

Vocational Rehabilitation Among HIV+ People in San Francisco

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POSITIVE

RESOURCE

CENTER

Employment and HIV

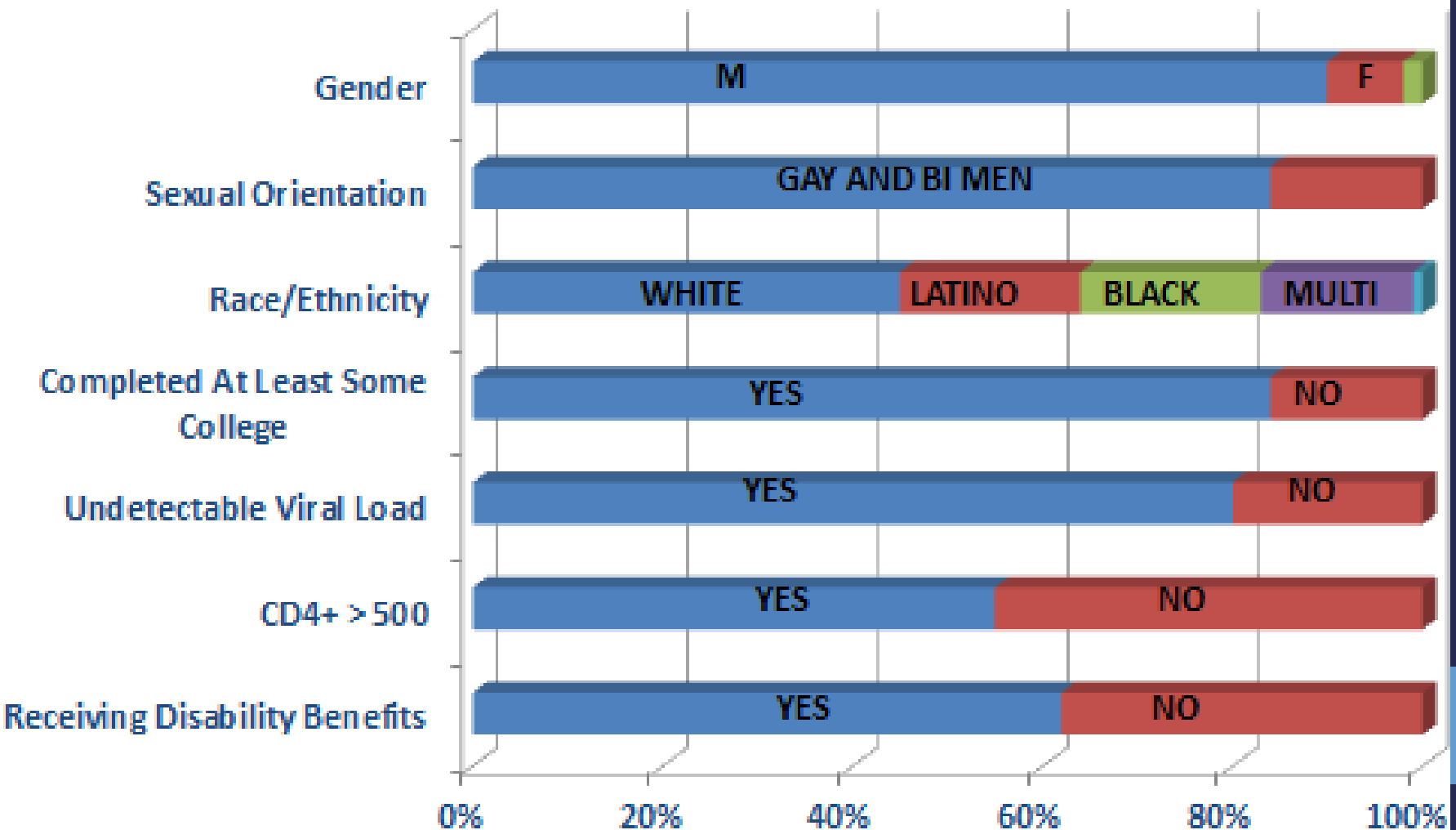
- People living with HIV are highly susceptible to face employment problems, which is associated with declining physical health.
- Unemployment has been linked to lower HAART adherence and diminished quality of life.
- Individuals with more advanced HIV disease, those experiencing syndemics and persons accessing disability benefits display poorer employment outcomes.

