UNDERSTANDING THE WORLD OF WORK
FROM THE PERSPECTIVE OF YOUNG ADULTS
IN TRANSITIONAL HOUSING SITUATIONS

A DISSERTATION
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And to the people on the streets
in the Twin Cities, your
stories, your situations,
brought and continue to bring me
humility daily. It seems like
the main difference between me
and you are God's grace and
mercy.

**Front walkway entrance to YouthLink,
going into my office.**

Dedication

Behold, what manner of love the Father hath bestowed upon us, that we should be called the sons of God: therefore the world knoweth us not, because it knew him not (1 John 3:1). Lord, thank you for loving me more than I love myself, and for having more patience than I have foolishness. For many are called, but few are chosen (Matthew 22:14). It will constantly overwhelm me that you have chosen me to be one of your servants. The fear of the LORD is the beginning of knowledge: but fools despise wisdom and instruction (Proverbs 1:7). All glory be to God, for there is no me without you.

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Abstract

Short term and long term homelessness leaves a
lasting impact on the families who are striving to have
stability through housing and other basic components of a
functional independent life. It's important that we as
human beings recognize the human obligation to clothe the
naked and feed the hungry. The foundational concept of
addressing this issue finds its root in a simple question:
How can anyone be without food and shelter with a wealth
of resources in our midst? One element that is researched
in this paper asks, "What are the experiences of young
adults with employment who are in homeless or transitional
housing situations? Using past professional relationships
to get a glimpse at this problem statement, I conducted
surveys at YouthLink and the Dorothy Day Center. These two
Twin Cities agencies have been addressing these issues and
supporting this population for decades. The data received
resulted in hope knowing that there are many organizations
that are committed to ending long term homelessness,
including a strong presence on legislative agendas. The
discouraging side looks at the disenfranchisement, mental
& physical health issues and other systemic hurdles that
many people on the street have to face on a daily basis.

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Speak Not Of Poverty

Speak not of poverty
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walls are dark like
the dark night
Allow me to conquer
This darkness
Allow me to strike this
Hard rock
Who are all this hungry faces?
Blood dripping from their hands
At the end of the night
Dawn must come.
With your amputated
Limbs you crawl like
An earthworm
Allow me to fight
The heartless poverty
Let me dig a mass grave
And bury all poverty
Homelessness, famine and unemployment
At the end of the night
Dawn must come.

Ndlovu (1997)

The Problem

The poverty line becomes increasingly thin on a daily basis. Without the competency and independent living skills to maintain consistent employment with income that supports a person and possibly their household, the ability to preserve housing is slim to none. The advancements in technology, sciences, arts and other educational innovations leaves those who are in unstable housing situations at a major disadvantage if these resources are not available to this population. Individuals who grow up with a steady home life where shelter is not an issue have a luxury that many others do not enjoy. According to Daniel Kerr(2006), from the *Consolidation for Social Awareness and Responsibility,* states, the "new homeless" consist of a substantially higher proportion of Black and Latino people as well as women, children, and family groups(*Advocate for Homeless, Homelessness, and Poverty*). They are getting younger and substantially higher proportions of the homeless are there for the first time in teenage years. They are geographically more dispersed in urban areas than the "skid row bums" had been and are more publicly visible.

By doing an in-depth study of how young adults understand and gather knowledge about current requirements for numerous fields to be competitive will add value in many ways: possibly increasing the volume of individuals who are employed, enhance the number of individuals who are eligible for homeownership, decrease levels of crime, and raise overall production of economic and educational systems. Hamberg and Hopper (2006) feel the public spectacle of the homeless is a conscious policy choice. It serves to discipline labor by parading the spectacle of failure and at the same time attempts to regulate the spectacle of homelessness in order to prevent it from getting out of hand. This is done through the old disciplinary logic of charity and relief. Advocates and reformers often fall into this trap and in many cases promote the new institution of homelessness by solely focusing on relief and not looking to larger structural causes. The true path to reform is to fight for decent jobs at decent wages as well the implementation of a massive housing program and the establishment of the "Right to Housing" (*Advocate for Homeless, Homelessness, and Poverty).*

Background

Over the past year or so, I would frequent downtown Minneapolis for either business ventures or leisure activities. One of the new latest attractions is an entertainment one-stop shop called Block E, mainly for individuals who pass through the city as tourist and of course, locals who enjoy what the city have to offer. Block E connects the combination of a movie theatre, nightclub, health and beauty spa, sports venues, hotel, bookstore and Hard Rock Café. Without question, this central area of the city would bring the kind of people traffic that business owners depend on having to see their establishments thrive. At the same time, this district will also have to deal with visitors that may not be welcomed. From my observation of being at Block E at different hours of the day these individuals are usually young people approximately between the ages of 13-35. These are primarily young people of color that the public in general tend to act as if they do not see, out of fear or ignorance, or lack of interest. From my experience of living in three regions of this country (West, South, and Midwest), many neighborhoods where there is a significant population of poverty it is almost certain that you will

