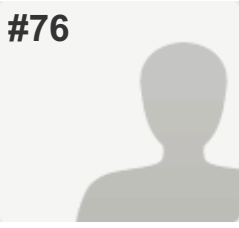


# Ending the Epidemic Task Force Recommendation Form

#76



**COMPLETE**

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**Q2: Title of your recommendation**

Increase Access to Opportunities for Employment and Employment Services for PLHIV to Address a Key HIV/AIDS Social/Economic Determinant of Health

**Q3: Please provide a description of your proposed recommendation**

Develop current HIV/AIDS services to assess consumers for employment needs, encourage employment interests and support well-informed employment decisions.

Develop current HIV/AIDS services capacity to address identified employment needs/interests of consumers through through linkage to existing resources or direct service provision by implementing a progressive process of system change, advancing a paradigm shift embracing an HIV/AIDS rehabilitation/recovery services model:

1) Service delivery policy change

- Identifying and decreasing barriers/discouragement to work
- Identifying and increasing incentives/encouragement to work
- Revising program policies and procedures to include assessment of employment needs of PLHIV from initial intake throughout service delivery, with responsive information and referral, or direct delivery of employment services, and required data collection tracking PLHIV employment needs and service delivery;

2) Linkage, coordination and collaboration with existing systems providing needed services (GED, EFL, training, education, workforce development, vocational rehabilitation, benefits advisement and legal services), including training/TA on potential employment services funding sources (e.g., ACCES-VR, Ticket-to-Work, NYESS, Dept. of Labor, Workforce Investment Boards (WIBs), OTDA, and HRA);

3) Training and technical assistance for HIV clinical and non-clinical service providers (regional cross-sector, cross-training HIV/AIDS and Employment Conferences - see Connecticut's Positive Futures Conferences; community/agency level service provider training/TA; consumer workshops);

4) Coordination with and support for existing HIV employment initiatives (e.g., OTDA HIV/AIDS Employment Initiative; ACCES-VR HIV-specific vendor contracts; NYC/HRA Vocational Rehabilitation Programs).

**Q4: For which goal outlined in the Governor's plan to end the epidemic in New York State does this recommendation apply? (Select all that apply)**

Linking and retaining persons diagnosed with HIV to health care and getting them on anti-HIV therapy to maximize HIV virus suppression so they remain healthy and prevent further transmission

## Ending the Epidemic Task Force Recommendation Form

**Q5: This recommendation should be considered by the following Ending the Epidemic Task Force Committee (Select all that apply)**

Housing and Supportive Services Committee:  
Develop recommendations that strengthen proven interventions enabling optimal engagement and linkage and retention in care for those most in need. This Committee will recommend interventions that effectively address complex and intersecting health and social conditions and reduce health disparities, particularly among New York's low-income and most vulnerable and marginalized residents. These interventions will diminish barriers to care and enhance access to care and treatment leaving no subpopulation behind.

**Q6: Does this recommendation require a change to an existing policy or program, or the creation of a new policy or program?**

Change to existing program

**Q7: Would implementation of this recommendation be permitted under current laws or would a statutory change be required?**

Permitted under current law

**Q8: Is this recommendation something that could feasibly be implemented in the short-term (within the next year) or long-term (within the next three to six years)?**

Within the next year

**Q9: What are the perceived benefits of implementing this recommendation?**

PLHIV gain access to vocational development and employment services, and obtain employment, leading to:

- 1) improved treatment adherence and self-care
- 2) increased access to and retention in care
- 3) improved mental health
- 4) improved HIV health outcomes (viral suppression)
- 5) reduced health risk behaviors
- 6) reduced new HIV infections
- 7) increased income
- 8) increased economic security: stable housing and food/nutrition security
- 9) increased access to improved health insurance options
- 10) reduced reliance on emergency HIV services/resources

## Ending the Epidemic Task Force Recommendation Form

### **Q10: Are there any concerns with implementing this recommendation that should be considered?**

Expanding access to employment and employment services for PLHIV who can and want to work must not be accompanied by any degrading of current and/or needed services, resources and programs - not all PLHIV can and will work.

PLHIV must be supported to make well-informed, self-determined decisions about training, education and employment, without negative consequences to access to services.

Many PLHIV need access to pre-vocational services, including adult basic education, GED prep, and EFL for opportunities for health, living wage employment. These services are also associated with improved mental, behavioral and physical health outcomes, yet HIV/AIDS service providers are not currently equipped to offer, or provide information, linkage and encouragement for participation of consumers in these developmental programs.

Government agencies and programs outside of the AIDS Institute have no mandate to allocate resources to PLHIV. AIDS Institute leadership will be required to maximize leveraging of existing relevant resources and programs.

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**Q11: What is the estimated cost of implementing this recommendation and how was this estimate calculated?**

*Respondent skipped this question*

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**Q12: What is the estimated return on investment (ROI) for this recommendation and how was the ROI calculated?**

*Respondent skipped this question*

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**Q13: Who are the key individuals/stakeholders who would benefit from this recommendation?**

- \* PLHIV considering and pursuing employment goals
- \* HIV/AIDS service providers
- \* NYS Department of Health, AIDS Institute
- \* ACCES-VR and community-based rehabilitation providers
- \* Other key statewide and local employment-related service systems, such as NYESS, OTDA, Ticket to Work, Work Incentive Planning and Assistance (WIPA), American Job Centers (One Stops) and Workforce Investment Boards (WIBs)

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**Q14: Are there suggested measures to accompany this recommendation that would assist in monitoring its impact?**

*Respondent skipped this question*

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**Q15: This recommendation was submitted by one of the following**

Other (please specify) Consumer/Advocate