Enrollment and DOR

- 108 participants enrolled
 - December 2010-January 2012
 - 92 (85%) completed the 6-month follow-up
- 89 (82%) completed the 12-month follow-up
- 61 clients DOR authorized
 - 22 clients with long-term DOR placements

Demographics

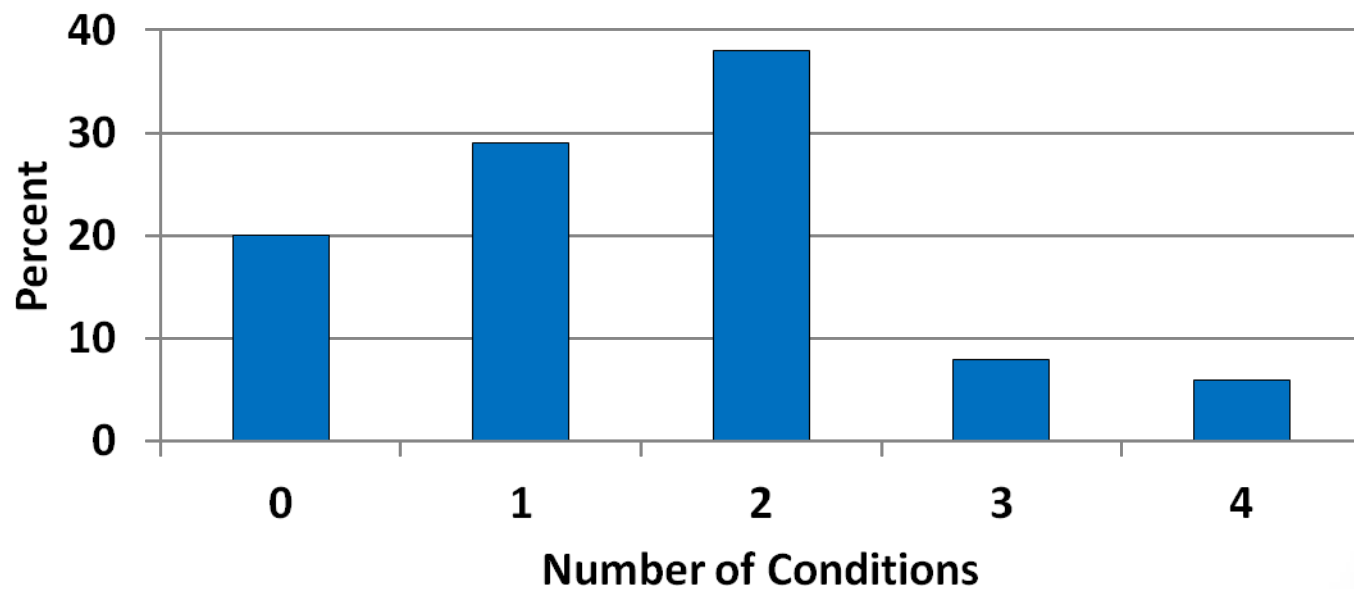
- Age: M = 46.6 (SD = 9.3)
- Time since diagnosis: 14.6 years (SD = 8.4)



Syndemics

- Moderate or Severe Depression (33%)
- Substance Use Disorder (33%)
- Moderate or Severe Food Insecurity (50%)
- Any Housing Instability (20%)

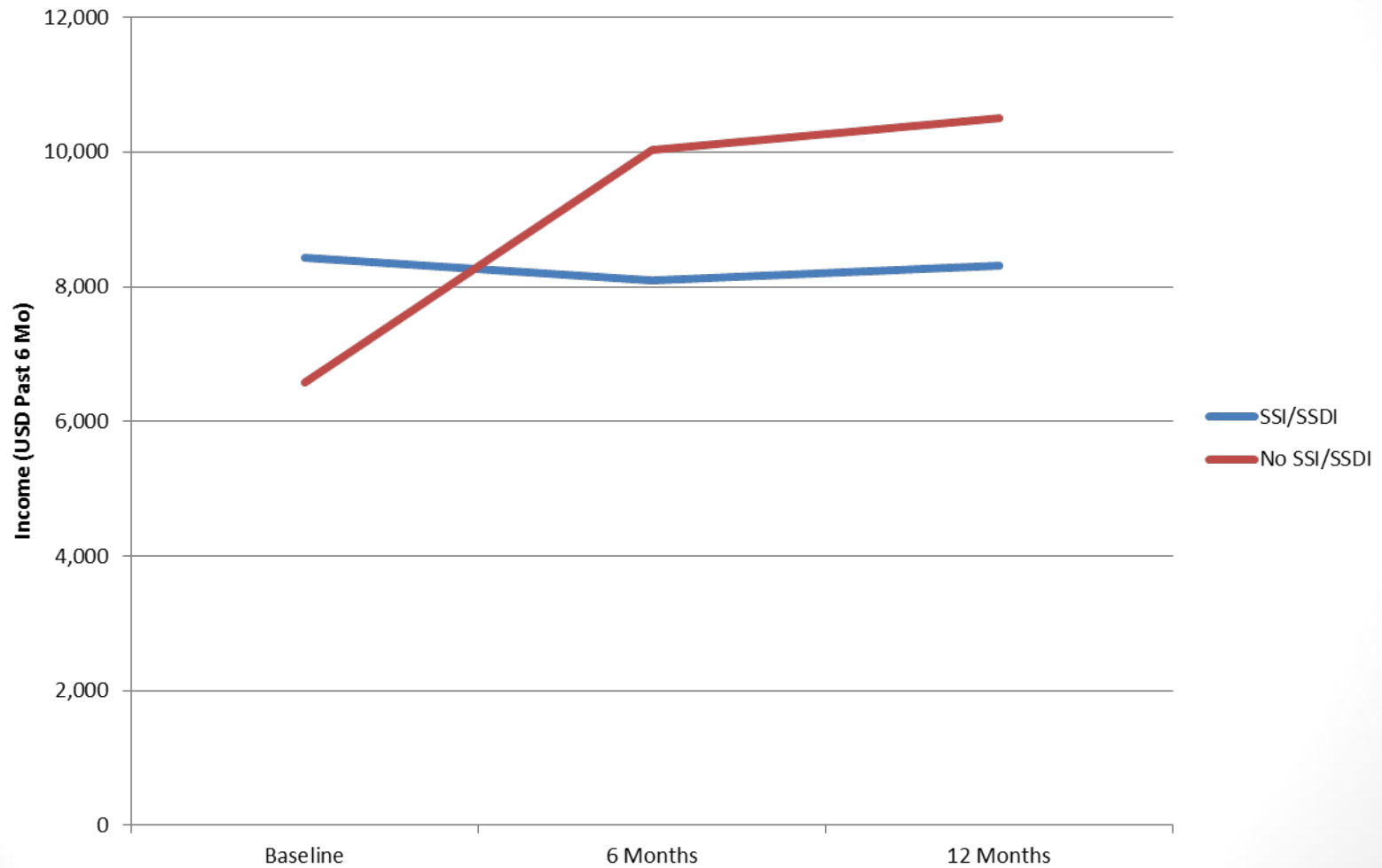
Syndemic Burden

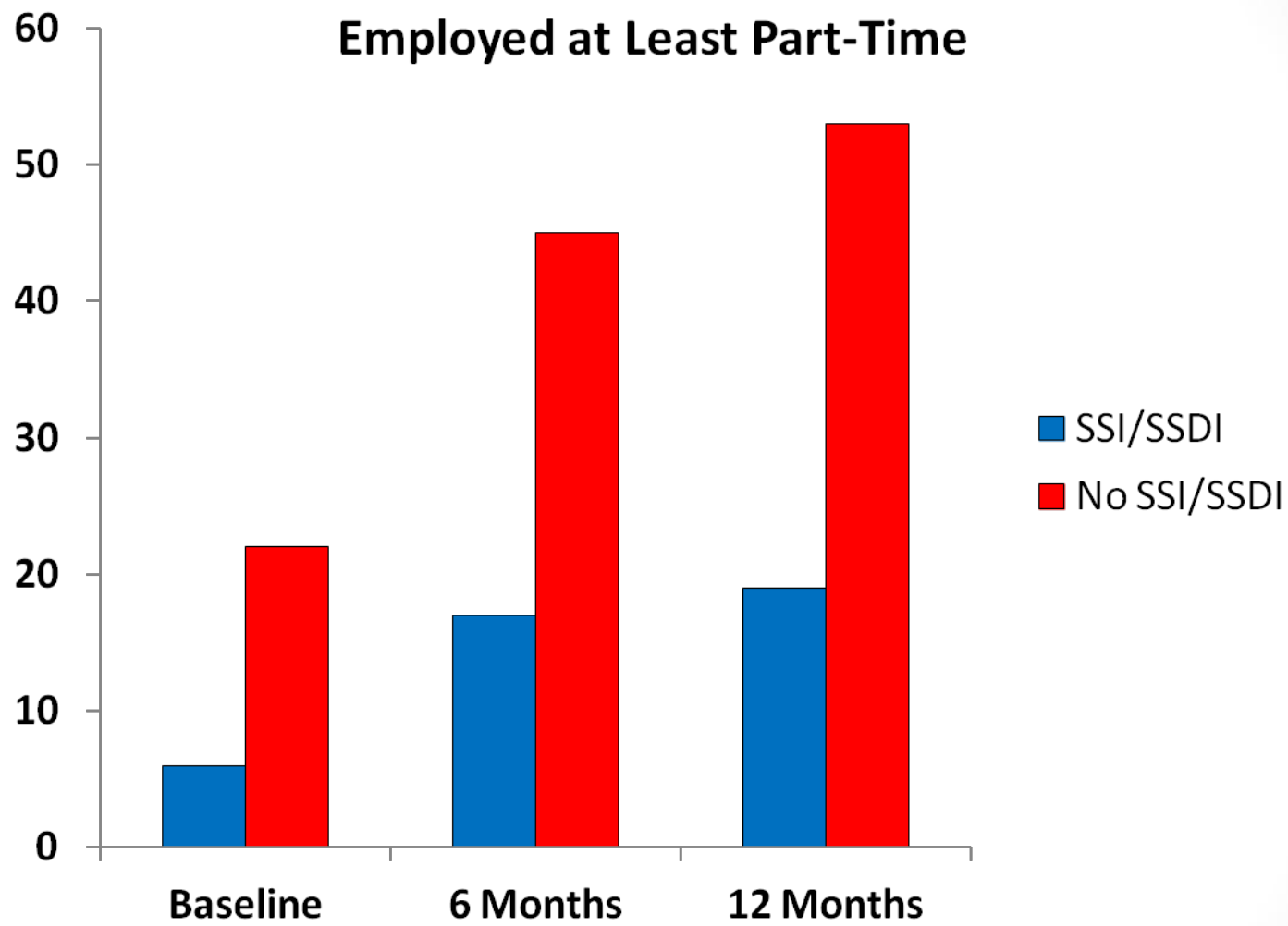


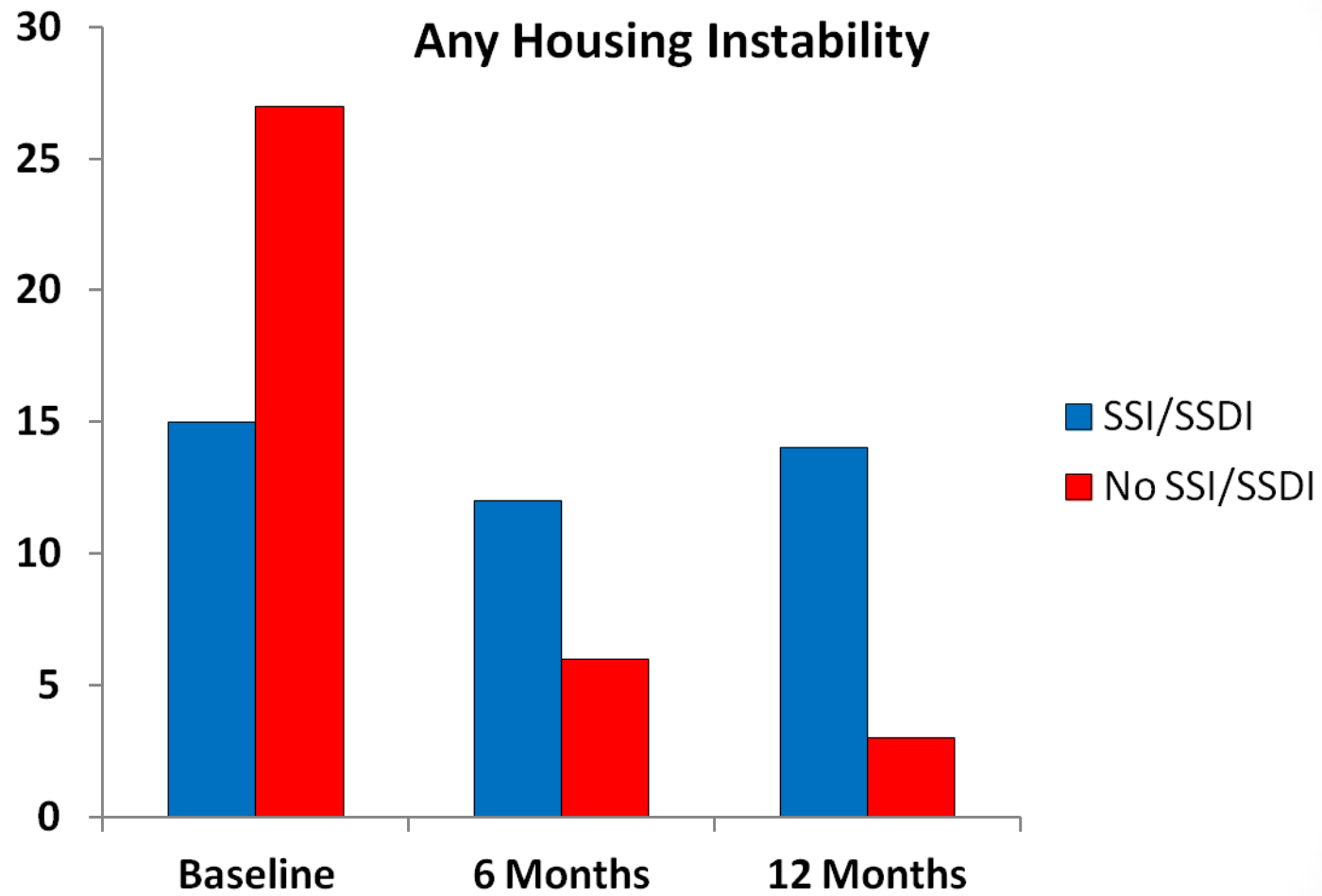
Quantitative Analysis

- We conducted GEE analyses, where over a 12-month follow-up, participants reported:
 - Significantly decreased odds of any unstable housing (AOR= 0.21; 95% CI = 0.05 – 0.90; $p < .05$)
 - Increased odds of being employed at least part-time (AOR = 10.19; 95% CI = 2.40 – 43.21; $p < .01$)
 - Those not on SSI/SSDI at baseline reported increased personal income (past 6 months): \$6,575 to \$10,506.

Personal Income







Qualitative Analysis

- Structural Barriers
- Social Stigma
- Basic Needs & Prioritizing



Structural Barriers

- Participant Not On Disability

“Oh, well, he just berated me. He said what do you think you are some sort of a slouch? **No, you don't deserve disability**, no, no, no. You're not going to parlay this into some sort of disability claim. So, and that was the end of it. **I never seriously pursued it after that.**” (P078)



Structural Barriers

- Participant On Disability

“I don't like the way our culture views disabled people. [...] They make it difficult. I'm so -- I mean even as a legal person it's difficult for me to keep up with it all [...] **It's an oppressive -- it's almost like it's a burden enough to have it, but then you've got the bureaucracy layer on top of it** [...] I mean my little inconveniences, personal inconveniences are nothing compared to just all the stuff around it.” (P063)

Social Stigma

- Participant Not On Disability

“I don't want to be on the system. [...] Yeah, so I guess I don't consider myself unemployed until I'm not going to be on long-term disability. [...] You know, I wasn't cracked out, or I wasn't a screaming drag queen -- and nothing against drag queens, or I was in like, some (inaudible), you know, asking for help. Or, you know, and I look like I didn't need help. And my (inaudible) was just a little too much, it's like, I'm sorry. I can't help you. You know, and that's embarrassing when, you know, you have to go stand in line and then you get refused for it the whole time.”

(P013)



Social Stigma

- Participant On Disability

“[...]just not being accepted by, you know, the normal working society[...] -- I've definitely heard the put downs and I, you know, I mean, it was very verbal and it was very harsh, like, **retarded and crazy and stupid** ” (P053)



Basics Needs & Prioritizing

- Participant Not On Disability

“You know, the idea that I will be supported by some government agency at least for a while is not exciting. [...]And **it terrifies me**, too, and that's an understatement to think that I'm that way or that I'm headed in that direction when, you know, I should have had, yeah, yeah. **It's really scary.**” (P055)

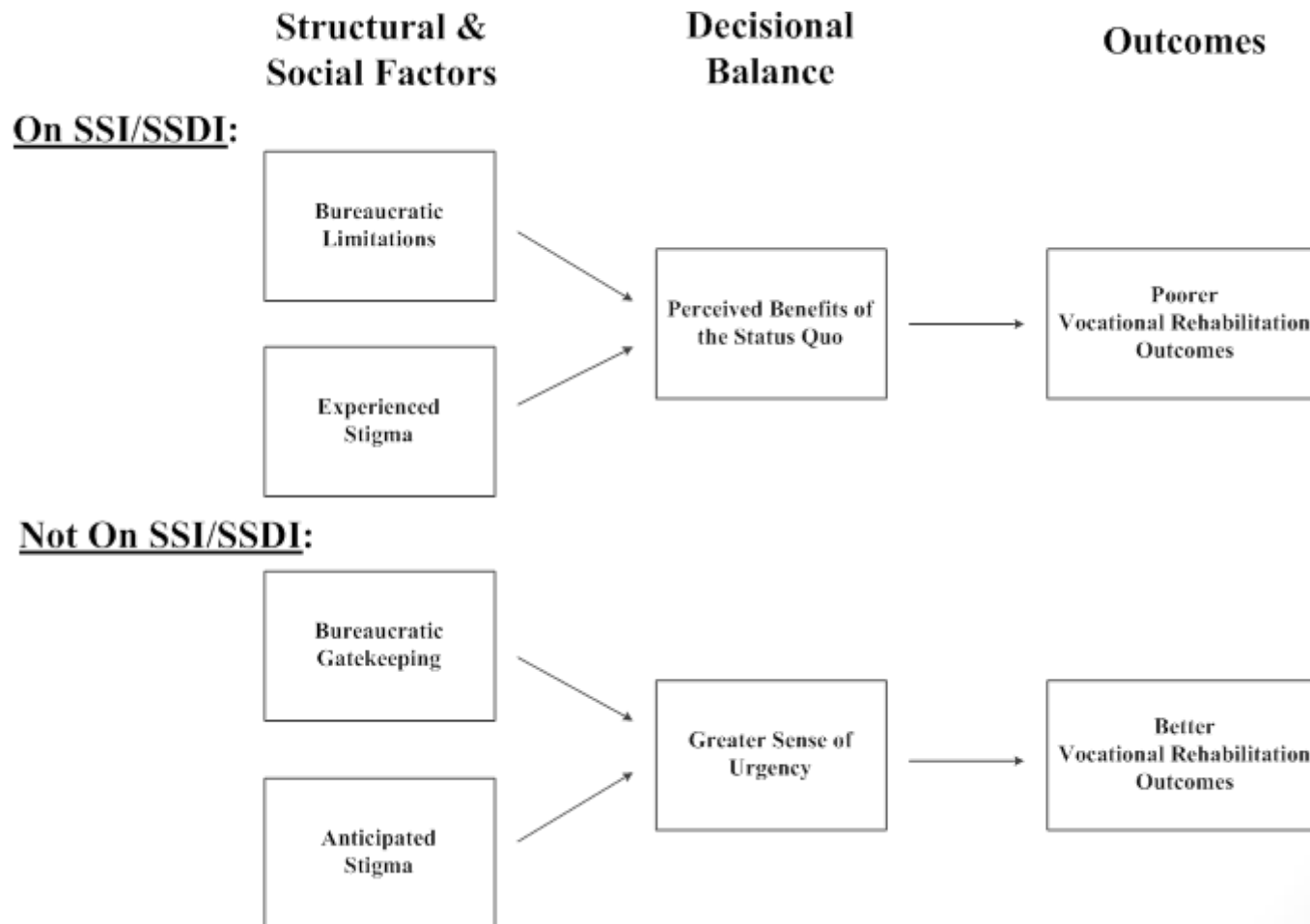


Basics Needs & Prioritizing

- Participant On Disability

“I have to respect my limitations. My limitations tell me I can't hold down a full time job. And I have to respect that, but a lot of people think I'm just being lazy. And so that's one of the drawbacks of being on disability.” (P056)

Social & Structural Influences on Vocational Rehabilitation



Conclusions

- Policy and Programming Implications
- Syndemics
- Role of Providers

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