



VIRTUAL
2020 NATIONAL
RYAN WHITE
CONFERENCE ON
HIV CARE & TREATMENT

ENDING THE EPIDEMIC THROUGH JOBS

Employing People Living with HIV as Peer Navigators and Community Health Workers

Peer Training Institute @ Alliance

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Learning Objectives



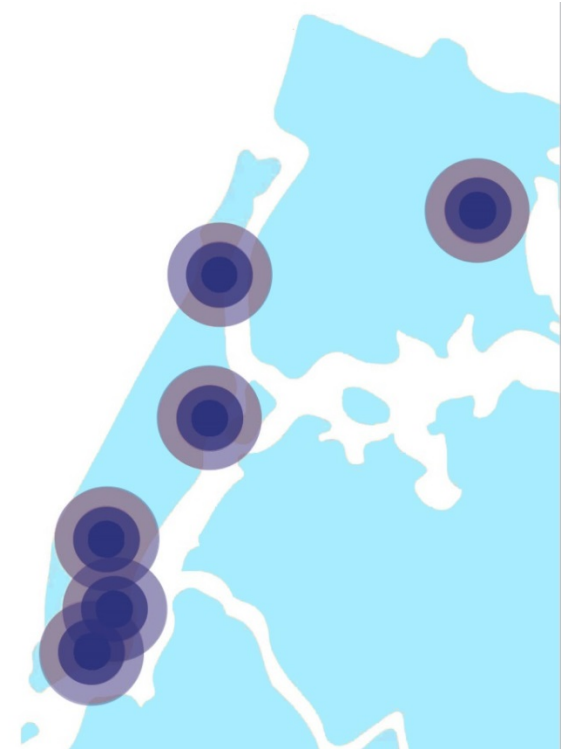
During today's session:

- Gain knowledge of the critical role of employment and vocational training for persons with HIV in increasing viral load suppression towards Ending the Epidemic
- Describe how participation in the peer training and peer internship program impact psychosocial outcomes leading to improved health, as well as vocational development through the lens of Goldblum and Kohlenberg's (2005) Client-Focused Considering Work Model.
- Learn best practices to integrate Peer Navigators/CHWs into medical, behavioral health and social service organizations.

The Alliance for Positive Change



- The Alliance helps New Yorkers affected by HIV and other chronic illnesses make lasting positive changes towards health, housing, recovery, and self-sufficiency.
- Each year, we help New Yorkers:
 - Get tested for HIV and HCV
 - Overcome addiction
 - Train individuals to become Certified Peers
 - Access medical care to get their health back on track
 - Escape homelessness
 - Rejoin the world of work
 - Replace isolation with community
 - And lead healthier and more self-sufficient lives.



The Alliance's **individualized, full-service approach** gives each person the unique mix of support he or she needs to **feel better, live better, and do better.**

PEER POWER

- Peer Power is a programming model that drives economic development and social impact through role modeling.
- Peers empower individuals to become community leaders and they inspire others to make healthy choices.



Photo: David Nager/Alliance

Alliance created PTI to provide Peer Certification Training and paid Peer Placements at medical and social service agencies.

Alliance / PTI is a NYS authorized training center for Peer Certification

- NYSDOH Peer Worker Certification (in HIV, Harm Reduction, Hepatitis C)
- OASAS Certified Peer Recovery Advocate (CRPA) through Recovery Coach Academy



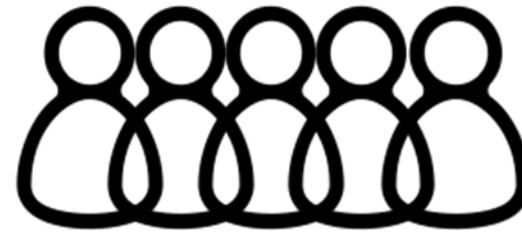
Photo: David Nager/Alliance

PEER INTERNSHIP PLACEMENTS



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- Managed Care Companies (MCOs)
- Medicaid Health Homes
- Hospitals / Health Centers
- STD Clinics
- Syringe Exchange Programs
- Drug Treatment Clinics
- SROs and Supportive Housing Programs
- AIDS Service Organizations



