

# Secure Jobs for Homeless Families

## Partnerships for Integrated, Individualized Services

Sara Chaganti

*CWC Sharing Skills ~ Building Connections*  
*Thursday May 1, 2014*

**IASP**

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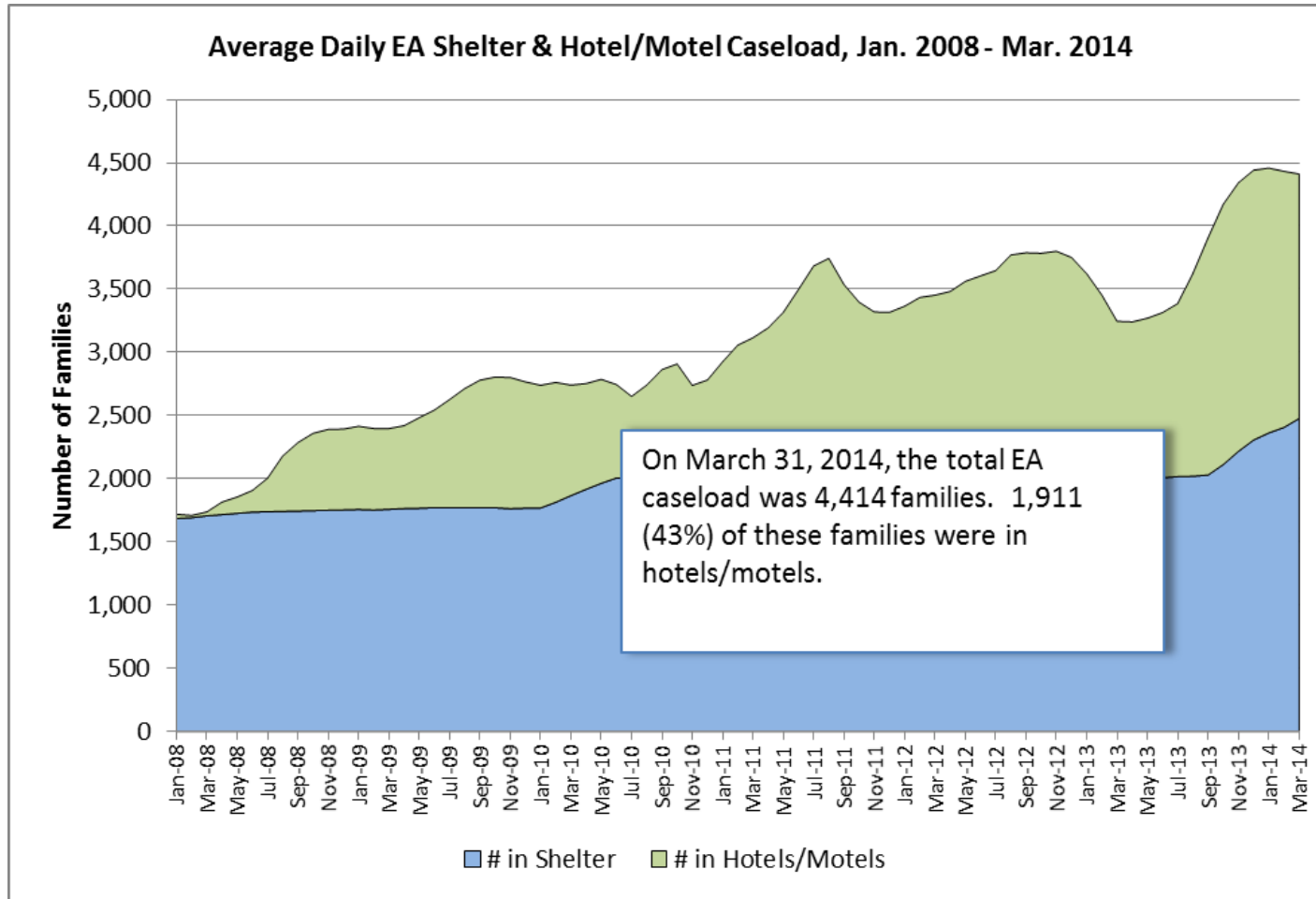
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# Overview

