



# dapaanz

fostering excellence in addiction practice

## Recognition of Addiction Qualifications Policy

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## Purpose

The purpose of this policy is to outline the processes and criteria for the recognition of addiction qualifications<sup>1</sup> by the Addiction Practitioners' Association Aotearoa New Zealand (dapaanz<sup>2</sup>)<sup>3</sup>.

## Scope

The policy applies to tertiary educators and those who implement this policy on behalf of dapaanz, namely the dapaanz Executive Board, Executive Director and employees, including the Registrar.

## References (Internal)

Dapaanz Constitution  
 Tikanga Matatika: Dapaanz Code of Ethics (2020)  
 Dapaanz Delegation of Duties Policy  
 Dapaanz Privacy and Security of Information Policy  
 Dapaanz Complaints Process  
 Addiction Intervention Competency Framework (2011)  
 Dapaanz Practitioner Registration and Supervision Criteria (2012)  
 Dapaanz Membership and Registration Policy (2020)

## Background

Dapaanz is the membership association representing the professional interests of the addiction workforce in Aotearoa New Zealand. It was established in 2002 by addiction practitioners to develop robust frameworks, policies, processes and systems for the benefit of members, the people they work with and the wider public. The *Addiction Intervention Competency Framework (2011)*<sup>4</sup> and *Tikanga Matatika: Dapaanz Code of Ethics (2020)* are the key documents which underpin the processes of accreditation and registration by which members of the addiction workforce can demonstrate their competency to undertake this work.

Dapaanz has several types of affiliation<sup>5</sup>, of which registration as either Provisional or Registered Practitioners requires a dapaanz recognised addiction qualification. The objective of this policy is to outline the requirements for an addiction qualification to be recognised by dapaanz for Practitioner registration.

<sup>1</sup> Dapaanz does not have a procedure to recognise non-addiction qualifications. When people apply for provisional registration based on a non-addiction qualification, we consider individual applications separately.

<sup>2</sup> The acronym, dapaanz, represents the original name - the Drug and Alcohol Practitioners' Association Aotearoa-New Zealand. In 2010 the membership was broadened to include problem gambling practitioners and smoking cessation practitioners and the legal name of the association became the Addiction Practitioners' Association Aotearoa New Zealand.

<sup>3</sup> Completing a recognised addiction qualification is a requirement for becoming a Registered Practitioner.

<sup>4</sup> A review of the Alcohol Advisory Council's (ALAC) original set of competencies (2001) was instigated and funded by Mātua Raki, the National Addiction Workforce Development Centre. The current document defines the values, attitudes, knowledge and skills necessary for providing specialist interventions to assist people to address gambling, tobacco, alcohol and/or other drug problems.

<sup>5</sup> Including Member, AOD Associate Practitioner, AOD Support Worker, Accredited Clinical Supervisor and Endorsed Kaumatua.

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## Dapaanz Practitioner Registrations

Dapaanz registers both Alcohol and other Drug (AOD) Practitioners and Problem Gambling (PG) Practitioners. The application and maintenance requirements for dapaanz Registered Practitioners aims to ensure effective, ethical and compassionate professional practice, so people who access addiction services experience positive services and outcomes.

While registration with dapaanz is not mandatory to work in addiction treatment, increasingly providers and funders of addiction treatment in Aotearoa New Zealand require those providing addiction clinical practice to hold a professional registration to be eligible for employment. A dapaanz Registered Practitioner is one of the options for a professional registration.

Dapaanz Registered Practitioners are designated as health professionals under the *Substance Addiction (Compulsory Assessment and Treatment) Act 2017*, and can be considered for the roles outlined in this Act. Being a dapaanz Registered Practitioner is considered equivalent to other professional registrations regulated by legislation, namely professions registered under the *Health Practitioner Competency Assurance Act (2003)* and *Social Workers Registration Act (2003)*.