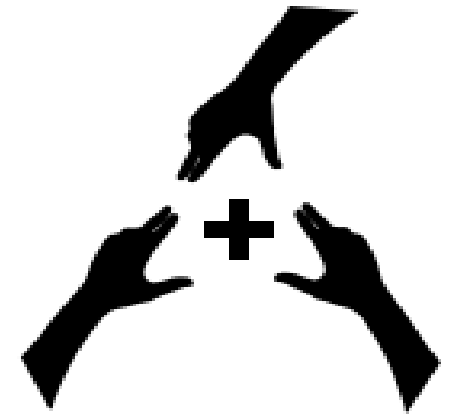
ROLE OF PEER NAVIGATORS

- Shared Lived Experience:
 - Culturally
 - Linguistically
 - Socially
 - Economically
- Reduce Barriers to Care
- Foster Trust
- Promote Long-term Engagement
- Guide Patients Toward Health and Stability



Photo: David Nager/Alliance

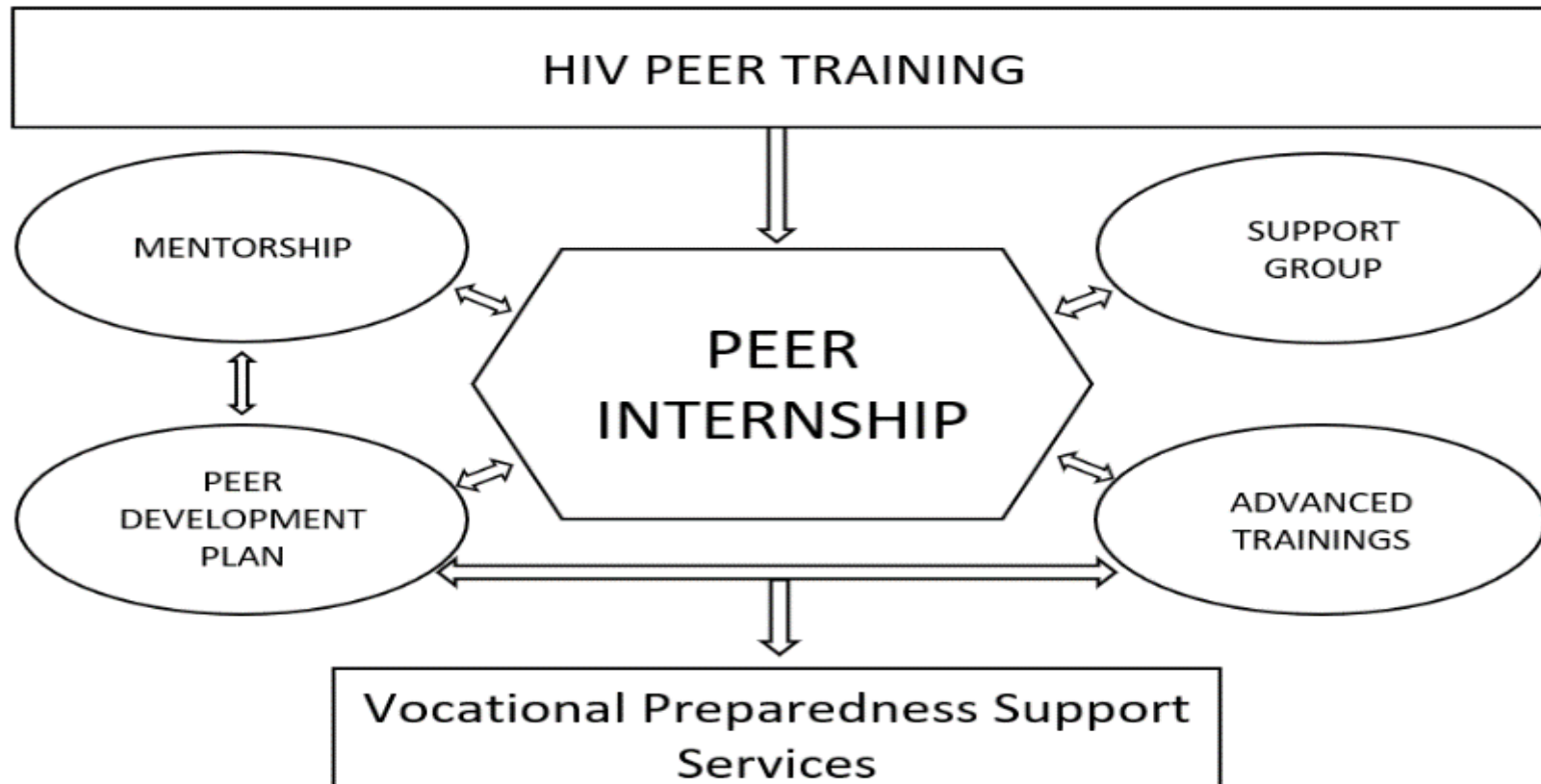
Employing a Peer Workforce
Can Help Your Organization
Provide New Value to the
Community.

