

MHAOD Qualification Review Summary of   
proposed changes

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# Project background

The Mental Health and Alcohol and Other Drugs Vocational Education and Training qualifications and skill sets have not been reviewed since 2015. Mental health is increasingly being recognised across various settings and sectors, along with the acknowledgment of co-existing conditions. Since 2015, numerous reports and strategies have been developed in the early education, disability, aged care, and alcohol and other drugs sectors. These reports highlight the need for improvements in mental health services. The suggested improvements typically focus on:

* Raising awareness of mental health issues and co-existing conditions.
* Advancements in the design and delivery of services.
* Recognising the role of the peer/lived experience workforce.
* Enhancing workforce development and vocational skills training.

## Project Summary

The Mental Health and Alcohol and Other Drugs (MHAOD) Training Package components are currently undergoing a comprehensive update to ensure alignment with contemporary, person-centred approach, trauma-informed and recovery-oriented practice.

We have undertaken in-depth functional research and analysis including over sixty interviews with stakeholders such as industry representatives, peer workers, and educators. The [functional analysis report](https://humanability.com.au/site/DefaultSite/filesystem/documents/Projects/Mental%20Health%20AOD/MHAOD%20Functional%20Analysis%20Report.pdf) is available on the MHAOD project webpage.

The current review draft documents are for the following qualifications:

* *CHC43215 Certificate IV in Alcohol and Other Drugs*
* *CHC43315 Certificate IV in Mental Health*
* *CHC53215 Diploma of Alcohol and Other Drugs*
* *CHC53315 Diploma of Mental Health*

In response to sector feedback, a technical committee is being established in the coming weeks specifically for the review of qualification *CHC43515 Certificate IV in Mental Health Peer Work*. We invite you to register for project updates through the project [webpage.](https://humanability.com.au/projects/chc-mental-health-and-alcohol-and-other-drugs--quals.aspx)

# Proposed changes

In response to information gathered during the functional analysis, terminology has been critically reviewed and updated to reflect respectful, inclusive, and current language. For example, terms such as “mental illness” have been replaced with alternatives like “mental health challenges” to better align with recovery-oriented language and reduce stigma. Similarly, the word “client” has been replaced with “person”, “individual”, or “people”, depending on context.

Several units have undergone structural revisions for clarity, including the rewording of performance criteria, performance evidence, and knowledge evidence to ensure measurability, plain English readability, and relevance to real-world practice. Prescriptive knowledge evidence has been streamlined or shifted for inclusion in companion volume implementation guides (CVIGs), and references have been modernised (e.g., moving from the Ottawa Charter to World Health Organization frameworks).

* **Packaging rules** have been reviewed across qualifications, often involving changes to the core and elective structure to better reflect industry needs and updated unit availability.
* **Superseded units** have been replaced throughout, and unused electives removed.
* **Work placement hours** are under review to ensure they reflect appropriate requirements for skills and knowledge to be demonstrated, and evidence collected, in a workplace.
* **Titles of units and skill sets** have been amended where necessary to remove outdated or clinical language.
* **Assessment requirements** have been updated to support real-world implementation, especially around diversity, trauma-informed practice, and inclusive communication.

This review reflects feedback from stakeholders including industry representatives, peer workers, educators, and researchers. The result will be a more inclusive, fit-for-purpose suite of qualifications and units that prepare learners for the complex and sensitive nature of work in the MHAOD sector.

Directions on providing feedback

This table has an overview of the proposed changes. You can access the draft documents on [the project webpage](https://humanability.com.au/projects/chc-mental-health-and-alcohol-and-other-drugs--quals.aspx).

Please follow the [Jobs and Skills Councils – Code of Conduct](https://www.dewr.gov.au/skills-reform/resources/jobs-and-skills-councils-code-conduct) to provide constructive and respectful comments.

Please leave your comments using the comment function, do not delete words or use track changes.

