Secure Jobs for Homeless Families

Partnerships for Integrated, Individualized Services

Sara Chaganti
Overview

1. Background: Family Homelessness & Employment
2. Introduction to Secure Jobs
3. Barriers to Employment
4. Partnerships
   a. Regional Partners
   b. State Partners
5. Program Outcomes
6. Q & A
Background: Family Homelessness

Average Daily EA Shelter & Hotel/Motel Caseload, Jan. 2008 - Mar. 2014

On March 31, 2014, the total EA caseload was 4,414 families. 1,911 (43%) of these families were in hotels/motels.
Background: HomeBASE

- August 2011
- Financial support + stabilization services
- 2 types of support:
  - Rental Assistance (24 months)
  - Household Assistance ($4000)
- Possibility to switch to Household Assistance after 2 years of Rental Assistance
Secure Jobs: Program Model

**Housing**
- Rental Subsidy
- Stabilization Staff

**Employment**
- Career Assessment
- Job Readiness Training
- Skills Training
- Employer Partners
- Retention Services

**Support**
- Child Care
- Transportation
- Professional Clothing
- CORI
- Limited English
- Licensing Fees
- Family Crises

BRANDEIS UNIVERSITY
The Heller School
Institute on Assets and Social Policy
4 Key Elements

- Effective Leadership
- Enthusiastic Well-Trained Staff
- Flexible Funding
- Partnerships
Participant Demographics

Race:
- White
- Black
- Asian
- Other

Marital Status:
- Married/DP
- Single, Never Married
- Div/Sep

# Children:
- 3+
- 1
- 2

Education:
- HS/GED
- Post-Secondary
- <HS
Ambitious Goals: 80% Employed

Western MA: 76
Merrimack Valley: 96
South Shore: 100
Boston: 100
South Coast: 85

Goal: Enrolled
Goal: Employed
Barriers to Employment for Homeless Families

- Lack of education/skills
- Limited training options
- Child care vouchers
- Professional attire and hair styling
- CORI
- Long gap in work history
- Transportation
- Small expenses related to employment
- Limited English
- Debt/bad credit score
- Fear of losing supports
# Flexible Funds

<table>
<thead>
<tr>
<th>Expense</th>
<th>$ Amount</th>
</tr>
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<tbody>
<tr>
<td>CNA, CMA, LPM, EMT etc. Licensure Exam</td>
<td>$93-$300</td>
</tr>
<tr>
<td>Scrubs, shoes and watch for health care job</td>
<td>$50</td>
</tr>
<tr>
<td>Steel-toed boots for warehouse job</td>
<td>$47</td>
</tr>
<tr>
<td>Textbooks for Home Health Aide training course</td>
<td>$117-$197</td>
</tr>
<tr>
<td>RMV fee to reinstate driver’s license</td>
<td>$50-$95</td>
</tr>
<tr>
<td>Gas card to get to work for first 2 weeks</td>
<td>$40</td>
</tr>
<tr>
<td>Driving lessons</td>
<td>$125-$160</td>
</tr>
<tr>
<td>Massachusetts ID</td>
<td>$40</td>
</tr>
<tr>
<td>Hair styling for interview</td>
<td>$25</td>
</tr>
<tr>
<td>MBTA pass (up to 1 month)</td>
<td>$18-$70</td>
</tr>
<tr>
<td>TB test to enroll in CNA course</td>
<td>$25</td>
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</tbody>
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Partnership Model

Policy Makers: State Agencies, Legislators

Peripheral: Service Providers, Employers

Core: Housing and Employment
Effective Partnerships from the Five Secure Jobs Sites

REGIONAL PARTNERS
CAREER CENTERS

Joanne Howell
CommCET Community Connections to Employment and Training
Community Teamwork, Inc.
Lowell, MA
TRAINING PROGRAMS

Tracey Pina
SER-Jobs for Progress
Fall River, MA
COMMUNITY COLLEGES

Beth Harper
Father Bill’s & MainSpring
Brockton, MA
CHILD CARE PROVIDERS

Lisa Lapierre
Corporation for Public Management
Holyoke, MA
EMPLOYERS
Leah Moschella
JVS Boston
Boston, MA
Securing Jobs by Securing Employers
JVS Boston/MBHP Partnership

Examples of Employer Opportunities

• **Consistently Engage Target Employers through “Soft-Touch” Opportunities**
  – Monthly Participant Mock-Interview Days
  – Ask the HR Panels
  – Employer Breakfasts
  – Informational Interviews and Office Site Tours

• **Find Longer-Term Employer connections**
  – On-Site training
  – Internships
  – Employer Visits

• **Offer On-Site Services**
  – Career Center Employer Recruitment
  – Program Tours
Securing Jobs by Securing Employers

JVS Boston/MBHP Partnership

Examples:

- **Panera Cares/Panera Bread** offers volunteer opportunities for participants to build skills and references
- **CVS Caremark** provides onsite customer service training in Regional Training Center
- **Whole Foods** supports career center recruitment session, employee training + feedback to program
- **Fenway Health Center** attends networking breakfast and “Ask the HR” panels
Partnership Model

- Policy Makers: State Agencies, Legislators
- Peripheral: Service Providers, Employers
- Core: Housing and Employment
State Partners

- **Housing**
  - MA Department of Housing and Community Development (DCHD)
  - Interagency Council on Housing and Homelessness (ICHH)

- **Employment and Training**
  - Employment Service Providers (One-Stop Centers, etc.)
  - MA Department of Transitional Assistance (DTA)
  - Commonwealth Corporation

- **Child Care**
  - MA Department of Early Education and Care (EEC)
  - MA Department of Transitional Assistance (DTA)
# Participant Outcomes

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<thead>
<tr>
<th>Employment Outcomes</th>
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<tbody>
<tr>
<td>Enrolled</td>
<td>&gt;500</td>
</tr>
<tr>
<td>Employed</td>
<td>~70%</td>
</tr>
<tr>
<td>Wage</td>
<td>~$12</td>
</tr>
<tr>
<td>Hours</td>
<td>~30 (16-40)</td>
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<tr>
<td>Vacation/Sick Leave</td>
<td>~28%</td>
</tr>
<tr>
<td>Health Insurance</td>
<td>~23%</td>
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<tr>
<td>Retirement</td>
<td>~9%</td>
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<table>
<thead>
<tr>
<th>Types of Employment</th>
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<tr>
<td>Food Service</td>
<td></td>
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<tr>
<td>Other Service (Retail etc.)</td>
<td></td>
</tr>
<tr>
<td>Healthcare</td>
<td></td>
</tr>
<tr>
<td>Social Services</td>
<td></td>
</tr>
<tr>
<td>Office/Administrative</td>
<td></td>
</tr>
<tr>
<td>Education/Child Care</td>
<td></td>
</tr>
<tr>
<td>Transportation</td>
<td></td>
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<tr>
<td>Temp</td>
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Moving Forward: Secure Jobs Year 2 and Beyond

• Massachusetts Department of Labor/Commonwealth Corporation
  – $1.7 million workforce grant to connect homeless individuals to jobs

• Massachusetts Department of Housing and Community Development
  – $1 million Secure Jobs continuation

• Fireman Foundation Year 2
  – $1 million Secure Jobs continuation
Questions?

For the full implementation report, go to http://iasp.brandeis.edu/pdfs/2013/Fireman.pdf

For more on our work, go to http://iasp.brandeis.edu or follow us on Twitter @IASP_Heller

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