

Getting to Work DOL/HUD Employment Curriculum

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Employment & Health Outcomes

- Working has been positively correlated with improved physical and mental health for people living with HIV in a number of initial research studies in this area.
- Preliminary findings indicate that going to work after not working was associated with a decrease in health risk behaviors for some
- less susceptible to depression



Employment & Health Outcomes

Ontario HIV Treatment Network, University of Toronto

- employment status was positively and strongly associated with both physical and mental health.
- a steeper decline in health following job loss among people with HIV who were suffering from poorer physical health to begin with, indicating that healthier people may be more resilient to the negative health effects of unemployment.
- Overall, this body of research suggests that with work comes health, and also that the quality of work may make a difference to health.



Employment & Health Outcomes

The Impact of HIV on Employment: a Retrospective Analysis of the Characteristics of Persons with HIV Disease Seeking Job Placement Services

- The principal finding was that HIV is frequently not the primary vocational impediment for PLWHA.
- This study also revealed that PLWHA who continued to work were less susceptible to depression and lived longer than those who disengaged

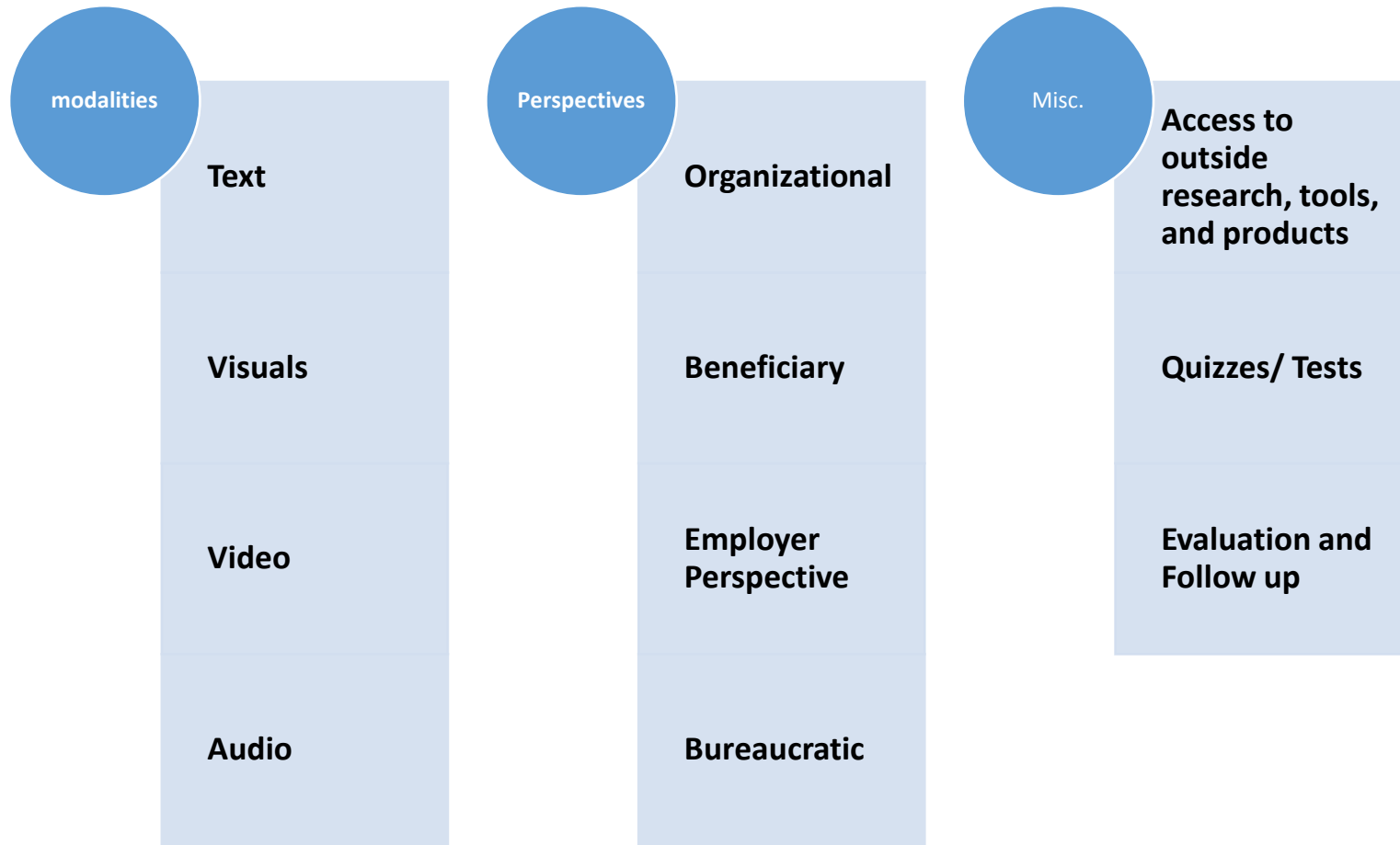


Employment & Health Outcomes

Labor Force Participation and Health-Related Quality of Life in HIV-Positive Men Who Have Sex with Men: the Multicenter AIDS Cohort Study

