



King County

Department of Community and Human Services

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IMPLEMENTATION PLAN 2012 – 2017 Veterans and Human Services Levy: Activity 2.6 A: Community Employment Services

1. Goal

The primary goal of this activity is to prevent and reduce homelessness.

2. Strategy

The Veterans and Human Services Levy Service Improvement Plan (SIP) set a goal of Ending Homelessness.

3. Activity 2.6 A Community Employment Services

Activity 2.6 A, Community Employment Services is one of two activities described in the Service Improvement Plan under Employment and Training.

4. Service Needs, Populations to be Served, and Promotion of Equity and Social Justice

a) *Service Needs*

Employment is fundamental to gaining and maintaining financial stability, housing and achieving self-sufficiency. Client data from King County's Housing Stability Program show that job loss or the reduction in working hours were the most common factors contributing to an eviction or imminent loss of housing. The recent severe recession severely impacted job loss for many people and made it difficult for people with lower skill levels to re-enter the labor market after they were displaced.

- Households below 160 percent of federal poverty level (FPL) are the most at risk of homelessness
- In King County, an individual earning 175 percent FPL falls short of the living wage by \$8000 and a family of three is \$25,000 short.
- The percent of the population in each region of King County earning less than 200 percent of FPL was 14.1 in North, 25 in Seattle, 10.9 in East and 21.7 in South.

These data show a larger proportion of residents of Seattle and South King County earning less than the 200 percent FPL, but there are a significant number of residents throughout King County struggling with poverty.

Inadequate income and unstable housing issues are often exacerbated by additional barriers that many low-income residents face. These can include behavioral health issues, chemical dependency, disabilities, involvement in the criminal justice system, bankruptcy, domestic violence, lack of transportation, health care issues or lack of affordable child care.

King County is home to at least 127,000 men and women who are current or former active duty members of the U.S. military, Reserves or National Guard. There are more than 17,000 King County low-income veterans living below 200 percent of FPL. More than 5,900 are below 100 percent of FPL. There are likely more than 20,000 veterans in King County who have experienced Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), Military Sexual Trauma (MST) or other service related disabilities. The largest number of veterans with disabilities, poverty, and emergency financial needs live in South County or Seattle.

b) Populations to be Served

There are two main target populations for this strategy:

- Individuals and/or heads of household with incomes below 175 percent of FPL whose unemployment or low-wage employment threatens their housing stability. This may include working poor at-risk of homelessness or who are paying a disproportionately high portion of their income on housing, those already homeless, or those in permanent supportive or subsidized housing. There may be significant barriers to self-sufficient employment such as lack of appropriate education and training, unstable employment history, behavioral or other health issues, transportation and child care needs.
- Veterans and their families who have the same issues as those described above or who need assistance navigating the transition to civilian employment and securing their veterans benefits for housing, health care and educational benefits. They may need assistance dealing with issues related to their military service such as PTSD, TBI, MST, service connected disabilities and/or displacement from a civilian career.

c) Promotion of Equity and Social Justice

The Equity and Social Justice Ordinance requires King County to consider the impacts of its policies and activities on its efforts to achieve fairness and opportunity for all people, particularly for people of color, low-income communities and people with limited English proficiency.

i) Will your activity have an impact on equity?

A disproportionate number of low-income households have lower educational attainments, hold lower skilled jobs with limited advancement opportunities, lack access to critical services and struggle to find affordable housing. Racial and ethnic minorities make up a disproportionately higher percentage of this already

disadvantaged low-income population. Among the homeless, for example, an estimated 62 percent of homeless families are people of color, with African American families accounting for 43 percent of all homeless families. These activities will positively impact these issues.

These employment activities will positively impact and improve financial self-sufficiency and positively impact and improve equity and social justice indicators for the people served. Living wage employment is a direct and practical service that improves the quality of life for disadvantaged people.

- ii) What population groups are likely to be affected by the proposal? How will communities of color, low-income communities or limited English proficiency communities be impacted?

The Levy funds outreach activities to women and people of color and they will be served very equitably in these employment and training activities. Persons of color are served proportionately.

- iii) What actions will be taken to enhance likely positive impacts on these communities and mitigate possible negative impacts?

We will assure that people will be served proportionately to their incidence in the population.