## 1. Qualifications and Skill Sets – Proposed Changes

| **Qualification / Skill Set** | **Proposed Changes** |
| --- | --- |
| *CHC432XX Certificate IV in Alcohol and Other Drugs Work* | Proposed title change (added “work”). Updated terminology in the qualification description. Adjusted the core-to-elective ratio (14:2) to incorporate stakeholder-requested units into the core. Added frequently selected units to the elective bank and removed units that have not been previously chosen. Replaced superseded units. |
| *CHC433XX Certificate IV in Mental Health* | Updated terminology in the qualification description. Adjusted the core-to-elective ratio (13:3) to incorporate stakeholder-requested units into the core. Added frequently selected units to the elective bank and removed units that have not been previously chosen. Superseded units have been replaced. |
| *CHC532XX Diploma of Alcohol and Other Drugs Work* | Proposed title change. Updated terminology in the qualification description. Added a unit about trauma-informed care and another about cultural safety to the core. Adjusted the core-to-elective ratio (18:4) to incorporate stakeholder-requested units into the core. Added frequently selected units to the elective bank and removed units that have not been previously chosen. Superseded units have been replaced. Moved HLTAID011 from core to elective, added CHCGRP002 to elective bank. |
| *CHC533XX Diploma of Mental Health* | Updated terminology in the qualification description. Added frequently selected units to the elective bank and removed units that have not been previously chosen. Superseded units have been replaced. Adjusted the core-to-elective ratio (16:4) to incorporate stakeholder-requested units into the core. |
| *CHCSS00092 Alcohol and Other Drugs Co-existing Needs Skill Set* | Proposed for deletion - merged with *CHCSS00102 Mental Health Co-Existing Needs Skill Set* to form *CHCSSXXXX Mental Health and Alcohol and Other Drugs Co-occurring Needs Skill Set* |
| *CHCSS00093 Alcohol and Other Drugs Skill Set* | Updated title of units |
| *CHCSS00102 Mental Health Co-Existing Needs Skill Set* | Proposed for deletion - merged with *CHCSS00 92 Alcohol and Other Drugs Co-Existing Needs Skill Set* to form *“CHCSSXXXX Mental Health and Alcohol and Other Drugs Co-occurring Needs Skill Set”* |
| *CHCSS00112 Suicide Bereavement Support Skill Set* | Proposed for deletion – has never been used |
| *CHCSS00113 Crisis Support Skill Set* | Updated title of units |
| *CHCSS00138 Mental Health Assistance Skill Set* | Proposed for deletion – has never been used |
| *CHCSS00XXX AOD Awareness Skill Set* | New skill set as requested by Community Skills WA |
| *CHCSS00XXX Integrating Mental Health Practice Skill Set* | New skill set as requested by Community Skills WA |
| *CHCSSXXXX Mental Health and Alcohol and Other Drugs Co-occurring Needs Skill Set* | New skill set created by merging *CHCSS00 92 Alcohol and Other Drugs Co-Existing Needs Skill Set* with *CHCSS00102 Mental Health Co-Existing Needs Skill Set. Replaced “Co-existing” with “Co-occurring”* |

