



# Monthly Members Meeting

June 27th, 2023

A large, irregular orange watercolor splash is centered on a white background. The splash has a textured, painterly appearance with darker orange and brown tones at its edges, creating a soft, organic shape. The word "Welcome!" is written in a clean, white, sans-serif font, centered within the orange splash.

Welcome!

# Agenda

**Welcome & Introductions**

**Domestic Violence & Gender-Based Violence Training**, HUD Cloudburst Group

**HUD NOFO**, Martha Are

**First Step Staffing**, Jasmine Lewis

**Career Source**, Maura King

**Announcements**

# Domestic Violence Training for Homeless/Housing Providers: From Dynamics to Response Strategies



# Intersection of GBV and Housing Insecurity



# Learning Objectives


- Understand the dynamics of gender-based violence and trauma-informed response strategies;
- Learn about the resources and how to partner with community victim service providers;
- Utilize the Housing First framework to respond to GBV in your housing programs;
- Identify the unique barriers survivors face to accessing and maintaining housing;
- Understand the range of VAWA housing protections that exist, who is covered under VAWA, and how to advocate for survivors' housing rights; and
- Know the local and federal resources that exist for understanding and advocating for VAWA protections.





HUD NOFO  
& CFCH

# What's the NOFO?

	
	<b>Announces the process by which HUD will make annual funding available to homeless service agencies across the country</b>
	<b>Only “Lead Agencies” can complete the “submission” to HUD</b>
	<b>Lead Agencies must also conduct a local application process</b>
	<b>Local applications are for agency projects, not for individuals seeking assistance</b>

# Parts of the Federal Submission

## Collaborative Application

- How well is the homeless response system working
  - System Performance Measures
  - Formal partnerships (MOUs, etc)
  - Race Equity
  - LGBTQ inclusion
  - Lived Experience voice
  - De-criminalization
  - Participation by members
  - Coordinated Entry
  - HMIS coverage
  - Local application process
  - Other

## • Local Project Applications

- Two Tiers
  - First Tier awarded for those that meet threshold
  - Second Tier/Bonus for those that score more competitively
- HUD can always pick a project it likes to fund, or not fund a project it doesn't like
- Half of each project's score is based on the score of the collaborative applicant
- HSN will notify current partners that need to submit a renewal application

# Categories of Homelessness

1) Literally  
Homeless

Chronic  
Homelessness

2) Imminent Risk  
of Homelessness

3) Homeless Under  
Other Federal  
Statutes

4) Fleeing/  
Attempting to Flee  
Domestic Violence  
(Includes Human  
Trafficking)

# Which Definitions can HUD CoC Projects Serve?



## Category One

- Literally Homeless
  - Including Persons experiencing Chronic Homelessness

## Category Four

- Persons/Families fleeing Domestic Violence or Human Trafficking

# What New Projects Are Likely Eligible

Permanent Supportive  
Housing for Persons  
Experiencing Chronic  
Homelessness

Rapid Rehousing for  
families, youth, victims of  
domestic violence/human  
trafficking

Joint Transitional  
Housing/Rapid Rehousing



# Willing to Help?

Volunteers needed to read and score applications

- *Most likely in late July / early August*

***Email: [application@hsncfl.org](mailto:application@hsncfl.org)***



STAFFING FOR BUSINESS. WORKING FOR GOOD.

# An Income Solution to Homelessness

Jasmine Lewis

Community Engagement Manager



# first step STAFFING

STAFFING FOR BUSINESS. WORKING FOR GOOD.



- Our Mission
- Homelessness in America
- Our Heroes
- Barriers to Employment
- Our Services
- Collaboration is Key
- Our Clients
- First Step Orlando
- Beyond a Paycheck

## Agenda



# Our Mission



An Income Solution to Homelessness

First Step Staffing believes a job is much more than a paycheck. For people facing barriers to employment, it can mean dignity, opportunity, and hope. We're a nonprofit staffing agency that cultivates a world of untapped talent to provide an always-ready and reliable workforce for our local business partners. From industry-specific experience to personal coaching to worksite transportation, First Step is designed to make a difference, ensuring successful staffing and meaningful employment in the communities we serve.