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

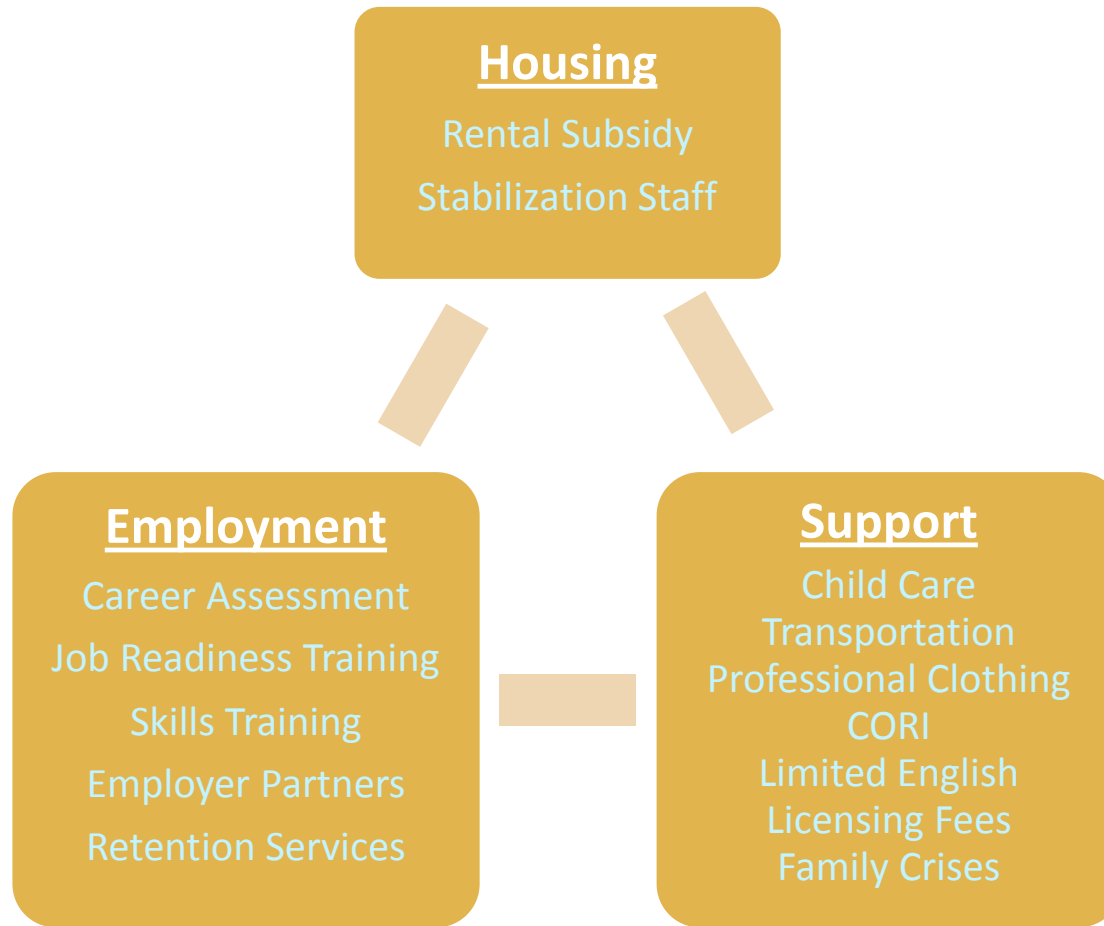
# Background: Family Homelessness



# 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

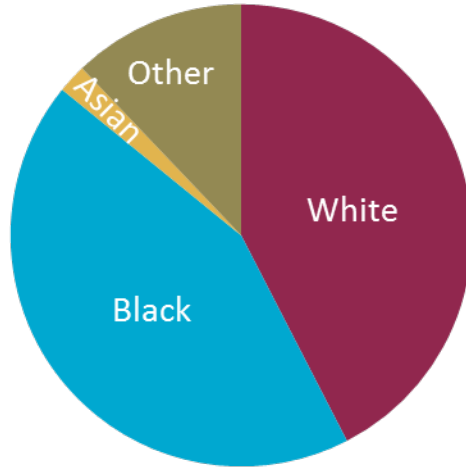


# 4 Key Elements

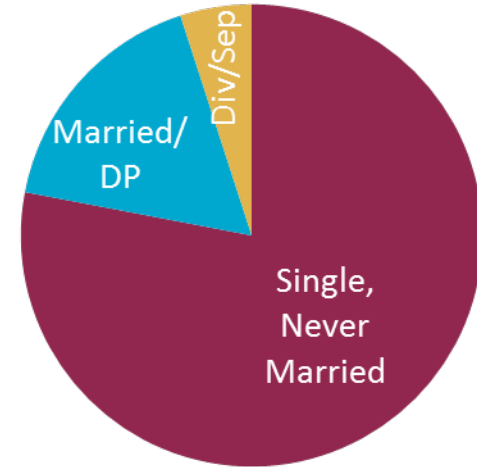


# Participant Demographics

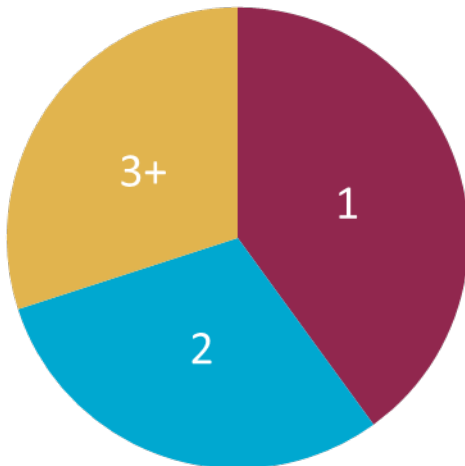
## Race



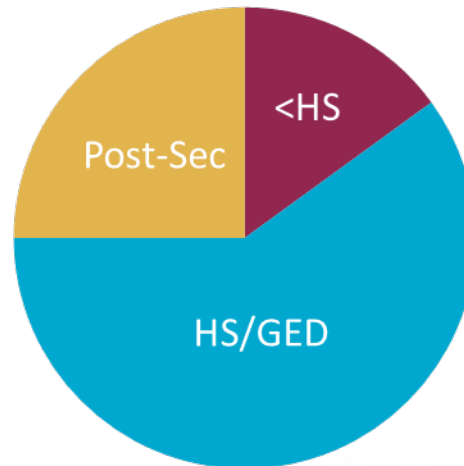