see people hanging out on the corners. These corners provide a sense of belonging, an impression of substance, the activity of hustle to stay alive. So on these occasions where I have seen these young people just standing around as if an agenda does not exist in their life, police officers were always present and insistent on making these young crowds scatter. My initial thoughts were defensive, as a Black male who constantly struggles to locate a safe venue to express myself without someone in a position of power or insecurity exposing their discomfort based on either previous experiences or negative perceptions of what they feel my role should represent through their eyes. As I have matured, listened to many conversations and gathered my own views about my existence, I have become more careful about jumping to conclusions. Although, during moments of seeing these young people pushed from their huddles and loud exchanges by police, I began to ask questions vocally that I am certain many other people were asking in their head. Why are all these young adults lounging and being shiftless on these corners? Don't they have somewhere to be, somewhere to go? Are they on drugs, are they selling drugs? Are they mentally stable? How are these young kids able to stay out

all hours of the night? Do they have any positive influences or direction, any support systems in place? Why are they wasting precious time?

When I was their age, I had to be walking in the door before the street lights came on or I was sure to have my hide in check. Well, on the outside looking in those questions are legitimate to the person who cannot relate, or who has never been close up with the realities of poverty and homelessness. I had no idea at the time that I was witnessing those things. However, it took a daily vocation for my thinking to adjust and have more of an awareness of the picture I was seeing on those days and nights.

At the end of 2004, I took a position as the Independent Living Skills Coordinator at *YouthLink* (www.youthlinkmn.org). I initially interviewed for this position in September, but YouthLink chose someone else. After less than a month of that person's tenure, the administration decided that it was not a good fit for the person they chose, and thus, that position became reopened. I happened to see the posting in the paper and quickly called to check the status. It was surely vacant

and I was given the opportunity to fill the role. I told that little

anecdote to imply that I believe nothing in this life is coincidental or just happens to you.

YouthLink is a program based on the west side of downtown Minneapolis, MN, that serves primarily homeless youth and those showing indicators of those who eventually end up on the streets. There are five major programs and other sub-programs that exist. New Path Partners is an intervention program that works with kids who are truant, failing school, acting out at school or first-time minor criminal offenders before they get into serious trouble by providing youth and family case management, and counseling groups that focus on life and social skills-building.

Project OffStreets works with homeless kids to help them transition to independence and self-sufficiency as they move into adulthood by providing a basic needs drop-in center, case management, and independent living skills training.

Educational Resources works with young people to meet their employment and academic goals. YouthLink works with young people to re-enter the mainstream educational system when possible. When returning to public high school isn't

an option, youth accessing the educational services program can receive GED tutoring and preparation (through Educational Resources subprogram Project Reconnect).

The Youth Housing Program provides studio apartments and housing services as part of a transitional living program, including efficiency and one-bedroom apartments through the Archdale Apartments, scattered site apartments for youth who are HIV positive or have mental health problems, and host homes for homeless LGBTQ youth.

The Health and Wellness Clinic provides comprehensive health care and health education designed to help young people become responsible advocates for their own and their families' health. YouthLink originated as Minneapolis Youth Diversion Program (MYDP), a unit of the Hennepin Area Youth Diversion Program in 1974. In 1978 the agency was incorporated separately as a private, non-profit corporation. The name was formally changed to YouthLink in 2001.

My first few days on the job I began to see the same young people that were hanging around Block E on the corners and side streets. This completely blew me away, because I began to see Minneapolis in a completely different way. It is similar to how a police officer views

the streets, once they become familiar with gang activity, names and faces, restaurants where they can eat for just showing up, how to scalp an area for suspects or clues, being more in-tune with their surroundings than the average person to ensure that there are no surprises. I began to feel this way, and now when I drive the city streets I recognize homeless shelters, individuals at the end of freeways who hold up signs which read "need money for bus tokens", and young people between the ages of 13-20 who look as if they are walking without destination. And I give a keener eye for those under 18 who feel free to curse in public at whoever is in their circle or even adults, appear to have low attention to their hygiene, and have frowned faces of built-up anger/frustration/hunger.

One day I came to work early to get a jump on one of my tasks, and I pulled in the empty parking lot recognizing that I was the first person in the building that day. As I opened the door passed the lobby entrance I saw a young Black male curled up in the corner trying to wrap up and conserve as much heat as possible. From this moment I began to daily, check my issues at the door, simply because I was always reminded that at the end of the day, I would not be without a roof. As a result, I

feel that a fresh voice could be added to this topic of

homelessness in urban settings, beginning with a primary

focus on the Twin Cities. With the barriers and challenges

already in place with indicators of truancy, homelessness

is a downward spiral that consumes a young person into an

abyss of doubt, low confidence, possible drug involvement,

mental and physical health challenges, sexual identity

issues and/or exploitation, criminal activity.

Purpose of the Study

The end of homelessness is one of those utopian

wishes that are parallel with world peace, heightened

respect for the environment, balance of power and

democracy and an unlimited source of love. The issue has

become centuries old and to some people perplexing when

one looks at the lavishness of food and waste of resources

and excess on American soil for people who are able to

purchase whatever they please.

