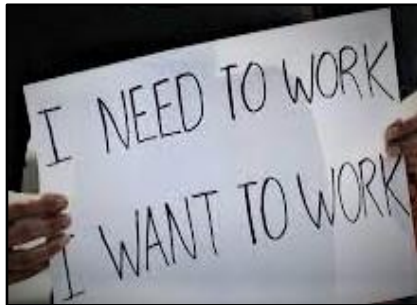


2023 Sacramento County Homeless Employment Report: Findings and Recommendations

Bob Erlenbusch and Juan Govea

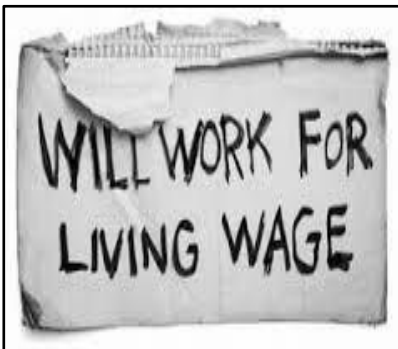


MYTH

"Homeless people are just lazy and don't want to work"

FACT

There are many barriers homeless individuals must overcome to find and obtain employment.



January 2023



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INTRODUCTION

The Sacramento Regional Coalition to End Homelessness's [SRCEH] Homeless Employment Advisory Collaborative [HEAC] decided in early 2022 to update the 2016 survey in part due to the passage of the California's Homeless Hiring Tax Credit [HHTC] program in hopes that the findings of this report would motivate local businesses to hire our unhoused neighbors.

The goals of the 2022 report are four-fold:

- *Use the results and recommendations to motivate local businesses to hire people experiencing homelessness and the local chambers of commerce and the local business improvement districts to promote the HHTC to their business members;*
- *Educate policymakers and the public regarding stereotypes of homeless people, i.e., the high percentage that want to work either full or part time, the job skills they possess and the barriers they face to employment;*
- *Help craft recommendations to nonprofit and government agencies to make employment services more readily available to homeless people;*
- *Ensure that homeless consumers are full participants in the creation of homeless employment services and opportunities.*

Methodology

SRCEH’s Homeless Employment Advisory Collaborative [HEAC] reviewed the 2016 survey and approved using the survey for the 2022 report to ensure comparisons between 2009, 2010, 2016 and 2022 findings.

HEAC conducted surveys at Loaves and Fishes, mostly by Sacramento Street Medicine, two sites operated by First Steps Communities – The Grove [youth] and North A Street Shelter [adult]; Women’s Empowerment and several locations by Mack Road Partnership. Due to the pandemic, it took over 6 months to conduct the surveys, longer than originally planned.

Juan Govea inputted the surveys into SPSS [Statistical Package for Social Sciences] and created all the tables used in this analysis, and he and Bob Erlenbusch, Executive Director, SRCEH wrote this report.

Final recommendations came from the HEAC.

Below is a table of the four sample sizes for the 2009; 2010; 2016 and 2022 reports:

Year	Sample Sizes
2009	182
2010	185
2016	281
2022	216
Total	764

I. EXECUTIVE SUMMARY

This report covers the results of the homeless employment survey of 216 currently homeless adult and youth respondents.

Findings

1. **Demographics:**
 - Gender: 50.5% female; 42.6% male; 5% transgender or non-binary
 - Age: 75% between the ages of 35 -64
 - Ethnicity: 75% people of color, disproportionately black and multi-ethnic
2. **Reasons for homelessness:** the top four reasons for their homelessness were insufficient income; job loss; disabilities; and substance use
3. **Length of homelessness:** 50.3% were homeless 2+ years
4. **Desire to work & currently working:** 84.1% expressed a desire to work either full or part-time while 25% were currently working either full or part-time
5. **If working, nature of work:** 46% were working full-time while experiencing homelessness
6. **Length of unemployment:** almost 60% were unemployed 2+ years
7. **Barriers to work:** the top five reasons for being unemployed were: being homeless; health issues; can't find work; disabilities and appearance [teeth; tattoos etc.]
8. **License or certificate:** 41.9% possessed a license or certificate
9. **Job skills:** the top five job skills identified were customer service; computer skills; office skills; restaurant work and retail
10. **Job sector desired work:** overall, the job sectors where people expressed a desire to work coincided with their job skill set
11. **Education and training:** 35.6% expressed a desire to return to community college; 25% wanted vocational rehabilitation training and 21.2% wanted to return to a four-year college
12. **Agencies helpful or not helpful in finding employment:**
 - *Helpful:* non-profit agencies were most helpful followed by Sacramento County's Department of Human Assistance [DHA]
 - *Not helpful:* the three least helpful agencies were the Veterans Administration; One Stop Centers and the CA Department of Rehabilitation
13. **Reasons for being helpful:** the top three reasons that agencies were helpful were the person received the benefit for which they applied; transportation assistance and help with writing their resume

14. **Reasons for lack of help:** the top three reasons for agencies not being helpful were unaware of the service being available to homeless consumers; lack of transportation and the agency having a long waiting list

Recommendations

- ❖ **Expand education and training opportunities to homeless people:** Key elements should include:
 - Work with the Sacramento Employment & Training Agency [SETA] to:
 - ✓ Develop Short Term/High Yield Training to Hire Program - 6 weeks with guaranteed employment at the end of the program] and move away from the current 6-month program that is too long and ineffective
 - ✓ Target people experiencing homeless for the Individual Training Accounts [IDA's]
 - Expanding "On-the-Job Training" and "On-the-Job Support" for homeless people;
 - Create a *Homeless Apprenticeship Program* in partnership with trade unions (primarily the construction, warehouse and food industry trades as this survey indicates) the City and County and private industry to expand job opportunities for homeless people;
 - Create a *Homeless-Community College Partnership* to expand the educational and job training opportunities of homeless people;
 - Partner with high growth industries in the area to create employment opportunities;
- ❖ **City and County fund a Day Labor Program modeled after best practices identified in the Institute for Local Government's *Collaborative Strategies for Day Labor Centers***
- ❖ **Through the City's and County's diversity initiatives, expand targeted recruitment and hiring process for homeless and recently homeless people to increase access to City and County jobs**
- ❖ **County enhance the CalWORKs Subsidized Employment Program for Homeless Families**
- ❖ **Outreach and Education Campaign about educating large, medium and small businesses about the Work Opportunity Tax Credit (WOTC) and Ticket to Work:** Partner with the local Property Business Improvement Districts [PBIDs] to create a "train the trainer" program. Train the PBID staff on WOTC and Ticket to Work and other similar programs who then can conduct trainings for the businesses in their PBID.
- ❖ **Homeless Hiring Tax Credit: City and County continue to educate the business community and nonprofits about the state's Homeless Hiring Tax Credit**

❖ **Fostering Partnerships:**

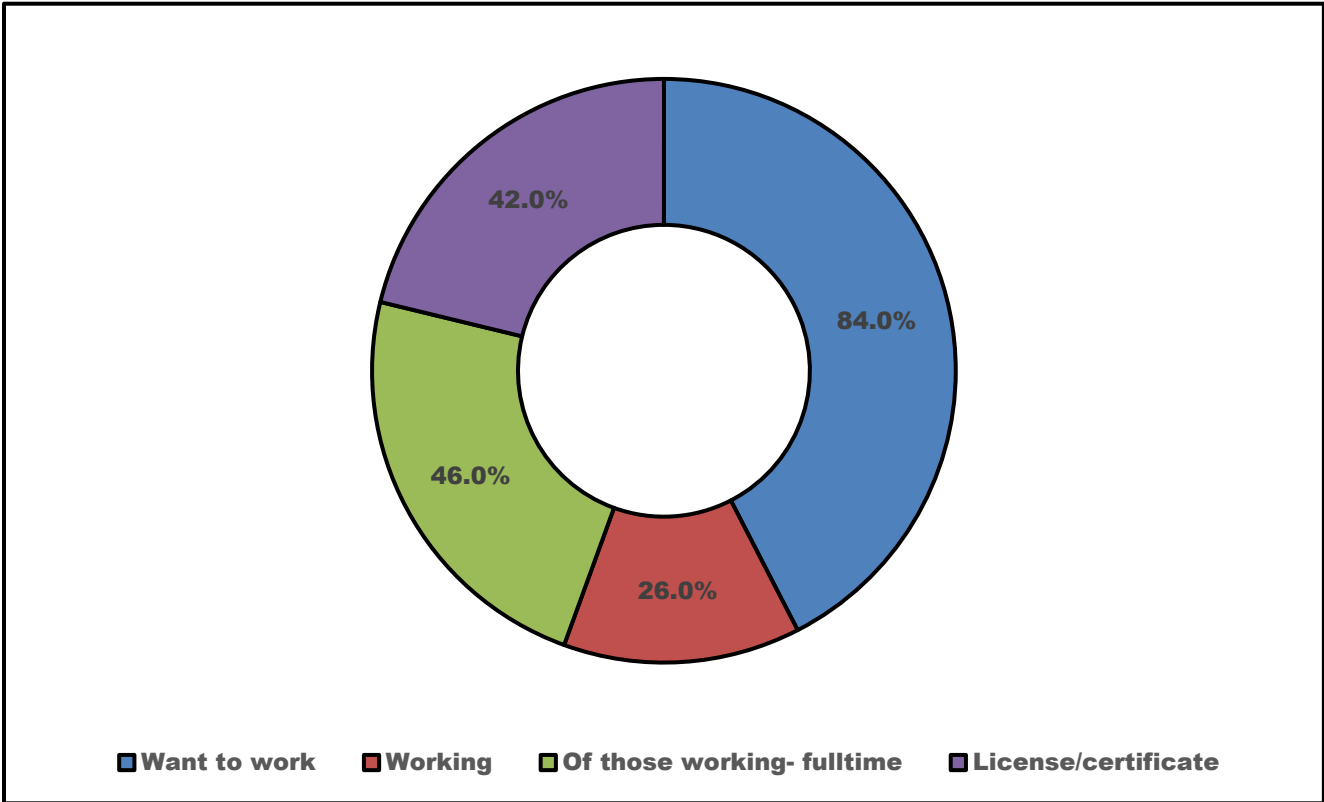
- **Peer to Peer Homeless Outreach/Mentoring Team**
- **Develop bi-monthly Career Pop-Up Homeless Employment events at City Council and the Board of Supervisors and other accessible location to match homeless people with public and private employers;**
- **Work with disability advocates and employers to fully address the disability barriers to employing homeless people**
 - ✓ Expand the purview of the Sacramento County Disability Advisory Commission to include issues facing homeless people including educating consumers regarding changing SSI and SSDI rules and employment services.
 - ✓ Leverage California State Department of Vocational Rehabilitation (DOR) funding
 - ✓ Publicize the Job Accommodation Network to homeless consumers and providers.
 - ✓ State Department of Rehabilitation conduct trainings for service providers and consumers on LEAP Certification
- **Expand transportation opportunities:** We recommend either free or deeply subsidized light rail or bus vouchers for homeless people who use this transportation for employment purposes and the City and County contract with either Lyft or Uber to provide transportation to work for homeless consumers.
- **Expand Child Care:** We recommend that Sacramento County work with Women's Empowerment to locate and fund a licensed childcare facility for homeless parents.

