



Denton's Employment Empowerment Program for Persons Experiencing Homelessness

# Overview and Purpose

This program will help the literally homeless gain the skills, experience and confidence needed to find living-wage jobs by...

1. Helping people develop a job history
2. Providing training and experience to develop soft skills
3. Connecting people to long-term employment opportunities



# Why this is needed?

- 32% of homeless stated their reason for homelessness was due to “Unemployment”
- 52.9% indicated they were “unemployed looking for work” (vs. 10.0% that were unemployed NOT looking for work)
- 50.5% stated that “Job Training and Placement” as a “Service Needed”

\*Data from 2016 PIT Count



# Goals

- 10 individuals to complete the E2E Program
- 25 hours of soft skills training to each candidate that completes the program
- 50% of those that enter will move on to long-term, permanent employment after graduation
  - 100% that enter the program will have...
    - Soft Skills Training/Resume/Interview Skills
    - Exposure to Bank On Denton
    - Self-Confidence because they've been believed in!



# Pros of “There’s a Better Way”

- Provides opportunities for individuals to work rather than panhandle
- Connects those experiencing homelessness to other social service agencies
- Provides an opportunity to a large number of people



# Cons of “There’s a Better Way”

- Limited income to \$600 annually per individual – How does \$600 help you get on your feet?
- Professional panhandlers can make more in a day than the program provides (Dallas News Editorial)



# E2E vs. There's a Better Way

- Employ to Empower is not meant to address panhandling but rather homelessness
- We view our program as a springboard to self-sufficiency



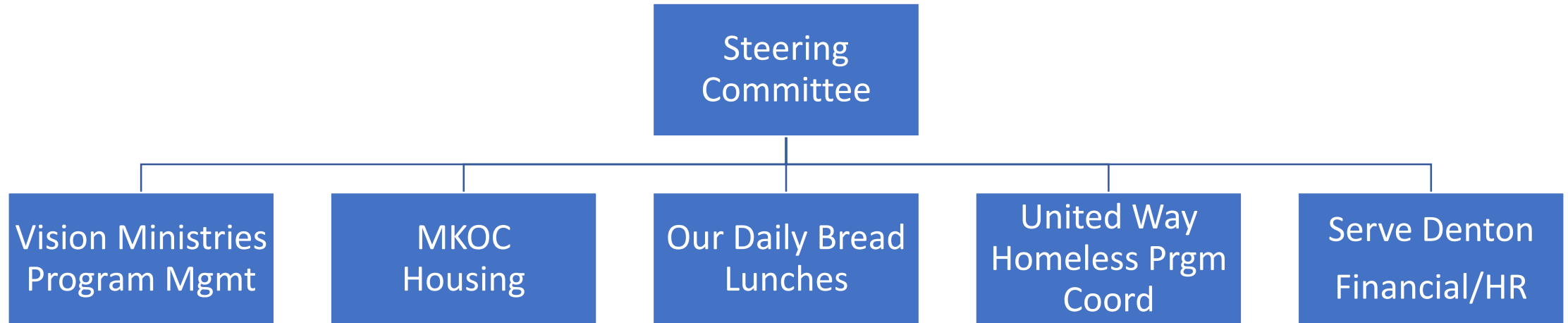
# Proposed Project Guidelines

- Program costs will be shared with the city and participating agencies (Cash and in-kind)
- Multi-Agency Governance Structure – The Steering committee will provide governance over the program
- Those accepted into program would work two days a week for up to six months
- Asking for \$42,000 from the City of Denton to support ten individuals for work.





# Steering Committee Structure



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# Financial Breakdown

2 days/week x 25 weeks = 52 days x 8 hrs/day x \$9.00/hr =  
**\$3,600 per person**

\$42,000 would support 10 people



# Serve Denton Administrative Costs

\$2,232	Social Security Tax (Employer) - 6.2%
\$522	Medicare Tax (Employer) - 1.45%
\$1,920	\$20/hr for 8 hrs/month for 1 year
\$1,732	Worker's Comp Insurance
<b>\$6,406</b>	<b>Total Administrative Costs</b>

# Funding

\$36,000 Salaries

\$6,000 Serve Denton Admin Costs

**\$42,000 Total**

# Proposed Program Guidelines

- The appointed steering committee will review and approve applicants into the program
- Applicants:
  1. Must be 18 years or older
  2. Must be currently homeless
  3. Must be willing to attend and participate in job skills development course
  4. Must agree to take a drug test



# Proposed Program Guidelines – Cont'd

- Applicants will complete an application and if accepted into the program will sign a term of employment letter not to exceed six months (or ~400 number of hours)
- Program Manager would work with City Departments to identify work requirements and determine work schedule for the week
- One hour a day would be spent participating in **paid** jobs/life skills training program – Certificate upon completion



# Proposed Schedule

<b>7:30am-8:30am:</b>	Attend training class at MKOC
<b>8:30am-9:00am:</b>	Travel to work location
<b>9:00am – 12:00p:</b>	Work
<b>12:00pm-12:30pm:</b>	Break for lunch (provided by Our Daily Bread)
<b>12:30pm – 4:30p:</b>	Work
<b>4:30pm:</b>	Workers returned to MKOC

**\*8 hours of total training/work time**





# Community Partners

- Fiscal Agent - **Serve Denton**
- Project Management - **Vision Ministries**
- Assistance for Workers - **Vision Ministries, MKOC**
- Job Skills Training - **Vision Ministries, Solutions of North Texas**
- Transportation – **Vision Ministries, Serve Denton**
- Lunch for Workers – **Our Daily Bread**
- Workforce Connection – **Denton ISD**
- Housing for Workers – **Monsignor King Outreach Center**
- GED Class/Testing – **Denton ISD**
- Other Partners – **First Refuge, Cross Church, Texas Workforce, NCTC, United Way**

# Community Agency Contribution

Agency	Service	Contribution
Serve Denton	Transportation	\$600
Vision Ministries	Program Management	\$10,000
Vision Ministries/MKOC	Assistance for Workers	\$800
Our Daily Bread	Lunch	\$2,250
MKOC	Housing	\$10,000
SoNTX	Drug Testing	\$200
Steering Committee	Planning Time	\$3,000
*From Agencies that have completed LOI	<b>TOTAL</b>	\$26,850

# Employ 2 Empower

We are asking for \$42,000 to fund part-time positions for at least 10 people in a 12 month period.



# Project Timeline

