

Mentor Program Development for HIV+ Youth

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Presentation Summary

Conceptual strands

- Self Care Skills Management
- Social Support
- Mentoring Program Characteristics

2015 Summer Program

- Mentors
- Mentees
- Evaluation Results

Why Are Self-Care Skills Management Programs Needed?

- Increase in:
 - Perinatally infected youth aging into adolescence and young adulthood
 - Behavioral infection in teens & young adults
- HIV change from acute to chronic illness
- Differences between adolescent & adult care venues

Why Are Self-Care Skills Management Programs Needed (cont.)?

- Inadequate levels of adherence among youth (Zanoni, 2014)
- Lack in basic information to help them manage their health (Barnes, 2007)
- Lack peer support available to others with chronic illness (Abramowitz, 2009)

SMI Experience To-date

Adults

- Contributes to improved adherence in the chronically ill (Holman & Lorig, 2004)
- Improved outcomes compared to standard of care (Newman, 2004)

Youth

- Focus predominately on education
- Need for multi-modal, manualized SMI

Benefits of Social Support

- Promotes medication adherence
- Indirectly mediates:
 - Self efficacy
 - Positive thinking
- Mitigates depression

Mentor Program Conceptual Approach

- Successful programs promote youth buy-in to program goals
- Emphasis on social support's role in:
 - enhanced self efficacy
 - improved adherence
- Focus on developmental vs. instrumental skills

Mentor Programs

- Typically involve youth with adult mentors
- Benefits to mentors
 - personal growth
 - development of interpersonal skills & sense of accomplishment
- Way to involve youth throughout the year

Mentor Program Development

- Staff: 2 psychologists, 2 youth staff, and PhD
- 2 – 3 meetings/month January – March
- Identified Mentor Roles and Responsibilities
- Developed Mentor Contract
- Created Mentor Training Curriculum
- Developed Evaluation Measures
- Updated Summer Program to integrate Mentors into activities

Mentor Responsibilities

- Understand program goals and objectives
- Understand what mentoring is and what it does
- Complete Mentoring Training Program
- Attend and participate in work activities. Call mentees to alert them of upcoming activities.
- Attend supervision with psychologist and individual supervision as needed
- Participate in program evaluation

Mentor Relational Skills

- Serve as a role model
 - Be adherent to care
 - Conform with RW quality indicators
- Encourage participation and discussion making participants feel safe and comfortable sharing
- Share experiences if they support knowledge and skill-building

Relational Skills (cont.)

- Prepared to encounter sensitive personal experiences
- Recognize participants with an emotional issue and refer them to appropriate staff
- Keep participant information confidential
- Be non-judgmental
- Work with clinical supervisor and consumer advocates to develop conflict management skills to diffuse uncomfortable situations

Knowledge Skills

HIV 101

Listening and Counseling Skills

Skills of Daily Living

- Housing
- Employment
- Budgeting
- Healthy Eating & Exercise

Work Skills

- Maintain good work habits – come on time & stay until work is finished
- Perform role as assigned
- Contact supervisor if unable to attend or cannot complete work assignment
- Attend
 - debriefing meetings before and after sessions
 - weekly supervision session with the Youth Staff and mental health professional

Mentor Training/Summer Program Content

- Introduction to Mentoring
- HIV 101
- Who Am I? Valuing Myself
- Making and Accomplishing Goals
- Mentoring Skills
- Coping with Stress
- Challenges to Being a Mentor
- Nuts and Bolts of Daily Life
- Healthy Lifestyle
- Program Introduction & Ice Breaker
- HIV 101/Being an Informed Consumer
- Values as Guides to Decision Making
- Making & Accomplishing Goals
- Coping with Stress
- Self Esteem & Healthy Relationships
- Disclosure
- Nuts & Bolts of Daily Life
- Goals Update

Summer Program Logistics

Program Participants

- Two Hour Group Sessions Twice a Week 6 Weeks
- Friday afternoon therapeutic recreation activities

Mentors

- Weekly debriefing with Youth Staff
- Bi-weekly supervision with Psychologist

Program Expense

- Consumer Youth Staff: NYU salaried staff
- Mentors: Hired as Project Assistants @ \$10/hour
- Summer Program Participants: Hourly participation incentive @ \$10/hour
- Light dinner before group sessions and metro card

Participant Characteristics

- Average attendance
 - July: 22
 - August 18
- Mean Age: 23.53 (SD = 4.1)
- Clinic: 75% Bellevue Hospital
- Ethnicity: Black (40%); Hispanic (30%); both (20%)
- Gender: 50% Male/Female
- Employment: Looking (61%); Part-time (22%); Full time: (17%)

Mentor Evaluation Results

- * Positive about preparation for and experience with Mentees
- * Glad for opportunity to share issues and concerns and learn they are not the only people in the world with these problems
- * Suggestions for improvement:
 - training applying program tools
 - help coping with Mentee stress

What Participants Learned

- About other people; their courage, goals, likes & fears; and that I am not the only one with these feelings
- About medications (i.e., side effects and effect of non-adherence) and how they prevent maternal transmission
- About HIV complications; ways to take care of myself, learning to ask for help even if you don't want to), decreasing HIV transmission risk
- How to value myself, how to overcome barriers

What Participants Learned (cont.)

- How much I spend on unnecessary things, how to budget
- How to act during a job interview
- How to handle emotions and different ways to cope with my struggles

What Was the Best?

- Being with people I feel comfortable with
- Participating with larger group and getting to know members
- People in program
- Chance to interact with peers in activities
- Getting to know new people & building connections
- Speaking in large groups to hear everyone's past

Building Social Support

	Wanted	Outside Group	Mentor	Inside Group
How often did a person outside group provide information/advice re relationships?	5 (35.7%)	6 (42.8%)	6 (42.8%)	5 (35.7%)
How often have you wanted to feel loved and cared about	9 (64.2%)	8 (57.2%)	12 (85.8%)	8 (61.6%)
How often have you wanted to feel respect, approval and/or acceptance	10 (71.4%)	13 (92.8%)	15 (100%)	13 (92.8%)

Suggestions to Improve Program

- Program Organization
 - More/better
- Session Organization
 - Better & Longer sessions
 - More time with mentors to complete activities
- Additional Content
 - Greater Focus on Tools
 - Add creative element
 - Help others not be scared to participate
- Increase sensitivity to boundary issues

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