



Busting Silos - How Workforce Providers Can Partner with Homeless Jobseekers and Programs

Track 2

Unique Needs of Homeless Jobseekers

Housed Jobseekers



Create Resume



How long is the commute?



Do I have the skills and experience needed to get the job?



Time to search and apply for job



Does it pay enough to meet my needs?

Homeless Jobseekers



Create Resume



How long is the commute?



Do I have the skills and experience needed to get the job?



Time to search and apply for job



Does it pay enough to meet my needs?

What additional things do you imagine homeless jobseekers have to consider?

Housed Jobseekers



Create Resume



How long is the commute?



Do I have the skills and experience needed to get the job?



Time to search and apply for job



Does it pay enough to meet my needs?



Create Resume



How long is the commute?



Do I have the skills and experience needed to get the job?



How do I get ID, BC, SSA?



Will my criminal history bar me from this job?



Time to search and apply for job



Does it pay enough to meet my needs?



Do I need an address?



Can I even afford rent after I get the job?



Will my credit history be a barrier?



Will the salary put me over a cut-off for benefits?



Is it accessible on transit?



Can I get back to the shelter in time?



Finding internet access



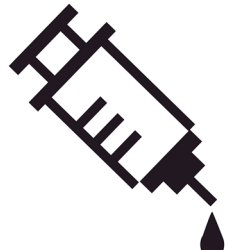
Can I find and afford childcare while I work? (\$800 per month average)

What is Homelessness?

The Discourse



Mental Illness



Substance Use



Disability



Unemployment

Contributing
Factors

The Reality



Lack of Affordable Housing

Unifying
Cause

What is Homelessness?

- Not everyone experiencing homelessness has a mental illness, substance use disorder, disability, or is even unemployed
- **But everyone** experiencing homelessness cannot identify affordable, safe, and adequate housing
- When housing markets tighten, the most vulnerable are squeezed out
- Homeless rates are highest in cities with high housing costs -- not necessarily areas with high poverty or high substance use rates

Understanding Homelessness



DEPARTMENT OF HOUSING
AND COMMUNITY DEVELOPMENT

Jacob R. Day, Secretary
Owen McEvoy, Deputy Secretary

A Brief Modern History of Homelessness in the United States

- **1965:** Housing and Urban Renewal Act: provides rental supplement for low-income, disabled, and elderly individuals and HUD is created
- **1968:** Fair Housing Act establishes fair housing provisions to prevent discrimination in access to housing
- **1974:** Housing and Community Development Act: creates the **Community Development Block Grant (CDBG)** program and the **Housing Choice Voucher (Section 8)** program.
- **1977:** Stuart B. McKinney Homeless Assistance Act: first federal legislation explicitly to address homelessness allocates federal money for shelters
- **1990:** Gonzalez National Affordable Housing Act creates the **Housing Opportunities for Persons with Aids (HOPWA)** program to provide housing resources for low-income people living with AIDS
- **1997:** Stuart B. McKinney Act authorizes the creation of the **U.S. Interagency Council on Homelessness (USICH)**

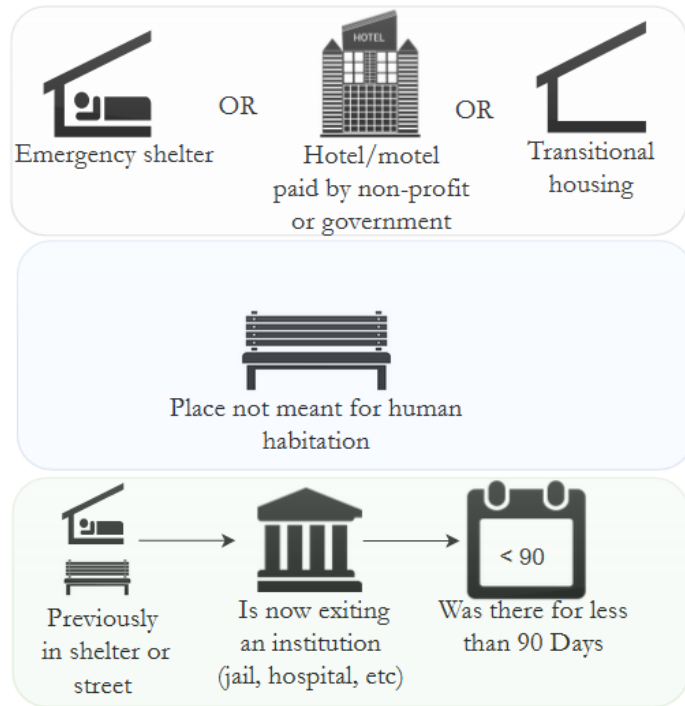
A Brief Modern History of Homelessness in the United States

- **1998:** Randall Kuhn and Dennis Culhane publish Patterns and Determinants of Public Shelter Utilization Among Homeless Adults in New York City and Philadelphia which first classifies homelessness into categories and introduces the concept of “Chronic Homelessness”
- **2002-2003:** USICH spearheaded the **Chronic Homelessness Initiative**, asking state and local jurisdictions to create 10-year plans to end chronic homelessness, creating chronic homeless-prioritized **Permanent Supportive Housing**
- **2009:** Reauthorization of the McKinney-Vento Act called the Homeless Emergency Assistance and Rapid Transition to Housing Act (HEARTH) created process for communities to organize into **Continuums of Care (CoC)** to apply for federal funding
 - Created goal that individuals and families be permanently housed within 30 days
 - Formal definitions of homelessness were expanded
 - Creates **Rapid Re-Housing** Program

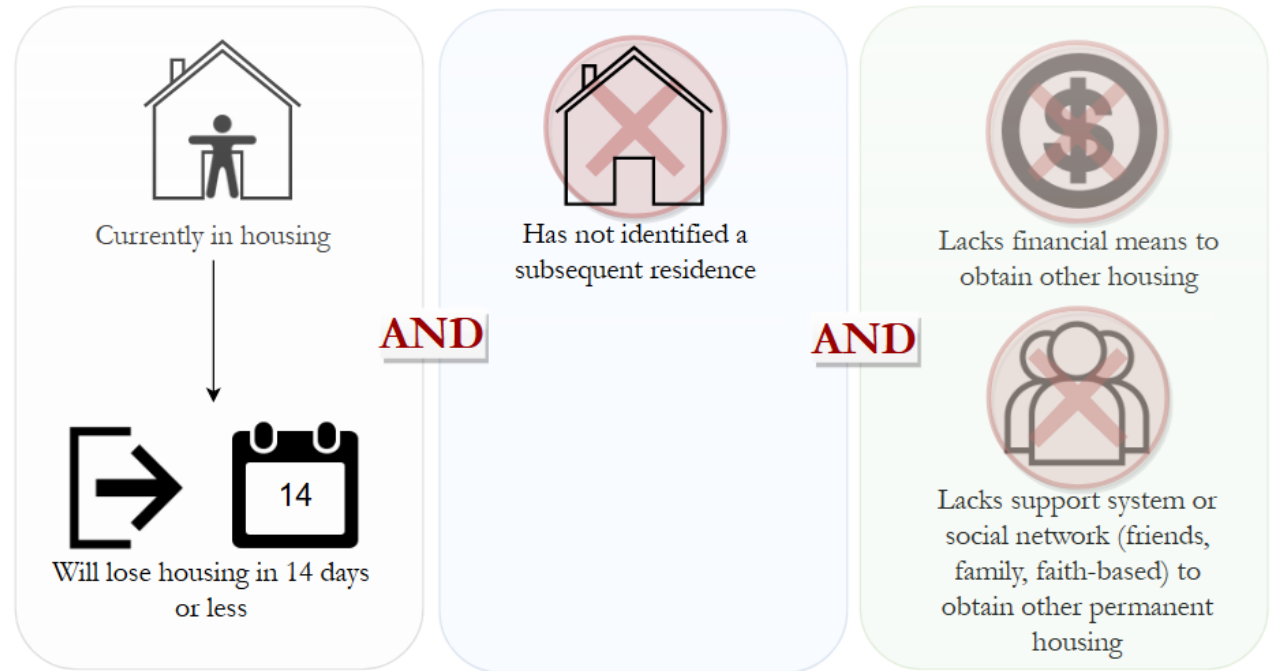
A Brief Modern History of Homelessness in the United States