❖ **Explore replicating the Supportive Housing Employment Collaborative (San Francisco)**

❖ **Work with Sacramento Steps Forward, the City and County to include employment and training in the 2022 Local Homeless Action Plan**

INFOGRAPHIC

**HOMELESSNESS & EMPLOYMENT:
SACRAMENTO COUNTY: 2023**



- MAJOR BARRIERS TO WORK**
- Disability
 - Health issues
 - Lack of transportation
 - Lack of childcare
 - Criminal background

III. RESULTS

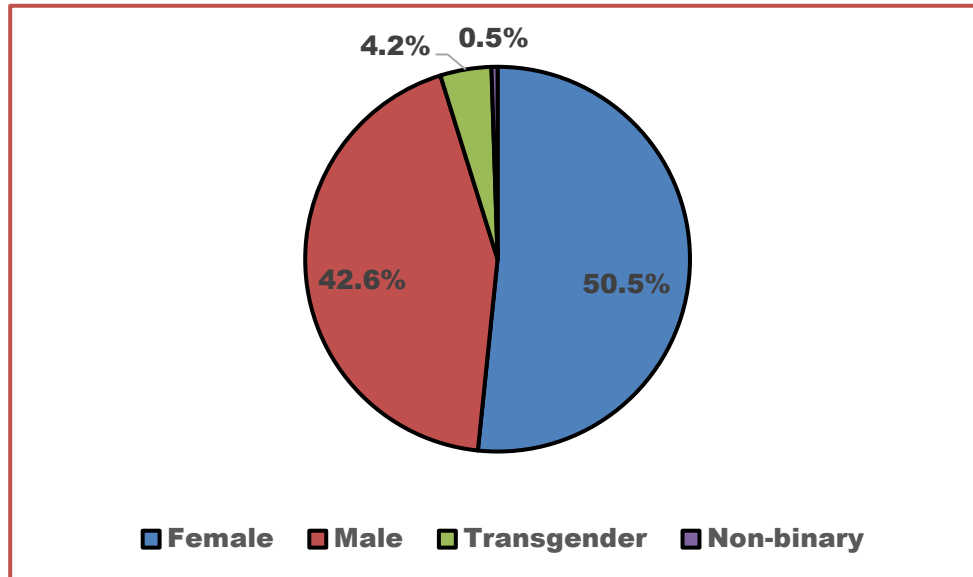
Locations & Number of Surveys

As the table below indicates, there were 216 homeless employment surveys completed by five agencies: First Step Communities [The Grove: homeless youth; and North A Street shelter: homeless adults]; Loaves and Fishes and Sacramento Street Medicine; Women's Empowerment and Mack Road Partnership.

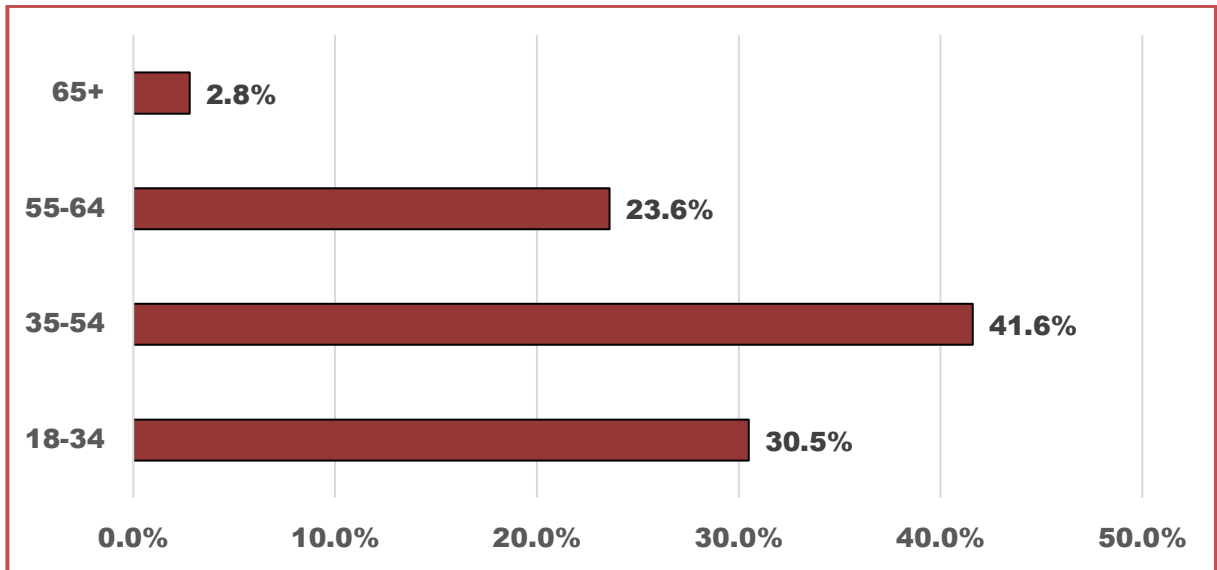
Location	Number of Surveys	% Total
First Steps Communities		
The Grove	22	10.2%
North A Street	47	21.8%
Loaves & Fishes & Sacramento Street Medicine	70	32.4%
Women's Empowerment	53	24.5%
Mack Rd Partnership	24	11.1%
Total	216	100%

1. Demographics

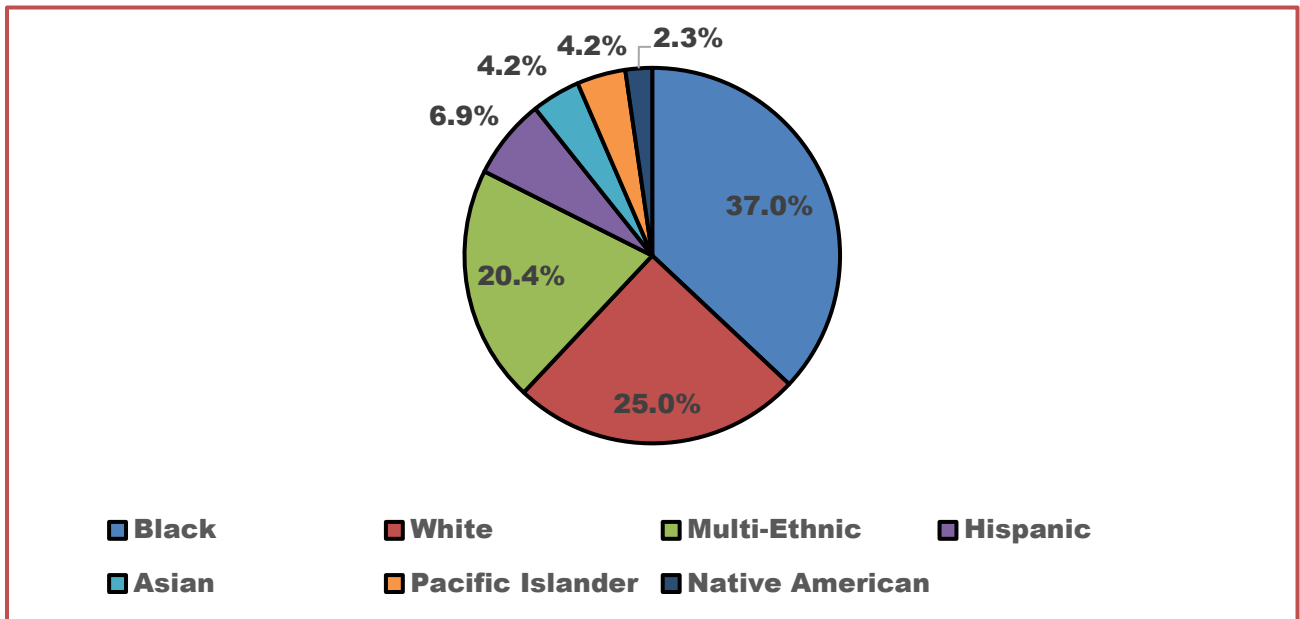
- **Gender:** Half the respondents were female, roughly 43% male and about 5% either transgender or non-binary.



- **Age:** approximately 75% of the respondents were between 35 and 64 years old.



- **Ethnicity:** 25% of the respondents were white, while 75% were people of color, disproportionately black and multi-ethnic.