2023


# Homelessness in America

- 540,000 + people are experiencing homelessness right now.
- Formerly incarcerated people are unemployed at a rate of over 27%.
- Unemployment rates among people experiencing homelessness range from 57% to over 90%.



People  
experiencing  
homelessness  
want to work.



A man in a dark hoodie is operating a red forklift in a warehouse. He is looking upwards and to the right. The background shows industrial shelving and other workers. A semi-transparent dark box contains the quote text.

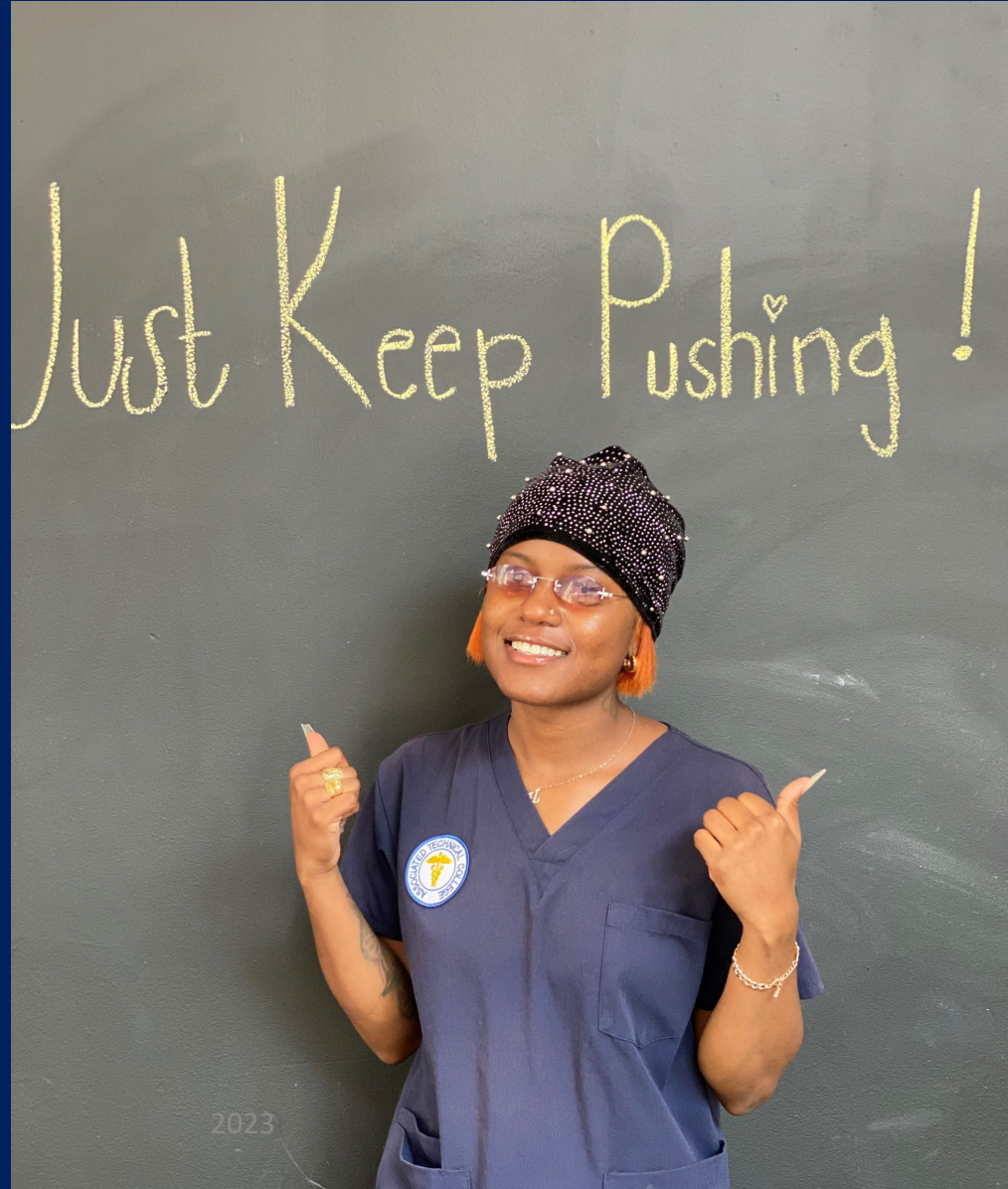
“No work is insignificant.  
All labor that uplifts  
humanity has dignity and  
importance and should be  
undertaken with  
painstaking excellence.”

