

# WELCOME & INTRODUCTIONS

Jiquanda Nelson, *Board Chair*



# AGENDA



- Review draft agenda

## **I. BUSINESS MEETING**

A. North Seattle College & WorkSource Introduction & Presentation

B. Action Items

- Full Board Meeting Minutes – December 14<sup>th</sup>, 2023
- Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grants (DWGs) Policy
- Approve Draft WIOA Local Plan to State Workforce Board and Employment Security Division (ESD)

## **II. PARTNERSHIPS & PROJECT HIGHLIGHTS**

A. Youth Workforce Innovation and Opportunity Act (WIOA) – Approved RFP Recommendations

B. Self-Sufficiency Calculator

C. Veterans, Seniors and Human Services Levy (VSHSL) Partnership and Collaborations

**Catered Lunch for All Attendees**

Adjournment for Non-Board Members

## **III. CLOSED EXECUTIVE BOARD SESSION**

A. DRIVING BOARD ORGANIZATIONAL EXCELLENCE

## **IV. ADJOURNMENT**

# BUSINESS MEETING

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A. North Seattle College & WorkSource Overview

B. Action Items

- Full Board Meeting Minutes – December 14th, 2023
- Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grants (DWGs) Policy
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**Dr. Rachel Solemsaas**  
*Interim President*  
**North Seattle College**

# Opportunity Center @ North Seattle College

*a unique multi-service center fostering integrated service delivery*

## Employment, Educational and Social & Support Services

- Job search help & tools
- Help paying for college
- Basic needs support & public assistance programs
- Community resource information & navigation

## Partners

- WorkSource North Seattle, Employment Security Department
- Workforce Education & North Seattle College
- Division of Vocational Rehabilitation, DSHS
- King North Community Services Office, DSHS
- Division of Child Support, DSHS
- Public Health, Seattle & King County

**Kathleen Crompt**, *Integration Manager & Opportunity Center Director*

# WorkSource North Seattle

**Mike Schulte**

*Administrator*

**Timothy Brooks**

*Business Services Specialist*

**Cameron Cassidy**

*PROWD Project Manager*

# Action Items

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- Full Board Meeting Minutes – December 14th, 2023
- Quality Jobs, Equity, Strategy, and Training (QUEST) Disaster Recovery National Dislocated Worker Grants (DWGs) Policy
- Approve Draft WIOA Local Plan to State Workforce Board and Employment Security Division (ESD)

# QUEST DISLOCATED WORKER POLICY

## Address State Monitoring – Exception to Policy Approval

Exception to Policy Approval:  
**QUEST DWG**

Action Requested: The WDC staff recommends the exceptions to the Work Experience policy under **QUEST DWG** to be reviewed and approved by Full Board on **April 4, 2024**.







# DRAFT WIOA LOCAL PLAN

HELP SHAPE THE FUTURE OF THE LOCAL WORKFORCE

DRAFT WIOA Local Plan was published on the WDC website on March 5<sup>th</sup> and will be available for public review until **April 4, 2024 at 5 p.m.**

## WIOA LOCAL PLAN 2024-2028

- Local Workforce Development Board (LWDB) in partnership with CLEOS
- Aligned with State Workforce Board plan
- Strategy, operations & compliance

## REGIONAL STRATEGIC PLAN UPDATE

- Regional workforce development stakeholders (funders, economic development, community and workforce system)
- Shared blueprint
- Alignment of regional and partner workforce efforts and resources
- Partnership & collaboration
- Scaling for impact

## ALIGNING TO SHARED PRIORITIES:

### ADVANCING RACIAL EQUITY & JOB QUALITY

- Commitment to centering racial justice.
- Addressing other inequities and disproportionately impacted communities to support economic opportunity and inclusion.
- Explicit focus on equitable economic opportunity and outcomes for Black, Indigenous, People of Color (BIPOC) and immigrant and refugee communities, who have historically experienced economic marginalization exclusion.
- Improving job quality and the placement of workers into quality jobs.

# WIOA LOCAL PLAN WORKSTREAMS

## Research & Data

- Regional Economic Analyses
- Labor Market Data and Trends
- Workforce Demographics
- National Best Practices, Innovation

## Stakeholder Engagement

- Community Stakeholders
- Employers
- Labor
- Economic Development
- Workforce System Partners (Training Providers)
- Community Partners (Providers)
- Regional Funders (e.g.; State City, County, Port)

## **Regional Strategic Plan Alignment**

Provides the basis for regional strategic plan priorities and strategies.

- Current and Projected Sector and Occupational Demand
- Workforce Demographics: Labor force participation, employment and earnings disaggregated by race, gender and other characteristics.
- Challenges and barriers – economic, structural and systemic.

Landscape Analyses – Workforce Development investments, programs and priorities.

Identification of key/new stakeholders, partners and issues for Regional Planning process.

## WIOA Plan

### Statutory Requirements

Ensures compliance with WIOA regulation.

