3rd Quarter Income Initiatives Training

The Way Home
Income

Income is a critical part to successfully housing people previously experiencing homelessness. View the information below to see how you can assist with helping our clients gain and maintain employment.

Income & Employment in The Way Home

The Way Home Continuum of Care (CoC) has worked to integrate the homeless service system with income services through assessment, triage, and a referral to ensure all people receiving homeless services can access both housing and income resources.

Use the button below to sign-up for updates, information, and trainings on income and employment within TWH CoC.
Employment Partner
Dress for Success Houston

24 YEARS OF EMPOWERING WOMEN

- SERVED 46,000+ WOMEN SINCE 1998

- IN-PERSON SUITING AND PROGRAMS

- VIRTUAL OPTIONS

- COME IN AND GIVE US A TRY
Mission Statement

EMPOWERING WOMEN TO ACHIEVE ECONOMIC INDEPENDENCE BY PROVIDING

• A NETWORK OF SUPPORT

• PROFESSIONAL ATTIRE

• DEVELOPMENT TOOLS

TO HELP WOMEN THRIVE IN WORK AND LIFE
3 Entry Points into DFSH

JOB SEARCH PREPARATION
SUITING
WOMEN VETERANS PROGRAM
Job Search Program

A series of workshops and one on one sessions in person and virtual to aid a woman in her job journey

WORKSHOPS IN 2022

- Resume Review
- Mock Interviews
- LinkedIn Profile Workshops
- Weekly accountability group meetings
- “60 Second Elevator Speech” Practice
- Virtual Networking Opportunities
Women Veterans Program

A network of support that connects to community resources, build professional relationships and cultivate personal growth in a safe, uplifting environment.

WORKSHOPS IN 2022

- How to Stay Resilient
- Mindset Shift
- Therapy Toolbox
- Stress Management
- Virtual Meet Ups
- PTSD: Coping Support & Living Well

1600 VETERANS SERVED SINCE 2014

Contact LaGaydra Murphy: Lagaydra@dfshouston.org or call 713-957-3779
Professional Women's Group
Takes a holistic approach to job retention, career advancement, and personal growth through educational programming and a network of support. DFSH clients who gain employment can join.

WORKSHOP OPTIONS
- Written & Unwritten Rules of the Workplace
- Thriving in an Intergenerational Workplace
- Salary Negotiations
- Positive Mindset
- Goal Setting
Who Is Eligible?

- Identify as female
- 18 years or older
- Must have working email and phone
- Need help with job search preparation
- Attending interviews or career fairs (virtual or in-person)
- Newly hired (last 6 months)
- Newly graduated (within last 90 days)
- Ability to communicate in English
- Female Veterans
Before and After

NERVOUS & UNSURE

CONFIDENT & PREPARED
What can a client expect after being referred?

MULTIPLE PATHS BASED ON A WOMAN'S NEED

**VETERAN**
- Women Veterans Program
  - Suiting
  - Professional Women's Group

**JOB SEARCH**
- Job Search Skills & Teams
  - Suiting
  - Professional Women's Group

**EMPLOYED**
- Professional Women's Group
  - Mentoring
  - Scholarships
Days of Operation

IN PERSON SUITING
Monday-Thursday

CURBSIDE SUITING
Monday-Friday

JOB SEARCH
Tues-Thurs Virtual and in-person

PROFESSIONAL WOMEN’S GROUP
Hybrid-virtual and in-person

DONATIONS
Friday 10am-2pm
Thank you from the DFS Houston team!

WE ARE GRATEFUL FOR YOUR CONTINUED SUPPORT!
Trauma Informed Care

• Provide services in ways that are appropriate and welcoming for those who may have been affected by trauma

• Principles of Trauma Informed Care include:
  • Safety
  • Respect
  • Control and Choice
  • Strength-based approach
Adverse Childhood Experiences (ACEs) & People Experiencing Homelessness

- Overrepresented in homeless samples
- Most prevalent for Men and Women were physical abuse, physical neglect and general household dysfunction
- Nearly half of women were sexually abused during childhood
Housing First Model

- Immediate access to permanent housing with no housing readiness requirements
- Consumer choice and self-determination (client-centered)
- Recovery orientation (access to supports)
- Individualized and client-driven supports
- Social and community integration
Housing First

This approach helps people who are experiencing homelessness obtain housing quickly so they are in a better position to achieve other goals, including health, recovery and well-being than when they are homeless.