## Marital Status



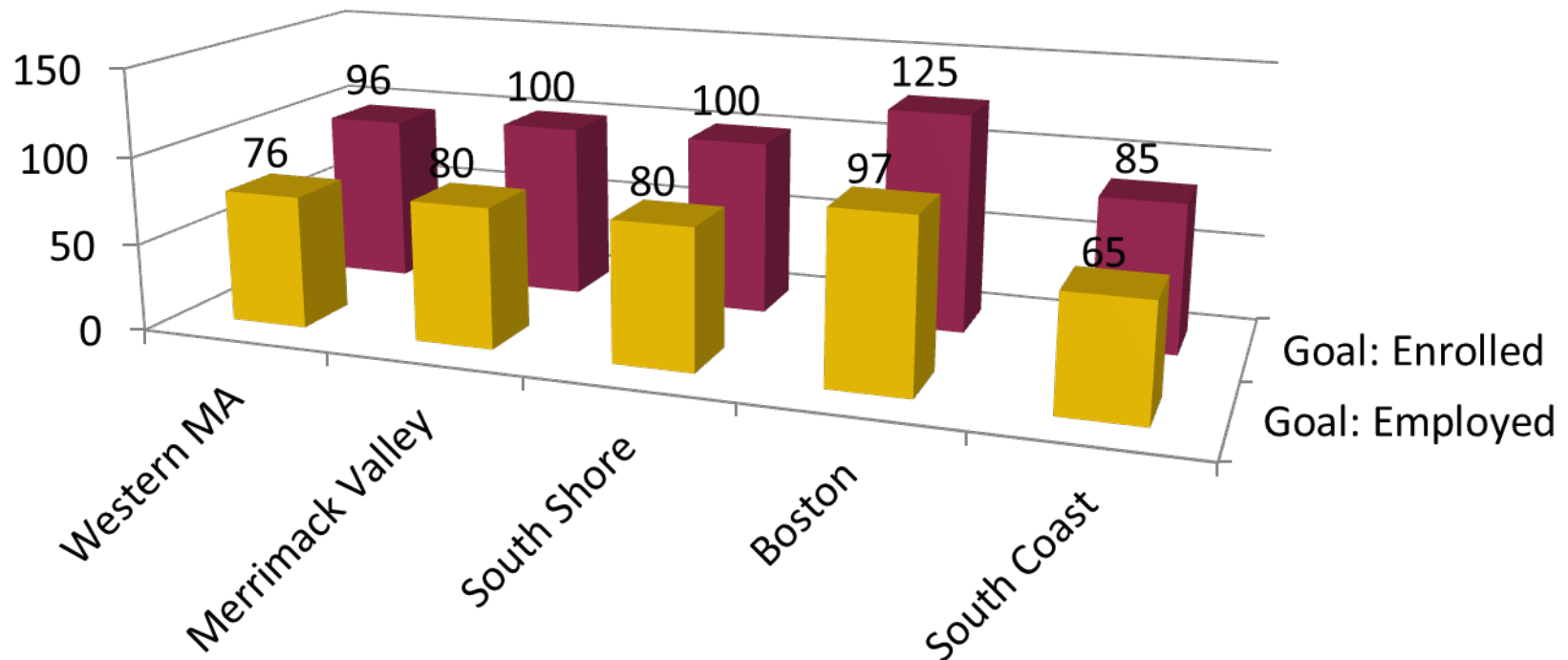
## # Children



## Education



# Ambitious Goals: 80% Employed





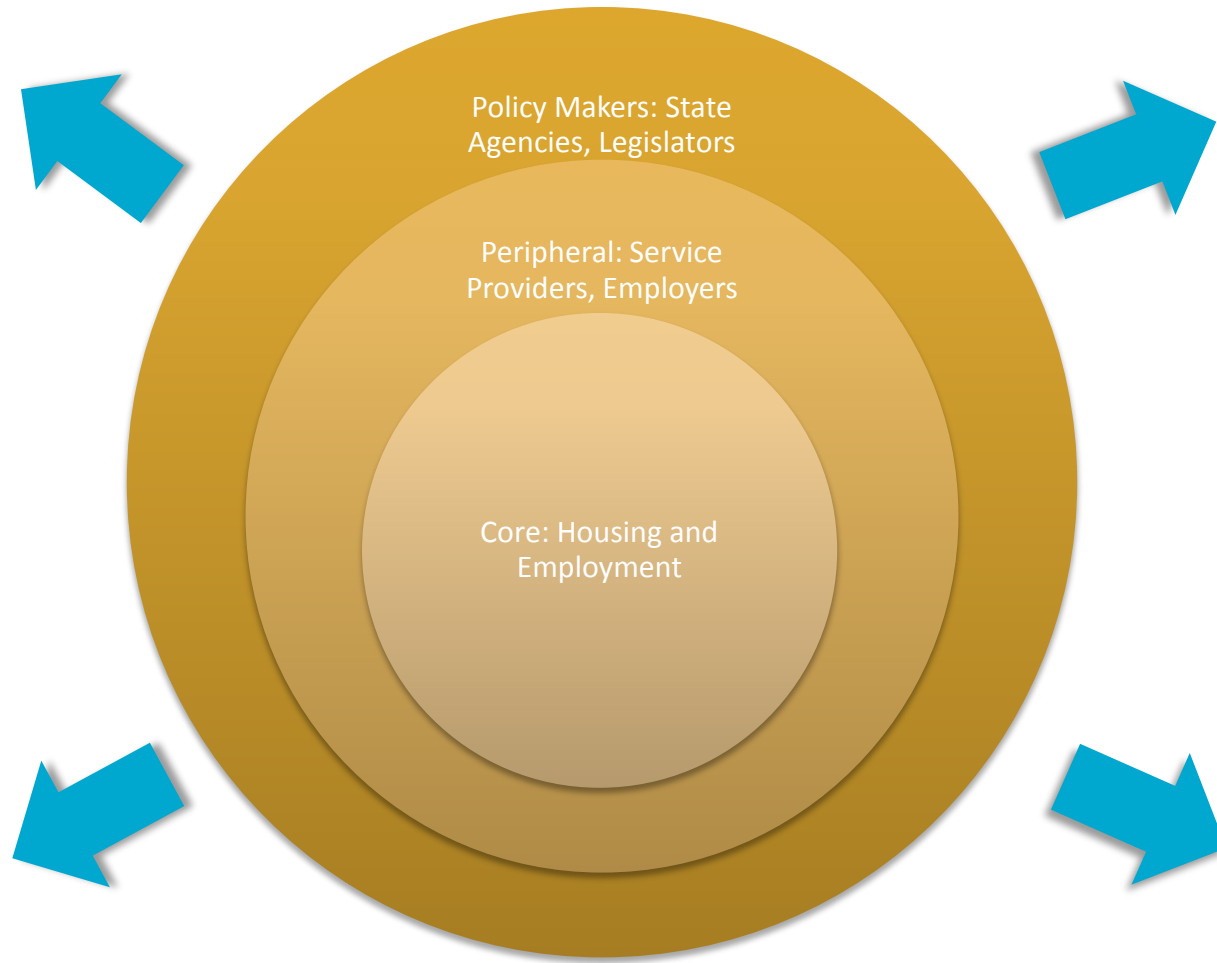
# Barriers to Employment for Homeless Families

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- 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

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

# Partnership Model



*Effective Partnerships from the Five Secure Jobs Sites*

# REGIONAL PARTNERS

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# 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

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# COMMUNITY COLLEGES

Beth Harper

Father Bill's & MainSpring

Brockton, MA

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# 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