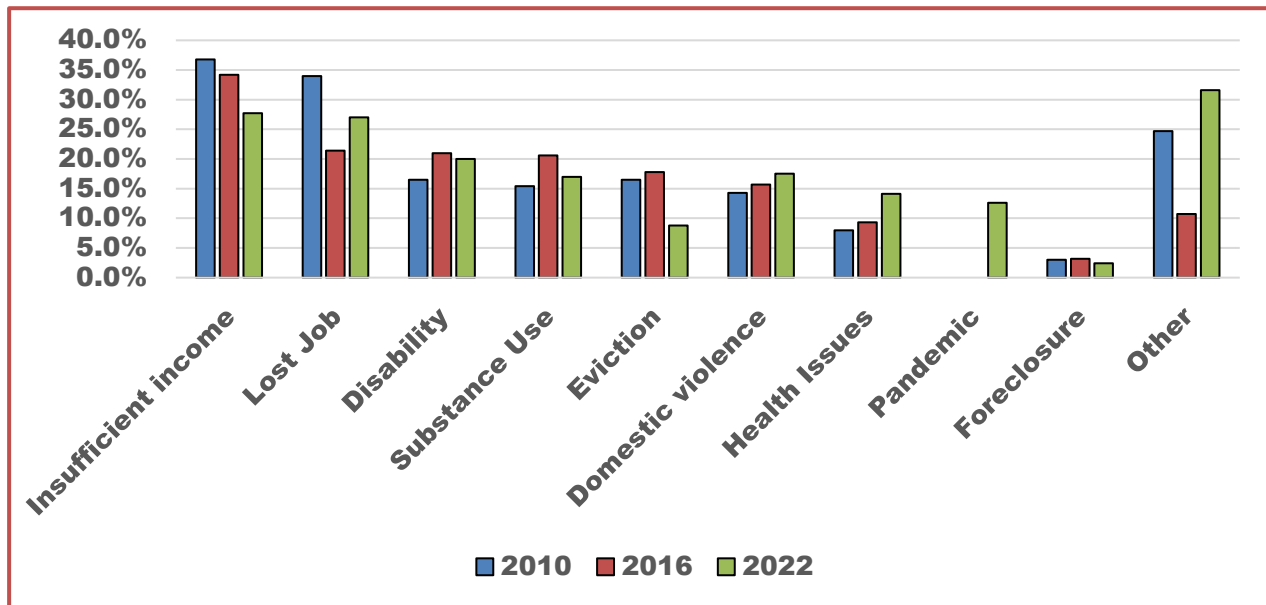


2. Reasons for Homelessness

Comparison of Reasons for Being Homeless: 2010, 2016 & 2022

Reasons Homeless	2010	2016	2022
Insufficient income	36.8%	34.2%	27.7%
Lost job	34.0%	21.4%	27%
Disability	16.5%	21.0%	20%
Substance abuse	15.4%	20.6%	17%
Eviction	16.5%	17.8%	8.8%
Domestic Violence	14.3%	15.7%	17.5%
Other: (include kicked out by parent, incarceration, divorce, house burned down, death of a loved one)	24.7%	10.7%	31.6%
Health issues	8.0%	9.3%	14.1%
Foreclosure	3.0%	3.2%	2.4%
Pandemic	-	-	12.6%
Overall economic reasons	70.8%	55.6%	54.7%

Comparison of Reasons for Being Homeless: 2010, 2016 & 2022

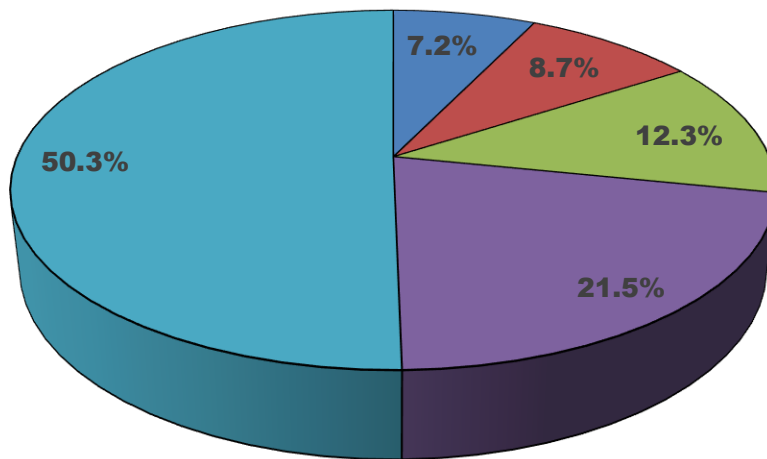


Key points:

- Economic Issues, including insufficient income and loss of a job were consistently the top two causes of homelessness across the three surveys
- In 2022 evictions as a cause of homelessness by half [from about 17% in 2010 and 2016 to 8.8% presumably due to the federal and state eviction moratoriums due to the pandemic
- In 2022, the pandemic and health issues combined for about 27% of the causes of homelessness

3. Length of Homelessness

Length of Homelessness: 2022



■ < 3 months ■ 3 - 6 months ■ 6 - 12 months ■ 1 - 2 years ■ 2+ years

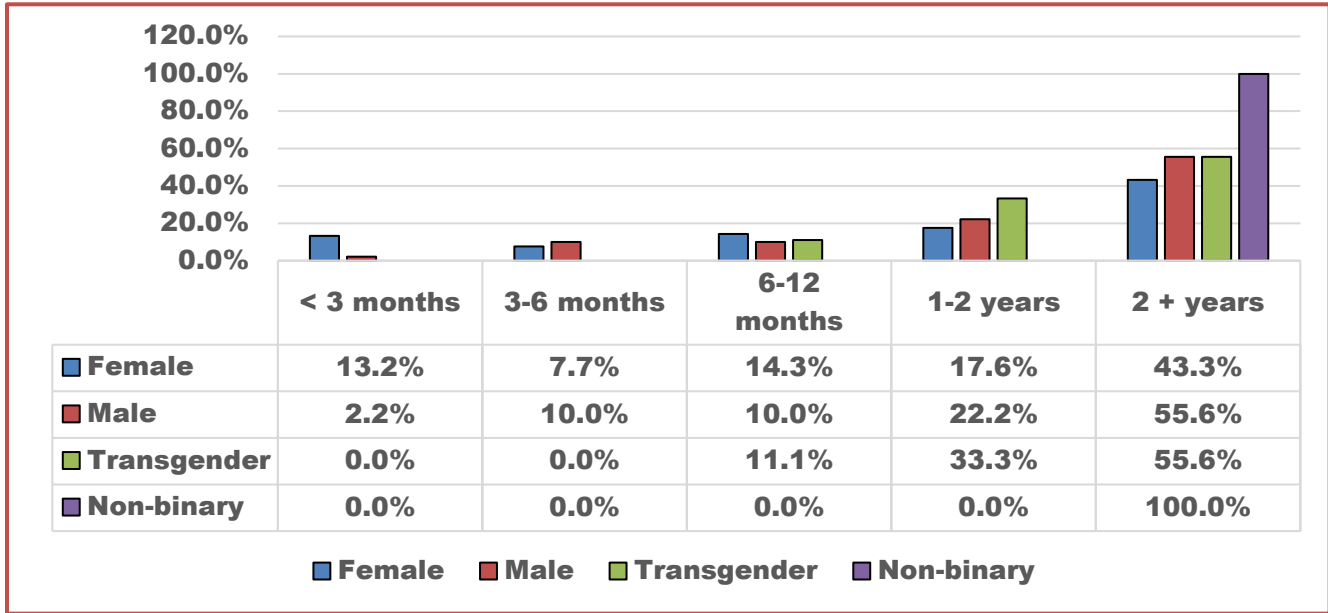
Key points:

- Only about 16% of the respondents were homeless for 6 months or less;
- Over half of the respondents were homeless for 2+ years;
- Almost 75% of the respondents were homeless for more than 1 year

