Canadian Working Group on HIV and Rehabilitation (CWGHR)

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Overview

• Background
• Initiatives
• HIV and Employment
• Conceptual Framework to Enhance Labour Force Participation
Background

• People with HIV living longer — more disabling conditions
• Increased need for rehabilitation
• Rehabilitation as process, programs and/or services that promote improved quality of life, physical & mental health, income security, & social inclusion, including psychosocial & vocational supports
• Rehabilitation care providers not trained in HIV
What is CWGHR?

• National, multi-sector, not for profit, organization formed in 1998

• Addresses rehabilitation issues in the context of HIV/AIDS

• Centred on the needs of people living with HIV/AIDS
Background, cont’d

• People living with HIV not aware of potential benefits of rehabilitation
• Multi-sector, interdisciplinary approach
• Membership — people living with HIV, community based organizations, health care providers (physicians, nurses, physiotherapists, occupational therapists, speech therapists, etc); people living with other disabilities (e.g. cancer, MS, arthritis)
Background, cont’d.

- Membership (continued) - government (disability insurance programs, AIDS programs, disability programs, etc.), private insurance companies, employers, human resource professionals, vocational rehabilitation counselors, etc.
CWGHR’s Vision

• The daily lives of people living with HIV are improved in direct and meaningful ways by rehabilitation care, support and services.
CWGHR’s Mission

- Bridging the traditionally separate worlds of HIV, disability and rehabilitation
- Promoting quality of life through rehabilitation research, education and cross-sector partnerships
CWGHR Initiatives

- Educational activities
- Episodic disabilities - HIV similar to other “lifelong, episodic” conditions — i.e. with alternating periods of illness and wellness (e.g. Multiple sclerosis, arthritis, diabetes, lupus, some forms of cancer, mental illness, etc).
HIV and Employment

• 2005 survey of HR professionals
• 2007 consultation with consumers on a national network on employment issues
  – Is there interest?
  – How would consumers best want to communicate?
• 2008 early development of national network
  – Guided by advisory ctte of consumers
Development of a Conceptual Framework to Enhance Labour Force Participation for People Living with HIV in Canada
Project Team

• Catherine Worthington, PhD: Associate Professor, Faculty of Social Work, University of Calgary
• Elisse Zack: Executive Director, Canadian Working Group on HIV and Rehabilitation
• Kelly O’Brien: Post Doctoral Fellow, McMaster University
• Eileen McKee: Project Manager, Canadian Working Group on HIV and Rehabilitation
• Brent Oliver: Research Coordinator
Project Objectives

• To identify key factors related to labour force participation for people living with HIV in Canada, as well as gaps in knowledge, from the existing literature.

• To develop a labour force participation conceptual framework, consisting of facilitators and barriers of participation and key components to include in a labour force participation intervention from the perspective of people living with HIV, employers, insurers and policy makers.
Phase I: Scoping Review

• Search Strategy
• Review Abstracts & Full Documents for Study Inclusion
• Collating, Summarizing and Reporting the Results
• Summary of Evidence on Labour Force Participation for People Living with HIV
Phase II: Framework Development

• Key Informant Interviews
• Focus Groups
• Research Outcome
  – Framework outlining the facilitators and barriers of return from the perspective of people living with HIV, employers, insurers and policy makers.
  – Recommendations from this framework will include key components to comprise an innovative income support and labour force intervention for people living with HIV.
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THANK YOU