Those of us who are privileged to grow up, work and

live in areas where poverty does not visually show itself

this topic may be foreign, does not exist, or possibly too

much of a harsh reality to understand the concept. This is

a social task in which we must continue to ask the

question: Who is homeless, what are the causes, and how can I help? Nevertheless, we are all enlightened when we become aware that famine, low qualities of living and malnourishment do not only exist in small countries across the world, but right around many of our American corners. Homelessness lives under highways, by train tracks, from couch to couch, and park bench to hallway floors.

Research Questions

Specifically, an often unnoticed and forgotten population is homeless youth. There are many institutions, agencies, community organizations that have committed themselves to reversing the trends of homelessness. How does an agency or institution balance and reinforce responsibility while simultaneously providing supportive/supplemental resources for homeless youth? In many cases these same agencies may inadvertently encourage dependency, complacency, and complements the welfare system. This topic is important because it analyzes effective community-based education systems and distinguishes between from those that are supplying short-term needs. This study will identify the level of influence parental involvement has in the lives of young people and evaluates the quality of programming that is

accessible to the population. Environmental factors also come into play, by mentioning the media pressures and images that young people are drawn toward. It is also important to ask: what are the characteristics, demographics, and/or indicators of young adults who become homeless? Are homeless youth-serving agencies/programs guiding them toward being self-sustaining and competent adults? In what ways do homeless young adults influence community, workforce pool, and educational systems? The purpose of this study is to further the understanding of this social phenomenon of young adults who are in housing transitional situations, and how that relates to the experience of how they view gaining employment. This study addresses the research question, how do young adults view the world of work? It seeks to answer the question by survey and questionnaire of those in homeless or in housing transitional situations.

Definitions

Key definitions used throughout this research effort are included here. There may be other terms added on as the research increases. The following definitions are cited in Mary Ellen Hombs' book, American Homeless (2001), 3rd edition.

The Department of Housing and Urban Development (HUD) defines *homeless* as:

an individual who lacks a fixed, regular, and adequate nighttime residence; and

an individual who has a primary nighttime residence that is —

a. a supervised publicly or privately operated shelter designed to provide temporary living accommodations (including welfare hotels, congregate shelters, and transitional housing for the mentally ill);

b. an institution that provides a temporary residence for individuals intended to be institutionalized; or

c. a public or private place not designed for, or ordinarily used as, a regular sleeping accommodation for human beings.

(http://www.endlongtermhomelessness.org/questions_answers/ending_homel essness/what_is_the_definition.aspx)

Chronically homeless HUD defines a chronically homeless person as an unaccompanied individual with a disabling condition who has been continuously homeless for a year or more, or has had at least four episodes of homelessness in the past three years.

Co-occurring disorders The presence of two or more disabling conditions such as mental illness, substance abuse, HIV/AIDS, and others.

Family homelessness the primary cause of homelessness is a lack of housing that very low-income people can afford. In no jurisdiction in the United States does a minimum wage job provide enough income for a household to afford the rent for a modest apartment. More than a million children will experience homelessness this year. Indeed, one in ten poor children in our country will experience homelessness and the risk is higher the younger the child.

Homeless Management Information System (HMIS) a community-wide database congressionally mandated for all programs funded through the Department of Housing and Urban Development (HUD)homeless assistance grants. The system collects demographic data on consumers as well as information on service needs and usage.

Housing first The goal of "housing first" is to immediately house people who are homeless. Housing comes first no matter what is going on in one's life, and the housing is flexible and independent so that people get housed easily and stay housed. Housing first can be contrasted with a continuum of housing "readiness," which typically subordinates access to permanent housing to other requirements. While not every community has what it needs to deliver housing first, such as an adequate housing stock, every community has what it takes to move toward this approach.

National Alliance to End Homelessness The National Alliance to End Homelessness seeks to mobilize the nonprofit, public and private sectors of society in an alliance to end homelessness. The Alliance represents a united effort to address the root causes of homelessness and challenge society's acceptance of homelessness as an inevitable by-product of American life.

Permanent supportive housing A cost-effective solution to long-term homelessness in which residential stability is combined with appropriate supportive services to meet residents' individual needs. Permanent supportive housing can come in a variety of forms. Some programs are "scattered site," meaning a client or agency leases apartments in the community, and the program subsidizes the rent. Others develop a dwelling or apartment building where supportive services are available on site. Some programs require that clients utilize services as a condition for remaining in the program while others provide, but do not require, participation in services. For many, the need for supportive services is reduced over time, as households gain stability.

Prevention refers to any of a number of strategies used to keep individuals and families from becoming chronically homeless. Homelessness prevention is an essential element of any effort to end homelessness either locally or nationwide. Every day in the United States, families and single adults

who have never been homeless lose their housing and enter a shelter or find themselves on the streets. No matter how effective services are to help people leave homelessness, reducing homelessness or ending it completely requires stopping these families and individuals from becoming homeless. Policies and activities capable of preventing new cases, often described as "closing the front door" to homelessness, are as important to ending homelessness as services that help those who are already homeless to reenter housing.