**Martin Luther King Jr.**



## Brayaira

- Became homeless on Skid Row after moving to Los Angeles from Maryland.
- Lost everything after being robbed by friends.
- FSS said “yes” when others told her “no.”





# Our Heroes



An Income Solution to Homelessness

## Isiah

- Had no support from friends or family.
- No self-worth and depressed as a result of not having work.
- Came to FSS when no other organization would give him a chance.

# Barriers to Employment

All First Step clients have barriers to employment, including those who are homeless or have experienced homelessness, veterans, and men and women formerly incarcerated.

- Low Income
- Low educational attainment levels
- Limited or no past work experience or marketable job skills
- Chronic health problem or disability
- Criminal background
- Lack of access to transportation, childcare, or elder care

I don't have an address, what should I put on the application?

What if they ask about my education?

If I check this box, I will never get a job.

This job seems great, but the bus doesn't go that far.

I can't read this application, but I need to work.

*“Everyone in our community should have a fair shot at life.”*

**Puts individual barriers aside.**

**Removes employer risk.**

**Provides immediate access to earned income.**



## Rapid Employment

*First Step welcomes anyone who wants to work regardless of their background or the barriers they face. First Step serves as the “employer of record” assuming much of the risk for customers companies. In addition, First Step provides health insurance for clients, further reducing the cost for companies.*

## Transportation

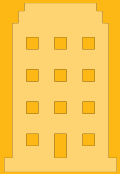
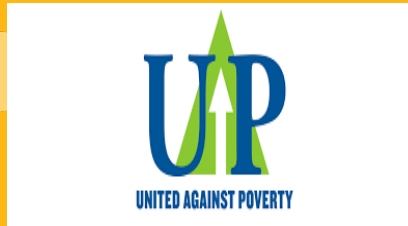
*Reliable transportation is often a major barrier to employment. First Step has tapped into the federally-funded Enterprise Ride Share program to enlist a fleet of vans that helps transport clients to and from job sites every day. Removing this barrier significantly increases our clients’ chances for job success.*

## Second Step

*Based on an ‘earn and learn’ model, Second Step allows our clients to continue to work while obtaining entry-level, hard skills training.*

*Paired with individualized support, and professional guidance, clients can secure well-paid employment in fields like construction and trucking*

# Collaboration is Key



First Step is successful when it is part of a robust continuum of care. Therefore, we look for partnerships with nonprofit and government agencies to provide the pipeline of work-ready people for employment and the additional support services (housing, food, clothing, childcare, etc.) they need.

First Step and their partners work together to ensure that each client's needs are met and that they are smoothly moving through the process.

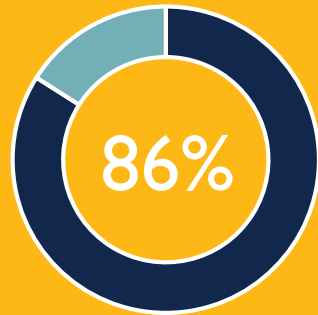
**first step**

*In addition to rapid employment, First Step provides its clients with one-on-one coaching and transportation services.*

