



Project Proposal

Project	Journey2Jobs (J2J)	Project Development Team
Project Period	January 2022-June 2023	William Westmoreland- Sponsor Lee Childs—Staff Lead Mike Reid – City of Olympia Amy Buckler – City of Olympia Jason Robertson—Thurston Strong Ingrid Schonfield - Consultant
Period of Performance	January 2021 – January 2023-	
Funding Available	City of Olympia \$650,000	

Overview

Journey2Jobs (J2J) is a project with the City of Olympia supporting individuals who are experience homelessness with workforce development services. This program is designed to assist individuals currently housed in temporary shelter/transitional housing gain employment and a level of self-sufficiency that will enable them to move to more stable, possibly permanent housing. This movement then allows other unhoused individuals to move in to the temporary shelter/housing, and begin their transition to permanent housing.

PacMtn and select subcontractors (Catholic Community Services (CCS), Community Youth Services (CYS) and Low-Income Housing Institute (LIHI)), all of which are experienced in providing services in the transitional housing units and mitigation sites will implement a work program for Olympia's unhoused residents. The goal will enable unhoused residents an opportunity to give back to their community while building skills and confidence and contribute to the mitigation and tiny-home site maintenance.

PacMtn Contractors will embed workforce specialists (transition assistants) and tools into their programs and services. The specialists will work with participants to assess their unique interests, needs, and barriers to implement a plan that helps each person identify their own journey to a job. Support services will be used to eliminate barriers to employment, provide job preparation workshops (Uplift-type programming), and the ability to link participants to the larger Job Champion Network of Thurston County. There will be opportunities for participants to gain self-efficacy and valuable work experience through use a WEX (Work Experience) position, On-The-Job training, training for peer counselors, and/or other cohort-type job skills training.

J2J builds from the City's **One Community Plan**, responding to homelessness. It is designed to inspire hope, offer real opportunities for employment and skill gains, engender community support by demonstrating commitment by unhoused neighbors to assume additional responsibility for their environment and give back to the community. To ensure engagement and "buy-in" from the unhoused community residents, early engagement of these community members will help shape program elements and facilitate ownership of some of the J2J initiative.

Planning and implementation of Journey2Jobs includes these considerations:

- Creating self-sufficiency for homeless individuals
- Serving approximately 40 individuals experiencing homelessness with an array of services to prepare them to work and actually pay for them to work
- Funding amount awarded (\$650,000) with significant pass-through of funding to subcontractors who will provide services and pay wages and stipends.
- Potential for resident participants to contribute to the management of their own community

- Investigation of a possible micro-enterprise that can provide some income to the participating residents and engage their creative and/or intellectual minds (see Piece by Piece project in Los Angeles - [Piece by Piece - Los Angeles](#))
- Project coordination contract to be built into the budget
- Roles:
 - PacMtn: fiscal agent, program oversight and management, RFP execution, and RFP awardee selection (possible consideration of sole source)
 - Contractors align employment supports to individuals who are temporarily housed in the Plum Street Village and Catholic Community Services Homeless Mitigation site, CYS Rosie's Place and receiving services.
 - City of Olympia: provide funding, and serve on steering committee to ensure alignment and leverage of One Community Plan
 - Unhoused Neighbors: help design and carry out a successful J2J program
 - Thurston Strong: public engagement, consolidated community reporting

Project Design

- PacMtn will hire a program coordinator to oversee the following activities.
 - a. In partnership with Catholic Community Services (Mitigation Site) and Low Income Housing Institute (Plum Street Village), PacMtn will provide employment related services, activities, and workshops designed to assist people who are unhoused and seeking employment opportunities to move toward self-sufficiency. Additionally, PacMtn will engage participants using self-assessments and interviews to determine individual interests, goals, needs, and plans toward this end.
 - b. PacMtn will use a peer cohort model to build relationships, engage participation, gather ideas and input from the communities in the partnership, and provide employment opportunities within the communities for peers.
 - c. Engage up to 30% of the City's unhoused residents of the temporary housing sites in work to stabilize their communities via meaningful work.
 - d. Plan and implement a micro-enterprise project that will provide the participants with a creative outlet, a place to create, produce, and sell their wares.
 - e. PacMtn will provide a direct referral process to interested participants to enroll into other appropriate WIOA employment services and support service dollars.

PacMtn Proposed Staff Complement

- 1 FTE contracted Program Service Coordinator
- .25 FTE Senior Program Manager
- .1 FTE Senior Associate Director (\$)

Sustainability and the Future

Parties recognize these as one-time funds, but are interested in development of models that could be tested with financial support from additional HUD, US Dept. of Labor, WA Dept. or US Commerce, or national Earmark grants.

Proposed Contract Scope

Journey2Jobs Scope of work

Overview

In March of 2019, the City of Olympia launched the One Community project, a yearlong planning effort aimed at finding community agreement around how best to respond to the homeless crisis. At the time, homelessness in Olympia appeared to be growing dramatically. Concerns grew about the safety of individuals, the impacts on the community and the environment.