Re-entry housing This refers to transitional and supportive housing options for people coming out of prison and jail. Research has shown that homelessness is prevalent among people released from prison and jail, and that there is insufficient affordable housing available to people coming out of prison. Individuals released from prison who have a connection to stable housing may be less likely to be re-incarcerated than their counterparts.

Section 8 housing This type of affordable housing is based on the use of subsidies, the amount of which is geared to the tenant's ability to pay. The subsidy makes up the difference between what the low-income household can afford, and the contract rent established by HUD for an adequate housing unit. Subsidies are either attached to specific units in a property (project-based), or are portable and move with the tenants that receive them (tenant-based). The Section 8 program was passed by Congress in 1974 as part of a major restructuring of the HUD low-income housing programs. Section 8 was created to permit federal housing assistance to go for construction or rehabilitation of new low-income housing or to subsidize existing housing.

Ten year plans to end long-term homelessness These local and statewide campaigns in regions across the country seek to engage all sectors of society in a revitalized effort to confront and overcome homelessness in America. Each Ten Year Plan to End Homelessness provides solutions and options for looking communities committed to ending homelessness rather than just managing it.

Voluntary services The term "supportive" in supportive housing refers to voluntary, flexible services designed primarily to help tenants maintain housing. Voluntary services are those that are available to but not demanded of

tenants, such as service coordination/case management, physical and mental health, substance use management and recovery support, job training, literacy and education, youth and children's programs, and money management.

   Young adult-may be in between the ages of 18-40, with the possibility that there may be older participants.

   Supportive housing-Subsidized apartments by federal, state, or other funds, which the resident pays only a portion of their income and/or cost of the unit; usually it may be 30 percent of their income.

   Drop in center-usually a day time service for homeless clients that includes meals, clothing and laundry facilities, showers, support groups, service referrals, but does not provide overnight accommodations.

   General assistance-state and county funded programs designed to provide basic benefits to low income people who are not eligible for federally funded cash assistance.

   Homeless person-the McKinney Homeless Assistance Act, first passed in 1987, defines a homeless person as: an individuals who lacks a fixed, regular and adequate nighttime residence that is: a)a supervised publicly or privately operated shelter designed to provide temporary living accommodations(including welfare hotels, congregate shelters, and transitional housing for the mentally ill);b) an institution that provides a temporary residence for individuals intended to be institutionalized; or c) a public or private place not designed for, ordinarily used as, a regular sleeping accommodations for human beings.

   HUD-U.S. Department of Housing and Urban Development, the key federal agency responsible for housing and homeless programs.

   Outreach Programs-often street-based programs that contact homeless people to offer food, blankets, or other necessities to engage them in medical or other services, and to offer assistance on a regular basis to develop relationships.

Supportive services-Programs providing job training, alcohol or drug treatment services, case management assistance, educational services, and the like. Services may be provided in conjunction with housing or shelter or in a different site.

Limitations

Some limitations that come along with this study are the amount of responses received from the participants, their level of literacy, and mental capacity if some of them suffer from any mental illnesses or personality disorders. Any of these elements will place a cap on some of the participant's inability to express themselves the way they would like. Although incentives will be provided, it will not be mandatory for them to respond to my survey. Mental health issues sometimes alter the emotional stability and/or physical efficiency to perform critical thinking or major labor positions. These potential limitations also impact their opportunities to secure livable wage employment and may struggle with independent living skills that involve interpersonal/intrapersonal proficiency.

Mental health issues may prevent some participants from filling out the information based on their literacy proficiency levels. Answering the survey and questionnaires may present a challenge which may make

participants feel ashamed or embarrassed. As a result, this presents a possibility of them hesitation or shying away from answering the survey/questionnaire. A connected dynamic is the history or pattern of researchers coming into impoverished environments or situations to gather information and share it with community stakeholders and other special interest groups. The challenge that presents itself is when researchers gather data from these communities; many times they are infringing on their personal space and then return to their lifestyles. For these peripheral reasons, at some point, people in these situations have lost trust in these individuals who appear intrusive at times who desire to analyze a population without a plan to use for the betterment of the participants. It is my desire to have this body of work as added value to the initiatives that are already in place in an effort to maximize efforts toward ending homelessness.

My interpretation of the study, literature, and the participants may be seen through a lens that may lead me toward certain assumptions or thinking. This study will broaden the understanding of the young adult's view of the world of work, but the results of this study cannot be

generalized to other agencies, centers, homeless shelter settings or other disciplines. At the same time, this study will not be generalized beyond the group who participates. There may be other factors or elements of their perspective that are not discovered or acknowledged in this study.

