



## Planning Employment Services for the Chronically Homeless

### Welcome and Introduction

#### Facilitator

*Ann Oliva, Abt Associates*

#### HUD Presenter

*Cynthia High, Office of Special Needs Assistance  
Programs, HUD*

#### Presenters

*Cheryl Bakari, Jackson Employment Center*

*John Rio, Advocates for Human Potential*

*Robert Tucker, Indianapolis Private Industry Council*

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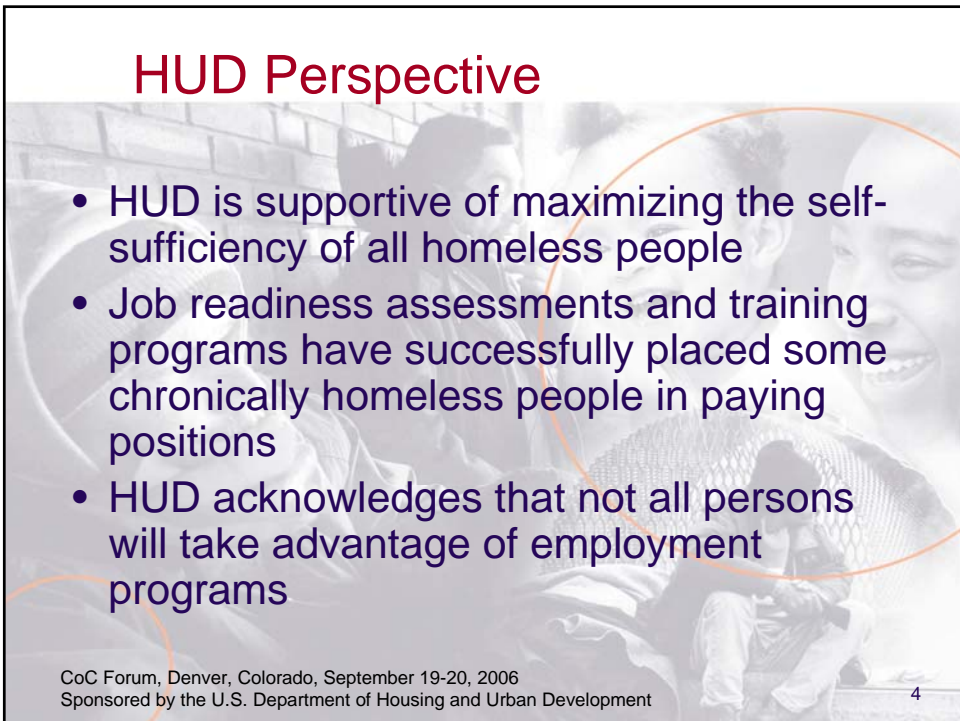


**Cynthia High**  
**Special Needs Assistant Specialist**  
**Office of Special Needs**  
**Assistance Programs**

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## HUD Perspective



- HUD is supportive of maximizing the self-sufficiency of all homeless people
- Job readiness assessments and training programs have successfully placed some chronically homeless people in paying positions
- HUD acknowledges that not all persons will take advantage of employment programs

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**Cheryl Bakari**  
**Senior Training Specialist**  
**Jackson Employment Center**  
**Tucson, AZ**

