

# Employment Services for Vulnerable Populations



**SAN FRANCISCO HUMAN SERVICES AGENCY**  
**JUNE 24, 2020**

# Key Efforts to Help Vulnerable Populations Obtain Jobs

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- Jobs NOW places clients on public benefits in subsidized and unsubsidized jobs
- Homeless Employment Services provides sector-specific training
- IPO provides employment opportunities for ‘in-risk’ and ‘high at-risk’ young adults and adults (ages 18-35)

# JobsNOW!

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- A job placement program with a tiered structure designed to meet needs of participants at different levels of job readiness
- Primarily serves low-income CalWORKs, CAAP, and CalFresh recipients who often have multiple barriers to employment.
  - 8,654 households receiving one or more of these benefits in May 2020 were homeless (14% of the total 59,863 households)
- Also serves MediCal and Unemployment Insurance recipients.
- Develops relationships with private-sector & public-sector employers to identify employment opportunities

# JobsNOW! Program Tiers

Tier	Target population	Hourly wages	Duration of subsidy
Job Match/CJP1	CalWORKs only	SF MCO wage (\$16.50)	Up to 4 weeks
Community Jobs Program	Little work experience	SF MCO wage (\$16.50)	3 months (may be extended to 6)
Public Service Trainee (PST)	Moderate experience/skills	\$17.18	6 months (may be extended to 12)
Wage Subsidy	More experience/skills	Full-time: \$18.50+ Part-time: \$15.59+	6 months
Unsubsidized Jobs	More experience/skills	Various: \$15.59+	N/A

# Job Development

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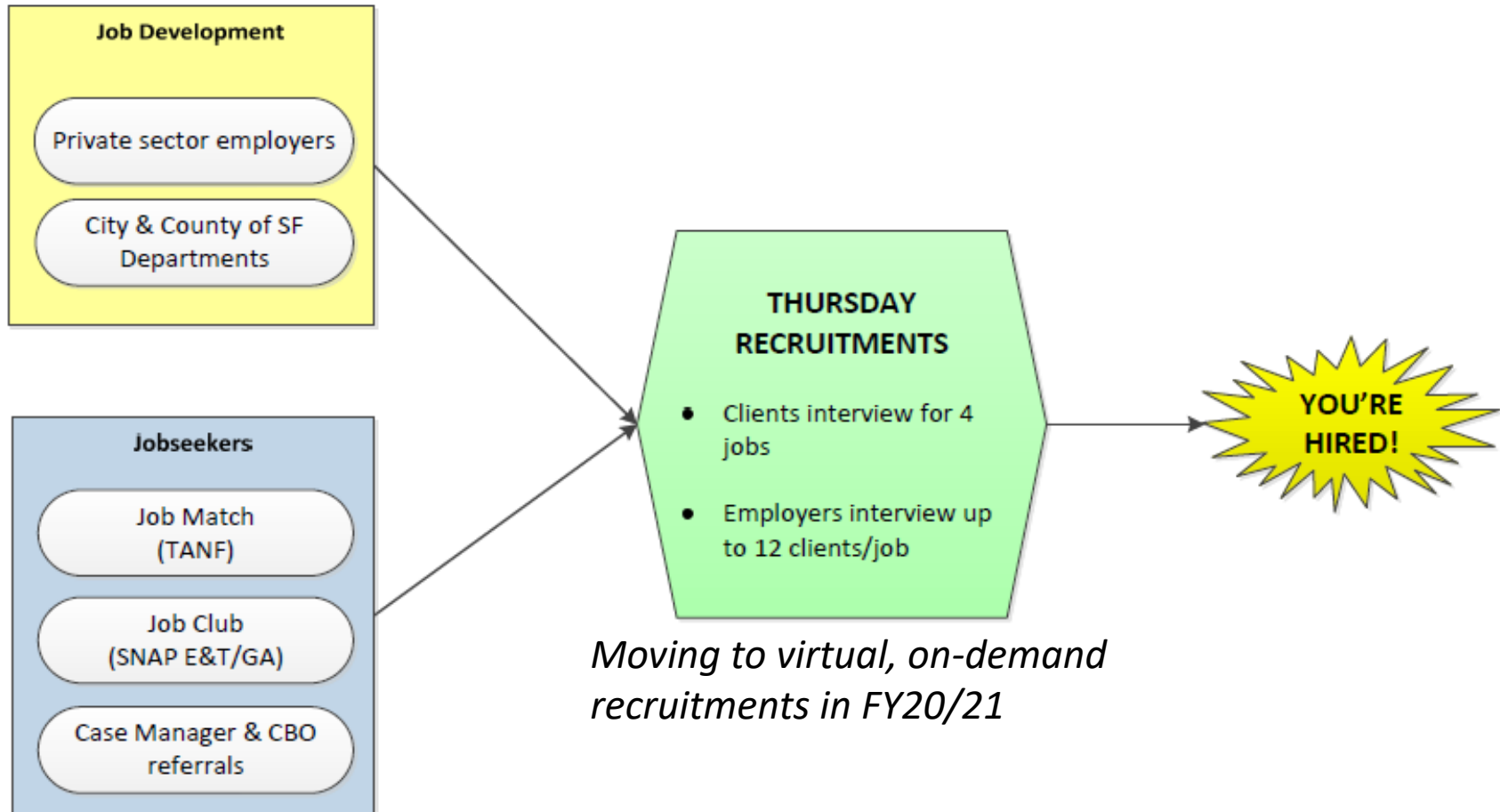
## Employers & Jobs Developed, FY2019/2020