I took a qualitative interpretive approach toward investigating myths about young adults who are frequently un-housed and unstable, pinpointing the challenges that prevent many of the young people from progressing and navigating through systems, how depression and mental health may be a major factor in preventing them from attaining employment, relevance of family structure and support, employer stereotypes and strategic barriers, and self-inflicted hindrances. This descriptive study is intended to enhance the quality of research that has already been done and supplement the efforts around ending homelessness in the Twin Cities and beyond. The design of the study will be based primarily on participants in the state of Minnesota from the population YouthLink (Minneapolis) and the Dorothy Day Center (Saint Paul) serves in relation to the variables previously mentioned. The research design is descriptive and up to 70

participants will be asked to complete the survey/questionnaire. Of the 70 or so, I was uncertain of how many of the participants would be in between 20-40 years of age range. I received responses from a significant number of individuals who are over forty. With the assumption that being young or youthfulness is a state of mind and not necessarily chronological, I was purposefully targeting individuals in the 20-40 age range to make inferences of employment experiences for the possible next generation of homeless individuals after this current economic drought. Therefore, the responses may not fit the "category" that I was originally looking for, although the information from the participants was rich in story and information.

A careful look at these two agencies gives insight to how we are serving this population. According to the American Youth Policy Forum, the principles of effective youth employment programs are the following: implementation quality, caring and knowledgeable adults, high standards and expectations, importance of community, a holistic approach, community service-learning, work-based learning, and long-term services/support and follow

up. Subsequently, the two agencies where I did research

will be viewed through this lens (Partee, 2002).

Assumptions of the Study

- The homeless or housing transitional populations are
  an untapped human resource for economic and community
  development initiatives.

- Community centers, agencies, businesses and shelters
  are overwhelmed with the number of clients and needs
  that are larger than supply of available resources to
  them to address the numerous issues.

- The qualitative design used to collect information
  from this population was conducted with a thorough
  knowledge of background information about the
  homeless/transitional environments and the challenges
  to sustaining or attaining employment.

- The feedback from participants would parallel the
  current findings of studies done about the recent
  homeless population in the state of Minnesota.

- The results would be of significant service to the
  foundations, state agencies and funding organizations
  to influence social policy & justice.

Summary

The results of the study may be used to create more intentional and strategic implementation plans to decrease the almost 10,000 people in either supportive housing or homeless situations on any given night in Minnesota. This study addresses two major areas of concern that impact the quality of life for millions of citizens, employment and transitional living. Although they are separate research studies, one cannot discuss homelessness without observing the employment experiences of individuals who are struggling to stay off the street under consistent and stable housing. Recognizing the numerous causes for being on the street are various, the one constant is that livable wages heavily impact one's options for maintaining support from non-profits and other agencies who realize that many of them are one opportunity from the conduit necessary for their survival and steadiness. In chapter two I will review the relevant background literature.

Chapter 2

REVIEW OF THE LITERATURE

<u>Overview</u>

The phenomenon of homelessness is a consistent agenda item for many cities, states and countries. Focusing on a plan to ensure every person and family has an adequate and affordable living space is also a platform for political discussion. This chapter I will detail relevant background literature and critique current (within past twenty years) claims of the causes of homelessness, explain the research on who is homeless and assess the results of the findings. The following research that is included has a focus on numerous reasons and challenges of homeless young adults in urban settings (Hombs, 2001).

<u>Causes of Homelessness</u>

As society treats many victims or individuals who do not fit within standardized 'norms', we may tend to accuse and ridicule them for their socio-economic position and/or lack or social progress according to our own values. In some cases, the homeless are blamed for their situations based on assumptions. "Until the beginning of the 1980's, the prevailing stereotype of a homeless person was that of

a middle-aged, white, urban, male alcoholic-a transient
who either wandered the country or inhabited downtown skid
row areas characterized by low-cost hotels, rooming
houses, and bars. Most of all, this person was viewed as
shiftless for not living a responsible life with a job and
a family" (Hombs, p. 10). Today these characteristics have
changed in dramatic fashion. According to Hombs, there are
a large proportion of people of color who are on these
streets, individuals with families; eighty-four percent
are female and young people who have not necessarily
chosen this lifestyle.

Who is Homeless?

Hombs suggests that there are several major
contributing factors that support the increase of homeless
populations: the unemployment rate and the employment
market, population changes, percentage of one-person
households indicating possible isolation, absence of
General Assistance benefits, cost of living and/or failure
of benefits to keep pace with cost of living. Hombs also
includes biographical sketches, which add a personal
flavor to the study and a chronology of significant policy
changes and community development that battles this issue.

Hombs eventually provided facts and statistics to support

these assertions that include the United States and

London. However, the element of 'population changes' was

not clarified or explained well to understand how that is

a factor toward increased homelessness in urban areas.

Specific to this study on homeless young adults, Hombs

states "there is an overrepresentation of people with a

foster care history in the homeless population; alcohol

and other substance abuse illnesses and mental illness

play a significant role in the relationship between foster

care and homelessness" (p. 70-1).

