

## **Designing it backwards. Combining needs analysis and adult learning approaches to meet the learning needs of a growing and diverse alcohol and drug workforce.**

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**Background:** For over two decades, Insight has been delivering face to face AOD workshops, weekly webinars and more recently, a growing suite of free online eLearning modules which are accessed in Queensland and increasingly across Australia. With limited formal education pathways to the sector, increased pressures on workers' time, and the need to support not only specialist AOD workers but also mental health clinicians and other workers who routinely engage with people experiencing problematic substance use, a comprehensive review of Insight's AOD curriculum was conducted in 2022.

**Description of Model of Care:** Extensive statewide consultation was undertaken involving a broad-scale survey completed by 124 workers alongside 24 targeted focus groups sessions. The outcome was a comprehensively revised AOD Curriculum Framework built upon adult learning principles with a focus on flexible, modular, progressive and accessible 'on-demand' micro learning and accompanying resources.

**Implementation:** This presentation will provide an overview of the newly revised Curriculum Framework, which expanded from a previous suite of 33 to 153 asynchronous eLearning modules, new competency-focussed practice activities and an expanded emphasis on developing 'just-in-time' job-aids and resources. As an example, Insight's revised "Check Tools" - a series of 7 modular brief intervention tools - will be used to demonstrate how traditional didactic approaches to training was reverse-engineered into developing and training to job-aids as a means of embedding theory, important information and skills, thereby reducing the need for training and memorisation.

**Conclusion and Next Steps:** A genuine industry-informed curriculum is never complete. Using a collaborative, co-design process, Insight will continue to review and revise its AOD training approach to best meet the knowledge and skill requirements of today's modern workforce.

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