



SAN DIEGO
HOUSING
COMMISSION

San Diego Housing Commission SDHC Achievement Academy Presentation May 8, 2015

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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.
- No cost to federal Housing Choice Voucher-Section 8 rental assistance participants and public housing residents.
- Services provided in three core areas:
 - Employment placement and career improvement
 - Personal financial education and coaching
 - Access to income supports
- Opened on October 4, 2010, on the first floor of SDHC headquarters.



SDHC Achievement Academy

Path to Success

- Path to Success, SDHC Moving to Work (MTW) program, effective July 1, 2013.
- Modifies the method used to determine the monthly rent payment amounts for Housing Choice Voucher-Section 8 participants and public housing residents.
- Sets minimum monthly rent payment amounts for program participants who are identified as able to work (Work-Able).
- Minimum rents based on California's minimum wage standards—\$8/hour at the time the program was implemented.
- SDHC guides Work-Able families to become more financially self-reliant through enrollment at the SDHC Achievement Academy.



SDHC Achievement Academy

How Path to Success Supports Families

- **300 individuals in Path to Success have been placed in jobs since July 1, 2013**
- Number of Work-Able families on Path to Success: 6,779
- Number of families paying minimum rent: 2,260
- Number of families that will have an increase in minimum rent effective July 1, 2015: 321



*SDHC Achievement Academy
Food Handler Training
11.15.14*



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 program
- Access to government benefits programs
- Weekly employer recruitments
- Computer training – free access to computers on-site
- Soft skills
- Microenterprise program



*SDHC Achievement Academy
Participant meeting with SDHC Workforce
Readiness Specialist
3.16.15*



SDHC Achievement Academy

Participants: March 2014 – March 2015

Number of participants receiving a service: 1,100

Number of participants enrolled: 667

Number of participants currently employed: 247

Participants' Demographics:

- 54% are between 35-54 years old
- 73% are female, 24% male

Highest level of schooling completed:

- 41% have some college or trade school
- 28% have a High School diploma
- 22% lack High School diploma or GED
- 49% are below the Federal poverty line



*SDHC Achievement Academy
Caregiver Training
10.15.14*



SDHC Achievement Academy

Providers of Services

Workforce Readiness Specialists: 6

Average caseload: 111

Six Specialties:

1. Internal communication
 2. Mental health focus
 3. Internal training programs
 4. Employer services
 5. External training providers
 6. Financial literacy program
- Services provided and placements are tracked monthly

Two on-site partners:

- Manpower: Job development services
- Landeros and Associates: Microenterprise program; Financial literacy



SDHC Achievement Academy Training Programs

Security

- Guard Card
- Dealing with difficult people
- Basic writing skills
- Ability to work under high stress conditions
- Professionalism

Employers:

- Allied Barton
- All Pro Guard Services
- Universal Protective Services
- Elite Show Services

Caregiver

- CPR/ First Aid/ AED Certified
- Working with the elderly
- Basic writing skills
- Positive attitude
- Professionalism

Employers:

- Heritage Senior Care
- Accent Care
- Harmonium
- Fredericka Manor

Hospitality

- Food Handler Card
- Food sanitation
- Importance of customer service
- Professional appearance
- Excellent communication skills

Employers:

- Marriott (2 locations)
- Loews Coronado
- Macy's
- Hilton



SDHC Achievement Academy Training Programs (Cont.)

Industry-Specific Training (Caregiver, Security or Hospitality)

	Adult	Young Adult	Total
Attended	48	42	90
Employed	52%	10%	32%

- Young Adult Training Program
 - 42 completed one of three tracks
 - 14 went on to continue education
 - 4 found employment to date
 - 24 looking for employment
 - SDHC Achievement Academy established a new partnership with International Rescue Committee to provide future youth programming





SDHC Achievement Academy

On-site Employer Recruitments

YMCA

Allied Barton Security Services

Universal Protective Services

Executive Event Services

Universal Services of America

Fredericka Manor Community Center

Tyson Food

UCSD

Cleaning Management Institute

Consolidated Staffing

Executive Event Services

All Pro Guard Services

Hilton Hotels & Resorts

Loews Coronado

Job Corps

Richard Heath & Associates

Downtown San Diego Partnership

Ace Parking Lot

American Red Cross

City of San Diego

Cox Services

Macy's Horton Plaza

Heritage Senior Care

Manpower

San Diego Zoo

Target – Plaza Bonita

ACCENT Care

Harmonium 6 to 6

The Harrison Group

Health Care Careers

San Ysidro Health Center

The Arc of San Diego





SDHC Achievement Academy

Core Program: Family Self-Sufficiency (FSS) Program

The new FSS program:

- Two-year program
- Requires a Career Plan
- Must obtain a job working at least 32 hours per week
- Able to earn up to \$10,000 in an interest-bearing escrow account
- Public housing residents are now 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)
 - 336 individuals are in the FSS program: 148 on traditional; 188 on new program





SDHC Achievement Academy Partnerships

- South Bay Community Services
- Turning the Hearts Center
- Second Chance
- Grid Alternatives
- Associated Builders & Contractors, Inc.
- Job Corps
- Able Disable Advocacy
- Correctional Alternatives, Inc.
- Goodwill Industries
- San Diego Futures Foundation
- SANDAG
- International Rescue Committee
- USD



SDHC Achievement Academy

What's next?

- Public housing program
- New programming
 - Young Adults
 - Veterans
 - Homeless San Diegans
- Strategic plan
 - Community Outreach Plan
- Increase number of people SDHC Achievement Academy serves

