

Practice based/ Service Delivery Abstract Template

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Let's get ready! The development of an organisational readiness toolkit to assist with embedding lived-living experience / peer workers into AOD services

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Background:

While many AOD sector workers identify with some form of AOD lived experience,¹ it is designated Lived-Living Experience (L-LE or peer worker) roles that have been seen to actively challenge stigma, increase inclusion, improve experiences and outcomes for people seeking AOD treatment.²⁻⁵ AOD L-LE roles are now becoming more commonplace, but there remains a lack of AOD L-LE specific training, implementation support, policies and procedures for both workers and organisations.⁶ This has led to underutilisation of AOD L-LE workers within services and the poor support of AOD L-LE workers leading to burnout and other risks for workers and workplaces.^{7, 8}

Description of Model of Care:

To better understand the needs of organisations and the industry for AOD L-LE roles, two AOD Lived Experience Educators interviewed 11 AOD L-LE workers, and 31 key stakeholders from across consumer advocacy groups, non-government and government organisations. It was clear from the background research and consultation that workers and organisations need more resources and preparedness before establishing, recruiting and onboarding AOD L-LE roles.

These findings have informed the development of Insight's AOD L-LE Organisational Readiness Toolkit. The guide provides current evidence-based approaches and quick access to a variety of position descriptions, scenarios, and other resources relevant to AOD L-LE workforce development within an organisation.

Acceptability:

Preliminary feedback for the AOD L-LE worker Organisational Readiness Toolkit has been positive from both workers as well as stakeholders.

Conclusion and Next Steps:

The toolkit has been designed as a dynamic resource clearinghouse, that is, as resources are continually being released by Insight and other stakeholders they will be updated to the guide. Workers and organisations will be able to contribute to the toolkit as the sector and this workforce grows and evolves.

Implications for Practice or Policy (optional):

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