- **2009:** American Recovery and Reinvestment Act creates **Homeless Prevention and Rapid Re-Housing Program (HPRP)** distributed through **Emergency Solutions Grant (ESG)**
- **2010:** Federal strategic plan to end homelessness is released establishing four key goals:
 - Prevent and end homelessness among Veterans in 5 years (by 2015)
 - Finish the job of ending chronic homelessness in 7 years (by 2017)
 - Prevent and end homelessness for families, youth, and children in 10 years (by 2020)
 - Set a path to ending all types of homelessness
- **2012:** **CoC Program Interim rule** creates mandates for the regulatory implementation of the CoC program
- **2013:** Violence Against Women Reauthorization Act (VAWA) increases protections for people fleeing or attempting to flee domestic violence through housing system
- **2016:** HUD published the final Equal Access Rule to ensure LGBT individuals have access to affirming shelter facilities
- **2017:** HUD published Coordinated Entry Rule centralizing access to resources within a CoC
- **2022:** USICH launched “*All In*”, a [new federal strategic plan to end homelessness](#). It calls for reducing homelessness 25% by 2025.

Current Homeless Definition(s)

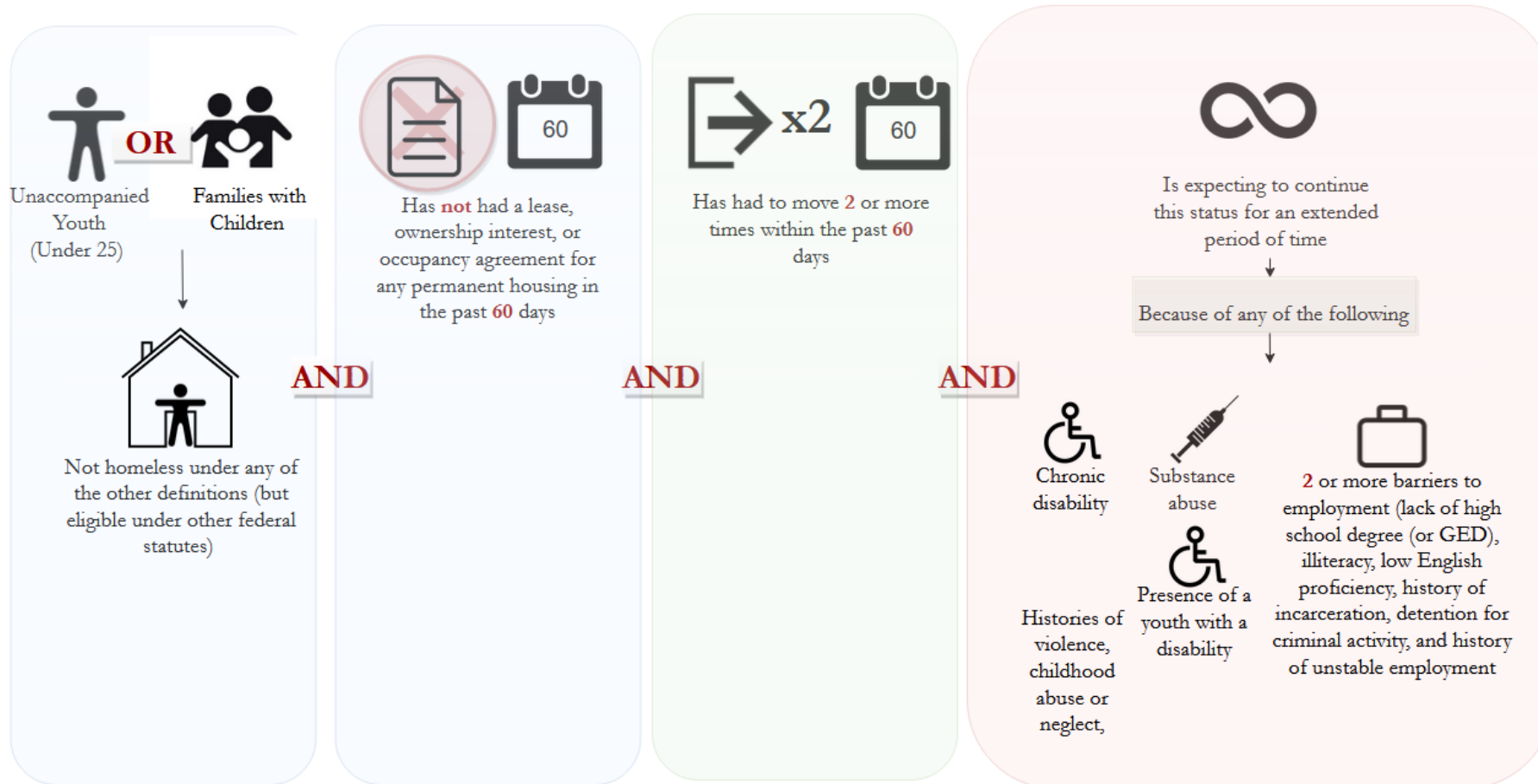


Category 1 Homeless



Category 2 Homeless

Current Homeless Definition(s)



Category 3 Homeless

Current Homeless Definition(s)



Currently **fleeing**
or **attempting to flee**

- Domestic violence,
- Dating violence,
- Stalking,
- Sexual assault,
- Human trafficking, or
- Or other dangerous or life threatening conditions related to violence affecting their primary nighttime residence

AND



Has no other residence

AND



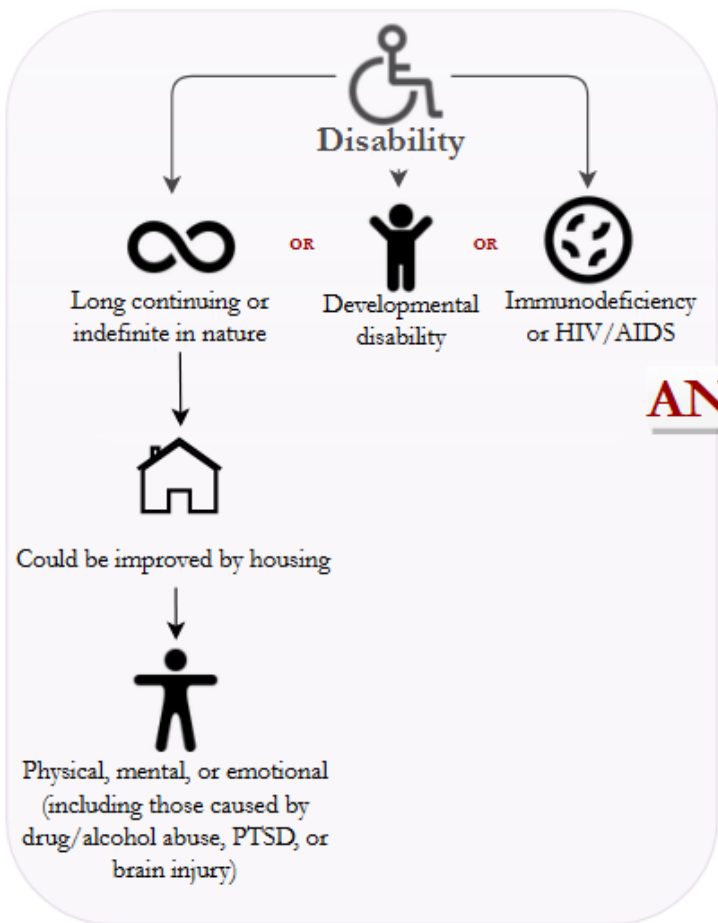
Lacks financial means to
obtain other housing



