

# Unraveling the Mysteries of Workforce Systems and Building Partnerships

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# What do we understand about the economic needs, goals, and outcomes of homeless jobseekers?

Stigma about the employability of people experiencing homelessness

Insufficient employment data in the homeless service system

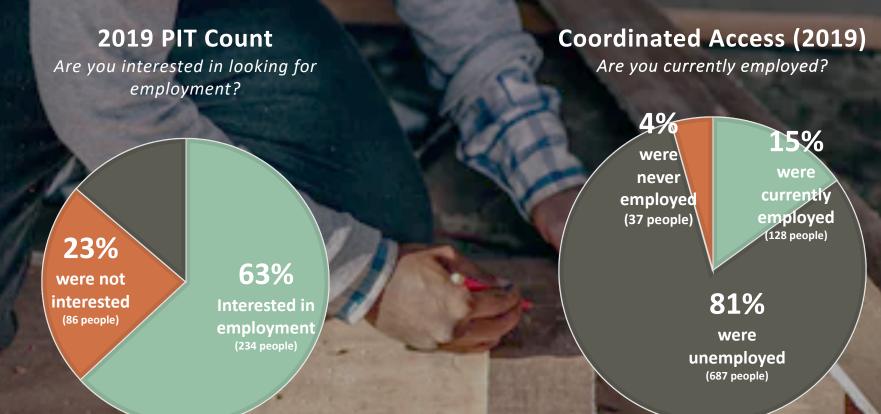
Insufficient housing data in the workforce system

Policies and practices that impede stability

Lack of lived experience expertise to inform planning and decision-making



# Using Data to Build the Case: Incorporating New Metrics on Employment and Income



THE JOURNEY HONE

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People experiencing homelessness <u>want</u> to work. They <u>can</u> work. And they <u>do</u> work.

# Using Data to Build the Case: Cross-Sector Data Matching to Understand Intersecting Barriers to Employment

"If you don't have stability, it's a domino effect of bad things."

-Homeless jobseeker

Homeless
Management
Information
System
(HMIS)





Client Legal
Utility Engine
(CLUE)

### 50,410 cases

**48%** of homeless individuals have at least one case.

**43%** of homeless individuals have at least one expungeable case.

**53%** of all cases are expungeable.

**1,716** homeless individuals have records in which every identified case is expungeable.



build

# Building Cross-Sector Collaborative Efforts The burden must not lie solely on homeless jobseekers to navigate complex systems.

- 1. Centering the Role of People with Lived Experience
- 2. Shared Buy-In and Governance: Action Plan on Homelessness
- 3. Shared Practices: Integrated Systems and Learning Communities



## Baltimore City Action Plan on Homelessness

The three-year Action Plan on Homelessness sets clear, time-limited, and achievable goals. It was directly informed by Continuum planning efforts, including the Journey to Jobs report.

The Plan creates **Action Committees** with dedicated capacity to implement activities under the five key strategies.

Committees also foster **cross-sector participation and infrastructure development** for data sharing and matching projects.

#### **Baltimore City Continuum of Care**

**Continuum Board** 

**Executive Committee** 

All committee workplans and formal proposals will be presented to people with lived experience prior to submission and approval by the Executive Committee or Board.

Lived Experience Advisory Committee Youth Action Board

#### **ACTION COMMITTEES**

Led by a Board member with MOHS staff support, Action Committees will oversee implementation of the five key strategy areas and their interventions through the development of a strategy-focused workplan that details measurable outcomes and clear deadlines.

**Affordable Housing** 

Homeless Response System\* Shelter Transformation Employment & Income

**Race Equity** 

#### **Communities of Practice**

MOHS will convene homeless service providers to implement professional development trainings and project- and system-level protocols, policies, and standards of care.

While not formal committees of the Board, these provider-level groups will inform and be informed by the Action Committees.

Permanent Supportive Housing (PSH) Rapid Rehousing (RRH)

Shelter

Street Outreach

HMIS/CA Users

#### **CAPACITY-BUILDING COMMITTEES**

Oversee core functions of the Continuum and develop the necessary capacity to execute the Action Plan.

Governance

System Performance & Resource Allocation\*

Communications

**Resource Development** 



<sup>\*</sup>Denotes committees where there is an expected need to establish subcommittee(s) to address specific requirements of the Continuum.

## Next Steps for Integrating Homeless Service & Workforce Systems

Strengthen shared narratives that people experiencing homelessness are employable.

Execute a data match and ongoing data-sharing agreement to inform service planning and coordination.

Build a multi-pronged assessment and referral system integrating employment services within Coordinated Access.

Jointly convene homeless service, workforce, and race equity communities of practice.

Advocate for policy reform and targeted resources to eliminate barriers and support people experiencing homelessness.

Replicate workforce integration efforts to address barriers, legal service needs, and more.



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