Challenges of Homeless Young Adults

On the most fundamental level homelessness housing

tends to overtake peripheral concerns. *Helping America's

Homeless: Emergency Shelter or Affordable Housing*, address

the structural conditions of the economy, housing markets,

labor markets, and related factors that influence people's

ability to afford housing. Furthermore they dive into how

different individual characteristics may be affected. When

there are numerous ideologies of how this issue should be

faced, they take a good look at the ways in which the

United States has chosen to address homelessness from the

federal level (Burt & Aron, 2001). These causes uncover
the consistent voice that says there are many signs that
tell the decision-makers we must support personal
development issues as well as housing to address the need
(Tripplett, 2004).

Is ending homelessness a solvable problem?

Is the problem of homelessness solvable? Tripplett
(2004) leads the reader into this article with this
question as the underlying theme in relation to this
centuries old challenge. Tripplett begins by stating that
"about 40 percent are families with children, 30 percent
are substance abusers, 23 percent are severely mentally
ill and 10 percent are veterans"(p.541). Major research
institutions and as a nation, we are very good at pointing
out the obvious, but slow to come to terms with an
agreeable plan amongst policymakers and community
advocates who are on the front lines of the issue. With a
large amount of homeless individuals who are physically
disabled or mentally unstable to be functional self-
sustaining citizens, these factors have major implications
for educational attainment and employable skills.

Discreprencies in defining homelessness

Tripplett points out that there is still discrepancy about the definition of homelessness. But there are individuals who may live with different individuals throughout a year without stepping foot inside a shelter, for one reason or another. Therefore, the author points out the difficulty in tracking and categorizing who is in most need and what services are in place for them to be self-sustaining. Also, Tripplett makes the reader analyze whether or not appropriate services are being offered that support the whole person. "It's much easier to toss the homeless a few dollars than to build a relationship with them (that) can address the root causes of the condition" (p. 548). Incorporating job training, self-empowerment, and social skills are useless if a young person has possibly been physically, mentally, or emotionally bruised and been conditioned to leave their problems behind with every foster home and/or shelter.

Appropriate services

But when focusing on their immediate needs, "unfortunately a lot of homeless shelters seem to just

operate as dumping grounds," without accountability. (p.

548). Tripplett makes strong arguments and attempts to

play a neutral role in an effort to allow the reader to

decide which stance is most suitable for him/her. From the

chronology of the Federal Emergency Relief Administration

of the 1930's to the Bush Administration's Samaritan

Initiative budget proposal of January 2004, moving in a

positive direction is at a standstill due to low funding

of affordable housing and possible ineffectiveness of

current programming. Tripplett gives a broad range of

ideas and declares that at the end of the day, we must

continue to keep this issue at the top of our national

agenda (Vostanis & Cumella, 1999).

Independent living programs have potential to be

great initiatives to catapult young adults to being

functional in educational and employment venues.

Assistance to navigate systems is an area that requires

more critique and accountability to ensure self-

sustainability. "Young people leaving public care systems

are at increased risk for low educational attainment,

unemployment, homelessness, physical and mental health

difficulties, dependency on public assistance, and

involvement with the criminal justice system"(Montgomery,

Donkoh & Underhill, 2006). Independent living programs are common at many agencies that support young people who come out of these systems but there has not been a substantial amount of research to conclude whether or not they are impactful.

Overwhelming odds of homeless children

    This same book takes the issue a step further and details the many angles that make this topic so multifaceted. By spotlighting health problems, mental health, domestic violence, parental development, social services, education and family structure Vostanis and Cumella recognize that children who are on and off the street are dealing with overwhelming odds. These authors validate my purpose for updating and extending the research that has been done in this area. "The impact of homelessness on the lives of children and families has received limited attention, although several research studies summarized in this book have found that children in homeless families experience high rates of illness, injury, and distress" (p. 8). From there they introduce a pathways model of admission to homeless centers, which gives a grass roots look at some of the factors provoking

homelessness (p. 12). Their inclusion of case studies

gives an accurate assessment of the psychological trauma

that is experienced by homeless children and the urgent

need to continually evaluate service programs that should

best meet their needs (Schwartz & Milovanovic, 1996).

Politics of domination

Hatty, Davis, and Burke highlight a prevailing notion

in chapter nine (*Victimization of homeless youth: Public

and private regimes of control*) of Schwartz and

Milovanovic's book, which grounds its argument on what

bell hooks terms the "politics of domination". I interpret

this phrase as an outcry from the homeless female or

person of color who is subject to maltreatment due to the

social status levels unwritten in American culture. The

phrase echoes tones of Paulo Friere's timeless theories

that emerged from the P*edagogy of the Oppressed* (1996).

Role of racism & sexual orientation

The authors insist that racism and sexual orientation

now play a major role as homeless youth navigate the

streets and educational settings. The concept of power

sometimes manifests itself through violence from law

enforcement officials, fellow street people and/or family members. It is also from these areas that increase the definition of who homeless young adults are. "Homeless youth includes those who left their homes without consent (runaways), those thrown out of home (throwaways), those who leave problematic social service placements (system kids), and those lacking basic shelter (street kids)." The significance of this excerpt makes the inference that the harassment and intimidation that homeless youth deal with is creating a culture and generation of hardened individuals who repeat the behavior that is being acted out toward them (Dehavenon, 1996).

