

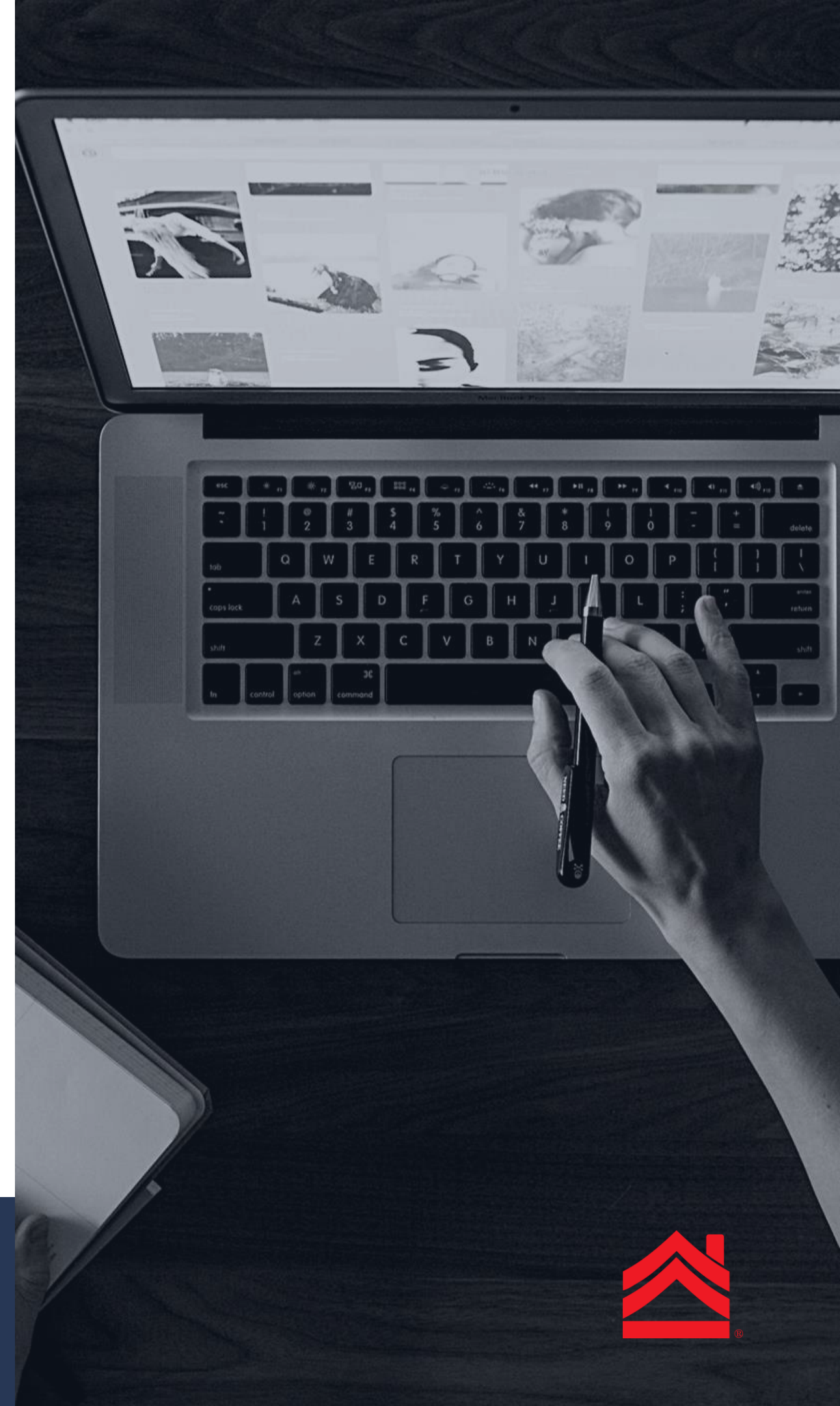
NATIONAL COALITION FOR HOMELESS VETERANS

2020 NCHV ANNUAL CONFERENCE

Virtual Edition



EI 2: CONNECTING VETERANS TO EMPLOYMENT
TO PROMOTE LONG-TERM STABILITY





CONNECTING VETERANS TO EMPLOYMENT TO SUPPORT LONG TERM STABILITY

Melissa Meierdierks
Deputy NHC VISN 21, VHA



AGENDA

- Introduction of VHA's Homeless Veterans Community Employment Services
- Services for the Underserved: Employment Services and HVRP
- Volunteer Behavioral Health Care System: Housing First, Not Housing Only





Veterans Health Administration:

Homeless Veterans Community Employment Services ONE Veteran, ONE Job

- VA Homeless Veteran Community Employment Services is staffed by Vocational Development Specialists who function as Community Employment Coordinators (CEC) and Employment Specialists
- The Health Care for Homeless Veterans (HCHV) and Department of Housing and Urban Development-VA Supportive Housing (HUD-VASH) Programs have funded Employment Specialists at a limited number of VAMCs based on local needs.
- HVCES staff, embedded in the homeless programs within the medical centers, compliment existing medical center-based employment services, and are a bridge to employment opportunities and resources in the local community





