

HAMPTON VA

Family Resilience and Economic Empowerment

**Moving the Needle
One Family At A Time**



Hampton Department of Human Services & Hampton City Council Strategic Priorities

- **Moving the needle**
 - **Goals**
 - **Benchmarks**
 - **Holistic, balanced approaches**
 - **Success stories**
 - **A Portrait of Self-Sufficiency**
- 

Current State...

- 29,534 families living below the federal poverty level who are receiving.....

	SNAP	Medicaid	TANF
Families	10,121	18,794	619
Participants	20,659	34,228	1,369
Children	10,396	17,583	1,034

- Data USA (2017) reports that Hampton has a population of 136,255 with a poverty rate of 14.9% which is higher than the state's rate of Virginia which is 10.7%
- According to ALICE (Asset Limited Income Constrained Employed) criteria (2016) 57% of Hampton household are either below the poverty line, or more likely living paycheck to paycheck versus only 41% of households in Virginia. ALICE is a measure of working families and individuals who earn more than the official Federal Poverty Level but less than the basic cost of living.

“Moving the Needle” from Reliance on Public Assistance to Reliance on Earned Income

Goals:



Providing oversight and guidance to teams across the city who deliver a wide range of supports to individuals and families

Pursuing permanent solutions to the challenges of poverty and low income

Promoting the overall well-being of Hampton citizens through the delivery of essential services and benefits to ensure families are strengthened and achieve their highest level of self-sufficiency

“Moving the Needle” from Low Wage to Livable Wage



**Collaborating
on job
creation
strategies**

**Creating
career
pathways**

**Exploring
“new” job
opportunities**

**Empowering
Families to
overcome set-
backs**

Benchmarks...

From	To	As Measured by...
Zero Earned Income	Livable Wage	<ul style="list-style-type: none">• Salary Data• Work Participation• Employment Opportunities
Individual Services	Holistic Approaches	<ul style="list-style-type: none">• Needs-Based Family Assessments
Single Department Approaches	Collaborative Approaches	<ul style="list-style-type: none">• Partnerships & Alignment of Services

Focus Areas include...

- **JOB SECURITY**
 - **ACCESS TO RESOURCES**
 - **FAMILY SUPPORT**
 - **HEALTHCARE**
 - **SAFE HOUSING**
 - **EDUCATION**
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Who will help?...

- **The Hampton Economic Development Department**
- **Hampton City Schools**
- **Thomas Nelson Community College**
- **Hampton Newport News Community Services Board**
- **Hampton Healthy Families**
- **Hampton University**
- **Private Providers**

How are we going to do the work?

Partners...

We will partner with all who can help to achieve successful outcomes.

Data...

We will use data to inform the decisions that we make

Grants...

We will pursue grants to increase our capacity to serve a larger number of families.

Desired state...What will happen if we do what we want to do?....

- Families will have two-generation, holistic, individualized plans for overall well being and progression to a livable wage
- Each family will have a Case Manager to assist in determining the level of support that is needed
- Benchmarks that show progress from reliance on public assistance to reliance on earned income will be utilized OR progress from low wage jobs to a livable wage
- Benchmarks that show overall family well-being
- A decrease in the number of families who live at or below the Federal Poverty Level and an increase in overall well-being
- Positioned to receive grant funding