Dapaanz Registered Practitioners are also eligible to be recognised for the role of assessing people's fitness to drive, after they have been sentenced under Section 65 of the Land Transport Act, 1998.<sup>6</sup>

Dapaanz Registered Practitioners can work independently in a range of settings. That is they are deemed to be sufficiently qualified, skilled and experienced so as to competently and safely take key responsibility for their own practice and be part of a team and/or supervision structure. Their skill-base includes:

- Assessment of someone's addiction issues and other common physical and mental health issues. Including providing provisional diagnoses for substance use and/or gambling disorders.
- Developing a treatment plan based on this assessment, in collaboration with the client and their family where appropriate.
- Provision of addiction interventions and/or ensure other interventions are offered, in collaboration with respective health care professionals.

Registered Practitioners are also required to receive regular clinical supervision as part of their professional practice.

## Provisional and Registered Practitioners

Becoming a Registered Practitioner is a two-phased process. Applicants first apply to be a Provisional Practitioner, and hold this status for a minimum of 12 months (and up to 36 months to ensure addiction qualifications can be completed if required), before applying for full registration.

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<sup>6</sup> Ministry of Health. 2017. *Assessing the Fitness to Drive of People Sentenced under Section 65 of the Land Transport Act 1998: Standard operating procedures*. Wellington: Ministry of Health.

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The criteria for both Provisional and Registered Practitioners are outlined as follows:

**1) Provisional Practitioners** (*Alcohol and Other Drugs, and/or Problem Gambling*)

- Have completed a relevant tertiary degree that has taught and assessed their knowledge and skills in the Essential and Practitioner levels of the Foundation competencies outlined in the *Addiction Intervention Competency Framework (2011)*, including providing interpersonal therapeutic services, conducting assessments and delivering talking therapy and case management interventions.
- Have demonstrated that they work competently and ethically with people while being employed in an addiction practitioner role.
- They may not yet have sufficient knowledge, skills or experience to demonstrate the specialist Practitioner competencies (Problem Gambling and/or Alcohol and other Drug).
- Should be closely supervised by a dapaanz Accredited Clinical Supervisor to enable them to develop the level of specialist competency required to work independently as a full Registered Practitioner.
- Uses the 12-36 month period of provisional registration to work towards full registration through gaining qualifications and/or experience in the specialist practitioner competencies. This time allows them to grow their ability to independently case-manage people with more complex issues.

**2) Registered Practitioners** (*Alcohol and Other Drugs, and/or Problem Gambling*)

- Have dapaanz recognised addiction qualifications which included the specialist (and sometimes also the foundation) competencies as outlined in the *Addiction Intervention Competency Framework (2011)*.
- Have demonstrated that they work competently and ethically with people who have co-existing issues, while being employed in an addiction practitioner role.
- Can work independently as Addiction Practitioners, while part of a team and/or under regular clinical supervision from a dapaanz Accredited Clinical Supervisor.

## Application Process for Registration

The process of applying for and maintaining registration<sup>7</sup> relies on the collaboration and shared responsibilities of education providers, employers and dapaanz Accredited Clinical Supervisors, to verify that the applicant has the attitudes, knowledge and skills expected of Addiction Practitioners, as outlined in the *Addiction Intervention Competency Framework (2011)* and the *Tikanga Matatika: Dapaanz Code of Ethics (2020)*.

To become registered, an applicant needs to demonstrate that they:

- Are *fit* for registration.

<sup>7</sup> See the *Dapaanz Membership and Registration Policy (2020)* for more details.

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- Have the prescribed *qualifications*.
- And are *competent* to practice.

The competencies which a Dapaanz Registered Practitioner needs to demonstrate are outlined in the *Addiction Intervention Competency Framework (2011)* and include: the *Let's Get Real* values and attitudes, the Essential and Practitioner levels of the Foundation competencies, and the specialist Practitioner competencies (Problem Gambling and/or Alcohol and other Drug). The table below lists the specific competencies included.

