Workforce Mapping Project

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Outline

- What is workforce mapping?
- Why did we need to map our workforce?
- Outline of the project
- Progress so far

What is workforce mapping?

- Gaining a picture of a workforce (‘map’):
  - Location
  - Qualifications
  - Demographics
  - Employment trends

Why do we need to map our workforce?

“We don’t really know who our workforce are”

Why do we need to map our workforce?

- Little research regarding alcohol and other drug (AOD) nursing workforce
- A need to collect data to advocate from a greater knowledge base
- Explore potential trends in the workforce

Why do we need to map our workforce?

- AOD nursing is in a state of dynamic change:
  - Advanced practice/nurse practitioner roles
  - Harm reduction initiatives:
    - MSIR/MSIC
    - Pill testing
    - Take home naloxone
  - Increasing recognition of the value of AOD nursing roles

Significance to DANA

- Positions DANA as the peak AOD nursing organisation
- Potentially holds value for government and other organisations who need this data and creates partnership opportunities

Significance to DANA

- Provides valuable information for DANA in respect of future directions and opportunities for expansion
- Allows DANA to advocate from an advanced knowledge base

Aims of the project

1. To map the AOD nursing workforce across Australia and New Zealand in respect of indicating where AOD nurses are employed across both countries;
2. To provide demographic data in regard to AOD nurses employed in their field, including but not limited to age, qualifications and time working in the role;
3. To examine advertisements for AOD nursing roles over a period of time to determine frequency of these roles being advertised and details provided to attract potential applicants

Aims of the project

4. To explore the hypothesis that some nurses working predominantly with individuals with alcohol and other drug issues may not identify as AOD nurses and therefore are excluded from surveys of the workforce (and representation with DANA);
5. And, by using a qualitative methodology, to determine the scope and nature of the work AOD nurses currently perform and their intention to leave the profession in the near future.

Outline of the project

Phase One

- Literature review
- Scoping employment data
- Key informant interviews

Phase Two

- Online survey; AOD nurses and non-AOD nurses

Phase Three

- Qualitative interviews with AOD and non-AOD nurses

Outline of the project

- First phase:
  - Review of existing literature
  - Scoping review of employment data (seek.com.au listings, 18 months)
  - Key informant interviews

- What do you feel are the overarching issues for the drug and alcohol nursing workforce in Australia?
- Have you witnessed changes to the alcohol and other drug nursing workforce in Australia?
- What are the issues around recruiting alcohol and other drug nurses in your agency?
- Predominantly, what are the tasks that alcohol and other drug nurses are undertaking in your agency?
- How do you perceive the pathways into AOD nursing for new entrants or graduates?
- How do you perceive the future of the alcohol and other drug nursing role?

Outline of the project

- Second phase
  - Online quantitative survey
    - AOD nurses
    - Non-AOD nurses (nurses who don't consider themselves AOD nurses but spend a significant amount of their time working with individuals with problematic alcohol and other drug use)

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Outline of the project

- Second phase
  - Planned launch of online questionnaire at DANA conference
    - Snowball sampling
    - Quick access QR code to enable fast access

- Age group
- Registration status (EN/RN/NP)
- Postcode of principal place of employment
- Setting
- Qualifications
- Credentialing
- Time fraction
- Primary work function
- Intention to remain in role
- Likert-type questions around support and preparation to work with individuals with problematic AOD use
- Qualitative questions around issues, management and improvement

Outline of the project

- Third phase
  - Telephone interviews
  - Consent sought at end of online survey
  - Later contact made by research assistant

Can you please describe your current AOD nursing role?

- Location of employment?
- Nature of role (i.e. management, clinician)?
- Highest qualification?
- Years in role?
- Total years of experience?

Issues specific to AOD nurses (your role)

- Do you feel that your role has a clearly defined scope of practice?
- Do you feel that there is room for career progression in your role?
- Do you feel you have had adequate educational preparation for your role (undergraduate/postgraduate)?

Consumer management

- Has the makeup of your caseload/cohort changed (i.e. more comorbidity, wider range of substances used, age, demographic profile)?
- Are you seeing emerging challenges in your consumer cohort (i.e. different substances, psychosocial complexity, judicial involvement)?
- Do you feel that you have the knowledge base/skills to manage these emerging issues?
- Do you feel that you have the multidisciplinary support to manage these emerging issues?
- Do you feel that you have organisational/managerial support to manage these emerging issues?

Workforce changes

- Have you witnessed changes to the workforce in your immediate work location (for instance a reduction in nursing staff)?
- Have you experienced a change to nursing positions in your work location (for instance an increase/reduction or replacing nursing positions with non-nursing staff)?
- Do you feel that AOD nurses in your workplace perform functions specific to their nursing role or are they assigned generic tasks?

Role development and career stage[1]

- What motivated you to enter the field of AOD nursing?
- Since you entered AOD nursing, what aspects of the role have contributed to you remaining in it?
- If you have worked outside AOD, what is different about AOD nursing to other jobs you've done (i.e. mental health)?
- What personal attributes do you think are necessary to work as an AOD nurse?

Progress so far

- Contract completion (between RMIT University and DANA)
- Ethics submission (revisions under review)
- Research assistant employed

Thank you

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