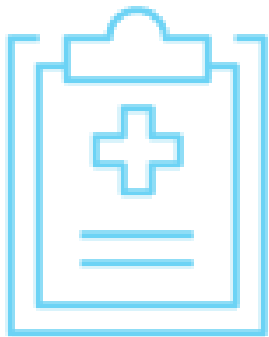


PEER PLACEMENT & SUPPORT



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Alliance/PTI places Peers into paid internships at health and community centers.

Peers conduct:

- Outreach for Patient Activation/Linkage to Care
- MSM/YMSM Education and Engagement
- HIV/HCV Testing
- Coaching / Health Education
- Harm Reduction / Syringe Exchange
- Patient Navigation
- Adherence Support
- Self-Management

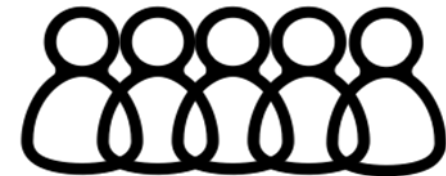
PEER INTERNSHIPS: LINKAGE TO CARE Internship Track



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Peer Health Coaches conduct **outreach and engagement activities** that facilitate linkage to care and include provision of:

- Health promotion messages and education
- Screening, enrollment and consent forms to participate in services
- Referrals to risk reduction services (e.g., syringe exchange, PEP/PrEP, and integrated HIV/HCV/STI screening services)
- “Warm hand-off” to care team
- Accompaniment to appointments



PEER INTERNSHIPS: NAVIGATION Internship Track



Peer Navigators are **part of care coordination teams** providing individualized services including:

- Appointment reminder phone calls.
- Follow-up on missed appointments, and scheduling and rescheduling appointments.
- Accompaniment to appointments.
- Navigation to specialty care.
- Home visits.
- Motivational interviewing and goal setting.
- Case conferences / communication with all members of the care team.