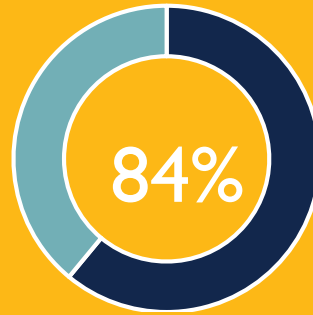
# Our Clients



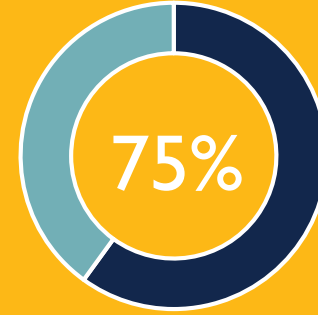
Low Income



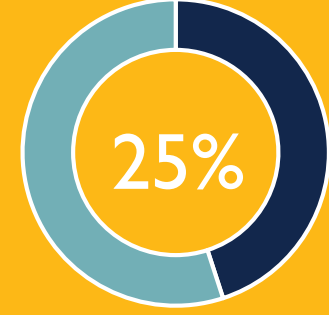
People of Color



I or more  
Dependents



Homeless



Returning Citizens

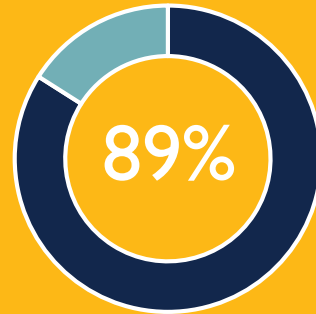
***"My favorite part about working with First Step Staffing has been the diverse experience I gained from the different jobs I was assigned. I am looking forward to continued job growth and stability."***

***- Jodie, FSS Client***

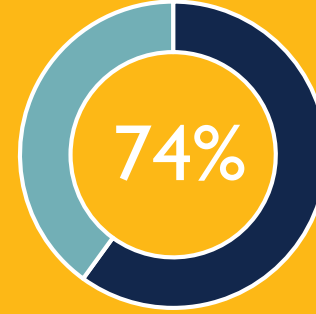




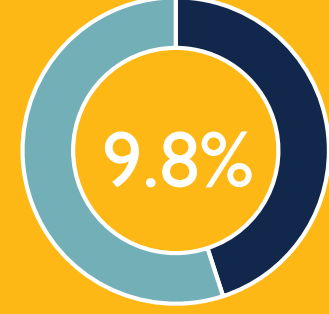
Low Income



People of Color



Homeless



Returning Citizens

***"I'm positive, I'm grateful, I'm thoughtful, I'm ambitious, I'm loving.  
I now have peace, I have a future, and I have goals. I want  
everyone to have what I possess, and I have this because of First  
Step."***

**- LaToya, FSS Client**

2022



147

EMPLOYED

208

HOMELESS



1763

RIDES TO AND  
FROM WORK



\$1.7M

WAGES PAID



# First Step Orlando

## Calvin

Orlando Mayor Buddy Dyer joined workers cleaning up litter and Calvin Thomas, a formerly homeless city employee who used First Step Staffing to help him find his job.

“I knew I needed a job that pays weekly or biweekly, and I heard about First Step,” Thomas said. “It was amazing because it seemed like they really cared.”

Since 2021, the City of Orlando has teamed up with First Step to use employment to put people on a path out of poverty and homelessness.

## Calvin

[Calvin's Story was featured on  
Mayor Buddy Dyer's Twitter](#)

[Mayor Buddy Dyer's Orlando  
State of the City](#)



# Beyond a Paycheck



- Confidence
- Belief
- Strong will

- Empowerment
- Direction
- Independence

- Hope
- Independence
- Confidence





# first step STAFFING

STAFFING FOR BUSINESS. WORKING FOR GOOD.

