



Promoting Employment for People Living with HIV/AIDS

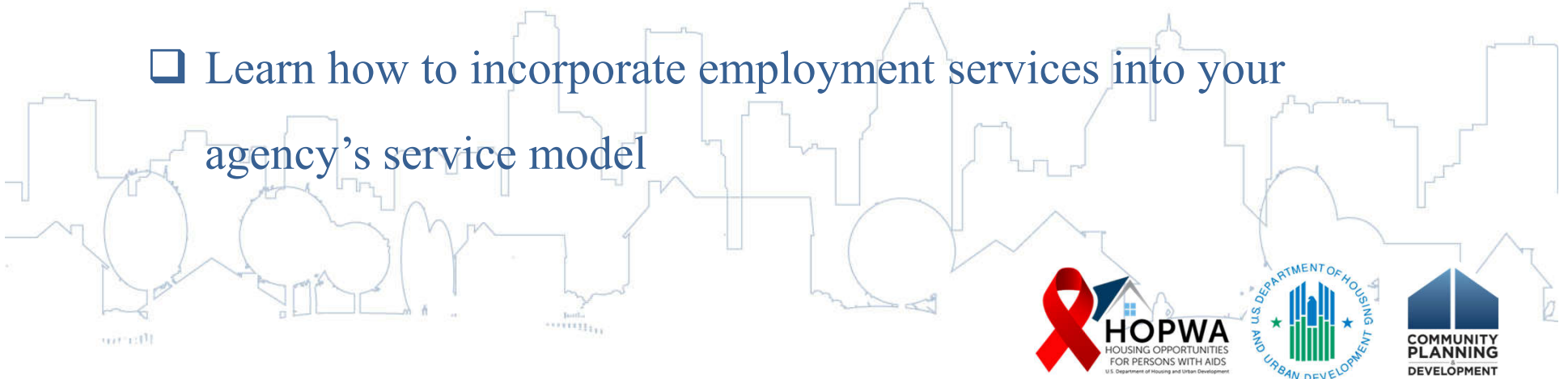
National HOPWA Institute - 2017

Tampa, FL



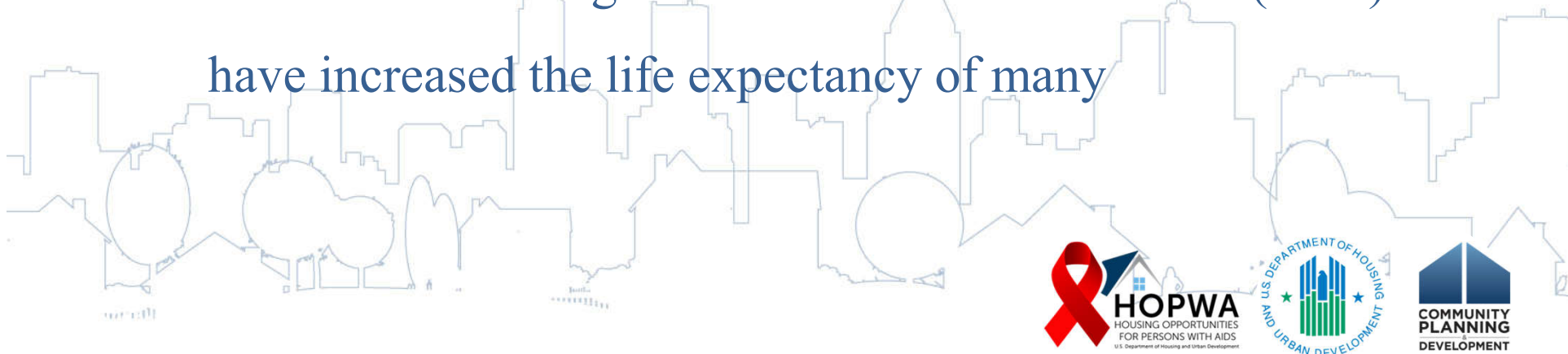
Learning Objectives

- ❑ Understand the current HIV epidemic as it relates to employment and housing
- ❑ Identify employment barriers and solutions for PLWHA
- ❑ Increase knowledge about the social, physical and psychological benefits of employment and housing for PLWHA
- ❑ Learn how to incorporate employment services into your agency's service model