Table 1: Overview of Addiction Intervention Competency Framework (2011)

Foundation Competencies (Essential and Practitioner Levels)	Alcohol and Drug Practitioner Competencies
1. Working with Clients	Understanding alcohol and other drug addiction and co-existing problems
2. Working with Maori	Alcohol and other drug assessment and intervention planning
3. Working with Pacific Peoples	Alcohol and other drug intervention management
4. Applying Principles of Social Justice	
5. Professional Responsibilities	<b>Problem Gambling Practitioner Competencies</b>
6. Working with Families and Whanau	
7. Facilitating Groups	Understanding problem gambling and co-existing problems
8. Working with Communities	Problem gambling assessment and intervention planning
	Problem gambling intervention management

The evidence required to demonstrate the criteria includes:

- **Qualifications** which demonstrate the competencies.
- **Employment** in addiction clinical practice for at least 1000 supervised hours<sup>8</sup>, with a Manager's Report to confirm this along with the demonstration of satisfactory ethical and competency standards.
- **A Supervisor's Report** to confirm supervision has occurred and which endorses the applicant's competence and their ethical standards.
- **Disclosure and Declaration** of: previous convictions of a criminal offence; disciplinary action from an employer; or upheld complaints about professional practice.
- **Code of Ethics:** The applicant agrees to work within *Tikanga Matatika: Dapaanz Code of Ethics (2020)*.
- **Continuing Professional Development:** When renewing registration, the applicant needs to confirm they have carried out the required amount and type of professional development during the previous year.

<sup>8</sup> See the *Dapaanz Membership and Registration Policy (2020)* for more details of this requirement.

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## Qualifications Required for Registration

Qualifications provide important evidence that demonstrate the applicant has the knowledge and skills required for registration, as outlined in the *Addiction Intervention Competency Framework (2011)*.

To become a **Provisional Practitioner**, qualification requirements include:

- A **Level 7 bachelor** qualification, or higher, on the New Zealand Qualifications Authority (NZQA) Education Framework. The only exception to an applied bachelor degree is the Level 7 Te Taketake Diploma in Applied Addiction Counselling.
- This qualification must be **relevant** i.e. teaches and assesses learning related to the *foundation* competencies of the *Addiction Intervention Competency Framework (2011)*, including knowledge and skills related to supporting people with health or social issues, such as assessment, talking therapies and case management. Graduates must be able to conduct a psychosocial assessment, formulate a logical intervention plan, and deliver an intervention.
- This qualification must be **'applied'** i.e. teaching and assessing clinical practice and include: teaching and assessment of interpersonal therapeutic skills relevant to addiction practice; as well as an opportunity to apply knowledge and skills within a work context, through a clinically supervised and assessed practicum of at least 120 hours in a clinical setting, where these skills are applied.

Qualifications which meet these criteria include:

- One of the dapaanz recognised, applied, addiction qualifications as listed on the dapaanz website (see Appendix B).
- Or an applied bachelor's degree, or higher, in social work, counselling, nursing, medicine, occupational therapy, or similar.

To become a **Registered Practitioner**, applicants require the qualifications above, as well as:

- A dapaanz recognised addiction qualification. These qualifications have been reviewed by dapaanz as teaching and assessing either the specialist Alcohol and other Drug, or Problem Gambling, Practitioner competencies of the *Addiction Intervention Competency Framework (2011)*, and are therefore appropriate for registration.
- See Appendix B for the addiction qualifications listed on the dapaanz website.

Applicants for registration may apply with different combinations of qualifications (see Appendix C for more details).

## Dapaanz Recognised Addiction Qualifications

To become registered with dapaanz, applicants need to have completed a dapaanz recognised addiction qualification. To be recognised, these qualifications must meet the criteria listed below.

## Teach and Assess Addiction Competencies

Approved qualifications have provided evidence that they teach and assess the essential, practitioner, and specialist competencies in the *Addiction Intervention Competency Framework (2011)*.

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*Framework (May 2011)*. Qualifications will therefore need to demonstrate that they teach and assess all the addiction competencies within the compulsory parts of the programme, and that the programme adequately prepares people to undertake addiction clinical practice. Dapaanz may require certain elective papers are completed by students who want to register, to ensure all competencies are covered.

