

Title: Outcomes of a Vocational Program for Persons With AIDS

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Major Finding: 66.7 % of individuals with AIDS who completed the vocational services program (Employment Options) either achieved employment, returned to school, or began a volunteer position or internship.

Participants:

- 129 individuals with HIV/AIDS enrolled in the program:
 - 106 males, 21 females, 2 transgendered
 - 51 Caucasians, 57 African Americans, 14 Hispanics, 7 Other
 - Average age 41 years, ranging from 24-61 years
 - 84% had history of mental illness, 26% had another chronic illness or disability
 - 18 achieved less than high school education, 26 had completed high school or GED, 85 had education greater than high school level
 - 57 participants had a history of substance abuse

Method: Participatory action research strategies were used to examine and improve the program as it unfolded. A single group design was used to examine outcomes of services.

Analysis: Rasch analysis of OPHI-II measures, descriptive statistics, and logistic regression.

Findings:

- Of 129 participants, 39 dropped out. 66.7% of program completers either achieved employment, returned to school, or began a volunteer position or internship.
- Persons with a progressive narrative slope were more likely to experience a positive outcome compared to persons with a regressive narrative slope. Persons with regressive narrative slopes were twice as likely to fail to complete the 1st phase of the program.
- The Employment Options program appears to have achieved the rate of success as good as that reported in the literature for well-developed programs.

Conclusion: Participation in the Employment Options program, based on the Model of Human Occupation, resulted in involvement in vocational and other productive roles. Furthermore, participants with a progressive occupational narrative slope created from the Occupational Performance History Interview-II (OPHI-II), had more positive outcomes through the program.

Implications for future research: A controlled study of the outcomes of the Employment Options program would be necessary to compare the effectiveness of this program. Further exploration of the influence of individual characteristics on outcomes is also indicated.

Evidence-based practice implications:

- **The use of MOHO to design and implement a vocational program with individuals with HIV/AIDS yields positive outcomes related to assuming productive roles in the areas of employment, school, and volunteering.**
- **The use of the narrative slope from the OPHI-II manual may be a useful tool to use to anticipate success with clients with HIV/AIDS in a vocational program.**