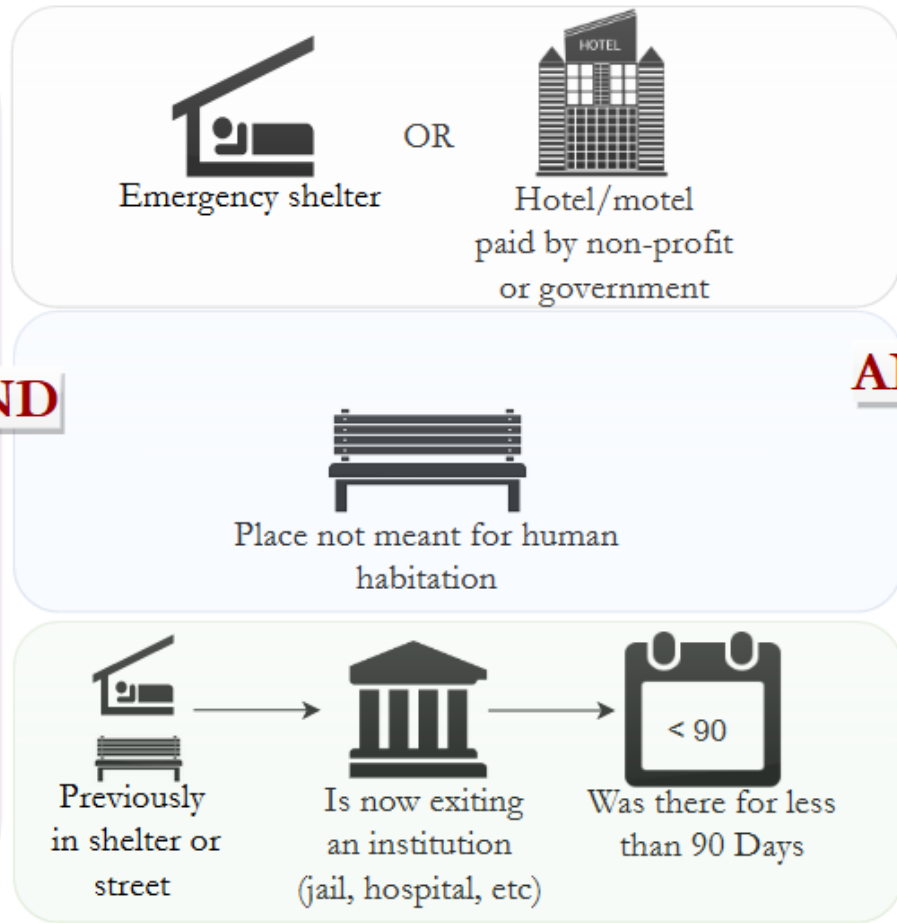
Lacks support system or
social network (friends,
family, faith-based) to
obtain other permanent
housing

Category 4 Homeless

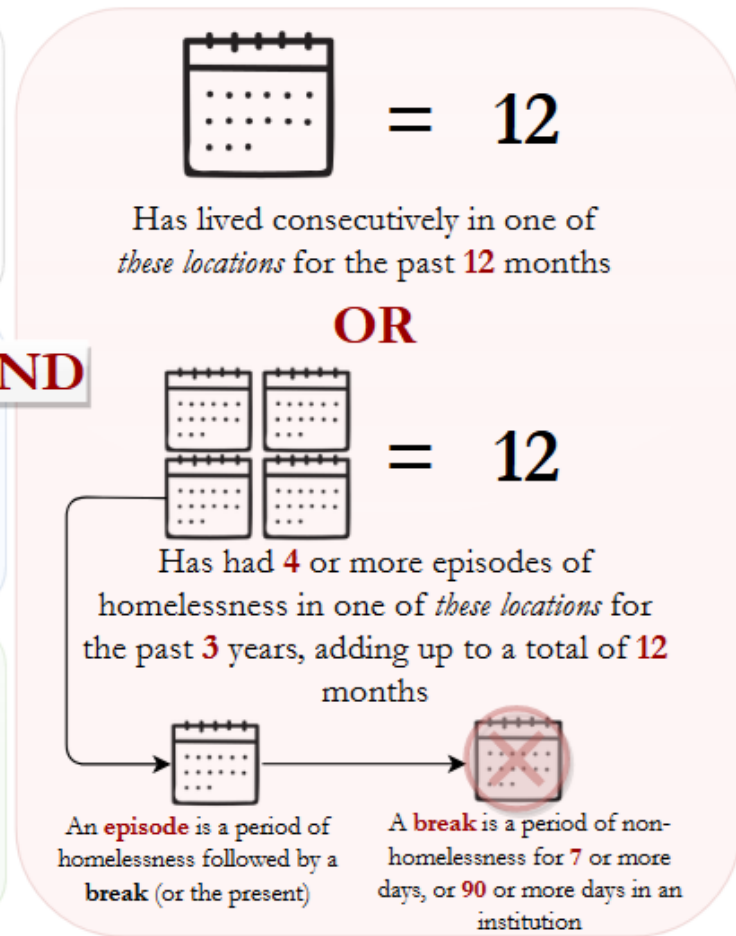
Disabling Condition



Currently Residing



Previously Residing



Chronically Homeless

(Head of Household Only)

Youth Homelessness Definitions

United States Department of Education (USDE), children and youth eligible for homeless services are individuals under the age of 25 who “who lack a fixed, regular, and adequate nighttime residence.” Includes youth temporarily sharing the housing of another, or “couch surfing.”^[1]

United States Department of Housing and Urban Development (HUD) criteria for homelessness does not consider “couch surfing” as literal homelessness; consequently, youth under the age of 25 that fall into that category alone are not eligible for HUD housing programs.

United States Department of Health and Human Services (HHS), “individuals less than 21 years of age...for whom it is not possible to live in a safe environment with a relative and who have no other safe alternative living arrangement”^[2] are eligible for services.

- 79% of the students identified as homeless within the MSDE school system are not eligible to access comprehensive housing supports and services through HUD programs.

DHCD allows State Funds to serve Unaccompanied Homeless Youth Experiencing Homelessness, and HUD’s Youth Homelessness Demonstration Program (YHDP), targeted to unaccompanied homeless youth also allows for the broader definition.