Promoting Employment for PLWHA

- There are More than 1 Million People Living with HIV/AIDS (PLWHA) in the United States
- From 2008 to 2014, an 18% decline in annual HIV infections occurred; demonstrating progress nation-wide
- Recent breakthroughs in Antiretroviral Treatment (ART) have increased the life expectancy of many



Promoting Employment for PLWHA

- Improved treatment has allowed many PLWHA to remain, return, or enter the workforce
 - Up to 70% of PLWHA are unemployed
 - Among the unemployed, 40% report a desire to work
- Research shows that employment has a positive impact on one's mental and physical health, and overall quality of life
- Recent studies demonstrate that PLWHA who are employed are more likely to achieve optimal antiretroviral adherence than those unemployed

➤ Achieving Viral Suppression

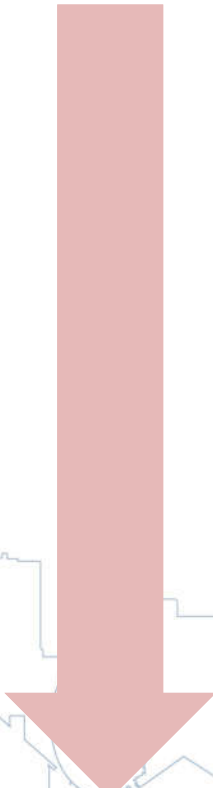
Promoting Employment for PLWHA

- 50% of PLWHA will experience a housing crisis in their lifetime; employment income can prevent or alleviate this
- More than 390,000 HHs with HIV currently lack stable housing, exhibiting an unmet need for housing assistance
- Housing as a Structural Intervention for HIV Infection and Transmission
- Housing and Employment should be thought of and incorporated into the HIV Care Continuum

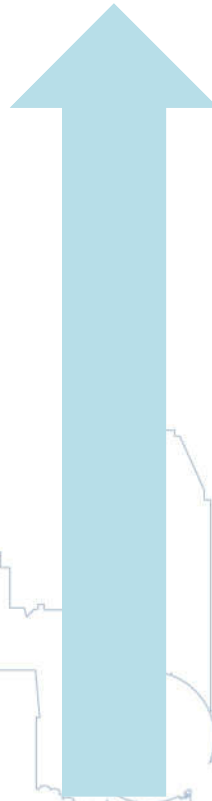


Employment & Housing Impact Health Outcomes

Housing & Employment Instability

- 
1. Delayed diagnosis
 2. Increased risk of acquiring & transmitting HIV
 3. Delayed entry into care
 4. Lack of regular care visits
 5. Delayed use of ART
 6. Less likely to be virally suppressed

Housing & Employment Stability

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1. Reduced risky behaviors
 2. Increased rates of care visits
 3. More likely to return to care
 4. More likely to receive ART
 5. More likely to be virally suppressed
 6. Reduced use of ER and public resources