# Thank you

**Jasmine Lewis**

**[Jasmine@firststepstaffing.com](mailto:Jasmine@firststepstaffing.com)**

**[www.firststepstaffing.com](http://www.firststepstaffing.com)**

An Income Solution to Homelessness

2023



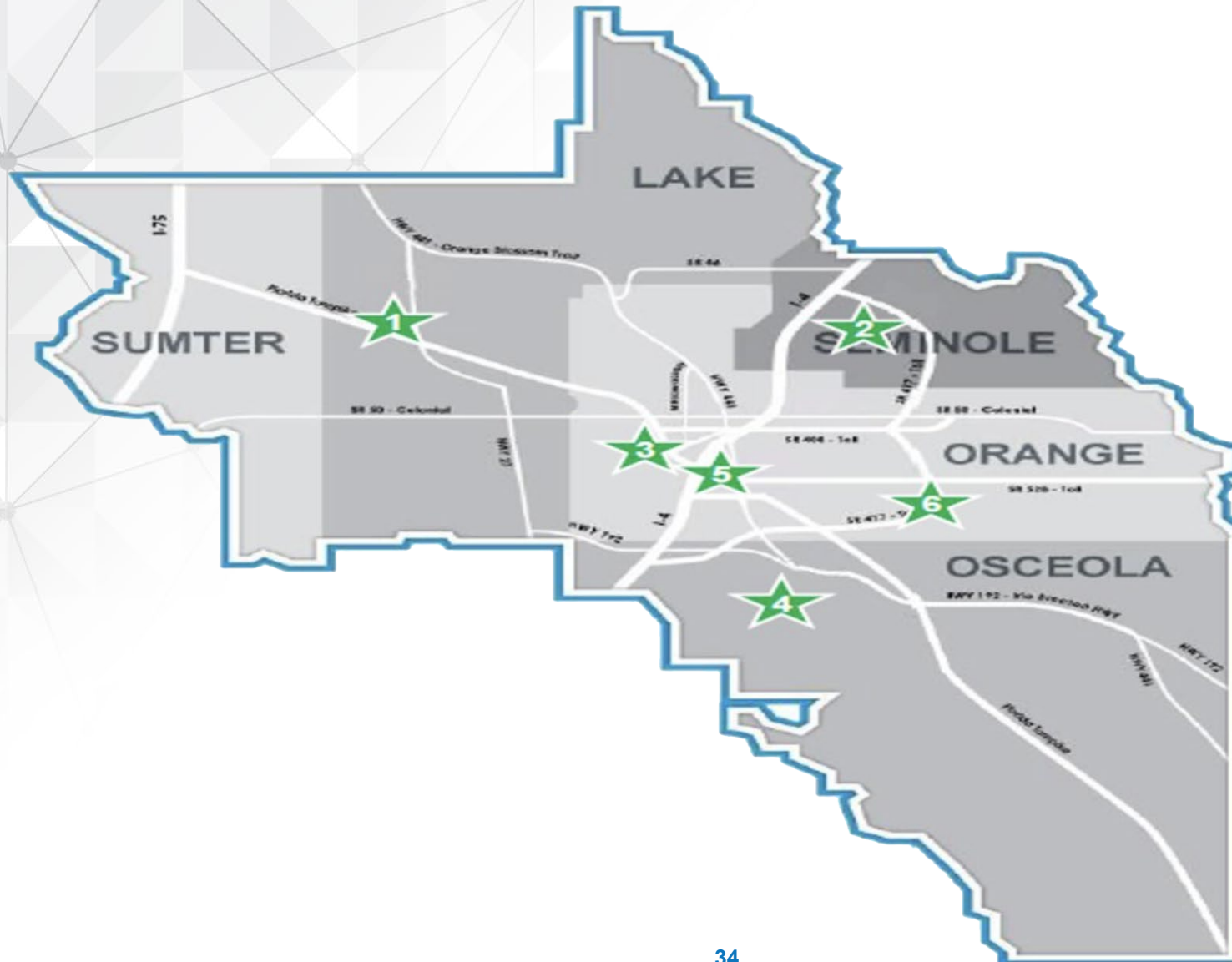




***Central Florida Commission on  
Homelessness (CFCH)***  
*CareerSource Central Florida*



# CareerSource Central Florida – Focused on Excellence



# Serving Our Veterans & Their Families



**CSCF is dedicated to serving our region's veterans and their spouses with priority access to our services**

**CSCF has dedicated staff who work directly with all veterans, from active-duty service members to those returning to the area after their services, to those who have already separated from military service under honorable conditions**

**Coordinate services with other veteran-serving organizations**



# Who we serve

## Niche Markets



### CAREER SEEKERS

35 YEARS OLD OR YOUNGER

H.S. DIPLOMA OR SOME COLLEGE

EARN LESS THAN \$15 /HR.