### Prepare Graduates to be Health Professionals

Dapaanz recognised qualifications must teach and assess up to NZQA Level 7 or higher. This is considered appropriate for training health professionals. Students need to be taught and assessed to the level where graduates will be able to work independently as health professionals, with skills to conduct comprehensive alcohol and other drug assessments and interventions (as per the dapaanz *Addiction Intervention Competency Framework, 2011*). This includes understanding *Tikanga Matatika: Dapaanz Code of Ethics (2020)* and how to apply it.

### Produce Graduates who are Fit for Addiction Practice

Recognised qualifications select and assess students to ensure their personal attributes are appropriate for an addiction practitioner (see page 9 in the *Addiction Intervention Competency Framework, 2011*). Before enrolling, students are informed of common requirements for employment as an Addiction Practitioner, which may also be used for student selection. This includes being safe to work with vulnerable people, and may include time in recovery<sup>9</sup> from addiction. Recognised qualifications are also clear how they teach and assess the values and attitudes outlined in *Let's get real*<sup>10</sup>, an understanding of social justice and *Tikanga Matatika: Dapaanz Code of Ethics (2020)*. They use robust processes to identify and address inappropriate values held by students, or a lack of self-reflection and awareness.

### Employ Staff with Addiction Expertise

Recognised qualifications should ensure that staff who teach addiction specific papers have sufficient knowledge, skills and experience of addiction practice, and the competencies, to be able to impart them and coach students in addiction clinical practice. This is particularly required of staff who teach the skills based and applied papers e.g. practicums, and for leaders of addiction qualifications. These staff should:

- Have experience working in addiction services.
- Are currently (or have previously been) a dapaanz Registered Practitioner or registered with a related profession.
- And ideally are (or have previously been) a dapaanz accredited clinical supervisor.

### Keep Content Relevant for the AOD Treatment Sector

Recognised qualifications maintain links with key stakeholders in the AOD treatment sector to ensure qualifications prepare students for best practice in treatment delivery as it evolves.

<sup>9</sup> A process of change through which individuals improve their health and wellness, live a self-directed life, and strive to reach their full potential (SAMHSA, 2012).

<sup>10</sup> Te Pou o te Whakaaro Nui & Ministry of Health. (2018). *Let's get real: Real Skills for working with people and whānau with mental health and addiction needs*. Auckland: Te Pou o te Whakaaro Nui.

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## Meet Requirements of Chosen Qualification Pathway

When applying for an addiction qualification to be recognised by dapaanz, educators indicate whether they want it to be considered for either the applied or non-applied pathway.

**Applied Addiction Qualifications** teach and assess the knowledge, skills and attitudes related to all the competencies found in the *Addiction Intervention Competency Framework* (2011), both **foundation** and **specialist** competencies. To be considered as applied, these qualifications need to:

- Teach and assess skills in addiction assessment and interpersonal talking therapies.
- Include an assessed practicum of at least 120 hours (ideally more), where students have the opportunity to apply the skills learnt in an addiction treatment setting.
- The practicum role needs to be focused on addiction clinical practice (providing assessment, treatment planning and treatment interventions for alcohol and drug issues). Other roles, such as Support Work, are not appropriate.
- The practicum hours must be regularly supervised by an addiction practitioner. It is strongly recommended that the supervisor is a dapaanz Accredited Clinical Supervisor.

**Non-applied Addiction Qualifications** teach and assess the knowledge, skills and attitudes related to the **specialist** addiction Practitioner competencies in the *Addiction Intervention Competency Framework* (2011). These qualifications help students build on existing knowledge and clinical skills to develop addiction specific competencies, and to specialise in addiction practice after completing other relevant qualifications, such as in nursing, social work or counselling.

Students who complete a non-applied addiction qualification to become registered, must have already completed a relevant applied bachelor (as described above) which allows them to become provisionally registered with dapaanz. Completing a non-applied addiction qualification will allow students to become dapaanz Registered Practitioners once they have met the other criteria<sup>11</sup>. Educators need to ensure that prospective students are aware of the requirement for existing qualifications if they want to be registered, prior to enrolment.

