CGET TRAINING: Job Matching and Placement

APRIL 20, 2015
# Review of Scoring Rubric

From the PY 2015 SGA

<table>
<thead>
<tr>
<th>Criterion</th>
<th>Points (maximum)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Statement of Need</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>(See Section IV.B.3.(1))</td>
<td></td>
</tr>
<tr>
<td>2. Overall Approach and Strategy</td>
<td>45</td>
</tr>
<tr>
<td>(See Section IV.B.3.(2))</td>
<td></td>
</tr>
<tr>
<td>(Outreach 10 pts.)</td>
<td></td>
</tr>
<tr>
<td>(Assessment &amp; Intake 10 pts.)</td>
<td></td>
</tr>
<tr>
<td>(Job-Driven Employment &amp; Training 15pts.)</td>
<td></td>
</tr>
<tr>
<td>(Follow-up 10 pts.)</td>
<td></td>
</tr>
<tr>
<td>3. Quality of Linkages</td>
<td>15</td>
</tr>
<tr>
<td>(See Section IV.B.3.(3))</td>
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</tr>
<tr>
<td>4. Organizational Capability and Experience</td>
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<tr>
<td>(See Section IV.B.3.(4))</td>
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<tr>
<td>5. Housing Strategy</td>
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</tr>
<tr>
<td>(See Section IV.B.3.(5))</td>
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</tr>
<tr>
<td>TOTAL</td>
<td>100</td>
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</tbody>
</table>
Establishing Need and Job Matching

- Why have these two components together?
  - An agency can have solid employer relationships, but what good will these services do if there is no need, if the services are already being provided elsewhere, or if the services are not sustainable because they are not coordinated with other community supports?
What Applicants Must Prove

1. There are homeless veterans in the service area (NEED section)
2. There are gaps in the local services (NEED section)
3. Their agency can coordinate services to fill those specific gaps (Linkages and Overall Approach sections)
4. Their agency can deliver in-demand training and jobs (Overall Approach)
Basic Information about the Service Area

Components:
- Urban vs. non-urban;
- Geographic area;
- Congressional district;
- Native American tribal area?
More Advanced Information about Needs

- Components:
  - Homelessness numbers;
  - Poverty/unemployment numbers;
  - Supportive service gaps;
  - Employment barriers
Part 1: “the estimated number or concentration of homeless veterans in the proposed project service area”

- Annual Homeless Assessment Report (AHAR)
- Starting in 2012, the Supplement was folded into the larger AHAR
- Continuum of Care Reports from the 2014 PIT
  - Many CoCs have 2014 reports available
Poverty/Unemployment Numbers

Part 2: “the rates of poverty and unemployment in the proposed project area as determined by the U.S. Census or other surveys, with state and national level comparisons”

- This has two components: poverty rates and unemployment rates
  - Documenting poverty:
    - Overall poverty figures
    - Poverty among veterans
  - Documenting unemployment:
    - Unemployment figures
    - Unemployment trends
    - Unemployment among veterans
Supportive Service Gaps

**Part 3:** “the extent of the gaps in or lack of local support services which adversely affect the provision of services to homeless veterans”
Employment Barriers

- **Part 4:** “the specific and unique employment barriers that local potential HVRP participants must overcome within the local service area”
  - Applicants should provide information from Department of Labor on labor market projections plus their own knowledge of the labor market
Employment Barriers

- **National**
  - Occupational Outlook Handbook
    - Updated annually by BLS
    - Projections through 2020
    - Provides growth rate, aggregate national numbers, job qualifications, links to JAN resources, wages
  - Employment Projections
    - 2010-2020 Summary
  - O*NET resources
    - Additional growth projections
    - Inclusion of necessary tools for the occupation
    - Data comes from OOH and Employment Projections

- **State**
  - CareerOneStop

- **Local**
  - Demonstrate knowledge of local labor market through a labor market survey

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### State and National Wages