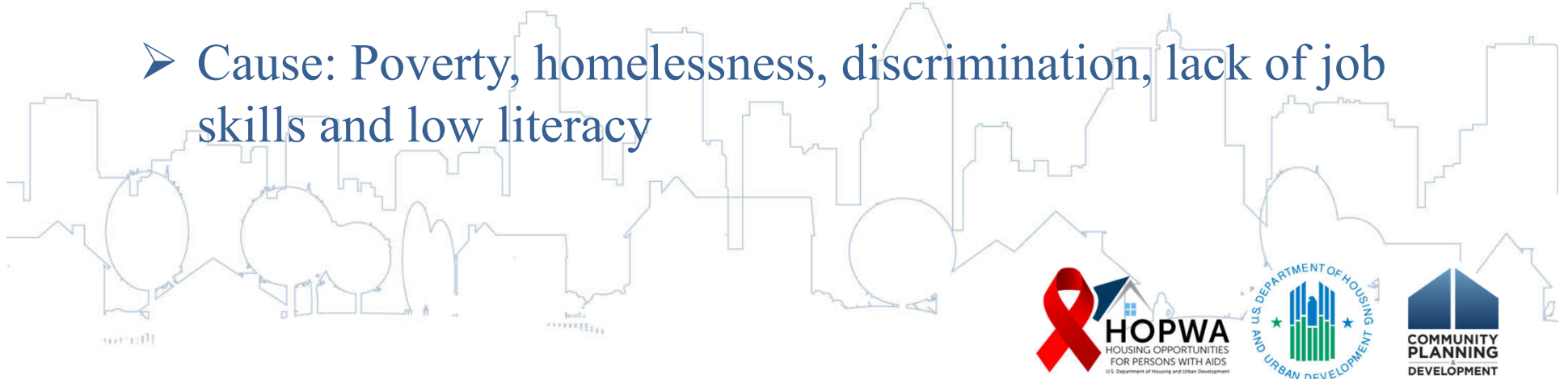


#Employment FACTS

➤ A 1992 study of Multitasking Systems (MTS) of New York, Inc., assessed the first employment and training program in the U.S. for PLWHA

➤ Principal Finding: HIV is frequently not the primary vocational impediment for PLWHA

➤ Cause: Poverty, homelessness, discrimination, lack of job skills and low literacy



Employment Barriers

- Stigma
- Episodic Disability
- Lack of Access to Information about Available Employment Assistance
- Lack of Marketable Job Skills
- Lack of Education
- Fear of Losing Public Benefits



Solutions to Employment Barriers

- Train HIV and Housing Service Providers
- Service Providers should develop relationships and linkages with Employment Agencies in their communities
- Maintain an Updated Resource Guide to Refer Clients to for Education and Job Training Programs
- Inform PLWHA about Employment Assistance Programs
- Educate PLWHA, HIV and Housing Service Providers on Anti-Discrimination Protections



Anti-Discrimination Protections

Laws to Protect Against Discrimination in the Workplace:

1. Americans with Disability Act
2. Rehabilitation Act of 1973
3. Workforce Investment Act of 1988
4. Family and Medical Leave Act



