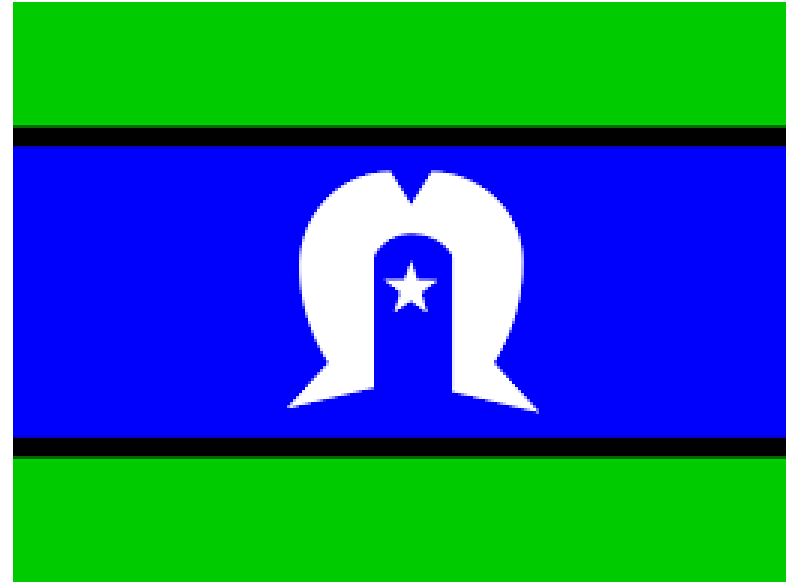




Building a Thriving Victorian AOD Lived and Living Experience Workforce

Victorian AOD Service Providers Conference 02-06-2023



Royal Commission – Lived and Living Experience

- **Lived and Living Experience Workforce – *Interim Recommendation 6***
 - Victorian Mental Health and Wellbeing Workforce Capability Framework
 - Our Future
 - Lived and Living Experience Workforce Program
 - Strategy for the Alcohol and Other Drug Peer Workforce in Victoria
- **Lived Experience Leadership Strategy - *Recommendations 28 and 30***
- **Our Agency – *Recommendation 29***

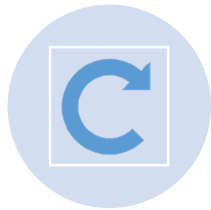
Mental Health and Wellbeing Workforce Strategy and Capability Framework



Victoria's Mental Health and Wellbeing Workforce Strategy 2021-2024 responds to key recommendations of the Royal Commission into Victoria's Mental Health System.



The Strategy prioritises steps to stabilise the system and lay the foundations for the decade of reform ahead.



The Strategy will be reviewed and updated every two years.



\$269M investment



Lived experience workforces

\$40.7 million

to support and grow the consumer and carer **lived experience workforces**, including support for 30 peer cadets each year

10 actions - Lived and Living Experience Workforces

1. Strengthen discipline foundations
2. Improve understanding of lived and living experience workforces in mental health and AOD services and create conditions that support best practice lived experience work and models of care
3. Increase lived and living experience leadership roles
4. Promote sustainability of lived experience roles and models of care that include lived and living experience workforces
5. Create access to quality training and development and qualifications for lived and living experience workforces
6. Create equitable access to discipline specific supervision for lived and living experience workforces
7. Support career pathways into lived and living experience work
8. Create accountability by establishing and monitoring measures for change
9. Strengthen networks and support communities of practice
10. Attract people into lived and living experience work and promote careers



Our Future

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- **Commissioned in response to *Recommendation 6* of the interim report of the Royal Commission into Victoria's Mental Health System**

..."all lived experience workers should have access to a minimum, standardised level of lived experience training" and that for all lived experience roles, "training in lived experience work should build on best practice models and be tailored to the Victorian context".

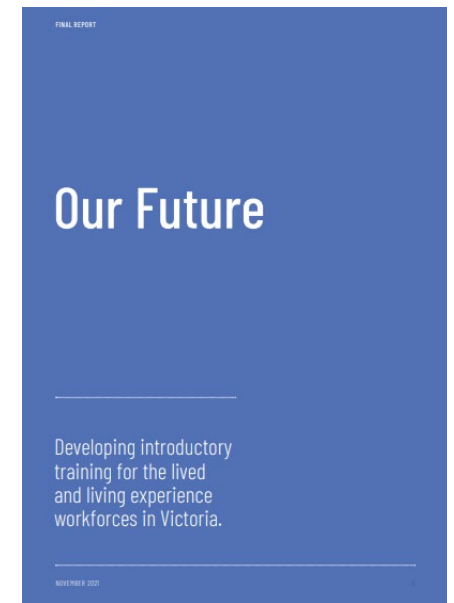
- **This project was the first step in developing and delivering on the crucial recommendation from the Commission.**

Our Future Project Partnership (2021). Our Future: Developing Introductory Training for the Lived and Living Experience Workforces in Victoria.
Self Help Addiction Resource Centre (SHARC): Melbourne



Our Future partnership

- Athena Consumer Workforce Consulting (Athena)
 - Centre for Mental Health Learning (CMHL)
 - Centre for Mental Health Nursing (CMHN), University of Melbourne
 - Carer Lived Experience Workforce (CLEW)
 - Self Help Addiction Resource Centre (SHARC)
 - The Bouverie Centre, La Trobe University
-
- Supported by the Victorian Mental Illness Awareness Council (VMIAC), Tandem and the Satellite Foundation.



