

# The Significance of Employment in Addictions

## Recovery and Ending Homelessness



**The Path of Discovering That Work Works**



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CONCERN**

HOMES HEALTH JOBS

# What is something that just works...????

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- Ketchup on a hotdog
- A sweater in the fall
- A baby crying because they are hungry or tired
- A cold beverage on a hot day
- Coffee in the morning
- Laundry detergent in a sheet vs a plastic jug
- What else???

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# Work Works!



# Significance of Work in Recovery

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- Path Home: 380 families served per year and employment is a key pillar of their success: 87% maintain long-term housing.
- New Narrative: 2200 individuals served per year in Addiction and Behavioral Health Services, allow members to volunteer as a first step toward employment.
- Street Roots: 10–12 top performers enroll in an accelerated jobs placement program
- Cultivate Initiatives: Enroll up to 8–10 interns every two weeks with 15–20+ denied.
- <https://www.youtube.com/watch?v=wTijbXRTfXU>
- Lifeworks: A behavioral and primary health provider works with individuals with co-occurring diagnosis, currently have 97 people waiting for a case worker.

# CCC's Proven Employment Outcomes

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- X more likely to stay housed
- X for more likely to stay clean



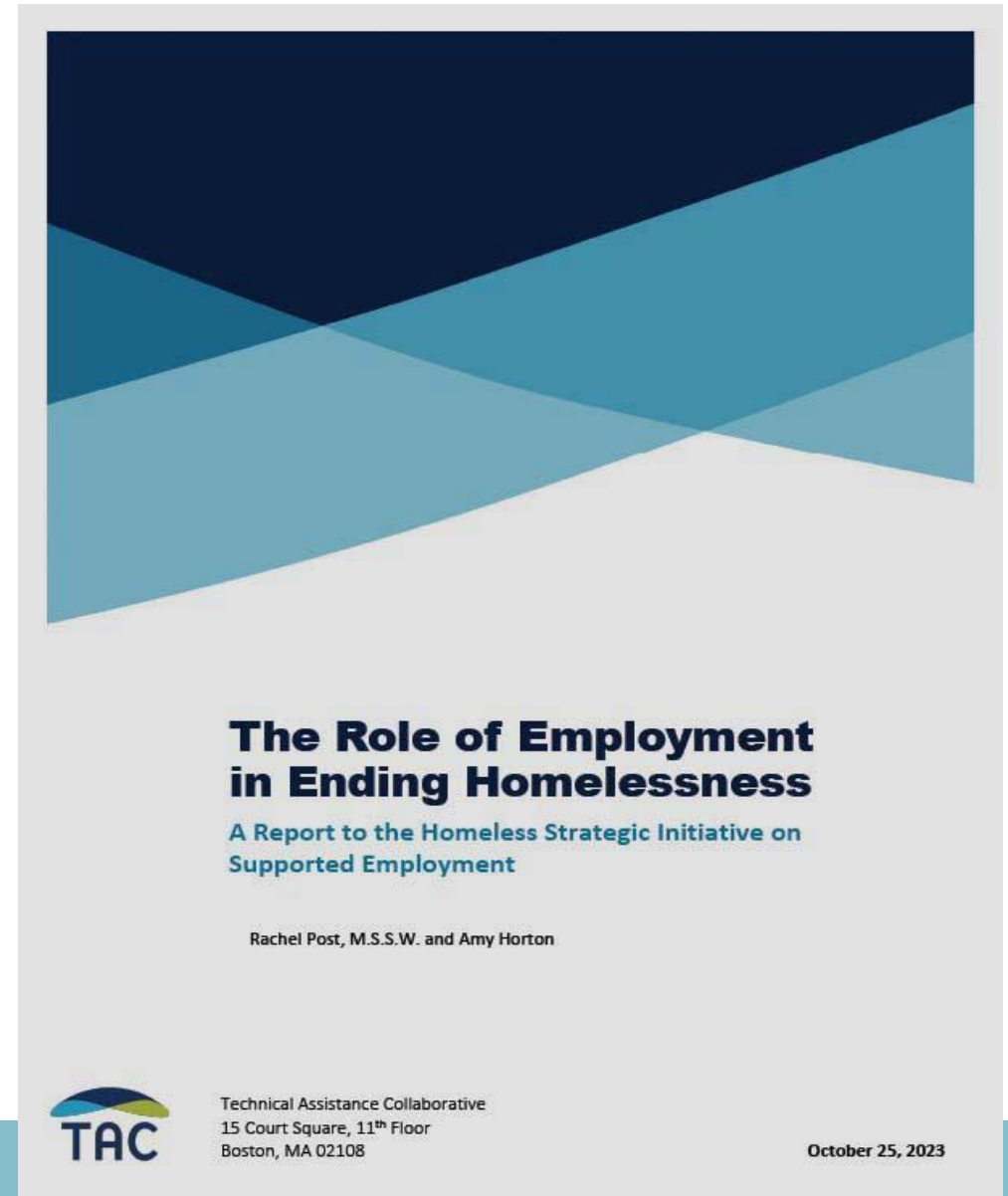
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# Homeless Strategic Initiatives Report