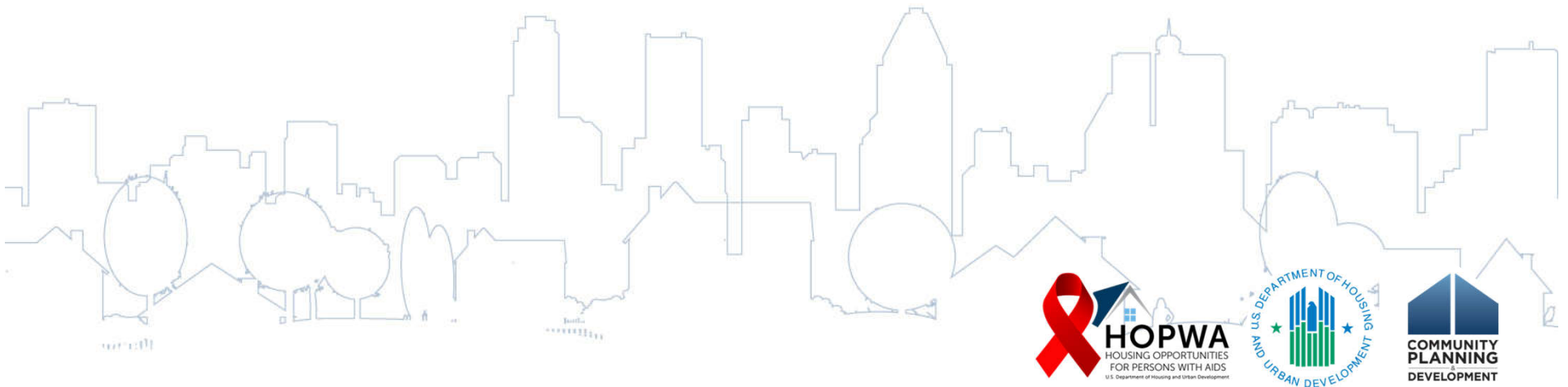
Addressing Workforce Challenges

- Strengthen partnerships among Federal Agencies to holistically address systemic inequities
- Employment Services need to be diversified to address different levels of needs
- Entrepreneurial Programs must be included in the Employment Service Menu

