

THE HOMELESS VETERANS' REINTEGRATION PROGRAM (HVRP)

An Introduction for Prospective Applicants
January 13, 2021

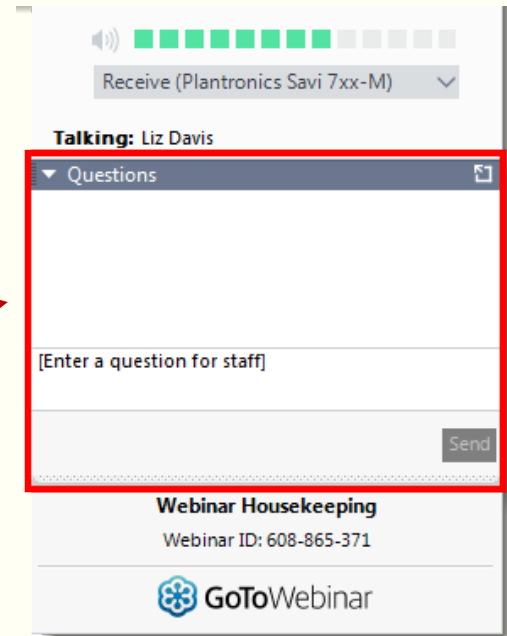
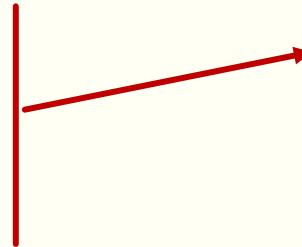


We want to hear from you!

If you have questions, please use
the question box.

We will answer as many as
possible on today's call.

Some questions we cannot
address today will be included in
a Q&A on NVTAC.org



Meet Your Facilitators



Nicole LaCorte-Klein, MA, CRC

Training Consultant at Atlas Research, Nicole brings years of experience providing job placement, vocational case management and direct service to individuals who are homeless. Nicole has provided technical assistance to HVRP, SSVF and other Veterans Administration staff for years, offering her experience as both direct service provider and trainer.



Cori Di Biase

NVTAC Project Director at the Manhattan Strategy Group, Cori has provided services and consultation to support veterans and civilians in employment for more than twenty years. Cori prides himself on serving the staff and leaders who have dedicated themselves to serving our country.



Cindy Borden

As the Director of Technical Assistance and Training for the National Coalition for Homeless Veterans (NCHV), Cindy conducts training, develops resources, and provides intensive coaching in program design and implementation to veteran service organizations. Cindy brings more than 20 years of experience in both direct service and technical assistance to help organizations increase capacity and improve services.

Agenda

- Welcome
- The National Veterans' Technical Assistance Center (NVTAC)
- Overview of HVRP
 - Program Description and Purpose
 - Applicant and Veteran Eligibility
 - Core Services/Program Implementation
- Applying for Funding
- Questions & Answers

Welcome

What This Session Is...

- An Opportunity to Explore Best Practices and Creative Approaches to HVRP Implementation.

And What it Isn't:

- A review of specific aspects of the FOA.
- Once the program Year 2021 FOA is published, a review session will be scheduled.
- Until the FOA is 'live' NVTAC has no information on its content.



INTRODUCTION TO NVTAC

NVTAC Overview

- The National Veterans' Technical Assistance Center provides training and technical assistance to **Homeless Veterans' Reintegration Program (HVRP)** grantees, and other organizations that help veterans experiencing homelessness find employment.
- NVTAC is funded by the **U.S. Department of Labor's Veterans' Employment and Training Service.**
- NVTAC can provide informational support to prospective HVRP applicants until the Funding Opportunity Announcement (FOA) is formally published.
 - NVTAC **cannot** provide support or answer questions during the open grant period.

NVTAC Services

- In Person and Virtual Training & Technical Assistance
- Monthly Communities of Practice and the 'Knowledge Network' Interactive Forum
- Occasional Webinars and Virtual Learning Classes
- Documentation of Best Practices
- Monthly Newsletters and Bulletins As Needed
- NVTAC.org



OVERVIEW OF HVRP



PROGRAM DESCRIPTION AND PURPOSE

What is HVRP?

- The Homeless Veterans' Reintegration Program (HVRP), The Homeless Female Veterans' and Homeless Veterans' with Families Program (HFVWF), and the Incarcerated Veterans' Transition Program (IVTP), we will refer to as HVRP or homeless programs.
- Competitive grant administered by the U.S. Department of Labor, Veterans' Employment and Training Service (DOL-VETS)

HVRP Objectives

The purpose of the program is:

- To provide services to reintegrate homeless veterans into the labor force by placing them into family-sustaining employment and:
- To stimulate the development of effective service delivery systems that will address the complex problems facing veterans who are homeless, or at risk of homelessness.

