



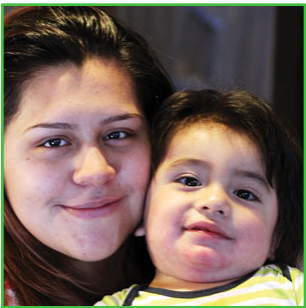
Let's Go to Work: Connecting Clients to Jobs
National Alliance to End Homelessness
July 24, 2019 | 9:00 – 10:15 a.m.



Equity. Opportunity. For ALL.

We believe society is better for everyone when all of us can participate, prosper, and reach our full potential.

Direct service efforts in 100 communities nationwide and 12 countries internationally, research & evaluation, policy & advocacy, and systems change.

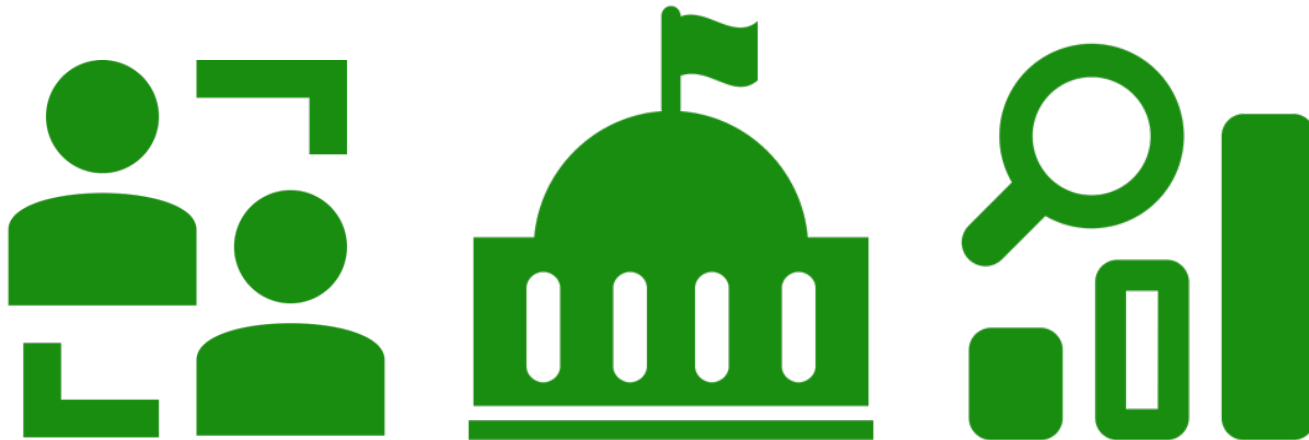


National Initiatives on Poverty & Economic Opportunity

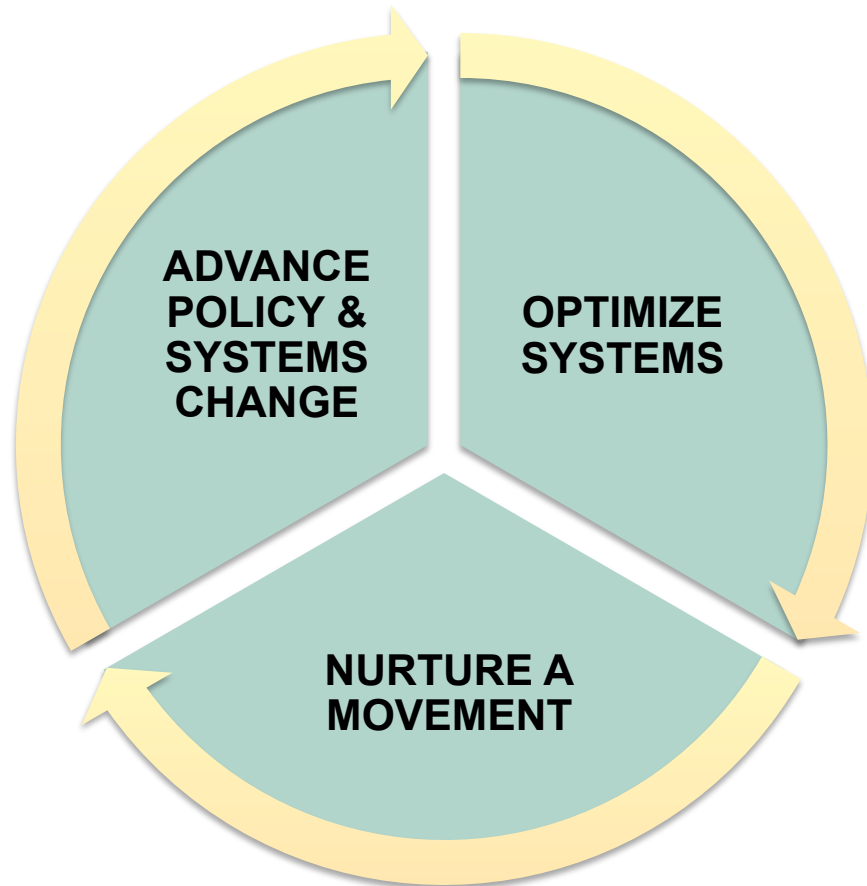


**We are
dedicated to
ending chronic
unemployment
and poverty.**

**Working at the intersection of
practice, policy, and research,
we catalyze change that is practical,
informed by evidence, and grounded
in experience.**



National Center on Employment & Homelessness



Ensuring that every person experiencing homelessness who wants to work achieves employment and the income needed for long-term housing stability.

**As homeless service providers,
we face barriers
to helping our participants
succeed in employment and
access economic opportunity.**

A few of those barriers...



Lack of dedicated resources.

**Need more data—
not sure of
participants'
employment
interests, goals, &
work experience.**



**Not accountable to
show increases in
employment &
earned income.**



