

GMHC's Project HEALTH: Employment Strategies



CHALLENGE

Engaging ambivalent clients in the employment process

- Fear of losing benefits
- Complicated employment histories
- Indecisiveness regarding vocational interests
- Incarceration histories
- Citizenship & Documentation



STRATEGIES

- Leveraging unique internal and external resources to assist clients in obtaining employment and vocational training.
- Utilizing URICA scales to determine readiness for change.
- Implementing ACTION and READINESS curriculum tracks to assist in skills building based on client stages of change.



OUTCOMES

- Clients have enrolled in the RISE and MATCH programs, ACCES-VR, and educational programs.
- Determining readiness for change with URICA scales, is beneficial in tailoring the intervention approach and programming.
- Identified challenges in implementing group work, individual sessions are more popular with clients.



TIPS

- Leverage a range of internal and external resources: education programs, career interest inventories, benefits management, and certificate programs
- Utilize incentives to increase client participation and retention
- Utilize motivational interviewing and the Transtheoretical Model to inform client centered program design