Gentrification, Displacement, and Homelessness

The framework for this book slightly contrasts my central theme of homeless young adults in urban settings. It provides some input about poverty in rural areas, strategies of avoiding homelessness in some urban settings, government policy on housing, religious responses to homeless and even suburban homelessness. My purpose for including this book was the contents of chapter 9 by Brett Williams subtitled, *There goes the neighborhood: gentrification, displacement, and*

homelessness in Washington, D.C. "Gentrification refers to
the process whereby new residents-disproportionately
young, white, well-educated, salaried, and professional-
move into urban neighborhoods that are often populated by
people of color who are older and poorer"(p. 145-6). To
understand the historical foundation of communal
segregation in Washington, D.C., Williams uncovers the
racial enclosure of the 1940's and how the increase of
housing costs forced individuals to shelters, cramping
with other family members and/or living on the streets.
These events occurred in the name of urban renewal,
damaging communities of color and families that were
stable. This study represents a harsh irony about the
state of Washington, D.C., supposedly the core of
politics, justice, and progressive changes. And of course,
this is also the place where the President of the United
States resides.

Identity of the Homeless & Begging

Brackette Williams (1995) records some profound
observations of homeless individuals with a desire to
comprehend the concept of charity and where it should be
directed. The two cities in which the study was done

consist of Tucson, Arizona, and New York City. This study
assists the reader and researcher in gathering a keen
sense of the identity of people on the street, gaining
insight of the dynamics of how people are perceiving those
who are homeless and how they see those who are not.

Sympathy toward homeless

Media and personal contact with those who appear to
be unfortunate has the ability to trigger and pull at
one's heartstrings of those who may not be in the grips of
poverty. Bunis, Yancik & Snow (1996) highlight sequential
patterns of the expression of sympathy toward those who
are homeless or in famine. The three sources which they
extract coverage from are the New York Times, London Times
and volunteerism serving homeless over a 5 year period. If
their theory holds up and displays patterns of giving with
peaks at Thanksgiving and Christmas, but drifting off soon
after then how sincere and intentional efforts to support
this population? Are many of us distorted with the true
meaning of charity? Biblically, the word charity means
love. Are many of us void of the essence of what's
consider true love toward our neighbor?

Possessions of Homeless

     The excess of wealth and living in a country where consumption is normalcy it rarely occurs to many people that there persists a culture where homeless individuals are able to gather possessions from what many may consider things that have no value. Hill and Stumey (1990) take an ethnographic approach viewing the survival tactics used by the homeless to maintain without shelter. It's also important to note that they mention the prevailing causes of homelessness during the late 1980's. The first cause was unemployment, and that many states have an inaccurate accounting of this population because they count "employed" individuals if they work at least one hour a week, even if those minimal hours and wages are well below the poverty line. Relevant questions which persist from this study are: 1) Are current prevailing causes the same and 2) The amount of current jobs that pay below the poverty line as opposed to those that are unionized and pay a livable wage.

     Many people have the assumption that most homeless people are laying around all day doing nothing, but this couldn't be further from the truth. In this ethnographic

study, Down on their luck: A study of homeless street

people(1994), the authors detail their observations and

interviews that demonstrate the need for better services

and acknowledges the best attempts which are made by

street people to take care of one's needs. In one chain of

events, the authors chart the path of some homeless people

at a Salvation Army shelter:"routed out of bed before

dawn, fed breakfast, and hustled into the streets, the

homeless pursue various strategies in securing enough

money to get by. Selling blood plasma, hiring out for a

day, panhandling, collecting salvage, and selling articles

are all ways of getting by, undergirded by the free

shelter and food provided by social agencies"(Snow &

Anderson, p.1101).

People of color & homelessness

    Without surprise, "the size of the homeless

population is disproportionately high and continuing to

grow in relation to other groups in major urban areas."

For many families of color who are struggling economically

and living below the poverty line, there have been

generations of poverty and despair inherited. When a

lifestyle is encompassed with a lack of resources this has

the great potential to become normalcy in a country of great opportunity. The historical inequities which still plague our society today are conversations that are sometimes based on false pretense and neglected altogether. The old money and generational wealth of a country that has benefitted from free slave labor has been inherited as well. This information which has become invisible is not only purposeful and strategic, but more unfortunate for all of us. The perception of many people of color on the street is that somehow they belong there and have not had the drive to accomplish what others have in order to be self-sustaining. The previous comments should not be mistaken of building a case for a lack of productivity, but taken into account when the conversation of why they are disproportionately represented takes place. First, Roth and Arewa (1988) address this issue in the late 1980's when most authors were not speaking to the disparities which have become more extreme over twenty years later. This study focuses on 300 black men in 19 counties in Ohio as an effort to find implications for policy development and service delivery.