MARYLAND RESIDENTS EXPERIENCING HOMELESSNESS, 2022

Annual Total



Point-in-Time Count



2020 to 2021 Availability of Beds/Units Statewide

Sheltered vs. Unsheltered



4,459



891



8%



5%



16%

Homeless Encampments

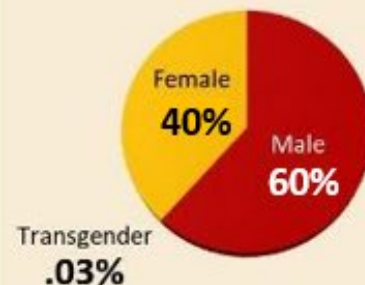


Estimated Homeless Encampments Statewide

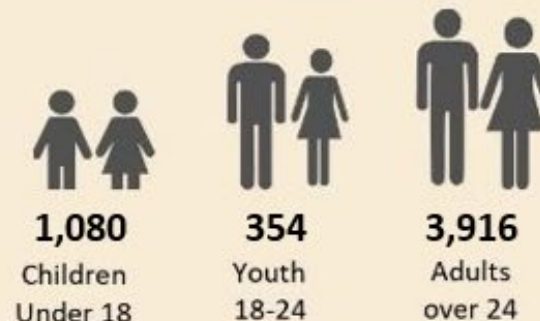
Family Size



Gender



Age Breakdown



Racial Breakdown



African American 60%

Caucasian 35%

5% Latino or Other



Chronic Homeless Served

Annual Served

3,666

Point-in-Time Count

1,059

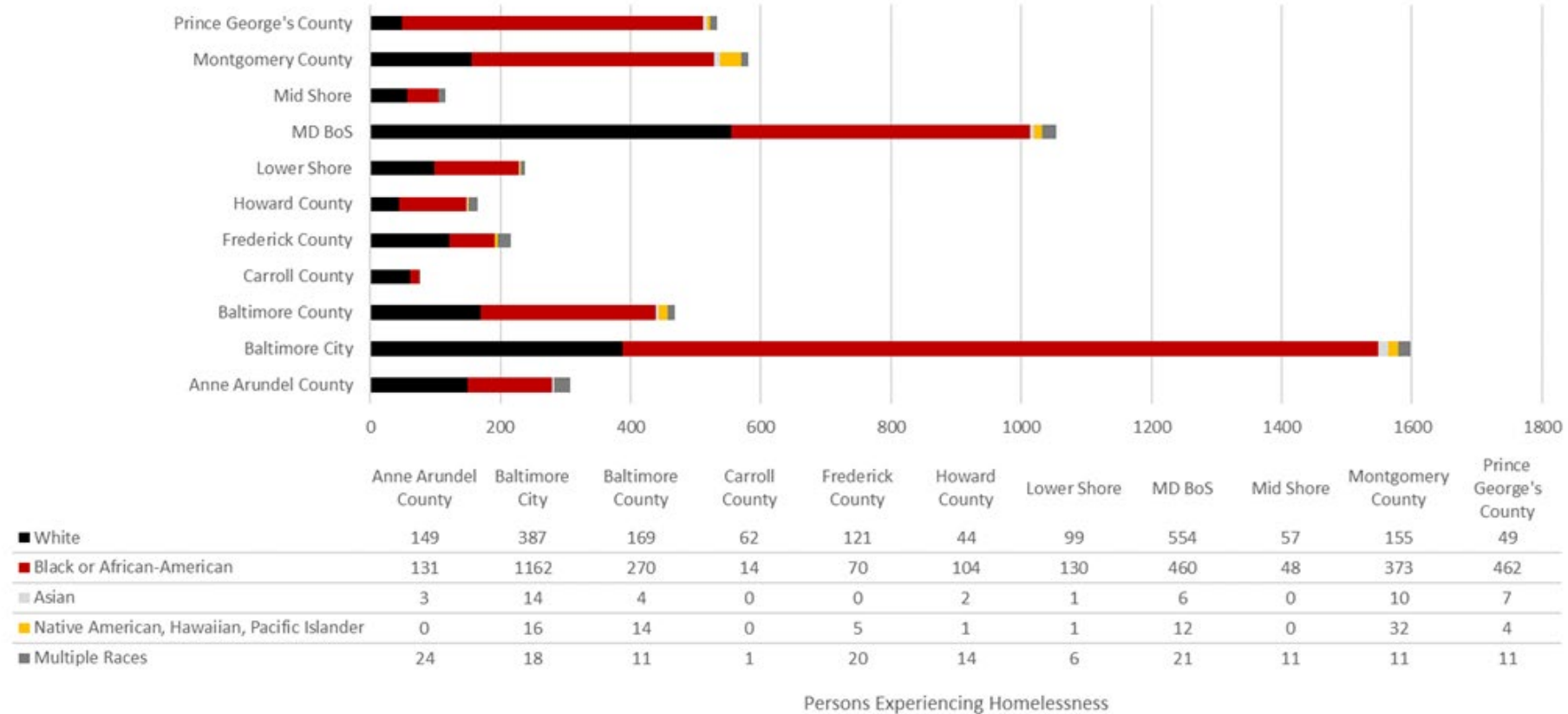
Geographic breakdown

Continuum of Care	Annual Homeless Served by CoCs 2022	Point-in-Time Count Total 2022	Unsheltered Count 2022	% Unsheltered	Sheltered Count 2022	% Sheltered	Estimated Encampments July 2022
Anne Arundel County	1381	307	75	24%	232	76%	33
Baltimore City	8027	1597	124	8%	1473	92%	36
Baltimore County	2564	468	140	30%	328	70%	71
Carroll County	523	77	11	14%	66	86%	5
Frederick County	1030	216	18	8%	198	92%	5
Howard County	565	165	22	13%	143	87%	0
Lower Shore	950	237	68	29%	169	71%	29
MD BoS	4018	1053	306	29%	747	71%	42
Mid Shore	654	116	5	4%	111	96%	13
Montgomery County	2874	581	69	12%	512	88%	5
Prince George's County	2265	533	53	10%	480	90%	27
Statewide Total	24851	5350	891	17%	4459	83%	266

Racial Disparities in Homelessness

- Similar to nationwide statistics, Black households experience homelessness at higher, disproportionate rates compared to white households. Over 64% of Marylanders experiencing homelessness in 2022 were Black, despite the fact they are only 31% of the overall Maryland population.
- Racial disparities are even greater among certain sub-populations. Over 70% of families experiencing homelessness and 65% of youth experiencing homelessness are Black.

2022 Point-in-Time Count



YOUTH REACH

Youth REACH MD (Reach out, Engage, Assist, & Count to end Homelessness) is Maryland's biannual survey and census of young people experiencing housing instability. It is intended to help Maryland service providers, government agencies and lawmakers to better understand the number, characteristics, and needs of youth and young adults who are on their own and struggling with housing to improve the ways we can help.