PEER PLACEMENT & SUPPORT



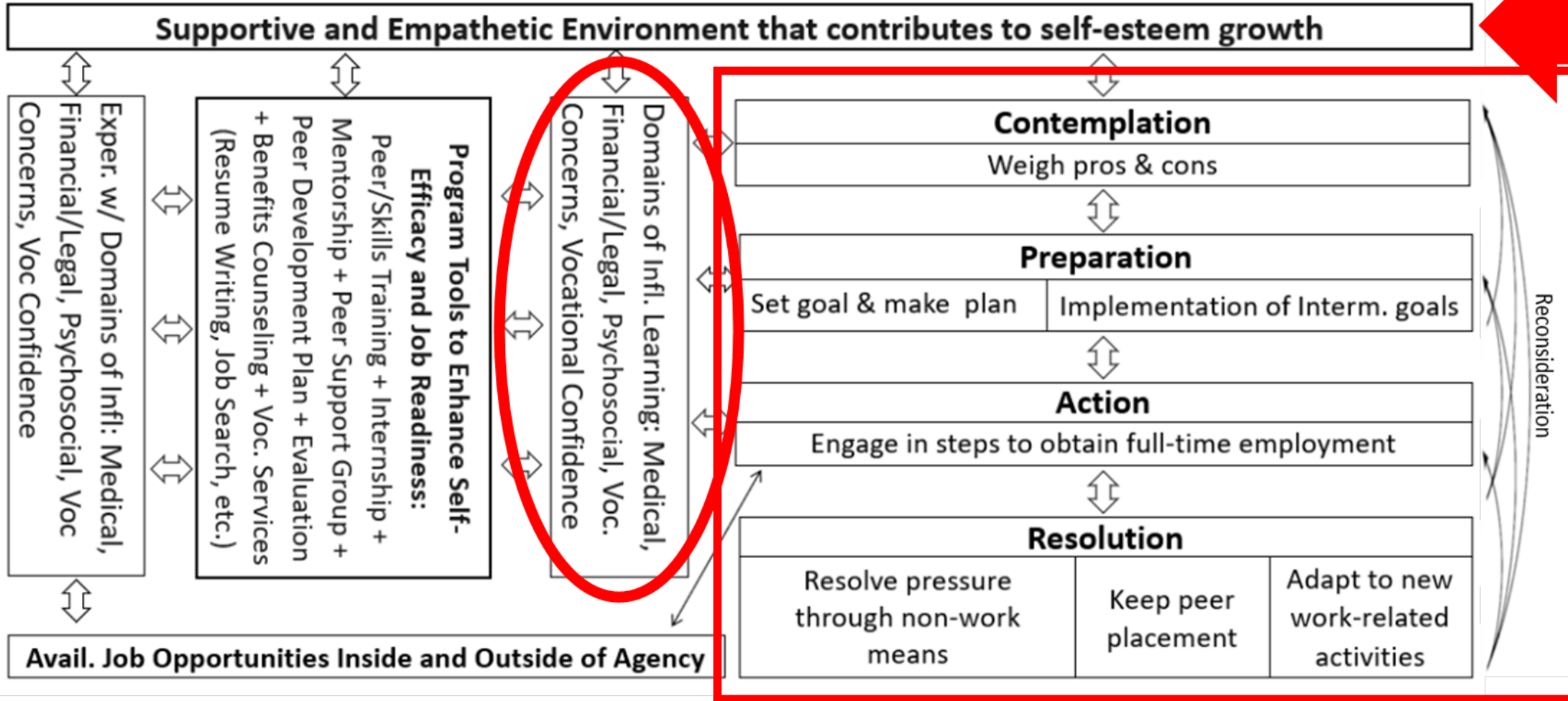
- **Peer Internship** – 6 month cycles--extensive on-the-job employment readiness experience
- **Peer Placement** – Matching skills of peer, customized to the needs of the facility, staff and clients
- **Consultation** — 1:1 support to Task Supervisor at placement site to ensure optimal placement
- **Authenticity/Efficacy** – Knowledge and relatability of peer to client. Cost efficient, additional support for existing professional staff.
- **Evaluation**: Assessment of impact of peer-delivered services

PEER PLACEMENT & SUPPORT



- **Payment of Peer** – part-time or full-time, including monthly MetroCard
- **Individualized Placement Support/Mentorship** – focus on skills development; creation of individualized personal and professional development plans tailored to each Peer’s interests, priorities, and needs
- **Mandatory Support Group** – provide skill enhancements, encouragement, and guidance to help the Peer Interns “stay on track” with their own recovery and personal aspirations
- **Continued Training/Education**: Ongoing skills training on variety of topics

Client-Focused Considering Work Model



Goldblum P, Kohlenberg B. Vocational counseling for people with HIV: The client focused considering work model. Journal of Vocational Rehabilitation. 2005; 22:115-24.

