



Employment Strategies

For Young Families Experiencing Homelessness

FACT Summit
October 23, 2014



Heartland Alliance National Initiatives on Poverty & Economic Opportunity

- National Transitional Jobs Network
- B.MORE Initiative
- National Center on Employment and Homelessness
 - Working to End Homelessness Initiative

Working to End Homelessness Initiative

Launched in 2011 with support from the Butler Family Fund to:

- Highlight the role of employment solutions in addressing homelessness.
- Identify and disseminate promising employment practices for people experiencing homelessness.
- Identify current systems and policy challenges to service delivery.
- Educate employment and homeless service providers, program staff, and policymakers about helping individuals experiencing or at-risk of homelessness become successful in employment.

Series of briefs available for free download at www.transitionaljobs.net

Key Principles and Promising Practices

With the right supports, nearly everyone can work

- Rapid attachment to work— “employment first”
- Applied change theory— “meet people where they are”
- Employment-focused motivational interviewing
- Supportive peer and staff relationships
- Multiple employment options and chances to try again
- Sector-based work experience and training

Promising employment program models:

“Attachment to work” approaches

- Transitional Jobs
- Supported Employment
- Alternative Staffing
- Customized Employment

Advancement strategies

- Contextualized Basic Adult Education
- Adult Education Bridge Programs
- Sector-based training



Employment Strengths, Needs, and Programming Considerations for Homeless Families



Employment Strengths and Needs Of Families Experiencing Homelessness

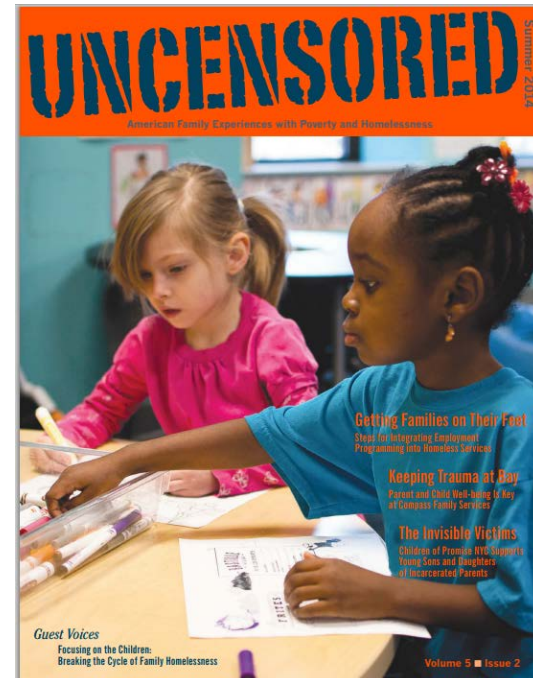
Strengths

- Heads of homeless families tend to have more recent work experience compared with other individuals experiencing homelessness.
- Heads of homeless families have a strong motivation to provide for the well-being of their children.
- In two-parent families, parents can arrange work schedules at alternate times and support each other in child care duties.
- Families with children are more likely to be eligible for public benefits such as EITC, TANF, SNAP.

Employment Strengths and Needs Of Families Experiencing Homelessness

Needs

- Access to dependable, affordable child care is critical.
- Work with family-sustaining pay and advancement opportunities is a priority.
- Household management and financial management skills are especially important, including asset building.



Learn more: <http://bit.ly/1r37k8Y>



Best and Promising Practices for Serving Homeless Youth



Providing employment services to youth experiencing homelessness

- Assertive outreach
- Extended engagement periods
- Multiple chances to try again
- Supportive, trusting staff relationships
- Focus on developmental needs:
 - Stages of change
 - Motivational Interviewing
 - Cognitive-Behavioral Therapy

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National Transitional Jobs Network



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