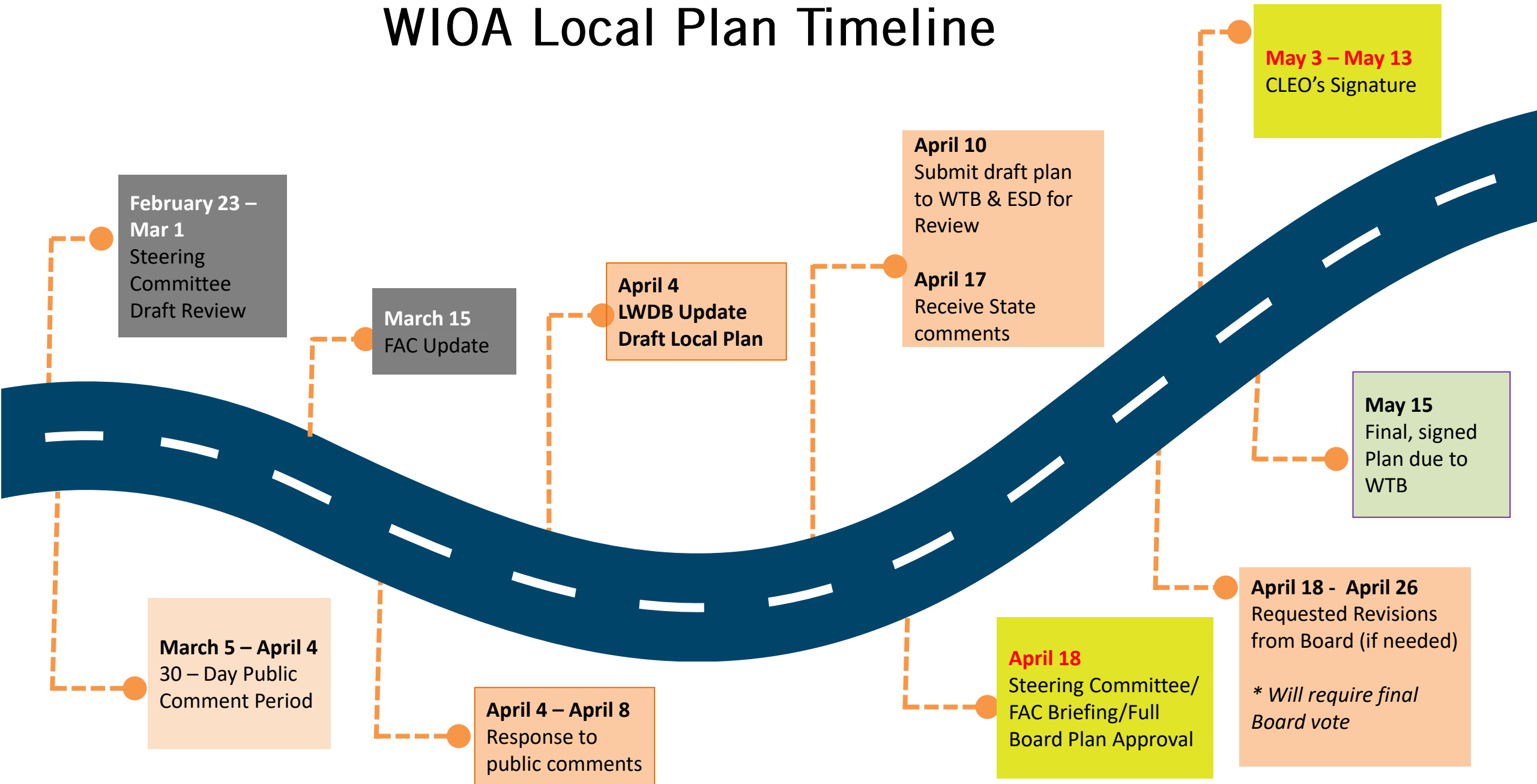
### WorkSource Reimagined

- Integration
- Community Partnerships
- Population Based Strategies
- System and Policies

### Industry Strategies

- Priority Sectors/Occupations
- Industry & Business Services Strategies
- Regional Partnership

# WIOA Local Plan Timeline



**February 23 – Mar 1**  
Steering Committee Draft Review

**March 15**  
FAC Update

**April 4**  
LWDB Update Draft Local Plan

**April 10**  
Submit draft plan to WTB & ESD for Review

**April 17**  
Receive State comments

**May 3 – May 13**  
CLEO's Signature

**May 15**  
Final, signed Plan due to WTB

**March 5 – April 4**  
30 – Day Public Comment Period

**April 4 – April 8**  
Response to public comments

**April 18**  
Steering Committee/ FAC Briefing/Full Board Plan Approval

**April 18 - April 26**  
Requested Revisions from Board (if needed)  
*\* Will require final Board vote*

# PARTNERSHIPS AND PROJECT HIGHLIGHTS

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- A. Youth Workforce Innovation and Opportunity Act (WIOA) – Approved RFP Recommendations
- B. Self-Sufficiency Calculator
- C. Veterans, Seniors and Human Services Levy (VSHSL) Partnership and Collaborations

RFP NO. 23-01

CENTERING YOUNG BLACK MEN

WIOA YOUTH PROGRAMS

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# BACKGROUND



## WHY

- ▶ In King County, of the 19,400 disconnected youth from school and or work, young black men who aren't in school or have any educational attainment tend to have higher unemployment rates and low labor force participation rates.
- ▶ Young black men, specifically ages 18-21, tend to be most at risk of low educational attainment and unemployment. We found that 60% are not in school or are unemployed, over 50% have not obtained a secondary credential, and are geographically situated in the southern parts of King County.
- ▶ Increase awareness and address challenges young black men face navigating systems that have been constructed over time to benefit White people at the expense of Black, Indigenous, and People of Color.

# PROGRAM DESIGN – CENTERING YOUNG BLACK MEN

## TARGETED UNIVERSALISM

This RFP seeks to address these disparities by building structural sustainability through the targeted universalism approach. Proposals are required to demonstrate how to serve the young adult demographic, specifically young black males ages 18-24, who are significantly underrepresented in educational attainment and employment and overrepresented in low-income and disengagement to the education system.

The intent of the RFP is to provide services through three focus tracks:



Preparing youth for the workforce through post-secondary education.



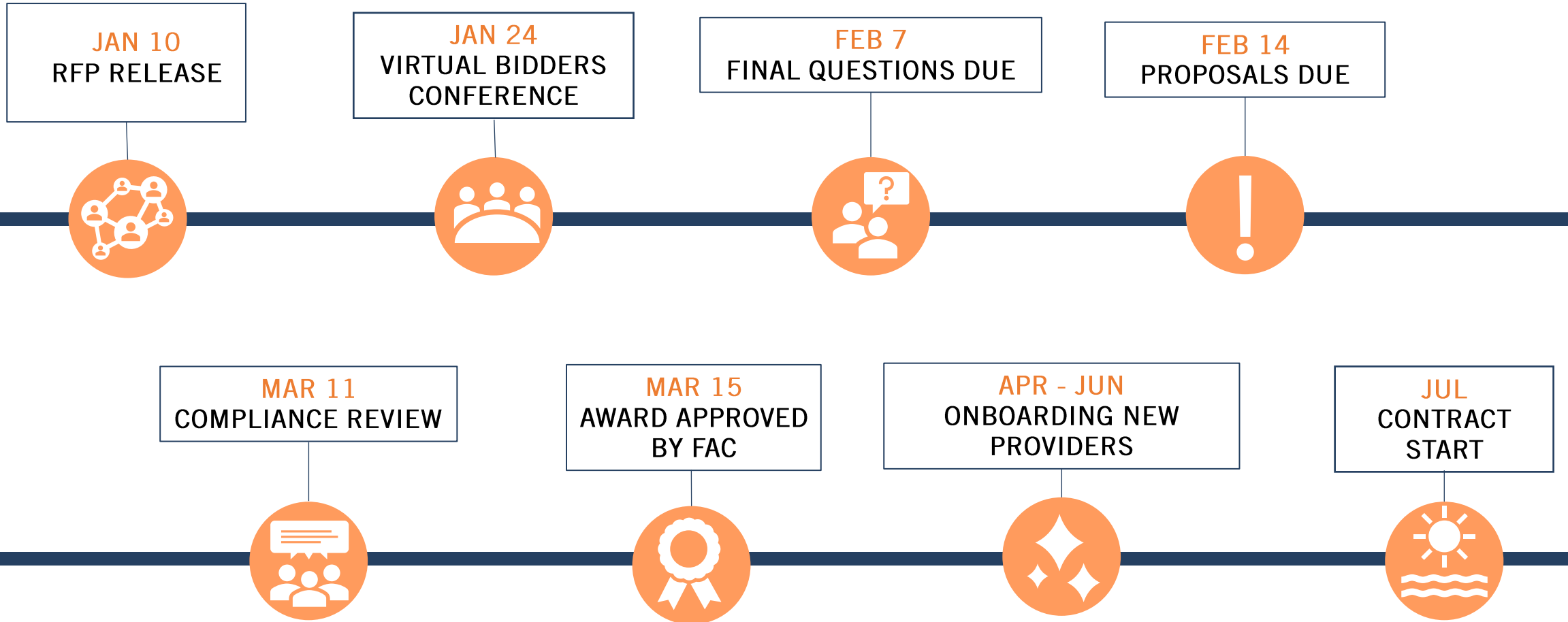
Re-engagement and advocating for youth to and through Open Doors programs.



Exploring non-traditional work experiences and apprenticeship opportunities that lead to high-quality jobs.



# RFP TIMELINE





Funding is broken down into two categories (WIOA definitions)

- In-School Youth
  - Out-of-School Youth
- WDC applies 80/20 split WIOA Youth funding
  - Up to \$900,000 is available for the program period of July 1, 2024, until June 30, 2025.