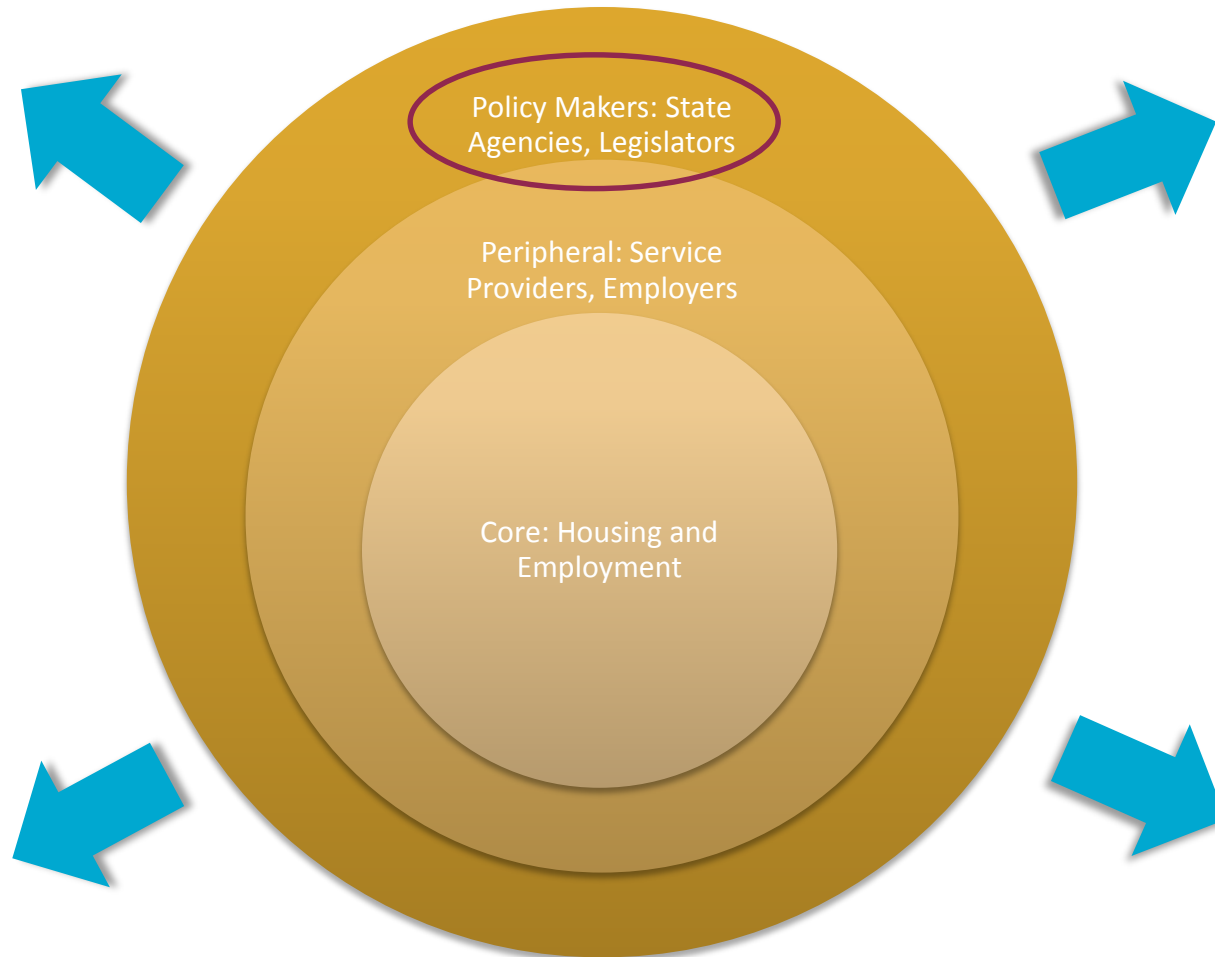
## JVS Boston/MBHP Partnership



### 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



# 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

## Employment Outcomes

Enrolled	>500
Employed	~70%
Wage	~\$12
Hours	~30 (16-40)
Vacation/Sick Leave	~28%
Health Insurance	~23%
Retirement	~9%

## Types of Employment

Food Service

Other Service (Retail etc.)

Healthcare

Social Services

Office/Administrative

Education/Child Care

Transportation

Temp

# 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

## Contact Information for Secure Jobs Evaluation

Sara Chaganti  
Project Manager  
(781)736-4679  
[schagant@brandeis.edu](mailto:schagant@brandeis.edu)

Tatjana Meschede,  
Research Director  
(781)736-8678  
[meschede@brandeis.edu](mailto:meschede@brandeis.edu)