## Process for Qualification Recognition

Education providers may apply to the dapaanz Executive Director to have their addiction qualifications recognised by dapaanz and listed on the dapaanz website.

### 1) Submit Application

To apply, education providers need to complete the dapaanz *Application Form for Qualification Recognition* and send this to dapaanz along with evidence that their qualification meets the requirements. The documentation required is listed below.

- **Specify Type of Approval:** Specify whether applying for recognition as an applied or non-applied qualification.

<sup>11</sup> For details about registration criteria see the *Dapaanz Membership and Registration Policy (2020)*.

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- **Programme Structure:** Provide an overview of the qualification and its papers, including whether they are compulsory or elective.
- **NZQA endorsement:** Provide evidence that the qualification is at NZQA Level 7 or higher. Qualifications can be reviewed while they are in the process of gaining NZQA endorsement. Their approval from dapaanz would not come into effect until the qualification has gained this endorsement.
- **Inclusion of Competency Elements:** In the application form indicate which papers teach and assess each element of the *Addiction Intervention Competency Framework (2011)*. Provide evidence of this, such as relevant course descriptors, including learning outcomes, assessment tasks, student handbooks and references. Both applied and non-applied qualifications need to cover the specialist addiction competencies. The applied also needs to cover the foundational competencies and have a practicum.
- **Practicum Components:** If seeking recognition as an applied qualification, outline how the practical interpersonal competencies are taught and assessed, along with details about how the practicum, which allows students to apply skills learnt, operates within addiction treatment services. The assessment of practical competencies must include direct observation and assessment, and cannot be solely based on student reflection.
- **Selecting Students:** Describe how students are selected and assessed to ensure their personal attributes are appropriate to practice as an addiction practitioner (see page 9 in the *Addiction Intervention Competency Framework, 2011*). For qualifications seeking approval as non-applied, please describe how you ensure student's previous qualifications and experience demonstrate they have already acquired the foundation competencies.
- **Teaching Staff:** Provide short biographies of the teaching staff including their qualifications, professional registration, experience in addiction practice, providing clinical supervision and teaching/assessing addictions practice. This is particularly important for teachers of the applied papers.
- **Consultation with AOD Treatment Stakeholders:** A description of the process by which key stakeholders within the AOD treatment sector are regularly informed and consulted about the qualification. Provide an overview of how the qualification has developed, particularly in response to feedback.
- **Feedback from Stakeholders:** Provide feedback from two to three students who have completed the qualification, and two to three employers of students who have completed the qualification. This feedback is to be focused on the experience of the student/employer and how the qualification met their requirements for practice. This information is not required for new qualifications, but will be when the approval is reviewed.

## 2) Panel Review

The application will be reviewed by a panel organised by dapaanz, which includes people with understanding of addiction practice, the competency elements and addiction education. The panel may request extra information or clarification before making a decision. The panel will specify whether it is recognised for applied or non-applied and select one of the decision options, such as recognised, recognised with conditions/recommendations or declined. Dapaanz will inform the education provider of the outcome of the review in writing.

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### 3) Listing on Dapaanz Website

If recognised, the qualification will be listed on the dapaanz website as recognised for either: applied addiction qualification or non-applied addiction qualification. Any elective papers required for registration will also be listed.

### 4) Promotion of Dapaanz Recognised Qualifications

To ensure students' aspirations and expectations are met, education providers should ensure that any reference to dapaanz registration in relation to their qualification is clear and correct.

Education organisations should only refer to dapaanz and its endorsement of the training and potential registration once their qualification has undergone the recognition process, and they have received written acknowledgement that their qualification is recognised by dapaanz.

It is recommended that educators strongly encourage students intending to become dapaanz registered to check the dapaanz website [www.dapaanz.org.nz](http://www.dapaanz.org.nz) before they enrol, to ensure they meet other requirements for registration. The dapaanz website will also state whether any of the elective papers are required for registration.