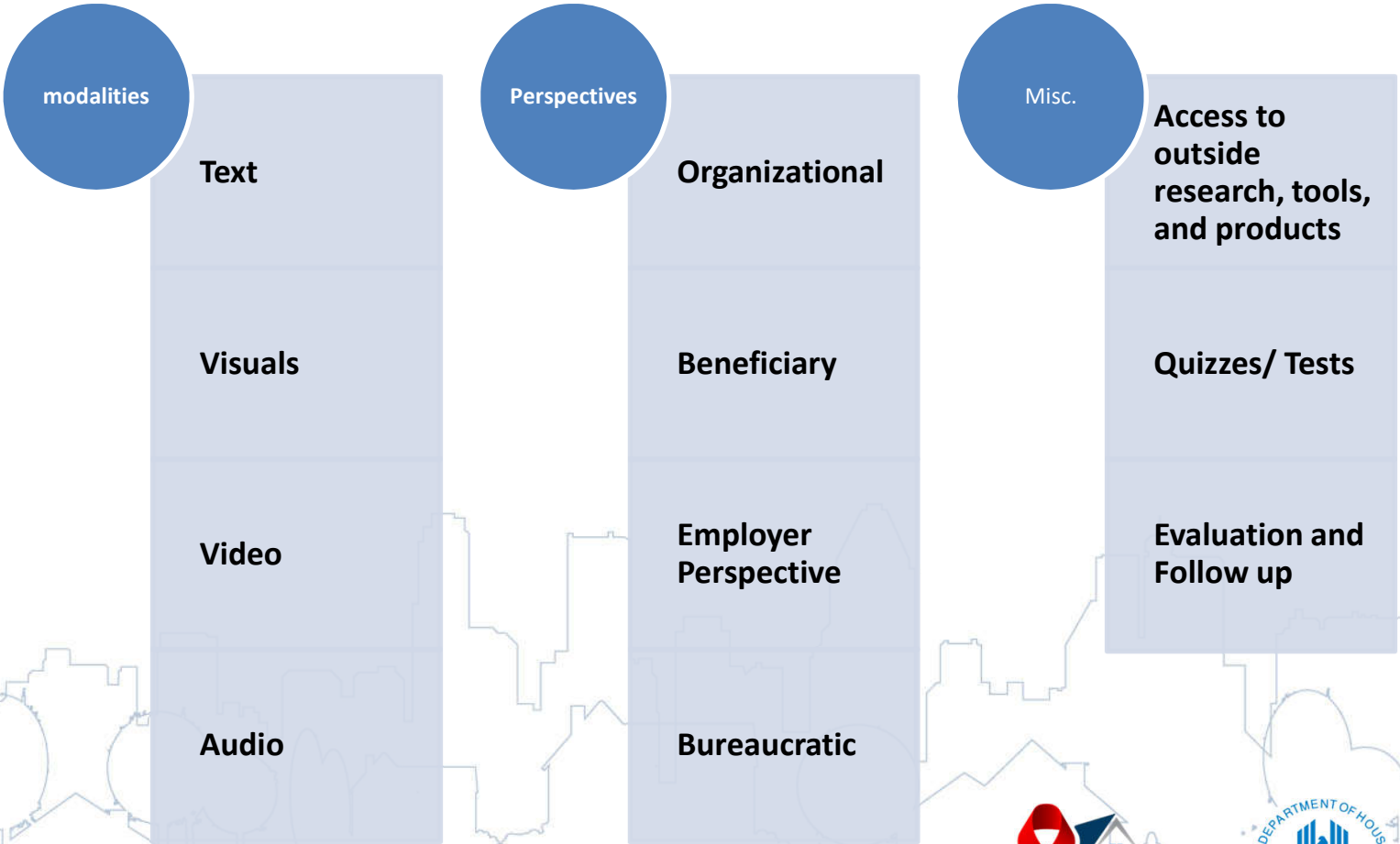


Employment Curriculum

- How the curriculum came about
- Why the employment curriculum is required
- Changing the service delivery model



Curriculum Design





The Vocational Process for Organizations

Client-Focused Considering Work Model



Listen to audio:
The Vocational Process for Organizations



The Vocational Process for Individuals

Client-Focused Considering Work Model



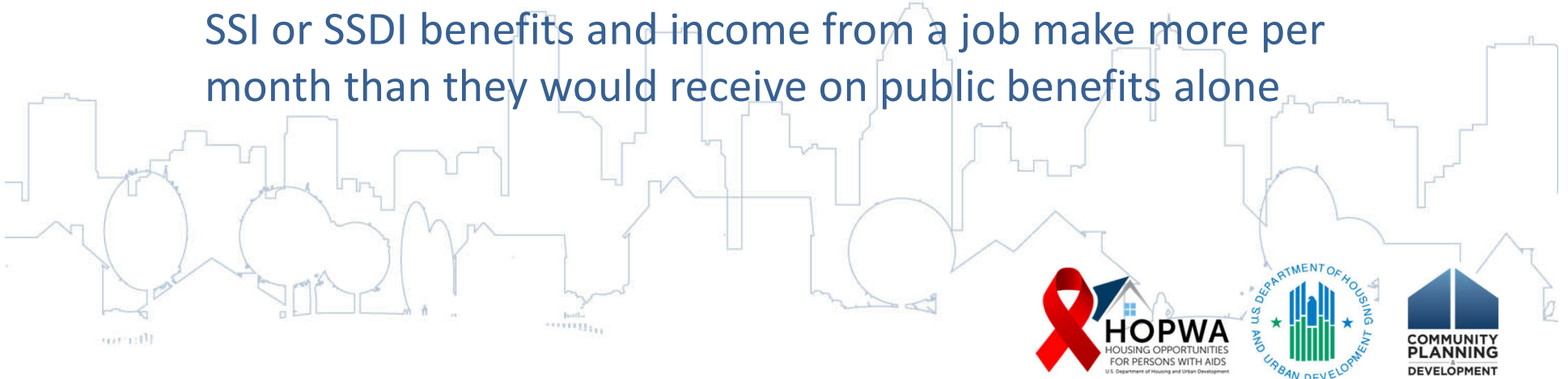
Listen to audio:
The Vocational Process for Individuals

Audio player controls including a play button, a progress bar, the time 0:00, a captions icon, and a volume icon.



