

How to Employ Consumer (Peer) Workers to Reach ETE Goals

May 2019



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About Amida Care

- Amida Care is a Medicaid Special Needs Health Plan specifically designed to provide care to people who live with or are at elevated risk for HIV.
- We are the largest such plan in New York State with over 7,000 members.
- At Amida Care, we know that health is about more than doctor's visits and taking medication.
- That's why we work hard to address the social determinants of health that affect our members.

Unique Features of Amida Care

Amida Care was founded by 7 Community Based Organizations to ensure that the needs of people with HIV and AIDS in Medicaid Managed Care are met.

- Harlem United
- Housing Works
- Project Samaritan AIDS Services (PSI)
- Promesa
- St. Mary's
- The Greystone Foundation
- Village Care of NY

What is a Special Needs Plan- SNP?

Members of a special need plan have all of the benefits available in regular Medicaid Managed Care plans plus the special care and support they need to deal with a specific disease or characteristics.

Amida Care is a special Needs Plan for people who are

- HIV+/ AIDS (and dependents)
- Homeless -Regardless of status
- Transgender -Regardless of status

*After enrollment into a SNP the Plan will be provided with up to 90 day to obtain proof that the member is eligible to remain in a SNP plan.

Live your Life Program

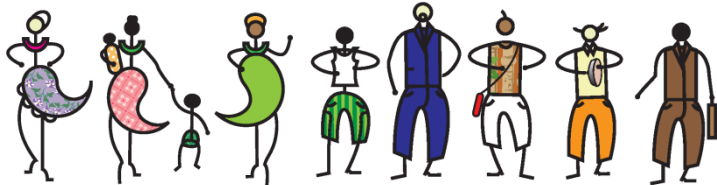
Three afternoons each month, Members can meet with guest experts to get information about - and firsthand experience with services such as:

- Acupuncture
- African Dance
- Art Therapy
- Cooking/Nutrition,
- Meditation
- Town Hall Meetings (for Q&A)
- Yoga, and much more.

Members are mailed an invitation and asked to call MS to RSVP for the events. Some events guest are welcome while others are for members only .

Meals/Metro card and gift bags are provided

WIN (Workforce Initiative Network)



What is Amida Care's Workforce Initiative Network (WIN)?

- WIN is a partnership between Amida Care and two community based organizations for vocational training services for Amida Care members.
- Partnerships are with Housing Works (starting 2014) and The Alliance for Positive Change (The Alliance) (Starting in 2015).
- WIN is designed to give Amida Care members marketable job skills by completing a 6-7 week renowned peer training program at either Housing Works or ASCNYC.

How Does Amida Care Utilize Partnerships?

Upon graduation of the vocational training cycle, Amida Care members should leave with basic job readiness skills that would enable them to get a part-time peer position at a HIV community-based organization.

What is part of the training?

- HIV/AIDS Education
- Growth Mindset Development
- Resume Building
- Basic Computer Skills
- Interpersonal Skill Building

Amida Care's primary function in the WIN program is to serve as the funding agency for these programs and recruit Amida Care members to apply for either organization's vocational training program.



Amida Care's Consumer Workforce Innovator Project



What is Amida Care's Consumer Workforce Innovator Project?

- Amida Care's Innovator Employment Project helps people with lived experience with HIV find and keep livable wage jobs while using their lived experience to improve the health of others.
- In partnership with organizations in NYC, our members receive vocational training, state certification, and employment at community-based organizations (CBOs).
- This program has been supported by the NYC Council since 2017.
- So far, over 30 peers have benefitted from the program, nearly 20 of them have accepted permanent employment.

What's the Plan to Achieving Living Wage Employment?

New York State AIDS Institute (AI) Peer Certification

- Consumers complete courses and practicum hours that meet the AI Peer Certification requirements.
- Courses emphasize and reinforce fundamental workforce skills that are crucial to a consumer worker's success.

Employment with Community Providers

- Safety-net providers employ the consumer workers and provide supervision to support agency culturalization and team readiness to engage with non-clinicians/para-professionals.

