



Lived and living experience (LLE) workforce snapshot

In 2023 VAADA received nearly 400 responses in its biennial Victorian Alcohol and other Drugs Workforce Development survey. A detailed report was produced exploring high-level findings and offering recommendations on workforce capacity, capability and wellbeing. This is document forms part of a series of snapshots which focus exclusively on a segment of that data. All references to the AOD 'workforce' are based on the sample and findings from this survey.

Demographics

- **261 survey participants** identified as having **Lived and living experience (LLE)**: either a **personal experience**, or a **family member/partner**, who has **experienced alcohol or drug problems (past or present)**, contributing to two thirds of the total workforce.
- Of those 261, **155** identified as having a **personal experience (PE)** with AOD (just under 40% of the total workforce).
- The LLE workforce is more likely to identify as **LGBTQIA+** (31%, compared with 19% of the broader workforce).
- When exploring differences in **annual income**, **one third of those with PE were making less than \$65k** (compared with 22% of the broader workforce). This couldn't be explained through differences in employment terms - 42% of PE are hired in part-time work, in alignment with the broader workforce (44%). However, while 72% of the broader workforce are employed on an **ongoing basis**, only **56% of workers with PE** are also.
- Differences were also observed when exploring **general qualifications**. **58% of the LLE workforce has an undergraduate degree or higher**, in contrast to 87% of the rest of the workforce with equivalent qualifications.
- The LLE workforce is more likely to have a **long-term health condition, impairment or disability** (17%, compared with 7% of the broader workforce).

Capacity

- Those with **PE** have **less intention of leaving the AOD sector** within the next two years.
- Those with PE are also more **likely to say that people leave the AOD sector due to stigma and a lack of respect**. They are **less likely to say people leave due to working with complex/difficult clients**. Only 19% chose this as a top answer, compared with 30% of the broader workforce.
- The **LLE workforce** is more likely to answer that "**core values and philosophy of the AOD sector**" keeps them working in the sector. They are also **less likely** to answer that people stay working in the sector due to "**salary/employment benefits**."
- When thinking about **professional development**, the LLE workforce was more likely to endorse "**leadership and management skills**" as an activity they would like further training in (30% chose this answer, compared to 19% of the broader workforce).

Capability

- Those in the **LLE workforce** that work in **management** were **less confident in their abilities to lead and manage staff**, and those with **PE** also had observably **lower mean scores** when asked about their skills in, "**managing conflict between staff members and having difficult conversations**."

Wellbeing

- The **LLE workforce** was more likely to agree that the **work they do has meaning and purpose**, and those with **PE** were more likely to endorse that they **work they do is important to them**.
- No differences were observed on measures exploring mental health, physical health or quality of life.

SPSS was used to analyse this data. All differences reported in this snapshot were found to be statistically significant when conducting either an independent t-test or a chi-square cross-tabulation.