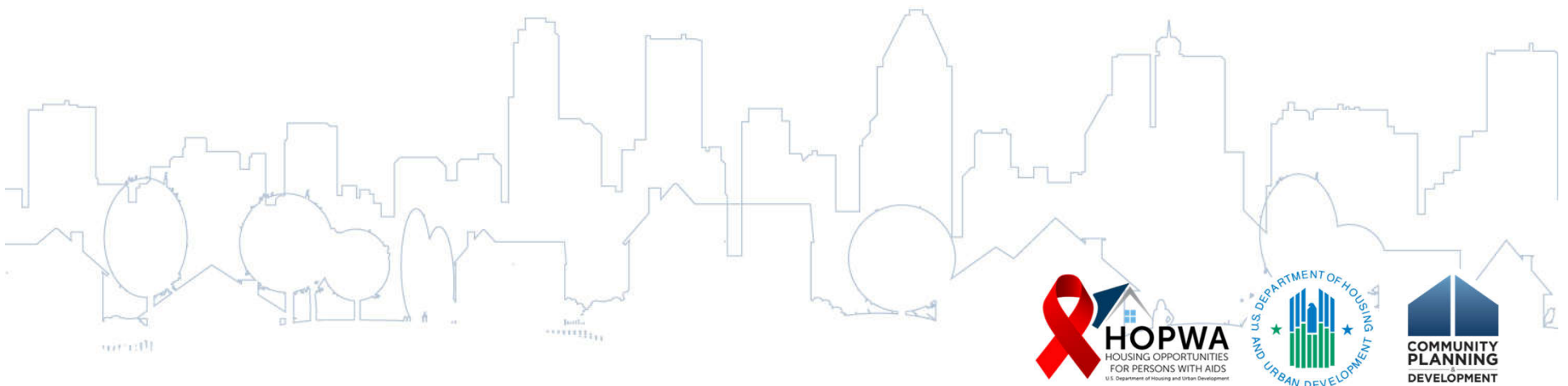
SSI and SSDI have their own “work incentives”

- Individuals on SSI will not automatically lose their SSI benefit if they transition to work. Income is counted to determine a new monthly payment using a simple calculation
- In many cases, individuals who receive a combination of SSI or SSDI benefits and income from a job make more per month than they would receive on public benefits alone



Earned Income Disallowance & SSI & SSDI Work Incentives

- Who is Eligible
- Time Limits
- How to Calculate



Creative Partnerships

- American Job Centers
- Vocational Rehabilitation (VR)
- Ticket to Work/Employment Networks
- Work Incentive Planning and Assistance (WIPA) Program
- Community Colleges
- Community-based Workforce



SUMMARY OF FINDINGS

➤ Participants do not perceive employment services provision as part of their organizations' missions

- 54% refer clients to organizations “other than their partners” for job assistance
- 44% report no relationship with employment organizations
- 17% provided education and training directly to the individuals they serve

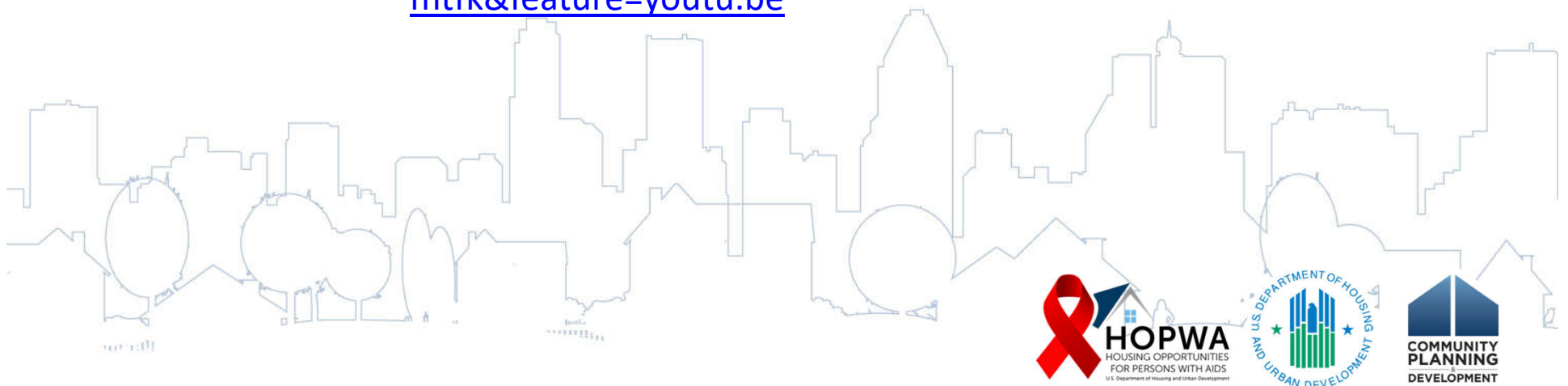
➤ Reported changes in behavior or plans to change behavior mostly focused on improved conversations between provider staff and client