# AVAILABLE FUNDING

Estimated Funds Available	
WIOA In-School Youth	Up to \$180,000
WIOA Out-of-School Youth	Up to \$720,000
Total Funds Available	Up to \$900,000

# PROPOSALS / FUNDING REQUEST

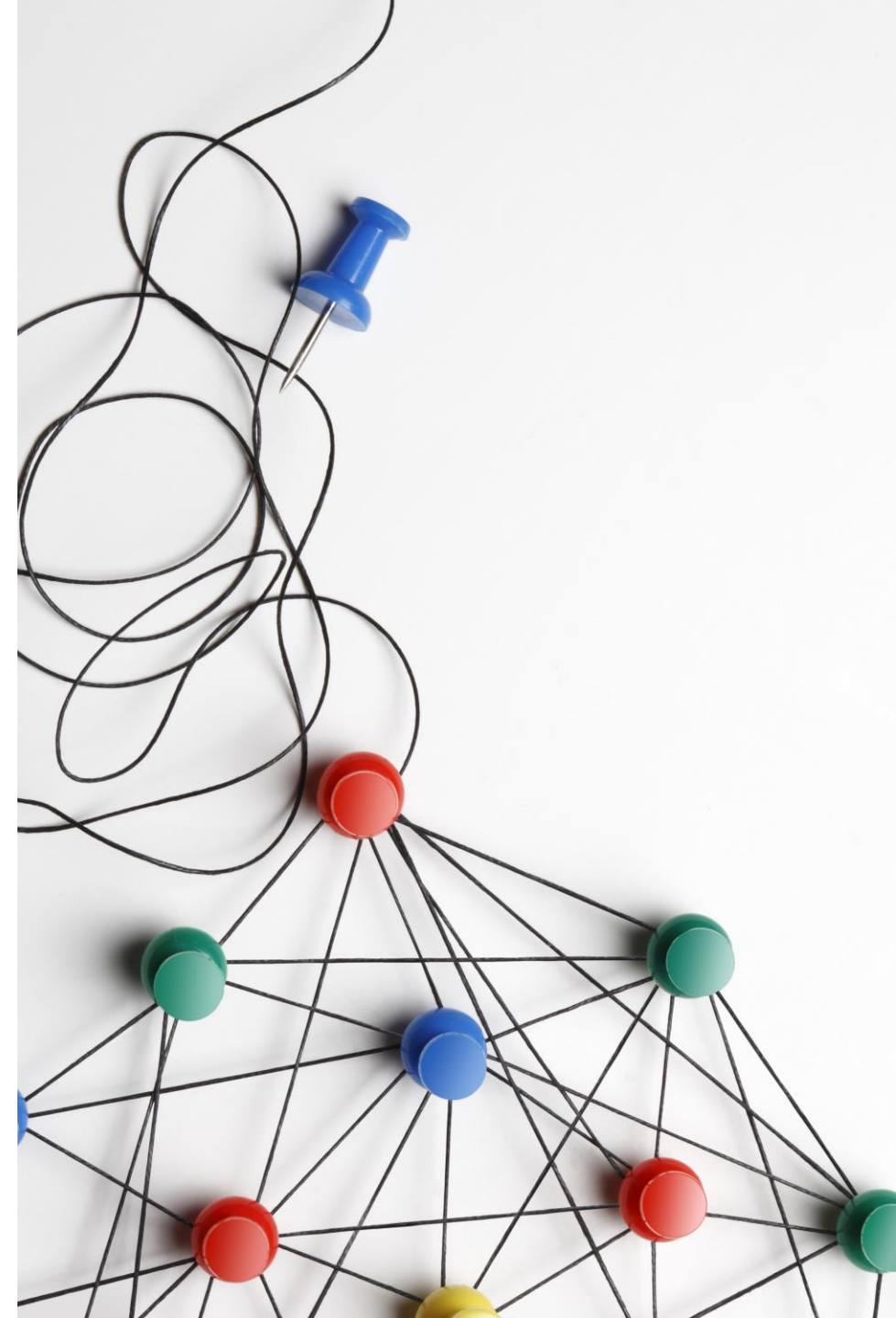


Organization	Consortium or Single Agency	Amount Requested
Ace Academy	Single Agency	\$891,137.65
ANew	Single Agency	\$836,138.62
Boys and Girls Club of King County	Single Agency	\$450,103.72
Build2Lead	Single Agency	\$456,137.17
CareerTEAM	Consortium	\$900,000.00
East African Community Services	Single Agency	\$450,000.00
Evergreen Goodwill	Single Agency	\$567,401.00
PEARi	Single Agency	\$450,000.00
Urban League of Metropolitan Seattle/Maritime	Consortium	\$741,868.25
Urban League of Metropolitan Seattle/Building Cultural Gaps	Single Agency	\$900,000.00
YouthCare	Single Agency	\$458,206.33
<b>TOTAL Funding Available</b>		<b>\$900,000.00</b>

# ANALYSIS OF TOP PROPOSALS

Proposals demonstrated strengths and experience in the following areas:

- Centers equity advancing race-conscious policies, programs, and services.
- Experience delivering quality work readiness training, soft skills training, referral to training, and placement/job retention approaches.
- Provides services to target populations with integrated social services, with a strong emphasis on youth development, and whose board of directors, leadership, and staff reflect the communities prioritized for services.
- Facilitates participant linkages to critical work supports and barrier removal resources.
- Direct connections and relationships with BIPOC community and business partners.





# ANALYSIS OF TOP PROPOSALS

Name of the organization	Amount Requested	# of Youth Served	Consortium	Consortium Members
Boys & Girls Club of King County	\$450,103.72	60	No	
Urban League of Metropolitan Seattle/Maritime	\$741,868.25	87	Yes	Washington Maritime Blue

# AWARDEES

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The following organizations will be funded for from June 1, 2024, through June 30, 2025.

Name of the Organization	12-month recommended funding
1. Boys and Girls Club of King County	\$ 450,000
2. Urban League Metropolitan of Seattle	\$ 450,000

“Where do you want to be in ten years?”

English



# SELF SUFFICIENCY CALCULATOR

Life is complicated, especially when it comes to career planning and financial security. The Calculator can help you with immediate next steps and plan for your future.

**START USING CALCULATOR**

[www.thecalculator.org](http://www.thecalculator.org)



# BACKGROUND: FEDERAL POVERTY MEASURE

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- In the 1960's the federal poverty measure was created as a benchmark to measure poverty in the US.
- The assumption is that 1/3 of a family's total expenses are food and the measure is outdated and limited.
- This federal poverty measure is still used today to determine eligibility for most federal programs such as food benefits, public housing, and employment programs.
- The federal poverty measure does NOT account for different family compositions, childcare expenses, or regional differences in costs.