Job Security

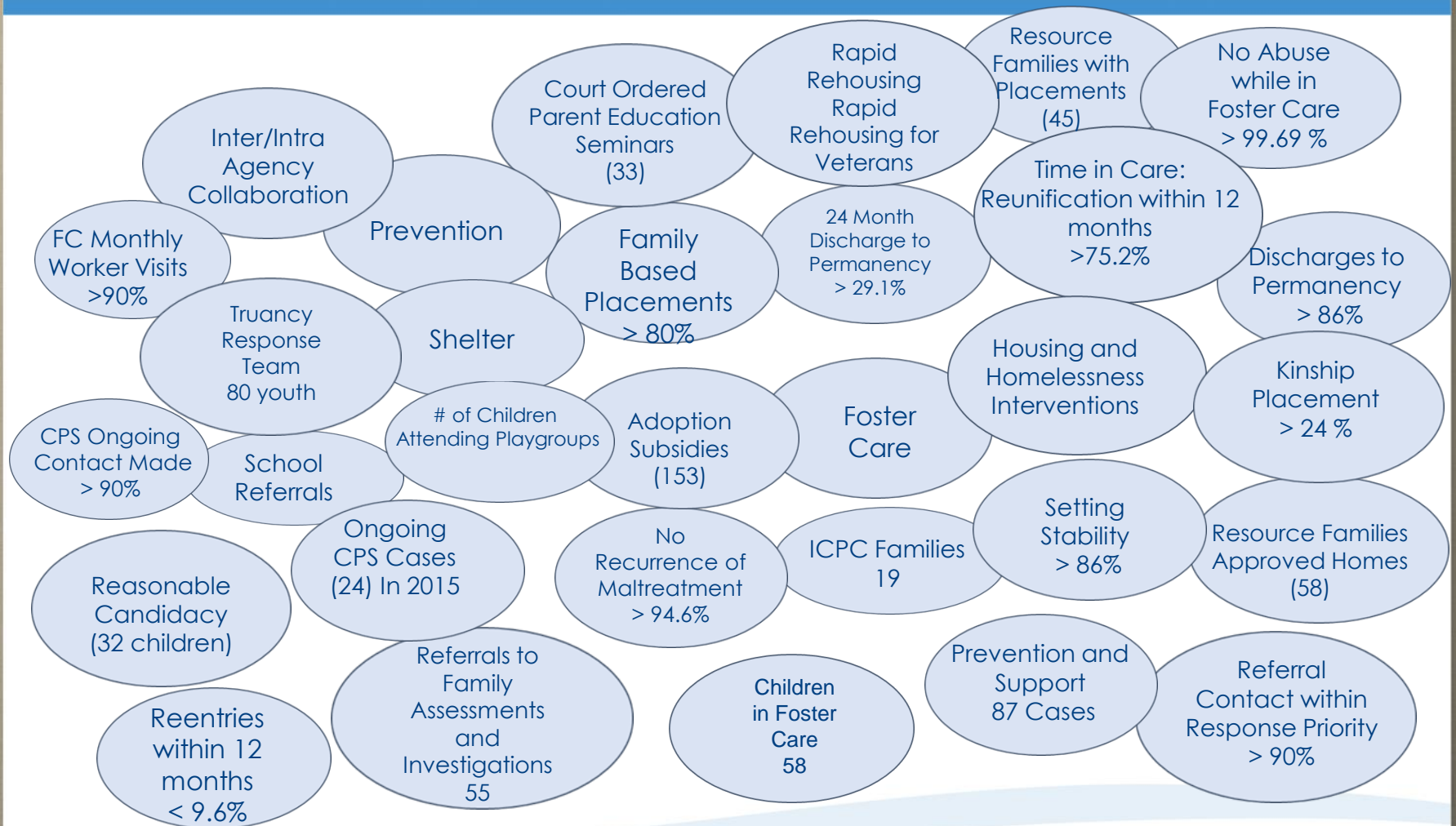
Current initiatives are leading to success stories for families...but we must pursue careers with the most job security

- **FASTFORWARD Initiative....200 (VIEW) participants are served annually**
- **An average of 55% are employed**
- **The average hourly wage is \$10.45**
- **Based upon Asset Limited, Income Constrained, Employed (ALICE) data...**
- **A household survival budget in the city of Hampton requires an hourly wage of at least \$13.91 (\$27,828 annual salary) for a single adult**
- **A household survival budget in the city of Hampton requires an hourly wage of at least \$38.66 (\$77,328 annual salary) for 2 adults, 1 infant, 1 preschooler**
- **These salaries are based upon the monthly costs for housing, childcare, food , transportation, healthcare, technology, miscellaneous, and taxes**

Access to Resources...

