Integrating Rapid Re-Housing & Employment

PROGRAM RECOMMENDATIONS FOR ENHANCING RAPID RE-HOUSING DESIGN & IMPLEMENTATION

JUNE 15, 2017 | 1:00 PM - 2:30 PM CDT
This webinar will begin in 15 minutes.

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Integrating Rapid Re-Housing & Employment

Program Recommendations for Enhancing Rapid Re-Housing Design & Implementation

June 15, 2017 | 1:00 PM - 2:30 PM CDT

Heartland Alliance
National Initiatives

#EnhancingRRH
Today’s Speakers

Noëlle Porter
Congressional Relations
National Alliance to End Homelessness

Connie Martin
Director, Division of Energy and Community Resources
Community Teamwork, Inc.

Caitlin C. Schnur
Policy Associate
Heartland Alliance’s National Initiatives on Poverty & Economic Opportunity

Tanner Phillips
Senior Housing Stability Manager
Neighborhood House
Housekeeping

- Use the Questions/Chat box to send a question.
- Q & A session @ the end of the webinar.
- Video & slides will be made available on our website.
- Tweet with us! #EnhancingRRH
National Initiatives on Poverty & Economic Opportunity

We are dedicated to ending chronic unemployment and poverty.

#EnhancingRRH
Our National Center on Employment & Homelessness works to ensure that employment in quality jobs is a key element in preventing and ending homelessness.
Noëlle Porter
Congressional Relations
National Alliance to End Homelessness
What is Rapid Re-Housing?
RRH Funding

• 2009, HEARTH Act reauthorizes McKinney-Vento Homeless Assistance Programs including
  – Emergency Solutions Grant (ESG)
  – Temporary Assistance for Needy Families (TANF) Block Grant
  – Supportive Service for Veteran Families (SSVF) Program

http://www.endhomelessness.org/library/entry/ramping-up-rapid-re-housing-series
RRH Works

- Families served with rapid re-housing are homeless for shorter periods of time than those assisted with shelter or transitional housing.
- More families exit to permanent housing from rapid re-housing programs than from shelter or transitional housing.
- Compared to those families that exit to permanent housing from transitional housing or shelter, those that exit through rapid re-housing are less likely to return to homelessness.
- Rapid re-housing is less expensive per exit to permanent housing than shelter or transitional housing.
RRH Outcomes

Rapid Re-Housing Outcomes

Hover over any house

National Alliance to End Homelessness

ENDHOMELESSNESS.ORG
Outcomes, cont’d

Rapid Re-Housing Outcomes

LONG BEACH, California

12%

rates of return to homelessness at 12 months

47% increased income from all sources.

ENDHOMELESSNESS.ORG
Outcomes, cont’d

Rapid Re-Housing Outcomes

MERCER COUNTY
Ohio

6%

rates of return to homelessness at 12 months

Rapid re-housing decreased the length of stay in emergency shelter by 36%. Families increased their income by 50%, reducing the length of time on public assistance from one year to 6 months on average.

RRH

National Alliance to END HOMELESSNESS

ENDHOMELESSNESS.ORG
Outcomes, cont’d

Rapid Re-Housing Outcomes

HARTFORD Connecticut

0%

rates of return to homelessness at 12 months

100% remained housed, 85% maintained or increased income.

National Alliance to End Homelessness
ENDHOMELESSNESS.ORG
Caitlin C. Schnur
Policy Associate
Heartland Alliance’s National Initiatives on Poverty & Economic Opportunity
Integrating Rapid Re-Housing & Employment: Program Recommendations for Enhancing Rapid Re-Housing Design & Implementation
Our Paper & Methodology:

- Case making, program, and policy/systems change recommendations.
- Literature review.
- Interviews with RRH providers.
- Synthesis and analysis.
#1: Build robust partnerships to offer a continuum of employment, training, & related supportive services that can meet a wide range of needs.
#2: Immediately engage RRH participants in employment, training, & related supportive services.
#3: Formalize case-conferencing & partnerships, or consider co-location, between housing & employment specialists.
#4: Leverage flexible funds to meet the needs & interests of RRH participants in an individualized way.
#5: Prioritize job retention & reemployment services to support the longer-term employment success of RRH participants.
#6: Support and accommodate job-driven training and education for RRH participants.
#7: Offer financial capability services so that RRH participants can manage earned income and start to build assets.
We also need policy and systems change.
Some Policy & Systems Change Ideas:

• Using an interagency approach, take a federal leadership role in ensuring that employment, training, and supportive services are integrated with RRH programs.

• Advance research and learnings related to RRH and employment services, supports, and pathways to economic opportunity.

• Build the capacity of and develop a shared culture among RRH and employment providers and systems.
Connie Martin
Director, Division of Energy and Community Resources
Community Teamwork, Inc.
Secure Jobs

“A partnership by design”
Community Teamwork, Inc.

An agency snapshot....