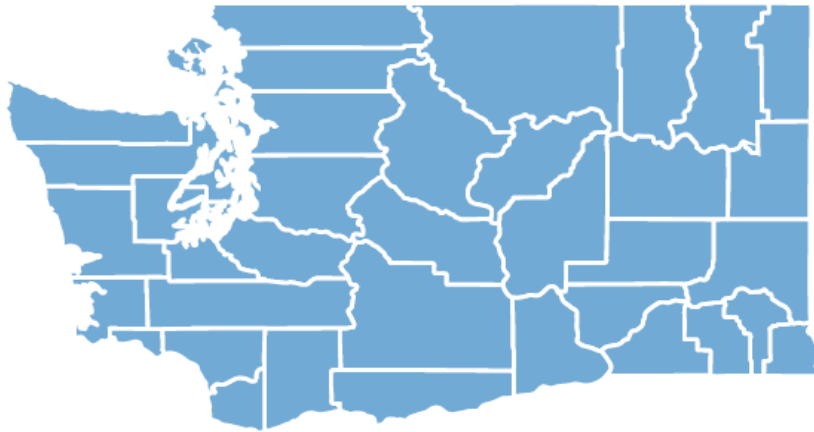
# BACKGROUND: SELF-SUFFICIENCY STANDARD

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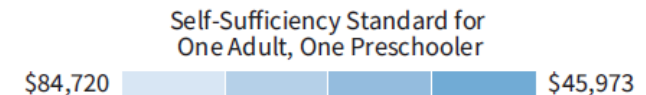
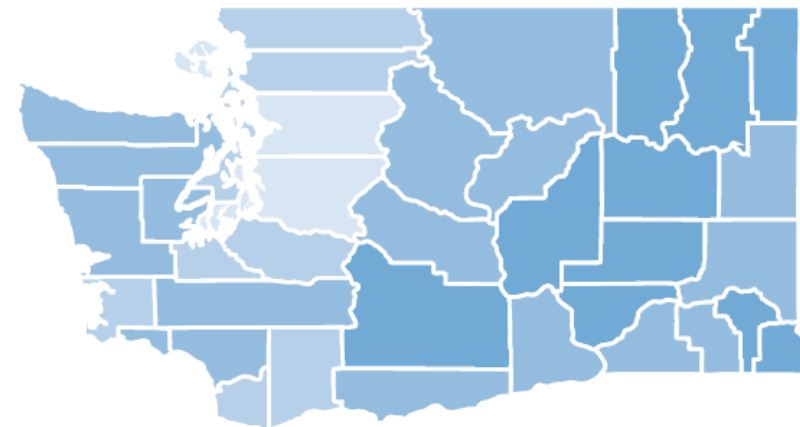
- 27 years ago, the University of Washington's Center for Women's Welfare developed the self-sufficiency standard as a more accurate way to measure poverty.
- The self-sufficiency standard uses a market-basket approach, assumes that all adults work, and includes costs such as food, transportation, childcare, and housing.
- In Washington, the standard considers 700 different family compositions and is adjusted by county to accurately reflect geographic differences in the cost of living.

# THE SELF-SUFFICIENCY STANDARD IN WASHINGTON STATE

According to the official poverty measure, a family of two with an annual income of \$17,420 or more was not considered poor anywhere in Washington.



According to the self-sufficiency standard, a two-person household, including an adult and a preschooler needs \$43,973 to \$84,720 annually to meet basic needs, depending on the region.



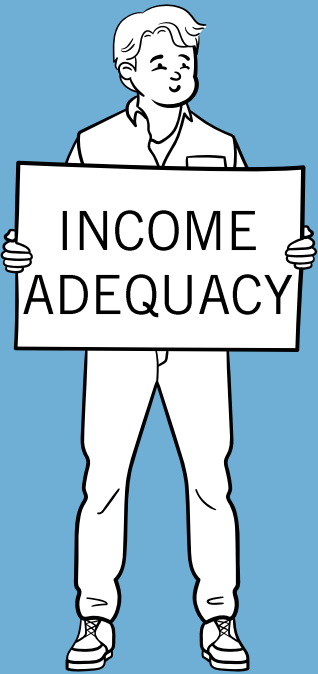
# SELF-SUFFICIENCY CALCULATOR

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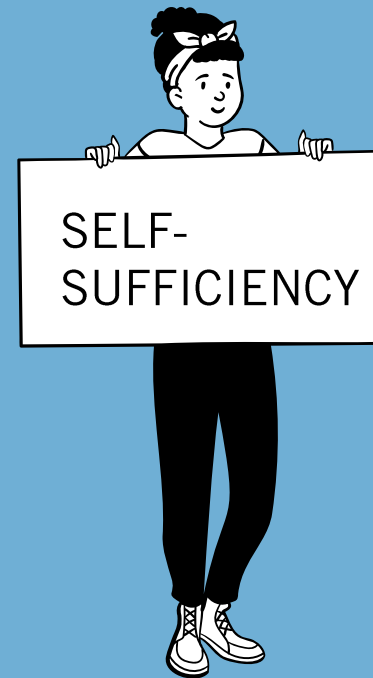
- In 2007, the WDC partnered with the UW and created the self-sufficiency calculator tool.
- The purpose of the tool was to provide a way for WIOA case managers to counsel job seekers, help them to budget, and to target jobs that would pay self-sufficiency wages.
- The tool has an externally-facing site open to the public, as well as an internal site that allows frontline case managers to save customer data and track wage progression.

# INCOME ADEQUACY VS. SELF-SUFFICIENCY

- The self-sufficiency calculator tool measures a customer's individualized financial situation AND it allows them to identify their self-sufficiency wage.



- If a customer is income adequate, the income they earn meets or exceeds their monthly expenses.
- Income adequacy calculations include supports that the customer is receiving (food benefits, child support, or free babysitting).



- The self-sufficiency standard assumes that the customer pays the full cost of all expenses
- This does NOT include supports such as food benefits, child support, etc.

# SELF-SUFFICIENCY CALCULATOR: CASE STUDY

- Often, customers who work at low-paying jobs use public work supports or private support to get by.

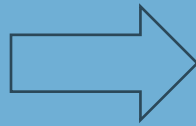
- Jessica is a caregiver, works 25 hours per week earning \$17/hr.
- She is a single mother and lives with her parents, who charge her \$250 per month in rent.
- Her daughter will start Kindergarten next month and Jessica wants to advance her career in Healthcare.



# SELF-SUFFICIENCY CALCULATOR: PLANNING & CAREER EXPLORATION

## Current Situation:

Customer is at 101% income adequacy, with \$19 left in her budget each month.



## Option # 1

Complete 12-week program, become a certified-nursing assistant and earn \$19 per hour.

## Option # 2

Complete 1-year medical assistant apprenticeship program and earn \$22 per hour.