- Families will know what services exist and how to participate
- Healthy Start is an example
- An average of 300 families are assessed annually for the Healthy Start program
- Healthy Start is a home-visiting program offering families emotional support and guidance and promoting positive parenting and school readiness
- An average of 25 families are assessed each month
- There is an average 5 family gap in the number assessed and the number who actually enroll
- Referrals for assessments include but are not limited to individuals who are pregnant and have applied for Medicaid
- Family resilience is enhanced by services such as Healthy Start and a complement of services provided by Healthy Families, Youth and Young Adult Opportunities, the Comprehensive Services Act and the Division of Social Services Benefits & Services programs
- We are committed to addressing factors that can contribute to inequitable access to resources and opportunities

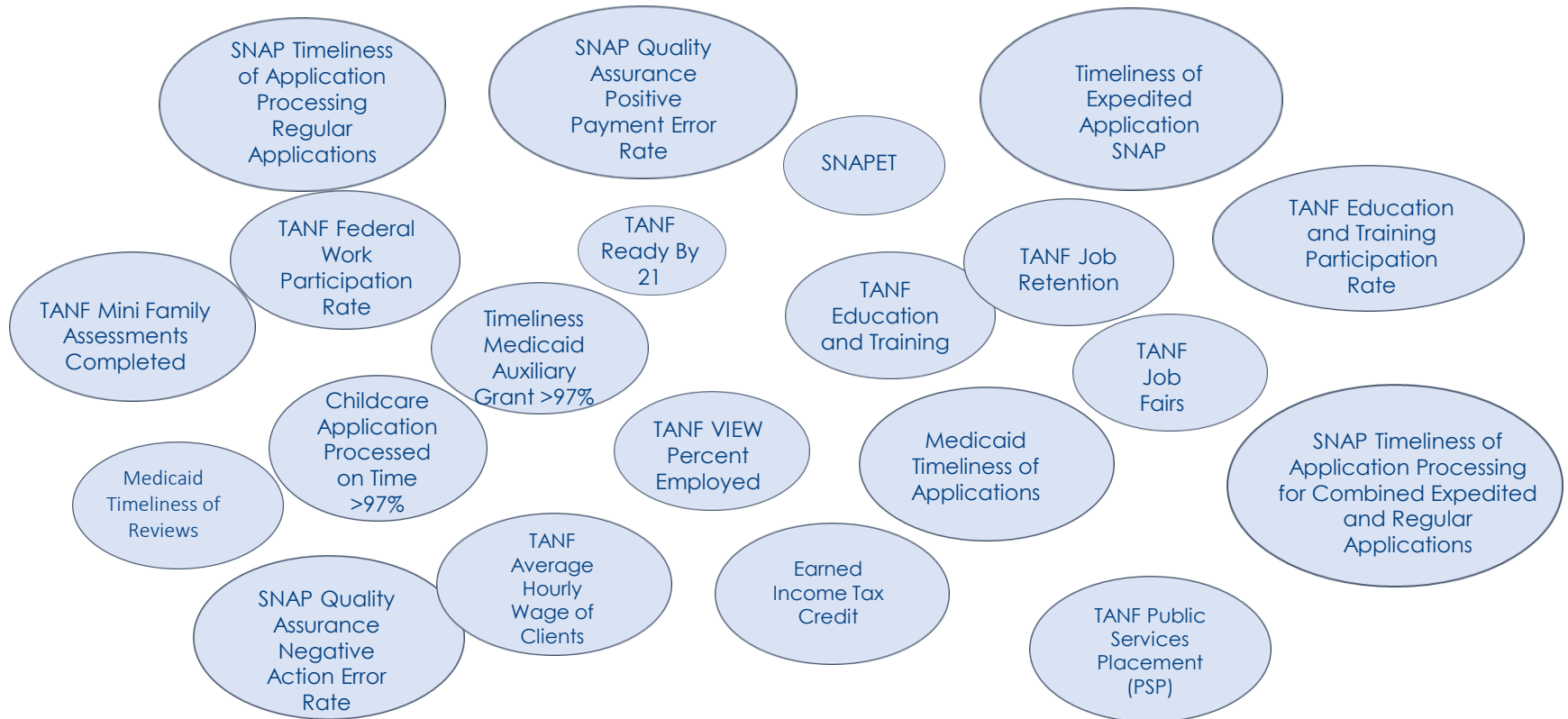
Existing Resources and Family Supports.....



