



SAN DIEGO
HOUSING
COMMISSION

“We’re About People”

San Diego Housing Commission SDHC Achievement Academy Workshop

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SDHC Achievement Academy

We're About People

- The SDHC Achievement Academy is a 9,600-square-foot state-of-the-art learning and resource center with a computer lab.
- Services provided in three core areas:
 - Employment placement and career improvement
 - Personal financial education and coaching
 - Access to income supports



SDHC Achievement Academy

Path to Success

- Path to Success, SDHC Moving to Work (MTW) program, became effective July 1, 2013.
- Modifies the method used to determine the monthly rent payment amounts for Section 8 Housing Choice Voucher (HCV) participants and public housing residents.
- Sets minimum monthly rent payment amounts for program participants who are identified as able to work (Work-Able).
- SDHC guides Work-Able families to become more financially self-reliant through enrollment at the SDHC Achievement Academy.
- Cross-training with HCV and Workforce and Economic Development (WED) staff.
- Focusing on community outreach.



SDHC Achievement Academy

Last Three Fiscal Years

	Fiscal Year 2014 July 1, 2013 – June 30, 2014 (Final)	Fiscal Year 2015 July 1, 2014 – June 30, 2015 (Final)	Fiscal Year 2016 July 1, 2015 – June 30, 2016 (Projected)
Receiving all services	1,179	1,667	2,000
Participants Placed	177	187	200
Average Hourly Wage	\$10.75	\$11.55	\$11.60
Increased Credit Score	23	79	100



SDHC Achievement Academy

Services Provided

- Work readiness workshops
- Access to on-site and off-site job skills training
- Financial education and counseling
- Family Self-Sufficiency (FSS) program
- Access to government benefits programs
- Weekly employer recruitments
- Computer training – free access to computers on-site
- Soft skills (communication, how to work with others, etc.)
- Specialized programs (Multigenerational and Single-parent)



*SDHC Achievement Academy
Participant meeting with SDHC Workforce
Readiness Specialist
7.16.15*



SDHC Achievement Academy

Participants: March 2015 – March 2016

Number of participants receiving specialized services: 1,333

Number of participants enrolled: 862

Number of participants currently employed: 437

Family Self-Sufficiency (FSS) Program

- 326 individuals are in FSS: 84 on traditional; 242 on new program

Participants' Demographics:

- 49.8% are between 35-54 years old
- 70.5% are female, 26.8% male

Highest level of schooling completed:

- 40.9% have some college or trade school
- 30% have a High School diploma
- 24.5% lack High School diploma or GED
- 49.8% are below the Federal poverty line



SDHC Achievement Academy

Providers of Services

Workforce Readiness Specialists: 6

Average caseload: 144

Six Specialties:

1. Internal communication
 2. Education
 3. Internal training programs
 4. Employer services
 5. External training providers
 6. Financial and grade-level reading literacy program
- Services provided and placements are tracked monthly



SDHC Achievement Academy

Current Programs

- HOUSING FIRST – SAN DIEGO, SDHC’s three-year Homelessness Action Plan
 - “Housing Our Heroes” Landlord Outreach Campaign of The 1,000 Homeless Veterans Initiative: Assist homeless Veterans with employment and financial education services
 - The Monarch School Project: Assist 25 homeless families with employment and financial education services
 - 25 SDHC-owned Housing Units dedicated to homeless families: Assist families with employment and financial education services



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Youth Programs Overview

- Focus on youth ages 16-24 years old and assisting with employment and education needs
 - Fiscal Year 2015: 177 youth were served
 - Fiscal Year 2016 projected: 235 youth served
- Provided workshops focusing on work readiness, financial education and guest speakers provided by partnering agencies
 - **Key Partnerships:** International Rescue Committee, SD Futures Foundation and Youth Build Partners provided paid internships to the youth that completed training and qualified





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Multigenerational Program

“Pressing Forward Together”

- Focus on families: parents and youth (ages 16-24) who receive HCV rental assistance from SDHC
- Two tracks for youth: Education or Employment
- Parents must enroll in FSS and seek employment
- Partner with Junior Achievement to provide one-day financial sessions to families
- Specialized training programs





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Multigenerational Program

“Pressing Forward Together” (continued)

- Access to educational opportunities
- Supportive services
- Two-generational training focus
- Weekly meeting for youth and monthly meeting for families
- Assessments
- Program started on April 13, 2016





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Single-Parent Families

“The Power of One”

- Single-parent households
- Must enroll in FSS
- Provide books and access to summer programming for children
- Partner with the Campaign for Grade-Level Reading partners and Downtown Library
- Partner with Junior Achievement to provide one-day financial sessions for families





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Single Parent Families

“The Power of One” (continued)

- Assistance with finding part-time employment (full-time, if desired)
- Training
- Childcare resources
- Transportation
- Assessments



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“The Power of One”

Focus on Grade-Level Reading and Literacy

- Partner with Campaign for Grade-Level Reading and Downtown Library
 - Establish the SDHC Achievement Academy as a summer reading program site
 - Downtown Library will provide free books to the SDHC Achievement Academy for all youth up to 18 years old
 - SDHC Achievement Academy will be authorized to sign up interested participants for library cards and distribute library cards
 - Downtown Library will supply free coupons (fast-food restaurants or the Padres) for youth that read 10 books during the summer
 - Youth will be allowed to volunteer at the library by reading to children during the summer for volunteer credits for school





SDHC Achievement Academy

On-site Employer Recruitments

Metro Career Center Region
South County Career Center/KRA
Mental Health Services
Partnerships with Industry
Child Careers
San Diego Zoo
Sea World Aquatica
Arc of San Diego
Two Men and a Truck
UCSD
Allied Barton
Security Administration
Good Will Industries
Target Store
Ace Parking
YMCA
Heritage Senior Care
SD Downtown Partnership

Rest Care
Accent Care
RHA
Securitas
Salvation Army
Labor Ready
Breaking Barriers San Diego
Valvoline
Urban Corps
Macys
SD Construction Laborer
Manpower
The Lawton Group
GMI- Integrated Facility Solutions
Velocity Solar
Union Apprenticeship Programs
Ironworkers
Glaziers & Floor Covers Local 1399
LEED Green Associate – IBEW Local 569



SDHC Achievement Academy Partnerships

- San Diego Community College District
- Second Chance
- Robert Half and Associates (Energy Savings Assistance Program)
- Credit Builders Alliance
- Job Corps
- San Diego Workforce Partnership
- Partnership With Industries
- Money Management International
- Social Security Administration
- Able Disable Advocacy
- Goodwill Industries
- San Diego Futures Foundation
- SANDAG
- International Rescue Committee
- Community Housing Works
- Housing Opportunity Collaborative
- Downtown library
- Jewish Family Services
- Chase Bank
- Campaign for Grade-Level Reading



SDHC Achievement Academy Near Future Programs

- Youth Programs, ages 16-24 years old
 - Adding a Pathways Academy, a charter school on-site to provide high school diplomas and GEDs for youth.
- Public housing program
 - Received Resident Opportunities and Self-Sufficiency (ROSS) funding from the U.S. Department of Housing and Urban Development to provide services to clients living in SDHC's public housing for three years.



SDHC Achievement Academy Future Programs

- Work closely with Housing Opportunity Collaborative to implement the Virtual Counseling Network in key partner agencies, as well as SDHC
- Continue to apply for local and national funding opportunities
- Expand specialized programs (veteran focus next)
- Continue to develop youth programs and services
 - Working on establishing a youth council for the SDHC Achievement Academy

