

# A Framework of Labour Force Participation for People Living with HIV in Canada: Translating Knowledge for Community Results

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## Background

- Labour force participation provides income and promotes social engagement and self-determination for people living with HIV/AIDS (PHAs).
- Labour force participation has been identified as a critical social issue facing PHAs in many countries. Recent studies suggest that 42%-62% of PHAs in developed countries are unemployed, many of whom are contemplating a return to work.
- Numerous barriers to work exist for PHAs in Canada and there is a need for collaborative initiatives between multiple stakeholders to promote increased opportunities for labour force participation among PHAs.

## Objective

- To develop a conceptual framework of labour force participation that outlines the barriers and facilitators to labour force participation for PHAs in Canada.
- To translate the framework to PHAs, AIDS service organizations, employers and policy makers in order to enhance knowledge of labour force participation for PHAs in Canada.

## Methods

- We conducted a preliminary framework based on a scoping review of 285 selected documents (peer reviewed and grey literature).
- We conducted 18 interviews and 3 focus groups with a total of 34 participants. The sample included PHAs, employers, insurers and policy makers. Participants reviewed the preliminary framework and responded to a series of open-ended questions regarding their opinions and perspectives on the content and layout of the framework.
- We conducted thematic analysis on the interview and focus group data to identify themes and key components for the framework. The preliminary framework was then revised and augmented with the themes and categories from the interviews and focus groups resulting in an expanded framework of labour force participation for PHAs.
- A community advisory committee comprised of PHAs, employers, service providers, insurers, and policy makers assisted team members to consolidate the findings from the scoping review and to interpret data and finalize a conceptual framework for dissemination to community stakeholders and HIV researchers.

## Knowledge Translation

- We conducted knowledge translation in several Canadian communities. Three fact sheets, 1 brochure and 5 presentations based on the framework were targeted for key audiences including PHAs, AIDS service organizations, employers and policy makers.
- These materials were presented to 132 community stakeholders in a series of workshops, conferences and meetings held in 4 Canadian cities. An open-ended evaluation survey was conducted to gain feedback regarding the usefulness and relevance of the materials. Thirty surveys were returned for a return rate of 23%.
- Data from the surveys and feedback from potential users were analysed and incorporated into final community materials.