Existing Resources and Family Supports (cont'd)....



Existing Resources and Family Supports (cont'd)....



These community resources help us to continue to grow in positive ways and improve the quality of life for the families in our community

Family Support.....

- Each month we measure our progress in meeting the basic needs of families living in poverty...
- Timeliness of processing applications for TANF, SNAP, Medicaid
- Accuracy of processing applications for TANF, SNAP, Medicaid
- Ready By 21 assessments of children in TANF homes and the number referred for services
- We also evaluate the complement of services and their effectiveness in investing in children and their families to ensure overall well-being, and to build economic opportunities that promote economic stability for parents and caregivers
- 100% of Child Protective Services and Adult Protective Services reports are accepted and assessed/investigated
- 100% of children in foster care have a plan for permanency
- 100% of children and families served by CSA have child-centered, family focused community based supports
- It is our desire to offer a high quality, cutting edge system of care to families
- Each program that we offer has targets against which we measure our performance

Healthcare...

- **Annually, we ensure that more than 18,000 families have access to medical care through the Medicaid program**
- **It is our goal to improve the health of families in our community who might otherwise go without medical care**
- **Medicaid is available to families earning up to 138 percent of the poverty level (that's about \$17,236 for a single person and about \$29,435 for an adult in a household of three people)**
- **Hampton families have access to high quality health care providers and minimal wait times for appointments**

Safe Housing

There is a robust team offering multiple safe housing options in our community...

- **Each month housing supports are provided to at least 35 individuals and families**
- **Moving the needle from homelessness to permanent housing is the outcome we desire**
- **Grant funds include the Continuum of Care Planning Grant (\$58,000), the Housing Trust Fund (\$100,000), and the Virginia Homeless Solutions Program (\$1,047,754.00)**

Education

“Education can prevent the transmission of poverty between generations”

- **School attendance is monitored for 100 percent of children in TANF households**
- **A Truancy Response team exists and meetings are held to assess root causes of truant behavior (approximately 80 students are assessed annually)**
- **The Balanced Approach to Success and Empowerment (B.A.S.E.) program ensures that children in elementary school and their families are linked to a variety of resources and can assist in developing a plan to ensure student success and eliminate tardiness/absences (approximately 1500 students and their families are assisted annually)**
- **Self-Sufficiency Team Initiatives include education and training assessments and supports for adults in TANF households**

How will we make sure that progress is being made?

- **TANF Assessment and Planning Team will provide oversight**
- **At least monthly meetings to document and monitor progress in the areas of job security, family support, healthcare, safe housing, and education**
- **Monitor the number of referrals made to the team**
- **Monthly reports of success stories**
- **Review the monthly printout of team statistics**
- **Create what is needed that does not now exist**

TANF Assessment and Planning Team (Year One) Positive Outcomes....

TANF	Statistics
Number of Participants	93
Number Entered Employment	22
Average Wage Increase	\$3.00
Average Hourly Starting Wage	\$12.96
Number with Benefits	6
Number Employed Part-Time	9
Number Employed Full-Time	13
Number of Unique Employers	3
Number Obtaining Wage Increase	1
Jobs in a Career Path	12

"Moving the Needle" from Zero Wages to Earned Income

Bridget's Success Story

- Permanent full-time employment
- A \$28,000 annual starting salary
- 10 paid holidays
- Health, vision and dental insurance
AND.....
- She is so proud!
- This story gives us the energy and the audacity to think we can help to create hundreds of Bridgett's in our community



Portrait of a Self-Sufficient Family



WORKFORCE HAMPTON

Hampton Economic Development Department



Purpose

- To assist unemployed and underemployed Hampton residents by:
 - Identifying career counseling, case management and support services that assist individuals with obtaining employment to obtain self-sufficiency;
 - Strengthening families and increasing self-sufficiency through job training and job skill development to reduce dependency;
 - Identify the basic tools required to compete in the current job market, including access to GED and job skills training;
 - Connecting job seekers to educational opportunities for new careers or improving job skills to increase employment options.
- Increase the number of prospective job candidates for Hampton companies