# USING THE CALCULATOR TO BUDGET & EXPLORE

Caregiver

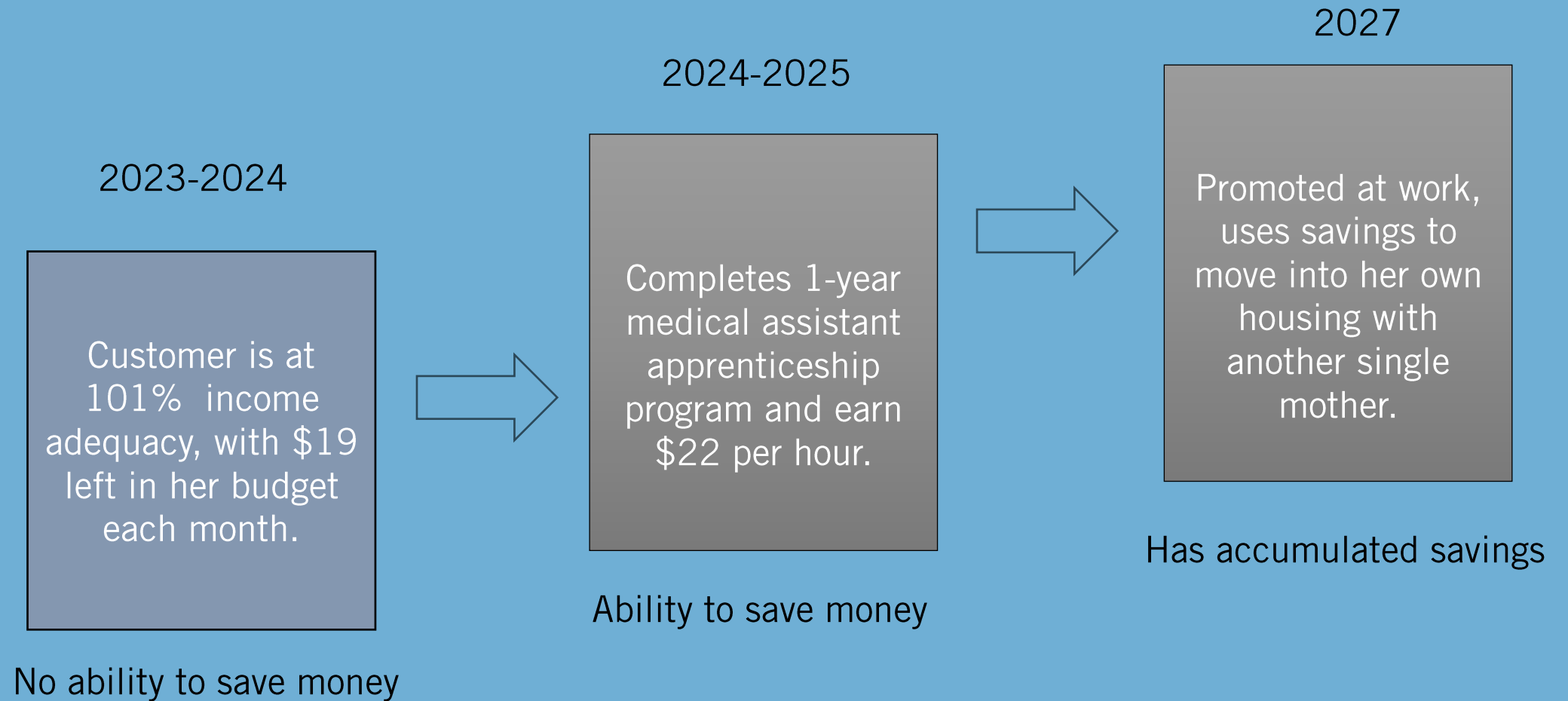
Certified  
Nursing  
Assistant

Medical  
Assistant  
Apprentice

MONTHLY INCOME	CURRENT WAGES/BENEFITS	TEST 1	TEST 2	SELF SUFFICIENCY STANDARD WAGE
Monthly Wages	\$1,870	\$3,344	\$3,872	\$6,758
Hourly Wages	\$17.00 (25 hrs/wk)	\$19.00 (40 hrs/wk)	\$22.00 (40 hrs/wk)	\$38.00 per working adult (40 hrs/wk)

INCOME ADEQUACY				
Surplus or Shortfall	\$19	\$1,241	\$1,679	\$0
Income Adequacy	101%	154%	170%	100%
Self Sufficiency Adequacy	28%	49%	57%	100%

# SELF-SUFFICIENCY AS A PATHWAY





# WHAT'S NEXT

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- Statewide expansion of the calculator in ECSA programs has led to higher visibility of the WDC, and its work to reduce poverty of BIPOC populations.
- The WDC is engaged with the governor's poverty-reduction workgroup and providing feedback to legislature on the use of the self-sufficiency standard.
- The WDC will continue to utilize these findings to collaboratively devise solutions with employers, workers, and communities to address wage inequities and advance work around job quality.

# VETERANS, SENIORS AND HUMAN SERVICES LEVY (VSHSL) PARTNERSHIP AND COLLABORATIONS

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# ACRS

## Employment and Training Services

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***Mission:*** ACRS promotes social justice and the well-being and empowerment to **underserved communities** – including **immigrants, refugees, and American-born** – by developing, providing and advocating for innovative, effective and efficient **community-based multilingual and multicultural services**.



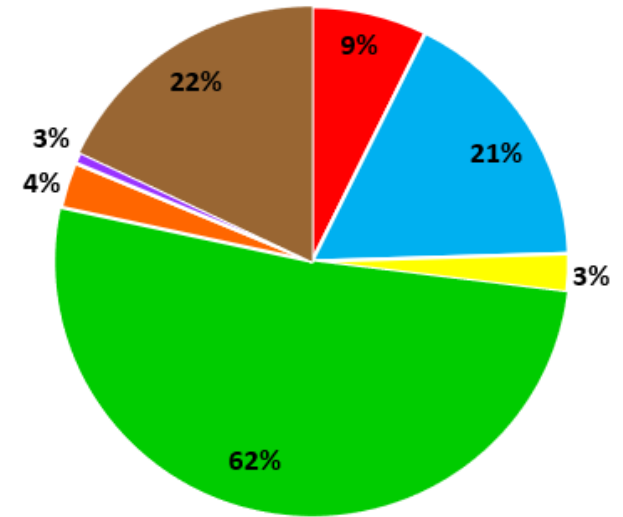
# IMPACT: Participants Served 2019-2024

- Caucasian/White
- Black/African American
- Hispanic/Latinx
- Asian American and Pacific Islander
- Native American, including Indian, Alaska Native and Hawaiian Native
- Multi-Racial Individual
- Older Worker

## Furthest From Opportunity

- Individuals who lack basic skills, including those with limited English language proficiency **62%**
- Those with a high school degree or less **58%**
- Foreign born individuals/immigrants **76%**
- Language spoken at home other than English **82%**
- BIPOC **91%**
- Individuals with disabilities **1%**
- Individuals who are experiencing homelessness and/or housing instability **2%**
- People with legal system involvement/returning citizens/ex-offenders **4%**

Total Enrollment = 342



## Performance

- Training **23%**
- WBL **4%**
- Placement **57%**
- Average wage at placement **\$21**
- Wage earned more than previous job prior to enrollment **43%**

# **IMPACT: 40% of our VSHSL funds were designated for direct participant costs**

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- Employment Retention Acknowledgement
- Food
- Laptop / Internet Access
- Transportation Assistance
- Work Clothes / Shoes
- Occupational Skills Training
- Work-Based Learning
- Rent



# PARTNERSHIPS

- AJAC Advanced Manufacturing Apprenticeship
- Open Doors For Multicultural Families
- Partner In Employment
- Bridging Care
- Filipino Community of Seattle
- United Indians All Tribes Foundation
- UNITE HERE Local 8



# SUCCESS: Client Story

Barriers	Successes
<ul style="list-style-type: none"><li>• Refugee from Laos</li><li>• Single Mother with two daughters</li><li>• LEP (ESL Level 2)</li><li>• Homeless</li><li>• Unemployed (laid off from work)</li><li>• Dream of working for Boeing one day</li></ul>	<ul style="list-style-type: none"><li>• Completed AJAC Manufacturing Academy</li><li>• Became a naturalized U.S. Citizen through ACRS citizenship program</li><li>• Employed fulltime at \$24.50/hour (started new job at Boeing in February 2, 2024)</li></ul>

**From:** phayboune phialamvong [REDACTED]

**Sent:** Wednesday, November 8, 2023 6:58 PM

**To:** Diem Rogers <[diemr@acrs.org](mailto:diemr@acrs.org)>

**Subject:** RE: Personal Story With Employment Program

“I worked in the fortune casino and got fired, I had no food, no money for bills. I then went to WorkSource and they recommended me to go to Asian Councilor, diem helped me with finding a program that gives me money for training to get Assembly job, giving me an extra 25 for gas, and 50 necessities like shampoo and lotion, I go to the Asian councling 1 time a week and helped me find programs for jobs I might be interested in. Asian councling helped me a lot, thank you so much diem for helping me, Phayboune.”

Sent from [Mail](#) for Windows



# Neighborhood House

Strong Families. Strong Communities. Since 1906.

## About Neighborhood House

**Purpose:** Neighborhood House creates opportunities for people who face cultural, language, and systemic barriers to live longer, happier, and healthier lives.