Lived and Living Experience Workforce Program

- The Lived and Living Experience Workforce Development Program (2022-24) is being delivered across seven workstreams, informed by many decades of activism and advocacy on the development needs of LLEWs
- The goal of the LLEW Development Program is to ensure thriving LLEWs in MH, AOD and harm reduction services that are valued, supported and sustained

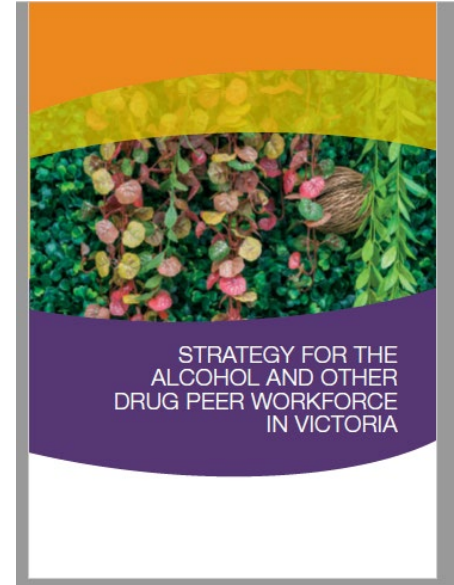


LLE agencies/peak bodies/organisations with LLEW expertise will be leading projects

- | | |
|--|---|
| ✓ Centre for Mental Health Learning (CMHL) | ✓ Mind Australia |
| ✓ Centre for Mental Health Nursing (consumer academic program) | ✓ Self Help Addiction Resource Centre (SHARC) |
| ✓ Harm Reduction Victoria (HRVic) | ✓ Tandem/Carer Lived Experience Workforce (CLEW) |
| ✓ Mental Health Victoria (MHV) | ✓ The Bouverie Centre (carer academic) |
| | ✓ Victorian Mental Illness Awareness Council (VMIAAC) |

Lived and Living Experience Workforce Program

- Discipline specific training as per Our Future recommendations
- Discipline frameworks
- Supervision framework and supervision support
- LLEW research grants
- LE educator position - ongoing (support training delivery)
- Participation costs – APSU
- Continued funding for SHARC Peer Projects – practice supports for AOD peer workers and organisational readiness supports for AOD services
- Continued funding for *FUSE* program
- Community of Practice
- Next edition of Strategy for AOD Peer Workforce in Victoria – LLEWAG



Lived and Living Experience Leadership Strategy

Objective is to create an ambitious strategy and implementation plan for LE leadership in the Victorian mental health and alcohol and drug (AOD) service system, over the next 10 years.

To do this, the LE leadership strategy project will need to answer the following questions about LE workforce, partnerships and leadership:

- ? **How** do we define LE workforce, partnerships and leadership?
- ? **What** is the current state of LE workforce, partnerships and leadership?
- ? **What** is the vision for the roles, functions and numbers needed across the system in ten years' time?
- ? **Where** are the gaps and **what** are the barriers that need to be overcome?
- ? **What** are the strategic levers for getting from where we are today to the vision?
- ? **How** are we going to address the barriers and use the strategic levers to implement the vision?

Lived and Living Experience Leadership Strategy

Work underway to inform the Lived Experience Leadership Strategy includes:

- **Literature review:** A literature review of LLE workforce, partnerships and leadership
- **Analysis of Royal Commission:** An analysis on the Royal Commission narrative and recommendations to bring together their intentions for LE leadership and identified gaps, in one document
- **Scoping for organisational supports:** This scoping work will provide some details around supports organisations' need to embed LE leadership and partnership
- **LE technical experts:** LE technical experts from a range of perspectives (AOD, family/carer, harm reduction, consumer) will be engaged to work alongside a project coordinator to deliver this project
- **Engagement and support of LE technical experts:** SHARC will engage and support LE technical experts to lead parts of the work. It will act as a conduit between the LE technical experts and project coordinator
- **Engagement of project coordinator** – a procurement process is underway to engage a coordinator for the project

Recommendation 29

A new agency led by people with lived experience of mental illness or psychological distress

The agency will be overseen by a skills-based board, chaired by and consisting of a majority of people with lived experience to:

- deliver accredited training and resources to aid the development of organisations led by people with lived experience of mental illness or psychological distress;
- develop and deliver mental health and wellbeing services led by people with lived experience of mental illness or psychological distress; and
- facilitate co-location, shared resourcing, learning opportunities and the creation of new partnerships and networks between people with lived experience of mental illness or psychological distress and the organisations they lead.



Where to from here?

- **AOD strategy**
- **Transformation**
- **Working together**