UYEH by the Numbers

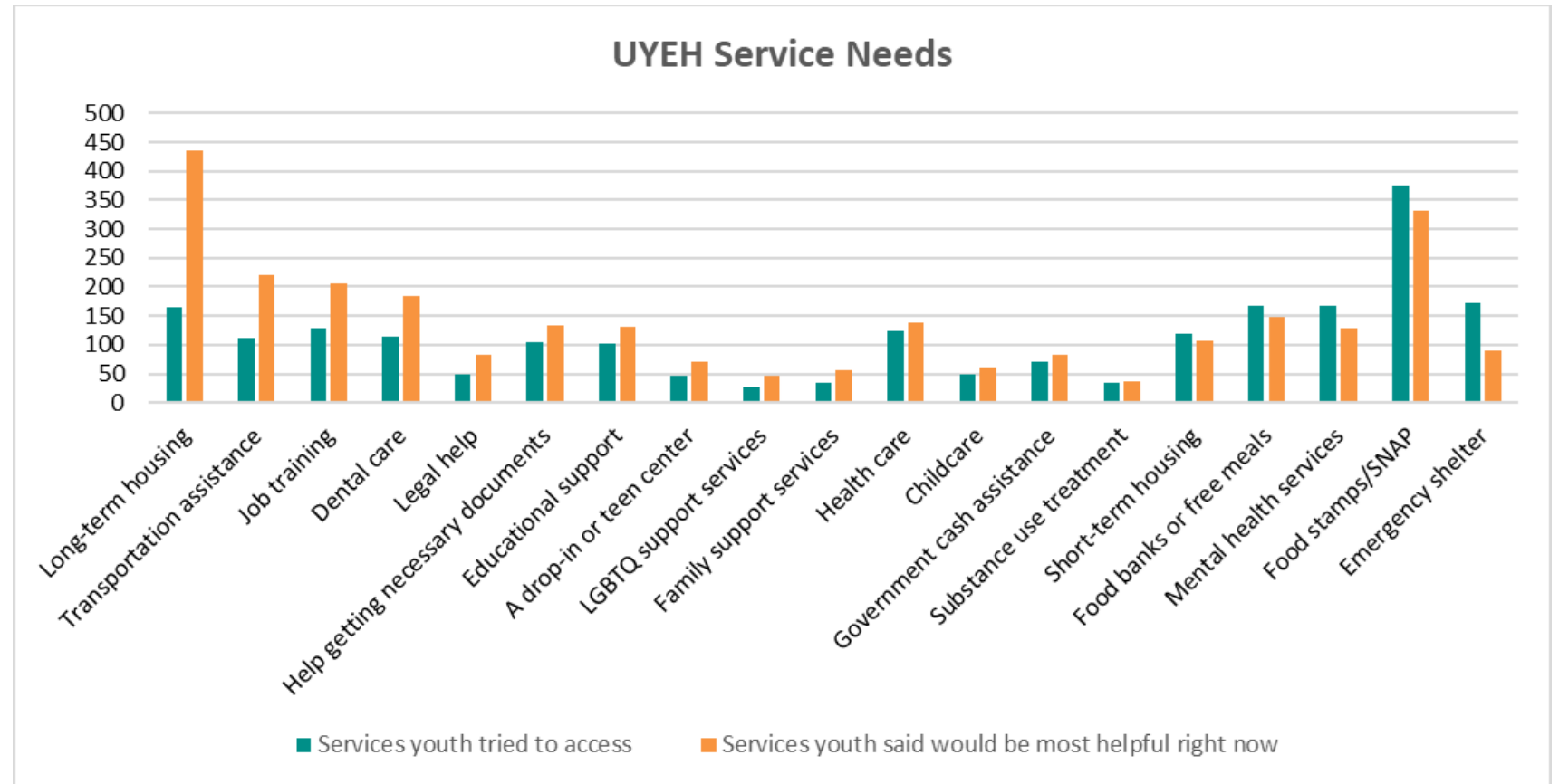
- Only 6.23% of UYEH surveyed in 2022 were also in the CoCs' HMIS system, while approximately 25% were eligible under HUD definitions.
- The wide variation in reporting numbers and lack of overlap between YouthREACH respondents and HMIS are indicative of the challenges youth face accessing services, as well as the difficulty accurately counting youth.

Implementing Entity	UYEH ¹ Surveyed Meeting Youth REACH Definition	UYEH Surveyed Meeting HUD Definition	UYEH in HMIS	UYEH in 2022 PIT Count
Allegany	12	6	6	N/A
Anne Arundel	43	11	NR ²	12
Baltimore City	247	84	792	65
Baltimore County	41	15	548	26
Carroll	42	11	34	5
Cecil	17	2	28	N/A
Frederick	46	8	0	10
Garrett	1	0	1	N/A
Harford	6	0	46	N/A
Howard	9	4	34	8
Lower Shore	11	3	64	12
Mid Shore	59	12	67	7
Montgomery	25	5	161	44
Prince George's	84	28	221	89
Southern MD	71	5	18	N/A
Washington	28	8	62	N/A
Balance of State (PIT Count only)	N/A	N/A	N/A	33
Total	754	207	2082	330

Service Needs of Unaccompanied Homeless Youth in Maryland

Most requested

- Long-term housing
- Food stamps/SNAP
- Transportation
- Job training



Employment

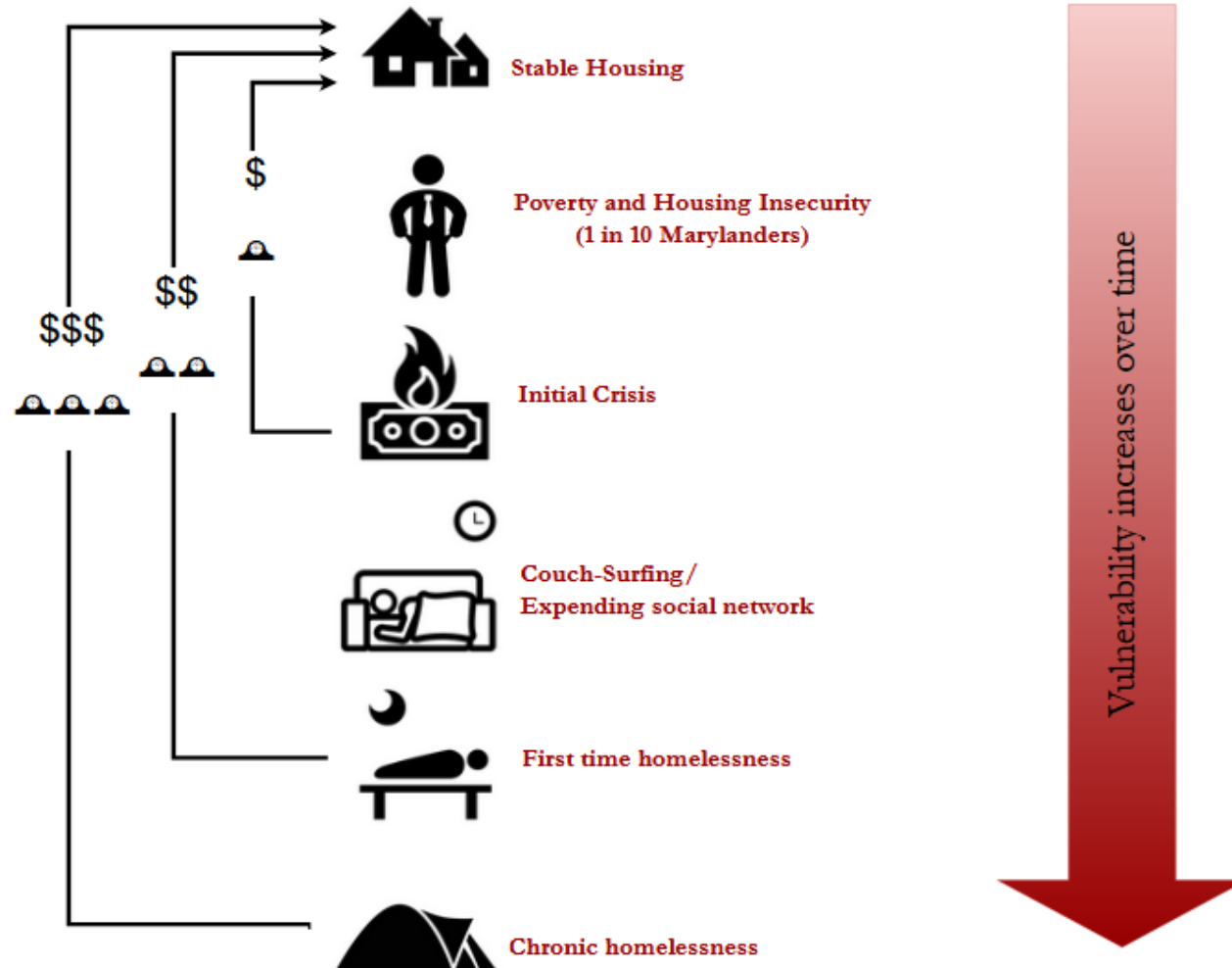
Approximately 50% of the 716 UYEH completing the YOUTH REACH survey were formally employed

