



# Disability, Impairment and Long-Term Health Conditions AOD Workforce Snapshot

## Victorian Alcohol and Other Drugs Workforce Survey Report 2025

In 2025 VAADA conducted its second biennial Victorian Alcohol and Other Drugs (AOD) Workforce Survey. This document presents a 2025 snapshot of workers who reported having a disability, impairment or a long-term health condition affecting their daily activities. All findings relate to the survey sample of 486 responses and should be interpreted within this context.

### Workforce Profile

14.9% of the AOD workforce reported living with a disability, impairment or long-term health condition affecting their everyday activities.

They were more likely to be:

- Concentrated in the 31-35 year age group
- Identify as part of the LGBTQA+ community
- Report personal lived or living experience of AOD use

### Retention

Workers with disability, impairment or a long-term health condition were more likely to be actively looking for a role outside the AOD sector (21% compared with 13% of the broader workforce). They were also more likely to identify lack of career opportunities and stigma as reasons AOD professionals leave the sector.

### Wellbeing and Workplace Experience

Workers with a disability, impairment or a long-term health condition reported lower wellbeing and job satisfaction compared to the broader workforce.

They were more likely to rate their:

- Physical health as 'fair' or 'poor'
- Mental health as 'fair' or 'poor'
- Quality of life as 'fair' or 'poor'
- Work-life balance as 'fair' or 'poor'

They were also less likely to feel treated with respect by their managers and more likely to report being very dissatisfied at work (7% compared with 1% of workers without disability).

## Recommendation 6:

### Invest in workforce wellbeing and supervision frameworks

Supporting the retention and wellbeing of people with disability, impairment and long term health conditions requires intentional investment in inclusive and accessible workplace practices, including strengthened wellbeing supports and supervision frameworks.

Read the seven recommendations and access the full report [here](#)