HOUSEHOLD INCOME OF \$35k OR LESS



### BUSINESSES

SMALL & MID-SIZED BUSINESSES

REPRESENTED IN 5 COUNTIES



# High level concepts for

**ATTRACTING & RETAINING  
EMPLOYEES**

# in a challenging workforce climate



# FACTORS IMPACTING TALENT ENGAGEMENT



Inflation (CPI)  
South Region

Average Percent Change  
Oct 2021 vs. Oct 2022

**22.7%**



Inflation (CPI)  
South Region

October 2022

**8.1**



Central Florida MSA  
Median Rent Price

October 2022

**\$1.4K**

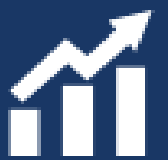
2-Bedroom



Central Florida  
Median Rent Price

Average Percent Change  
Oct 2021 vs. Oct 2022

**7.1%**



Florida  
Avg. Annual Cost

Child Care  
**\$9,238**



Central Florida MSA  
Avg. Cost Single  
Family Homes

Oct 2022

**\$381K**



Central Florida MSA  
Avg. Cost Single  
Family Homes

Average Percent Change  
Oct 2021 vs. Oct 2022

**15.6%**

**Sources:** U.S. Bureau of Labor Statistics – Nov'22 JOLT Report  
Rentdata.org & Zillow - Osceola County, FL is part of the Orlando-Kissimmee-Sanford, FL MSA, which consists of the following counties: Lake County, FL; Orange County, FL;  
Osceola County, FL; and Seminole County, FL. All information here applies to the entirety of the Orlando-Kissimmee-Sanford, FL MSA  
Economic Policy Institute, State of Working America Data Library, "Cost of Child Care in Florida," 2022



# Who we serve

## High-Growth Industries





# Our Services

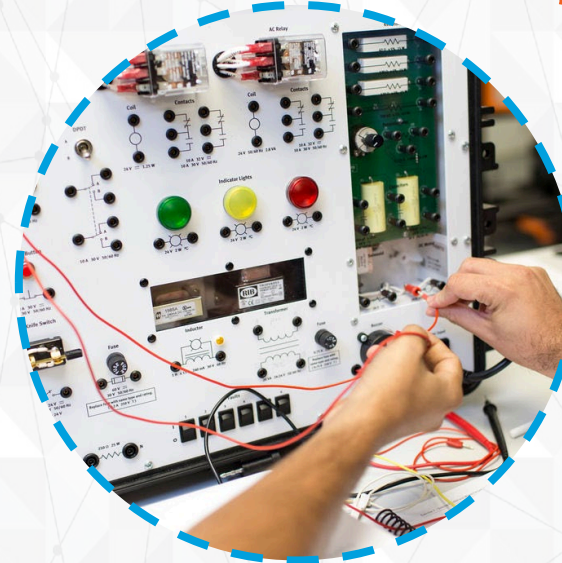
Career Seekers

## CAREER COACHING

- Career Discovery Assessments
- Resume Building Workshops
- Employment Services
- Interview Skills Workshops

## TRAINING & UPSKILLING

- On-the-Job Training
- Training Programs & Scholarships
- Soft Skills Training



# A Focus on Business: Talent Solutions



- **Workforce Development**
- **Internships**
- **On The Job Training**
- **Avoiding Layoffs**
- **Labor Market Insights**

# RETAINING EMPLOYEES IS KEY



**Focus on Work/Life Balance**

**Professional Development Opportunities**

**Reward and Recognition**

**Compensation isn't everything!**



# FUTURE STATE OF WORKFORCE-

## *WHAT MATTERS TO CANDIDATES?*

### **Compensation & Experience**

Remember that compensation isn't everything. It is important, though. Candidates often cite remuneration as the main factor when deciding to apply.