## Results – A Framework of Labour Force Participation for People Living with HIV in Canada

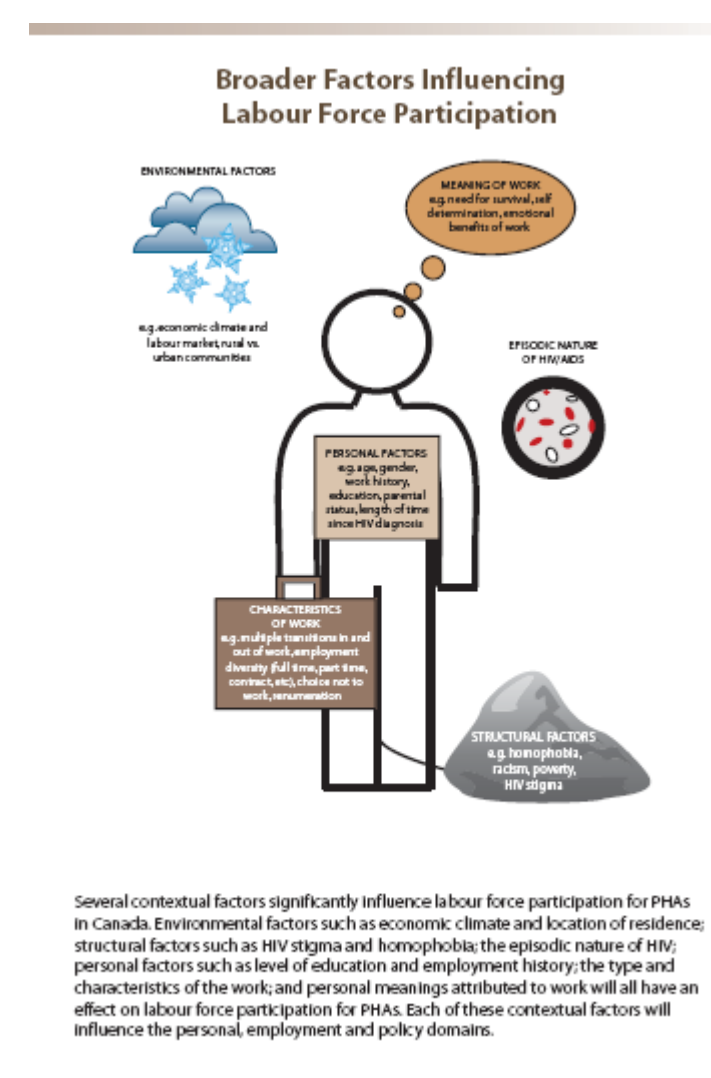
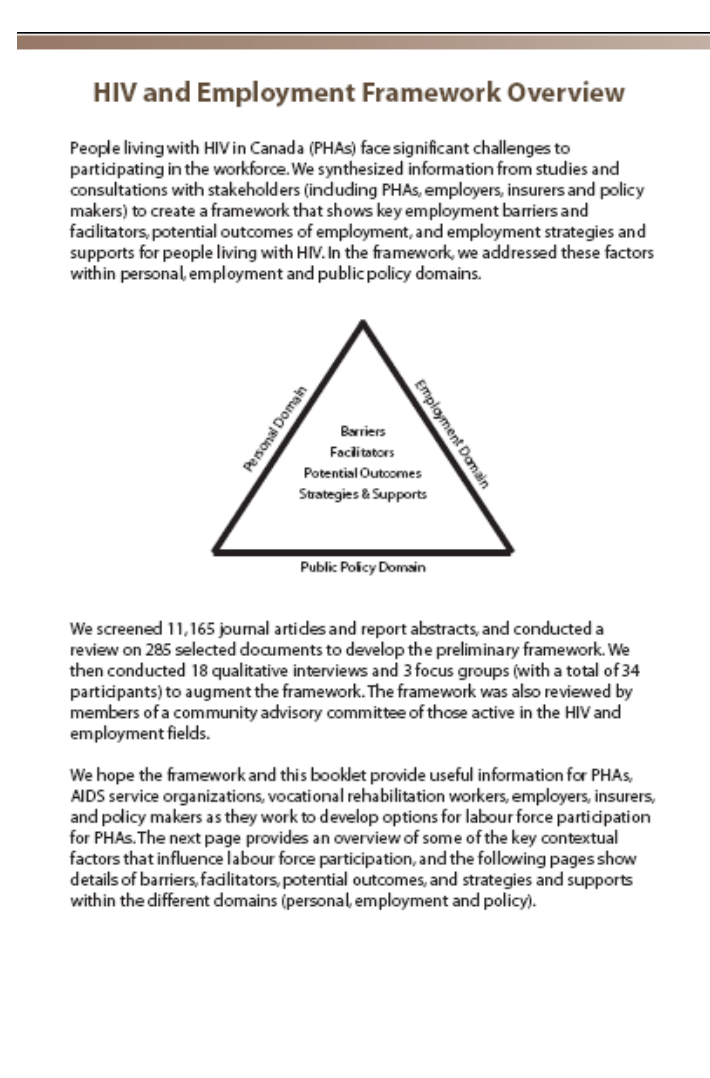
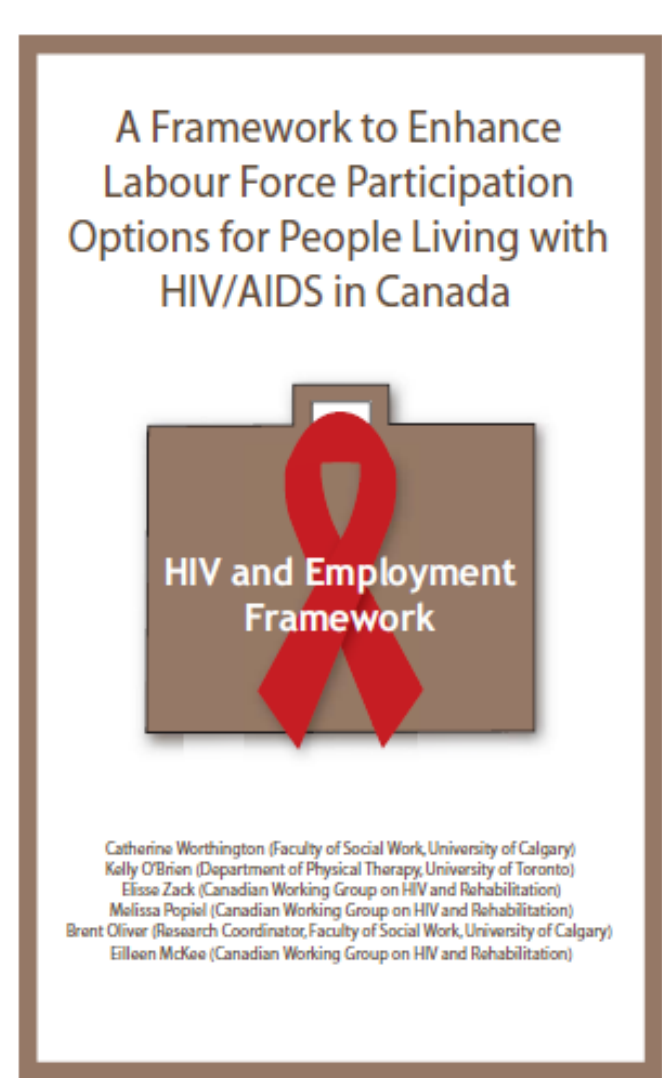
The framework incorporates six key components related to labour force participation for PHAs:

- The meaning of work
- Characteristics of work
- Contextual factors that influence employment
- Barriers and facilitators to employment (issues related to the personal, employment and public policy domain)
- Strategies and supports for entering, returning to and/or sustaining employment
- Potential outcomes of labour force participation (risks/benefits for individuals, and costs/benefits for employers, governments, and insurers).

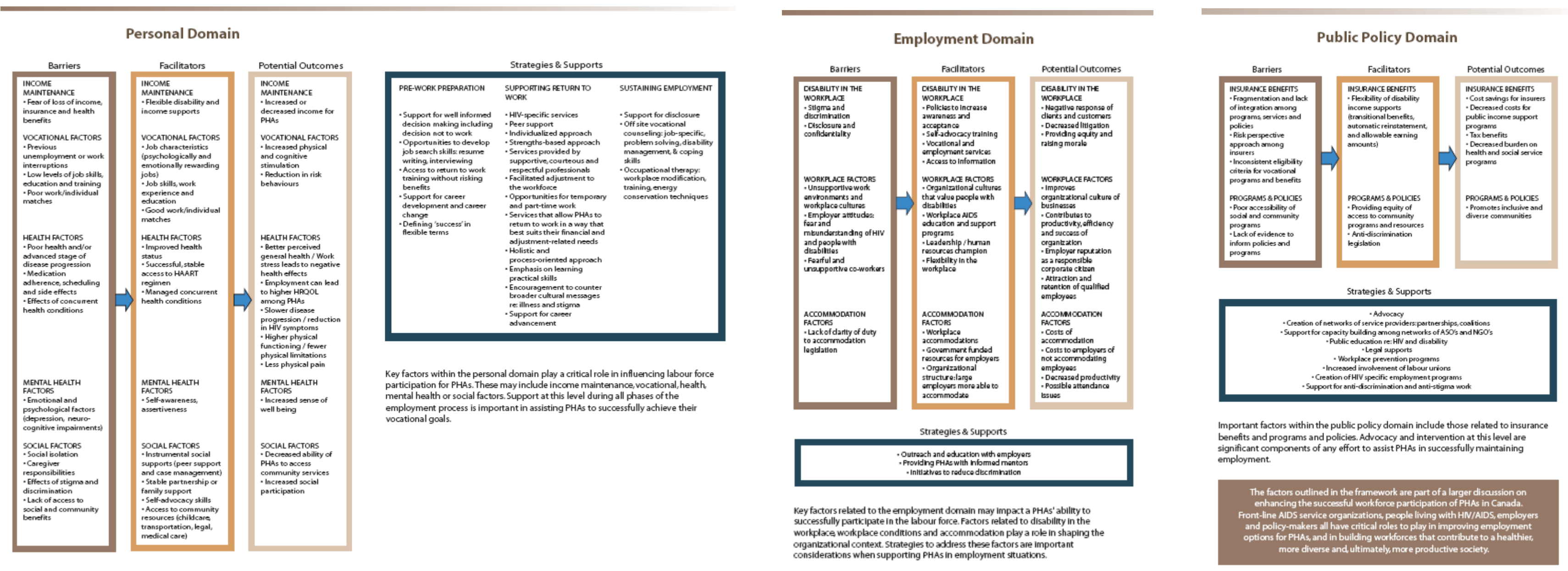
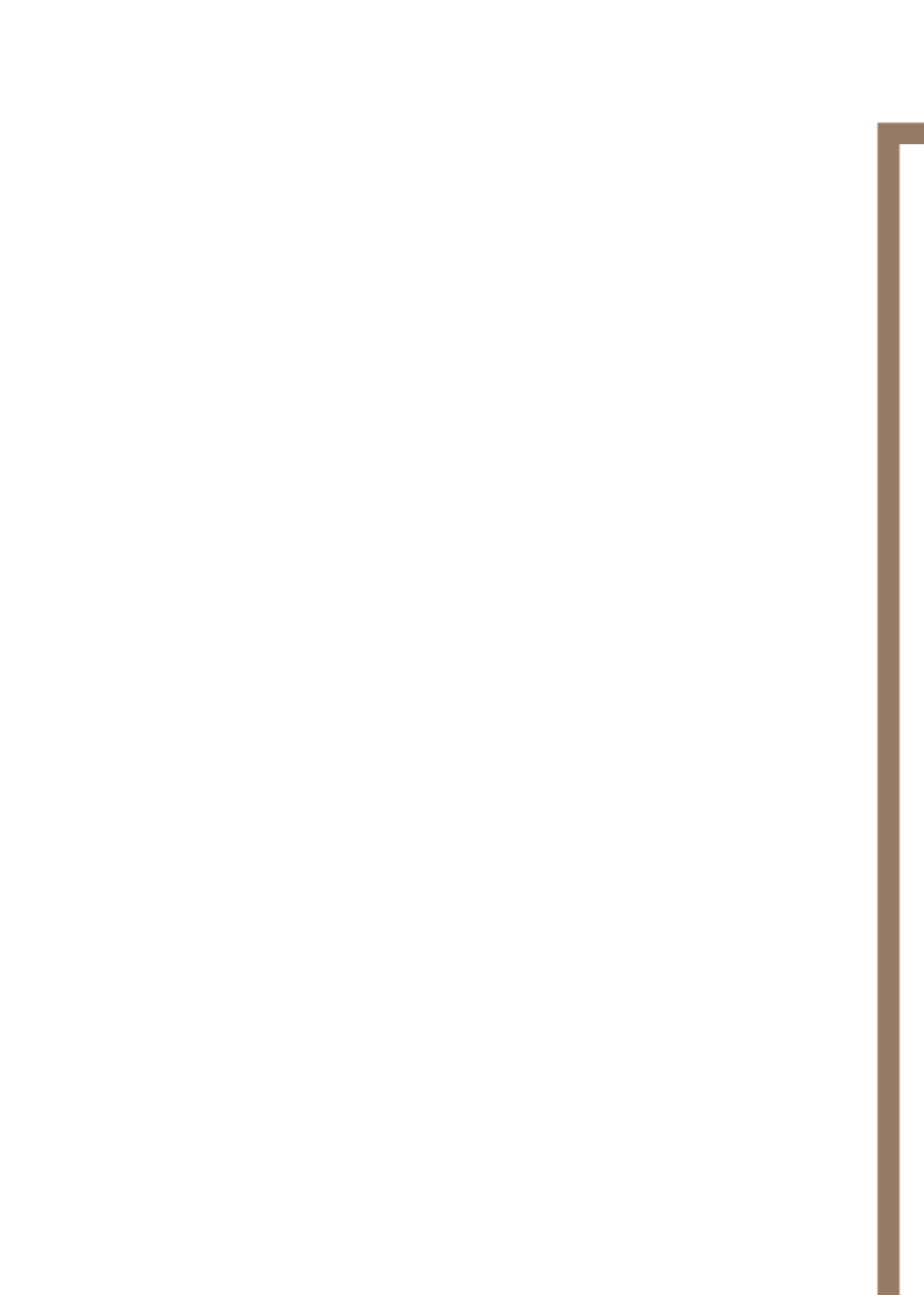
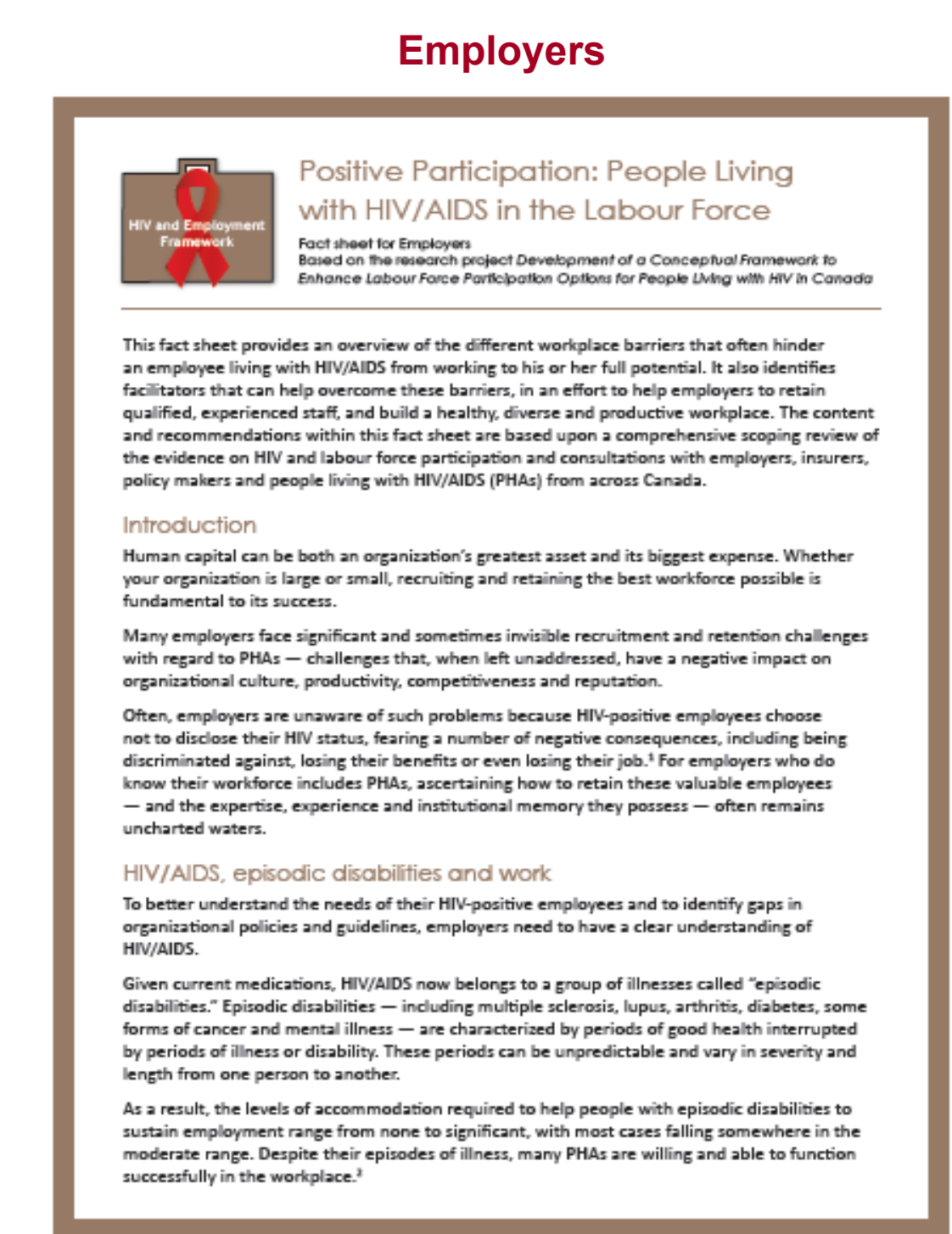
- The framework has relevance for PHAs, employers, insurers and policy makers in Canada. Hence, knowledge translation activities to support program planning and policy development are critical.
- Fact sheets, brochures, and workshop presentations based on the framework were targeted towards key audiences including PHAs, AIDS service organizations, employers, policy makers and vocational rehabilitation professionals.

- Data from the surveys and feedback from potential users indicated that the fact sheets and brochures based on the framework were relevant in various community contexts. Sixty-three percent of respondents indicated that the framework would be useful or highly useful in assisting them to address employment issues for PHAs.
- Service providers and rehabilitation professionals indicated that the framework is potentially relevant for use with other episodic disabilities.

## Brochure



## Fact Sheets



## Discussion

- Changing workplace and income support policies and developing programs to facilitate participation in the labour force are challenges in need of attention.
- Framework materials may be used to develop strategies and interventions to inform programming that promotes labour force participation for PHAs. Next steps include the development of curriculum on labour force participation for PHAs and training for vocational rehabilitation professionals, human resources professionals, and AIDS service organizations.

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