- employment is associated with better physical and mental health quality of life
- people whose physical health is less stable when they lose their jobs may experience steeper declines upon unemployment than those with better health.

Curriculum Design



Understanding the Value of Employment (Module 1),

test.courseware.c4designlabs.com/moodle/mod/scorm/player.php?/5 - Google Chrome
test.courseware.c4designlabs.com/moodle/mod/scorm/player.php?/5



MENU

Getting to Work Module 1 > Introduction > Outline

[Introduction to the module](#)

[Learning Objectives](#)

Outline

[List of Handouts and Resources](#)

[How to Navigate](#)

The HIV/AIDS Epidemic in the U.S.

[The 1980s](#)

[From 1990 to Today](#)

[Interactive: Slideshow](#)

[Employment Needs of PLWHA](#)

[Living and Working with HIV Today](#)

[Value of Work](#)

[HIV/AIDS Today](#)

[Interactive: Employment's Role](#)

The Episodic Disability Paradigm

[How Do Episodic Disabilities Impact](#)

[Employment? Part 1](#)

[How Do Episodic Disabilities Impact](#)

[Employment? Part 2](#)

[Workplace Accommodation and](#)

[Disclosure](#)

The Benefits of Employment for People

[Living with HIV/AIDS](#)

[A Review of Research Findings](#)

[Interactive: A Review of Research](#)

[Findings](#)

[The Ontario Cohort Study](#)

[Summary](#)

[Quiz](#)



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Getting to Work: A Training Curriculum for HIV/AIDS Service Providers



DOL, ODEP Workplace Flexibility Toolkit

The screenshot shows a Moodle course page with the following content:

- Introduction to module 1**
- Learning Objectives**
- Outline**
- List of Handouts and Resources** (highlighted in orange)
 - [AIDS.gov Employment Page](#) (Type: Webpage)
 - [DOL/ODEP HIV/AIDS Topic Page](#) (Type: Webpage)
 - [DOL/ODEP Workplace Flexibility Toolkit](#) (Type: Webpage)
 - [Healthy People 2020](#) (Type: Webpage)
 - [Episodic Disabilities by the Canadian Working Group on HIV and Rehabilitation](#) (Type: Webpage)
 - [National HIV/AIDS Strategy for the United States](#) (Type: Webpage)
 - [National Working Positive Coalition](#) (Type: Webpage)
 - [Office of National AIDS Policy \(ONAP\)](#) (Type: Webpage)
 - [The Deteriora HIV Treatment Network Cohort Study \(DCS\)](#) (Type: Webpage)
- How to Navigate**

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Screen Shot

The screenshot shows a web browser window displaying a course page. The address bar shows the URL: <http://test.courses.cdcdesignlabs.com/mod/zoom/player.php>. The page title is "Getting to Work Module 1 > Introduction > List of Handouts and Resources".

The page layout includes a navigation menu on the left with the following items:

- Introduction to module 1
- Learning Objectives
- Outline
- List of Handouts and Resources (highlighted in orange)
- How to Navigate

The main content area displays a list of resources, each with a PDF icon and a title:

- Research Bibliography on HIV and Employment (Type: Wikipedia)
- Employment's Role in Supporting Federal HIV/AIDS and Homelessness Initiatives (Type: PDF)
- The Business Case for Employing Qualified Individuals with HIV/AIDS (Type: PDF)
- Federal Strategic Plan to Prevent and End Homelessness (Type: PDF)
- HIV/AIDS Employment Reasonable Accommodations Report (Type: PDF)
- HIV/AIDS Service Providers with Employment/Training Services (Type: PDF)
- HIV Continuum of Care Initiative Summary (Type: PDF)
- Institute on HIV/AIDS and Employment Event Report (Type: PDF)
- A Resource Guide for Employees Living with HIV/AIDS (Type: PDF)

At the bottom of the page, there is a navigation bar with "First" and "Last" buttons, and a page indicator: "Page 3 of 24 Getting to Work: A Training Curriculum for HIV/AIDS Service Providers".