These findings were consistent with the findings of the 2022 Point in Time Count

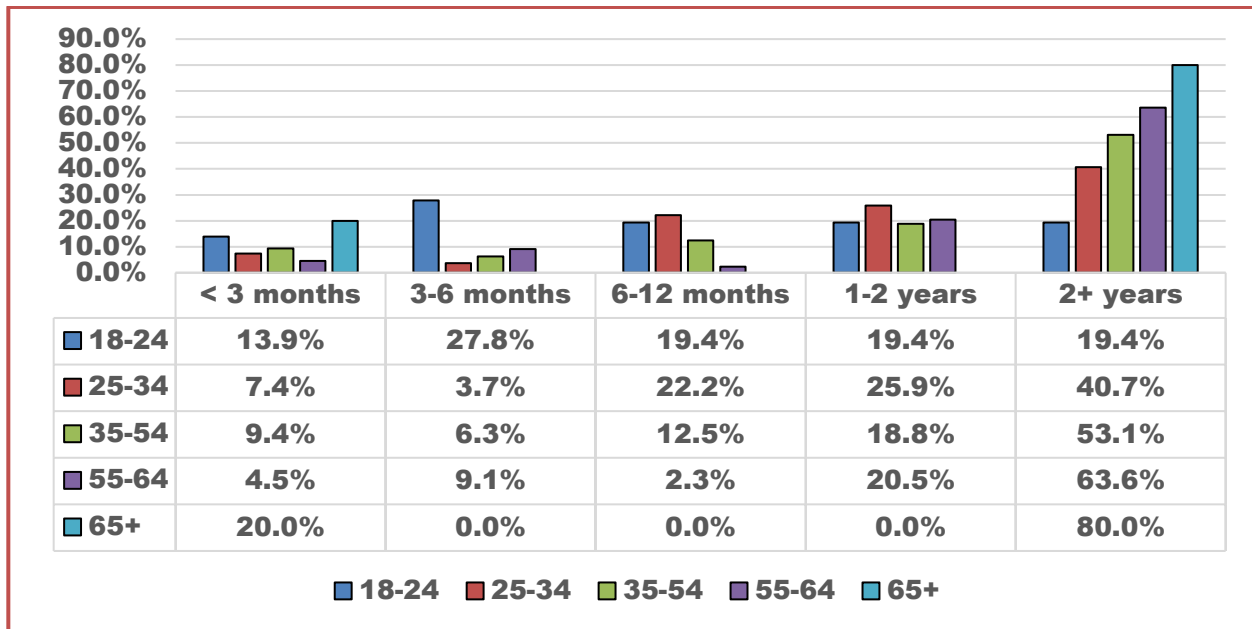
Gender & Length of Homelessness

Gender and Length of Homelessness: 2022



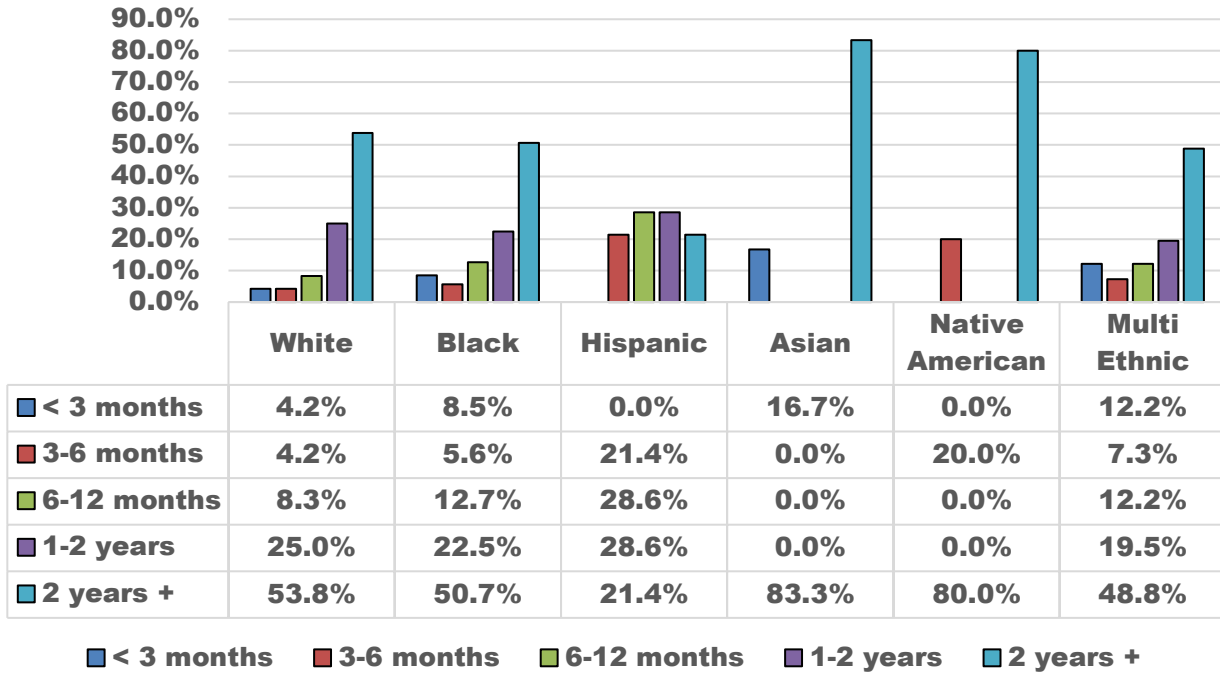
Age & Length of Homelessness

Age and Length of Homelessness: 2022



Ethnicity & Length of Homelessness

Ethnicity and Length of Homelessness: 2022

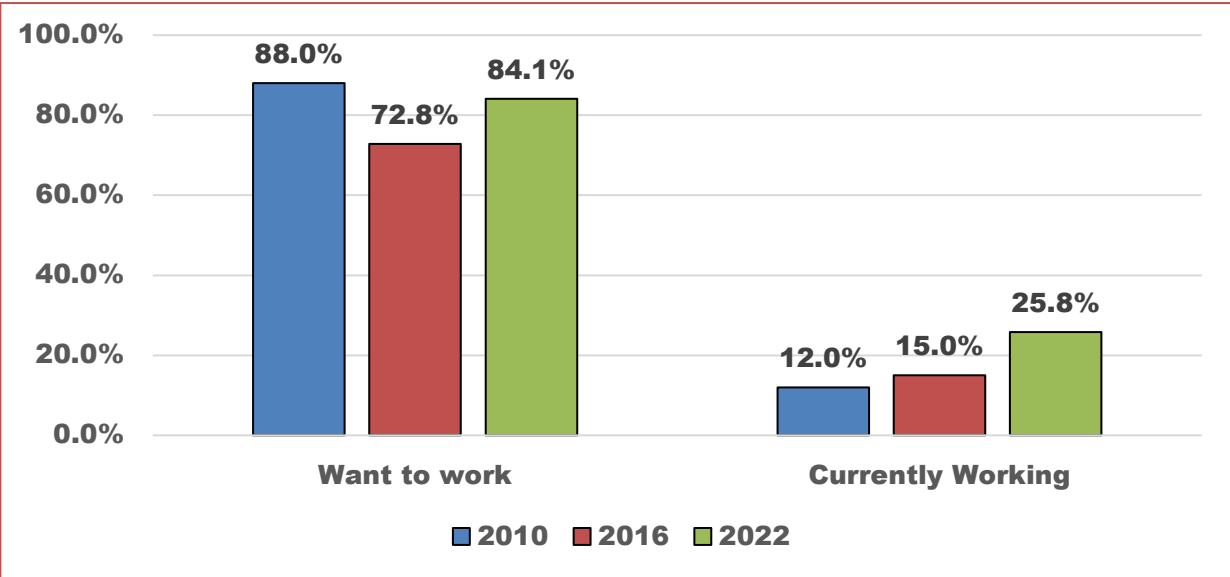


Key points:

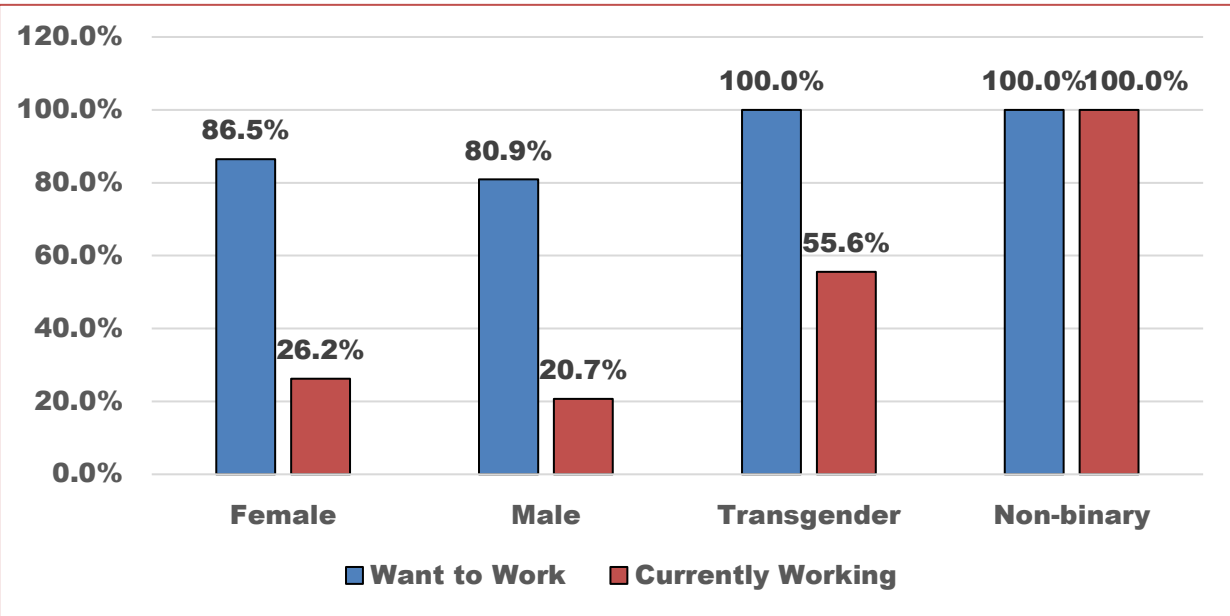
- **Gender and Ethnicity:** regardless of gender or ethnicity, more than half experienced 2+ years of homelessness;
- **Age:** In general, younger people [18 – 24] experienced shorter periods of homelessness [less than 6 months] while the older age groups [25 – 65+] experienced over 2+ years of homelessness

4. Wanting to Work & Currently Working

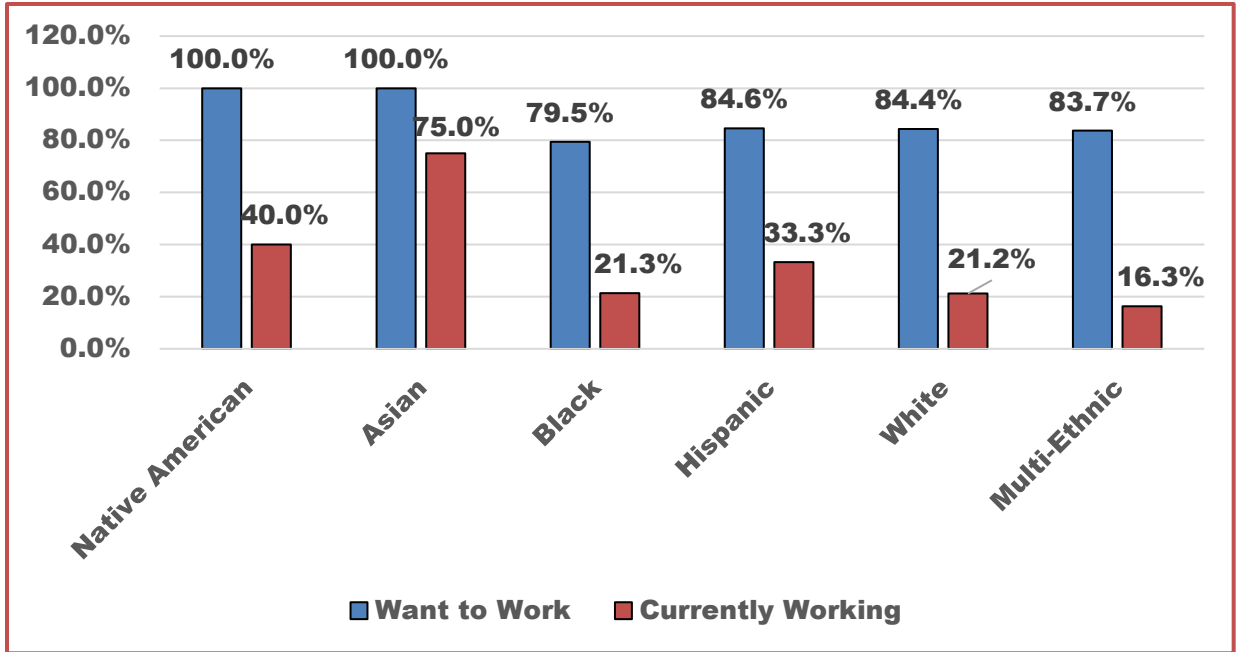
Comparison of Wanting to Work and Currently Working: 2010, 2016 & 2022