# 2023 Veterans, Seniors and Human Services Levy

## Expanded Opportunities

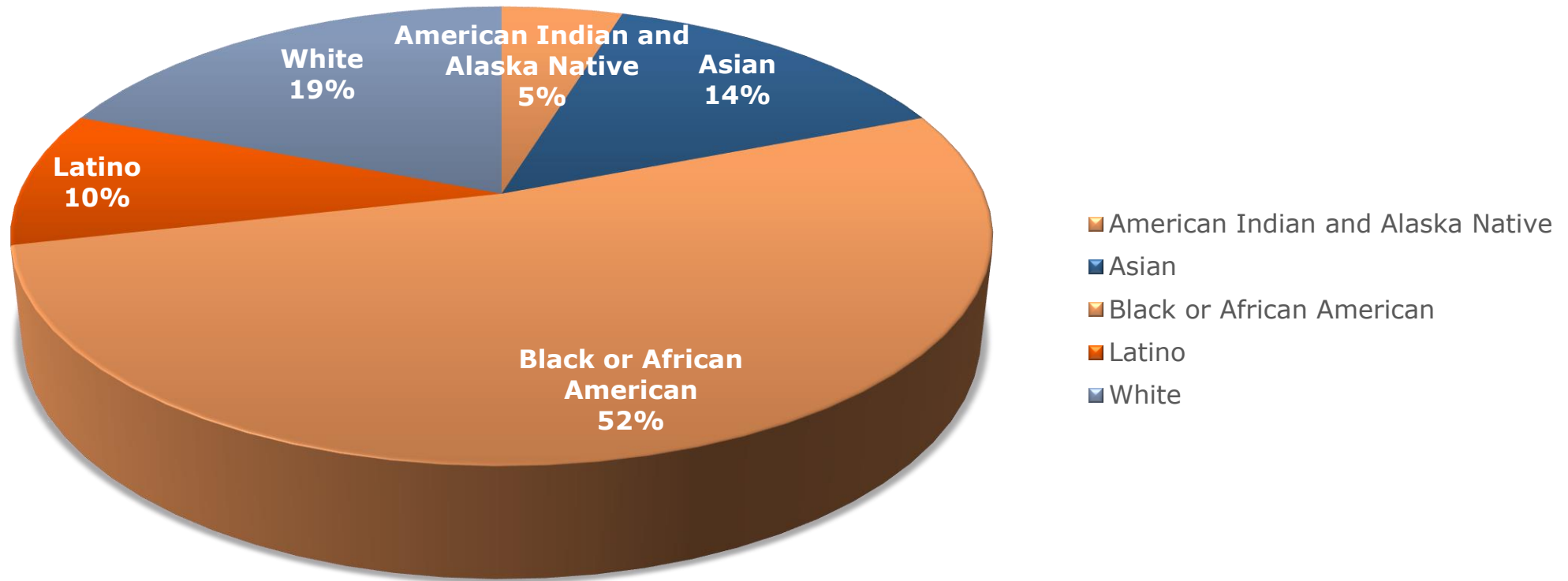
- The Neighborhood House strategically integrated funding from the Port of Seattle, WIOA, EcSA, and VSHSL to enhance employment services for clients. This innovative approach enables us to harness the unique advantages of various funding sources, delivering a comprehensive array of services such as job training, placement assistance, and ongoing support to our clients

## KC\_VSHSL fund only

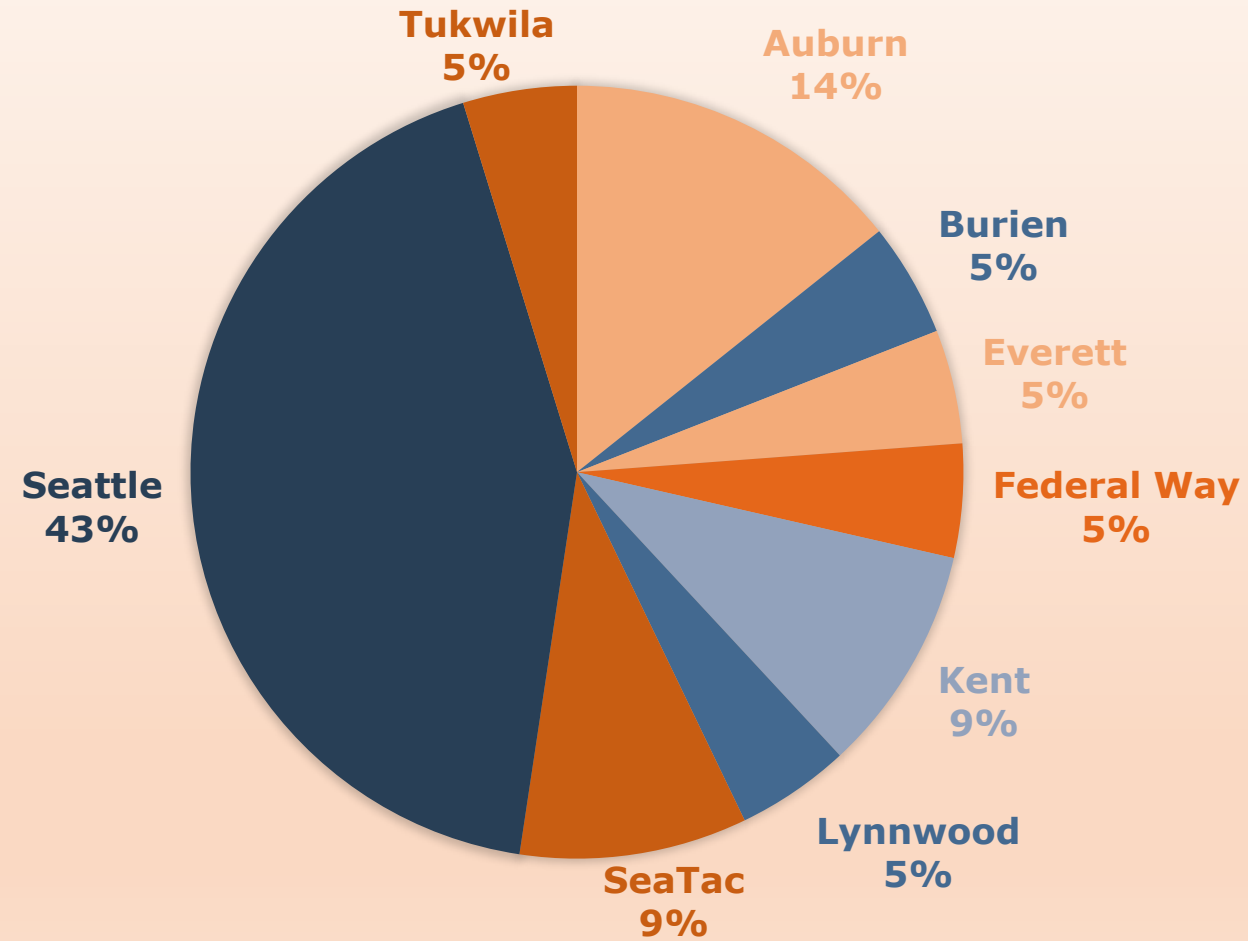
- In 2023, the NH successfully supported 83 KC\_VSHSL clients through this integrated approach. Notably, 21 of these clients were determined ineligible for Federal or State funds, but were assisted with KC\_VSHSL fund only a highlight of the inclusive nature of our services.

