

We will provide two events each year to provide comprehensive information on what we have delivered and the impact of our work. These events will serve not only to provide information to our key partners but also as a

opportunity for our partners to be involved in developing our future priorities and delivery arrangements. By hosting interactive learning events we can ensure that what we offer will meet local need across the country whilst continuing to inform our overall organisational purpose.

STRADA provides a range of learning & development opportunities for staff working in the substance misuse field.



Coverage and access

STRADA provides a range of learning & development opportunities for staff working in the substance misuse field. We are committed to ensuring reasonable access, in terms of both geography and time, to high quality events. We co-ordinate the venue booking and timetabling of events centrally to ensure learning opportunities are available at a range of locations and throughout the year. We are constantly seeking to address difficulties in access so will continue to monitor and respond to variations in access by professional group, location and expressed training need.

Venues are chosen on the basis of their suitability as training settings. Our training staff will facilitate a range of events at locations across Scotland. Participants attending courses come from a wide range of services and potentially from

anywhere in Scotland. We therefore ensure that the content of our events take account of the differing levels of service provision available, the differing demands of rural, semi-rural and urban areas and the linkages between specialist and universal services.

Potential participants are responsible for completing their own booking form, this will enable STRADA to collect and analyse information regarding previous training experience, work experience and use such information to inform both what we offer and wider workforce development needs.

Publicity

The main aim of our publicity is to ensure that we provide appropriate learning and development opportunities to the right people at the right time in an accessible location. To achieve this we provide information directly to service providers and other organisations that support those affected by substance misuse.

- We have developed and will continue to maintain a comprehensive database of all service providers in Scotland working with those affected by substance misuse.
- We will maintain our web site to ensure that it promotes all events across the country.
- Information about all learning and development events will be advertised on the web site and supported by downloadable course flyers.
- Information will also be mailed directly to service providers.

Programmes

The STRADA modular programmes cater for staff at all levels of engagement with service users.



Modular programmes

The modular programmes are designed to meet the needs of all staff working with those affected by substance misuse.

We design, deliver and evaluate modules for staff that are new to this area of work, and to meet the demands of experienced staff to enable them to improve practice and enhance professional competence.

The modular programmes cater for staff at all levels of engagement with service users. There are modules with greater emphasis on the necessary knowledge and core skills, practice based workshops with a focus on developing skills in applying a particular intervention or working with a particular client group, and modules specifically for those with managerial responsibilities.

Our modular and practice based workshops are designed to support the implementation and development of national policy. The training materials used will enable staff to improve their core skills and thereby improve the quality of service provision for those affected by substance misuse in Scotland. In line with current national drugs strategy we have developed programmes to meet the needs of those working with children and families affected by substance misuse. To support national alcohol policy, we deliver programmes designed to increase understanding of the impact of alcohol use and develop appropriate responses to minimise harm at individual and community level.



University programmes

In conjunction with the Department of Adult and Continuing Education (DACE) at the University of Glasgow, STRADA will provide two educationally accredited programmes of study each academic year.

Certificate in Higher Education Drug & Alcohol Practice

This programme is aimed at a range of professionals who are interested in, and whose work brings them into contact with drug and alcohol users. It is designed for people with a minimum of one-year experience working with drug and alcohol problems who wish to develop their knowledge and skills.

Postgraduate Certificate in Addictions

This programme is aimed at people with relevant educational or professional qualifications or at least five years experience in working with drug and alcohol problems that wish to develop their specialist knowledge.

Both these programmes of study emphasise the integration of theory and concepts about drug and alcohol problems and links between learning and current practice.

The Postgraduate Certificate in Management: Developing Competence in Managing Drug & Alcohol Services

In partnership with the Business School in the Department of Management at the University of Glasgow, STRADA provides a further educationally accredited programme of study each academic year. The Postgraduate Certificate in Management – Developing

Our programmes emphasise the integration of theory and current practice.

Competence in Managing Drug & Alcohol Services is aimed at people involved in managing drug and alcohol services, who wish to develop their management skills, enhance their career prospects and improve their ability to deliver efficient and effective services to their communities.

This programme of study takes into account the specific context of working in drug and alcohol services, and allows students to effectively link their learning to work and understand the wider contexts in which they operate.

We provide educationally accredited programmes of study.

Programmes

STRADA works closely with both national and local commissioners to develop and deliver individually bespoke programmes.



Tailored programmes

In addition to and in support of the modular programme addressing the identified national priorities, STRADA works closely with both national and local commissioners to develop and deliver individually tailored programmes to suit the needs of staff working within both specialist and generic drug and alcohol services.

This ongoing work includes the delivery of programmes designed to support the implementation of local protocols in the area of children and families affected by parental substance misuse and training events for both primary and secondary school staff in support of the recommendations within Hidden Harm.

On an individual events basis, STRADA can develop, in liaison with service providers, a tailored training programme which will address a pressing and immediate training requirement accommodating an entire staff team in one location.

STRADA has considerable experience in conducting local training needs analysis, identifying training and knowledge deficits and where appropriate developing a local training strategy to meet that need.

Nationally STRADA develops and delivers in liaison with both the Scottish Government and national agencies, tailored programmes throughout Scotland in support of the specific training and development needs of discrete occupational sectors.



The University of Glasgow, charity number SC004401
DrugScope, charity number 255030

www.projectstrada.org



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