## 2. Units of Competency – Proposed Changes

| **Unit Code & Title** | **Proposed Changes** |
| --- | --- |
| [*CHCAOD001 - Work in an alcohol and other drugs context*](https://training.gov.au/Training/Details/CHCAOD001) | Minor terminology changes (e.g. “clients” to “people”; replaced Ottowa Charter with more inclusive updated reference; other minor wording changes. No major changes to requirements. |
| [*CHCAOD002 Work with clients who are intoxicated*](https://training.gov.au/Training/Details/CHCAOD002) | Title change; minor terminology changes. No major changes to requirements. |
| [*CHCAOD003 - Provide needle and syringe services*](https://training.gov.au/Training/Details/CHCAOD003) | Minor terminology changes, typo. No major changes to requirements. |
| [*CHCAOD004 - Assess needs of clients with alcohol and other drugs issues*](https://training.gov.au/Training/Details/CHCAOD004) | Clarified assessment requirements. Updated language for inclusivity and plain English. Replaced “co-existing” with. “co-occurring”. No major changes to requirements. |
| [*CHCAOD005 Provide alcohol and other drugs withdrawal services*](https://training.gov.au/Training/Details/CHCAOD005) | Minor terminology changes. No major changes to requirements. |
| [*CHCAOD006 Provide interventions for people with alcohol and other drugs*](https://training.gov.au/Training/Details/CHCAOD006) *issues* | Title change; minor terminology changes. No major changes to requirements. |
| [*CHCAOD007 Develop strategies for alcohol and other drugs relapse prevention and management*](https://training.gov.au/Training/Details/CHCAOD007#:~:text=CHCAOD007%20-%20Develop%20strategies%20for%20alcohol%20and%20other%20drugs) | Minor terminology changes (e.g. “client” to “person”). No major changes to requirements. |
| [*CHCAOD008 Provide advanced interventions to meet the needs of clients with alcohol and other drugs issues*](https://training.gov.au/Training/Details/CHCAOD008) | Title change; minor terminology changes, added reference to “other models or approaches” to accommodate request for use of approaches not listed in unit. No major changes to requirements. |
| [*CHCAOD009 Develop and review individual alcohol and other drugs treatment plans*](https://training.gov.au/Training/Details/CHCAOD009) | Title change; terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCCCS003 Increase the safety of individuals at risk of suicide*](https://training.gov.au/Training/Details/CHCCCS003) | Title change; terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCCCS014 Provide brief interventions*](https://training.gov.au/training/details/CHCCCS014/unitdetails) | Terminology and wording changes for clarity and inclusivity. Reorganised knowledge evidence into clearer, more logical categories to improve readability and thematic coherence. No major changes to requirements. |
| [*CHCCCS017 Provide loss and grief support*](https://training.gov.au/Training/Details/CHCCCS017) | Terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCCCS018 Provide suicide bereavement support*](https://training.gov.au/Training/Details/CHCCCS018) | Minor word changes, clarification of terms, some changes to performance and knowledge evidence items. Added performance criteria re trauma and self-care. Added trauma-informed approach to knowledge evidence. |
| [*CHCCCS019 Recognise and respond to crisis situations*](https://training.gov.au/Training/Details/CHCCCS019) | Terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCCCS028 Provide client-centred support to people in crisis*](https://training.gov.au/Training/Details/CHCCCS028) | Title change; terminology and wording changes for clarity and inclusivity; reworded element about self-care. No major changes to requirements. |
| [*CHCCOM006 Establish and manage client relationships*](https://training.gov.au/Training/Details/CHCCOM006) | Title change; terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCEDU001 Provide community focused health promotion and prevention strategies*](https://training.gov.au/Training/Details/CHCEDU001) | Some wording changes for clarity. Updated reference to Ottowa Charter to include WHO frameworks and others. No major changes to requirements. |
| [*CHCEDU008 Share health information*](https://training.gov.au/Training/Details/CHCEDU008) | Minor wording changes throughout, clarification of terms, some rewording and rearranging order of knowledge evidence items. No major changes to requirements. |
| [*CHCMHS001 Work with people with mental health issues*](https://training.gov.au/Training/Details/CHCMHS001) | Title change; terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCMHS002 Establish self-directed recovery relationships*](https://training.gov.au/Training/Details/CHCMHS002) | Terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCMHS003 Provide recovery oriented mental health services*](https://training.gov.au/Training/Details/CHCMHS003) | Terminology and wording changes for clarity and inclusivity. No major changes to requirements. |
| [*CHCMHS004 Work collaboratively with the care network and other services*](https://training.gov.au/Training/Details/CHCMHS004) | Terminology and wording changes for clarity and inclusivity. No major changes to requirements. Clarified assessment conditions. |
| [*CHCMHS005 Provide services to people with co-existing mental health and alcohol and other drugs issues*](https://training.gov.au/Training/Details/CHCMHS005) | Title change (“co-occurring”, instead of co-existing”); terminology and wording changes for clarity and inclusivity. Rearranged Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS006 Facilitate the recovery process with the person, family and carers*](https://training.gov.au/Training/Details/CHCMHS006) | Title change; terminology and wording changes for clarity and inclusivity. Rearranged Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS007 Work effectively in trauma informed care*](https://training.gov.au/Training/Details/CHCMHS007) | Terminology and wording changes for clarity and inclusivity. Rearranged some Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS008 Promote and facilitate self advocacy*](https://training.gov.au/Training/Details/CHCMHS009) | Title change; terminology and wording changes for clarity and inclusivity. Rearranged some Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS009 Provide early intervention, health prevention and promotion programs*](https://training.gov.au/Training/Details/CHCMHS009) | Terminology and wording changes for clarity and inclusivity. Rearranged some Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS010 Implement recovery oriented approaches to complexity*](https://training.gov.au/Training/Details/CHCMHS010) | Title change; terminology and wording changes for clarity and inclusivity. Replaced “family violence” with “domestic, family and sexual violence”. Rearranged Knowledge Evidence. No major changes to requirements. |
| [*CHCMHS011 Assess and promote social, emotional and physical wellbeing*](https://training.gov.au/Training/Details/CHCMHS011) | Proposed title change. Terminology and wording changes for clarity and inclusivity. Removed requirement to assess wellbeing. Added reference to digital recordkeeping. Rearranged Knowledge Evidence items. No major changes to requirements. |
| [*CHCMHS012 Provide support to develop wellness plans and advanced directives*](https://training.gov.au/Training/Details/CHCMHS012) | Minor terminology changes. No major changes to requirements. |
| [*CHCMHS013 Implement trauma informed care*](https://training.gov.au/Training/Details/CHCMHS013) | Title change; updated to reflect recovery-oriented, person-centred language. Included “lived or living experience”. Minor rewording of assessment conditions. No major changes to requirements |
| [*CHCPRP002 Collaborate in professional practice*](https://training.gov.au/Training/Details/CHCPRP002) | Minor terminology changes. No major changes to requirements. |
| [*CHCPWK001 Apply peer work practices in the mental health sector*](https://training.gov.au/Training/Details/CHCPWK001) | Review will occur upon establishment of the Mental Health Peer Work Technical Committee |
| [*CHCPWK003 Apply lived experience in mental health peer work*](https://training.gov.au/Training/Details/CHCPWK003) | Review will occur upon establishment of the Mental Health Peer Work Technical Committee |
| [*CHCPWK006 Promote and conduct mental health peer work*](https://training.gov.au/Training/Details/CHCPWK006) | Review will occur upon establishment of the Mental Health Peer Work Technical Committee |