SUMMARY OF FINDINGS

Grantees had a lack of understanding of today's epidemic and the importance of employment in providing holistic case management to clients

https://www.youtube.com/watch?v=hpGQN_qmtfk&feature=youtu.be



Improving HIV Health Outcomes through the Coordination of Supportive Employment and Housing Services

Harold J Phillips, MRP

Director

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HIV/AIDS Bureau (HAB)

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Presentation Goals

- Introduce a new Ryan White HIV/AIDS Program (RWHAP) and Secretary's Minority AIDS Initiative Fund (SMAIF) supported initiative entitled *Improving HIV Health Outcomes through the Coordination of Supportive Employment and Housing Services* including:
 - Purpose
 - Funding Support and Collaborations
 - Background
 - Program Structure



Funding and Collaboration

- Developed in partnership with the U.S. Department of Labor (DOL) and the Department of Housing and Urban Development's (HUD) Office of HIV/AIDS Housing (OHH)
- Supported through funding from the U.S. Department of Health and Human Services (HHS), Secretary's Minority AIDS Initiative Fund (SMAIF) and the Ryan White HIV/AIDS Program Part F Special Projects of National Significance (SPNS) Program



Purpose – Demonstration Sites

- To support the **design, implementation, and evaluation** of innovative interventions that coordinate HIV care and treatment, housing and employment services to improve HIV health outcomes for low-income, uninsured, and underserved people living with HIV (PLWH) in racial and ethnic minority communities
- To decrease the impact of the social determinants of health, such as unmet housing or employment needs, that affect long-term HIV health outcomes for PLWH impacted by employment and housing instability



Program Expectations - Demonstration Projects

Proposed interventions may include, but not limited to, the following examples:

- Hiring dedicated staff (e.g., care coordinators, coordinated case management, enhanced peer navigation services, etc.) or re-organizing staff to coordinate housing, health care, and employment services
- Streamlining intake and assessment forms across programs and increasing the efficiency of referral process
- Expanding IT capacity to support the coordination of HIV care, employment and housing services
- Engaging HOPWA-funded transitional housing supports for RWHAP clients who are involved in education or employment opportunities
- Working across programs to find clients who are no longer engaged in care, and utilizing existing systems to re-engage the client in care through housing support and employment services



Evaluation and Technical Assistance Provider (ETAP) – HRSA-17-114

- Support a single organization that will serve as the **Evaluation and Technical Assistance Provider (ETAP)**
- Conduct a rigorous **multi-site evaluation** and provide **technical assistance (TA)** to a cohort of up to ten (10) demonstration sites (*funded under a separate announcement HRSA-17-113*)
- Lead and coordinate the efforts for publication and **dissemination** of findings and lessons learned from the initiative



Expected Outcomes

- This initiative provides a unique opportunity for HRSA/HAB, HUD/OHH, and DOL to examine the intersection of HIV care, housing, and employment services on the overall health and well-being of PLWH
- **Expected System-Level Outcomes:**
 - Increased ability to address social determinants of health
 - Enhanced coordinated HIV care, housing, and employment services that breaks down silos and improves access
 - Increased understanding of how these systems impact the HIV health outcomes of PLWH
 - Better tools to help HIV service providers build capacity around housing and employment services
- **Expected Client-Level Outcomes:**
 - Housing stability
 - Rates of employment
 - Achievement of viral suppression



Multi-Site Evaluation - Key Performance Measures

- HAB Core Performance Measures
 - Retention in HIV Medical Care
 - Antiretroviral Therapy (ART)
 - Viral Suppression
- Housing Status
 - HOPWA Annual Progress Report (APR) measures
 - Consolidated Annual Performance and Evaluation Report (CAPER) Performance Measures
- Employment Status
 - DOL Employment and Training Administration (ETA) Common Performance Measures



Questions



Contact Information

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