



National Veterans'
Technical Assistance Center

Serving Women and Black, Indigenous, People of Color (BIPOC) in the Homeless Veterans' Reintegration Program (HVRP)

Virtual Learning Course Series 3, Session 4 of 4
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NVTAC Introduction

NVTAC Background

- Contracted by Department of Labor Veterans' Employment and Training Services (DOL-VETS) to provide support to HVRP grantees
- Provide technical assistance (TA) designed to increase grantees' ability to establish and operate successful HVRP grants
- Support HVRP grantees throughout their period of performance to ensure that challenges are resolved quickly
- Provide effective training and peer-to-peer learning opportunities that result in increased knowledge and adoption of innovative practices among HVRP programs nationwide

TA Services (1 of 2)

- Providing one-on-one TA support to HVRP grantees
- Facilitating monthly Community of Practice (CoP) sessions
- Hosting biannual Virtual Learning Series
- Providing consistent training opportunities
- Mentoring and relationship building
- Providing leadership support and development
- Assisting with resource identification and navigation

TA Services (2 of 2)

- Collaboration and partnerships
- Outreach to veterans, employers, or partners
- Training for new staff
- Intake, assessment, and case management
- Embedding diversity, equity, inclusion, and accessibility (DEIA) in service delivery and operating processes
- Integrating services
- Career-driven training and career pathways
- Leadership skills
- And more!

Women

Statistics

- Between 2018 and 2019, female veterans experiencing homelessness increased by two percent as homelessness among male veterans declined by three percent
 - Women veterans are more than twice as likely to experience homelessness compared to their non-veteran counterparts
 - 13–15 percent of women veterans who are in poverty will experience homelessness within a 12-month period
 - Women veterans make up only 10 percent of the veteran population; the number of those experiencing homelessness has nearly doubled in the past decade
 - The fastest growing sub-population of veterans experiencing homelessness
- (Source: U.S. Department of Veterans Affairs [VA])

Engagement and Outreach Strategies



- Understanding that this is a hidden population
- Partnering with women-centric organizations with a deep understanding of the population
 - For example, domestic violence, family shelters, and women's shelters
- Helping women veterans identify transferable skills
- Providing training to equip women with leadership skills and opportunities for career growth

Case Management Strategies

- Providing Trauma Informed Care (TIC) and veteran-centric case management services
 - Developing advocacy skills
- Providing referrals to other services that are needed
 - Involving HVRP as part of wrap-around supports
- Promoting employment as a viable outcome regardless of barriers or challenges that women veterans experience
- Using motivational interviewing to crosswalk military experience with the civilian workforce

Job Development Techniques

- Identifying barriers that women face when trying to re-enter the workforce
 - Access to childcare
 - Transportation
 - Gaps in work history
- Identifying jobs with flexible hours that fit the schedule of women veterans
- Highlighting leadership skills of women veterans with employers
- Emphasizing a pool of possible recruits

Resources

- [VA Research Reveals Circumstances That Can Lead to Homelessness Among Women Veterans](#)
- [VA Employment - Center for Women Veterans](#)
- [Women Veteran Alliance - Career Center](#)

Interactive Activity

What challenges are you experiencing reaching and serving women?

What are some best practices or innovative solutions you have utilized when working with women?

BIPOC

Statistics

- Of veterans experiencing homelessness, 43.2 percent are BIPOC, although they only make up 18.4 percent of the general veteran population

(Source: VA)

- In 2020:
 - Black or African American individuals made up 40 percent of the homeless population but only 13 percent of the general population
 - For every 10,000 people, 159.8 Native Hawaiians and Pacific Islanders experience homelessness
 - For every 10,000 individuals, 66.6 Native Americans experience homelessness
 - Hispanic or Latino individuals were about 23 percent of the homeless population, but only 16 percent of the overall population

(Source: Father Joe's Village)

Engagement and Outreach Strategies



- Ensure HVRP staff represent the population that is being served
 - Diverse races and cultural identities
- Partner with organizations that specifically serve various cultures and languages
 - For example, Spanish-speaking and Native American agencies
 - Ensuring that HVRP is connected to local indigenous reservations if applicable
- Making sure that all staff is trained in DEIA and TIC

Case Management Strategies

- Ensuring that HVRP staff are culturally informed
 - Celebrating and respecting different cultures
- Understanding the impact of institutional and structural racism
 - Empowering veterans to identify and advocate when faced with racism in the workplace
- Connecting veterans with culturally-based peer groups, such as the Urban League
 - Getting to know what is available in your local community

Job Development Techniques

- Partnering with employers that uphold anti-racist values
- Identifying employers that have a diverse workplace environment
- Providing referrals to outside resources to solve the unique challenges of BIPOC experiencing homelessness in the job search process
- Identifying each veteran's unique skill set and finding training that aligns with their goals and skill set
 - Providing leadership and mentoring opportunities to help bolster their resume

Resources

- [VA - Racial and Ethnic Minority Veterans](#)
- [People of Color Make Up a Disproportionate Share of the Homeless Veteran Population](#)
- [Father Joe's Village - Demographics and Statistics of the Homelessness Crisis in America](#)

Interactive Activity

What challenges are you experiencing reaching and serving BIPOC?

What are some best practices or innovative solutions you have utilized when working with BIPOC?



Questions?

Thank you!

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