### 5) Renewal of Qualification Recognition

Dapaanz recognition of qualifications will need to be repeated when:

- Qualifications are modified or altered in any way.
- A review is initiated by dapaanz (likely to be every three to four years).
- Re-alignment is needed due to the updating of dapaanz foundational documents, such as the addiction competencies. When this occurs dapaanz will work with educators<sup>12</sup> to ensure that the process and timeframes allow educators to adjust their qualifications to meet any new requirements.

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<sup>12</sup> The Addiction Education Providers' Network is a key stakeholder group for dapaanz to consult with regarding these arrangements.

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## Appendix A – Dapaanz Recognised Addiction Qualifications, 2016-20

In 2016 the addiction education providers were invited to submit their qualifications for review as to whether they taught and assessed the *Addiction Intervention Competency Framework (2011)*. Those that met the qualification requirements for dapaanz registration were listed on the dapaanz website as being recognised as either an applied or non-applied addiction qualification (see the table below). Applied qualifications are suitable for provisional and full registration. Non-applied qualifications are suitable for people who already have a relevant Bachelor qualification and can be provisionally registered, but require a specialist addiction qualification to become fully registered.

### Applied Addiction Qualifications

Applied addiction qualifications teach and assess all criteria as outlined in the *Addiction Intervention Competency Framework (2011)* and include a practicum. This therefore meets the qualification requirements for both provisional and full registration as a Practitioner.

Table 2: Dapaanz recognised applied addiction qualifications

<b>Educational Institution</b>	<b>Recognised Applied Qualifications</b>	<b>Date Published</b>
Moana House Training Institute	Te Taketake Diploma in Addiction Counselling (Level 7) NB: The Level 6 Diploma was honoured until December 2019.	October 2016
National Addiction Centre, University of Otago	Postgraduate Certificate or Postgraduate Diploma in Health Sciences in Addiction & Co-existing Disorders <i>Required papers:</i> PSME404 and PSME422. NB: The initial application in 2016 was for this qualification to be recognised as a non-applied qualification. NAC re-applied in 2018 for it to be recognised as an applied qualification (the qualification itself had not changed). The qualification was therefore listed as a non-applied qualification from December 2016 until November 2018. Graduates from this period are considered as having an applied addiction qualification.	November 2018
Nelson Marlborough Institute of Technology (NMIT)	Paetahi Tumu Kōrero Bachelor of Counselling <i>Required papers:</i> HSC0603, HSC0705, and HSC0706, and one placement in an addiction setting.	April 2017
University of Auckland	PGCert HSc and PGDipHSc in Alcohol and Drug Studies. <i>Required papers:</i> POPLHLTH 737, POPLPRAC 707, POPLPRAC 708.	October 2016
WelTec	Bachelor of Alcohol and Drug Studies	October 2016
	Bachelor of Addiction Studies	June 2018
	Bachelor of Counselling & Addiction Practice	March 2019
WinTec	Paetahi Tumu Kōrero Bachelor of Counselling <i>Required papers:</i> HSC0603, HSC0705, and HSC0706, and one placement in an addiction setting.	December 2016

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	Postgraduate Diploma in Health and Social Practice (Mental Health and Addiction)	January 2021
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### Addiction Qualifications (Non-applied)

The non-applied addiction qualifications teach and assess the specialist practitioner competencies of the *Addiction Intervention Competency Framework (2011)*. They allow people who are provisionally registered based on applied, relevant Bachelor qualifications which are not addiction specific, to become a full Registered Practitioner.

*Table 3: Dapaanz recognised non-applied addiction qualifications*

<b>Educational Institution</b>	<b>Recognised Non-applied Qualifications</b>	<b>Date Published</b>
Auckland University of Technology	Graduate Certificate or Diploma in Health Sciences <i>Required papers: PSYCH 714 and PSYCH 711</i>	December 2016
	Postgraduate Certificate, Diploma or Masters in Health Sciences in Mental Health and Addictions <i>Required papers: MENH 804 and MENH 805</i>	December 2016
WelTec	Graduate Diploma in Applied Addiction Studies. <i>Required papers: AS 6233 and AS 6232</i>	July 2017
WinTec	Postgraduate Certification in Health and Social Practice (Mental Health and Addiction)	January 2021

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## Appendix B – Qualification Requirements for Dapaanz Registration

The table below indicates what types of qualifications applicants will need to complete for registration with dapaanz, based on their current qualifications.