Living Wage

Living Wage Calculations: Hampton

The living wage shown is the hourly rate that an individual must earn to support their family, if they are the sole provider and are working full-time (2080 hours per year). All values are per adult in a family unless otherwise noted. The state minimum wage is the same for all individuals, regardless of how many dependents they may have. The poverty rate is typically quoted as gross annual income. We have converted it to an hourly wage for the sake of comparison.

	1 ADULT				2 ADULTS (1 WORKING)				2 ADULTS (BOTH WORKING)			
	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children	0 Children	1 Child	2 Children	3 Children
Living Wage	\$13.58	\$27.34	\$31.96	\$39.72	\$20.32	\$25.07	\$27.54	\$31.98	\$10.16	\$14.98	\$17.28	\$20.55
Poverty Wage	\$6.00	\$8.13	\$10.25	\$12.38	\$8.13	\$10.25	\$12.38	\$14.50	\$4.06	\$5.13	\$6.19	\$7.25
Minimum Wage	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25	\$7.25

Links to Employment

- Get Hired Hampton (Quarterly Events)
- Short-term Training Programs
- Onsite Computers for Job Searches
- Community Outreach Sites (Hampton Libraries)
- Departmental Information & Hiring Events
- Career Development Workshops & Essential Skills Training

Direct Employer Connection

HRT Bus Operator Training Program



**BUS OPERATOR
TRAINEE**

FREE Training for Eligible
Hampton Residents

HAMPTON ROADS TRANSIT
DRIVE NOW
CDL DRIVER TRAINING PROGRAM

Ready to Earn Your CDL Class B, Learn New Skills and Get HIRED at \$14.55 per hour with benefits?

**APPLY AT:
Hampton WorkOne Center**
1300 Thomas St, Suite C, Hampton
workonecenter@hampton.gov

DriveNOW is a partnership training program between Hampton Roads Transit, Hampton WorkOne Center, and City of Hampton


Eligible Participants Must...

Be a Hampton Resident * Valid VA Drivers License for 2 years * Not Failed CDL Learner's Permit Test more than once * GED/High School Diploma or Passing CASAS/TABE Test Score * No DWI/DUI Last 5 years * Pass CDL Medical Exam * Pass Drug Screening * No Barrier Crimes

**For Information Call:
757-727.8311**



HPRLS Athletics Scorekeepers



**HAMPTON
SCOREKEEPER
TRAINING PROGRAM**

FOR BOYS & GIRLS AGES 15 - 18

DATE TBA
10AM - 3PM **HAMPTON WORKONE
CENTER @ YH THOMAS**

**TRAINERS:
DEROCKE CROOM** ATHLETICS COORDINATOR
ALEX WILKS RECREATION PROFESSIONAL

**BECOME A
SCOREKEEPER
FOR HAMPTON
ATHLETICS**

**FOR MORE INFORMATION:
WORKONECENTER@HAMPTON.GOV**

**WORKFORCE
HAMP TON**

HAMPTON VA
PARKS, RECREATION & LEISURE SERVICES

COVID-19 Impact on Workforce

- Unemployment Rate forecasts from government sources at the national and state levels have generally not caught up with current climate due to lags in data/publishing.
- COVID-19 unemployment forecasts have been based on the most similar situation – recovery from the Great Recession.
- After Great Recession sharp decreases occurred
 - City of Hampton – 26%
 - Hampton Roads – 27%
- More favorable position is:
 - City of Hampton claims spike – 474%
 - Hampton Roads claims spike – 620%

Outcomes & Metrics

- Median household income (2018 dollars), \$54,550↑
(2019 data \$52,021)
- Per capita income (2018 dollars), \$28,384↑
(2019 data \$27,053)
- Persons in poverty, percent 15.4%↓
(2019 percentage 15.5%)

Questions?