Welcome

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Employment Focus in a Housing First World

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ICPH Beyond Housing 2020
What do you think are the greatest barriers to employment in your region?
What is Housing First?

• “Housing First is a homeless assistance approach that prioritizes providing permanent housing to people experiencing homelessness, thus ending their homelessness and serving as a platform from which they can pursue personal goals and improve their quality of life.”

  - National Alliance to End Homelessness
Housing First

- Housing First does not require people experiencing homelessness to address all of their problems including behavioral health problems, or to graduate through a series of services programs before they can access housing.
Housing First Models

- Permanent Supportive Housing
  - PSH

- Rapid Re-housing
  - RRH
Way Finders

Regional Housing Authority for Hampden & Hampshire Counties
• Voucher: Plan A
• Employment: Plan B

• Employment: Plan A
• Voucher: Plan B
What is Secure Jobs?

- Individualized case management
- Wrap around services
- Access to workforce development pipeline
- Flexible funds
- Direct referrals to supportive programs
- Barrier busting
“This job is everything I could have asked for. I can pay all my bills and still have time to spend with my family. Way Finders prepared me for this job and I intend to keep it.”
History of Secure Jobs

• 2013: Paul & Phyllis Firemen Foundation partners with MA Dept. of Housing & Community Development
  – 2013-2016: Firemen Foundation & DHCD (Phases 1-3)

• 2017: DHCD

• 2018: DTA
Employment Support Services Team

- Program Manager
- Job Developers
- Employment Specialists
Who is eligible for Secure Jobs?

• Must meet Emergency Assistance (EA) requirements as established by the state of MA:
  – Imminent risk of homelessness
  – Living in state funded EA shelter or motel
  – Living in unit using HomeBASE funding and in stabilization
  – Receive RAFT funding to divert homelessness
  – Been diverted with Front Door funding and in HomeBASE
  – Be identified as a family, per state guidelines

• Be Ready, Willing, & Able to engage in the program
MA Emergency Assistance Data

- Average length of stay in EA Shelter: 369 days
- Cost per day: $150
- FY19 Q3 EA Shelter count: 3,575 families
- $55,350 = average cost to MA per family
Ready, Willing, & Able

• What does this look like?
• Unique needs of each family means that each family’s “RWA” will look different
• Addressing barriers that each family may have
Housing & Employment Intersection

Client Needs

Housing Case Manager
- Housing Goals to include:
  - Budget
  - Credit Recovery
  - Referrals to providers for mental health services, parenting classes, childcare, employment, education, ESOL

Employment Specialist
- Workforce Development goals to include:
  - Soft Skills Training
  - Skilled Job Training
  - Job placement
  - Financial Literacy
  - Connection to state agencies such as DTA, Unemployment, DOR, community colleges
Housing & Secure Jobs

• Referrals
  – EA shelter workers, HomeBASE stabilization case managers, RAFT housing counselors
  – DTA Full Engagement Workers
  – One Stop Career Centers
Barrier Busting

• Common Barriers homeless families encounter
  - Childcare
  - Lack of natural supports
  - Mental Health
  - CORI
  - Substance Abuse
  - Transportation
  - Language
  - Lack of high school diploma/GED/HiSET
  - Trauma
  - Lack of occupational skills & trainings
Job Readiness

• Level 1: Little to no work history, significant barriers, cohort participants
• Level 2: some work history, minimal barriers, Cohort participants, 1:1 appointments
• Level 3: no barriers, recently dislocated workers, resume, ready for job development efforts
Curriculum

• Developed with HUD Technical Assistance
• Specifically designed to address the challenges that are unique to homeless families
• Supplemented with activities from the Baltimore Pipeline and the MassCAP curriculums
Flexible Funds

- Transportation
- Skilled trainings
- State licensing exams
- Childcare expenses
- Work clothing
Wrap Around Services

- Housing & Employment
- Increased access to supportive services
  - Childcare
  - Transportation
  - CORI
  - ESOL
  - Education
- 2 Generation Approach
Joe enrolled in the Secure Jobs Program and attended workshops to help build his resume, improve his interview skills, and learn about open opportunities. At a workshop he attended, he met United Personnel, a staffing agency in Springfield whom he provided his resume. In the next week was offered a part-time job at United Industrial Textile Products in West Springfield.

Today, Joe and his family have moved out of shelter and into an apartment of their own. Joe was offered a full-time position at United Industrial Textile Products in May 2019 and was recognized by Way Finders and United Personnel for his accomplishments and commitment. Joe’s HomeBASE services ended at the end of July 2019. He has used those funds and services to position himself and his family for a safe, stable, and bright future.
Evidence Based Practice

- Brandeis University Heller School for Social Policy & Management
  - Institute on Assets & Social Policy
- Phases 1-3
- Final review conducted in 2017
Summary of Outcomes

• Employment and higher wages are important in lowering the probability of homelessness after Secure Jobs entry.
• Larger families, and to some extent, families with younger children consistently face barriers to employment and housing stability, and the receipt of child care vouchers enables families to gain employment.
Those with higher educational attainment have higher chances of employment and housing stability, regardless of the other family characteristics tested in our statistical models.
• Skills training has some impact on better employment outcomes, especially for Phase 1 participants, and for participants with little or no work history.
• Those with more stable housing prior to employment are more likely to gain employment, showing the positive impact that stable housing can have on getting and remaining employed. In turn, employment leads to longer-term housing stability.
What factors helped in gaining employment?
Case Study
Key Findings

• Strong & Consistent Leadership

• Partnership Model

• Ready, Willing, & Able

• Flexible Funds
Key Challenges

• Recruitment

• Timing

• Childcare Vouchers

• Transportation
Key Challenges

- Data Collection
- Funding
- Low wages & the high cost of housing
Key Changes

• Vocationalize Shelter
• Flexible job readiness format
• Cohort skills training
• ESOL
Key Changes

• Awareness & Advocacy
Housing Vouchers & Secure Jobs

- FY13: 55 Massachusetts Rental Housing Voucher (MRVPs)
- FY19-FY21: 50 Mobile Section 8 Vouchers
- Lottery System with employment and engagement requirements (MTW)
Way Finders FY19 Outcomes

• 721 Placements
• 77% Job Retention
• 92% Housing Retention
• $12.96 Average Wage
• 206 Employers
Demographic Information

Secure Jobs Ethnicity

- Not Hispanic or Latino: 40%
- Hispanic or Latino: 54%
Demographic Information

Secure Jobs Gender

- 32 male
- 1 different identity
- 61 female
Housing Status (Entry)

- Emergency Assistance Re..: 35
- Emergency Assistance Sc..: 31
- HomeBASE Stabilization: 19
- Market Rate Unit: 5
- RAFT Prevention: 3
- Subsidized Housing: 1
Latanya’s Story

https://www.youtube.com/watch?v=cmfBpdOeQhs&feature=youtu.be
Secure Jobs Resources

- http://ppffound.org/initiatives/
- https://heller.brandeis.edu/iasp/publications/index.html
  - Housing & Employment for Homeless Families
- https://www.wayfindersma.org/secure-jobs-initiative
Contact Us!

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