*Table 4: Types of qualifications required for different pathways to registration*

Type of Current Qualification	Examples	Type of Qualification required for Provisional Practitioner	Type of Qualification required for Registered Practitioner
A recognised, <b>applied addiction</b> qualification.	Any listed on dapaanz website as recognised as applied.	No further qualification needed for either provisional or registered practitioner roles.	
An <b>applied, relevant</b> bachelor qualification.	Bachelor in Nursing, Counselling, Social Work or Occupational Therapy.	No further qualification needed for provisional registration.	Need to complete a dapaanz recognised <b>addiction</b> qualification to be a registered practitioner (applied or non-applied).
A <b>non-applied, relevant</b> bachelor qualification	Bachelor in Health Science, Maori Studies, Psychology, Social Science.	Need to complete one of the dapaanz recognised, <b>applied addiction</b> qualifications <sup>13</sup> for both provisional and registered practitioner roles.	
A <b>non-applied addiction</b> qualification (without other qualifications)	Any listed on dapaanz website as recognised as non-applied.		
A bachelor qualification that is <b>not considered relevant</b> .	Bachelor in Teaching, Dentistry, Communications etc		

<sup>13</sup> NB: Applicants for these qualifications will need to meet entry criteria, and there may be limited places available.

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## Appendix C– Dapaanz Competency Based Courses 2010-16

Prior to the 1990s, a few training courses, such as the Certificate in Addiction Counselling (Central Institute of Technology) and post-graduate papers and courses (e.g., University of Auckland and University of Otago) were available to upskill in alcohol and drug interventions.

In June 2004, dapaanz invited these AOD education and training providers to submit their courses for review, to identify whether they taught and assessed the '*Practitioner Competencies for Alcohol and Drug Workers in Aotearoa-New Zealand*' (ALAC, 2001). The training and qualifications could be recognised by dapaanz as either partially teaching the competencies, or fully teaching them (and were therefore appropriate for registration).

From 2010, training and qualifications were listed on the dapaanz website as competency based courses (see the table below for those which were listed). This indicated they taught at least some of the practitioner competencies, but did not necessarily meet the full requirements for registration.

In 2016, the addiction education providers were invited to submit their qualifications for review against the *Addiction Intervention Competency Framework (2011)*. Those that met the qualification requirements for dapaanz registration were listed on the dapaanz website as being recognised as either an applied or non-applied addiction qualification (see table below).

Table 5: Competency based qualifications listed on dapaanz website between 2010-2016

<b>Educational Institution</b>	<b>Competency Based Course</b> (Taught some of the practitioner competencies, not necessarily enough for registration)	<b>Date Published</b>
Anamata	Diploma in Applied Maori Health Coexisting Disorders (Level 6)	2010-2016
Auckland University of Technology	Graduate Diploma in Addictions Post Graduate Mental Health and Addictions	2010-current 2012-current
Massey University	PG Certificate Health Science PG Diploma Rehabilitation	2010-2012 2010-2012
Moana House Training Institute	Te Taketake (Level 6) Working with Pacific Clients	2010-2016 2010-2016
National Addiction Centre, University of Otago	Postgraduate Diploma in Health Sciences, Addiction and Co-existing Disorders	2010-current
North Tec	Bachelor of Applied Social Service (Mental Health & Addictions)	2012-2016
University of Auckland	PGCert HSc and PGDipHSc Alcohol and Drug Studies	2010-current
University of Canterbury	PG Certificate or Diploma in Health Sciences Master of Health Sciences	2012-2016 2012-2016
WelTec	Bachelor of Alcohol and Drug Studies	2010-current

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