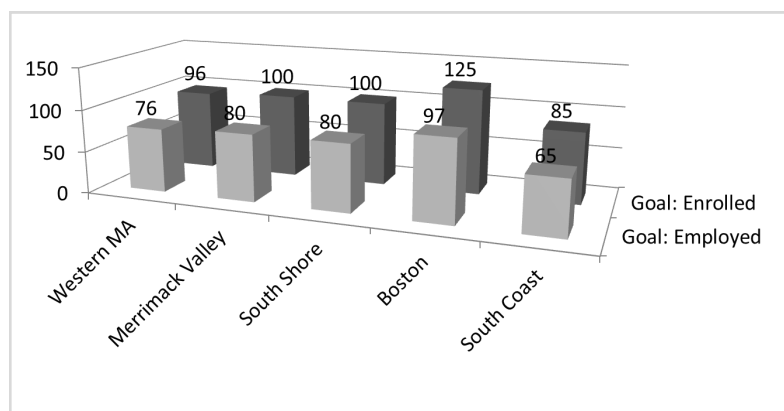


SECURE JOBS

The Secure Jobs Initiative is a public/private partnership, led by The Fireman Foundation, designed to link homeless families participating in Massachusetts' HomeBASE program to the resources and services they need to enter and sustain employment. During Phase 1 of Secure Jobs, workforce development and homeless services are linked at 5 sites across Massachusetts to offer a comprehensive and individualized set of services that addresses these families' barriers to employment and gives them both the tools they need to enter the workforce and the critical connections to employers that will help them get



FOUR KEY ELEMENTS



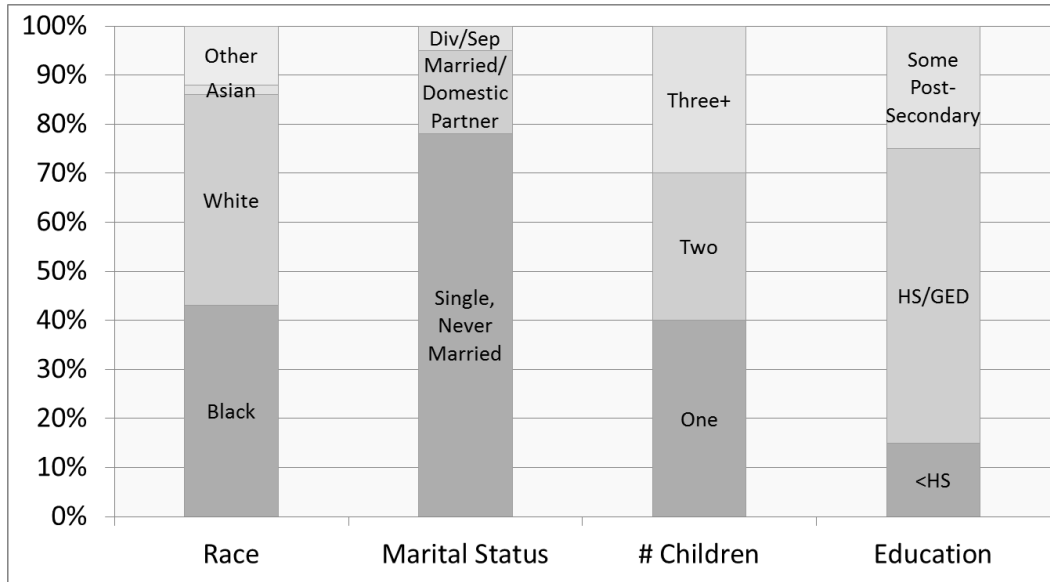
AMBITIOUS GOALS

THE FIVE SECURE JOBS SITES

Program Element	Western Mass	Merrimack Valley	South Shore	Boston	South Coast
Lead Agency Type	Employment	Housing	Housing & Employment	Employment	Employment
Intake	Group	Individual	Group	Group	Individual
New Staff	Site Coordinator, Employment Specialist (FT), Job Developer (PT)	Site Coordinator, Employment Specialist (FT), Job Developer (PT)	Site Coordinator (FT), Employment Specialist (3 FT)	Site Coordinator, VELT Instructor (PT), Employment Specialist (1 FT), Job Readiness Instructor (2 PT)	Site Coordinator, Employment Specialist (PT), Job Developer (PT)
Job Readiness	One-on-one	Class at Career Center	One-on-One	Class	Class
Training Vendors	Private	Vocational Schools	Private, Community College	Private, In-House Career Center	Private, Community College
Job Development	Employment Specialists	Use Career Center & Vocational Schools	In-House Dedicated (FT)	Employment Specialist, In-House Career Center	Employment Specialists
Retention Services	One-on-One with Job Navigator, Monthly Support Group	One-on-One with Retention Specialist	One-on-One with Employment Specialist	One-on-One with Stabilization Worker, Monthly Support Group	One-on-one with Coordinator or Job Developer/ Job Coach

