

#FLOCKTHEBLOCKIA

From At-Risk to Hired: Innovative Employment Models

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TO THE
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SEPT
5-7
IOWA EVENTS CENTER
DES MOINES

2018 HOUSING IOWA CONFERENCE

Purpose

- **What** do we know about employment and ending homelessness?
- **What** homeless service providers need to think about in their focus on employment.
- **What** are some examples of innovative partnerships and employment programs?
- **What** are the steps to take in developing innovation around employment?

Our Speakers

- Kay Moshier McDivitt, National Alliance to End Homelessness, Moderator
- Mark Sertterh, Shelter House
- Toby O'Berry, YSS

Who is here?



- Employment Programs
- Emergency Shelter Providers
- Rapid Re-Housing Providers
- Rapid Re-housing Providers
- Transitional Housing, Permanent Supportive Housing, Services Providers
- Funders
- Continuum of Care Leadership
- City/County Government
- Other stakeholders

What do we know about employment and ending homelessness?

- Employment and increased income—especially in the context of rapid rehousing—are critical to ending and preventing returns to homelessness.
- Job loss is a primary cause of homelessness.
- A majority of individuals experiencing homelessness want and are able to work
 - Successful employment means a positive job match.

What homeless service providers need to think about in their focus on employment.

- People need actual job connections vs. assistance in resume writing, soft skills, etc.
- Employers and community-based organizations are critical partners in the effort to connect people to a jobs as they enter the homelessness system
- Leveraging diversity in
 - Revenue streams
 - Organizational and cultural expertise
 - Partnerships
 - Consumer
- ...are significant factors in offering responsive work opportunities to individuals experiencing homelessness.

And, Homeless Service Providers need to...

- Partner with others to make this happen including:
 - A point dedicated to employment and housing connection
 - Knowledgeable about others system's services, resources, and service delivery locations
 - Cross-system case conferencing for participants receiving services from homeless and public workforce systems.
 - Co-locating staff and services at public workforce and homeless service locations.

Continuum of Care Role

- Take the lead in quickly connecting participants to appropriate housing.
- Develop a coordinated entry system with public workforce systems and share data to provide appropriate employment and housing placements.
- Lead gaps analyses to determine the area's capacity and needs in housing and employment—asking employment-related questions in their annual point-in-time counts. Use this data to connect jobseekers experiencing homelessness to jobs.

Role of Important Partners

Employers:

- Establish partnerships among providers, workforce entities, and government programs to find jobseekers experiencing homelessness
- Make job applications process inclusive.
- Attend job fairs and forge relationships with community organizations for small-group introductions to jobseekers.
- Align jobs with jobseekers' potential obligations and Provide flexible on-the-job orientation and training.

Workforce Investment Boards:

- Prioritize addressing the needs of people facing employment barriers.
- State workforce systems should provide a clear directive that people in housing crises fit this category.
- Using Heartland Alliance's [Community Asset Mapping](#) guide, assess the availability of intensive employment programs and supports for jobseekers experiencing homelessness

State-Level Advocacy

- Ensure that states provide the clear WIOA priority directive.
- Supporting rapid re-housing programs: Devote funding to work supports and employment programs.
- Improve income support programs (TANF, SNAP E&T, and SOAR) to supplement earned income and make connections to employment ***without a mandated work requirement.***
- **Homeless service providers can and should play a significant role in advancing state and local policies that connect jobseekers experiencing homelessness to meaningful work.**

INNOVATIVE EXAMPLES OF EMPLOYMENT PROGRAMS AND PARTNERSHIPS

What we do and how we made it happen

Mark Sertterh, Shelter House

Toby O'Berry, YSS



Questions?



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