CoC Subrecipient Convening

September 6, 2019
10 am – 12 pm
Increasing Employment Income and Accessing Mainstream Benefits
County Adult Assistance Programs (CAAP) and Social Security Income

Jason Adamek
SF Human Services Agency, Employment Information Center

Rosario Thompson
California Work Opportunity and Responsibility to Kids
CalWORKs is a public assistance program that provides eligible families with:

- Cash Aid
- Food Assistance
- Medical Care Assistance
- JOBS/Education

The program serves all 58 counties in California.
Operated locally by the San Francisco Human Services Agency.
Our Goal

To promote self-sufficiency by:

- Providing temporary financial assistance and supportive services to low income families with minor children by focusing on employment activities
Who Can Apply?

Parents or Relatives responsible for a child under 19 years of age living with them

- Have to be related within 5 degrees
- Can be Minor parents (certain rules apply)
- Have to have Care and Control of the child

OR

Pregnant women without other eligible children

- 18 years of age or younger
- Under 19 who have not received a H.S. diploma
- 19 years of age and older must be in their 2nd trimester of pregnancy (4th month of pregnancy)
CalWORKs is for children (newborn through 18) and their families who need financial help. Eligibility for benefits is based on family size, income, property, and special needs. Families may qualify for CalWORKs if the family meets the following requirements:

- Deprivation
- Income
- Property and Resource Limits
- Residency
- Other eligibility factors based on the applicant's age
Benefits through CalWORKs

**Cash Assistance**
- Immediate Needs
- Homeless Assistance
- Special Needs
- Diversion Services
- Refugee Cash Assistance (RCA)
- Diapers (children under 3 years old, up to 6 packages per month)

**Medi-Cal**
- No cost Medi-Cal
- Transitional Medi-Cal

**Calfresh (Food Stamps)**
- Public Assisted Calfresh (PACF)
- Expedited Services
- Food Box
- Transitional Calfresh

**Welfare-to-Work Activities & Support Services**
- Employment Services
- Education & Training
- Family Stabilization / Counseling Services
- Transportation
- Child Care
- Ancillary Payments (e.g., Work Clothes, Books)
- CW Social Workers
A comprehensive Employment and Training Program designed to promote self-sufficiency.

CalWORKs clients are assessed to determine the best course of action, whether it is:

- Immediate JOB PLACEMENT,
- Education, training program or both.
- Family Stabilization
Over 22,000 placements since 2009!

Training available for jobs in:
- Construction
- Technology
- Health Care
- Hospitality
- Culinary Trades

As well as many other options!
JOBS NOW!
Program

Every job ready applicant can have a job now!!!
ELIGIBILITY FOR OTHER SERVICES

HSP

Housing Support Program
Subsidized Housing for Homeless Families
Housing Locator Services
Maintain CalWORKs Services in SF even if living out of County
CalWORKs Service Center

CalWORKs Service Center (CSC)
Greater participant access to programs and services:

- Lobby Phones
- Service Counter
- Check-In Workstations
- Benefits CalWIN Computers
- Available person-to-person contact
- Temporary Childcare Center for clients with CW appointments
Four Core Non-English Languages

1. Spanish
2. Chinese
3. Russian
4. Vietnamese
5. Other (By appointment)

Other Language Interpretive Services are provided by the agency

- Translators
- Forms
- Telephone Language Line
- Sign Language
A fast, easy way for California Residents to apply.

Provides ongoing access to secure and private benefit information

MyBenefits CalWIN allows you to:

- Check benefit status and amount
- See if you are eligible for other assistance programs
- Apply for benefits or Continue an application
- Submit reports or renew benefits online

www.mybenefitscalwin.org
Questions???
Office of Economic and Workforce Development (OEWD)

Mor Xiong
Episcopal Community Services
Workforce Services

Natalie Hopner
Workforce Programs

September 2019
Who is ECS?

- The largest nonprofit provider of homeless services in San Francisco since 1982
- Our Mission: To help homeless and very low income people obtain housing, jobs, shelter, and essential services needed to prevent and end homelessness
- We operate
  - 2 Emergency Shelters that house over 500 people every night plus Winter Pop-Up Shelters
  - 2 Navigation Centers
  - SF Start team which provides case management and behavior health services to homeless clients at the City’s 5 largest shelters
  - 900 units of supportive housing throughout the city
  - A Seniors and Young Adults with Disabilities program
  - An Adult Education Center
  - A Culinary Vocational Training Program
  - A Hospitality Vocational Training Program
Overview: Workforce Programs

- Adult Education Center
  - *Free Basic Adult Education, Computer Skills, GED and High School diploma preparation classes*

- CHEFS Vocational Training Program
  - CHEFS = *Conquering Homelessness through Employment in Food Services*
  - 10 – 18 week training program that includes classroom and kitchen training plus employment audition opportunities
  - Preparation for culinary employment

