Employment as a Key Strategy to End Homelessness
Evidence-Based Employment Models and Best Practices to Support Earned Income

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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.
Heartland Alliance’s
National Initiatives on Poverty & Economic Opportunity

Every person deserves the right to a quality job and the ability to meet their basic needs.
National Center on Employment & Homelessness (NCEH)

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

May 5: The evidence base for employment

May 12: Values and your system

May 19: Evidence-based employment models

May 26: Service delivery strategies
Chat: What makes a model successful?

Think of successful housing program models in your community. What makes them successful?
POLL!

Are you familiar with these evidence-based models?
What do we mean by “evidence-based?”
Evidence - Based Program Models and Best Practices to Support Earned Income
Transitional Jobs (TJ)

- Time-limited, wage-paid work
- Supportive services
- Skill development
- Job development and retention services
The goals of TJ

- Stabilize with income
- Learn experientially
- Address barriers
- Build work history
- Access incentives
- Develop skills
- Transition to permanent employment
Community benefits of TJ

- Economic stimulus
- Increased tax payments
- Benefits to employers
- Reduced recidivism
- Reduced reliance on public benefits
- Positive ROI
Social Enterprise

- Subsidized employment in which participants work in a revenue-generating business operated by the provider
- NOT a “sheltered workshop”
- Focused on building skills and experience to transition into labor market
Social Enterprise

Evidence:

- Employment-focused social enterprises largely function as TJ programs, so evidence supporting TJ is broadly applicable.

- A recent study by Mathematica Policy Research of social enterprises in the REDF portfolio found evidence that SE employment increases self-sufficiency and life stability in participants, and generates positive ROI.
Supported Employment
(Individual Placement and Support)

- Evidence-based model for helping individuals with mental health issues transition to employment
- Supports rapid entry to the competitive labor market integrated with support services as soon as the participant feels ready
Supported Employment

Core principles:

- Commitment to regular employment in the competitive labor market
- Eligibility based on consumer choice rather than assessment
- Rapid job search rather than work-readiness training
- Placements individualized to participant preference and strengths
- Indefinite and individualized follow-along supports
- Integration with mental health and other supportive services
- Benefits counseling to secure income and overcome disincentives
Supported Employment

Evidence:

- IPS has been subject to 22 random control studies; all found significant benefit compared with control groups.
- Some studies also found increases in job tenure and/or steady work.
- Cost-benefit analyses show positive ROI.
- Successful program outcomes are associated with the degree of fidelity to the IPS model.
What do these models have in common?

- Rapid attachment to earned income
- Individualized job development and placement focused on jobseeker preferences and making a good employer match
- Individualized employment-focused support services to remove or mitigate barriers
POLL!

Are you familiar with these clinical techniques?
Using therapeutic methods in employment services
Stages of Change: a way to operationalize “meeting people where they are”
Motivational Interviewing

- Evidence-based approach to addressing ambivalence or lack of confidence about working

- O.A.R.S.:
  - Open ended questions
  - Affirmations
  - Reflections
  - Summaries
Cognitive-Behavioral interventions

- Evidence-based—increased access to employment for varied populations including people with mental illness
- Focus on how feelings, thoughts, and behaviors interrelate
Trauma-Informed service delivery

- Virtually everyone we serve has experienced traumatic events
- Recognize the signs and symptoms of trauma, e.g., avoidance, aggression, lack of “motivation”
- Avoid re-traumatization
Breakout!

How could you take one feature or component of one of these models and apply in your work?
Questions?
Please complete the evaluation!
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**

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