Family-sustaining employment is defined as paid employment, in line with the homeless veteran's aspirations, talents, and abilities that ideally provides at least the minimum income necessary for a worker to meet his or her basic financial needs.

HVRP

- HVRP authorization for FY 2021 \$57.5 million;
 - Includes all homeless grants and administrative costs. HVRP is the only competitive federal grant program focused exclusively on employment for veterans experiencing or at-risk of homelessness
- HVRP is a piece of 2 much larger systems:
 - Homelessness
 - Workforce



APPLICANT AND VETERAN ELIGIBILITY

HVRP Eligibility: Who can apply?

- A wide variety of entities have successfully applied for HVRP funding, including, but not limited to:
 - Veteran serving organizations;
 - Organizations serving individuals in transition from homelessness;
 - Workforce development agencies, including Workforce Investment Boards; and
 - Organizations serving individuals in transition from incarceration.
- HVRP relies on strong partnerships on the local level to provide coordinated support to veterans in transition to stable housing, healthcare, and careers.
- The FOA will include a full list of eligible entities

HVRP Eligibility: Who does HVRP serve?

HVRP serves **veterans** who are currently **experiencing** or **at-risk of homelessness**, or participating in a **partner program**, and would benefit from employment services.

Who does HVRP serve? Veterans

- A person who served in the **active** military, naval, or air service, and who was discharged or released under conditions other than dishonorable. [38 U.S.C. 101(2)]
 - At least one day of active duty
 - National Guard/Reserves must have been federally activated for duty not including training
 - Dishonorable discharge is not eligible for HVRP

Who does HVRP serve? Homeless and At Risk

- Homelessness is defined in the HEARTH ACT
 - Includes veterans who were homeless at some point during the 60-day period preceding the date of HVRP enrollment (recently housed)
 - Includes those at “imminent risk” (within 14 days) of homelessness
- Veterans who, at the time of enrollment in the program, are “at risk” of homelessness within the next 60 days
 - At risk of losing residence within 60 days of enrollment and lacking resources to obtain other permanent housing
 - In practice applies to veterans at risk in the next 15-60 days
 - Limited to 10% of total enrollments without approval

Who does HVRP serve? Partner Programs

Veterans who are:

- Participating in HUD-VASH or Tribal HUD-VASH;
- Receiving assistance under the Native American Housing Assistance and Self Determination Act of 1996;
- Transitioning or recently released from incarceration; or
- Participating in the Department of Veterans Affairs Rapid Rehousing and Prevention program (SSVF).



CORE SERVICES/PROGRAM IMPLEMENTATION

Core Services: How Does HVRP Work?

- Knowledge of Population
- Veteran Outreach and Engagement
- Assessment
- Case Management and IEPs
- Training and Job Development
- Partnership and Collaboration
- Employer Engagement
- Employment Adjustment Services
- Measuring Success

Consider the current and potential future impacts of COVID-19 on veterans, employers, and program partners.

Knowledge of Population, Need, and Community

- Understanding the veterans served by HVRP
 - Characteristics: including age, race, gender, homeless status
- Understanding need for employment services
 - Unemployment and poverty
 - Barriers to employment
- Understanding the community
 - Local Labor Market Information (LMI)
 - Other homeless providers
 - Other employment services including existing HVRP grantees

Knowledge: Pitfalls and Best Practices

Veterans

- Point-in-Time (PIT) count:
<https://www.hudexchange.info/resource/5948/2019-ahar-part-1-pit-estimates-of-homelessness-in-the-us/>.
- Accuracy and other evidence of need
- Do the numbers justify the need for a grant? Can you implement the program?
- Recommend including most recent year of data and available resources

Community

- Trying to do it alone
- Relationships with existing providers
 - Who else is doing this work?
- Casting the net wide

Veteran Outreach and Engagement

Process to identify, recruit, and engage potential participants

- Visibility and presence in the community
 - Stand Downs
- Coordination and partnership
 - American Job Centers
 - Continuum of Care (CoC) coordinated entry
 - Referral network
- Outreach, recruitment, and engagement must include a phase that is non-threatening, persistent and **CONSISTENT** over time, offers a flexible array of services,

Veteran Outreach and Engagement: Pitfalls and Best Practices

Visibility and Presence

- Attending CoC and other community meetings
- Emphasize importance of employment

Coordination and Partnership

- Build and maintain solid relationships
- Don't forget about non-veteran organizations

Engagement

- Strategies to engage Veterans with significant employment and personal barriers
- How will you maintain contact and build relationships with Veterans under the current circumstances?