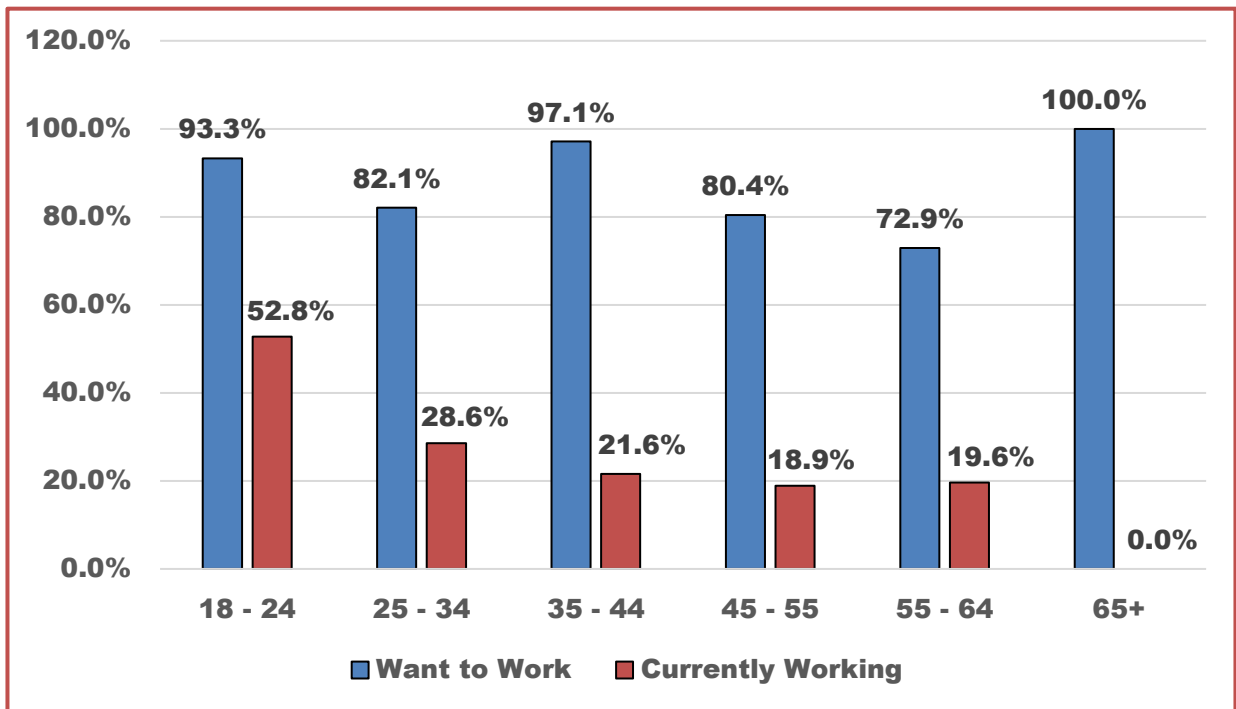
Gender: Want to Work & Currently Working



Ethnicity: Want to Work & Currently Working



Age: Want to Work & Currently Working

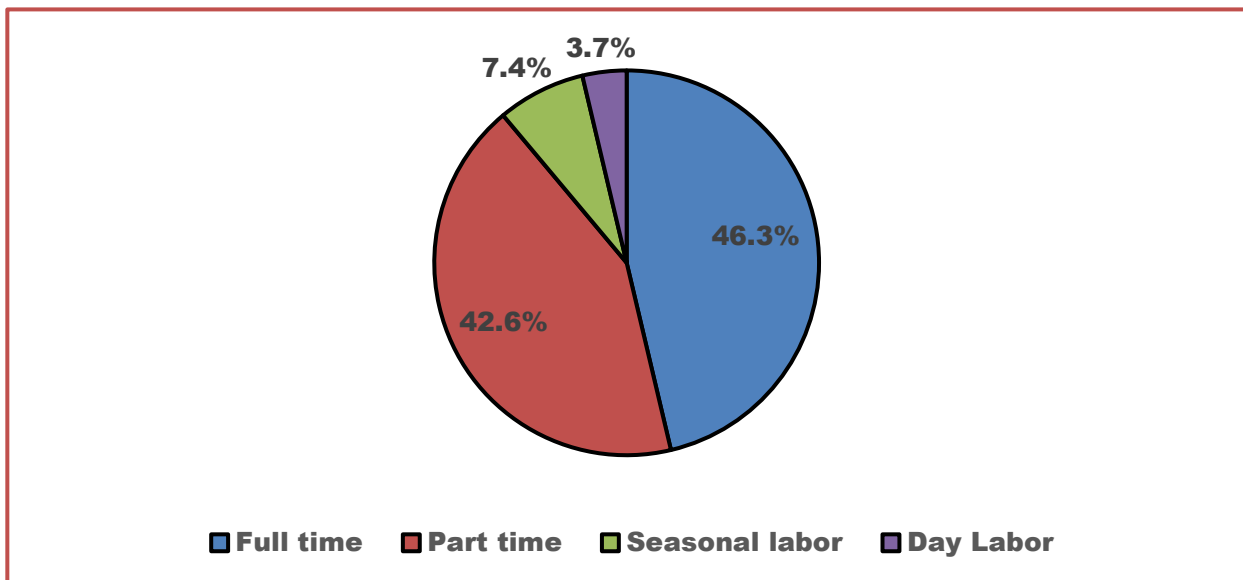


Key points:

- Regardless of gender; age or ethnicity – over 80% indicated they wanted to work either full or part time;
- Gender: slightly more homeless women were working than men – 26.2% and 20.7% respectively
- Ethnicity: significantly more Asian and Native Americans and Asians worked [75% and 40% respectively] than the other four ethnic groups that averaged about 20% working;
- Age: the percentage working dropped steadily from the 18-24 age group through 65+

If Working: Nature of Work

Nature of Work: 2022



Key points:

- Full time work: over 46% worked full time while experiencing homelessness
- Over 42% worked part time
- Over 7% performed seasonal work
- Almost 4% were employed as day laborers

5. Length of Unemployment

Length of Unemployment: 2022

Length of Unemployment	Percentage
3 - 6 months	13.2%
6 – 12 months	11.6%
1 – 2 years	15.5%
2+ years	58.9%

Key points:

- The length of unemployment coincides with the overall length of homelessness – 2+ years

Reasons for Unemployment

Homeless	48.6%
Health Issues	41.7%
Cannot find work	30.5%
Disabilities	23.2%
Appearance [teeth; tattoos]	15.3%
Lack of work experience	12.5%
Lack of appropriate clothing	12.5%
Lack of training	11.9%
Gave up looking	9%
Conviction	8.5%
Lack of education	7.9%
Age [too young/old]	7.3%
SSI Rules	6.8%
Lack of tools	5.6%
No documentation	5.1%
No identification	3.4%
Literacy	3.4%
Not vaccinated	3.4%
Other	18.6%

Note: respondents could choose multiple reasons why they were unemployed

Key points:

- While there are multiple reasons that people gave for being unemployed- overwhelmingly the top two was being homeless and health issues, 48.6% and 41.7% respectively

Gender & Length of Unemployment

Length of unemployment	Gender			
	Female	Male	Transgender	Non-Binary
3 – 6 months	18%	7.9%	33.3%	-
6 – 12 months	11.5%	12.7%	-	-
1 - 2 years	18%	11.1%	66.7%	
2+ years	52.5%	66.7%	-	100%

Key points:

- 33% of transgender people experiencing homelessness are homeless for 3 – 6 months, followed by women [18%] and men [7.9%]
- Two – thirds of homeless men and over half of homeless women are homeless for 2+ years

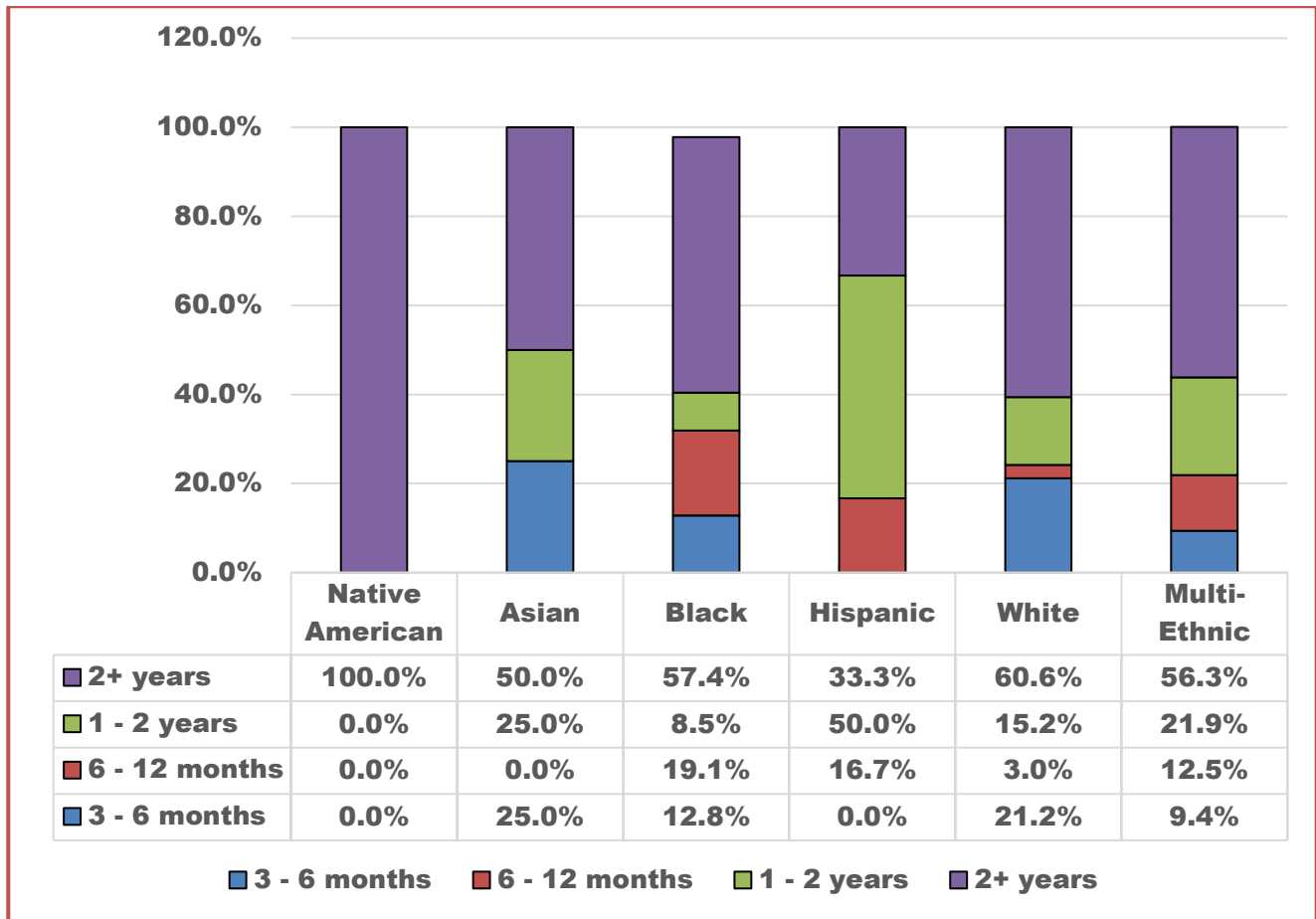
Age and Length of Unemployment

Length of unemployment	Age					
	18 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 +
3 – 6 months	40%	13.3%	13%	17.6%	-	-
6 – 12 months	26.7%	20%	13%	5.9%	5.3%	50%
1 - 2 years	13.3%	20%	21.7%	8.8%	13.2%	-
2+ years	20%	46.7%	62.2%	67.6%	67.6%	50%