- 35% Part-Time Employment, 18% Full time

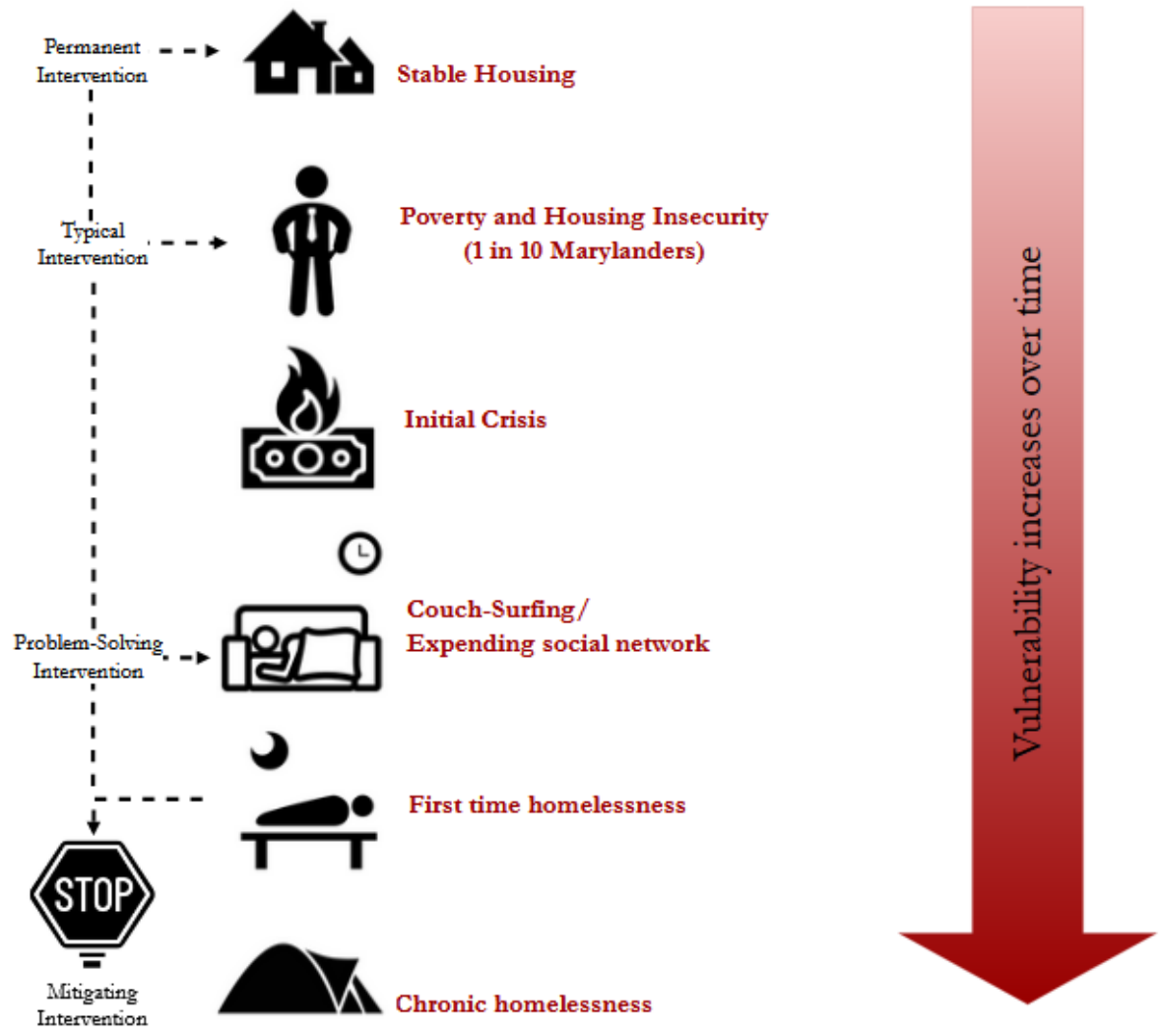
An additional 32% reported informal employment, some in industries with higher risks such as day labor, drugs or sex trade

System Responses to Homelessness & Coordinated Entry

Stages of Homelessness



Types of Homeless Interventions



Two Categories of Interventions

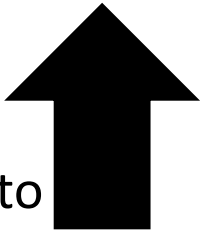
Stopping Current Crisis

- Mitigating trauma
- Available rapidly
- Short-term orientation
- Broadly available with limited barrier



Improving Client's Housing Situation

- Improve housing in different ways and to different degrees with a service package
 - Employment services
 - ID services
 - Legal services
 - Rental Assistance
 - Mediation / problem-solving
 - 1x financial assistance
- Intended to move clients up the ladder
- Long-term orientation
- Expensive
- Rationed and prioritized based on needs and budgets



Two Categories of Interventions

Stopping Current Crisis



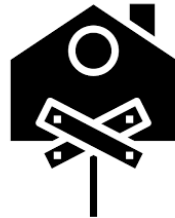
Emergency shelter



Hotel/motel

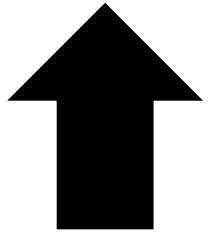


Street outreach



Eviction prevention

Improving the Client's Housing Situation



Permanent Supportive Housing



Rapid Re-Housing



Financial Assistance



Supportive Services

What is Supportive Housing?

Rapid Re-Housing (RRH)

Time-limited rental assistance with supportive service

- Length of assistance varies based on client needs
- No income requirements at entry, but must be below 30% AMI at renewal
- Case management focuses on housing sustainability such as
 - Tenant-based housing
 - Length of assistance can be extended
 - Transfers to PSH possible – though depends on availability



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What is Supportive Housing?

Permanent Supportive Housing (PSH)

Unlimited rental assistance with supportive services

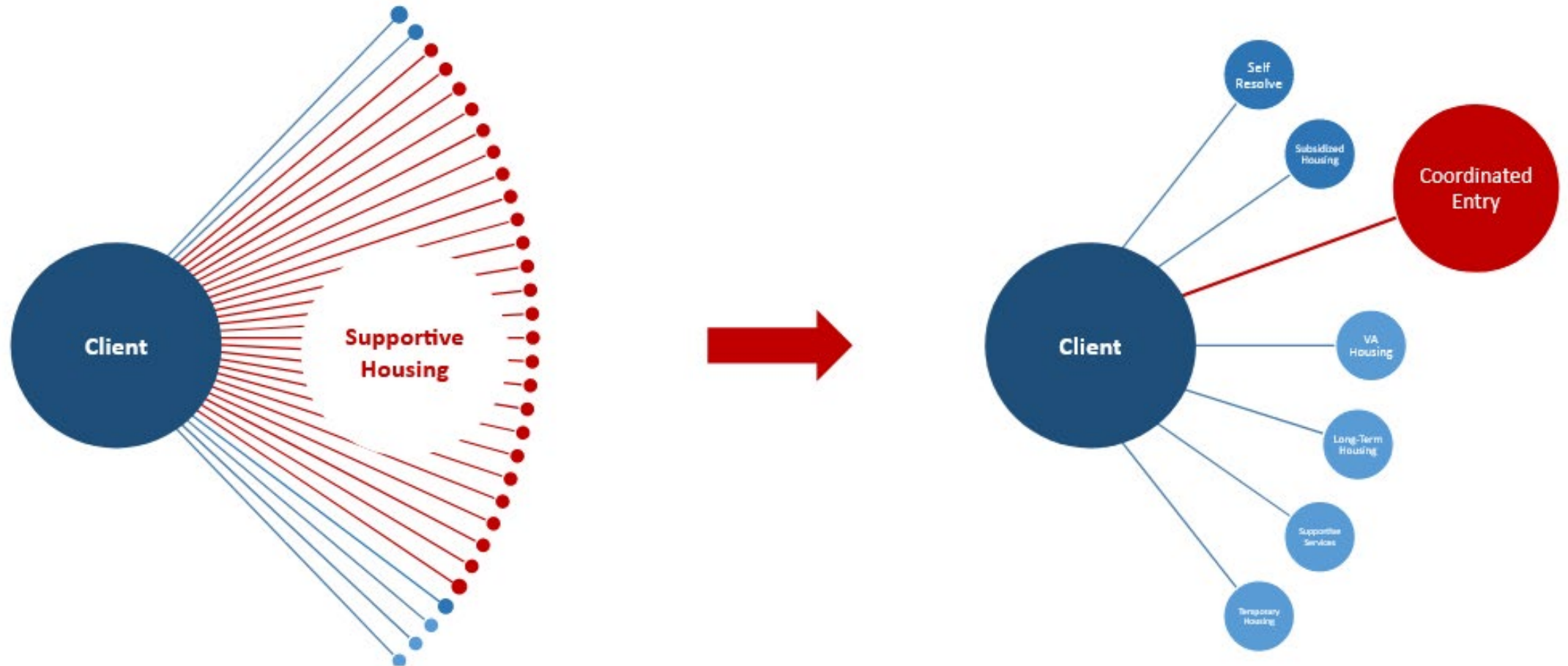
- Clients can stay in the program as long as they would like
- **Rare** – Doesn't naturally cycle through the system
- Most expensive intervention to implement
- Reserved for clients with disabilities