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USING THE ONE STOP MODEL TO SERVE HOMELESS JOB SEEKERS

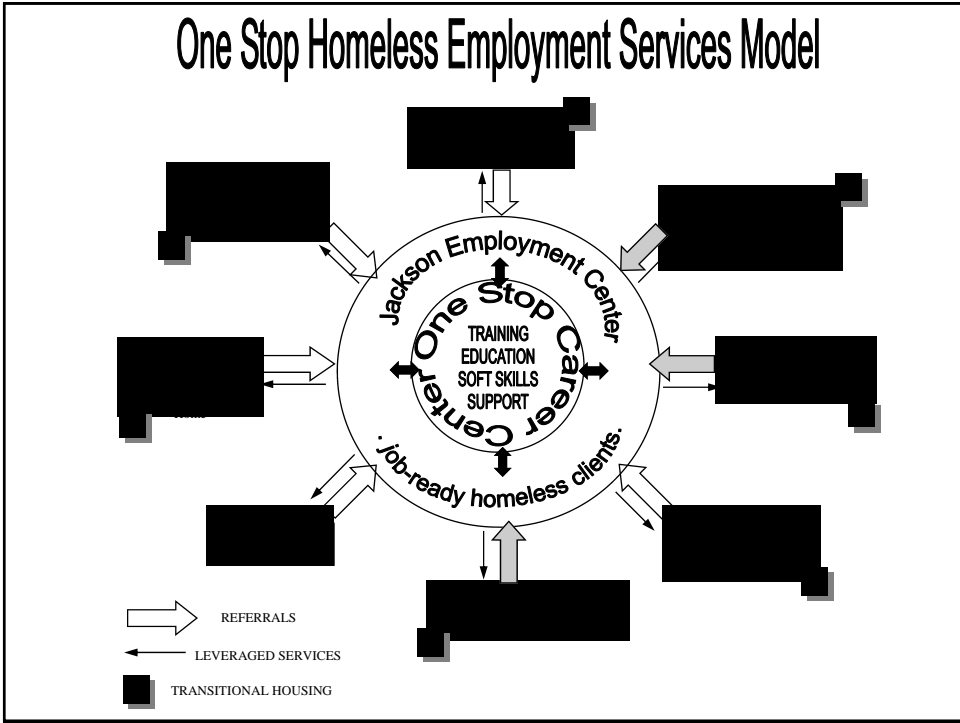


**The Jackson Employment Center**  
**Pima County, Arizona**

**Cheryl Bakari**  
**Steven Nelson**

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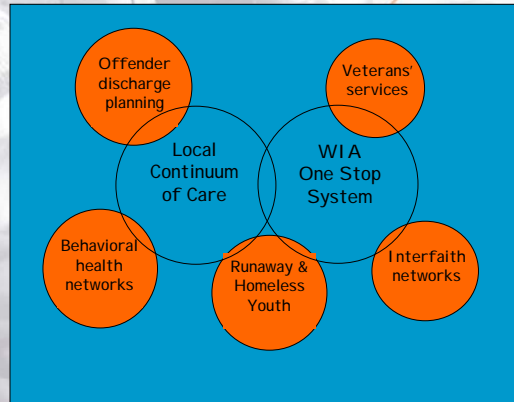
## Interlocking Systems

- Local Continuum of Care
- WIA One Stop System
- Runaway and Homeless Youth
- Offender Discharge Planning
- Behavioral Health Networks
- Veterans' Services
- Interfaith Collaboratives

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## Interlocking Systems



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**Don't duplicate**

- Who are the experts in a given area?
- How can we add value?
- Why should the customer have to worry about who provides the service?

**When you could coordinate**

**John Rio**  
**Senior Program Associate**  
**Advocates for Human Potential**  
**White Plains, NY**

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How might **work** fit in the goal of ending long-term homelessness?

**Employment**

**Housing**

**Health Care**

**Ending Long-term Homelessness**

**Case Management**

**Shelter**

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## Developing a Relationship with the Mainstream Workforce System

- Understanding the workforce system
- Visioning
- Identifying points of contact
- Developing collaboration
- Sustaining the partnership

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## What kind of relationship do you want?

- Cooperative
  - Will you write a support letter for my grant?
- Coordinated
  - Can we talk about how our services can work together in our grant?
- Collaborative
  - We would like your agency to provide job development services and build this into our grant proposal.

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## DOL/HUD Chronic Homeless Initiative

- Threshold Project - Indianapolis
- HomeWork – Boston
- CEP IV – Portland
- LA's Hope – Los Angeles
- Hope House – San Francisco
- CHETA – TA Center

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## *Threshold Project Overview*

- **Community Served:**
  - Population: 800,000
  - Homeless Population: 3,500
  - One-Stop System: Six Centers within City LWIA
  - Centers Currently Providing Services: Two Centers
- **Housing Model: 42 Units Single site**
- **People with Disabilities**
- **Homeless a year or more OR four episodes in three years**

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## Project Partners

### A collaborative effort:

- Indianapolis Private Industry Council
- City of Indianapolis
- Easter Seals Crossroads
- Goodwill Industries of Central Indiana
- Homeless Initiative Program of HealthNet
- Luther Consulting, LLC

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## Partner Roles

### Outreach Location

- Local emergency shelters
- Local outreach teams
- Local case managers

### Employment

- Easter Seals Crossroads
- Goodwill Industries of Central Indiana
- IN Private Industry Council

### Other Partners & Housing

- City of Indianapolis
- Homeless Initiative Program
- Private landlords

### Evaluation

- Luther Consulting, LLC

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## Leveraging Funding & Services

- Potential IN Vocational Rehabilitation billing
- Potential Medicaid billing through status as a Federally Qualified Health Center
- Applied for CDBG
- Other grants, philanthropy, etc.

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## Project Components...