The Windows taskbar at the bottom shows the system tray with the time 8:49 AM and date 9/22/2014.

Screen shot

http://next.courseware442.org/rls.com/ncode/mod/lesson/view.php?id=1

http://next.courseware442.org/rls.com/ncode/mod/lesson/view.php?id=1

MENU Getting to Work Module 1 > Introduction > List of Handouts and Resources

| | |
|--------------------------------|--|
| Introduction to module 1 | The Business Case for Employing Qualified Individuals with HIV/AIDS Type: PDF |
| Learning Objectives | Federal Strategic Plan to Prevent and End Homelessness Type: PDF |
| Outline | HIV/AIDS Employment Readable Proceedings Report Type: PDF |
| List of Handouts and Resources | HIV/AIDS Service Providers with Employment/Training Services Type: PDF |
| How to Navigate | HIV Continuum of Care Initiative Summary Type: PDF |
| | Institute on HIV/AIDS and Employment Event Report Type: PDF |
| | A Research Guide for Employees Living with HIV/AIDS Type: PDF |
| | A Review of Research Findings: Looking Closer at Issues Related to HIV Type: PDF |
| | Success Stories - Individual, Employers, and HIV/AIDS Service Provider Examples Type: PDF |

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8:52 AM 8/22/2014

Adopting an Employment and Training Mindset Organizationally and Individually (Module 2)

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test.courseware.c4designlabs.com/moodle/mod/scorm/player.php#/5



MENU

Getting to Work Module 2 > Introduction > Outline

Introduction

Learning Objectives

Outline

List of Handouts and Resources

How to Navigate

Outline

Adopting an Employment and Training Mindset - Organizationally and Individually is divided into four parts. Click the below links to go directly to each section.

- [What are Employment Services?](#)
- [The Organizational Perspective](#)
- [The Individual Perspective](#)
- [Benefits and Work Incentives](#)



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test.courseware.c4designlabs.com/moodle/mod/scorem/player.php/18

MENU Getting to Work Module 2 > The Organizational Perspective > The Vocational Process for Organizations

The Vocational Process for Organizations

Client-Focused Considering Work Model

Listen to audio:
The Vocational Process for Organizations

0:00

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11:28 AM 9/2/2014

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test.courseware.c4designlabs.com/moodle/mod/scorm/player.php?/301

MENU Getting to Work Module 2 > The Individual Perspective > The Vocational Process for Individuals

The Vocational Process for Individuals

Client-Focused Considering Work Model

Listen to audio:
The Vocational Process for Individuals

▶ 0:00 🔊

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11:31 AM 8/2/2014

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test.courseware.ckdesignlabs.com/moodle/mod/scorm/player.php#352

MENU | Getting to Work Module 2 > Transition-to-Work Issues > Relevant Laws and Regulations

Relevant Laws and Regulations

Click the Thumbnails below to learn more.

| | | |
|---|--|--|
|  Americans with Disabilities Act (ADA) |  Rehabilitation Act of 1973 |  Workforce Investment Act (WIA) |
|  Family and Medical Leave Act (FMLA) |  The Health Insurance Portability and Accountability Act (HIPAA) |  Patient Protection and Affordable Care Act (ACA) |

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SSI and SSDI “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

Incorporating Employment into the HIV/AIDS Service Menu (Module 3)

The screenshot shows a Moodle course page in a Google Chrome browser. The address bar displays the URL: test.courseware.c4designlabs.com/moodle/mod/scorm/player.php#/5. The page title is "Getting to Work Module 3 > Introduction > Outline".

On the left side, there is a "MENU" section with a hamburger icon. The menu items are:

- Introduction to Module 3
- Learning Objectives
- Outline** (highlighted in orange)
- List of Handouts and Resources
- How to Navigate

The main content area on the right is titled "Outline" and contains the following text:

Incorporating Employment into the HIV/AIDS Service Menu is divided into three parts. Click the below links to go directly to each section.

- [Partnerships for Success: Cultivating Collaborations](#)
- [Examples of and Results from Internal Programs Implemented by HIV/AIDS Service Providers](#)

At the bottom of the page, there is a navigation bar with the following elements:

- Navigation icons: back (left arrow) and next (right arrow).
- Page number: "Page 3 of 29".
- Course title: "Getting to Work: A Training Curriculum for HIV/AIDS Service Providers".
- Two circular icons: a globe and a person with a plus sign.

The Windows taskbar is visible at the bottom of the screen, showing the Start button, taskbar icons for Internet Explorer, File Explorer, Google Chrome, and PowerPoint, and the system tray with the date and time: "11:01 AM 9/2/2014".



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