Employer Type	# of Employers	# of Jobs with Openings
Private-sector	120	314
SFGOV agencies	12	168

Source: Data from SFHSA's Launchpad data system, as of 6/17/2020

# Weekly JobsNOW Recruitments

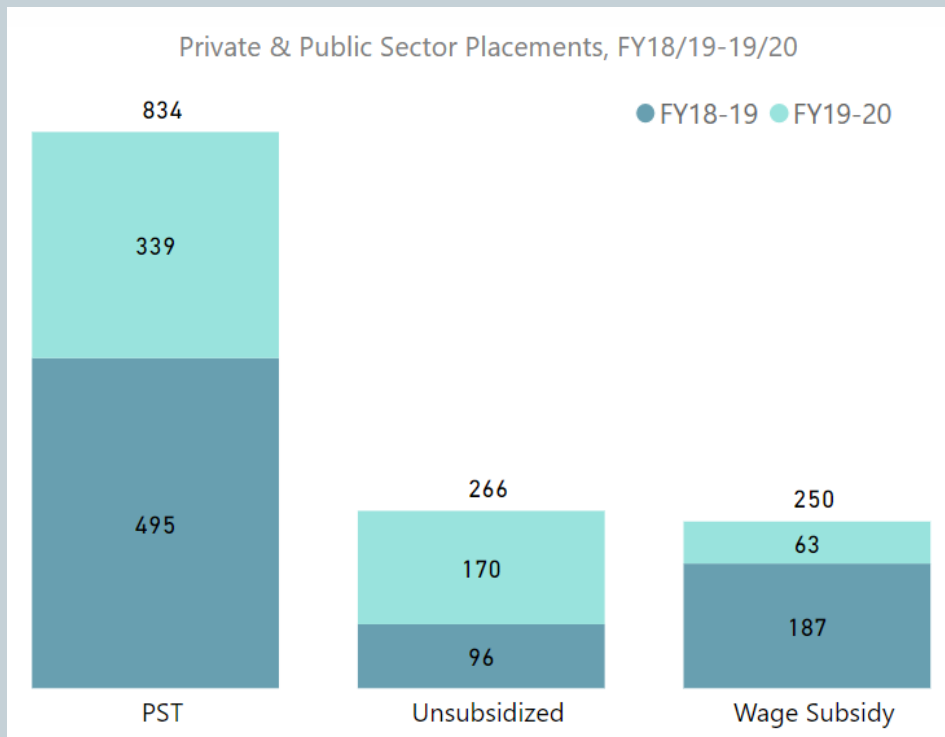
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# JobsNOW! Placements

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- 27,085 job placements since 2009
- 4,068 placements during FY18/19 and 19/20



An additional **2,718** placements through contracts, including Job Match/CJP1 and Community Jobs Program

Source: Data from SFHSA's Launchpad data system, as of 6/17/2020

# Homeless Employment Services

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- Contracted through Goodwill, Arriba Juntos, Community Housing Partnership, and Episcopal Community Services
- Targets CalFresh-eligible individuals who are formerly homeless or currently at-risk of homelessness
- Vocational training programs with a goal of job placement within 6-8 months

# Homeless Employment Services Training

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Provider	Occupational Fields
Arriba Juntos	<ul style="list-style-type: none"><li>• Office Skills</li><li>• Certified Nursing Assistant</li><li>• Home Care Aid</li></ul>
Community Housing Partnership	<ul style="list-style-type: none"><li>• Desk Clerk</li></ul>
Episcopal Community Services	<ul style="list-style-type: none"><li>• Culinary</li><li>• Hospitality</li></ul>
Goodwill	<ul style="list-style-type: none"><li>• Retail</li></ul>

Annually funded training slots:	409
FY 18/19 actuals:	235 (57%)
FY 19/20 actuals:	166 (41%)

Source: Data from SFHSA's Launchpad data system, as of 6/17/2020

# Workforce System Alignment Initiative

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- Partnership between HSA, the Office of Economic Workforce Development, the Department of Homelessness and Supportive Housing, and community providers
- Funded with an 18-month \$150,000 grant from the CA Workforce Development Board, with a \$150,000 match from HSA
- Goal is to design a service delivery model that integrates workforce readiness screening into HSH's Coordinated Entry intake process and creates a pathway to culturally competent employment services for homeless job seekers

# Interrupt, Predict, Organize (IPO)

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- Led by Adult Probation, in partnership with HSA, Department of Public Works, Recreation and Parks Department, Police Department, and other City departments
- HSA's role:
  - manages subsidized employment opportunities at city agencies
  - contracts with Arriba Juntos and Young Community Developers to provide job readiness training
- 44 participants served in FY19/20; final cohort of 20 delayed due to pandemic but will start in late June.
- Program design changes in FY20/21: (i) place clients in work experience opportunities at community-based organizations, with close case management and job readiness training; (ii) expand to serve a broader range of justice-involved youth

# Questions?

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