

# **Rapid Re-Housing and Employment : Making the Connection**

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# Agenda

- Rapid Re-Housing overview
- Employment Approaches
- Agency example; Opportunity Council

# Rapid Re-Housing Overview

# Rapid Re-Housing Defined

Rapid Re-housing (RRH) services are designed to transition homeless families into permanent housing by offering:

- Time limited rental assistance; averaging 3 to 6 months
- Housing focused case management services
- Employment services

Following a period of rental assistance families have access to continued case management and employment services and have earned income which supports housing and family needs without a rental subsidy.

# Assumptions

Obtain market rate housing supported by earned income with rental assistance functioning as a short term intervention

- Families have the ability to acquire and sustain housing without relying on extended or permanent rental subsidies
- Families have the ability to get and keep jobs within a career pathway which support the financial needs of the family (rent, childcare, food and transportation)

# Assumptions, cont.

- Paying more than 30% of income on housing and/or accepting entry level employment within a career track may be a necessary starting point
- Ongoing or permanent housing subsidies are most effective for families who have demonstrated an inability to sustain their own housing because of multiple barriers, a disabling condition or inability to sustain employment.

# TANF and no employment

## **Two person family on TANF**

TANF cash benefit = \$385.00

SNAP = \$367.00

Childcare co-pay = \$ 15.00

## **Three person family on TANF**

TANF cash benefit = \$478.00

SNAP = \$526.00

Childcare co-pay = \$ 15.00

(Based on rent of \$50.00 to \$100.00)

# Family Employed

## **Two person family employed @ \$10.50 per hour**

Gross wages = \$1764.00

SNAP = \$ 152.00

Childcare co-pay = \$ 80.00

## **Two person family employed @ \$12.00 per hour**

Gross wages = \$2016.00

SNAP = \$ 130.00

Childcare co-pay = \$ 206.00

(based on rent at \$800/\$900 per month)



# RRH Service Elements

- Connection with Coordinated Entry
- Assessment; comprehensive, on-going
- Tailored Services
- Progressive engagement
- Dual focus on housing and employment
- Connection with mainstream systems
- Sustainability plan – housing, employment and family stability

# Employment

# Employment Approaches

- Employment Navigator
- Embedded/co-located employment services within housing
- Assigned homeless employment specialist from mainstream workforce system

These approaches involve cross system work and are most effective when housing providers are *vocationalized*

# Mainstream Employment Services

## **WorkFirst Services**

- Community Jobs – subsidized employment
- College and technical training – sector training
- Employment Security – Career Scope/job search

## **WorkSource**

**Division of Vocational Rehabilitation (DVR)**

**Community and Vocational Colleges**

**Community based employment and training services**

# *Vocationalized* RRH Services

*Vocationalizing* – integrating an employment lens within housing and case management services; staff have the skills and resources to engage, prepare and connect families with workforce providers, employment opportunities and services.

Employment is incorporated into intakes, assessments and services plans

Agency may offer on-site job readiness/training opportunities classes and workshops

May include in-house employment specialist or designated employment focused staff

# Employment Navigator

- Navigator employed by workforce convenes cross system team including housing, DSHS/TANF and client to facilitate coordinated housing and employment plan and services.
- Navigator works to support, enhance and customize services as well as create a strong connection with workforce services for client

# Embedded/co-located employment services within housing

- Employment specialist works as a part of housing case management team; provides a combination of direct employment services and refers and connects clients to specific employment and training partners; services may focus on engagement, assessment job readiness and placement

# Assigned homeless employment specialist from mainstream workforce system

- Employment specialist employed by workforce system is assigned to serve homeless job seekers; referral partnership with housing provide including RRH clients. Approach may include intent to access WIA and other One-stop services and resources and providing internal expertise to workforce around homeless job seekers



# Partnerships



## Housing

- Client engagement: housing and employment goals
- Rental Assistance
- Barrier removal: *debt mitigation, civil legal*
- Childcare, transportation & benefits
- Housing Search: *landlord outreach, housing locator tool*
- Connection to mainstream services
- Connection to community resources
- Service coordination

## Workforce

- Vocational assessment
- Employment; career plan
- Subsidized work experiences, internships
- Job training; credentials
- GED, ABE & ESL
- Job search; *Resumes, cover letters, interviews*
- Networking
- Job placement/job leads
- Employer outreach/job development
- Service coordination

## DSHS

- TANF
- Comprehensive evaluation and IRP
- WorkFirst referral
- Childcare assistance
- Medical
- Basic Food
- Social work services
- Support services
- Service coordination



# Employment assessment; Key indicators

- Client has the goal of obtaining employment; aligns with RRH approach
- Client is currently looking for work
- Participation in an employment job training or educational program
- Currently employed/under-employed
- Work history; recent/continuous
- Educational achievement; high school degree; post secondary; vocational skills
- Job search needs; resume, applications; references

# Continued

- Identified mental health, drug/alcohol or physical health conditions; addressed/not a barrier
- Client is engaged in needed case management/support services
- Childcare; transportation
- Unresolved legal/financial barriers; criminal history
- Current income source; TANF, Unemployment, SSI/SSDI Veterans benefits
- Resiliency; resourcefulness; support system and self efficacy
- Conditions needed to be successful – identified

# RRH and Employment

- Address employment from the beginning
- Identify opportunities to pair RRH with short term employment strategies
  - Sector training; short term; career pathway
  - Subsidized work; Community Jobs; Job Connection
  - Job development and placement
- Attachment to mainstream workforce system for ongoing career development

# Continued

- May need to identify and develop strategies not typically offered by mainstream workforce system
- Find and cultivate experts and partners to serve high and multi-barrier clients
- Cross system partnerships and services coordination; build on housing services, resources and expertise

# Sustaining and Progressing

Attachment to work and mainstream workforce services which extend opportunities for wage progression, job retention and career advancement

- Community and vocational technical colleges
- One stop /WIA services
- Basic Food and Training (BFET)
- Community based employment and training providers
- Earned Income Tax Credit (EITC) – work incentive

# Ending Family Homelessness Pilot

Joint effort by the Washington State Department of Social and Health Services (DSHS) and the Department of Commerce to reduce homelessness for families and children utilizing Rapid Re-housing services.