For people with trauma histories, ending homelessness is essential for healing that trauma and building reliance. Therefore, Housing First is in and of itself a trauma-informed approach.
Cross-System Partnerships
Referrals Available in HMIS
CCHP Income Support Program Career and Recovery

- Connects clients impacted by COVID to employment, training, identification documents, and more
- Individualized employment assessment
- Individualized Support
  - Job Coaches
  - Sober Coaches
Ideal CCHP CRR Income Candidate

• Client wants to work but needs added support to attain employment
  • Cannot travel to location for services
  • Has barriers in maintaining a stable job
  • Needs GED
• Client is informed Work/Life Skills Coach will make contact within a week
  • Current phone number and/or email address listed on referral
  • Include Case manager contact information on referral
CCHP CRR Income Referral
The Houston Launchpad - Homeless Veteran Integration Program (HVRP)

- Connects veteran clients to employment, training, identification documents, work support and more
  - Client cannot have a Dishonorable Discharge (DD214)
- Must send referral after CA assessment or before client signs housing lease
HVRP Referral at Coordinated Access

Client Referrals

Below is a list of all existing referrals for the selected client. To add a referral for the client, click the appropriate Add (...) Referral button. To view or edit a record displaying in the list, click Edit Referral next to the desired record. To add or review outcome, click Referral Outcome. Click on Delete Referral only in case of an error.
Income Now

Coalition for the Homeless & other Providers
Housing Assessments
Housing Intervention Programs
Shelters

Income Now
Referrals
Income Team, Navigators, Mobile Staff,
Support Services
Housing & Employment

Workforce Solutions
17 Career Offices
Employment Services
Work Support
Education and Training
Child Care
Ideal Income Now Candidate Diversion/Rapid Rehousing

- Client is
  - Able and willing to look for/attain employment
  - Client is working but needs childcare and/or upskilling
  - Valid ID and Social Security Card

- Client is independent
  - Can travel to Workforce Solutions career office

- Client is informed WFS Career Advisor will make contact within a week
  - Current phone number and/or email address on referral
  - Include Case Managers contact information on referral

- Email Income team for referral updates
  - CFTHincome@homelesshouston.org
Script for Workforce Solutions Referral

• Workforce Solutions can help you with your job search:

  1. Customize your resume and help you locate jobs in WorkInTexas.com
     • Assess your work interests, values, and preferences
  2. Provide work experience through on-the-job training and other potential opportunities
  3. Financial assistance to help you with your job search, employment, schooling and/or training:
     • Childcare assistance
     • Obtain education, training, or work-specific licenses
     • Work clothes, uniforms, tools, gas, or bus passes

• Would you like a referral to your nearest Workforce Solutions career office for job search and supportive services? If so, I will send a referral to [career office].

• If you do not receive a response within 3 business days, please follow up with your case manager, who will then follow up.
WFS Referral at Coordinated Access

If you do not have CA access email CFTH@homelesshouston.org for referral.
Is Income Now Working?

- Income data collected from all participants
- from October 1, 2015, to March 25, 2022
- The Workforce Information System of Texas (TWIST) aggregate data
- Monitored Annually with Equity Lense
Success Story

• Anthony Phillips was homeless for five years and lived in transitional housing at a Recenter before being referred to the Northeast Workforce Solutions career office through an Income Now referral.

• Faced several barriers to employment that prevented him from realizing his dream job as a CDL Driver

• Career Advisors Adriana Hernandez and Vincent Toston were able to assist in providing job search and job support services to remove his barriers. Adriana was able to help him apply for financial aid through Workforce Solutions to help Anthony get a prescription for eyeglasses, transportation assistance to attend CDL training, and a TWIC card to start employment after successfully completing training

• Anthony obtained his CDL license on April 6, reported employment on April 11, and started his job as a truck driver on April 18 with TransAm
Unable to make Referral in HMIS?

No Problem!!
CFTH Income Programs Team
cfthincome@homelesshouston.org

• Stefanie Quintela, Director Strategic Planning (Programs)
  • squintela@homelesshouston.org
• Omar Martinez, Manager Program Income
  • omartinez@homelesshouston.org
• Rand Chaqmaqchee, Associate Program Income
  • rchaqmaqchee@homelesshouston.org
• Miranda Ramos, Specialist Program Income
  • mramos@homelesshouston.org
What Can You Do Now?

- Start talking about employment on Day One
- Operationalize “meeting people where they are”
- Leverage motivation and build confidence using MI techniques
- View client responses through the lens of trauma
- Maintain a focus on mitigating barriers
- Reach out to Income team for assistance and Visit our webpage
Questions?

• CFTHincome@homelesshouston.org