Table 1. Baseline Characteristics[1] and Employment Status of HIV+ Adult (aged 18+) Ryan White Clients Analyzed (N=17,651)

Variable	Category/Value	Percent of Population	Percent Employed
	Overall	100	15
Sex	Male	64	16
	Female	34	13
	Transgender/Other	2	9
Race/ethnicity	Black	54	13
	Hispanic	34	16
	White	9	17
	Other/Unknown[2]	4	24
Age as of 12/31/2011	18-29	13	24
	30-44	30	20
	45-54	36	11
	55 or older	21	8
Place of birth	US or dependency	76	10
	Outside US (foreign-born)	21	34
Baseline CD4 count	No CD4 count in 12 mos. pre-enrollment[3]	7	20
	Latest CD4 in 12 mos. pre-enrollment <350 mm^3	40	12
	Latest CD4 in 12 mos. pre-enrollment ≥350 mm^3	52	14

1. Descriptive data captured via NYC eSHARE, with the exception of laboratory (CD4) test data (as reported to the NYC HIV Surveillance Registry by 06/30/2013); 2. Includes those identified as Asian, Hawaiian, Pacific Islander, American Indian, Alaskan Native, or multi-racial; 3. Includes those newly diagnosed in the 12 months pre-enrollment, or previously diagnosed but lacking a CD4 count in the 12 months pre-enrollment.

Key Points from Table 1.:
- 15% of the population was employed, part- or full-time
- Based on raw percentages, employment was *less common* among clients who were female or transgender, black, older, US-born, and enrolling with a CD4 count below 350 (vs. those with higher CD4 or no CD4 reported in last 12 months)

Figure 1.: Adjusted Odds Ratios (aORs) for Employment, with 95% Confidence Intervals (CIs) (N=13,067*)
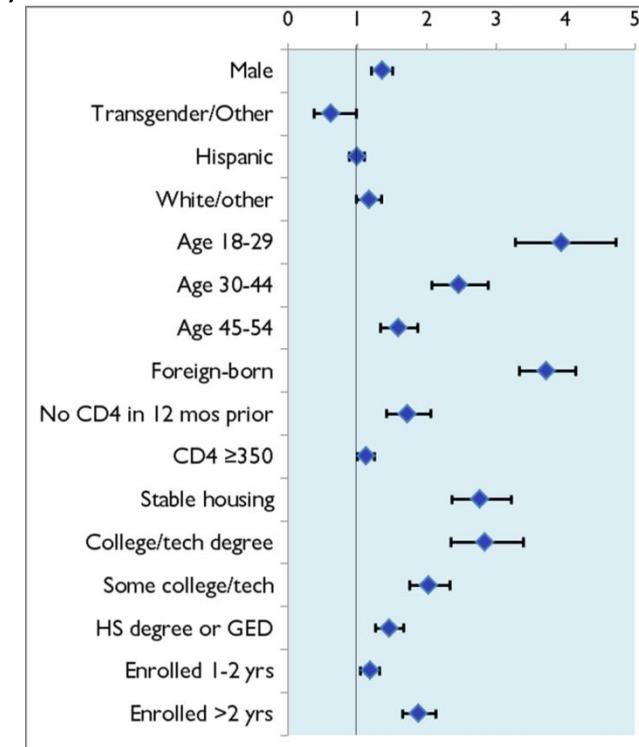
* Limited to clients who did not report being 'out of the workforce' or 'unpaid volunteer/peer worker'

Key Points from Figure 1.:
- Controlling (adjusting) for baseline demographic and clinical characteristics, we found *higher odds of 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)