- **Participant Outreach**
  - Referrals come from local shelters and street outreach teams
- **Permanent Housing**
  - Housing First
  - Single-site
  - S+C Subsidies
- **Employment**
  - Participant driven
  - Utilize approach based on client need



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## Employment Activities

- Develop Profile and Plan
- Register with One-Stop Career Center
- Apply for Vocational Rehabilitation
- Minimum: meet with staff once each week
- Minimum: meet with team once each month
- Access basic or vocational training
- Job Negotiation
- Celebration of placement and goal attainment

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## Employment Retention Services

- Employer follow-up
- Continued Case Management
  - Minimum: meet with staff once each week
- Service Planning: meet with team once each month
- Crisis and safety planning
- Celebration of successes

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## Current Project Status:

### Outreach/Housing

	Participant Enrollments	Active Participants	Participants Issued Certificate	Participants Housed
<b>Totals</b>	<b>64</b>	<b>42 + 6</b>	<b>N/A</b>	<b>42</b>

### Employment

	WIA Registered	WIA Enrolled	Working FT	Working PT	Paid WE	Unpaid WE	Basic Skills/ Training
<b>Totals</b>	<b>37</b>		<b>14</b>	<b>8</b>	<b>43</b>	<b>12</b>	<b>5</b>

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## Current Project Status:

- **Entered Employment Rate**
  - Since inception: 67%
  - 1/05 thru 12/05: 72%
- **Housing Retention**
  - Since program inception: 66%
  - 1/05 thru 12/05: 72%

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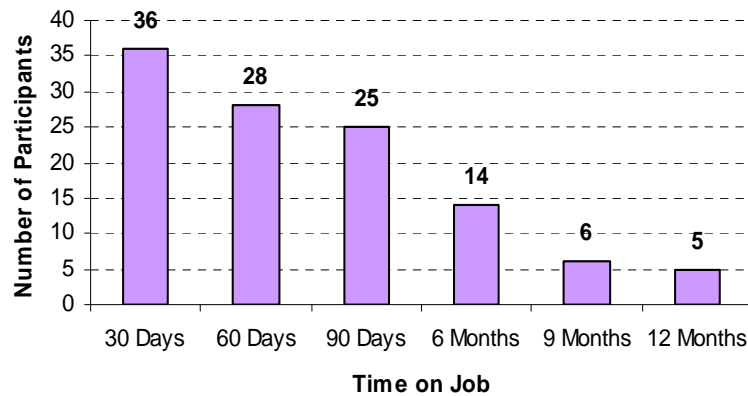
## Current Project Status:

- Salaries range from minimum wage to \$21.00 an hour
- Employment above minimum wage: 90%
- Types of employment
  - Full-time: 40 jobs or 65.5%
  - Part-time: 21 jobs or 34.5%

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## Current Project Status:

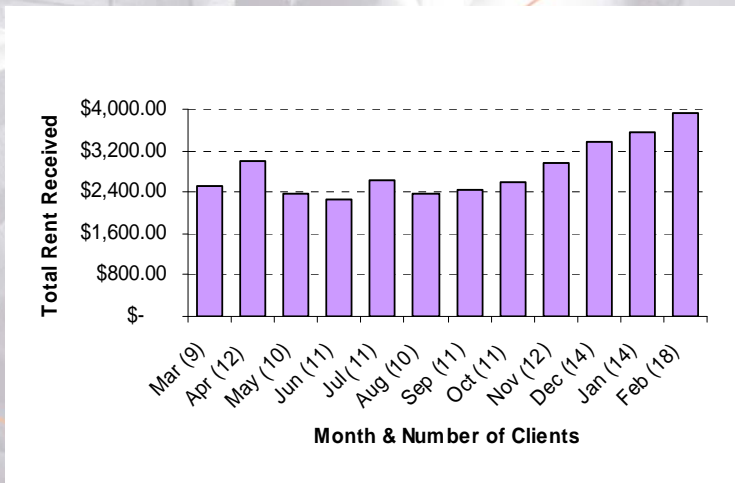


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## Current Project Status:



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## Benefits of Partnering

- Common outcome measures
- Potential to reduce duplication of services
- Potential to use current resources in a new or different way
- Potential to leverage funding
- Partners expand their capacity and expertise

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## **CHETA**

### **Work to End Long-Term Homelessness Through Employment and Housing**

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**Corporation for Supportive Housing**  
**50 Broadway**  
**New York, New York 10004**  
**212-986-2966**  
**[www.csh.org/cheta](http://www.csh.org/cheta)**

**John Rio, Co-Director**  
**Advocates for Human Potential**  
**13 Herbert Avenue**  
**White Plains, New York 10606**  
**914-328-2399**  
**[www.ahpnet.com](http://www.ahpnet.com)**

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