# 2023 Action To Advance Equity

## By Race/Ethnicity



# By Cities



# The positive impact VSHSL-funding

## Mateo's\* journey

- **He worked as a tow truck driver, earning \$18.00, but tirelessly supported his family of five.**
- Realizing the importance of skill development, he took a bold step and enrolled in AJAC (Aerospace Joint Apprenticeship Committee) at Bates Technical College in Tacoma.
- **Since he is a King County resident, he was not eligible for Pierce County Workforce funds.**
- The Ajac staff connected Mateo to us, and thanks to the KC-VSHSL fund, we could access the flexibility of the grant to support Mateo.
- **Our collaboration with AJAC aimed to introduce the aerospace program to BIPOC and underserved communities, providing a promising career pathway.**
- His hard work and commitment paid off when Luis completed his training and secured a full-time apprenticeship.
- **This marked a significant turning point in his life.**
- The apprenticeship provided him with valuable hands-on experience and elevated his wage to \$25 per hour, bringing newfound stability to his family.

*\* Not his real name.*

# Thank you!

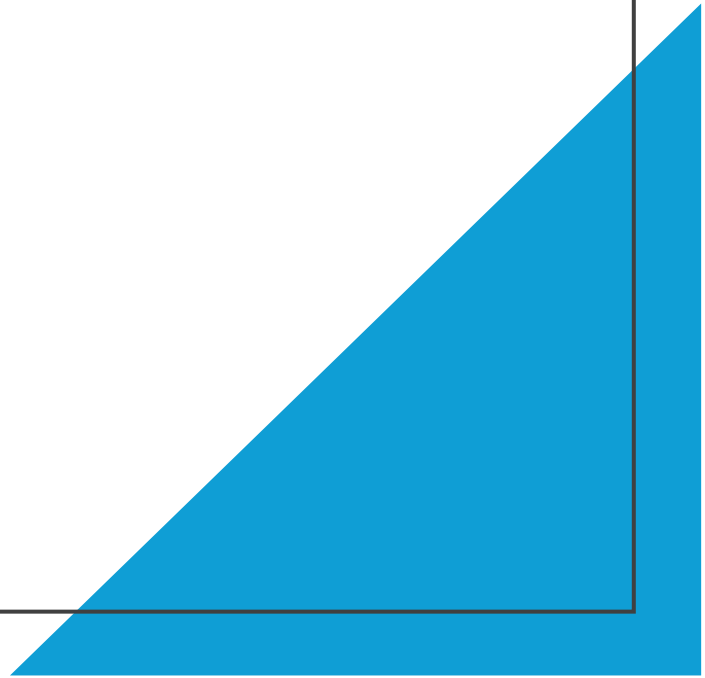


- We use the VSHSL targeted resources to support immigrants, refugees, BIPOC, and low-income community members in King County, such as education and job training programs.



Pacific  
Associates

VSHSL Funding



# Background:

King County programs have evolved over the years to better meet the needs of the BIPOC community, the re-entry community, the unhoused community, and the refugee and immigrant community. Individuals with disabilities have been largely left behind in those improvements.

There are estimated to be 265,000 persons in KC living with disabilities. Nationwide data tells us that these individuals are far more likely to live in poverty and to experience unemployment than their counterparts. We also know that these individuals tend to be older. 85% of people 65 or older have one or more chronic health conditions.

# Highlights of PA Participants over the last two program years:

28% of total participants disclosed having a disability

39% of participants with disabilities were enrolled in VSHSL

Participants with a disability had a 66% hire rate with a median wage of \$30.00 per hour

Excluding TTW enrollments, people with disabilities co-enrolled with VSHSL 88% of the time



# Partnerships:

Co-enrollment with TTW participants has allowed us to provide support services and/or funding for training. We are also able to co-enroll with WIOA and EcSA to better serve those who are not on SSI or SSDI by leveraging additional flexible funds.

# Innovations:

Job seekers with disabilities have unique needs. The supports needed for persons with disabilities to get in and stay in the workforce are unique to this population. They need career planning that takes into consideration their abilities. They may need more intensive help with job search. They are often disadvantaged in the interview process and are unaware that they are entitled to accommodation at this stage. To be successful in employment and to find and keep living wage employment, they must navigate many decisions about accommodations, ranging from what accommodations they need, what accommodations they are entitled to ask for, and how the request must be made to be successful.

# Successes:

VSHSL funding enabled us to support persons who were receiving SSI/SSDI and whose disability prevented them from going back to work full-time or individuals who wanted part-time work to help supplement disability checks or to be integrated into their community.

VSHSL funding is also critical in helping us serve individuals who, while suffering from a chronic condition or having a disability, are not receiving disability payments. This is a substantial group and includes many people where the onset of their health issues or disabilities occurred later in life. We have served many seniors who are included in this group.

# Challenges:

American Job Centers are designed to provide a full range of assistance to job seekers under one roof. But in King County and throughout the WorkSource system, job seekers with disabilities may face one of two fates: if the disability is apparent, they are often referred to DVR. If it is not, they may be picked up by an employment specialist who most often ignores the “disability” tick box because they have no training or expertise in this field. Our position is that the WorkSource system should be able and willing to serve all.

The only current disability focused program being offered through WorkSource is Social Security’s Ticket to Work program. TTW is an outcome related payment system that pays providers only for SSI/SSDI recipients who go back to work and earn a substantial amount. It does not provide assistance for those who are not disability beneficiaries, or who cannot reasonably be expected to work at a “substantial” level of earnings.

# Impact:

With continued funding, we could continue to fund our current staff of 1.5 FTE. We have a full-time employment specialist who is trained and experienced with the needs of this population. We also have a Certified Benefits Counselor who is trained to help disability recipients navigate the journey back to work by providing financial planning based on in-depth knowledge of how SSI/SSDI responds to work. This staff member also has expertise in Accommodations and the ADA and currently fields requests for help from both customers and employment specialists throughout the WorkSource system.

We would continue to use the direct participant costs to assist our customers with training and support services. If we had an increased level of funding, we would offer disability focused training to Employment Specialists located in WorkSource offices throughout the county, in order to leverage resources and increase the sustainability of this funding.



# VSHSL Funding



# VSHSL COMMUNITIES SERVED

Services were provided to the following undocumented & vulnerable communities:

- BLACK/AFRICAN AMERICAN
- HISPANIC/LATINO
- ASIAN AMERICAN
- MULTI-RACIAL INDIVIDUALS
- IDENTIFY AS LGBTQ
- LOW BASIC SKILLS
- LIMITED ENGLISH LANGUAGE PROFICIENCY
- INDIVIDUAL WITH A DISABILITY
- UNPAID CAREGIVER OF A PERSON WITH A DISABILITY
- HIGH SCHOOL DEGREE OR LESS
- HOMELESS OR HOUSING INSTABILITY
- FOREIGN BORN
- HAVE EXPERIENCED GENDER BASED OR DOMESTIC VIOLENCE



# SENIOR SERVICES

55 years of age or older

- Caregivers of Seniors
- Unpaid family members providing care
- Unpaid friend/other providing care



# VSHSL Benefits

## Individuals

- Program provided funds for undocumented and underprivileged communities, gaining an education through entry level training in the medical field as Certified Nursing Assistants
- Gaining these skills and certifications, allowing these individuals to procure employment as live-in, home care-givers with competitive wages
- Participants secured jobs that allowed them to provide stable housing for themselves and their family
- Opened a door for potential employer sponsorship. Often, employers who own adult family homes tend to help the employees obtain their legal residence

## Health Care Employers

- Filled difficult-to-staff live-in positions
- Secured motivated, certified individuals, fulfilling a high demand in an industry that is facing challenges obtaining labor

# VSHSL Program Helps Somali clients, DV Visa clients, and Citizens Who are Homeless

## Somali Immigrants through the Mexico US border:

- Clothing for newcomers who lost all their belongings on their way from Brazil to US border
- Many of these immigrants do not have relatives, friends, or they come to a low-income family that cannot help them in shelter and/or with shopping.
- Many of them stay at Mosques and Churches that are willing to host, especially in south-end Seattle/King County.
- This program provided rent and job-search assistance to clients who had received eviction notices
- Abdi Abdurahman stated that without our help he “would go back to the mosques and would have slept on the mosque prayer rag again.”
  - We helped him and his roommates with two months’ rent and connected them to local Somali businesses for employment. Now, although they do not earn a sizable income, they can support their day-to-day living.