Located in Lowell, Massachusetts

Serving over 61 communities in North East Massachusetts

Annual Budget of $82 million

Launched as a Community Action Agency in 1965. Today we are also a Regional Housing Agency and Community Development Corporation.

Serving over 50,000 clients each year
Our Program Portfolio

Housing and Homeless Services
- 407 households retained their housing through the provision of short-term assistance.
- 2,296 households retained their housing through the provision of rental subsidies

Child and Family Services
- 1,500 children in care every day
- Head Start, Early Head Start, Family Child Care, School Age Care, YouthBuild
Energy and Community Resources
- Secure Jobs
- Fuel Assistance and Weatherization
- Merrimack Valley Small Business Center
- Senior Corps Volunteer Program
- Big Brothers/Big Sisters of Greater Lowell
- Financial Self Sufficiency Center
- Housing Consumer Education Center
- Resource Center
The Secure Jobs Service Network

- Convening a broad range of partners
- Identifying gaps in service
- Breaking down barriers

A state-wide effort drawing inspiration and solutions from local partners

- Paul and Phyllis Fireman Foundation
- State Agencies
- Community Partners
- Employer Partners
- Education and Training Partners
Secure Jobs Initiative

1. HAP Housing
3. South Middlesex Opportunity Council (SMOC)
4. Community Teamwork, Inc.
5. Jewish Vocational Service/Metropolitan Boston Housing Partnership (JVS/MBHP)
6. Father Bill’s and MainSpring
7. SER-Jobs for Progress, Inc.

Source: The Paul and Phyllis Fireman Charitable Foundation
How do we build a better system?

- Accountable to each constituency that we serve:
  - Clients
  - Community Agencies
  - Education and Training
  - Employers
  - Our funders
Developing our approach...

• Absolute priorities
  – Not simply a new “program” - Creating a comprehensive response that supports long term self-sufficiency
  – Recognizing authentic interventions
  – Drawing on established expertise
  – Providing clients with an efficient, non-duplicative, streamlined program experience
Tackling our own agency silos...
Reaching out to our Local Community Partners

Department of Transitional Assistance

Career Center of Lowe's

Local Employers

Secure Jobs
Adult Education/Training

• Special focus on the opportunities offered by our Vocational Education Institutions:

  Greater Lawrence Technical School - Andover
  Greater Lowell Technical High School - Tyngsboro
  Nashoba Valley Technical High School - Westford
  Shawsheen Valley Technical High School - Billerica
  Whittier Regional Technical High School - Haverhill
Our focus on clients...

Individual Employment Plans

Skills and Interests Assessments
Job Search Assistance
Access to Adult Education / Training Opportunities
Real World Supports
  Housing
  Child Care
  Transportation
CORI review
Access to Financial Literacy
Secure Jobs
by the numbers...

Statewide Number of Secure Jobs
1,535
clients employed to date

Number of CTI Clients employed
Year 1  80
Year 2  34
Year 3  72
Year 4  59 (to date)

Total Individuals employed  245
First Jobs in Secure Jobs

- 24%, Healthcare Support
- 20%, Sales/Retail
- 14%, Office & Administrative Support
- 14%, Food Prep & Serving
- 9%, Transportation & Moving
- 7%, Building & Grounds Cleaning & Maintenance
- 5%, Education & Social Services
- 7%, Manufacturing & Construction
- 2%, Protective Service

Long-term Retention

Monthly Meetings
Long-term Secure Jobs Case Management
  (minimum of 1 year from employment)
Reserved access to VITA Free Tax Prep each tax season
Ongoing Financial Literacy participation (including IDA programs and individual counseling)
Cornerstones of Success

- A Dedicated Champion
- Flexibility
- Agency Support
- Strong Internal/External Partnerships
- Staff Commitment
- Client Inspiration, Dedication and Motivation
What does success look like???

Source: The Paul and Phyllis Fireman Charitable Foundation
What does **success** really look like???
Community Teamwork, Inc.
Secure Jobs Initiative

Thanking our partners for their support and inspiration!

Connie Martin
Division Director
Division of Energy and Community Resources
Community Teamwork, Inc.
Lowell, Massachusetts
cmartin@commteam.org
commteam.org
For more information and to access cited materials:

SECURE JOBS, SECURE HOMES, SECURE FAMILIES
Institute on Assets and Social Policy,
Heller School for Social Policy and Management, Brandies University
Evaluation team: Tatjana Meschede, Principal Investigator; Sara Chaganti, Project Manager
http://iasp.brandeis.edu/research/housing/securejobs.html

READY. WILLING. ABLE.
Secure Jobs and the effort to end family homelessness
The Paul and Phyllis Fireman Charitable Foundation
http://ppffound.org

Community Teamwork, Inc.
155 Merrimack Street
Lowell, MA 01852
http://www.commteam.org/
978-459-0551
Employment Navigation in Rapid Rehousing
Serving Families and Individuals in Seattle & King County
Our Programs

- Home Visiting
- Preschool
- Youth Development
- Community Health
- Employment & Adult Education
- Family & Social Services
- Housing Stability
- Aging & Disability Srvs.

