



HIV/AIDS, Behavioral Health Care and Employment: Panel

Ilze Linda Ruditis, MSW, CAPT, USPHS, HHS/SAMHSA/Center for
Mental Health Services

David Martin, Ph.D. American Psychological Association

Yavar Moghimi, MD, American Psychiatric Association

Evelyn Tomaszewski, MSW, National Association of Social
Workers



National HIV/AIDS Strategy 2020 *includes: EXECUTIVE ORDER -*

Sec. 4. Other Agency Responsibilities.

(b) *Equal Employment Opportunity Commission (Commission). Within 100 days of the date of this order, the Chair of the Commission shall submit to ONAP and OMB recommendations for **increasing employment opportunities for people living with HIV and a plan for addressing employment-related discrimination against people living with HIV**, consistent with the Commission's authorities and other applicable law.*

<https://www.whitehouse.gov/the-press-office/2015/07/30/executive-order-implementing-national-hivaids-strategy-united-states>

Why Behavioral Health Care?

Behavioral health disorders are not ‘uncommon’:

SAMHSA, National Survey on Drug Use and Health, 2013:

- 20.3 million adults had a substance use disorder in the past year.
- Of these, almost 40% (37.8% or 36.2 million people) had a co-occurring mental illness.
- 43.8 million people who had a mental disorder, 17.5 % also had a substance use disorder.

<http://www.samhsa.gov/data/sites/default/files/NSDUHmhfr2013/NSDUHmhfr2013.pdf>.

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Why Behavioral Health Care?

Over 1.2 Million People with HIV/AIDS in the US 2012

- Estimated, 158,300 (12%) not yet diagnosed.

<http://www.cdc.gov/hiv/statistics/basics/>

The most frequent behavioral health disorder among people with HIV is *depression*.

http://aidsinfonet.org/fact_sheets/view/558

Discrimination and stigma can impact mental health, adjustment to HIV/AIDS, adherence to care, and prevention.

Why Behavioral Health Care?

Behavioral health disorders as well as HIV associated with

- Sexual risk, poor judgment, unstable housing and unemployment – impact treatment and prevention

HIV and Care

- Cofactors such as TB, malnutrition, poverty, trauma, intimate partner violence, not only sexual and drug infection routes, increase disease burden and can interrupt likelihood of optimal HIV treatment and prevention.

<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC2717915/> retrieved 9/3/2015.

HIV, Mental Health and Employment

- Being employed was significant for both physical and mental health quality of life for men and women with HIV. (*Sergio Rueda, Ontario HIV Treatment Network, University of Toronto*)
<http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3654507/>, retrieved on line 08/25/2015, published online 2012 Oct 1.
- Employed men with secure jobs reported significantly higher mental health. (*Sergio Rueda, Ontario HIV Treatment Network, University of Toronto*) <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3654507/>, retrieved on line 08/25/2015, published online 2012 Oct 1.
- Up to 45% of people with HIV are unemployed. (*Rabkin, McElhiney, Ferrando, Van Gorp, & Lin, 2004*).
- Those *unable to work because of disability* were more likely to receive mental health services than were those in other employment categories.
Rand Research Brief RB 9300.
http://www.rand.org/pubs/research_reports/RR407.htm

Treatment - Recovery Work

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SAMHSA has demonstrated
treatment works and recovery
is possible.

Supported Employment – Current Activity - SAMHSA

2014, Seven (7) States awarded grants to build ***supported employment services***

- Alabama, Connecticut, Illinois, Kansas, Ohio, Utah, Washington
- *Maryland recently expanded supported employment statewide.*

– *Expected outcomes:*

– ***maintain and expand supported employment services throughout the state and***

– ***increase the number of individuals with serious mental illness and co-occurring mental and substance use disorders who obtain and retain competitive employment.***

(SAMHSA GRANTS, RFA SM-14-011)