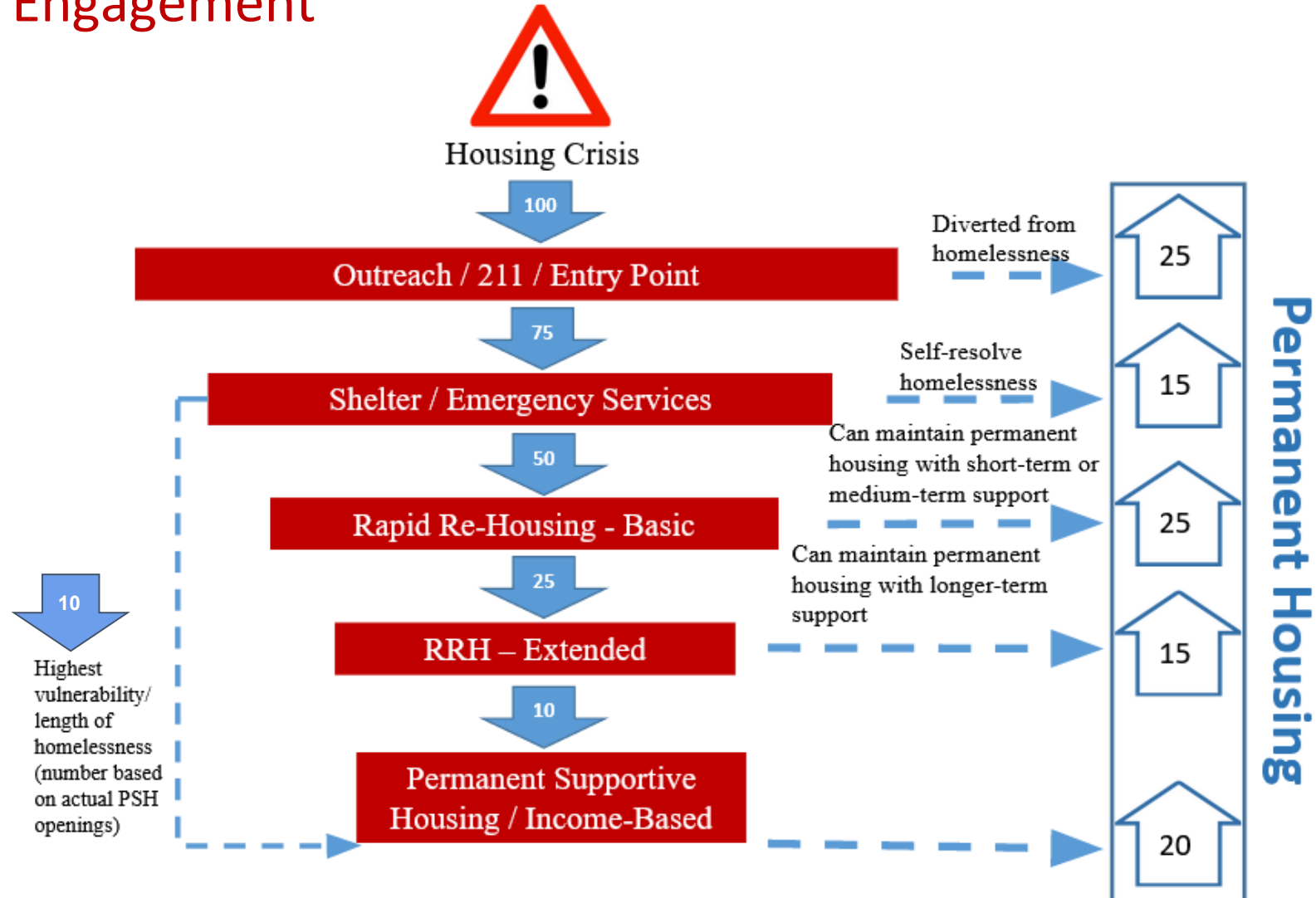
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Consolidating Resources



Progressive Engagement



Coordinated Entry: In a Nutshell

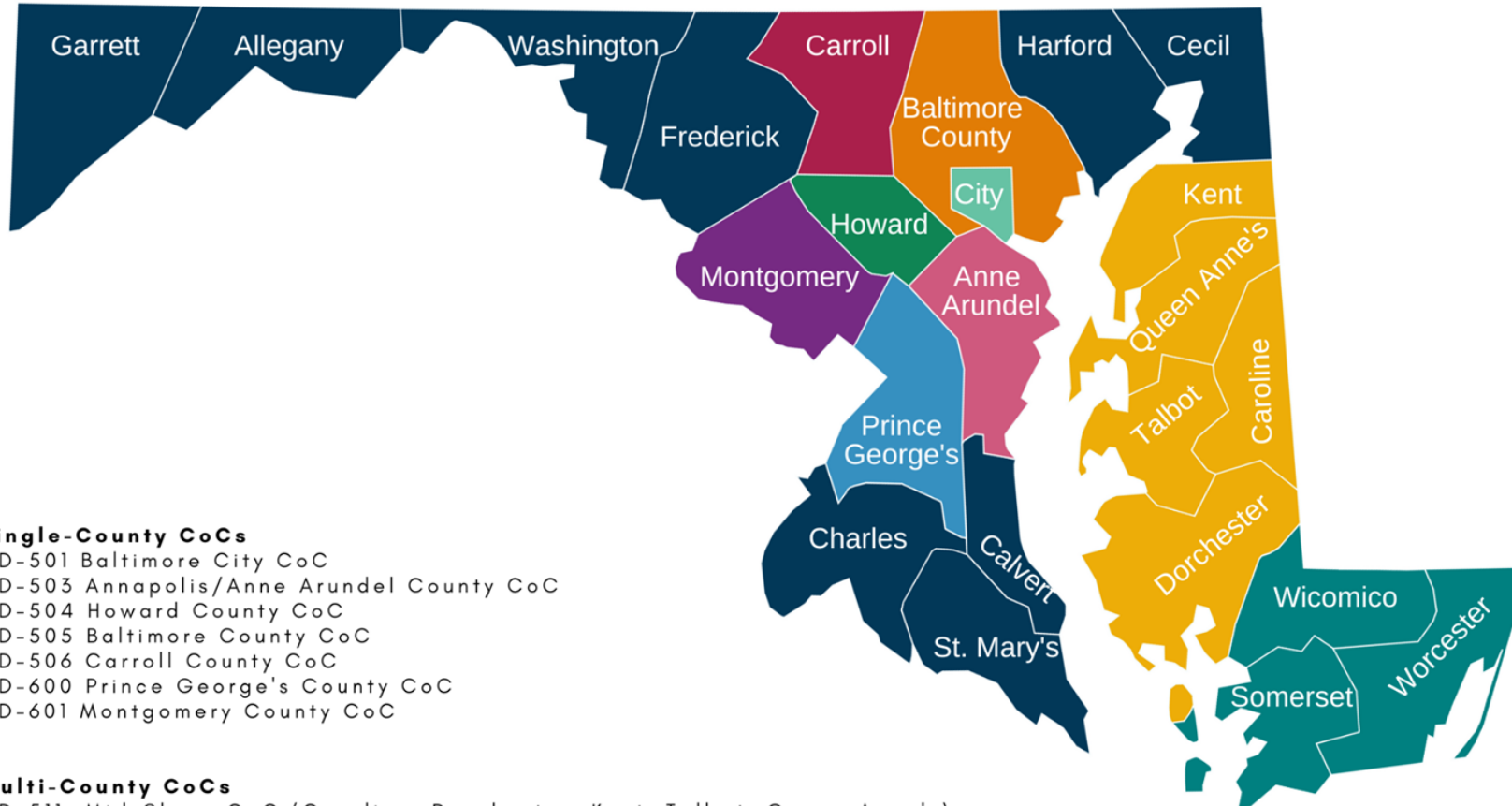
- **Centralized Resources:** all homeless-dedicated, federally funded resources are required to accept referrals exclusively through the system
- **Standardized Application Process:** rather than have a client fill out dozens of applications with many programs, one standard application is used for all participating housing programs
- **Prioritized Resources:** uses a standardized assessment and eligibility criteria to reserve intensive and expensive resources for the most vulnerable clients
- **Uniform Decision Making:** decisions about who gets housed is no longer based on arbitrary measures such as “good fit,” and rather based on objective criteria
- **Data-Driven:** using centralized databases (HMIS) to track the “flow” of clients through the system to reduce barriers and get a bird’s eye view of well the system works
- **Housing Inventory Coordination:** eliminating silos and hoarded housing resources so that getting help is no longer about “who you know”