Assessment

Two types of assessment

1. Determine eligibility
 - Collect necessary information (discussed earlier)
2. Learn about and understand the Veteran
 - Hard and soft skills
 - Interests and goals
 - Social, emotional and physical needs and limitations

When an assessment is purposeful and done well it builds trust and connection

Assessment: Pitfalls and Best Practices

Assessment:

- Explain your approach
 - What tools are you using?
 - Why? Purpose of the tool and the anticipated results
 - How does the assessment directly relate to creating an employment goal?
 - Does it work? How do you know?
- Don't forget to explicitly address eligibility determination

Case Management and IEPs

Case Management:

- Process for Veterans to access supportive services, training to address barriers and achieve employment goals and housing.
 - Describe strategies and approaches
 - Explain your rationale
 - Document progress

Individual Employment Plan (IEP):

- A concrete plan that details goals, timelines and responsibilities
 - Specific employment/career goal

Case Management and IEPs: Pitfalls and Best Practices

Case Management

- Incorporate best and promising practices
 - Motivational Interviewing, Mentoring, Job Clubs
- Refer to outside partners as necessary
 - Trying to do it all does not work

IEPs

- Use the IEP to clarify the roles and responsibilities of veterans and staff
- The IEP is dynamic and should evolve as circumstances dictate

Training and Job Development

Plan for training veterans and placing them in employment

- Training may be provided directly by grantee or through partnerships
- Minimum of 80 percent of participants must receive training
- Examples of training include OJT, apprenticeships, customized job training, upgrading or retraining, and occupational skills training
- Customized to meet needs of individual veterans
- Customized to meet the needs of the community and employers
- Creating employment opportunities as necessary

Training and Job Development: Pitfalls and Best Practices

Training and Job Development:

- Describe the array of employment and job training available
- Clear explanation/rationale of the process for providing training to veterans
 - Minimum of 80 percent of enrolled veterans must receive training
- Training should connect to:
 - IEP and veteran goals
 - Local labor market
 - Employment
- Remember that HVRP is an employment program!
- In previous FOAs, applicants should be aware that placement into an unsubsidized apprenticeship is considered placement into employment.

Partnership and Collaboration

- The likely service needs of eligible veterans – possibly including housing, healthcare, supportive services, and training - are too diverse to be met by HVRP alone.
- Strong partnerships with an array of agencies and organizations means reciprocal referrals:
 - More veterans who are potentially eligible and appropriate for services, and more services you're able to connect them with.
- Partnerships can also act as the basis for shared program functions, including employer outreach, veteran training, and collaborative service delivery.

Partnership and Collaboration: Pitfalls and Best Practices

- Strong Case Management: A Diversity of Support, Vs. “Too Many Chefs”.
 - Use referrals to expand the veteran’s service team, not to hand them off.
- Maintain an ongoing understanding of how COVID is impacting your partners.
- Know as much as you can about your partners.
 - E.g. The American Job Centers are more than DVOPS and LVERS.
- All HVRP partners should be aware of and committed to supporting career goals as a priority outcome for veterans.
- Communication: Balancing consistency vs. scheduling demands.
 - Use of technology such as Zoom, Teams, or even ongoing text chains or chats allows ongoing but low-intensity socially-distanced communication.

Employer Engagement

- Employers are both a **partner** and a **customer** of HVRP.
- Understand the employer's:
 - Labor needs, existing positions, and hiring process;
 - Definition of a good employee;
 - Experience with Veterans; and
 - **Challenges** – and your role in solving them!
- Time invested in Employer Engagement and relationship management is vital to the long-term success of HVRP.
- At the employer's discretion, they may also choose to host job shadows, conduct mock interviews, and talk with candidates about an industry and its overall needs and expectations.

Employer Engagement: Pitfalls and Best Practices

- Remember your value, and ask what else you can do for employers:
 - **A strong match:** HVRP staff know more about the veteran candidates they refer than any staffing agency
 - HVRP staff have often participated in more hiring and retention scenarios than many smaller employers.
 - Knowledge of veterans, individuals transitioning from homelessness, accommodations, and trauma-informed strategies present significant value to employers.
- Ensure that employers understand the importance of veteran choice in employment.
- Strong employer relationships are also the foundation of ensuring **Retention**.

Employment Adjustment Services

- Remember: Retention begins at intake!
- Develop an understanding of veteran's strengths, preferences, and needs, & anticipate challenges:
 - Physical, emotional, logistical, and with the 'match';
 - Create a plan to address challenges prior to placement.
- Employment Adjustment Services ensure retention, and support **Career Pathways**.

Employment Adjustment Services: Pitfalls and Best Practices

- **Enlist your partners:** ensure that needed partner support continue to be available after placement.
- Your relationships with both the veteran and the employer are essential to supporting retention and further career development.
- Communication: be flexible, inobtrusive (but persistent) and available.
 - Establish the **expectation of ongoing communication** at the outset.
 - Communication will differ significant based on what you know of the veteran and the employer.