PARTICIPANT OUTCOMES

PARTICIPANT CHARACTERISTICS



PARTICIPANT EMPLOYMENT

Employment Outcomes	
Enrolled	554
Employed	~70%
Wage	\$10.43(\$8-\$19)
Hours	32.64(16-40)
Vacation/Sick Leave	20%
Health Insurance	22%
Retirement	7%

Category	Occupations-Examples
Food Service	Fast Food/Restaurant* Grocery Food Prep
Healthcare	Home Health Care/Personal Care Attendant* Medical office or hospital * Nursing home*
Office Work	Administrative Assistant Shipping Clerk Accounting Mail Room Office Manager
Transportation	Chauffeur Bus Driver
Services (Retail, Customer Rep, Cleaning)	Security Retail/Customer Service* Cleaning* Hospitality Auto (Auto Parts Store, Garage, Car Wash) Funeral
Technical	Electronics, Soldering Metalworking Auto Mechanic
Social Services	Teacher Day care Non-Profit Staff Service Provider
Self-Employed	

IMPLEMENTATION HIGHLIGHTS

BARRIERS & SOLUTIONS ACROSS FIVE SITES

	Barrier	Innovative Solution
Participant Barriers to Employment	Transportation	<ul style="list-style-type: none"> • Flexible funds for public transportation passes • Flexible funds to pay off small fees to reinstate driver's license • Flexible funds for driving lessons • Revolving loan program to purchase used car or pay off larger RMV fees
	Small expenses related to employment: <ul style="list-style-type: none"> • Textbooks for training courses • Licensing exam fees • Work-appropriate clothing (scrubs, steel-toe boots, etc.) 	Flexible funds are critical for these small expenses that act as major barriers
	Professional attire for interview	<ul style="list-style-type: none"> • Connect to Dress for Success, Suitability and other programs that provide professional clothing free of charge • Clothing retail employer partner gives steep discount on professional attire • Flexible funds to purchase additional items
	Hair styling for interview	<ul style="list-style-type: none"> • Partner with cosmetology school to provide free styling services • Flexible funds to get hair styled
	CORI & lack of knowledge about it	<ul style="list-style-type: none"> • Target trainings for CORI-friendly occupations e.g. electronics • Assistance in sealing CORI record if possible
	Fear of entering job and losing supports	<ul style="list-style-type: none"> • Continued intensive case management • Post-employment peer support groups
	Limited knowledge of English	Vocational English Language Training programs for Secure Jobs participants
	Debt and/or bad credit score	<ul style="list-style-type: none"> • Acquire and review credit score with participant • Financial education in-house or with partner agency • Work with local landlords to find those who will take a chance on tenants with bad credit
	Long gap in work history	Partner with businesses that offer volunteer and internship opportunities for participants, to get experience and make connections that can lead to a job
	Program Barriers	Limited child care voucher availability
Limited availability of training programs, especially in summer		Work with vocational school and community college partners to create summer training programs specifically for Secure Jobs cohort

FLEXIBLE FUNDS

Expense	\$ Amount
CNA, CMA, LPM, EMT etc. Licensure Exam	\$93-\$300
Scrubs, shoes and watch for health care job	\$50
Steel-toed boots for warehouse job	\$47
Textbooks for Home Health Aide training course	\$117-\$197
RMV fee to reinstate driver's license	\$50-\$95
Gas card to get to work for first 2 weeks	\$40
Driving lessons	\$125-\$160
Massachusetts ID	\$40
Hair styling for interview	\$25
MBTA pass (up to 1 month)	\$18-\$70
TB test to enroll in CNA course	\$25

FOR MORE INFORMATION

For the full implementation report, go to <http://iasp.brandeis.edu/pdfs/2013/Fireman.pdf>

For more on our work, go to <http://iasp.brandeis.edu/research/Housing.html>

Contact Information for Secure Jobs Evaluation

Sara Chaganti
Project Manager
(781)736-4679

schagant@brandeis.edu

Tatjana Meschede

Research Director

(781)736-8678

meschede@brandeis.edu