## DV Visa clients and Citizens who are homeless:

- We also helped them to get clothes for employment.
- The VCSHL program’s enrolment forms are easy for a quick help for a homeless person that needs short term help.

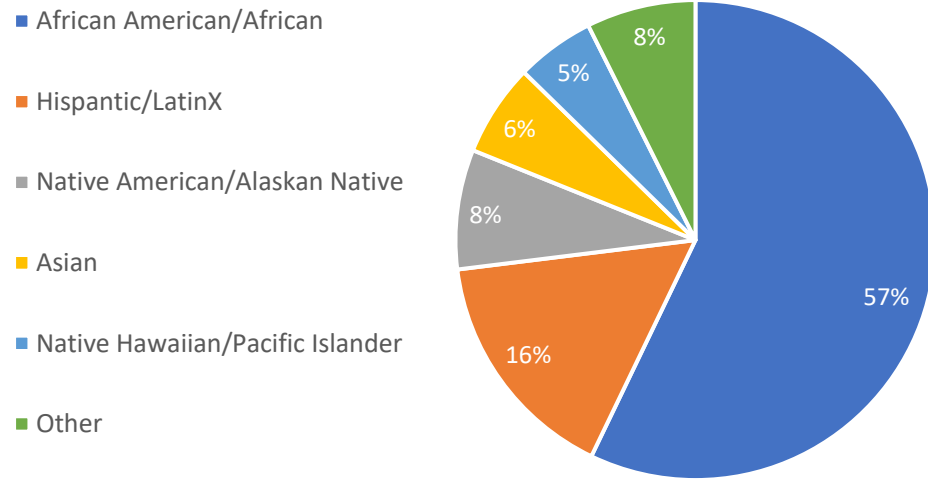


# VSHSL/WDC BFET

- With a finite amount of funding, WIOA co-enrolled these clients into BFET, accessing more funding to achieve their goals.
- A substantial group of people we have assisted were in healthcare, enabling us to help with board exam-prep packages, exam fees and Dept of Health licensing fees.
- While in school, we were able to help them with gas cards and other transportation to and from clinical sites and school.
- Customers achieved employment goals with self-sufficient wages and amazing career trajectories.
- Partnered with one of our sub-contractors for referrals of senior/mature workers. We were to provide intensive job search assistance.

# Employment Supports Utilizing VSHSL Funding for Individuals Impacted by the Criminal Legal System (JIA)

Participants Served



- Designed to create employment, training, and education opportunities among individuals who have interacted with the criminal legal system. With a focus on BIPOC communities

## ▪ Successes

- 183 found employment (87 or 47.5% FT; \$24.84 avg)
- 89 tuition vouchers issued

## ▪ Partnerships

- Africatown International
- Evergreen Empowerment Group
- EcSA State Funding
- DOC/Courts – release coordinators, parole officers
- Various private vocational schools

## ▪ Challenges

- Recidivism
- Mental Health and Substance Use
- Experiencing Homelessness – 245 out of 389 or 63%

# Veteran Senior & Human Services Levy

YWCA Mission:  
Eliminate racism, empower  
women, and strengthen  
communities.

eliminating racism  
empowering women

**ywca**

Seattle | King | Snohomish

**YWCA IS ON A MISSION**



# VSHSL's Role in Enhancing YWCA's Impact

VSHSL funding supplemented WIOA Adult funds and were matched with BFET funds to serve unhoused residents and those facing housing instability, through these strategies:

- Career Navigators matched with Housing Support staff in integrated teams
- Parallel goals of sustainable employment and stable permanent housing
- Customized support for individuals and families
- Focusing on BIPOC residents who are considered “furthest from opportunity”

# Advancing Equity & Empowerment

To fulfill our social justice mission, the YWCA used VSHSL funding to address racial disparities in housing and employment by:

- Prioritizing BIPOC unhoused job seekers
- Collaborating with partners, employers, and housing partners who prioritize racial equity and center BIPOC residents
- Developing racial equity workplans that delineate quantitative and qualitative goals
- Using our leverage to engage with employers who commit to hiring and supporting BIPOC job seekers

# Overcoming Barriers and Achieving Success

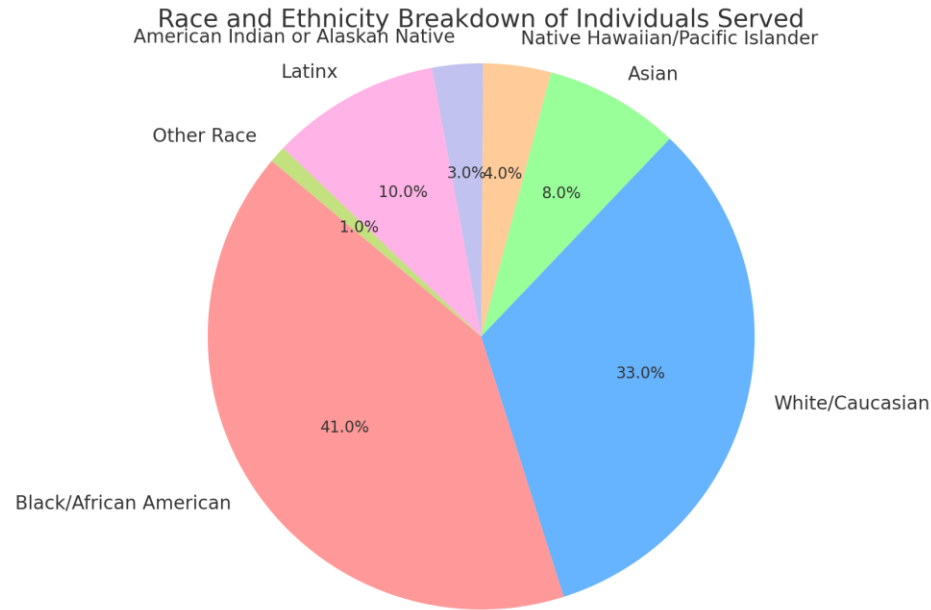
We used VSHSL funding to help job seekers overcome barriers and achieve lasting success in employment & housing.

We use a “combined arms” approach by strategically partnering with housing and homeless service providers and others.

Lisa’s journey and experience being served by VSHSL-funded YWCA career navigators is an example of our impact.



# Participants Served 2021-2023



- 117 obtained jobs (74%)
- Average wage = \$20.34/hour
- 87% Full time; 13% Part time
- Top industries: Leisure & Hospitality; Trade Transportation & Logistics; Education & Health Services & Professional & Business Services
- 65% obtained permanent housing



CLOSED BOARD SESSION:

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DRIVING BOARD ORGANIZATIONAL  
EXCELLENCE



# ADJOURN

*Thank you*

*The next Full Board Meeting is on June 6<sup>th</sup>, 2024.*