Key points:

- Consistent with length of homeless, two thirds of younger people experiencing homelessness are homeless for a less than a year;
- While two thirds of homeless people 45+ years are homeless for 2+ years

Ethnicity and Length of Unemployment



Key points:

- With the exception of Hispanic people experiencing homelessness, more than half of all other ethnicities have experienced 2+ years of unemployment

6. Barriers to Working

Barriers to Work: 2010, 2016 & 2022

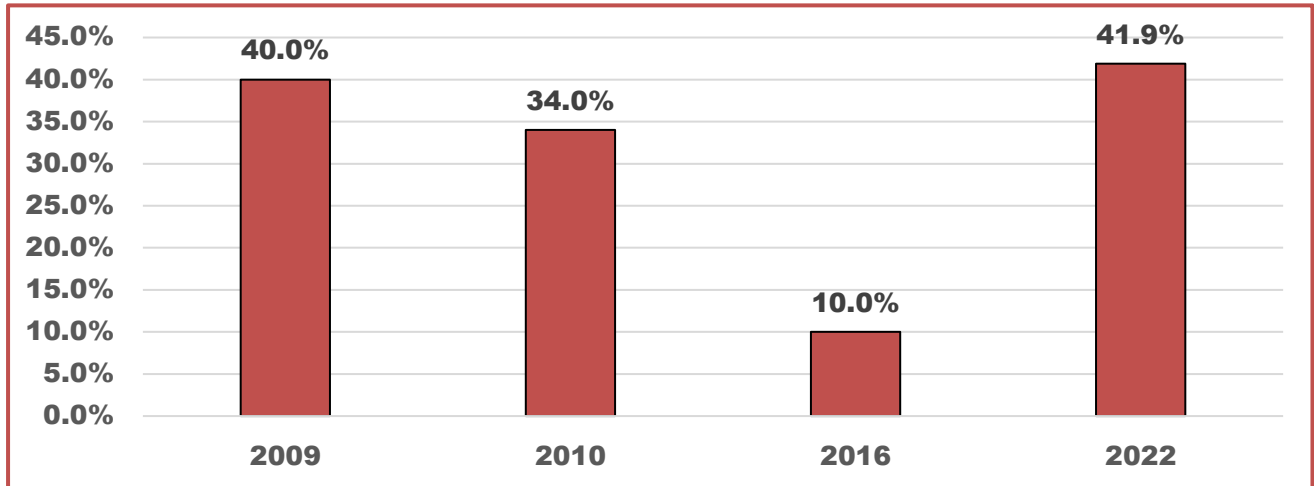
Barriers to Work	2010	2016	2022
Could not find work	37.9%	21.0%	24.3%
Being homeless	32.4%	25.6%	48.6%
Disability	19.2%	34.5%	23.2%
Health issues	29.1%	27.8%	41.7%
Lack of transportation	30.8%	25.3%	30.5%
Lack of appropriate clothing	10.4%	9.3%	12.5%
Lack of identification	8.8%	3.2%	3.4%
Gave up looking	3.9%	7.8%	9%
Concern about appearance	9.3%	7.8%	1.3%
Education level	11.0%	4.3%	7.9%
Lack of training	10.5%	10.7%	11.9%
Convictions	5.5%	7.1%	8.5%
Lack of tools	3.3%	3.9%	5.6%
SSI rules or perception	6.0%	11.0%	6.8%
Lack of education	11.0%	9.6%	7.9%
Lack of childcare	7.7%	9.6%	8%
Age (too old/young)	4.0%	7.8%	7.9%
Not fully vaccinated	-	-	3.4%

Key points:

- The top barriers to work – being homeless; disabilities; health issues and lack of transportation – are consistent across the three reports

7. License or Certificate

Job License/Certificate: 2009, 2010, 2016 & 2022



Key points:

- The number of homeless people having a license or certificate for a specific job skill dropped to a low of 10% in 2016 and in 2022 increase significantly to 41.9% of homeless people surveyed having a license or certificate, which could also help explain the relatively high percentage of those working either full or part time, but clearly not earning enough to lift them out of homelessness.

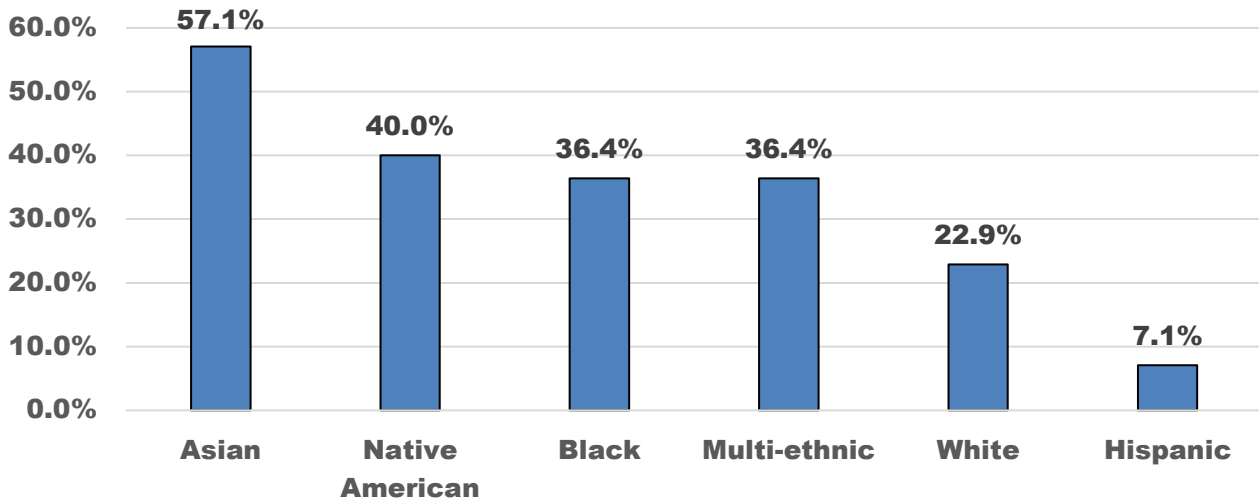
Gender: License/Certificate

Gender	Percentage
Female	37.5%
Male	25.6%
Transgender	66.7%
Non-binary	-

Key points:

- Two-thirds of transgender people experiencing homelessness have either a license or certificate
- Women are almost 1.5 times higher to have a license or certificate than men experiencing homelessness

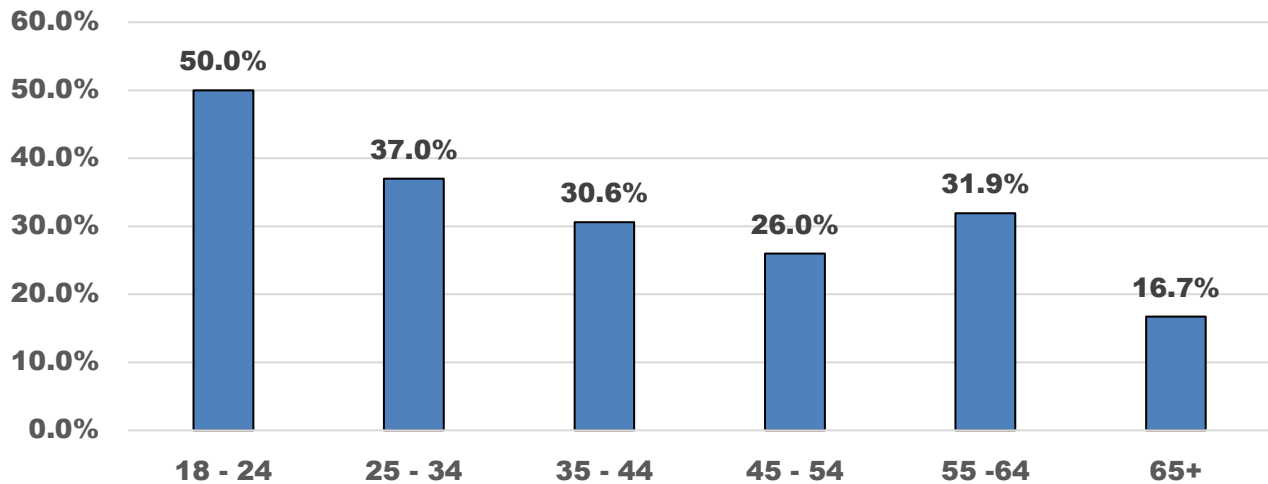
Ethnicity: License/Certificate



Key points:

- Homeless people of color, with the exception of Hispanics, are 1.5 – 2 times higher to have a license or certificate than white people experiencing homelessness

Age: License/Certificate



Key points:

- Half of younger [18 -24] people experiencing homelessness have a license or certificate;
- With the exception of 55 – 64-year old's, possessing a license or certificate decreases with age