Conyers L. A client-focused considering work model for people with emerging or episodic illnesses. Journal Of Vocational Rehabilitation. 2018; 48:331-43.

OUTCOMES OF EMPLOYING A PEER WORKFORCE



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FOR PEERS

- Self-sufficiency
- Adherence to appointments
- Adherence to medications
- Economic development (peer placement)
- Community influence
- Role model / community leader



FOR ORGANIZATIONS

- Reduced healthcare costs
- Retention in care
- Improved health outcomes
- Longevity in position
- Increased service resources (for outreach, enrollment, navigation)
- Low-cost strategy
- Strengthening communities



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Alliance Peers

ALLIANCE PEER INTERNS



Demographics: N = 122

Gender

- 43% Female
- 55% Male
- 2% Transgender

Age

- 44% > 50 years old
- 29% 35 – 50 years
- 27% 18-34 years

Race/Ethnicity

- 43% African American
- 40% Hispanic
- 1% Asian
- 13% Mixed Race
- 3% White

Sexual Identity

- 37% LGBTQIA+
- 63% Heterosexual

Level of Education

- 15% Less than High School
- 24% High School/GED
- 44% Some College/Technical Training
- 17% College Graduate

HIV Status

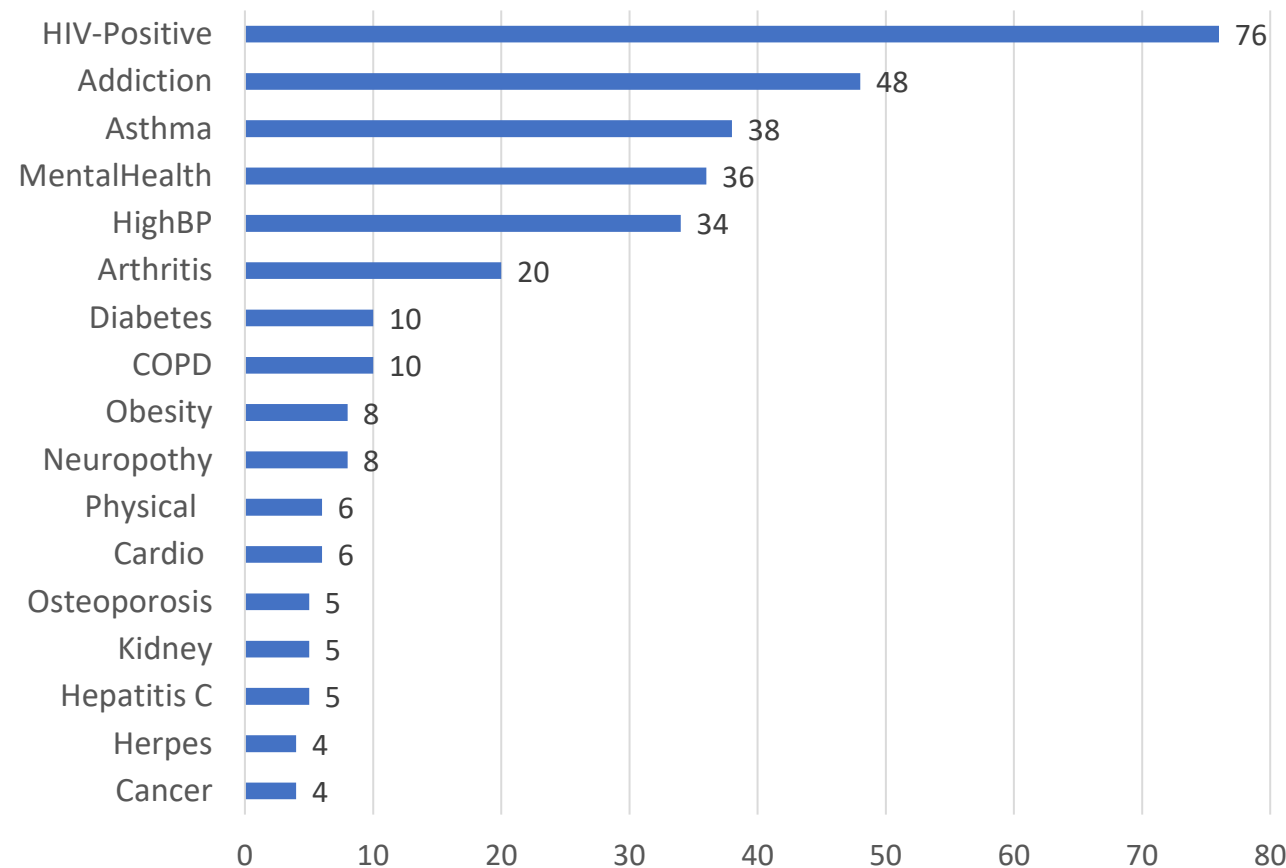
- 63% HIV-positive

HEALTH OF ALLIANCE PEER INTERNS



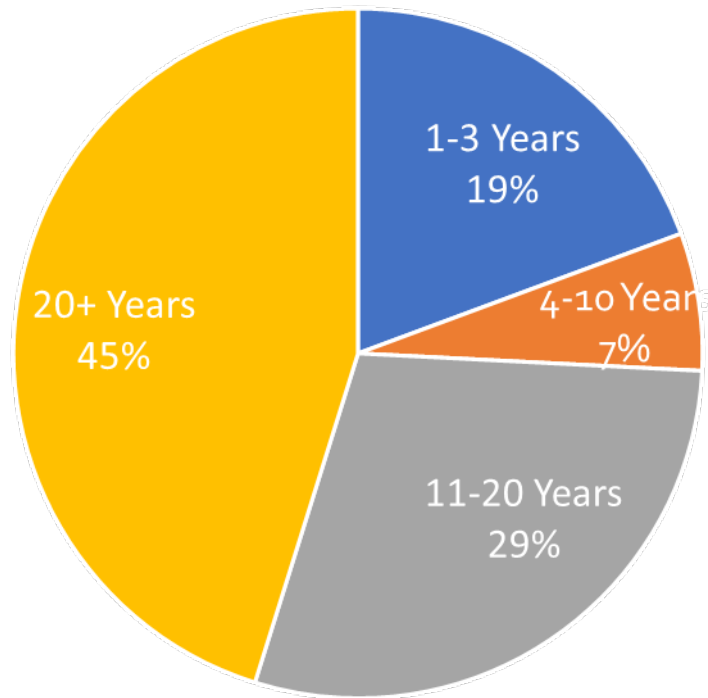
Health Status of Peers n=122	%
