

PREPARING EFFECTIVE ADDICTION WORKFORCE: A CHALLENGE FROM THE CZECH PERSPECTIVE

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No conflict of interests

I declare that there is no conflict of interests related to my presentation. The grant support was not related to the data collection and analysis.

More than 58% of all graduates work in the addiction field!

- Low-threshold services as an entrance gate to other services
- Out-patient services = opportunity for healthcare insurance payments
 - Reflects development of the field in the CR

Service, program	Number of addictologists
Outreach programs, dropin centres	42
Out-patient programs	31
Treatment in psychiatric hospitals, detox	23
Primary prevention	12
Opioid maintenance treatment	7
Therapeutic communities	4
Treatment in prisons	3

- Research, drug policy, administration, education...
- Average month salary of the graduates without practice was **880 EUR** in the organizations.
- Those who work outside the field leave mostly because of other interesting job offer x not only low money or unlack of work opportunities.

The employers appreciate the clear focus and healthcare knowledge.

- 17 out of 18 organizations employed at least one person with the addictologist qualification
- Advantages:
 - Healthcare knowledge and comprehensive view of the client
 - Multidisciplinary
 - Motivation and interest in work = lower rate of labour turnover
- Obstacles:
 - Healthcare x social system
 - Call for psychotherapeutic training in addictologists (x not part of the programme)
 - Addictologist can not give medications

What we had needed to achieve such amazing results?

- **Comprehensive study programme**
 - Bachelor, Master, PhD – since 2005
 - Both face-to-face and distant form
- National infrastructure
 - Professional organizations
 - Breaking the healthcare insurance payments
- Legislation
 - **ADDICTOLOGIST** is a healthcare profession according to the law
- Cooperation with the field, employers...
- Time...

What are the next steps...?

- Needs of the practice x study programme content
- New accreditation → new evaluation
- Necessity of having a continual feedback on how the university graduates are successful in integrating into the labour market (needs, experiences, obstacles)
 - Two-sided research – graduates and employers
- Sharing experience and inspiration with colleagues from abroad



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