

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

- **Modalities**
 - Text
 - Visuals
 - Video
 - Audio
- **Perspectives**
 - Organizational
 - Beneficiary
 - Employer Perspective
 - Bureaucratic
- **Misc.**
 - Access to outside research, tools, and products
 - Quizzes/ Tests
 - Evaluation and Follow up

Understanding the Value of Employment (Module 1),

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 MENU	Getting to Work Module 1 > Introduction > Outline	
Introduction to the module	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 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
Learning Objectives		
Outline		
List of Handouts and Resources		
How to Navigate	The Episodic Disability Paradigm How Do Episodic Disabilities Impact Employment? Part 1 How Do Episodic Disabilities Impact Employment? Part 2 Workplace Accommodation and Disclosure	

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

Introduction to module 1	AIDS.gov Employment Page Type: Webpage
Learning Objectives	DOL/ODEP HIV/AIDS Topic Page Type: Webpage
Outline	DOL/ODEP Workplace Flexibility Toolkit Type: Webpage
List of Handouts and Resources	Healthy People 2020 Type: Webpage
How to Navigate	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 Ontario HIV Treatment Network Cohort Study (OCS) Type: Webpage



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

Introduction to module 1

Learning Objectives

Outline

List of Handouts and Resources

How to Navigate



Research Bibliography on HIV and Employment

Type: Webpage



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 Roundtable Proceedings 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



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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 Roundtable 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 Resource 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







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

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 MENU Getting to Work Module 2 > Introduction > Outline

Introduction	<h2>Outline</h2> <p><i>Adopting an Employment and Training Mindset - Organizationally and Individually</i> is divided into four parts. Click the below links to go directly to each section.</p> <ul style="list-style-type: none">• What are Employment Services?• The Organizational Perspective• The Individual Perspective• Benefits and Work Incentives
Learning Objectives	
Outline	
List of Handouts and Resources	
How to Navigate	

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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



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The Vocational Process for Individuals

Client-Focused Considering Work Model



Listen to audio:
The Vocational Process for Individuals





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

Relevant Laws and Regulations

Click the Thumbnails below to learn more.



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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)

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Getting to Work Module 3 > Introduction > Outline

Introduction to Module 3	<h2>Outline</h2> <p>Incorporating Employment into the HIV/AIDS Service Menu is divided into three parts. Click the below links to go directly to each section.</p> <ul style="list-style-type: none">• Partnerships for Success: Cultivating Collaborations• Examples of and Results from Internal Programs Implemented by HIV/AIDS Service Providers
Learning Objectives	
Outline	
List of Handouts and Resources	
How to Navigate	

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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