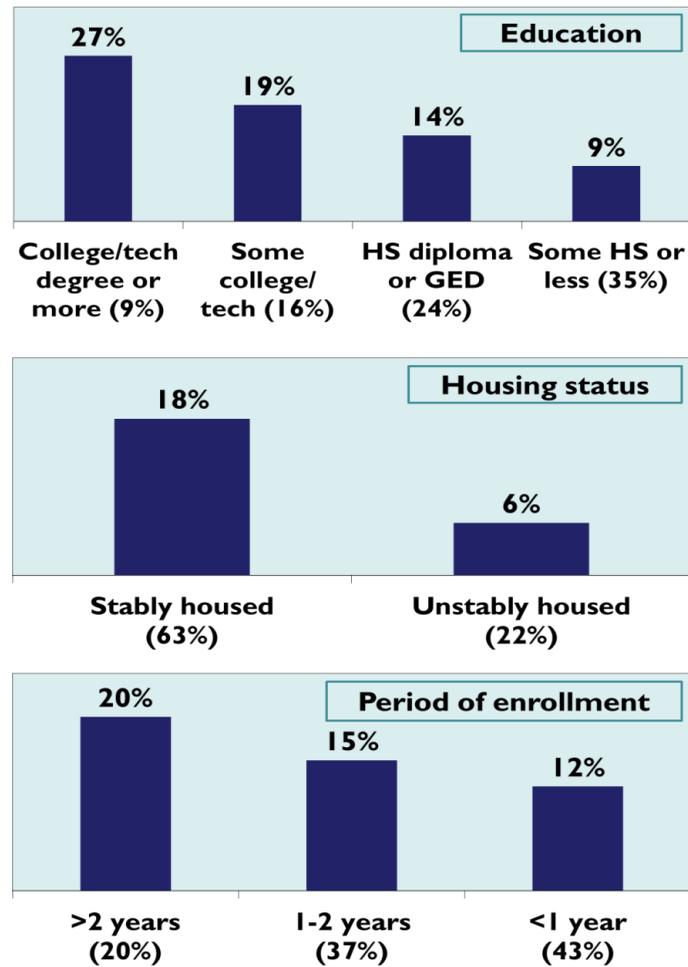**Figures 2-4.: Percentages Employed, by Subgroup (N=17,651)**

Education

27%	19%	14%	9%
College/tech degree or more (9%)	Some college/ tech (16%)	HS diploma or GED (24%)	Some HS or less (35%)

Housing status

18%	6%
Stably housed (63%)	Unstably housed (22%)

Period of enrollment

20%	15%	12%
>2 years (20%)	1-2 years (37%)	<1 year (43%)

Table 2. Factors Associated with Becoming Employed during Ryan White Enrollment (N=5,766*)

Variable	Category/Value	aOR (95% CI)
Sex	Male	1.42 (1.12, 1.80)
	Female	REF
	Transgender/Other	0.24 (0.06, 0.98)
Race/ethnicity	Black	REF
	Hispanic	0.79 (0.62, 1.01)
	White or Other/Unknown	0.91 (0.65, 1.28)
Age as of 12/31/2011	18-29	6.58 (4.37, 9.91)
	30-44	3.17 (2.16, 4.64)
	45-54	1.93 (1.31, 2.84)
	55 or older	REF
Place of birth	US or dependency	REF
	Outside US (foreign-born)	3.66 (2.90, 4.61)
Baseline CD4 count	No CD4 count in 12 mos. pre-enrollment[3]	1.14 (0.75, 1.72)
	Latest CD4 in 12 mos. pre-enrollment <350 mm^3	REF
	Latest CD4 in 12 mos. pre-enrollment ≥350 mm^3	0.88 (0.71, 1.09)
Housing status	Stable	1.84 (1.40, 2.41)
	Unstable	REF
Education	College/tech degree or more	2.53 (1.71, 3.75)
	Some college/tech school	1.62 (1.20, 2.20)
	High school diploma or GED	1.42 (1.08, 1.87)
	Some high school or less	REF
Enrollment period	<1 year	REF
	1-2 years	1.62 (1.23, 2.14)
	>2 years	2.59 (1.94, 3.45)

* Limited to clients who did <u>not</u> report being 'out of the workforce,' 'unpaid volunteer/peer worker,' or employed (PT or FT) at baseline, and who were <u>assessed for their employment status at least twice</u>

<u>Key Points from Table 2.:</u>
Controlling (adjusting) for baseline demographic and clinical characteristics, we found *higher odds of becoming employed* among clients who were:

- Educated at/above HS level
- Younger
- Enrolled longer in RW
- Male
- Stably housed
- Foreign-born