Achieving Sustained Competitive Employment Is Possible

- ***Supported Employment Programs*** -Evidence based program models combine key elements:
 - Support healthy living so that the individual can consistently work
 - Address behavioral health barriers
 - Address criminal justice involvement concerns
 - Build resume and interviewing skills
 - Job development – identify prospective employers who will participate
 - Job coaching – ongoing problem solving and strength building

Financing of Supported Employment Programs (SEP)

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States frequently are found to have some form of SEP- *often use Braided Funding with...*

- *Vocational Rehabilitation*
- *State's Dept(s) for Behavioral Health*
- *Medicaid Increasingly Can Help Funding*
 - Expansion States
 - Newer Medicaid Plan Designs and Waiver Options
 - * Health Homes * Rehabilitation Benefits
 - * Multiple Chronic Conditions

Supported Employment Toolkit-

<http://store.samhsa.gov/product/Supported-Employment-Evidence-Based-Practices-EBP-KIT/SMA08-4365>

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MAI–Continuum of Care Services

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SAMHSA' Minority AIDS Initiative Continuum of Care Pilot Grant Program (MAI-CoC) - RFA- ti-14-013

*– Grants for services and prevention integrate and collocate HIV and hepatitis care into behavioral health care programs, and...**Requirements include vocational, educational support:***

- Providing “wrap-around”/recovery support services (e.g., child care, **vocational, educational** and transportation services) designed to improve access and retention.

HIV / AIDS & Mental Health upcoming - Training and Resources

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HIV / AIDS & Mental Health Training & Resource Center

Welcome to the HIV/AIDS & Mental Health Training Resource Center. Our goal is to expand the knowledge and capacity of mental health care providers to address the mental health and psychosocial needs of consumers impacted and affected by HIV. We offer resources for psychologists, psychiatrists, social workers, and allied health professionals through the online Training Institute, news and resources, and in-person trainings at regional and national conferences and workshops.

Institute on HIV & Employment

Join us at the National Working Postive Coalition's free full-day Institute on HIV & Employment

Wednesday, September 9, preceding the U.S. Conference on AIDS in Washington, DC.

[Details and Free Registration Info](#)

Training Institute

An ever-expanding array of training resources including practice briefs, videos, webinars, and curated resource links.

[More >](#)

Online Courses

Coming Soon: High-quality, self-paced trainings of varying lengths offered for CE and CME credit.

[More >](#)

Ask Us

Have a specific question about training opportunities or resources in the field?

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Upcoming Training Events

There aren't currently any upcoming trainings, but you can access videos and materials from previous training events.

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QUESTIONS?

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SAMHSA CONTACTS:

Ilze Linda Ruditis, ilze.ruditis@samhsa.hhs.gov

William (Bill) Huddock: william.huddock@samhsa.hhs.gov

Working with HIV: The Role of Mental Health

Reasons for work:

- Financial stability
- Improved self esteem and mental health
- Enhanced social support

Barriers to employment:

- Potential loss of benefits
- Lack of requisite skills (soft and hard)
- “Structural” factors

Working with HIV: The Role of Mental Health

Roles of mental health providers:

- Assessment
 - Medical factors
 - Mental health
 - Psychosocial factors
 - Financial and legal issues
 - Interest in and capacity for employment
- Treatment
 - Therapy to include employment issues when appropriate
- Referral
 - Assistance in navigating the system

Working with HIV: The Role of Mental Health

- » Working with HIV: A brief History
 - Pre-HAART
 - HAART
 - Ticket to Work
 - Today



Commentary from the audience



Final thoughts



Thank you!

Please complete the feedback form.

This session was hosted in part by the HIV/AIDS and Mental Health Training Resource Center, a partnership between:

Education Development Center, Inc.,

National Association of Social Workers

American Psychiatric Association

American Psychological Association

The Center offers virtual training resources, along with in-person training opportunities to psychologists, psychiatrists, social workers and allied mental health professionals under the Department of Health and Human Services, Substance Abuse and Mental Health Services Administration (SAMHSA), Center for Mental Health Services, contract #HSS283201200024/HHSS28342001T.

For more information, visit [HIVMentalHealth.edc.org](https://www.HIVMentalHealth.edc.org)