Ongoing Technical Assistance

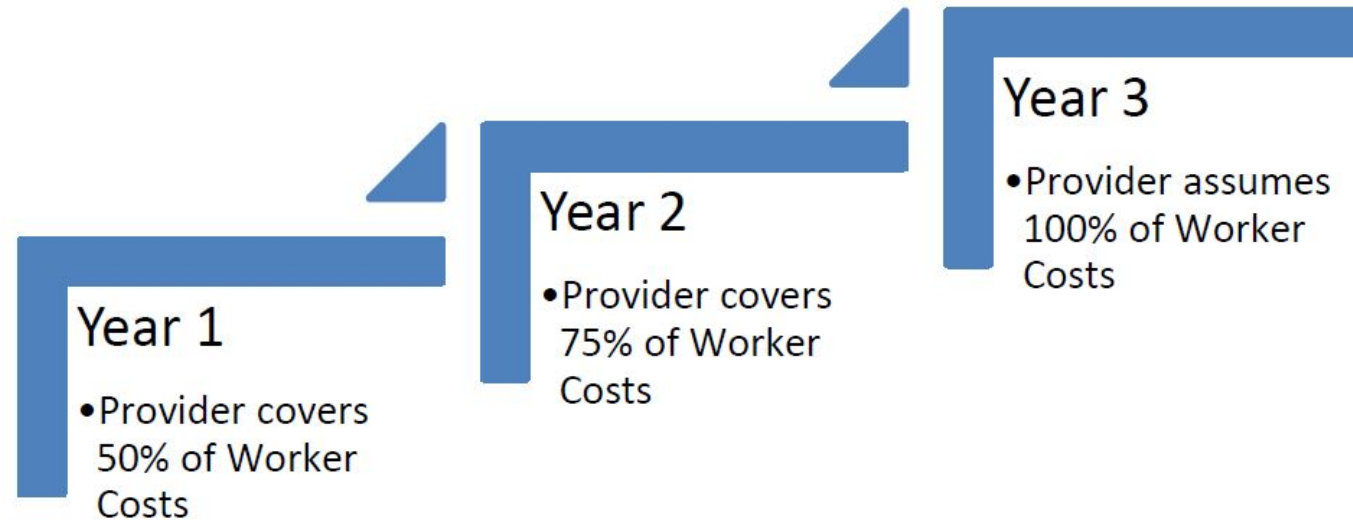
- Individualized technical assistance is provided to the consumer, their supervisor, and other key staff.
- Consumer workers hone their workplace skills.
- Supervisors learn how to support the workplace needs of consumer workers.

Who Make the Team?

- Amida Care
- Hudson River Health Care
- Consumers
- Cicatelli Associates (CAI)
- Harlem United
- Housing Works
- Morris Heights Health Center
- New York City Council's Ending the Epidemic Initiative
- NYC Department of Health
- Translatinx Network
- United Bronx Parents
- VIP Services

How does Amida Care Support the Model?

- Amida Care reimburses provider sites for 50% of the total cost of consumer workers' employment for the first year and 25% in the second year. After the second year, the workers' positions are fully funded by the provider sites through increased revenues.



Measurable Impact


- Amida Care documents the project 's impact to demonstrate the value added by consumer workers.

Successes

- 6 community healthcare providers and 1 CBO; each employ 1 or more workers
- So far, over 30 peers have benefitted from the program, nearly 20 of them have accepted permanent employment. .
- Partners in all five NYC boroughs,
- Workers have completed 6,000 hours of practicum experience at the agencies; and

The project also collects other data metrics, including viral load, CD4 count, and billable visits generated, which demonstrate the value consumers bring to the HIV continuum of care.

Annual Event: Career Power Source September 2018



SEP
18

**Career Power Source 2019:
Getting Work You Want**

by National Working Positive Coalition

Free

[Register](#)

Description

Would you like to increase your options for quality employment?

CAREER POWER SOURCE 2019: Getting Work You Want

A one-day, one-stop community event with information and connections to pursue a wide range of jobs, training, education, and employment services.

Wednesday, September 18, 9:00am – 5:00pm

(light breakfast & registration begins at 8:30am; lunch will also be provided)

Date And Time

Wed, September 18, 2019, 9:00 AM EDT

[Add to Calendar](#)

Location

Baruch College Conference Center
151 East 25th Street, 7th Floor
New York, NY 10010

[View Map](#)

Peer Workers Make The Difference



Who is a Peer Worker to you?

- Someone who identifies with you.
- Someone you identify with.



What is it like in the day of a Peer Worker?

- Outreaching people.
- Giving people support and information.
- Courage to overcome obstacles.
- Meeting people where they are.



What have you learned as a Peer Worker?

- I have learned from the people that I work with in the community:
 - Updates to new information.
 - Promoting better health care
 - How to encourage people to go back into the workforce.



What are some great qualities to have as a Peer Worker?

- Leading by example.
- Ability to be compassionate.
- Promoting self-acceptance.
- Boundaries and respect.



#hope