**We may wonder: is
this really my job,
too?**



**...or worry that
participants aren't
ready to work.**

**Knowledge gaps/
need for training in
best & promising
practices.**

**But, we're all here at 9:00 A.M.
because...**



**We know that access to
employment and economic
opportunity matters when it
comes to preventing and ending
homelessness.**

People experiencing homelessness want to, can, and do work.



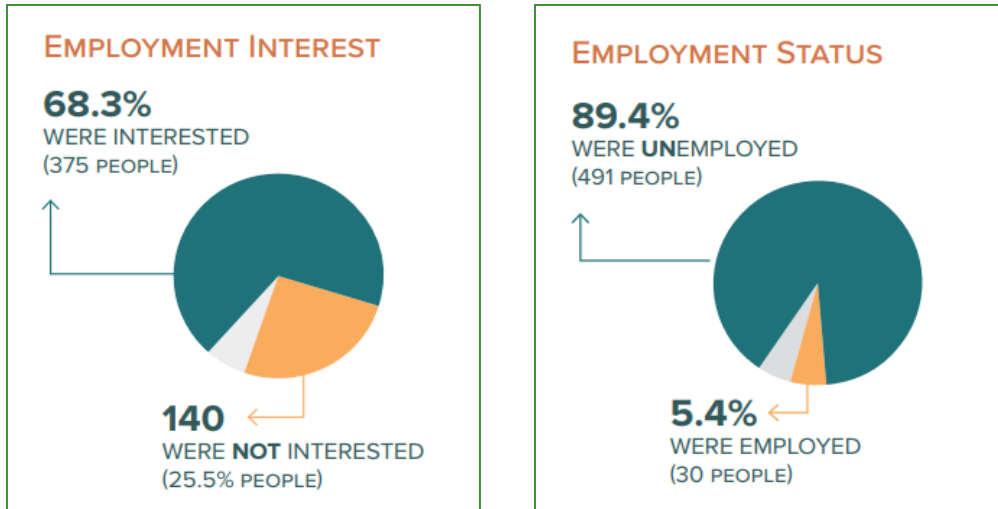
When parents of families experiencing homelessness are asked to name one thing that would most help get their family back on its feet, the most common answer is employment.



Source: https://buildingchanges.org/images/documents/library/2016_CoordinatingEmploymentandHousingServices.pdf

Systems-level data tell the same story:

City of Baltimore 2017 PIT Count



City of Chicago Coordinated Entry Assessment

“Almost 65% of people assessed at Coordinated Entry say they want help finding employment.”



Source (Baltimore): <http://www.journeyhomebaltimore.org/wp-content/uploads/2018/06/J2J-FINAL-REPORT.pdf>

Source (Chicago): Chicago Jobs Council, personal correspondence with C. Thomas, July 19, 2019

NATIONAL INITIATIVES

HEARTLAND ALLIANCE

 @NIheartland | @schnurtles

And if that's not enough...



...this year's NOFA prioritizes and incentivizes access to employment, training, education, and earned income for people experiencing homelessness.



