



SAN DIEGO
HOUSING
COMMISSION

We're About People

San Diego Housing Commission (SDHC)

SDHC Achievement Academy

Presentation to the SDHC Board of Commissioners

February 9, 2023

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SDHC Achievement Academy Rental Assistance Overview

Fiscal Year 2022:

- Section 8 Housing Choice Voucher (HCV) households: 19,687*
- SDHC's HCV waiting list: More than 130,000 families
- Average Annual Income (HCV Families): \$19,960
- 63% are seniors, have disabilities or are full-time students age 18-23
- 37% are Work-Able households
- 84.7% have extremely low income (less than 30 percent of San Diego's Area Median Income, or \$39,050/year for a family of four)

**Includes 1,521 households whose participation in the program concluded in FY 2022 and 47 short-term transitional vouchers.*



SDHC Achievement Academy Introduction

- Launched October 4, 2010
- Learning and resource center with a computer lab
- Located at SDHC's main offices in downtown San Diego
 - Workshops available virtually by video conference during COVID-19 pandemic
- Services provided in three core areas:
 - Employment placement and career improvement
 - Personal financial education and coaching
 - Access to income supports



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
- Soft skills
- Specialized programs (Multigenerational, Single Parent and Certified Nursing Assistant)



*Western Medical Training Center
Certified Nursing Assistant Course*



SDHC Achievement Academy Outcomes

	FY2017	FY2018	FY2019	FY2020	FY2021	FY2022
Core Services	1,346	1,343	1,197	1,579	1,277	1,316
Increase in earnings	287	377	414	295	200	259
Average Hourly Wage	\$12.36	\$13.19	\$13.76	\$14.58	\$16.81	\$18.86
Participants Placed	218	326	328	288	191	229
Participants Receiving Financial Coaching	438	369	347	549	503	572
Increased Credit Score	99	100	103	100	144	128



SDHC Achievement Academy

All Achievement Academy Services: March 2020 – January 2023

	March 2020	Jan 2023	
Avg. Wage	\$14.39	\$19.09	32.66%

- 2,457 participants received at least one core service
- 492 placed in a new job
- 568 increased their wages
- 87 Enrolled in a contextualized bridge education program
- 138 Enrolled in an occupational skills training program
- 6 Enrolled in a college degree program



SDHC Achievement Academy Employers

Top Employer	Count
Manpower	63
County of San Diego	59
Self-Employed	36
AccentCare	31
Sharp HealthCare	25
City of San Diego	23
Executive Event Services	21
Amazon	20
Scripps Health	17
Job Title/Position	Count
Caregiver	157
Intern	68
Cashier	64
Administrative Assistant	60
Security Staff	58
Driver	50
Housekeeping Staff	44
Food Service Worker	37
Certified Nursing Assistant	37
Customer Service Rep	35



SDHC Achievement Academy

Core Program: Family Self-Sufficiency (FSS)

- Two-year program
- Requires a Career Plan
- Must obtain a job working at least 32 hours per week and off assistance
- Able to earn up to \$10,000 in an interest-bearing escrow account
- Public housing residents are allowed to enroll in the FSS program
 - Increase in income will go into account, rather than toward rent.
 - Financial benchmarks (Example: Receiving your GED, Employment, and Job Retention)
 - SDHC Achievement Academy receives \$598,353 a year from the U.S. Department of Housing and Urban Development to provide case management services.



SDHC Achievement Academy FSS Outcomes

Calendar Year 2019 – Calendar Year 2022

- 696 FSS program participants (229 current enrollments)
- 126 FSS graduates
- \$840,447 Escrow amount disbursed to FSS graduates
- \$1,154,355 Current FSS escrow balance earned



SDHC Achievement Academy

Bridges to Career Opportunities

- Funding:
 - Local Initiatives Support Corporation
 - Citibank
- Customer service training for hospitality
- Certification for Certified Nursing Assistants and EKG
- Provides:
 - Soft skills
 - Financial education
 - Access to free training through a training provider
 - Coaching through program and employment

Bridges to Career Opportunities	Total
Total Program Enrollment	233
Increase in Income	86
Placed in Job	84
Average Wage	\$15.74
Increased Credit	95

Fiscal Year	Completed Contextualized Bridge Program
2019	23
2020	113
2021	29
2022	13
2023	2
Grand Total	180



SDHC Achievement Academy

Bridges to Career Opportunities - Hospitality

Hospitality Programs		
Fiscal Year	Workshops & Recruitments	Attendees
2019	18	248
2020	5	35
2021	8	55
2022	13	89
2023	6	40
Grand Total	50	467

Hospitality Placements			
Fiscal Year	Placements	Average of Hourly Wage (\$)	% Wage Increase
2019	58	\$13.44	
2020	54	\$14.20	5.65%
2021	32	\$15.65	10.21%
2022	44	\$17.21	9.97%
2023	8	\$17.31	0.61%
Grand Total	196	\$15.01	6.60%



SDHC Achievement Academy Hospitality Partners

Hospitality Partners

Allied Barton	Manpower
Allied Universal	Marriott
Allstate Security Services	Motel 6
Aramark	Popeyes
BJ's Restaurant	Pro Staffing
Business Training Works	Ranch Events
Carté Hotel San Diego- Hilton	Red Lobster
Chula Vista Elite Athlete Training Center	Sahara Theater
Cold Stone Creamery	San Diego Convention Center
Del Mar Fairgrounds	San Diego Zoo
Elite Security Services	SeaWorld San Diego
Executive Event Services	Securitas Security Services USA
Gardaworld	Sedona Staffing
Haagen Dazs	Sodexo
Hilton	Solamar Hotel
Hometown Buffet	Spirit Airlines
Hyatt Hotels	Starbucks
Insta Work Center	Sycuan Casino Resort
InterContinental San Diego	Tajima Ramen
JJ Islands Grinds Sushi Bar	Transportation Security Administration
Joe's Crab Shack	Wall Security
Lolita's Mexican Restaurant	Westgate Hotel



SDHC Achievement Academy Digital Media Program

- Partnership with LISC and Continuing Education
- Commenced in 2022
 - 3 cohorts offered since inception
 - 15 participants enrolled
 - 10 of 15 completed paid internship as part of the program with Mixte Communications
 - 9 of 15 obtained Vector/Visual Design Certificate
 - 2 of 9 volunteer at San Diego Central Library, teaching coding and computer literacy.
 - 3 participants will start in the upcoming spring semester
 - 3 participants declined to continue the program.



SDHC Achievement Academy Personal Training Program

- Developed in 2022
- Lionel University online certification: 3 – 5 months
 - 27 clients enrolled
 - 9 of 27 have completed the training
 - 4 hired in the field (YMCA, self-employed as personal trainer)
 - 1 promoted due to certificate
 - 18 are in progress



SDHC Achievement Academy

Thomas and Karolina's Story



Questions & Comments

