

Employment Services for Older Adults Living with HIV/AIDS

With an ever-present eye on the changing needs of our HIV community, PRC remains in the forefront for the development of employment services specifically addressing the challenges and barriers for those living with HIV/AIDS. As advances in the medical treatment of HIV/AIDS over the past few decades have provided our clients improvements with better treatment options and efficacy, PRC's employment services has been evolving to adapt to our clients' changing conditions and needs. As our clients manage HIV/AIDS well and expect to return to work or continue their careers, they will be navigating an increasingly competitive and modern economy, this is especially true for older HIV+ clients (i.e. age 50+) who often face additional vocational challenges such as age discrimination and extensive gaps in work history. In order to better serve this vulnerable population PRC has implemented skill assessments, trainings, workshops, job fairs and a host of employment support specifically designed with older HIV+ clients in mind. Maximizing culturally competent and forward thinking services, PRC has helped hundreds of older HIV+ clients achieve the following vocational successes:

- *Result:* In 2006-2016, Positive Resource Center trained over 300 older HIV+ clients with computer training and skills assessments, helping to close the skill and education gap.



Client Story: Paul, a client who came to Positive Resource Center looking for assistance after a gap in his work history of more than a decade, was enrolled in Positive Resource Center's 50 Plus Group. Paul was receiving both SSDI and a rental subsidy, and initially he was looking for both a stipend and part time work in order to make his ends meet. He had stopped working in 2004 when his catering job became too physically demanding. Client shared that his anxiety that he had major barriers to employment and was concerned about his lack of skills. Paul completed MS Office training at PRC and found work as a part time hotel reservationist and earning \$ 17.00 per hour. Through training with the Positive Resource Center, Paul found employment and relieved most of his income anxiety, and has stabilized his housing.

- *Result:* Positive Resource Center has also placed 45 older HIV+ clients in part time or full time work during the same period (2015-2016)



Client Story: Michelle, a 52 year old with an AIDS diagnosis received her intake for services with PRC in 2015. She reported no income other than food stamps, and was currently living in the shelter system. PRC's Employment Specialists assisted her with creating a resume and tailored job search assistance for her. Michelle reported a strong desire to obtain her taxi license. Her Employment Specialist worked with the California Department of Vocational Rehabilitation to secure funding for background checks and finger-

printing. Michelle obtained her taxi license and is now employed as a driver for a limousine company.

- *Result:* With a projected 1.2 million in new income from placed clients (age 50+), Positive Resource Center also expects a 147% overall increase in income for those clients.

SERVICE MILESTONES

\$1.2M

In projected new income from all placements 2015-16

147%

Increase in overall average monthly income from employment

Client Story: Trey, a male with an AIDS diagnosis and a 15-year gap in his work history started services at PRC in July of 2015. His previous employment included positions in sales and marketing in the Philippines. Trey began working with ES staff at PRC to address employment and training gaps. Employment barriers Trey faced included outdated computer skills and low self-esteem, so he enrolled in PRC's computer training and, upon completion, his vocational assessment scores showed a 21% improvement. He was additionally LEAP certified by his Vocational Rehabilitation counselor, allowing him to become eligible for State of California positions allocated for persons with disabilities. PRC's Employment Specialist found a job announcement for a bilingual Service Coordinator for Trey, and helped him prepare for interviews. Trey was eventually offered the full time position at 40 hours a week, earning \$28.26 per hour.

We at Positive Resource Center provide a welcoming team of professionals who can assist job seekers with their careers. PRC has, for more than twenty five years, been at the forefront of AIDS/HIV employment services, and will always have a compassionate and listening ear to the needs of our clients. Through understanding the needs of the community we serve, as well as addressing the changing employment needs of our clients, Positive Resource Center welcomes opportunities to meet any challenge. Please come to one of our Positive Resource Center orientations or see an Employment Specialist for opportunities available to help you navigate our tailored services.