5. Activity Description

In April 2012, a Request for Proposals (RFP) process for community based Human Services Levy funded homeless employment services was completed. Three agencies were selected: TRAC Associates, Neighborhood House and the YWCA, and contracts started on July 1, 2012. Each agency received an 18 month contract for the period July 1, 2012 to December 31, 2013. To improve the depth of resources available to the customers being served, these programs deliver services as part of the one-stop WorkSource employment and training system in Seattle-King County.

Project staff provides services at one of the seven WorkSource sites to ensure that customers have access to services at locations throughout the County. Housing resources are connected to these holistic services through housing partners in those geographical areas.

A small amount of funds remained after these RFP awards were made totaling \$56,687. It is proposed these funds be dedicated to improving employment and education navigation services in the one-stop system for homeless families and individuals. This will assist the Work Source system as a whole to implement strategies to improve services for customers who are homeless and streamline processes to connect them with appropriate resources in a timely fashion.

A Request for Proposal process will be conducted to disburse the annual allocation of \$120,000 in Veterans Levy funding. Agencies will be selected to support the education and training needs for veterans identified at the Work Source one-stop employment locations throughout King County. These funds may be used for tuition assistance, resume preparation to translate military experience into civilian terminology, job search assistance,

job placement and retention. These funds will expand the capacity of the current Work Source system to respond to the employment and training needs of returning King County veterans, National Guard and Reservists from the conflicts in Iraq and Afghanistan.

6. Funds Available

The 2012 Service Improvement Plan identified the following allocations for this activity.

	2012	2013	2014	2015	2016	2017
Veterans Levy	\$ 120,000					
Human Services Levy	\$ 550,000					
Total	\$ 670,000					

A total of \$ 670,000 is available annually to implement this activity. Additional funds will be available annually through 2017 based on the activity's performance.

7. Evidence-based or Promising Practices

The evidence based practices implemented in these employment activities combine traditional employment services with case management, one-stop employment center partnerships, direct connection to housing resources, investment in education and training to raise earnings, career planning to assure wage progression to self-sufficiency, and support services to assist customers address specific obstacles and barriers to success in both education and work.

Research conducted by the Butler Family Foundation shows that income for homeless families and individuals is improved by connecting employment services to one-stop employment centers and investing in training. The partnership with the King County Housing and Community Development Program in the Community Services Division assures that housing and employment services are directly connected to improve ease and timeliness of access.

8. Service Partnerships

These activities are provided within the community partnerships in the Seattle-King County Work Source system that the Workforce Development Council of Seattle-King County oversees. Partners include King County Employment and Education Resources, King County Veterans Program, Renton Technical College, Shoreline Community College, Highline Community College, Green River Community College, Seattle Community College District, Lake Washington Technical Institute, Employment Security Department, Division of Vocational Rehabilitation, TRAC Associates, Pacific Associates, Neighborhood House, YWCA, AARP, Job Corps, Asian Counseling and Referral Services, Washington State Labor and Industries, and the Asset Building Coalition.

By partnering with the one-stop system these activities increase the accessibility of a wider range of housing and employment services at seven different Work Source sites located throughout King County.

9. Performance Measures

The following performance measures and targets were identified by the Levy's Evaluation Team. Performance will be evaluated annually and targets will be adjusted accordingly as needed for the following year. Current measures can be found on the Levy website:

http://www.kingcounty.gov/operations/DCHS/Services/Levy/2012-2017_Levy_Implementation_Plans.aspx.

Objectives	Service Outputs/ Measures	Most Recent Performance	2012 Target(s)	Data Source
Engagement/ Assessment	<ul style="list-style-type: none"> • Clients Assessed • Clients enrolled 	947	TBD based on RFPs	Report Card – Services Report Card – Services
Treatment/ Intervention	<ul style="list-style-type: none"> • Clients placed in a training program. • % of clients completing training and/or receiving credentials • Number of clients placed in a job (including both clients placed in training and those moving directly from enrollment to placement) • Percentage of clients retaining job for 90 days • Percentage of clients meeting their goals for increased income and retention of employment 	414 61% (ranged from 34% to 97%)		Report Card – Services Report Card – Services Report Card – Services Report Card – Services Outcome Report Card