

**UPDATED GUIDANCE FOR
COMPLETING YEAR 2 WORK PLANS**

Agenda

- Work Plan Overview
- Program Goals
- Work Plan Content
- Work Plan Format/Due Date
- Questions



Jobs Plus Sites Are Not Uniform

| Grantee | Development | Work-able Residents | Percent Employed | Percent Unemployed |
|-----------|---------------------------|---------------------|------------------|--------------------|
| Boston | Charlestown | 1,016 | 49% | 51% |
| Charlotte | Southside Homes | 331 | 21% | 79% |
| Chicago | Altgeld Gardens | 1,352 | 44% | 56% |
| Cuyahoga | Outhwaite and Carver Park | 1,584 | 21% | 79% |
| Houston | Cuney Homes | 423 | 39% | 61% |
| Memphis | Foote Homes | 406 | 22% | 78% |
| Roanoke | Lansdowne Park | 288 | 32% | 68% |
| St. Louis | Clinton-Peabody | 240 | 47% | 53% |
| Syracuse | James Geddes | 448 | 25% | 75% |

Overview

- Jobs Plus team has done advanced thinking on how to improve program outcomes
 - Create baseline goals across sites
 - Assist larger sites in achieving attainable results
 - Seeking consistency across the program sites
 - Aid in the sharing of materials
 - Create common format to improve any transition between grant managers



Program Goals

Overall Goal

Each site is expected to support a culture of work that leads to sustainable career ladder employment at a living wage for all work-able eligible residents.

Outreach and Saturation

Each site is expected to reach 100% of work-able adults in the development to inform them about the Jobs Plus program and encourage them to participate.



Numeric Goals

- Identify incremental goals to achieve the overall four year program goal
- All targets should be expressed cumulatively since program inception
 - Target for end of Year 1
 - Target for end of Year 2
 - Target for end of Year 3
 - Target for end of Year 4

Example: (Year 1 + Year 2 + anticipated Year 3 = Year 3)



Goal 1: Number of Individuals Enrolled in JPEID

**Minimum goal required by HUD by
end of Year 4**

80% of the lower of: (a) the number of work-
able adults in the development; or (b) 600



Goal 2: Number of Individuals Assessed

**Minimum goal required by HUD by
end of Year 4**

65% of the lower of: (a) the number of work-
able adults in the development; or (b) 600



Goal 3: Number of Individuals Provided with one or more Post- Assessment Services

**Minimum goal required by HUD by
end of Year 4**

60% of the lower of: (a) the number of work-
able adults in the development; or (b) 600



Goal 4: Employment rate of work-able adults

Minimum goal required by HUD by end of Year 4

110% of baseline employment rate
(example: baseline is
200 110% of 200 is 220)



Goal 5: Average yearly earnings of work-able adults

Minimum goal required by HUD by end of Year 4 115% of baseline average earnings example: baseline is \$8,000 115% of \$8,000 is \$9,200



Goal 6: Share of assessed residents
continuously employed for at least
180 days

**Minimum goal required by HUD by
end of Year 4
25% of residents**



Work Plan Content

- Vision
- Program Goals
- Administrative
- Technical Assistance/Training
- Partnerships
- Local Accountability Structure
- Outreach and Resident Engagement
- Community Support for Work
- Enrollment in Jobs Plus
- Resident Employment and Income
- Educational and Other Resident Services
- Data Collection
- Budget



Technical Assistance/Training

HUD encourages sites to dedicate 4 to 5 percent of their budget to procure the services technical assistance providers / trainers

- Initial staff training, including community coaches
- Ongoing training/professional development
- Implementation coaching to help overcome challenges in program implementation and continually improve program outcomes (see practice note below).



Auto Enrollment in Jobs Plus (optional)

HUD is now offering sites the option of automatically enrolling ALL residents in the JPEID

Advantage- removes a barrier to resident participation; encourages residents to take advantage of a new benefit they already have

Potential Disadvantage- may have a significant impact on the budget



Resources to complete Work Plan

- Previous Work Plan
- Jobs Plus Data Dictionary (defined terms have been bolded and underlined throughout the document)
- Jobs Plus Monitoring Measures
- St. Louis Sample Work Plan (*required format*)



St. Louis Format

| <p>Grant Area/Goal: Resident Engagement – Create a resident-engaged program that includes, but is not limited to, staff training and accountability, defined roles and responsibilities for both Jobs Plus coaches and case managers, create a culture of work and marketing incentives, and other innovative methods of engagement.</p> | | | |
|---|--|-----------|--|
| Strategy | Plan | Resources | Timeline |
| 1. Provide well-trained staff with clearly identified roles and responsibilities to implement the Jobs Plus program. | A. Procure service provider to implement the Jobs Plus Program in accordance with the Job Plus application and grant agreement. | SLHA | Complete |
| | B. Execute contract for services that contain metric and benchmarks to hold the contractor accountable for program implementation. | SLHA | Contract drafted; execution scheduled for August 2015. |



When is the Work Plan Due?

- The initial work plan is due on June 30, 2016
- Subsequent annual work plans (years 3 and 4) should be submitted no later than June 30 of each year



Questions?

