
Review of Key Research Related to the Implementation of the National HIV/AIDS Strategy

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Need for HIV Employment Research

- Mandates of National HIV/AIDS Strategy
 - Institute of Medicine (2012)
 - Dramatic reduction in HIV services
 - Economic downturn
 - Health care reform
 - Requiring people living with HIV/AIDS to work
 - Change - without benefit of substantial research
 - Preliminary evidence indicates that employment can be beneficial for many, but not for all.
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Conceptual Framework

- Increased focus on social determinants of health
 - World Health Organization (2007, 2008, 2010)
 - *the lower a person's socioeconomic status, the worse the health outcomes*
 - Action plan and monitoring efforts established to increase awareness and reduce impact of poverty and other social determinants of poor health outcomes
 - Centers for Disease Control and Prevention (2010)
 - White Paper on the Social Determinants of Health, National Center for HIV/AIDS, Viral Hepatitis, STD, and TB Prevention
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National Working Positive Coalition Vocational Training and Employment Needs Survey (Conyers, 2008)

- Survey research methods identified vocational development and employment needs of 2506 individuals with HIV/AIDS
 - Volunteer participants recruited in collaboration with local and national ASO across country
 - Funded by NIDRR & NYS AIDS Institute
 - Sample reflected broad demographics of PLWHA
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NWPC-VDENS Key Findings

- DOL Employment Roundtable Proceedings (2010)
 - Great health, gender, economic, educational diversity
 - Low level of knowledge and use of vocational services
 - About 1/3 or less; women lower levels of knowledge
 - Lack of knowledge of work incentives and benefits counseling
 - Employment discrimination rarely reported
 - Use of VR associated with reduction in health risk behaviors, increased access to care and job supports
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Consistent with other research

- Unemployed PLHA are 4-6 times less likely to access VR services, receive VR services and achieve an employment outcome than the overall population of people with disabilities (Jung, 2010).
 - Many PLWHA want to work and face significant barriers to employment
 - Many report having no employment services in their area
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Health Risk Behaviors

Since my current job, my... (if previously unemployed, n=277)

	Decreased	Increased	No Change
■ Alcohol use	36.6%	1.5%	62.2%
■ Drug use	35.2%	2.7%	62.1%
■ Unprotected sex	29.2%	5.8%	57.8%
	Increased	Decreased	No Change
■ Self-care	50.2%	10.2%	39.6%

Review of Research: HIV/ Employment

■ Positive Outcomes

- Increased income
- Autonomy/status
- Productivity
- Supportive boss
- Daily structure
- Increased skills
- Improved mental health
- Feeling less disabled
- Reduced stigma

■ Negative Outcomes

- Unstable work
- Psychosocial factors
 - Low decision-making
 - Job insecurity
 - High demands
- High stress
- Poor work conditions
- Lack of support
- Reduced adherence to medications

Clear Benefits of VR Services

- Vocational rehabilitation services can play an important role in health and prevention strategies outlined in the NHAS (Conyers and Boomer, 2012; Datti & Conyers, 2010)
 - Those who used VR services reported (compared to those who did not)
 - 4% more receipt of ongoing medical care
 - 26% more receipt of drug and alcohol treatment
 - 16% more receipt of mental health counseling
 - 13% more receipt of case management services
 - 28% more used services to help them keep a job
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Examining the Role of VR in NHAS

- Based upon Andersen's Model of Health Care Utilization
- Identified 3 factors associated with use of VR
 - Job confidence
 - Health perceptions - negative direct effect on access to care
 - HIV-related stigma – no direct effect on any outcome variable
- 3 Research Questions
 - What is the relationship among factors associated with VR use?
 - Are factors associated with VR use also associated with access to care, use of job support services and reduced risk of HIV transmission?
 - What unique role does use of VR plan in access to care and HIV prevention?

Structural Equation Model Findings

- What is relationship among factors
 - Job confidence => reduced stigma => use VR
 - + Health perceptions => reduced stigma => use VR
 - Reduced HIV stigma => increased use VR
 - HIV-related stigma
 - no direct path to VR use
 - Use of VR services had a direct effect on
 - Reducing health risk behaviors (beta = .17)
 - Increasing access to care (beta = .54)
 - Increasing job support services (beta = .71)
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Unique Role of VR Services

- Use of VR services plays a unique role in achieving goals of the National HIV/AIDS Strategy
 - Indirect paths from either health perception or job confidence (through reduced stigma) that excluded use of VR is not significant. VR plays a role in:
 - Reduced health risk behaviors
 - Increased job support services
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Limitations of Study and Future Research

- Volunteer sample
 - May not represent all of those with HIV/AIDS
 - No measurement of individuals under 18
 - Many connected to AIDS Service Organizations
 - Survey research design
 - Not able to determine impact of services
 - Rely on self-report – need data from medical records
 - Need more research utilizing experimental design
 - Early stages of HIV and employment research
 - Need to further develop measures to assess health and prevention outcomes
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Conceptual Models

- Models of Health Beliefs (Razzano, 2005)
 - Psychosocial Aspects of Work (Sergio Rueda)
 - Episodic Disability Framework (O'Brien et al. 2013)
 - Theory of Planned Behavior (Hergentrather, 2005)
 - Behavioral Model of Vulnerable Populations (Datti, 2010)
 - Client-Focused Considering Work Model (Conyers)
 - Supported Employment (Escovitz, 2005, Razzano)
 - Social Determinants of Health (Millet et al. 2012; Webel et al. 2013)
 - Social Cognitive Career Theory (Maguire et al., 2008)
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Research on Women (Webel et al. 2013)

- Cross sectional, survey study with 260 women living with HIV in Northeast Ohio and San Francisco, CA
- Examine the relationship between social context vulnerabilities and HIV self-management using a feminist sociological perspective
- Employment captured by a single question, “Do you work for pay?”
- Being an employee was associated with increased daily HIV self-management practices

- Webel, AR., Cuca, Y., Okonsky, JG, Asher, AK., Kaihura, A & Salata, RA. (2013) The Impact of Social Context on Self-Management in Women Living with HIV. *Social Science and Medicine*. 87, 147-154 PMID: PMC3656470
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Webel et al. (2013) Conclusions

- Supports the positive impact of being an employee on women living with HIV
 - Previous work found that women living with HIV derive a sense of self-worth from work
 - Benefits extend beyond income generation to a daily organization routine that helps women complete their self-management tasks
 - May also help balance personal health needs with her caregiver roles
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Men who have sex with men

- Comparisons of Disparities and Risks of HIV Infection in Black and other men who have sex with men in Canada, UK, and US: a meta-analysis – Greg Millet, et al. (2013)
 - Noted that low income, unemployment, incarceration, and low education are not only interrelated but also all are independently associated with HIV infection.
 - Recommendation: HIV epidemics in black men who have sex with men are inextricably linked to social and economic environments that should be considered and addressed to successfully stem disparities in HIV infection.
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Limitations & Future Directions

- The majority of research studies in this area have a number of limitations including voluntary samples and cross-sectional design.
 - More longitudinal research is needed to better assess the impact of employment transitions on health and prevention outcomes over time.
 - Need to develop and evaluate more gender and culture specific interventions that address both HIV health and vocational development needs.
 - There is a critical need to provide training to AIDS service professionals and to evaluate the impact of this training.
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Future Research

- Investigation of the vocational development and health needs of African American women who participated in a gender and culturally tailored HIV prevention and vocational development (micro enterprising) intervention
 - Exploring the inclusion of assessment of unmet vocational needs into routine intake and needs assessments conducted by the PA DOH and local HIV clinic.
 - Longitudinal; Psychosocial Measures
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