In the summer of 2018, the City Council declared a public health emergency. Several emergency actions were taken, including opening a tiny house village and a safe camping site known as the Downtown mitigation site, helping fund an expansion at the local youth shelter and incentivizing faith community partners to host temporary emergency housing. At the same time, the City Council recognized a more planned and coordinated long-term response would be necessary in order to have a lasting and sustainable impact.

Below are six key findings that shaped the Community Work Group's understanding of the issue of homelessness based on what they heard and learned throughout the process and their own knowledge and experience:

- Homelessness is a national and regional issue that is felt most acutely at the local level
- The homeless population is not homogenous
- Causes of homelessness are varied
- Housing affordability is a key factor in homelessness
- For many the root cause of homelessness can be traced to earlier adverse experiences
- Housing stability is key to recovery

The **Journey2Jobs** (J2J) project builds upon the City's One Community Plan response to homelessness. It is designed to inspire hope, offer real opportunities for employment and skill gains, engender community support by demonstrating commitment by unhoused neighbors to assume additional responsibility for their environment, and give back to the community. To ensure engagement and "buy-in" from the unhoused community residents, early engagement of these community members will help shape program elements and facilitate ownership of some of the J2J initiative.

Planning and implementation of Journey2Jobs includes these considerations:

- Creating self-sufficiency for homeless individuals
- Serving approximately 40 individuals experiencing homelessness with an array of services to prepare them to work and actually pay for them to work
- Funding amount awarded (\$650,000) with significant pass-through of funding to subcontractors who will pay wages and stipends, and provide services as needed
- Potential for resident participants to contribute to the management of their own community
- Investigation of a possible micro-enterprise that can provide some income to the participating residents and engage their creative and/or intellectual minds (see Piece by Piece project in Los Angeles - [Piece by Piece - Los Angeles](#))

- Project coordination contract to be built into the budget

Project Design

This program is designed to assist individuals currently housed in temporary shelters or transitional housing to gain employment experience and a level of self-sufficiency that will enable them to move to more stable, possibly permanent housing. This allows other unhoused individuals to move in to these transitional sites, and to continue their journey to stable housing.

PacMtn will subcontract with Catholic Community Services (CCS), Community Youth Services (CYS) and Low-Income Housing Institute (LIHI), all of which are experienced at providing services in the transitional housing units and mitigation sites. The goal is to provide residents an opportunity to give back to their community while building skills and confidence, and contribute to the mitigation site and Plum Street Village maintenance.

PacMtn will embed a Program Service Coordinator to supplement the contractor's programs and services. These specialists will work with participants to assess their unique interests, needs, and barriers to develop an individual plan that will help participants identify their own journey to employment. Leveraging support services for barrier mitigation and workshops like PacMtn's Uplift will help participants find success with their employment plans. Additionally, there will be opportunities for participants to gain self-efficacy and valuable work experience through the use of Work Experience (WEX) positions, On-The-Job trainings, peer counselor trainings, and/or other cohort-type job skills trainings.

PacMtn will provide a fulltime project manager to oversee the following activities:

- In partnership with Catholic Community Services (Mitigation Site) and Low-Income Housing Institute (Plum Street Village), PacMtn will provide employment related services, activities, and workshops designed to assist people who are unhoused and seeking employment opportunities to move toward self-sufficiency. Additionally, PacMtn will engage participants using self-assessments and interviews to determine individual interests, goals, needs, and plans toward this end.
- PacMtn will use a peer cohort model to build relationships, engage participation, gather ideas and input from the communities in the partnership, and provide employment opportunities within the communities for peers.
- Engage the City's unhoused residents of the temporary housing sites in work to stabilize their communities via meaningful work.
- Plan and implement a micro-enterprise project that will provide the participants with a creative outlet, a place to create, produce, and sell their wares.
- PacMtn will provide a direct referral process to interested participants to enroll into other appropriate WIOA (Workforce Innovation and Opportunity Act) employment and support services.

Support Team

The staff complement for the project:

- (1) FTE Service Delivery Coordinator (Program Service Coordinator)
- (.25) Senior Program Manager (Program Oversight)
- (.1) FTE Senior Associate Director (Program Oversight)
- (3) Contractor embedded *Journey to Job* transition assistants (Transitional Jobs)

Project Budget

Budget Summary

18-month PacMtn Staff Program Oversight	COMPENSATION	\$43,481
	FRINGE BENEFITS	\$17,067
	TRAVEL	\$972
	SUPPLIES	\$900
	COMMUNICATIONS	\$330
Program Coordinator	SUBCONTRACT	\$100,000
TOTAL DIRECT COSTS		\$162,750
For 43 Participants	Supportive Services	\$90,300
16/6 weeks/ 35 Hrs/ 40 Participants	WBL/WEX	\$150,417
3 Participants for 1 year at 20 per hour	Transitional Jobs	\$160,993
	(3) Partner Admin	\$41,785
Training for 43 participants	TRAINING	\$17,500
PASS THROUGH COSTS (Costs to participants/organizations with no admin or indirect mark up)		\$460,995
PROPOSED INDIRECT (On PacMtn Compensation and Fringe)		
	30.00%	\$18,164
ADMIN (on all costs, e.g., operating & indirect, not including Pass Through)		
	10.00%	\$8,091
Total		\$650,000