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- [www.homelessstrategicinitiatives.org](http://www.homelessstrategicinitiatives.org)



# Why Employment Services Matter

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- A robust body of evidence points to the broad deployment of supportive employment services as a primary intervention to address both homelessness and housing instability.
- It is critical to help individuals experiencing homelessness to secure employment, as the lack of earned income is a significant contributor to entering into homelessness as well as affecting the duration of homelessness.



# CDC: Work as a Social Determinant of Health

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- SODH: conditions in the places where people live, learn, work and play. These conditions affect a wide range of health and quality of life risks and outcomes.
- The Centers for Disease Control (CDC), The World Health Organization (WHO), and others recognize **WORK** as a social determinant of health.



# HUD Performance Metrics

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- **Measure 1:** Tracks the length of time someone is homeless
- **Measure 2:** Tracks the rate at which individuals who leave homelessness experience additional spells of homelessness
- **Measure 3:** Tracks the number of overall change in the number of people experiencing homelessness each year.
- **Measure 4:** Tracks income growth for persons entered into and exited from the HMIS

# Income Increase of Those Exiting HMIS

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- One of the sub measures under Measure 4 tracks the percentage of individuals exiting CoC-funded programming and/or housing whose income has increased.
  - In 2022, the national average was only 14.2% of individuals leaving COC funded resources whose earned income had increased.

# Why Employment?

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- **It is difficult to conceive how communities are to truly end homelessness without fully integrating supportive employment services into supportive housing along with health and behavioral health care, as the lack of income is a significant contributor to homelessness**



# HUD Required Point In Time (PIT) Count

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- 2022: 17,959 people in Oregon experiencing homelessness
- 2023: 20,142 people in Oregon experiencing homelessness
- A 12.15% increase from '22-'23 and 22.5% increase since the pandemic.
- With 48 out of 10,000 residents experiencing homelessness, Oregon is among those with the highest rates of homelessness per capita.

Oregon has a crisis.....

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AND an Opportunity on its hands



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# Supported Employment Research 2010

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- Research conducted on Central City Concern's Supported Employment Program. Research completed by Portland State University.
  - 319 unduplicated clients served in the agency's alcohol and drug free community transitional housing during 2007-2009.
  - All individuals in this study were homeless upon entry into CCC programs, the majority (70%) had felony convictions, and all had primary SUDs.
- Despite the numerous barriers to employment, outcomes were favorable, with 71% of all clients served achieving employment.

# Outcomes Of The PSU and CCC Study

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Over  $\frac{3}{4}$  of the participants were still employed after participating in the program

- Over  $\frac{1}{2}$  (53%) of the SE participants worked full-time

- Employed participants average wage was \$9.96/hr. Equivalent to \$14.42 in 2023

- Of the 220 who exited the transitional housing, 55% successfully moved into permanent housing

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These findings indicate that SE is an effective model for individuals with a primary SUD who experience homelessness and have a substantial history of criminal justice involvement.

**Work Works!**



# RTI Findings

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- After 18 months: 17% more ESE group members had been employed for some portion of that period than the comparison group.
- The ESE group had 24% more members living in stable housing than the comparison group.
- ESE group members were 7% less likely to have been arrested in the last 18 months.

# 2018 RTI International Employment Social Enterprise Research Study

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- 18-month study evaluated four employment social enterprises (ESE) located across the country, including Central City Concern.
- ESEs are mission driven businesses focused on hiring and assisting people with barriers to securing employment, in order to support them in improving their quality of life.

# Cost Per Employee

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- The study further defined the cost per employee to operate the ESE.
  - CCC's ESE cost was \$18,336 per employee,
  - Monetized benefits, which include the valued outcomes of employee income, housing, reduced arrests, better health and ESE revenue, was calculated as a benefit to society as a whole at \$36,336.
  - Of all four ESEs in the study, CCC's produced the highest return on investment (ROI). For every dollar spent, its ROI to society as a whole was \$1.98.

# Jonathan Wall

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- Program Manager: Central City Concern's Community Volunteer Corps

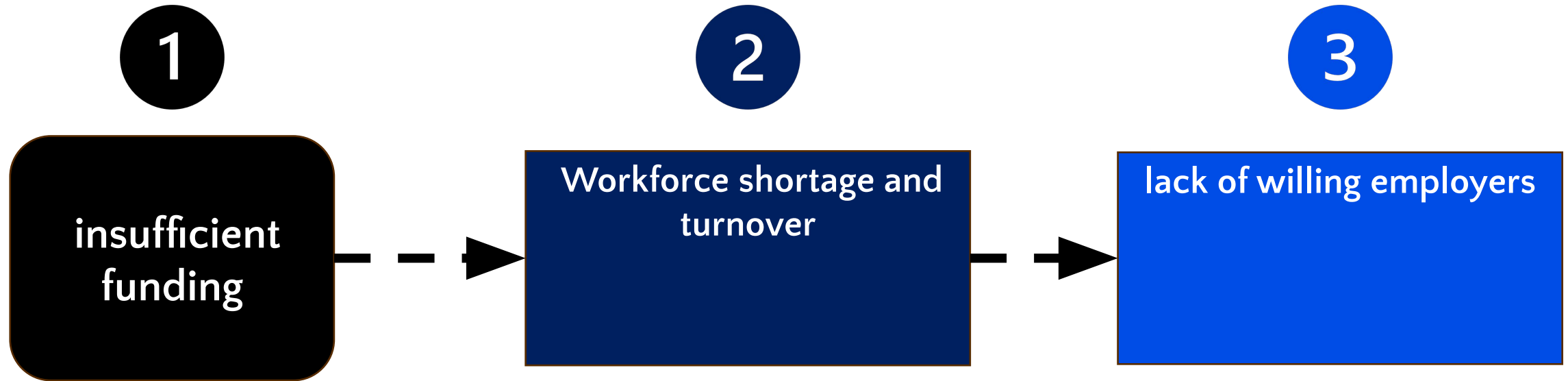
# Key Informant Interviews

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- In the report; The Role of Employment in Ending Homelessness, key informant interviews were conducted to determine what were the greatest issues facing Supportive Employment initiatives and programs.
- Overall, six leaders in the space of SE were interviewed. They were to rank their top three concerns/issues that they feel are affecting the advancement of SE.

# Key Informant Interviews: Challenge/Barrier

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# Oregon Job Growth 2022-2032 (OED)

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Sector	Hiring Projections	Percentage change
Health Care	44,500	17%
Professional and business services	34,100	13%
Hospitality	34,000	17%
Trade, transportation, utilities	24,300	7%
Construction	17,100	15%
Manufacturing	14,100	7%

# Hourly Rate/Housing Costs

Hourly Wage	30% of Income/Month for Rent
<b>\$21.00</b>	\$887.00
<b>\$22.00</b>	\$929.00
<b>\$23.00</b>	\$971.00
<b>\$24.00</b>	\$1013.00
<b>\$25.00</b>	\$1056.00
<b>\$26.00</b>	\$1098.00



# What Can WE Do?

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- Convene leaders in your sector to increase the temperature around supportive employment.
- Advocate at every opportunity for more funding in this area. Currently agencies are having to braid funding use donations, and get by with limited resources.
- Voice your opinion at the local and state level. Share the need for employer incentives and the value proposition of SE.
- If you are an employer, advocate for a percentage of your workforce to be a second chance opportunity.

# Oregon is known for a lot of things.....

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- Mountains
  - Beaches
  - Public Transportation
  - Coffee
  - Food
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- Imagine if we were known as the state that does the best job of employing people!

# Questions???

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