## 3. Units currently under review as part of the Community Services project

The following units have been addressed in the Community Service training product review (project 25-005). You can access these documents and read proposed changes in the *Community Services Summary of changes document* on [the project webpage](https://humanability.com.au/projects/chc-community-services--qualification-review.aspx)*.*

* *CHCADV001 Facilitate the interests and rights of clients*
* *CHCADV005 Provide systems advocacy services*
* *CHCCCS004 Assess co-existing needs*
* *CHCCCS006 Facilitate individual service planning and delivery*
* *CHCCCS007 Develop and implement service programs*
* *CHCCOM002 Use communication to build relationships*
* *CHCCOM005 Communicate and work in health or community services*
* *CHCCSL001 Establish and confirm the counselling relationship*
* *CHCCSL003 Facilitate the counselling relationship and process*
* *CHCCSL007 Support counselling clients in decision-making processes*
* *CHCCSM004 Coordinate complex case requirements*
* *CHCDFV001 Recognise and respond appropriately to family, domestic and sexual violence*
* *CHCDFV006 Counsel clients affected by domestic and family violence*
* *CHCDIV001 Work with diverse people*
* *CHCDIV002 Promote Aboriginal and/or Torres Strait Islander cultural safety*
* *CHCGRP002 Plan and conduct group activities*
* *CHCLEG001 Work legally and ethically*
* *CHCPRP001 Develop and maintain networks and collaborative partnerships*
* *CHCPRP003 Reflect on and improve own professional practice*
* *CHCYTH023 Work effectively with young people and their nominated carer or families*