



# The ICAMH | AOD Stocktake 2020 National Summary

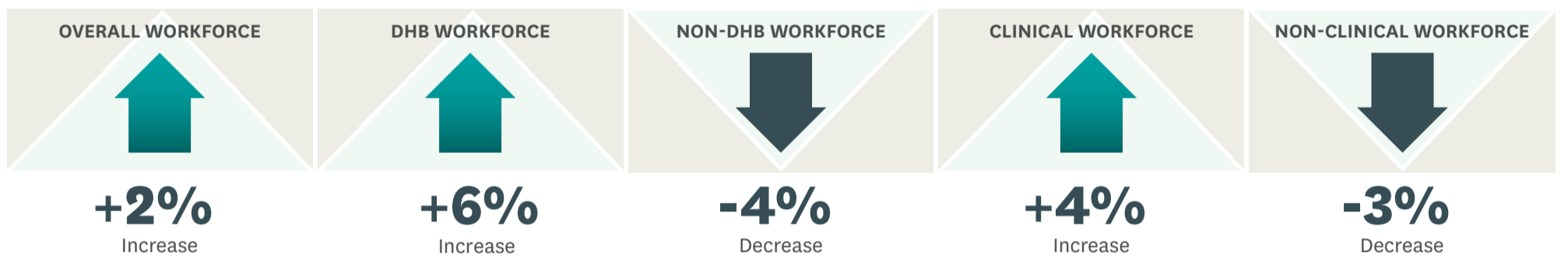
## WORKFORCE

### Workforce capacity

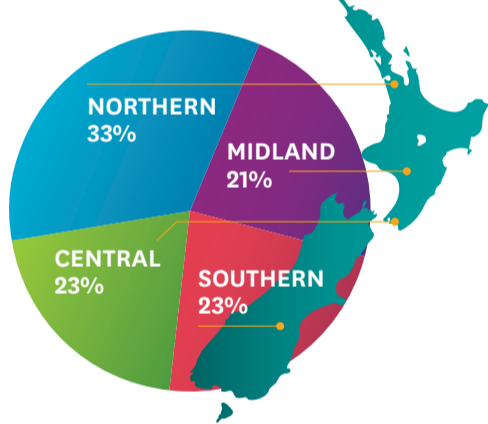
Actual and vacant full-time equivalents (FTEs) by ethnicity and occupation from DHB ICAMH/AOD services, NGOs and PHOs.



### Workforce capacity, 2018 to 2020/21



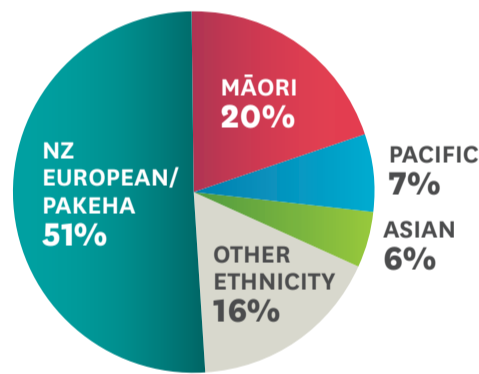
### WORKFORCE BY REGION



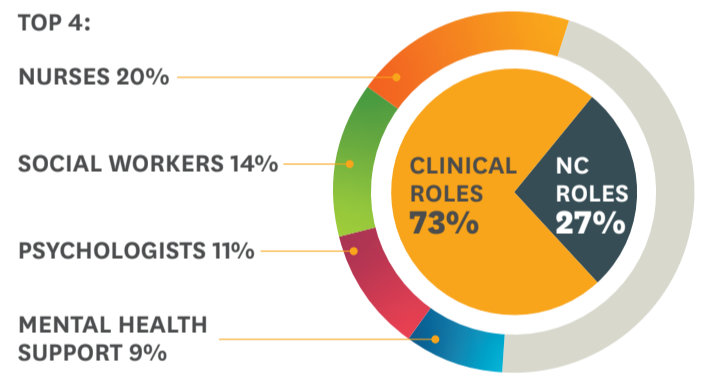
**-12%**  
Decrease in vacancies (2018-2020)

**8%**  
Overall vacancy rate

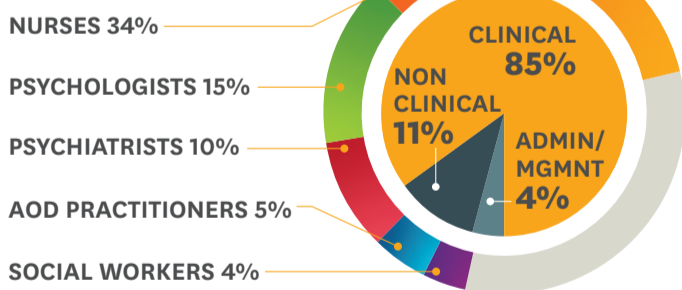
### WORKFORCE BY ETHNICITY



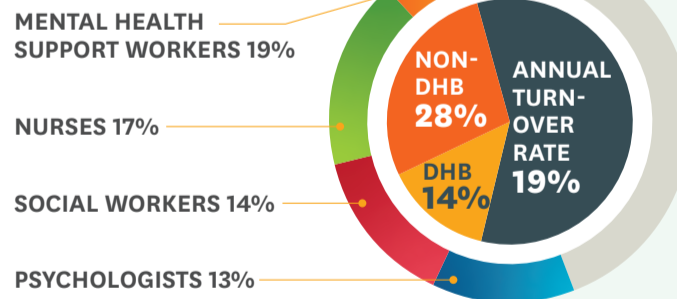
### WORKFORCE BY OCCUPATION



### VACANCIES (85% IN CLINICAL ROLES) TOP 5:



### TURNOVER BY OCCUPATION TOP 4:



### TURNOVER REASONS:

- External job opportunities due to better salaries
- relocation to another city/town
- internal job opportunities within the same organisation
- pursuing further education/career development opportunities.

### WORKFORCE CAPABILITY:

Real Skills Plus ICAMH/AOD Core and Primary knowledge and skills competency data indicated further development required for:



#### Knowledge:

Assessment and Intervention knowledge.  
Specific knowledge development required for Leadership and Cultural knowledge.



#### Skills:

Intervention and Assessment Skills.  
Specific skill development required for Cultural and Leadership skills.

### WORKFORCE CHALLENGES:



Recruitment of staff with ICAMH training and experience



### WORKFORCE NEEDS:

