

# Characteristics associated with employment among HIV+ NYC Ryan White Part A clients\*

## **Broader context:**

- Employment is a key resource for financial/housing stability and self-sufficiency.
- Effective treatments can enable more people living with HIV (PLWH) to join/re-join the workforce; yet about half of PLWH in developed countries are unemployed.
- Research suggests health advantages to employment, including among PLWH.

## **Part A-specific background:**

- The Ryan White Part A program addresses social and health services needs of low-income PLWH; but it cannot fund job placement, job training or other assistance.
- While Part A funds cannot be used to reimburse employment services, Part A providers can potentially support employment through linkages to other services.
- In the summer of 2013, DOHMH analysts merged Ryan White Part A (eSHARE) and HIV surveillance data, and assessed characteristics associated with current employment and becoming employed, among clients served 01/01/12 – 06/30/13.

\* From: *McAllister-Hollod et al. (2013), "Characteristics associated with employment among HIV-positive New York City Ryan White Part A clients" (Poster #287823), presented at the 141<sup>st</sup> Annual APHA Meeting, Boston, MA.*

# Results: Current Employment

## **Among HIV+ adult (aged 18+) Ryan White clients analyzed (N=17,651):**

- 15% of the population was employed, part- or full-time

## **Among those who were *not* reported to be “out of workforce” or doing unpaid/volunteer work only (N=13,067):**

- We found higher odds\* of current employment among clients who were:
  - Educated at/above HS level
  - Enrolled longer in RW
  - Stably housed
  - Younger
  - Male
  - Foreign-born
  - Showing a baseline CD4 count at/above 350 or lacking a baseline CD4 count (e.g., newly diagnosed or out of care)

\* *Adjusted odds ratios, controlling for baseline demographic and clinical characteristics*

# Results (continued): Gaining Employment

## **Among those specifically *not* employed at baseline and re-assessed for employment post-baseline (N=5,766):**

- We found higher odds\* of becoming employed among clients who were:
    - Educated at/above HS level
    - Enrolled longer in RW
    - Stably housed
    - Younger
    - Male
    - Foreign-born
- (CD4 was not a significant predictor in this smaller analysis)

\* *Adjusted odds ratios, controlling for baseline demographic and clinical characteristics*

# Discussion

- Any (part- or full-time) paid employment was rare (15%).
- Odds of employment increased with each level of increased education or enrollment duration and decreased age (gradient effect).
- Among 5,766 PLWH not working at baseline and reassessed for employment status, 7% gained employment by their last assessment.
- Factors associated with gaining employment generally echoed those associated with current employment at last assessment.

# Discussion (continued)

- Education, housing and enrollment duration emerged as modifiable factors associated with both current employment and becoming employed, controlling for demographics and baseline CD4 category.
  - Such modifiable factors represent potential opportunities for intervention.
  - In particular, housing assistance and activities to retain clients in services are within the current scope of the local Ryan White Part A program.
- This analysis was limited by a short timeframe for tracking gains in employment, and a lack of data on disability or prior work history.
  - Part A data collection now includes required questions on disability status and type.