Mental Health Diagnosis	31%
Recovery from AOD Use	40%
HIV Diagnosis	63%
AIDS Diagnosis (among those with HIV)	55%

Chronic Conditions of Peers



ALLIANCE PEER INTERNS IN RECOVERY

Peers In Recovery from AOD use, 40% n=48



Years in Recovery	%
1 - 3 Years	19%
4 – 10 Years	6%
11 – 20 Years	29%
20+ Years	45%

ALLIANCE PEER INTERNS

According to a 2020 Program Evaluation:

The Peer Training Program *Significantly*

- Decreases Depression & Internalized HIV Stigma
- Increases Medication Adherence
- Increases Patient Self-Advocacy
- Decreases Sexual Communication Anxiety

The Peer Internship *Significantly*

- Increases Self-Esteem



Photo: David Nager/Alliance

ALLIANCE PEER INTERNS



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- 91% of Peer Graduates have visited their doctor in the last 6 months
- 79% have not missed a dose of prescribed medication in the last month
- 94% have sustained recovery for at least one year
- 92% have sustained viral suppression



Photo: David Nager/Alliance

PEER TRAINING @ ALLIANCE



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 The Alliance
for Positive Change

About Get Care

Today Show Highlights Positive Change

[Today Show Highlights
Positive Change video](#)



www.alliance.nyc/news/2017/12/4/today-show-highlights-positive-change

THANK YOU!



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