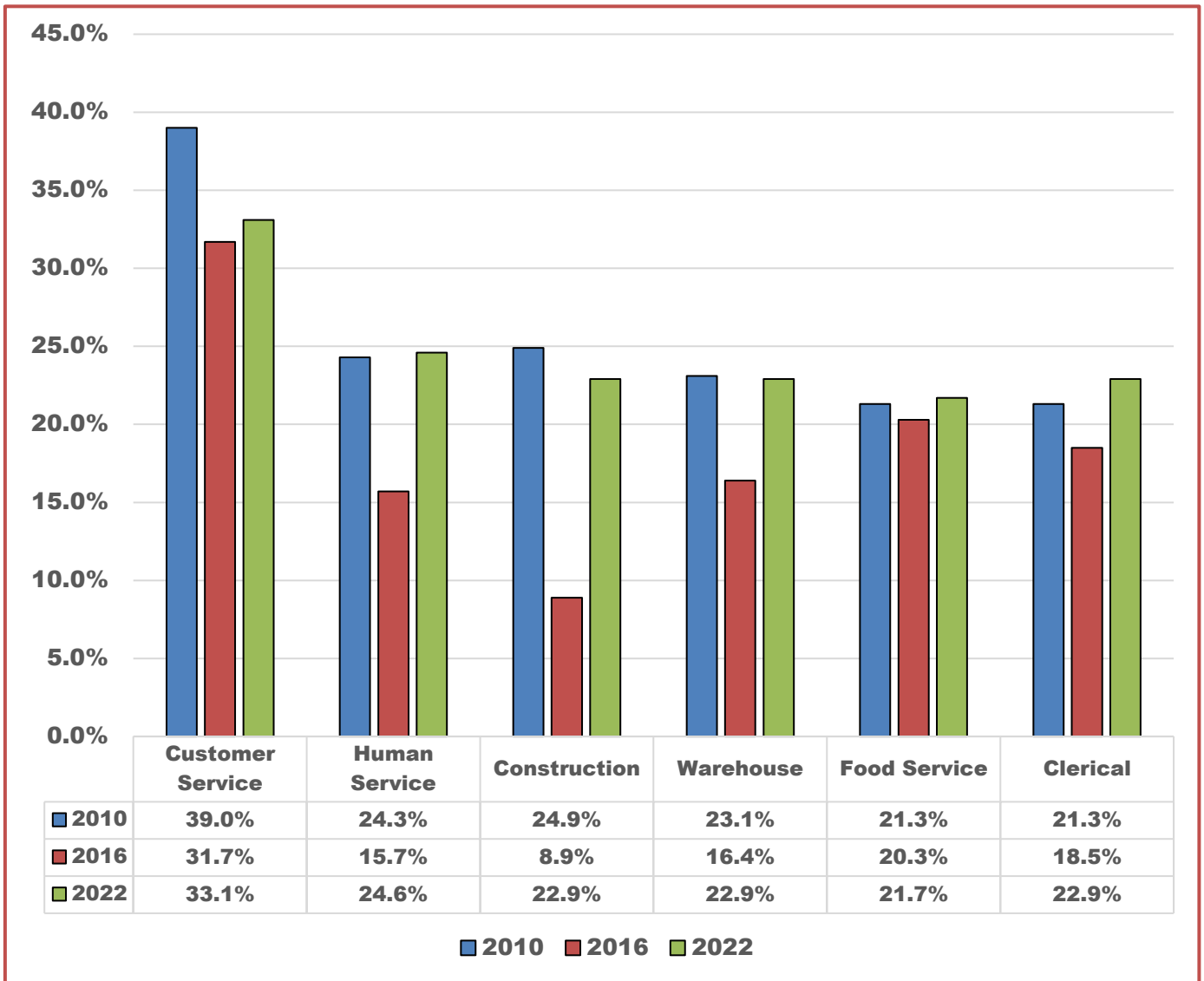
8. Job Skills

Job Skill	Percentage
Customer service	54.4%
Computer skills	34.7%
Office skills	31.8%
Restaurant	29.2%
Retail	28.2%
Warehouse	27.7%
Sales	26.2%
Construction	23.1%
Clerical	22.7%
Hospitality	20.6%
Repair/maintenance	16.9%
Healthcare	9.7%
Managerial	8.8%
Electrical	6.7%
Manufacturing	6.2%
Plumbing	4.6%
Other	12.8%

Key points:

- Overall, the people experiencing homelessness had some important job skills, with customer service more than half [54.4%] followed by computer skills [34.7%], office skills [31.8%], restaurant work [29.2%] and retail [28.2%] rounding out the top five job skills;
- Nevertheless, about 60% of those surveyed did not claim any particular set of job skills, which would account for the high percentage who wanted job training and/or return to school to increase their competitiveness

9. Top Employment Sector Choices



Key points:

- Overall, across all three surveys, the job sectors where those surveyed indicated they wanted to work, generally coincided with their job skills set

10. Education and Training

Comparison of Education and Training: 2010, 2016 & 2022

	2010	2016	2022
Overall: Want to go back to School/receive training	84.0%	62.0%	66%
Community college	46.0%	23.8%	35.6%
Four-year college	21.2%	11.4%	21.2%
Technical school	27.5%	6.0%	23.5%
GED	21.0%	16.0%	14.4%
Vocational rehabilitation Training	12.5%	11.4%	25%
Continuing education	15.5%	8.2%	15.9%
Adult education	-	5.3%	6.8%
Online courses	-	8.2%	15.9%

Key points:

- As indicated above, a high percentage did not identify any particular set of job skills, which seemingly accounts two thirds in 2022 wanting to return to school and/or receive job training
- All three surveys indicate the highest percentage wanting to start by returning to community college [46%, 23.8% and 35.6% respectively], followed by about 20% with a desire to start/return to a four-year college
- In 2022 a quarter indicated a desire for vocational training which coincides with about the same percentage who said their disability was a cause of their homelessness as well as a barrier to finding employment

Gender & Education & Training

Gender	Percentage
Female	71.1%
Male	61.8%
Transgender	44.4%
Non-binary	-

Key points:

- While all genders would like to receive education and training – the highest are women experiencing homelessness [71.1%]

Age and Education & Training

Age	Percentage
18 – 24	67.6%
25 – 34	75%
35 – 44	70.3%
45 – 54	70.2%
55 – 64	55.3%
65+	40%

Key points:

- About 70% of people experiencing homelessness between 18 -54 would like to receive education and training
- The desire to receive education and training decreases with age, but is still high for people 55 and over [on average 47% between the two age groups 55 64 and 65+]

Ethnicity and Education & Training

Ethnicity	Percentage
Native American	80%
Asian	88.9%
Black	56.3%
Hispanic	46.7%
White	55.8%
Multi-ethnic	68.2%

Key points:

- Almost 90% of Native American and Asian people experiencing homelessness want to receive education and training – 1.6 times higher than either Black or White people experiencing homelessness and almost twice that of Hispanic people experiencing homelessness

11. Most/Least Helpful Agencies

Most Helpful Agencies

Agencies	2022
Nonprofit homeless programs	46.3%
DHA: General Assistance	31.5%
DHA: CalWORKs	22.1%
EDD	21.7%
Social Security	21.6%

Least Helpful Agencies

	2022
Veterans Administration	3.2%
One Stop Centers/SETA	7.2%
Dept. of Rehabilitation	8.5%

Key points:

- The top two most helpful type of agency was nonprofits followed by the county's department of human assistance – both for enrolling people onto CalWORKs or General Assistance;
- The least helpful to our respondents was the Veterans Administration, consistent to both the 2010 and 2016 survey findings.

12. Reasons Agencies Helpful

Reasons Why Helpful	2010	2016	2022
Resume writing	52.0%	18.5%	34%
Received benefit for which they applied	30.0%	13.5%	48.5%
Transportation assistance	20.4%	7.8%	36.9%
Mail/email/voicemail	12.4%	1.4%	28.2%
Located employment	24.8%	11.0%	26.5%
Interview skills	39.8%	13.2%	21.4%
Helped enroll in school	12.4%	4.3%	5.8%
Help enrolling in job training	20.4%	7.5%	17.5%
Computer training	30.0%	7.8%	15.5%
On-the-job support	8.9%	2.8%	13.6%

Key points:

- Almost half of those surveyed in 2022 received the benefit for which they applies – a significant increase over both 2010 and 2016
- Encouraging to see that agencies have significantly increased recognizing that transportation is a major barrier for people experiencing homelessness in Sacramento County and almost 5 times as many people received transportation assistance in 2022 compared to 2016 [36.9% and 7.8% respectively
- Agencies receiving mail; providing access to email and voicemail increased significantly in 2022
- Finally, over 25% received assistance in locating employment in 2022 – more than double 2016 [11%] – due in large part to the recession

13. Reasons Agencies Not Been Helpful

Reasons <u>Not</u> Helpful	2010	2016	2022
Denied service because homeless	2.0%	5.3%	8.8%
Agency unaware of service available to homeless consumers	26.7%	9.6%	53.8%
Lacked transportation to get to agency for assistance	18.3%	11.4%	27.5%
Wouldn't take me because of Disability	20.0%	7.5%	7.7%
Criminal background	5.0%	3.6%	5.5%
Long waiting list	6.7%	5.0%	20.9%
Too much "red tape"	13.3%	0%	13.2%
Turned away from agency	10.0%	6.0%	12.1%
No follow-up from agency	5.0%	0%	33%
Lack of computer skills	8.3%	3.2%	4.4%
Lack of childcare	5.0%	4.3%	6.6%

Key points:

- 2022 saw a dramatic increase over both 2010 and 2016 of respondents claiming that the agency was unaware of the service being available to homeless consumers;
- Additionally, lack of transportation assistance continues to be a significant reason why an agency was not helpful – up to 27.5% in 2022
- In 2022 over 20% identified long waiting lists for assistance, presumably due to the doubling of people experiencing homelessness from 2019 to 2022 in the County combined with a workforce shortage due to the pandemic

IV. RECOMMENDATIONS

Preamble to recommendations: The HEAC feels strongly that the overarching guiding principles to ending and preventing homelessness rests on four pillars: (1) safe, decent and affordable homes; (2) access to affordable health care, including mental health and substance abuse services; (3) access to education and training opportunities; and (4) a living wage with full benefits.

RECOMMENDATIONS:

- ❖ **Expand education and training opportunities to homeless people:** Overwhelmingly, over 75% of respondents want to go back to school or to receive additional training to increase their education and skill level to increase their employability. Since few homeless people in the survey indicated receiving computer training, these opportunities include dramatically closing the “digital divide” between homeless and housed people to increase the competitiveness of homeless people in the job market.

Key elements should include:

- Work with the Sacramento Employment & Training Agency [SETA] to:
 - ✓ Develop Short Term/High Yield Training to Hire Program - 6 weeks with guaranteed employment at the end of the program] and move away from the current 6-month program that is too long and ineffective
 - ✓ Target people experiencing homeless for the Individual Training Accounts [IDA's]
 - Expanding “On-the-Job Training” and “On-the-Job Support” for homeless people;
 - Create a *Homeless Apprenticeship Program* in partnership with trade unions (primarily the construction, warehouse and food industry trades as this survey indicates) the City and County and private industry to expand job opportunities for homeless people;
 - Create a *Homeless-Community College Partnership* to expand the educational and job training opportunities of homeless people;
 - Partner with high growth industries in the area to create employment opportunities;
- ❖ **City and County fund a Day Labor Program modeled after best practices identified in the Institute for Local Government’s *Collaborative Strategies for Day Labor Centers***
 - ❖ **Through the City’s and County’s diversity initiatives, expand targeted recruitment and hiring process for homeless and recently homeless people to increase access to City and County jobs;** Given the requirements of the civil service process, a targeted recruitment and flexible job requirements would acknowledge both the institutional barriers and the individual barriers often experienced by those who are homeless or recently homeless.