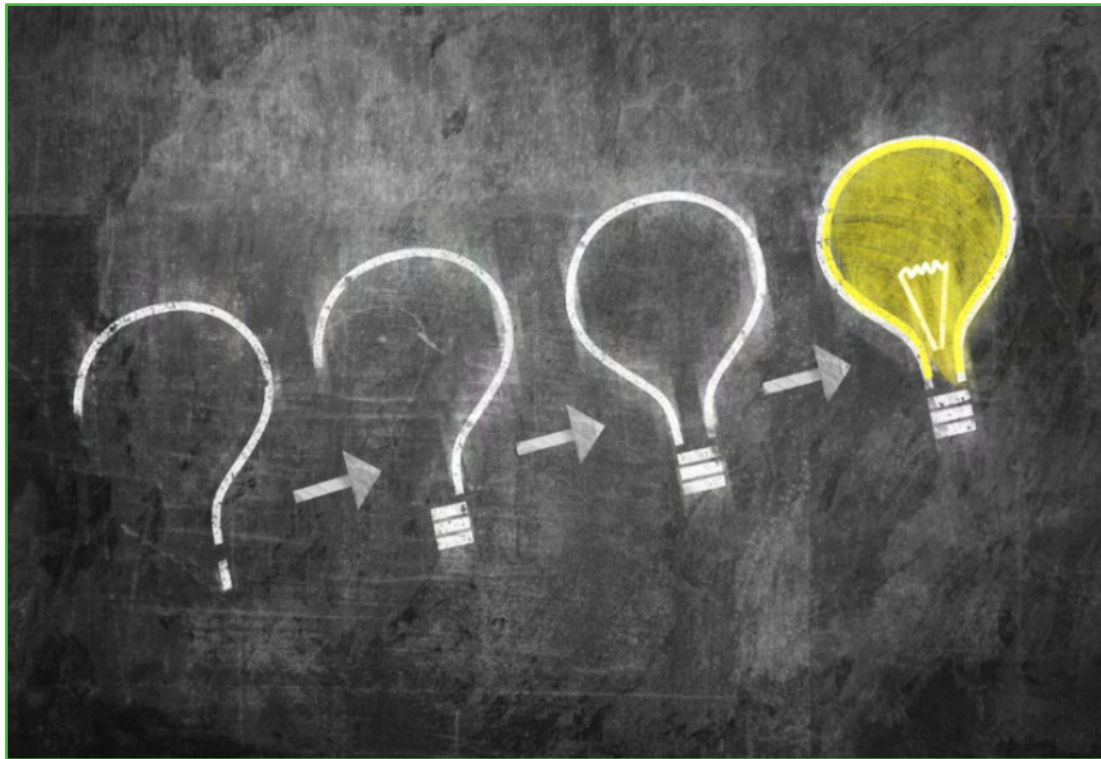


**As homeless service providers,
we all play a critical role in
helping our participants succeed
in employment and access
economic opportunity.**

Five actionable ideas for you to advance employment and economic opportunity for people experiencing homelessness



#1: Embrace a “housing first” approach to employment.



#2: Make employment a top organizational priority.



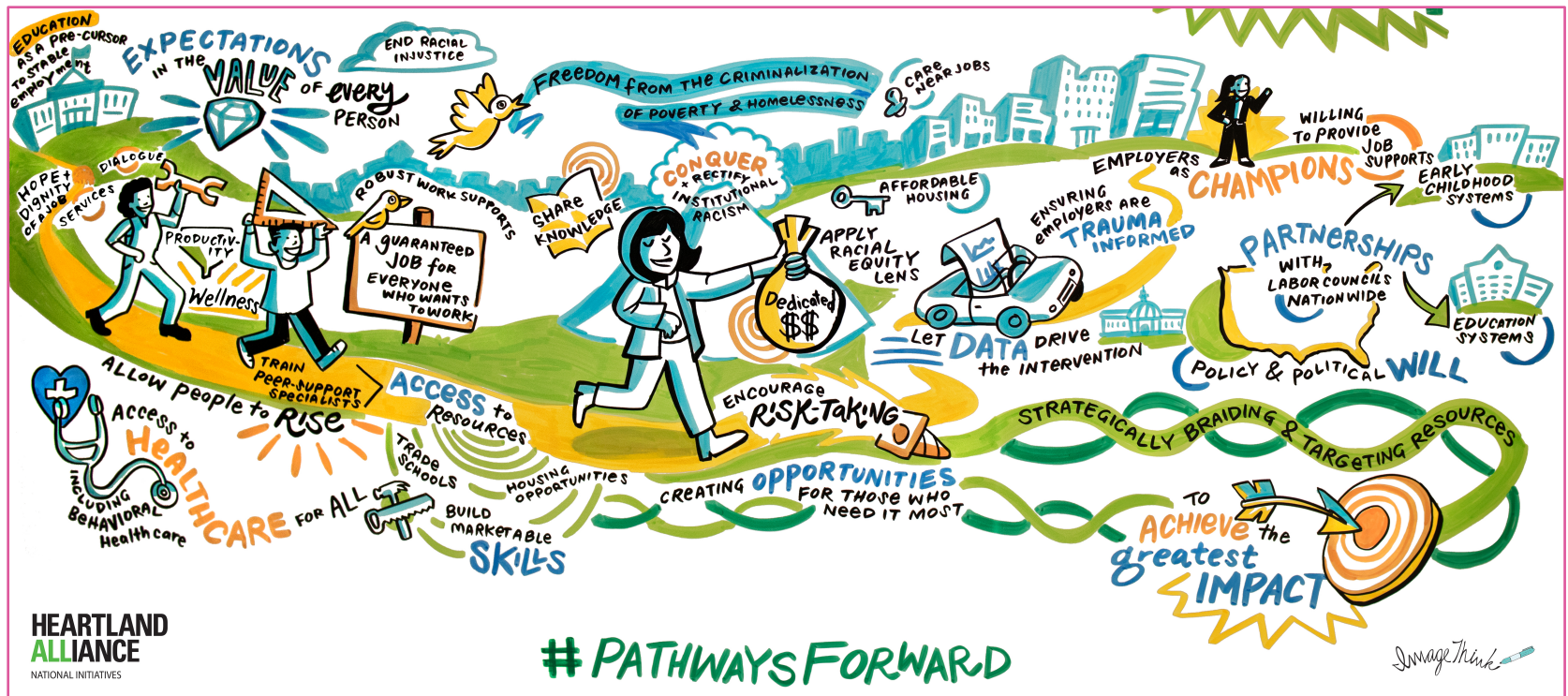
#3: Gather (and use!) data about the employment, education, training, and support service goals, interests, and needs of your participants.