- Hospitality for All - Vocational Training Program at the AEC
  - 2- to 4-month self-paced training
  - Combination of online training, in-person instruction, and job shadowing
  - Preparation for employment as a Shelter Service Coordinator or Hotel Front Desk Clerk
Adult Education Center

- Open to All !!
- The Center offers classes Monday–Thursday from 9:30 am–3 pm
- Classes include
  - Literacy - Pre-GED preparation
  - Adult Basic Education - GED Preparation with 5 Keys Charter School
  - Computer Classes - Hi-SET preparation
  - Life Skills Classes - High School Diploma
  - 1:1 Tutorials - Hospitality for All Program
- To get started:
  - Orientations are held daily Tuesdays at 1pm and last approximately 1.5 hours.
  - Please bring a California ID and your SS number (card, if possible).
CHEFS Vocational Training

- Program has 3 stages
  - **Stage 1**: 2 weeks classroom training *(includes CA Food Handlers Certification)*
  - **Stage 2**: 8 weeks hands-on kitchen training & job skills training
  - **Stage 3**: up to 8 weeks transitional employment & life skills training
    - employment audition & life skills training

- A weekly stipend of $50 in Stage 2, and either paid transitional employment, or a weekly stipend of $100 during Employment Audition in Stage 3

- Classes are held Monday–Thursday from 9am–3pm, and are a combination of kitchen and classroom

- All classes are held on site at ECS properties near 8th & Mission

- To get started:
  - **Orientations are held at 165 8th St every Wednesday at 10am**
CHEFS Eligibility & Next Steps

■ Who is right for CHEFS?
  – Able to stand for long periods of time without support
  – Able to lift 50 lbs
  – Legally able to work in the United States
  – Desire to work in the food industry upon program completion
  – SF Resident
  – Homeless/formerly homeless, or very low-income (at-risk)

■ What documents will I need to provide to be enrolled?
  – State Issued ID - SS card
  – Verification of SF residency - Personal Statement
Hospitality for All Vocational Training

- 2-4 months of self-paced learning, combined with class instruction, to earn a certification in the hospitality sector
- Two distinct career paths: Shelter Service Coordinator and Hotel Hospitality
- Online lessons take approximately 1 hour each to complete and include:
  - CA Essential Career Skills (21 lessons)
  - CA Principles of Hospitality & Tourism Semester A (18 lessons)
  - CA Principles of Hospitality & Tourism Semester B (16 lessons)
- Students also participate in live classroom discussion and skills practice at 165 8th St.
- Job Shadowing is offered for both career tracks.
- Online modules can be done at the Computer Lab at 165 8th St. (Mon–Thurs 9 am–3 pm daily) and/or independently.
HFA Eligibility & Next Steps

■ Who is right for Hospitality for All?
  - Legally able to work in the United States
  - Desire to work in the hospitality industry upon program completion
  - Over 18 years of age
  - Homeless or formerly homeless

■ What documents will I need to provide to be enrolled?
  - State Issued ID - SS card
  - Verification of SF residency - Personal Statement
Services Provided

- All ECS programs provide access to the following supports when enrolled in any of our program options:
  - Case management
  - Job kit development including resume, cover letter, references, master application, and mock interviewing
  - Computer skills training
  - Job search support
  - Job placement support
  - CalFresh enrollment support
  - Free access to all classes at the Adult Education Center
  - Free lunch for all enrolled program participants
Frequently Asked Questions

- **What is the cost to enroll in one of the programs that ECS offers?**
  - *All of our programs are FREE.*

- **Do you drug test?**
  - *We do not drug test to determine admission to our programs. ECS believes in harm reduction. However, you cannot be under the influence while participating in our programs as it may result in harm to the individual or other students. In addition, some of our employment opportunities upon completion may drug test.*

- **Do you background check?**
  - *We do not background check to determine admissions to our programs. However, some of our employment opportunities may conduct a background check prior to hiring.*

- **Can I be on SSI or SSDI and participate?**
  - *Yes! If you are on one of these supports and want to participate, you should discuss the particulars of your situation with our Outreach Specialist. Our programs are focused on employment, so the goal should be to secure some level of employment upon completion.*
Contact Information

For any additional information or to request a presentation to your team or group, please contact:

**Natalie Hopner**
Workforce Development Manager
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415-487-3300 ext 6121
www.ecs-sf.org
Questions & Answers Session
Fair Housing and Anti Discrimination Training
Contents:

• Fair Housing Act
• Reasonable Accommodation
• Families
Fair Housing Act (FHA)
Fair Housing Act (41 USC § 3601)

- FHA prohibits discrimination in housing-related transactions, including sale, rental, or financing of dwellings.

- Examples of discrimination include acts effectively targeting a protected class of persons, such as:
  - Refusal to rent
  - Discouraging particular type of housing or neighborhood
  - Exclusionary zoning measures
Who is protected?