The targeted outreach, focusing on people experiencing homelessness already enrolled in city and county shelter programs, recruitment and flexible job requirements would expand hiring opportunities for entry level positions of those who are homeless or recently homeless.

Individuals, including older adults, who are homeless or formerly homeless would be eligible to participate in the targeted recruitment and hiring process upon being stabilized and assessed by a County or City department or designated homeless service provider as employment ready.

- ❖ **County enhance the CalWORKs Subsidized Employment Program for Homeless Families:** Modeled after the Los Angeles Regional Initiative for Social Enterprise (LA: RISE) implemented by LA City in collaboration with the non-profit Roberts Enterprise Development Fund (REDF). The LA: RISE model takes an integrated wraparound approach to job creation and provides hard-to-serve individuals, specifically those with a history of homelessness and/or incarceration, and disconnected youth, with employment, counseling support and training.
- ❖ **Outreach and Education Campaign about educating large, medium and small businesses about the Work Opportunity Tax Credit (WOTC) and Ticket to Work:**
 - WOTC is a Federal tax credit incentive that the Congress provides to private-sector businesses for hiring individuals from twelve target groups, including homeless people.
 - Ticket to Work is Social Security's is a free and voluntary program available to people ages 18 through 64 who are blind or have a disability and who receive Social Security Disability Insurance (SSDI) or Supplemental Security Income (SSI) benefits.
 - Partner with the local Property Business Improvement Districts [PBIDs] to create a “train the trainer” program. Train the PBID staff on WOTC and Ticket to Work and other similar programs who then can conduct trainings for the businesses in their PBID.
- ❖ **Fostering Partnerships:** Nine of the recommendations of this report come under the auspices of fostering partnerships and collaborations with organizations working on those issues already in the community. These include the following recommendations:
 - **Peer to Peer Homeless Outreach/Mentoring Team-** A Peer-to-Peer model, *hiring a team of five homeless consumers* to educate other homeless individuals about employment services and opportunities;
 - **Develop bi-monthly Career Pop-Up Homeless Employment events at City Council and the Board of Supervisors and other accessible location to match homeless people with public and private employers;**
 - **Work with disability advocates and employers to fully address the disability barriers to employing homeless people:**

- ✓ The work should be focused on the need for creating accommodations at the workplace, which nearly 40% of respondents indicated they needed to work either full or part time.
 - ✓ In addition, expand the purview of the Sacramento County Disability Advisory Commission to include issues facing homeless people. Education is needed for homeless people regarding SSI and SSDI rules and employment services. As this survey indicates, homeless people do not know if they can or cannot work if they receive SSI or SSDI, while about one-third were not informed of the various employment services in the community.
 - ✓ Leverage California State Department of Vocational Rehabilitation (DOR) funding: This department provides Vocational Rehabilitation Services to Californians with disabilities who want to work, including people paroled from state prisons. The services include employment counseling training and education, mobility and transportation aids, job search and placement assistance. However, Sacramento County does not do a good job of fullyleveraging these state resources for the disabled community, including homelesspeople, who want to work.
 - ✓ Publicize the Job Accommodation Network to homeless consumers and providers.
 - ✓ State Department of Rehabilitation conduct trainings for service providers and consumers on LEAP Certification
- **Expand transportation opportunities:** Clearly, lack of transportation is a major barrier for homeless people to seek, secure and retain employment. We recommend either free or deeply subsidized light rail or bus vouchers for homeless people who use this transportation for employment purposes and the City and County contract with eitherLyft or Uber to provide transportation to work for homeless consumers.
 - **Expand Child Care:** The lack of childcare is a significant barrier to homeless parents, mostly women, in seeking and retaining employment. We recommend the expansion of childcare opportunities for homeless women (disproportionately) and men with children, so that they can locate work and/or return to school for additional education andtraining. Specifically, we recommend that Sacramento County work with Women’s Empowerment to locate and fund a licensed childcare facility for homeless parents.

- **Explore replicating the Supportive Housing Employment Collaborative (San Francisco):** The Supportive Housing Employment Collaborative (SHEC) is a partnership of 7 San Francisco nonprofit organizations that provide permanent supportive housing for formerly homeless adults. In 1996, the five founding agencies-- Chinatown Community Development Center, Community Housing Partnership, Conard House, Episcopal Community Services, and Mercy Housing--created the SHEC to provide an employment-training and job-placement program that is accessible to all of their tenants.

Two additional supportive housing agencies, Swords to Ploughshares and Hamilton Family Center, have joined the SHEC since 2004. In 2010, SHEC's educational, vocational, on-the-job training, job placement, and job retention services are available to approximately 2,000 formerly homeless individuals living in 23 supportive housing sites across the city. In the past 10 years, the SHEC has placed approximately 700 formerly homeless people in permanent, unsubsidized employment.

- ❖ **Work with Sacramento Steps Forward, the City and County, to include employment and training in the 2022 Local Homeless Action Plan**

V. CONCLUSION

Spanning 2009 – 2022, after surveying nearly 764 homeless people in Sacramento County, the conclusion is overwhelming that nearly 90% of homeless people do not work AND the nearly 85% want to work; on an average of four surveys, over 30% possess a license or certificate; a significant percentage want to receive additional education and training to be competitive in the work marketplace.

It is our hope that taken together, the 2009, 2010, 2016 and 2022 reports shatter the stereotypes of homeless people not wanting to work and being “lazy, crazy, drug addicts and prostitutes.” As our surveys underscore, nothing could be further from the truth.

Finally, the driving purposes of these surveys are to ensure that Sacramento fully embraces the results of this survey and focuses on these asset-based results and recommendations and to ensure the full participation of homeless consumers in the design and implementation of the employment recommendations.

The goal is for Sacramento to use these results to integrate housing *first* with an *employment and income-ready first approach* to ending and preventing homelessness.

Appendix I: 2022 Homeless Employment Survey

Instructions:

Survey #: _____

1. Please stress that this survey is totally confidential.
2. Please explain that the reasons we are doing the survey are (1) educate elected officials that homeless people do work and/or do want to work & (2) help design employment programs that work for homeless people.

1. **Age:** under 18 18-24 25-34 35-44 45-54 55-64 65-74 75+

2. **Gender:** Male Female Transgender Non-binary

3. **Ethnicity:** American Indian Asian/Pacific Islander African American Hispanic Caucasian Multi-ethnic Prefer not to answer

Other: _____

4. **What is your level of education?**

less than 6th grade 6th-12th grade High school diploma GED some college AA BA graduate degree

5. **What is the main reason you became homeless? Check all that apply:**

emancipation Job loss illness disability foreclosure eviction domestic violence

substance abuse insufficient income other: _____

6. **How long have you been homeless?** Less than 3 months 3-6 mo 6-12 mo. 1-2 yrs 2+ yrs

7. **Do you currently have a job?** Yes No

8. **If yes to Question 7, check one:** Full-Time Part-Time Seasonal Day Labor

9. **How many hours per week?** 1-10 11-20 21-30 31-40 40+

10. **If no, How long have you been unemployed?** 3-6 mo. 6-12 mo. 1-2 yrs. 2+ yrs.

11. **What was your longest period of employment?** 3-6 mo. 6-12 mo. 1-2 yrs. 2 – 5 yrs 5 -10 yrs 10+ years

12. **What kind of job did you hold?** computer office retail sales customer service repair/maintenance

technical construction manufacturing hospitality/restaurant managerial health care

warehouse/labor other: _____

13. **What is keeping you from working? Check all that apply:** Homeless Can't find work Lack of transportation

Health Issues Lack of tools/equipment Disabled No Identification Lack of documentation Lack of Education

Lack of training Lack of childcare Age (too old/young) Convictions – Jail/Prison Appearance (teeth, tattoos)

SSI rules Lack of work experience Lack of appropriate clothing Literacy Educational Level Gave up looking

Other: _____

14. **Do/did you have a license or certificate for your job skills?** Yes No

If yes: what type of license/certificate? _____

15. What job skills do you have? Check all that apply. computer office technical retail sales customer service repair/maintenance construction manufacturing managerial health care hospitality/restaurant warehouse/labor other: _____

16. Do you want to work? Yes No

17. If yes: Full-Time Part-Time

18. Do you need accommodations to be able to work? Yes No

19. If yes, check all that apply: time off for therapy later start time due to AM drowsiness due to medications use of sick leave for mental health reasons specialized equipment and assistive devices modify workstations special transportation job coach or mentor other _____

20. Choose your top 3 jobs from the list below: administrative/clerical human services construction healthcare/support services healthcare technician information technology tourism/hospitality transportation installation/repair/maintenance sales/retail customer service manufacturing/assembly work warehouse child care law enforcement food service legal landscaping beautician/cosmetology military media/entertainment/film education other: _____

21. Would you like to go back to school to receive additional training? Yes No

22. What kind? Check all that apply: GED Technical School Vocational Rehab/Assigned Training Adult Education Community College 4 year university On-the-Job training Continuing Education On-line courses

23. Have the following agencies been helpful to you in finding a job? Yes No If Yes, Check all that apply and answer

#24 If No, go to #25: General Assistance Unemployment Department/EDD CalWORKs One-Stop Career Center/SETA Veterans Administration Social Security Administration Homeless Programs State Department of Rehab Other: _____

24. If yes, how were they helpful? Check all that apply: Located employment Received benefit Enrolled in job training Enrolled in school Resume Writing Received Interview Skills Computer Training On the job support Transportation Provided address/email/phone Other: _____

25. If no, Check all the agencies that apply: General Assistance Unemployment Department/EDD CalWORKs One-Stop Career Center/SETA Veterans Administration Social Security Administration Homeless Programs State Department of Rehab Other: _____

And why were they not helpful? Check all that apply

- Did not know about the service Got turned away Lack of transportation Lack of childcare Lack of computer skills
- Language barrier Long wait list No follow-up/call back Red tape
- Wouldn't take me because I am **[check all that apply]**: Homeless Disabled Criminal
- Other: _____

26. If you would like us to follow-up with you on employment- please give us your name, cell phone and or email:

Name	Cell	Email
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Homeless Employment Advocacy Collaborative

Special thanks to the Homeless Employment Advocacy Collaborative for their insights and recommendations for this 2022 report

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