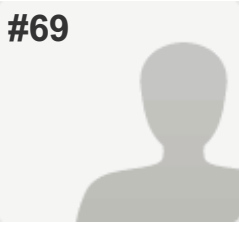


Ending the Epidemic Task Force Recommendation Form

#69



COMPLETE

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Q1: OPTIONAL: This recommendation was submitted by (please provide your first and last name, affiliation, and email address)

Respondent skipped this question

Q2: Title of your recommendation

Training, education, vocational rehabilitation and workforce development

Q3: Please provide a description of your proposed recommendation

AIDS Institute funded linkage to and retention in care programs should newly support training, education, vocational rehabilitation and workforce development opportunities for PLWHA at all points of engagement. Specifically, we recommend the AIDS Institute to do the followings:

- Issue guidance on how providers would approach discussions with clients related to transition to work.
- Revise program policies and procedures to include assessment of employment needs of PLHIV from initial intake throughout service delivery, with responsive information and referral, or direct delivery of employment services, and required data collection tracking PLHIV employment needs and service delivery.
- Through the AIDS Institute Regional Training Center, provide overview training to all AIDS Institute-funded providers about 1) barriers and challenges for PLWHA to engage in employment, vocational training and rehabilitation services, and 2) availability of resources (e.g., ACCES-VR, Ticket-to-Work, NYESS, Dept. of Labor, Workforce Investment Boards (WIBs), OTDA, HRA – and community-based HIV employment programs).
- Increase funding for linkage to and retention in care programs to include a consumer education component on training, education, and vocational rehabilitation and workforce development opportunities for people living with HIV/AIDS. In addition, funded programs would make referrals to government and community-based programs such as ACCES-VR, Ticket to Work, NYESS, OASAS, Work Incentive Planning and Assistance (WIPA), Legal Action Center, American Job Centers (One Stops), the OTDA HIV/AIDS Employment Initiative and other community-based HIV employment programs.
- Identify and eliminate barriers/discouragement to work and increase incentives/encouragement to work.

Q4: For which goal outlined in the Governor's plan to end the epidemic in New York State does this recommendation apply? (Select all that apply)

Other (please specify)
Employment which will lead to improved health outcomes

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Q5: This recommendation should be considered by the following Ending the Epidemic Task Force Committee (Select all that apply)

Housing and Supportive Services Committee:
Develop recommendations that strengthen proven interventions enabling optimal engagement and linkage and retention in care for those most in need. This Committee will recommend interventions that effectively address complex and intersecting health and social conditions and reduce health disparities, particularly among New York's low-income and most vulnerable and marginalized residents. These interventions will diminish barriers to care and enhance access to care and treatment leaving no subpopulation behind.

Q6: Does this recommendation require a change to an existing policy or program, or the creation of a new policy or program?

New policy

Q7: Would implementation of this recommendation be permitted under current laws or would a statutory change be required?

Permitted under current law

Q8: Is this recommendation something that could feasibly be implemented in the short-term (within the next year) or long-term (within the next three to six years)?

Within the next year

Q9: What are the perceived benefits of implementing this recommendation?

1. Creates a more skilled workforce so PLWHA can obtain jobs and be more self-sufficient.
2. Increases the knowledge of PLWHA among providers
3. Connects PLWHA with potential providers with connections to potential jobs

Q10: Are there any concerns with implementing this recommendation that should be considered?

Coordination among several providers has to be taken into consideration...getting everyone on board could be a lengthy process.

Q11: What is the estimated cost of implementing this recommendation and how was this estimate calculated?

\$50,000 - \$100,000- Salary and fringe for two staff person designated for this project which would include developing and coordinating the following:

- developing guidance on how providers would approach discussions with clients related to transition to work.
- Revise program policies and procedures to include assessment of employment needs of PLHIV from initial intake throughout service delivery
- Through the AIDS Institute Regional Training Center, provide overview training to all AIDS Institute-funded providers about 1) barriers and challenges for PLWHA to engage in employment, vocational training and rehabilitation services, and 2) availability of resources
 - this component would required funding to support the training throughout NYS (\$10,000)
- consumer education component on training, education, and vocational rehabilitation and workforce development opportunities for people living with HIV/AIDS
 - this component would require funding to support the training (travel, food, development of materials, etc) (\$10,000)

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Q12: What is the estimated return on investment (ROI) for this recommendation and how was the ROI calculated?

It's difficult to calculate the ROI based on an increase in PLWHA wages/income and the increase in knowledge of employment/ benefits, etc by providers and PLWHA.

Q13: Who are the key individuals/stakeholders who would benefit from this recommendation?

PLWHA

Q14: Are there suggested measures to accompany this recommendation that would assist in monitoring its impact?

1. Number of PLWHA that enroll become employed
2. Number of training provided to providers
3. Number of training for PLWHA

Q15: This recommendation was submitted by one of the following Advocate