### **Career Progression**

Create a career progression map for new and current employees that shows how they can advance within your organization while in the interview process.

### **Ownership & Control**

Create a culture that allows for flexibility and personal accountability for the work being performed. Hybrid and Flex schedules can help bolster retention and loyalty.

### **Value & Contribution**

Develop a policy and culture of recognition and reward for important achievements within your company. Ensure that team members are appreciated and seen.

### **Apprenticeships and Internships**

These tools are extremely powerful for attracting and retaining new employees. Many state and federal programs are available to offset these costs.

# RESOURCES & CONTACT INFORMATION

- CareerSource Central Florida  
[www.careersourcecentralflorida.com](http://www.careersourcecentralflorida.com)
- EmployFlorida [www.employflorida.com](http://www.employflorida.com)
- O\*Net [www.onetonline.org](http://www.onetonline.org) (provides extensive labor market information for employers and job seekers)

Maura King

Director of Community Initiatives

Cell: 321-247-2840

[Mking@CareerSourceCF.com](mailto:Mking@CareerSourceCF.com)







Announcements!

Florida Coalition to End Homelessness (FCEH) invites you to FOCUS on ending homelessness in the State of Florida by finding original, creative, unique solutions during this year's conference.

This conference places an emphasis on networking and finding solutions; helping over 400 attendees annually develop long-term relationships with their peers to support efforts to serve Florida's most vulnerable residents.

REGISTER HERE: <https://website.eventpower.com/23FCEH-ANNUAL/Register>

FLORIDA COALITION TO END HOMELESSNESS INVITES YOU TO


# FOCUS

on ending homelessness



20TH ANNUAL FCEH CONFERENCE ON HOMELESSNESS  
OCTOBER 4-6TH, 2023 | ORLANDO FL

# FREE NUTRITION CLASSES



**Free Nutrition Classes**

**SNAP-Ed Nutrition Education**

Second Harvest Food Bank of Central Florida is now offering SNAP-Ed Nutrition Education classes at partner organizations that serve clients receiving SNAP benefits or those eligible for SNAP benefits. Nutrition education can help SNAP-eligible Florida residents to incorporate more nutritious foods into their diet, adopt an active lifestyle, prevent chronic disease, manage a healthy weight and improve their quality of life. Classes are available for various age groups, such as youth/teens, families with children, adults and seniors.

**Nutrition class information**

- ◊ Classes are free
- ◊ Classes run approximately 20 minutes
- ◊ Schedule the classes when it's convenient for your organization
- ◊ Marketing materials provided
- ◊ Cooking demonstration supplies are provided
- ◊ Class curriculum is approved by Department of Children and Families (DCF)
- ◊ Educators can teach multiple classes at your facility
- ◊ Handouts are available in English, Spanish and Creole

**Available class topics**

- ◊ Shopping and cooking healthy on budget
- ◊ How to read nutrition labels
- ◊ Reducing fat, sugar & sodium
- ◊ Diabetes, know the risks
- ◊ Gut health
- ◊ Choosing to eat whole foods
- ◊ Keep moving
- ◊ Healthy portion and serving sizes
- ◊ And more!

**For more information: Contact the SNAP-Ed Nutrition Educator for your county**

<b>ORANGE &amp; LAKE</b> Shavanna Burt-Miller 407-561-3704 SBurmiller@feedhopenow.org	<b>OSCEOLA &amp; SEMINOLE</b> Abir Blaney 407-967-2629 ABlaney@feedhopenow.org	<b>VOLUSIA &amp; MARION</b> Doreen Bevans 407-360-1109 DBevans@feedhopenow.org	<b>BREVARD</b> Raven Ellis 407-561-1157 REllis@feedhopenow.org
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# SECOND HARVEST FOOD BANK



**Second Harvest FOOD BANK**  
OF CENTRAL FLORIDA

**CULINARY TRAINING PROGRAM**

The Second Harvest Culinary Training Program is a 16-week continuing education opportunity offering adults facing barriers to employment with the culinary and life skills training needed to pursue a full-time sustainable career in the food industry, and is free of charge to qualified applicants.

