



Victorian Alcohol and Other Drug (AOD) Peer Workforce Definition

What is an AOD Peer Worker?

In Victoria, the AOD peer workforce is recognised as an integral part of quality service delivery, resulting in many organisations formalising and integrating peer work into their service.

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.

Peer workers provide non-clinical assistance; they utilise their personal experiences in a way that promotes understanding and fosters connection. Peer workers are complementary to and work collaboratively with multi-disciplinary teams to provide support in line with organisational frameworks.

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 power and possibility of change

The peer role is often direct, i.e. one on one or in a group setting. They may also engage in a wide range of activities and work in individual and systemic advocacy; as consultants and advisers; health promotion; education; group development and facilitation or to undertake research.