- FHA as amended, explicitly prohibits discrimination based on:
  - Race
  - Color
  - Religion
  - Sex
  - Familial status (includes families with minor children; pregnant women)
  - National origin
  - Disability

- Additional groups may enjoy FHA protections based on historical relationship or association with a named protected class.
  - Examples: LGBTQ+ individuals, Persons with limited English proficiency, Survivors of domestic violence
Fair Housing and the Americans with Disabilities Act: Equal Rights under the Law

People with disabilities have the right…

• To live in the community
• To rent or purchase housing on the same terms as others (without any special conditions or agreements)
• To request *reasonable accommodation* due to disability
• To occupy housing units just as any other tenant (use of a standard lease agreement)
• The **Americans with Disabilities Act** (ADA) prohibits discrimination against persons with disabilities.

• **Section 504 of the Rehabilitation Act of 1973** protects qualified individuals from discrimination due to disability. Nondiscrimination requirements apply to employers and organizations receiving financial assistance from any Federal department or agency, including the U.S. Department of Housing and Urban Development.

• Supreme Court decision **Olmstead v. LC** reinforced the ADA and further mandated that persons with disabilities live in the most integrated settings feasible.
Disparate Impact

• FHA prohibits actions with *unjustified discriminatory effect* on a protected class, *regardless of discriminatory action’s intent.*

• Determining actions with disparate impact:
  • Plaintiff must prove that a practice results in, or would predictably result in, a *discriminatory effect on the basis of a protected characteristic*
  • If proven, then defendant must prove that the challenged practice is necessary to achieve one or more of its *substantial, legitimate, nondiscriminatory interests.*
  • If proven, then to prevail, plaintiff must prove that the substantial, legitimate, nondiscriminatory interest could be served by a practice that has a *less discriminatory effect.*
Disparate Impact Applied: Criminal Records

- Persons with criminal records are not a protected class.
- However, if a housing provider...
  - has a criminal history restriction on housing,
  - and without substantial, legitimate, nondiscriminatory justification,
  - these restrictions most often adversely affect a protected class,
  - the provider is violating FHA.
Discriminatory Effect Test

1. Does the criminal history policy have a **disparate impact** on a protected class?
   - [i.e. Does data show people with disabilities are most impacted by the policy?]

2. If so, is there a **substantial, legitimate, nondiscriminatory interest** supporting the policy?
   - If the policy excludes people because of past arrests (without conviction), it does **NOT** pass this test
   - If the policy excludes all people with a conviction no matter what, when or why, it does **NOT** pass the test
   - To pass, the policy **must be tailored** to certain convictions causing substantial, legitimate, nondiscriminatory risk to resident safety and/or property (or other legitimate interest).

3. If so, is there an alternate practice **with lessened discriminatory impact** that should be implemented?
Intentional Discrimination

- If a housing provider *intentionally* discriminates to the end of excluding a protected class of persons (i.e. persons with disabilities), provider is violating FHA.
  - *e.g.* All else being equal, including *comparable criminal histories*, provider accepts applicant without disability over an applicant with a disability.
**Exception: Controlled Substance Manufacture**

- A housing provider can exclude a person convicted of illegal manufacture or distribution of a controlled substance, even if policy has a discriminatory effect.
  - NOTE: if provider excludes a person with a disability who has conviction related to distribution, *but not other people* with that conviction, provider violates FHA.
Reasonable Accommodation
Reasonable Accommodation, Defined

- A *reasonable accommodation* is a modification or exception to landlord’s standard policies, enabling persons with disabilities to apply for, obtain or occupy housing.
- A person with a disability may not be denied a reasonable accommodation.
  - Example: A building with a no pets policy must allow a visually-impaired tenant to have a guide dog.
- FHA provides for, “Reasonable modifications,” defined as physical alterations made by tenant, at tenant’s expense, which allow tenant full use of the housing unit.
- Landlords must allow for reasonable accommodations in rules, policies, practices or services if necessary for the disabled person to completely occupy the housing.
Implications in Practice

• Reasonable accommodations might better enable prospective tenants to apply successfully.
  • Example: Some prospective tenants with psychiatric or physical disabilities may experience credit burdens or strained relationships with prior landlords.
  • Reasonable accommodations for challenged credit or rental history might include:
    • Allowing demonstrated bill payment history to indicate applicant pays on-time
    • Enrollment in training or service program(s) to demonstrate personal reliability
    • Relatives or friends co-sign lease
Families
Anti-Discrimination Policies

• Providers (including emergency shelter, transitional housing, and permanent housing (PSH and RRH)) **cannot deny admission to or separate** family members from other members of their family or caregivers based on protected class under the FHA.
Definition of Family

- **Family includes**, but is not limited to, **any group of persons presenting for assistance together** with or without children and irrespective of age, relationship, or disability.
  - ...Irrespective of marital status, actual or perceived sexual orientation, or gender identity.
Join us on October 4th for a discussion focused on Coordinated Entry!

Submit your questions in advance by leaving behind the salmon form, or emailing HB or HSH.