<table>
<thead>
<tr>
<th>Location</th>
<th>Pay Period</th>
<th>10%</th>
<th>25%</th>
<th>Median</th>
<th>75%</th>
<th>90%</th>
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</thead>
<tbody>
<tr>
<td>United States</td>
<td>Hourly</td>
<td>$8.04</td>
<td>$8.87</td>
<td>$10.75</td>
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<td>Yearly</td>
<td>$16.70</td>
<td>$18.40</td>
<td>$22.40</td>
<td>$29.30</td>
<td>$37.80</td>
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<tr>
<td>Connecticut</td>
<td>Hourly</td>
<td>$8.87</td>
<td>$9.89</td>
<td>$12.83</td>
<td>$17.30</td>
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<tr>
<td></td>
<td>Yearly</td>
<td>$18.40</td>
<td>$20.50</td>
<td>$25.70</td>
<td>$36.00</td>
<td>$44.70</td>
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</tbody>
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Connecting HVRP Back to JDT

- Employers spent $450 billion on training in 2013
  - Includes recruiting, hiring, job fairs, partnerships with local workforce investment boards

- Three identified problems:
  - Employers cannot find enough skilled workers to hire for in demand jobs they must fill now
  - Education and training programs need better information on what skills those in demand jobs require
  - Workers are unaware of the training resources that are or can be available to them
Features of Job Driven Training

- Focus on job market demands
- Relies on employer partnerships
- Collaboration with occupational training services
  - Training based on in-demand jobs
  - On the job training
  - Apprenticeships
- Matches skilled jobs with job seekers
Job Driven Placement Strategies

- Earn and Learn strategies
- Training is not classroom centered
- Employers are involved in curriculum development and training delivery
- Training providers have a connection to employers
- Trainees receive an income
On the Job Training

The OJT program:
- Provides training for specific positions with the employer
- Veteran is often hired at a training or apprenticeship wage
- Results in permanent full-time employment
Common Characteristics of OJT in HVRP

1. Veterans get training on the job site, usually by the employer
2. Duration of OJT can be 1 week or 3 months
3. The veteran is employed by the employer
4. HVRP staff have a relationship with the employer, there may or may not be a written agreement
5. HVRP provides support to the veteran in training
6. HVRP funds may or may not be paid for training at the employers place of business
Funding Sources for OJT

- State Vocational Rehabilitation agencies
- Temporary Assistance to Needy Families (TANF)
- Department of Veteran Affairs, VR & E, Special Employer Incentive Program
- WIOA funded
Apprenticeships

- Structured training program
- Set of industry/job specific criteria
- Must meet parameters established under the National Apprenticeship Act
- Sponsored by an individual business or an employer association
- May be partnered with a labor organization
Supported Employment

- Individual Placement and Support (IPS) supported employment helps people with severe mental illness work at regular jobs of their choosing.

- Characteristics of IPS Supported Employment
  - It is an evidence-based practice
  - Practitioners focus on each person’s strengths
  - Work promotes recovery and wellness
  - Practitioners work in collaboration with state vocational rehabilitation counselors
  - IPS uses a multidisciplinary team approach
  - Services are individualized and long lasting
  - The IPS approach changes the way mental health services are delivered

1. Dartmouth, IPS Supported Employment
Core Principles of IPS

1. Focus on Competitive Employment
2. Eligibility Based on Client Choice
3. Integration of Rehabilitation and Mental Health Services
4. Attention to Worker Preferences
5. Personalized Benefits Counseling
6. Rapid Job Search
7. Systematic Job Development
8. Time-Unlimited and Individualized Support
2/3 clients with severe mental illness want to work, but only ~10% employed.

Until the 1990s, no effective models for helping clients achieve stable competitive employment.

22 Randomized Controlled Trials of Individual Placement and Support (IPS)

- Findings: All 22 studies showed a significant advantage for IPS
- Mean competitive employment rates for the 22 studies:
  - 56% for IPS
  - 23% for controls

1. Dartmouth, IPS Supported Employment
IPS SE: Service Populations

- IPS SE trials have focused on individuals with:
  - PTSD diagnosis
  - Mental illness + substance use
  - Older adults
  - First episode of psychosis
  - Homeless
  - Criminal justice history
  - Disability beneficiaries
  - Minority populations
Making the Connection: Employers and Veterans

1. Honor military veterans service, experience and family
2. Provide employment service to all comers
3. Integrate employment and supportive services, including housing
4. Competitive employment is the goal
5. Provide benefits counseling
6. Partner with employers
7. Rapid job matching
8. Engage customers based on their preferences
9. Provide job retention services
10. Job training choices linked with labor market needs
Questions

Questions are guaranteed in life; Answers aren't.