Partnering with Continuums of Care

Continuums of Care

- A CoC is a HUD-recognized regional or local planning body that coordinates housing, services, and funding for homeless families and individuals.
- There are over 400 CoCs nationwide representing communities of all kinds, including major cities, suburbs and rural areas.
- CoCs are charged with implementing a system of care that includes:
 - Outreach, intake, and assessment in order to identify service and housing needs and provide a link to the appropriate level of both
 - Homeless prevention and shelter diversion
 - Emergency shelter to provide an immediate and safe alternative to sleeping on the streets, especially for homeless families with children
 - Permanent housing to provide individuals and families with an affordable place to live with services if needed
 - Access to mainstream programs and optimizes self-sufficiency

MARYLAND CONTINUUMS OF CARE



Single-County CoCs

- MD-501 Baltimore City CoC
- MD-503 Annapolis/Anne Arundel County CoC
- MD-504 Howard County CoC
- MD-505 Baltimore County CoC
- MD-506 Carroll County CoC
- MD-600 Prince George's County CoC
- MD-601 Montgomery County CoC

Multi-County CoCs

- MD-511 Mid-Shore CoC (Caroline, Dorchester, Kent, Talbot, Queen Anne's)
- MD-513 Lower Shore CoC (Wicomico, Somerset, Worcester)
- MD-514 Balance of State CoC (Allegany, Calvert, Cecil, Charles, Frederick, Garrett, Harford, St. Mary's, Washington)

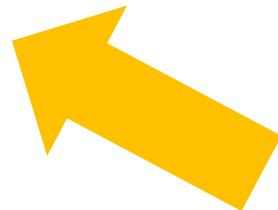
CoC Governance Structure & Responsibilities

Each CoC establishes a governance charter and structure to organize their work and assign decision-making authority. CoC roles and responsibilities include:

- **Continuum of Care Membership** - Typically open to any organization and individuals who have a vested interest in preventing and ending homelessness in their community. HUD requires CoCs to include members from a wide variety of fields - education, workforce development, mainstream benefits, child welfare, affordable housing, jails and correctional institutions, tribes, faith-based organizations, people with lived experience of homelessness, and more.
- **CoC Board and Committees** - Elected and appointed by the CoC membership to make decisions on the CoC's behalf, select projects that will be included in federal funding applications, create and oversee implementation of policies for homeless services providers, and carry out strategic planning and actions to reduce and end homelessness.
- **CoC Lead Agency** - A nonprofit or government organization selected by the CoC to apply for federal funds on the CoC's behalf, administer the Homeless Management Information System, prepare and submit reports to HUD, monitor HUD funding recipients for compliance with federal regulations, and enter into agreements on the CoC's behalf. Most CoC Lead Agencies are also service providers or act as a pass-through entity for federal funds.

CoC Goals and Performance Measures

1. Reduce the number of people that become homeless for the first time
2. Reduce the amount of time people experience homelessness
3. Increase the number of people who exit homelessness to permanent housing
4. Reduce the number of people who return to homeless after moving into permanent housing
5. Increase the number of people who obtain mainstream benefits and increase earned income



Ways to Partner: Systems Planning & Leadership

Join the local Continuum of Care Board or Committees

- Help make decisions about funds to address homelessness are allocated in your community
- Guide how the community establishes outreach, intake, and assessment practices for people experiencing a housing crisis
- Inform CoC data collection, needs analysis, and strategic planning to address gaps in services
- Receive input and feedback from people with lived experience about their employment needs
- CoCs are more competitive for federal funds if they can demonstrate WIOA partners sit on their boards and they have partnerships supported by MOUs

Invite Continuum of Care to join local Workforce Investment Board

- CoCs can provide you data on homelessness and program participant access to mainstream benefits and earned income
- CoCs can coordinate service delivery and program offerings with workforce partners

Ways to Partner: Coordinated Entry

Work with the CoC to integrate employment needs assessment and referral to workforce services into the local Coordinated Entry process:

- Every CoC's Coordinated Entry standardized assessment tool should include an assessment of employment needs, not just housing or vulnerability.
- Vocational case management and referral to workforce services should happen from the moment the household presents for services. For the majority of households, employment connection is just as important and time sensitive as housing connection.
- Whenever possible, Coordinated Entry processes should support a “no wrong door” approach - offering one-stop shop enrollment into multiple types of services
- Immediate access to job placement and/or higher earning opportunities can help many households avoid entering the homeless system if they can get caught up on rent or help contribute financially

Have the CoC train workforce development program staff on the various housing and supportive services available for participants who may experience a housing crisis, and how to access them.

[HUD Fact Sheet on Coordinated Entry & Workforce Systems](#)



DEPARTMENT OF HOUSING
AND COMMUNITY DEVELOPMENT

Jacob R. Day, Secretary
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Ways to Partner: Rapid Re-Housing (RRH)

- **Establish service agreements with local rapid re-housing providers to ensure vocational case management can be offered to every participant.** Example models include:
 - Offer direct placement into local workforce programs and job placement services for all RRH households
 - Embed workforce development/job placement staff into the RRH program team (funded either through workforce funds or HUD/State homeless services funds)
- **Deploy an “employment first” approach**, which does not require completion of specific training programs or classes in order to access job placement services. This aligns with RRH “housing first” strategy, which does not require households to have employment before being provided permanent housing assistance. RRH households need income ASAP due to time limitations on housing assistance.
- **Build a network of employers and job opportunities who can employ individuals quickly and with minimal work experience** (particularly needed for young people), and those that may offer additional supports to employees (ex: free uniforms, transportation assistance, housing benefits, financial counseling)

[HUD Case Studies on Rapid Re-Housing and Workforce Provider Partnerships](#)

[HUD Fact Sheet on Rapid Re-Housing and Employment](#)

[HUD Fact Sheet on Permanent Supportive Housing and Necessity of Employment Supports](#)



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