Measuring Success

- HVRP grantees establish performance goals in their application
- Success is based on achieving at least 85 percent of the established goal
- Seven critical performance indicators:
 1. Number of participants enrolled
 2. Placement rate for all exiters
 3. Average hourly wage at placement
 4. Placement rate for episodically homeless
 5. Percentage of participants employed in 2nd quarter after exit
 6. Percentage of participants employed in 4th quarter after exit
 7. Median earning of participants employed in 2nd quarter after exit

Measuring Success: Pitfalls and Best Practices

- Set challenging but realistic goals
 - Too high may result in an awarded grant that realistically can't be achieved
 - Too low may result in underserving veterans and may impact score
 - Consider current and future impact of COVID-19
- Connect to need
 - Research and gather evidence
 - Review other services available (including HVRPs)
 - Local economy/job market
- 2020 FOA provides starting points (for urban and non-urban)
 - Provide evidence and rationale for deviation
- You are accountable for the goals you set
 - Goals cannot be changed after grant is awarded



APPLYING FOR FUNDING

The Funding Opportunity Announcement (FOA)

DOL-VETS issues the FOA on Grants.gov which includes:

- Background information about HVRP
- Explanation of the core components of HVRP and the application
- Description of the application process and submission requirements
- Explanation of scoring criteria and grantee selection process

The FOA is full of information.
Read it carefully!

HVRP Funding Levels and Period of Performance

As of the 2020 FOA:

- HVRP grants are funded for a 3-year grant period
- Total amount of funding available varies each year
- Applicants can apply for a maximum of \$500,000 per year (up to \$1,500,000 for the grant period)
- The amount of funding requested must be justified in the application and proposed goals

Priority Areas as of 2020 FOA

- HVRP – Category 1
 - Programs not meeting criteria of Categories 2 or 3
 - Can serve veterans from either of those populations
- Homeless Female Veterans' and Veterans' with Families Program (HFVWF) – Category 2
 - 100% of participants must be either
 - A female veteran, or
 - A veteran with a family
- Incarcerated Veterans' Transition Program (IVTP) – Category 3
 - 100% of participants must be either transitioning from incarceration, or recently released from incarceration, and at risk of homelessness

HVRP Budget as of 2020 FOA

- The amount of funding requested must be justified in the application and proposed goals
- The FOA includes cost per enrollment averages
 - Use this as a starting point
 - Variations from the guidelines should be explained and justified
- Clear connection to the program and activities outlined in your application
 - Staffing costs
 - Participant spending
- The budget determines what you can and cannot spend money on for HVRP.

HVRP Budget as of 2020 FOA - Continued

2 CFR 200: The Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards

- Includes important information for developing grant budget
 - Allowable vs. disallowable costs
 - Allocable
 - Reasonableness
- Indirect costs
 - NICRA vs. De Minimis

Applying for Funding: Resources

General Resources:

- www.Grants.gov
- <https://www.dol.gov/agencies/eta/grants/apply>

HVRP-related Resources:

- <https://www.dol.gov/agencies/vets/programs/hvrp>
- www.nvtac.org
- www.nvti.org
- www.nchv.org
- <https://www.workforcegps.org/>



QUESTIONS AND ANSWERS

Contact

E-mail additional questions to:

contact@nvtac.org

HVRP Definition – Homeless per HEARTH

According to [42 U.S.C. 11302(a-b), as amended by the Homeless Emergency Assistance and Rapid Transition to Housing Act of 2009 the definition of homeless is:

- A person who lacks a fixed, regular, and adequate nighttime residence
- A person living in a supervised public or privately operated shelter designed to provide temporary living arrangements;
- A person who resided in a shelter or place not meant for human habitation and who is exiting an institution where he or she temporarily resided;
- A person with a primary nighttime residence that is a public or private place not designed for or ordinarily used as a regular sleeping accommodation for human beings, including a car, park, abandoned building, bus or train station, airport, or camping ground;

HVRP Definition – Homeless per HEARTH

- An individual who will imminently lose his or her housing, has no subsequent residence identified, and who lacks the resources or support network needed to obtain other permanent housing;
- Unaccompanied youth and homeless families with children and youth defined as homeless under other federal statutes who have experienced a long period without permanent housing; have experienced persistent instability as measured by frequent moves over such period; and can be expected to continue in such status for an extended period of time because of chronic disabilities, chronic physical health or mental health conditions, substance addiction, histories of domestic violence or childhood abuse, the presence of a child or youth with a disability, or multiple barriers to employment; or

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