

Investing In Success For Homeless Job-Seekers - Tenderloin Neighborhood Spotlight



Hospitality House

“Fighting for the Soul of the City since 1967”

- ❑ Hospitality House is a progressive, community-based organization located in San Francisco’s Tenderloin, Sixth Street Corridor, and Mid-Market neighborhoods for more than 50 years
- ❑ Hospitality House’s core mission is to render services that foster self-sufficiency and cultural enrichment, and build community strength by advocating policies to address root causes of poverty and homelessness



Rebuilding Lives, Celebrating Creativity, Strengthening Community

- ▶ **We have six innovative programs at four locations in three distinct neighborhoods for individuals experiencing homelessness and other low-income community residents. Together, we strive for individual empowerment, strengthen community and participate more fully in civic life.**
- ▶ **Hospitality House's Theory of Change focuses its organizational work on addressing income inequality; our employment program helps individuals obtain gainful employment, escape poverty, and achieve self-sufficiency.**



The Tenderloin - At A Crossroads

- One of the City's most diverse neighborhoods, and one of the poorest. Poverty rate is **nearly three times higher** than San Francisco as a whole
- Median household income is **barely one-fourth** San Francisco's median household income, and median per capita income is less than half.
- Percentage of residents with high school diploma or less **is 70% higher** than the City as a whole
- Nearly half the City's public assistance caseload is in four zip codes: 94110, 94112, 94103 & 94102 (Tenderloin)
- The Tenderloin has the highest booking rate of African-American and Latinx households of any San Francisco neighborhood
- The Tenderloin has the third lowest voter participation rate of any of the City's 26 neighborhoods

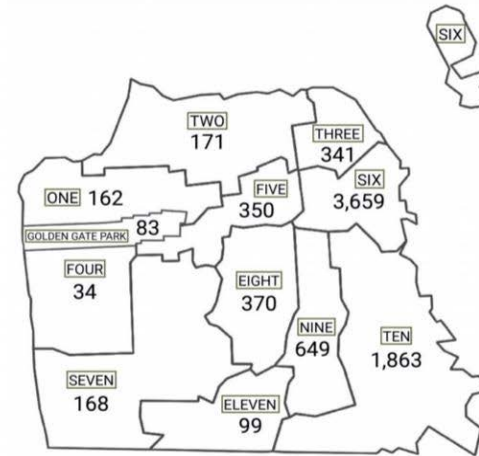
Why We Need To Prioritize Homeless Job-Seekers

- ❑ 2019 Homeless Point In Time Count - District 6 (which includes TL & SOMA) has the largest number of homeless residents of any other supervisorial district - more than 9 of the remaining 10 districts combined!
- ❑ More than one in four homeless people cite loss of a job as the primary cause of homelessness
- ❑ Nearly 2/3 of respondents say they can't afford the rent - a major barrier to obtaining permanent housing

TOTAL NUMBER OF UNSHELTERED AND SHELTERED HOMELESS PERSONS BY DISTRICT

The 2019 San Francisco Homeless Count data are presented below, organized by the 11 County Supervisorial Districts in San Francisco and Golden Gate Park.

Figure 4. UNSHELTERED AND SHELTERED POINT-IN-TIME COUNT RESULTS BY DISTRICT



Note: An additional 62 persons were residing in confidential or scattered site sheltered locations in San Francisco on the night of the Point-in-Time Count.

Hospitality House Employment Program Staff



□ HH Core Values

Hospitality House peer-based model, our diversity reflects our community's diversity.

We are more than simply an employment program, our approach is person-centered and strengths-based. Not liabilities – possibilities.

We believe that people can, we show people how, we help people do. Dreams matter.



Hospitality House Tenderloin Neighborhood Access Point

- ❑ Nearly 240 job-seekers enrolled, screened, assessed - nearly 100 verified homeless job seekers
- ❑ More than 180 job-seekers successfully placed in unsubsidized employment
- ❑ More than 120 maintained jobs for six months or more
- ❑ Nearly 50 different employers hired one or more job-seekers
- ❑ Employer spotlights and/or hiring fairs with nearly 60 different employers

Hospitality House Employment Program & Resource Center – Two Locations to Meet Community Needs

- ❑ Neighborhood Access Point and Job Readiness Services, designed to complement each other, focus on individual needs, and be a resource for the entire community – **nearly 350 residents enrolled last year!**
- ❑ Community members utilize Hospitality House's Employment Program & Resource Center to research job leads on their own, copy and fax machines, emails, phone messages.
- ❑ Hospitality House community-based self-help centers maximize access to additional behavioral health and housing resources for our experienced employment team



Career Connect Job Fair – Our Model Works!

**SF Main Library, July 30, 2019
Hosted by Hospitality House**

- ❖ 42 Bay Area Employers from various employment sectors
- ❖ More than 200 job-seekers - incredible response!
- ❖ MEGA Job Fair with Neighborhood Access Partners attracted additional 50 Bay Area employers!





- ❖ Local philanthropy and workplace clothing drives make a real difference in the community!
- ❖ Interview attire, work clothing and accessories for new hires!
- ❖ Strong partnership with San Francisco International Airport & Airport Commission

Clothing Donation From San Francisco Airport – Resource for Job-Seekers!

At Hospitality House:

- ❑ Every door is the right door, wherever you find us, you're in the right place.
- ❑ Today is the day you choose a better future for yourself, and you've already taken the first step. You're here!
- ❑ An employer is looking for you - come on in, we can get there together
- ❑ We know it can be a struggle sometimes - but never, ever give up hope.
- ❑ Tomorrow, we try again!



Hospitality House Peer-Based Model:
Those who staff the programs, look like those who utilize the programs.

Policy Recommendations

System & Policy Priorities

- Targeted workforce efforts that prioritize homeless job seekers – Neighborhood Access Point for Homeless Job Seekers?
- Deepen City Department investments serving homeless job seekers, in neighborhoods with higher poverty rates, homeless population, unemployment, etc.

Thinking Bigger & Better

- Support increased provider collaboration across neighborhoods, employment sectors, populations – with increased funding
- If traditional models of employment programs are under-utilized, then we're doing something wrong -
- Changes in approach are needed!

Policy Recommendations, Part 2

System & Policy Priorities

- Homeless job seekers require continuum of support - prioritize under-served homeless job-seekers w/prior workforce history to maximize City's housing investments
- Traditional measure of unemployment obscures actual job loss - likely TWICE number reported. May be as many as 40,000 discouraged, marginalized or underemployed workers in San Francisco.

Thinking Bigger and Better

- Engage voices of providers and job seekers by scaling up successful models – and supporting cross-neighborhood and cross sector partnerships
- Promote better practices among employers by spotlighting successful pilot efforts
- Ensure WISF members are decision-makers preferably with workforce experience – bring best thinking to table

“All In” Campaign Tipping Point Community

- Tipping Point Community launches citywide effort for 1100 homes across all 11 districts
- Broad-based coalition includes business, labor, and community partners like HH, TNDC, Swords to Plowshares, ECS.
- We need to be All-In to solve the homeless crisis in San Francisco.



“We are all people.
We are all a
paycheck away.”

TIFFANY JACKSON
Employment Program Manager,
Hospitality House

Tenderloin Workforce System Partners

- **Central City Hospitality House**
- **Code Tenderloin**
- **Compass Family Services**
- **Community Housing Partnership**
- **Larkin Street Youth Services**
- **South East Asian Development Center**