**ENROLL TODAY!**  
Applications are being accepted for the following sessions:

**Session Dates**  
May 8 – August 25, 2023  
July 31 – November 17, 2023  
October 23 – February 23, 2024  
*Start dates are subject to change.*

**Application Deadlines**  
May 1, 2023  
July 24, 2023  
October 16, 2023

**Class Schedule**  
Monday - Friday  
8:30 AM - 2:00 PM  
Onsite at Second Harvest Food Bank

**ELIGIBILITY REQUIREMENTS**

- Minimum 18 years of age
- Authorized to work in the United States
- Have experienced financial instability (unemployment, low wage, government assistance, etc.) during the last 12 months
- Must not possess a criminal history involving arson, sexual battery or violent crimes. All other criminal activity records will be considered on a case-by-case basis
- Must agree to disclose and provide criminal history records
- Must agree to a background check and drug test
- Must be drug and alcohol-free for at least one year prior to the application and enrolled in a rehabilitation support program
- High School Diploma or G.E.D. preferred, or the ability to meet minimum aptitude requirements based on curriculum needs
- Demonstrate an enthusiasm for and willingness to commit to the Program and food service industry
- Must have the physical ability to perform required kitchen duties as assigned, including standing for long periods of time, lifting (which may include up to 50 lbs.), bending and, on occasion, working in rooms with cool temperatures (below 40°F)
- Must be able to attend classes Monday through Friday, 8:30 A.M. to 2:00 P.M., for 16 weeks
- Must be willing and able to work full-time upon completion of the Program

**HOW TO APPLY**

**In Person:** 411 Mercy Drive, Orlando, FL 32805  
**Online:** Fill out the pre application form at [FeedHopeNow.org/CTPapp](https://FeedHopeNow.org/CTPapp)



For more information please contact: Keonna Yearwood, [KYearwood@FeedHopeNow.org](mailto:KYearwood@FeedHopeNow.org), (407) 514-1037, or Katrina McGee, [KMcGee@FeedHopeNow.org](mailto:KMcGee@FeedHopeNow.org), (407) 514-1071.





# Join Us!

- ✓ PROMOTE DIGNITY
- ✓ CHALLENGE STIGMA
- ✓ CHANGE THE CONVERSATION ABOUT HOMELESSNESS

## Lived Experience Advisory & Advocacy Council

Within Central Florida Commission on Homelessness, there are committees comprised of our peers who have come together with the purpose of collaborating to enhance our system of care for persons within our community experiencing homelessness.

**Complete this 5-min  
Interest Form right  
on your phone!**



**For Q&A, email Rashad at:  
[l.rashad.haynes@hsncfl.org](mailto:l.rashad.haynes@hsncfl.org)**



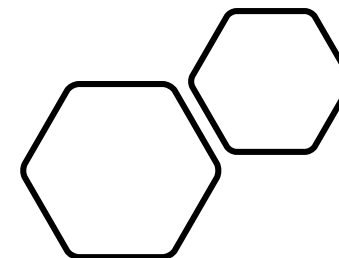
CENTRAL FLORIDA  
COMMISSION ON  
HOMELESSNESS



*Join Us!*

**We believe in empowering the youth of today to help shape the safe spaces youth seek while experiencing homelessness. Join the Youth Action Society (YAS) and make the change.**

**Contact Aja Hunter to Join:**  
[aja.hunter@hsncfl.org](mailto:aja.hunter@hsncfl.org)





Need PPE?

Let HSN meet your PPE needs!

- Reusable and Disposable Masks
- Hand Sanitizer
- Gloves
- Need any? Let us know!

Contact

Christopher.Fowler@hsncfl.org to  
arrange a pickup



# Next Meeting:

Tuesday, July 25th, 2023

9 to 10:30 am

Location: Hybrid