## Five Washington State Counties

- Whatcom
- Snohomish
- Mason
- Cowlitz
- Spokane

# Ending Family Homelessness

## Employment Services

Debbie Paton, Opportunity Council



# Ending Family Homelessness

- Participated in Building Changes Economic Opportunities Initiative
- Built our employment component over a few years
- Integrated services internally and externally with employment and financial stability programs
- Shift in case management as community needs and programs changed

# Ending Family Homelessness

- Employment as a pathway to housing stability
- One on one service – employment case manager – assessment, resume and cover letter, initial career exploration and job search
- Group-setting classes
  - Soft skills
  - Professional / workplace communication
  - Interviewing – skills, practice, video
  - Career club
  - Vocational computer lab

# Ending Family Homelessness

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
<b>Classes held at Opportunity Council (1111 Cornwall Ave) except On the Money (OTM**) workshops are located at WorkSource (101 Prospect St)</b>			1 Vocational Lab 1-4pm	2 On The Money** - Finances in a Crisis 1-2:30pm	3	4
5	6 Vocational Lab 9am-12pm  Career Club 12-2pm	7 Letters of Rec/Refs/ Thank You Letters 11am-1pm  FLARE (must attend 6- week session) 6-8pm	8 Vocational Lab 1-4pm	9 OTM** - Prioritizing Your Spending 1-2:30pm	10	11
12	13 Vocational Lab 9am-12pm  Career Club 12-2pm	14 FLARE (must attend 6- week session) 6-8pm	15 Vocational Lab 1-4pm	16 OTM** - How to Avoid Banking Fees 1-2:30pm	17 Soft Skills 1-3pm	18
19	20 Vocational Lab ( <i>upstairs</i> ) 9am-12pm  Career Club 12-2pm	21 FLARE (must attend 6- week session) 6-8pm	22 Vocational Lab 1-4pm	23 OTM** - Unveiling the Credit Mystery 1-2:30pm	24 Workplace Communication 1-3pm	25
26	27 <b>Memorial Day</b>	28	29 Vocational Lab	30 OTM** - Debt &	31 Interviewing I	



# Ending Family Homelessness

management, self-motivation, etc.

**Workplace Communication:** Learn how to become a more effective communicator: The importance of being 'coachable', a team player, and develop leadership skills and tips to resolve workplace conflicts.

**Interviewing I:** Learn and practice various techniques for acing your interview and landing the job.

**Interviewing II:** Get more practice answering common interview questions through individual practice and mock interviews.

**Letters of Recommendation/References/Thank You Letters:** Learn how to write and gather information to put into your own letter of recommendation, compile a list of professional and personal references, and write effective Thank You letters.

**Career Club:** Varying weekly topics include job readiness, soft skills, job searching techniques, and networking.

**Vocational Lab:** Conduct job searches, edit resumes/cover letters, complete online applications, work on school grant/FAFSA apps.

**FLARE (Financial Literacy and Renter's Education):** Increase knowledge of how to save, budget and invest money to work towards reaching financial goals. The class is also designed to strengthen tenant knowledge of the rental process in order to successfully obtain and maintain housing. \*Pre-registration required\*

**Dependable Strengths:** Participants in the process reflect on their experiences in life, identify their patterns of strengths, and learn how to talk about their Dependable Strengths in ways that demonstrate their value to an organization or community.

**On The Money (OTM): AT WORKSOURCE** - Financial education courses offered by community partners.

**-Debt and Bankruptcy:** learn about different kinds of debt and how to create a debt management plan. Discuss what your rights are when dealing with creditors, and when to consider filing bankruptcy. -Led by volunteers from LAW Advocates

**-Finances in a Crisis:** learn how to anticipate and plan for changes and emergencies as well as how to deal with financial surprises. -Led by Theresa Smith, Goodwill

**-Prioritize Your Spending:** learn how to spend and save on a limited income, make an estimated budget for their income and expenses, and examine the costs of different spending habits. -Led by Laurie McClain, WABC Volunteer and Socially Responsible Financial Advisor

**-How to Avoid Banking Fees:** covers the ins and outs of payday lending and check cashing. Learn about banking options even for those who have never had bank accounts or who have had a bad history with banks. -Led by Anjali Englund, Opportunity Council

# Ending Family Homelessness

Connections to:

- FLARE – Financial Literacy and Renter Education
- Asset Building
  - Bank on
  - On the Money
- Employment Navigator
- WorkFirst
- Services for Veterans



# Ending Family Homelessness

- Assessment / intake tool
- Interest profiler
- Visit agenda – housing case manager
- Coordinating plans
- Expectation / timeline for families

# Conclusion

# Thank You

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