



## Stage 2 Resource Kit

### **Establishing the Role *Questions to ask Employer to Determine Organisational Needs*** **Fact Sheet Template 2.1(a)**

Establishing the role and defining organisational requirements: Ask employer criteria is needed to identify a person with lived experience to potentially work within their organisation,

- Make a list of requirements identified
- Ask Organisation what time frames are needed in a person recovery from substance abuse or mental health issues to be able to work with in their potential role.
- Ask Organisation what if any particulars/qualifications are needed to work within the potential role and if willing to obtain is acceptable
- Ask Organisation if passing a police clearance is 100% necessary to work within their organisation as often this is an issue to due past history.
- Ask Organisation if transport and a driver's licence is 100% necessary to work in the role as no driver's licence can be an issue for potential workers due to their history.
- Ask Organisation has policy and procedure and framework already in place and created or if they would need assistance with it.
- Ask Organisation if they currently employ workers in a Peer capacity or volunteer capacity
- Ask Organisation if they would be willing to conduct interviews and recruit based on values and not experience and qualifications.
- Ask Organisation if they can identify any current worker working currently who would be eligible to work in the potential role. These people in certain circumstances can be made eligible for funding and wage incentives.
- Ask Organisation if they have the funding to fund the potential role and then be reimbursed keep in mind Federal funded organisations are not eligible for wage subsidies.
- Advice Organisation Wage incentives can be paid to Organisations if they are paying wages from Grants but only when the grants are state and locally funded.
- Ask Organisation if prior experience in a Peer Role is necessary to perform potential role.
- Ask if current training is in place to combat stigma within the workplace about Peer Support workers and Lived experience with current staff.
- Ask Organisation would they be open to incorporating reasonable adjustments into the organisational workplace policies and structure to accommodate someone in recovery.