

THE AOD PEER WORKFORCE

- Masters of Lived Experience



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OUTLINE

- The Peer Workforce - journey since last conference
- The AOD Peer Workforce – SHARC Peer Worker Model
- What is a Peer Worker?
- Why Peer Work? - What they do and the evidence base.
- Keys to Success
- Questions to ask
- AOD Peer Workforce Strategy
- Moving forwards
- Q & A

THE PEER WORKFORCE

journey since last conference

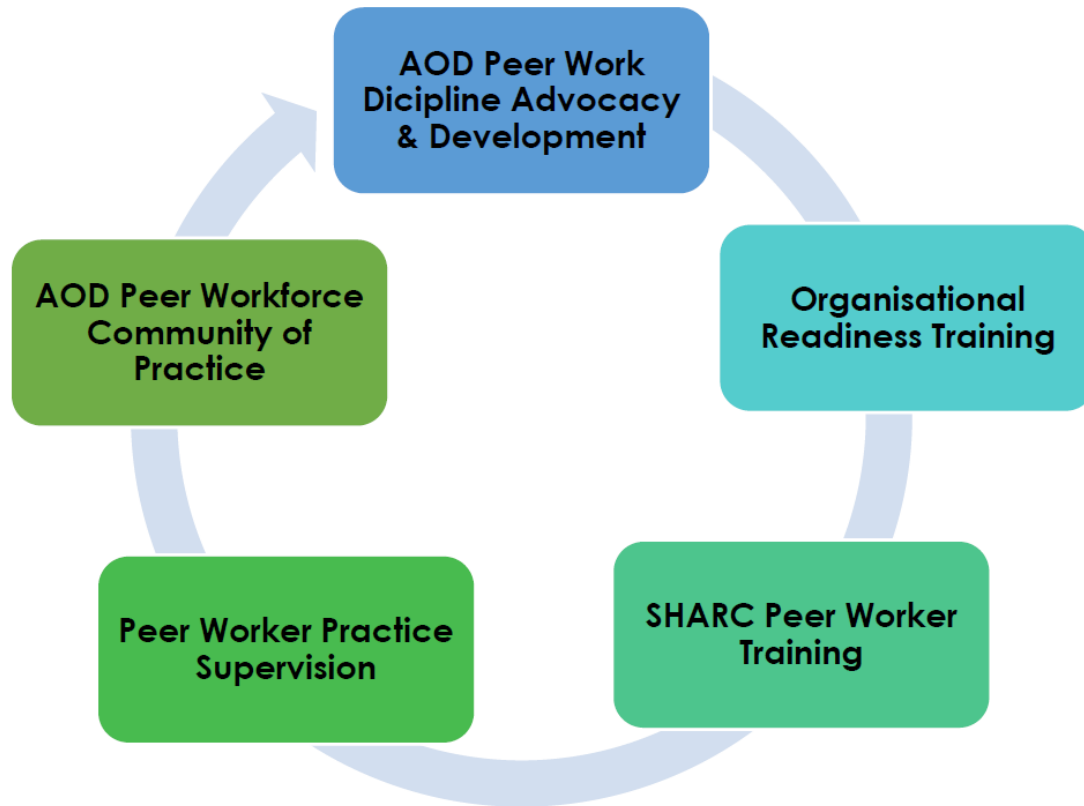
- DHHS Workforce Development has funded and supported Peer Workforce Development
- A clear framework for implementation and support has been developed
- 6 consortia's have committed to implementing and supporting a Peer Workforce
- Annual training calendar for the sector and the Peer Workforce in place
- Collaboration with mental health to develop workforce strategies for both workforces
- The Victorian AOD Peer Workforce Community of Practice is thriving
- Intentional Peer Support now auspiced in Australia

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THE AOD PEER WORKFORCE

SHARC Peer Worker Model



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WHAT IS A PEER WORKER?

‘A Peer Worker utilises their lived experience of alcohol and other drugs, plus skills learned in formal training, to deliver services in support of others’.



**Victorian Alcohol and other Drugs (AOD)
PEER WORKFORCE COMMUNITY OF
PRACTICE**

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WHY PEER WORK?

- What do they do?

Peer workers offer support to others who have shared experiences by:

- Facilitating authentic connections
- Sharing their personal experiences in a way that inspires hope
- Offering help and support as an equal, within a defined role
- Developing positive relationships that demonstrate the possibility of change

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WHY PEER WORK?

- The evidence base

- The evidence base for peer work is strong in the Mental Health sector and useful parallels can be drawn. (see Gagne, C. A., White, W., & Anthony, W. A. (2007). Recovery: A common vision for the fields of mental health and addictions. *Psychiatric Rehabilitation Journal*, 32(10), 32-37.)
- New Zealand studies have evidence for AOD Peer Work. They have found it effective, good value for money a valuable component of AOD service delivery that contributes positively to people's recovery. (See King J, Panther G. (2014). Peer Support Themes. Report prepared for AOD Collaborative Group. Auckland: Julian King & Associates Limited – a member of the Kinnect Group.)
- Peer work benefits the people who use the service, the peer worker and the organisation.

KEYS TO SUCCESS

Keys to success are:

cross sector relationships, whole sector commitment and frameworks for implementation and sustainability

How will we collaborate as a sector to be national pioneers in the establishment of a thriving AOD peer workforce?

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KEYS TO SUCCESS

Recognition at a departmental and policy level of the value

Keep it on the agenda across the sector!

Resource AOD Peer Workforce Development

Cross sector relationships – pathways and resources for mutual learning

AOD sector commitment and partnerships

Accessing frameworks for implementation and sustainability

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QUESTIONS TO ASK

- ✓ Do we understand peer work and how to maximise its impact in formalised settings?
- ✓ Are there peer workers in our service?
- ✓ Are we utilising readily available frameworks?
- ✓ How are we communicating the value to stakeholders?
- ✓ How are we creating more peer roles?
- ✓ Is there equity with other disciplines?

AOD PEER WORKFORCE STRATEGY



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MOVING FORWARDS

The masters of lived experience are changing the lives of the communities they work with.

This is our opportunity as a sector to pioneer the way and get it right from the start.

Thankyou to Department of Health and Human Services, Health and Human Services Workforce, all the Victorian AOD agencies that employ and support the AOD Peer Workforce and the Peer Workers themselves who arte pioneering the space..

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QUESTIONS?



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REFERENCES

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THANK YOU



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