Neighborhood House
Strong Families. Strong Communities. Since 1906.
Partnering with diverse individuals & families to build community & achieve their goals for health, education and self-sufficiency.
Wrap Around Services

Healthy Child Development

Connections to Community

School Readiness

Ability to Access Resources

College & Career Readiness

Safe & Stable Housing

Living Wage Employment

Good Physical & Mental Health

Greater Self-Sufficiency

Strong Communities

Strong Families

Neighborhood House
Strong Families. Strong Communities. Since 1906.
How does this influence Housing Stability Work?

Our Housing programs seek to be holistic, focusing on Housing First principles but recognizing that long term stable housing is inseparably connected with other key issues.
BREAKING NEWS Headlines that should run in the news tomorrow:

Employment Navigators Add Credibility to Rapid Rehousing

Employment Navigators Put ‘Rapid’ in Rapid Rehousing
Employment Navigators Add Credibility to Rapid Rehousing
Team approach – From day 1, provide access to pathways, plans and support for accomplishing not just housing but also employment and financial empowerment goals.
Post Exit Rent Burden under 50%

HH Rent Burden at Post Program Milestones

- Average Rent Burden
- Median Rent Burden

<table>
<thead>
<tr>
<th>Exit</th>
<th>3 Months</th>
<th>6 Months</th>
<th>9 Months</th>
<th>12 Months</th>
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<tbody>
<tr>
<td>n= 91</td>
<td>n= 52</td>
<td>n= 42</td>
<td>n= 26</td>
<td>n= 21</td>
</tr>
</tbody>
</table>

- Exit: 49%, 57%, 50%, 47%, 47%
- 3 Months: 53%, 50%, 47%, 47%
- 6 Months: 45%, 47%, 47%
- 9 Months: 42%
- 12 Months: 42%
Housing is stable a year later.

Housed Post Rent Assistance
(Using DOE MV Definition of Homeless)

<table>
<thead>
<tr>
<th>Time Period</th>
<th>Yes (%)</th>
<th>No (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>3 Months</td>
<td>88%</td>
<td>12%</td>
</tr>
<tr>
<td>Cumm: n= 68</td>
<td>60</td>
<td>8</td>
</tr>
<tr>
<td>6 Months</td>
<td>86%</td>
<td>14%</td>
</tr>
<tr>
<td>Cumm: n= 49</td>
<td>42</td>
<td>7</td>
</tr>
<tr>
<td>9 Months</td>
<td>76%</td>
<td>24%</td>
</tr>
<tr>
<td>Cumm: n= 37</td>
<td>28</td>
<td>9</td>
</tr>
<tr>
<td>12 Months</td>
<td>85%</td>
<td>15%</td>
</tr>
<tr>
<td>Cumm: n= 26</td>
<td>22</td>
<td>4</td>
</tr>
</tbody>
</table>
Employment Navigators Put ‘Rapid’ in Rapid Rehousing
Coaching Approach to Progressive Engagement –
Meeting people where they are and asking questions to help them come up with their own personal solutions.

“Cada cabeza es su propio mundo.”
Pause
Listen
Ask questions
Narrow solutions
Take steps

And please consider

Trust
Respect
Empathy
Emotions
In spite of a very difficult housing market and a state of emergency around rising homelessness in Seattle, most families are still being housed within 2 months of meeting with the team.
Most families typically only need 3-4 months of rental support.

Length of Rental Assistance

- Number of HH's  n = 89

<table>
<thead>
<tr>
<th>Duration</th>
<th>Number of HH's</th>
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<tbody>
<tr>
<td>1 month</td>
<td>9</td>
</tr>
<tr>
<td>2 months</td>
<td>6</td>
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<td>3 months</td>
<td>28</td>
</tr>
<tr>
<td>4 months</td>
<td>26</td>
</tr>
<tr>
<td>5 months</td>
<td>13</td>
</tr>
<tr>
<td>6 months</td>
<td>2</td>
</tr>
<tr>
<td>7+ months</td>
<td>5</td>
</tr>
</tbody>
</table>
Summary: How can we translate all this into something that might help you in your world?

We are all in this together.

**Bridging** services avoids isolationism and is more efficient.

**Team Approach** can happen across providers and even systems, and helps foster a **community of support**.

**Coaching** provides an equitable and respectful opportunity for people to be in control of their own journey out of poverty.
Thank you!

Tanner Phillips
Senior Manager, Housing Stability
Neighborhood House
tannerp@nhwa.org
www.nhwa.org
Questions...?
Next Steps

The webinar recording & slides will be available on our website, and we’ll also email them to you.

Via email, we’ll try to answer any questions we didn’t have time to address today.
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

www.heartlandalliance.org/nationalinitiatives
Thank You!

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@NIheartland