

Top Three Recommendations from the 2011 WICAC Community Meetings

⇒ **WICAC Homeless focus recommendations:**

1. Increased city inter-departmental communications, assessment and planning. Hold executive level meeting between HSA and OEWD staff.
2. Increase access to and build relationships with employers **to remove barriers** for folks who are ready for employment. Build internships and work experience opportunities to bridge to employer
3. System change and access: address cultural competency of One-Stop system; Develop employment focused shelter beds for residents who are working or in training.

⇒ **TAY (Transitional Age Youth) focused meeting:**

1. Connection to permanent jobs – Training and /or temporary jobs that lead to permanent jobs; Jobs that lead to career rather than just jobs for \$\$
2. Reduce impact of funding cuts – cuts are impacting service quality – more interested in numbers not results. When programs do get cut, youth need to be transitioned to another program – no more cuts.
3. Improve outreach – increased outreach; resource guide of available trainings, jobs and programs.

⇒ **Monolingual focused group:**

1. Increased coordination, networking and planning between city offices, CBO's and client including family members
2. Increased engagement and incentives for employers to hire clients
3. Job development to build career ladders from entry level positions with career advancement

⇒ **Reentry focused meeting:**

1. A greater need for pre-release and pre-employment job readiness services
2. Stronger connection/relationship between CBO's, job seekers and employers
3. Improved outreach/resource guide of available trainings, jobs programs

Overall Common Themes:

- Increased communication, planning and coordination within the workforce development system to include HSA, OEWD, CBO's, consumers and employers
- Increased communication, planning and coordination with employers for internships, supportive employment opportunities and bridges to employment
- Continued support for the One Stop staff to reduce barriers to services for marginalized populations
- Advocate for funding for targeted services that increase job readiness and make clients with multiple barriers to employment competitive in the job market: soft/hard skills training, literacy education, job placement services, subsidies, employment resources, job retention services, and supportive employment

Additional Goals/Themes:

⇒ **Reentry:**

- Increased coordination of non-profits
- Increased coordination among city agencies, especially around funding to programs
- Increased communication among larger public aid agencies (HSA, DPH, etc.) and direct service providers—an example: shelter beds are not currently reserved for individuals in swing shift or graveyard shift employment programs

⇒ **Monolingual:**

- More networking meetings needed
- Coordinated efforts
- Job connections
- Incentives to employers
- Living wage jobs
- Jobs with career advancement
- referrals

⇒ **TAYSF:**

- An increase in temporary jobs becoming permanent
- Criminal background check issues
- Less focus on enrollment numbers
- More connections between the employers and youth
- Entry level jobs with high requirements (GED/HSD, drug testing, minimum experience requirements, California Driver's License requirement)
- More affordable secondary education/training programs
- More focus on job placement at the end of trainings
- When programs are cut, a strategic plan or partnerships are needed between other agencies to transfer youth to other programs

⇒ **Homeless Focused group:**

- Increased communication within the system (HSA, OEWD, CBO's) and coordination of services
- Continued support through the One Stops to reduce barriers to services for marginalized populations
- Increased involvement by employers throughout the system
- Continued advocacy for targeted funding to homeless and low-income populations

⇒ **LHCB (Local Homeless Coordinating Board) Employment round table plans:**

- Help improve capacity of One Stop centers to assist homeless persons by assisting them to increase cultural competency and provide training across all staff

Possible Activity: in coordination with employment roundtable, develop training curriculum.

- Increase buy-in and accountability of mainstream employment agencies by encouraging them to regularly report on outcomes for homeless clients

Possible Activity: in coordination with employment roundtable, identify specific measures for relevant mainstream agencies' reports and meet with agencies to propose their inclusion

- Advocate for funding for homeless-targeted services that increase job readiness and make our clients competitive in the job market: soft/hard skills training, literacy education, job placement services, subsidies, employment resources, job retention services, and supportive employment

Possible Activity: Survey all potential sources of federal funding, identify underutilized programs and develop a plan to apply/access funds