Employment Roundtable Update
July 11, 2011
Local Homeless Coordinating Board Meeting

Background:
In the 2010 McKinney Vento Application, the LHCB wrote goals and strategies related to improving meeting and improving employment outcome measurements. Strategic planning involves meeting both short term goals, to boost outcome numbers, but also long term goals associated with overall improvement of the system.

The LHCB created the Employment Roundtable (ER) and increased coordination efforts with the Workforce Investment Community Advisory Committee (WICAC)

Timeline:
- Strategies created for McKinney Application: November 2010
- Employment Roundtable Meeting #1: February 25, 2011
- Discussion at Full Board: March 7, 2011
- Employment Roundtable Meeting #2: April 22, 2011
- WICAC meeting discussing Homelessness and Employment: June 22, 2011
- Discussion at Full Board: July 11, 2011

Next Steps:
- Review work plan
- Align strategies with the work of the WICAC
- Move forward on agreed upon goals in the work plan
### Task

Forum to discuss LHCB recommendations for employment services with WICAC, including:

- Employment Roundtable (ER) requests that the WIB engage in comprehensive assessment of homeless population’s needs, abilities and barriers to mainstream employment services. Seek the input/opinions of currently homeless persons.
- ER invites WICAC to co-host a director-level conversation between WIB, HSA, LHCB and the community (including homeless individuals and families) regarding resources needed to improve access and outcomes for homeless persons.
- ER requests inclusion of a pilot project in next year’s RFP that serves only homeless persons, perhaps through the sector academies. The pilot would assist in understanding the support needed for training and employment for homeless persons who are employable, but not ready for employment.
- ER suggests the WIB consider creation of a Social Service Academy, which would be a welcome employment possibility for homeless persons. (Noted that the Non Profit industry already employs many homeless persons)
- ER calls for increased access to One Stop services for homeless persons, including by:
  - Co-locating One Stop services with non-profit providers, or creating mobile one-stops;
  - Institutionalized cultural competency training/specialists at One Stops to understand the barriers to employment for homeless people;
  - To increase accountability, regular reports on outcomes, including the number of homeless persons served/employed and the number of referrals from One Stop to non-profits;
  - Regular, publicized office hours for non-profits at One Stops.
- ER invites cross-attendance and participation of services providers and policy makers at homeless and employment planning meetings.
- ER suggests holding a forum of employers who hire homeless people to educate/talk to other employers.
- ER suggests setting aside mainstream employment funding for the homeless, employable population, to ensure they are served by the mainstream system of care.
- ER looks forward to separate WICAC meeting to address homeless employment issues in June 2011

### Who

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<tr>
<th>Phil Clark, Lead</th>
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<tr>
<td>Ali Schlageter and Employment Roundtable, Support</td>
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### When
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<td>Continue to fund resources focused on education that connect homeless persons to jobs/careers (including life skills, treatment, training, internships, education)</td>
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<td>Coordinate training sessions for homeless providers with:</td>
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<td>- Department of Rehabilitation regarding resources and availability for homeless persons. Consider co-location of services</td>
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<td>- CVE, which provides a good model for training and placing persons with severe disabilities.</td>
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<td>Host trainings for case managers and consumers in homeless/employment programs regarding the risks/benefits of working while on disability</td>
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<td>Educate employers about incentives (e.g. Work Opportunity Tax Credits) to encourage hiring of homeless persons</td>
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<td>Engage local companies and private foundations regarding donations for employment training.</td>
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<td>Message to HUD reaffirming the resources needed to help consumers to maintain employment.</td>
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<td>Pay attention to the HUD employment goals and strategic plans for HUD around employment programs and the outcome measures for HUD McKinney funded programs.</td>
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<td>LHCB</td>
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<td>Ali Schlagater, LHCB staff</td>
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Recommendations that came out of the WICAC Homeless Focused Meeting: June 22, 2011

1. **Database of qualified clients in the hiring pool** (Nine votes)
2. **Shelter or program beds reserved for individuals in employment programs** (Seven votes)
   - Increase One Stop's ability to serve homeless individuals and their employment needs (Seven votes)
3. **Increased communication between larger public aid agencies (HSA, DPH, OEWD etc) and direct service providers** (Five votes)
   - City to begin conversations with employers to help facilitate relationships between CBO's (Five votes)
4. **Paid internships** (Three votes)
   - Separate entity to negotiate with employers for hiring purposes (Three votes)
   - Proposal to hold a certain percentage of jobs for people with barriers (Three votes)
   - Increased coordination of non-profit organizations (Three votes)
5. **More transitional housing programs** (two votes)
6. **Computer lab training** (One vote)
- More collaboration between employers and the community (One vote)
- More opportunities in green jobs sector (One vote)
- Get more employers on the Workforce Investment Board (One vote)

7. Increased and more creative outreach
   a. Street teams
   b. Increased flyer circulation
   c. Updated websites
   d. Increased utilization of resource center

8. Case Managers stay more up-to-date on available resources

9. Client-centered/customized approach

10. Ability to access homeless employment services even if not in that program’s housing

11. Post-placement job support

12. Increased education on populations for employers

13. Spend more funding on “set-aside” programs for graduates

14. Employment counselors should be focusing on more job development