#4: Build robust partnerships.



#5: Become a systems change advocate.



Follow a North Star...

**Everyone who wants to work
achieves employment and the income
needed for long-term housing stability.**



Check out our (free!) toolkits

**WIOA
Planning &
Implementation
Toolkit**



**Opportunity
Youth
Employment
Toolkit**



**Employer
Engagement
Toolkit**



**Working
To End
Homelessness
Toolkit**



**Transitional
Jobs
Programs
Toolkit**



**TANF and
Transitional
Jobs
Toolkit**



heartlandalliance.org/nationalinitiatives

Questions to Ponder



Recommendation #1: Embrace a “housing first” approach to employment.

Questions: What does it mean for a participant to be “work ready”? Who makes that decision? Organizationally, do we have a shared definition of what "work readiness" means? How does the concept of “work readiness” shape service provision in exclusionary and/or inequitable ways? How would shifting to a “housing first” approach to employment change how we engage with our participants around these issues?



Recommendation #2: Make employment a top organizational priority.

Questions: What existing funds do we have dedicated to providing or connecting participants to employment, training, education, and related support services? How can we leverage funds differently or seek new funding sources? What staff do we have dedicated to this work? Is our organization held accountable for advancing employment and economic opportunity for our participants? How? By whom?



Recommendation #3: Gather (and use!) data about the employment, education, training, and support service goals, interests, and needs of your participants.

Questions: What data are we collecting about the employment, education, and training needs, interests, and activities of our participants? How are we using the information we collect to advance employment and economic opportunity for our participants? Are staff trained and equipped to ask questions about a participant’s employment, education, income, and work history upon intake into our programming? Does our HMIS and/or other data system(s) have the infrastructure and capacity to accurately record, report, and analyze changes in employment and earned income of our participants? Do we disaggregate and analyze our data by race and ethnicity to identify disparities in outcomes and identify solutions?

Questions to Ponder, continued...



Recommendation #4: Build robust partnerships.

Questions: Who are our existing partners in this work? What organizations in our community are working to advance employment and economic opportunity for homeless jobseekers? What organizations, public systems, or other stakeholders do we need to deepen relationships with? What opportunities exist for cross training or other shared learning opportunities among partners or potential partners? What about opportunities for co-location?



Recommendation #5: Become a systems change advocate.

Questions: Does our CoC have any working groups dedicated to advancing employment and economic opportunity for people experiencing homelessness? Does our CoC have a representative from the public workforce system on its board? Does a representative of the homeless service system sit on our community's Local Workforce Development Board? Does our community leverage the Point-In-Time Count or Coordinated Entry assessments to gather data systematically about the employment needs, interests, and activities of people experiencing homelessness? If not, why not? If yes, how are these data used/shared to advance employment and economic opportunity for this population? What rules does our CoC have about data sharing that we may want to reconsider in order to advance cross-system collaboration?

Contact Information



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