

The Aboriginal and Torres Strait Islander Alcohol and Other Drugs Workforce



Australian Indigenous HealthInfoNet
Alcohol and Other Drugs
Knowledge Centre

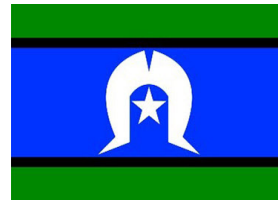
Australian Indigenous HealthInfoNet Alcohol and other Drugs Knowledge Centre commissioned the National Centre for Education and Training on Addiction (NCETA) to explore the salaries and professional development needs of Aboriginal and/or Torres Strait Islander workers in the alcohol and other drugs (AOD) sector.

This infographic summarises key findings from: *McEntee, A. & Skinner, N. (2022). Addressing AOD Aboriginal and/or Torres Strait Islander Workers' Salaries and Professional Development Needs. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University.*

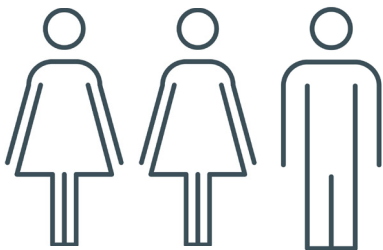
Aboriginal and/or Torres Strait Islander Identity



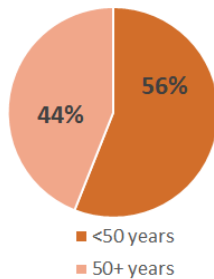
6.5%
of the AOD workforce
identified as Aboriginal and/or
Torres Strait Islander



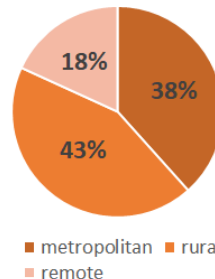
Worker Profile



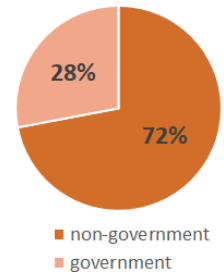
2 in 3
AOD workers
were female (67%)



56%
were aged
under 50 years



43%
worked in
rural locations



72%
worked in
the NGO sector

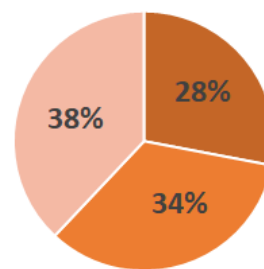
Professional Profile

33%
had a general degree
qualification (tertiary)

39%
had an AOD-specific
qualification
(tertiary/vocational)



Work Experience



38%
had been in the
AOD sector for
10+ years

28%
were new to the
AOD sector

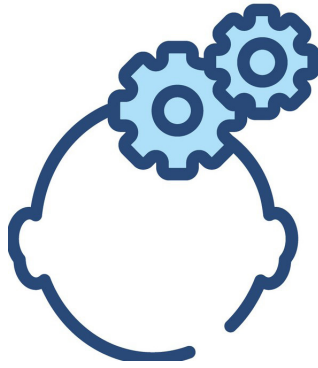
Professional Development

80%
had participated in professional development in the past 3 years

30%
had difficulty accessing professional development

Barriers identified were:

- personal financial costs (22%)
- geographic constraints (16%)
- insufficient time at work (16%)
- staff shortages (15%)



81%
identified a training need regarding clients who have experienced trauma

78%
identified a training need regarding clients who have dual diagnoses / co-occurring mental health issues

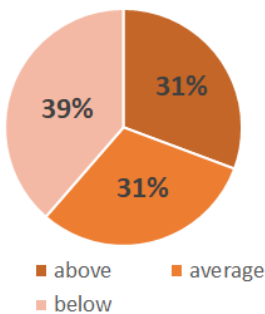
71%
identified a training need regarding responding to multiple & complex needs

Employment Security

87%
had permanent contracts



79%
were employed full-time



39%
of workers earned a salary below the national average

Satisfaction with Pay



57%
were satisfied



23%
were neither



20%
were unsatisfied

Lived Experience

84%
reported lived experience (personal, family, other) of AOD-related issues



76%
of workers with lived experience had disclosed this to their workplace

McEntee, A. & Skinner N. (2022). 'The Aboriginal and Torres Strait Islander Alcohol and Other Drug Workforce' Infographic. Adelaide, South Australia: National Centre for Education and Training on Addiction (NCETA), Flinders University