

MINUTES
of the
National Advisory Group on Workforce Development (NAGWD) Meeting
Thursday, July 13, 2006
Stanhope Beach Resort
Prince Edward Island

Attendees

Members

Lianne Calvert, Canadian Centre on Substance Abuse (CCSA), Co-Chair
Greg Purvis, Nova Scotia Addiction Services, Co-Chair
Ron Hector, Addictions Foundation of Manitoba (joined by telephone)
Maureen Kurtz, Saskatchewan Health, Community Care Branch
Nevin Coston, Centre for Addiction and Mental Health
Jeff Wilbee, Canadian Addiction Counsellors Certification Federation (CACCF)
Donna Birch, PEI Mental Health and Addictions
Major Tom Tuppenney, The Salvation Army
Narinder Dhillon, Department of National Defence (DND)
Brian Grant, Correctional Services Canada (CSC)

Guests

Kathy Landry, Alberta Alcohol and Drug Abuse Commission (AADAC), on behalf of
Krista Keohane
Dave Hedlund, Mental Health and Addictions Services, Regina Qu'Appelle Health
Region
Shannon Griffin, Senior Project Manager, BC Mental Health and Addiction Services,
PHSA Research & Networks, on behalf of Dr. Patrick Smith
Karen Cumberland, CCSA
Debbie Ayotte, CCSA
Karine Plouffe, CCSA

Regrets

Dan Reist, Centre for Addictions Research of BC (CAR-BC)
Renee Ryan, Newfoundland and Labrador Department of Health and Community
Service
Carmen Trottier, Association des intervenants en toxicomanies du Québec inc. (AITQ)
Rachel Dutton-Gowryluk, Territorial Integrated Services
Sharon Clarke, National Native Addictions Partnership Foundation
Ken Ross, New Brunswick Mental Health Services / Health and Wellness
(Representation by correspondence only)

Regular Meeting of Members commenced at 2:00 pm

1. Lianne Calvert welcomed participants and called the meeting to order.
2. Review and approval of agenda.

3. Review and discussion of action items arising from February 8-9 meeting
- a. *By May 15th, a working group comprised of Nevin Coston (Project Lead), Jeff Wilbee, Sharon Clarke, and Lianne Calvert will prepare a brief document that summarizes a 'state of the globe' scan of the process undertaken by other jurisdiction in the development of a workforce development strategy: i.e. UK, US, Australia and New Zealand*

Comments: Individual sections collected, however due to time constraints and project scope document is still in preliminary stages.

Action: Karine Plouffe from CCSA to compile the document under the direction of Nevin Coston and distribute to NAGWD members upon completion.

- b. *Dan Reist (CAR-BC) will set up virtual communication and collaboration portal that will facilitate Advisory group members remaining connected and engaged in our various activities.*

Comments: Resource currently underutilized by members for various reasons including information overload, other communication mechanisms (i.e. phone, email), and a lack of enticement to use the portal.

Action: It was agreed that this resource can be best utilized as a resource for document sharing by this advisory group. Given expectations that the activity level will increase over the next few months (especially since CCSA has more staff dedicated to workforce development initiatives) it was decided that there will be additional opportunities to use and evaluate the effectiveness of this as a communication/information sharing tool.

- c. *By June 15th, Dan Reist, Patrick Smith and Greg Purvis will review and revise the NAGWD Terms of Reference.*

Comments:

- Ensure "Federal/Provincial/Territorial/Organizational" is used consistently throughout the document.
- Mandate - revision to reflect F/P/T/O wording/terminology.
- Objectives - revision to fourth objective as follows: "To develop a list of guiding principles for Workforce Development that would inform the development of a national conceptual framework."
- Anticipated Outcomes - to be revised as follows:
"Federal/provincial/territorial/organizational systems addressing workforce development plans/strategies would have access to resources and guiding principles that are meaningful, flexible and supportive to them within their diverse jurisdictions as evidenced by the successful completion and endorsement of the above-noted objectives."
- Chair – revision to reflect F/P/T/O wording/terminology.
- Membership – section to be revised to reflect that when omissions become apparent outreach will be made to fill the gaps and that membership is representative but by no means exhaustive.

- Meetings – accepted as is
- Reporting Structure – accepted as is
- Duration – agreement to conduct a membership review and a review of the terms of reference every three years, as well as an annual review of the objectives within the terms of reference.

Action: Dan Reist, Patrick Smith and Greg Purvis to revise the NAGWD Terms of Reference accordingly and distribute final copy to members.

d. The National Summer Institute - Debriefing

Comments:

- List of participants and event summary under development, and should be available in approximately one month.
- Received positive feedback from various participants regarding the removal of 'reporting back' feature of previous events.
- Recommendation that NAGWD get involved in the planning stages earlier (Fall 2006), including the exploration of sponsorship opportunities.
- Recommendation made to explore the possibility of alternating the event location between eastern and western Canada.
- Consensus that we do not want the event to grow in size.
- A shift has taken place from the original concept of bringing together management level staff to a more training/skills development orientation, therefore, it is important that we are clear about how the event is represented to potential participants.
- Important to consider who is the workforce we are trying to develop.
- NSI provides an opportunity to bring together front line workers and research staff to begin bridging the gap between research and practice.