Homeless Veterans Community Employment Services (HVCES)

For more information on HVCES, please visit:

<https://www.va.gov/HOMELESS/HVCES.asp>

To locate the HVCES CEC in your area, please visit:

<https://www.va.gov/HOMELESS/cec-contacts.asp>





CONNECTING VETERANS TO EMPLOYMENT TO SUPPORT LONG TERM STABILITY

Lisa Dalhouse

Veteran Employment Manger,
Services for the Underserved

SUS EMPLOYMENT SERVICES OVERVIEW



SUS' Veteran's Employment Services consists of extensive pre-employment screening, case management services which include individualized service planning, job training, employment readiness, job development, job placement, and employment retention services for chronically homeless veterans as well as the larger veteran population and transitioning military members that are actively seeking employment.

SUS has a small employment team consisting of 2 Case Managers and 2 Job Developers.

On average we place over 150 into employment and train 80 veterans per year. We leverage federally funded grants like DOL's, HVRP alongside private foundation partners such as Con Edison and the Bob Woodruff foundation to enhance employment and training services to our program participants. Additionally, we also have an in house Supportive Services for Veteran Families program (SSVF).



HVRP

The Homeless Veterans' Reintegration Program-(HVRP) is an employment focus program of the Department of Labor, Veterans' Employment and Training Service (DOL-VETS). HVRP aims to provide services to assist in reintegrating homeless veterans into meaningful employment within the labor force.

Veteran must meet the Heart definition of homelessness or be at risk of homelessness to participate as defined by HEARTH) Act of 2009.

SUS currently operates a HVRP program that serves 80 veterans per year, placing on average 60 into employment each year.

Challenges of the HVRP program :

- Placing veterans who are simultaneously facing a housing and employment crisis
- Veteran does not always Qualify for veteran housing program assistance
- Meeting the financial needs of the veteran living in a high cost of living city
- Veteran's Limited access to resources: appropriate interview clothing, computers and working phones to name a few.





FUNDING STRATEGIES

LEVERAGING FUNDS

SSVF

- Collaborate with in house SSVF to house the veteran, bridge the gap with funding for trainings, certifications and employment related needs that HVRP cannot provide

PRIVATE FOUNDATIONS

- Pitch ideas to fill your service gap.

COMMUNITY PARTNERS

- EX. (Work Force Development entities).



SERVICE STRUCTURE

PRE-EMPLOYMENT

1. Thorough Screening & Assessment

During the intake assessment ensure the veteran is ready, willing and able to receive the services the program is offering as well as preliminary discuss employment goals.

2. Identify And Remove As Many Barriers We Can Before Placement

- Identify Barriers that may hinder or create challenges for the veteran when being placed into employment, or prevent employment retention.

3. Veteran Centered Employment Plan

- Allow the veteran to tell us their goals and formulate a plan to achieve it. Plan should address and includes the housing goals in addition to employment.



SERVICE STRUCTURE



3. PRE-EMPLOYMENT

- Job preparation workshop, through resume review and update and mock interviews.

4. Collaboration

- Develop ongoing relationships with community partners and entities that provide services for the population we serve.

SERVICE STRUCTURE



EMPLOYMENT PLACEMENT STRATEGY

Education to Employment Approach Promotes Career focused Employment Development

- Identify & Target employment opportunities in industries that have unique short-term training to employment programs that fit the scope of a HVRP candidate who may not already have credentials

Develop and Maintain Employer relationships

- Facilitate opportunities that nurture employer relationships for longevity. This is achieved through intimate curated hiring events planned with employers, offering employers ability to utilize our space for interviewing and veteran focus events etc.



SERVICE STRUCTURE

POST-EMPLOYMENT

Maintain Contact

- Long term job retention is the goal for all employed participants. A continuous system of post placement follow-up and support services is provided up to 1 year in order to ensure continued and successful employment.