Action: Lianne Calvert to ensure Summer Institute is an agenda item at the next NAGWD meeting.

4. Information-sharing: Update on workforce development initiatives in respective jurisdictions/organizations (highlights only – detailed reports to be submitted and distributed in advance of meeting)

Comments:

- PEI, SK, NS, MB, AB, CACCF – see appendices for detailed reports
- BC – Mental Health and Addiction Services working on draft framework, development of shared vision and goals, focusing on collegial approach, led by Peter Coleridge and Paul Henderson. – Vancouver Island Health Authority leading an Addiction Workforce Development Group, broad view of workforce, first meeting took place in February 2006, led by Carol Savage.
- ON – Provincial drug strategy is not on the political radar at this time. In the midst of transforming the health care system towards a community based approach, similar to local health authorities of other provinces/territories. Currently working with Métis population to develop online program – requires a very deep infrastructure, and extensive partnerships to develop courses that can be shared and to avoid duplication.

- DND – Health care renewal process currently underway (2000-2010), could see additional 10-15 positions in the workforce; trying to implement a mental health model and integrating addictions component; close to 60% of workforce are currently certified; training conference took place February 2006 resulting in the formation of a training and development committee to examine key training needs - recommendations include more diversified training choices, more conferences.
- The Salvation Army – currently developing a Standardization of Treatment Protocol which will include a philosophy of treatment, and treatment protocols.

5. New Items

- a. *Membership – discussion of who needs to be at the NADWD table; consideration of involving CSAM (Canadian Society of Addiction Medicine) in some capacity.*

Comments:

- Membership must be related back to NAGWD objectives.
- Who is around the table reflects who we identify as the workforce.
- Intended to be an open process, where a broad group of stakeholders can be brought in to review important projects, etc.
- Support for involving CSAM.

Action: Lianne Calvert to send out invitation to CSAM

- b. *Discussion: Review of Wayne Skinner's 'model' treatment continuum, as presented at NSI (National Summer Institute)*

Comments:

- Very useful in assisting to conceptualize who makes up the addictions workforce.
- Wayne Skinner is currently working to finalize the 'model' treatment continuum.
- Thematic Workshop on Treatment, taking place October 2006, will include a review of the existing treatment continuum across the country as well as Wayne's 'model' continuum.
- Will be an interesting exercise to compare the two pieces ('model' vs. existing) to identify gaps and priorities within workforce development.
- Comparison could also be useful to pull out an 'essential' continuum as a key starting point for new initiatives.
- Members interested in attending the Thematic Workshop on Treatment should contact Lianne Calvert.

- c. *Discussion: The development of an interactive web-based resource as a means for bringing the workforce together, promoting and supporting professional development, and building capacity.*

Comments:

- Intention for NAGWD to have an advisory role for this site.

- Suggestion to include direct web links to specific articles, resources, etc.
- Suggestion to include links to respective websites of NAGWD members.
- Suggestion to include downloadable section of key resources.
- Suggestion to explore electronic bulletin option as a means of drawing people to the site
- Potential recruitment/career angle – could include linkages to colleges and universities; compensation levels; workforce landscape, etc.
- Important to clearly identify target audiences.
- Important to conduct usability study prior to launch.

Action: CCSA to incorporate feedback into first draft and send out preliminary site concept/draft.

d. Preliminary Exploration of Sector Councils

Comments: Draft document was provided for information purposes only. Member asked not to distribute the document. CCSA is currently conducting a preliminary review of the Government of Canada's Sector Council Program to assess suitability for developing the addictions workforce.

6. Coming Events

- Post Traumatic Stress Disorder and Substance Abuse
October 22-24, 2006
Winnipeg, Manitoba
http://www.afm.mb.ca/Media%20Room/whats_new.htm
- Improving Quality, Accessibility and Range of Options to Treat Harmful Substance Use Including Substance Use Disorders Thematic Workshop
October 24-25, 2006
Toronto, Ontario
- Issues of Substance 2007
November 25-28, 2007
Edmonton, Alberta
<http://www.issuesofsubstance.ca>
- Visit the CCSA event calendar for other relevant events at
www.ccsa.ca/CCSA/EN/TopNav/Home/Calendar

7. Next meeting date

Action: Lianne Calvert to correspond with members to determine next meeting date.

Meeting Adjourned – approximately 5:30 pm

MINUTES APPROVED BY

Lianne Calvert, Co-Chair

Greg Purvis, Co-Chair