2. Assist With Overcoming New Barriers

References



- DOL of Labor HVRP PROGRAM

<https://www.dol.gov/agencies/vets/programs/hvrp>

Contact

Lisa Dalhouse

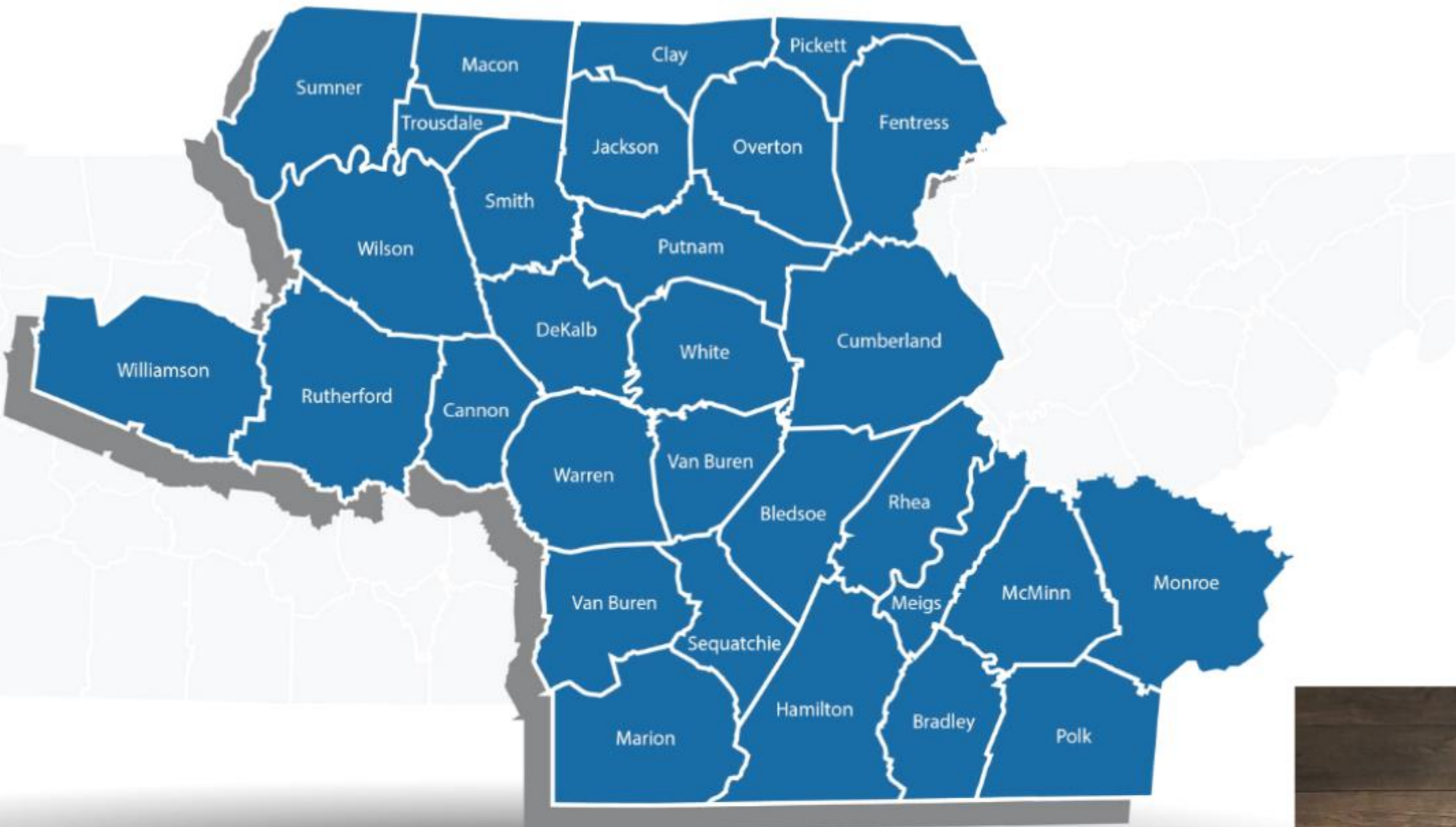
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Employment within SSVF

Connie Farmer, LCSW
Royal Todd, MA

“Housing First”, Not “Housing Only”





OUR MISSION

is to serve individuals, families and communities through prevention, treatment and recovery services, ensuring that help today leads to a better tomorrow.



ONE TEAM ONE DREAM

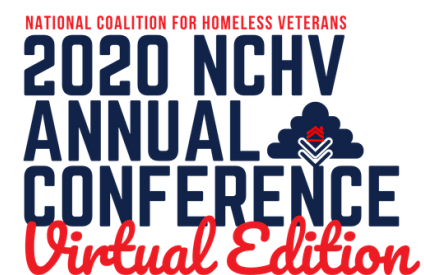


Help Today... for a Better Tomorrow



THIS PRESENTATION IS DEDICATED TO WILMA
CARTER, VOLUNTEER BEHAVIORAL HEALTH'S FIRST
SSVF EMPLOYMENT SPECIALIST

d. Sept 2, 2018





Our SSVF program is called
“Mission Accomplished: Stable Housing” – M*A*S*H

M*A*S*H SSVF EMPLOYMENT HISTORY

- Referral to community resources
- American Job Centers – particularly DVOP/LVER, Voc Rehab, HVRP
- Barriers: eligibility requirements





INDIVIDUAL PLACEMENT AND SUPPORT

- Used by Tennessee Department of Mental Health & Substance Abuse Services
- Used by VBHCS in other programs – we liked it!
- “Employment First”
- Our SSVF team adopted this philosophy (*but we are not doing the IPS model)
- Anyone in the Veteran household who wants to work, regardless of barriers



PROCESS:

- Screened at first contact with program
- Case manager sends referral.
- Employment Specialist contacts veteran/family within 24 hours of receiving referral.
- Employment Specialist and veteran/family member review employment history, current job interests, and barriers.
- Job referrals provided and ROI obtained.
- Potential employers are contacted, application is reviewed, and interview is scheduled.



Thank You!

Q&A