Discrimination & Homelessness

In situations of major difficulty or crises many individuals are able to turn toward family members or other extended relatives or loved ones for support. With court cases emerging in many states involving the legalization of homosexual marriages people are forced to make decisions on what they believe about this union. We all have different sources from which we draw on to stand on what we believe based on one's morals, ethics or faith. Regardless of the stance, what is the appropriate response to a young adult who is struggling with their sexual identity or claims to be a homosexual? For many families, the struggle is so extreme with a lack of understanding of how to respond young adults are sometimes kicked out of homes into the street. This article defines discrimination as intolerant behavior to those who are perceived to be different, including harassment that stems from bias and emotional responses, such as fear and hate (Milburn, Ayala, Rice, Batterham & Rotheram-Borus, 2006). The authors acknowledge that the research on discrimination and homelessness is limited, which is one of the purposes for this study. This article highlights newly homeless

adolescents experience with discrimination and harassment from peers, family or law enforcement and the connection to being a person of color or a homosexual. The authors associate these experiences with negative physical, mental and emotional health.

Customized Employment Services

The Corporation for Supportive Housing has a Community Engagement Program with customized employment services that seems to be a model for others to replicate. The rehabilitation connection to employment is viewed as therapy for the clients, as an avenue to define meaning in life, gaining purpose as well as economic gain. Work experiences foster meaningful relationships and a means to develop significant skill sets to be self-sustaining. The Customized Employment & Individual Placement and Support research-supported models are being used to develop the employment services (Corporation for Supportive Housing, 2004).

Summary

There are countless books, articles, and reports that have been published with the past fifteen years around the general topic of homelessness, and also specific research

in the area focusing on the development of youth in street culture. The first step in making a concentrated effort toward having a legitimate voice on the issue is to come to terms with whom we are speaking of. The diversity of people who are being marginalized by society on the street is surviving at many different levels. The models and theories, which were included in this review, acknowledged the pathways of families and children through institutions and/or from a personal standpoint.

The study of homeless young adults in housing transitional situations hold indicators for human development and what generations are learning and contributing to society. The current overall method of dealing with this issue is being positively impacted by a handful of agencies, community centers, and faith-based organizations. Although poverty, race and class are part of the undercurrent of education initiatives (No Child Left Behind), the realistic outcomes are staggering.

Heading Home Minnesota: An unprecedented, coordinated public-private partnership to end homelessness (http://www.headinghomeminnesota.org/)documents some staggering statistics that should stir us all into getting involved in some capacity to address these extreme issues

that are recycling lives in a cycle of despair and

disenfranchisement. For example:

- Nearly half of over 9,000 homeless each night

    are under the age of 22.

- Compared with children who are housed, homeless

    children are have twice the rate of learning

    disabilities, three times the rate of emotional

    and behavioral problems, and are twice as likely

    to repeat a grade.

- Seven in ten homeless youth come from

    institutional settings including foster homes,

    group homes, treatment centers, or correctional

    facilities.

- Homeless youth are at very high risk of physical

    and sexual assault and abuse and are more likely

    to become involved in prostitution, drug abuse

    and dangerous and/or criminal behavior.

    The next step in the literature is to fill a gap that

provides consistent reflective and evaluative methods to

determine whether or not money and resources are not being

maximized to help young adults become self-sustaining

adults. Some of the opposing argument, which was excluded

from this review, argues that some of the positions

families and children find themselves in are self-

inflicted and imposed. Hence, there are conscious

decisions made to live on a system that largely operates

based on handouts. With this comes a social responsibility

as well as personal obligation on the part of the homeless

to find a median that benefits communities. This issue

crosses all disciplines, and requires all hand-on to

generate a state, national and global mission to ensure

basic human needs are being addressed.

Chapter 3:

METHODOLOGY

Introduction

The purpose of this study was to identify challenges, successes, and policy implications of individuals who live in homeless or housing transitional situations in the Twin Cities. The focus of the study will be an in-depth descriptive survey using a questionnaire to identify participants understanding of the world of work.

The following questions were addressed through this study:

- Are homeless/housing transitional individuals attempting to gain employment?

- What barriers are they facing when dealing with employers?

- How do they view themselves as being employees?

- Is steady work a major factor in having housing?

- Are the homeless/housing transitional individuals aware of job support and skill-gaining programs?

- Does this population take advantage of the resources that are available to them?

- Were there any major differences or similarities in employment experience based on age?

- Are there some patterns related to individuals who had spent some time in foster care as a youth?

A qualitative research design was used to pinpoint answers to these questions.

Study Sample

A convenience sample from a random population was used to select participants for this study. I attended the Dorothy Day Center during one of the Saturday 10am 'open breakfast' times and make a five minute presentation about my study after Mr. Woods introduced me, and offer a $5 Dollar Tree gift card incentive for completing the survey/questionnaire. From there the participants had the option either to answer the survey/questionnaire already at their tables or to leave the designated area. I explained the importance of the research and how their experiences were vital to the success of programs such as the one they presently benefit from. The participants were not required to give their name or any personal information that would identify them with the answers they provided on the survey. The questionnaire participants

were not required to give their name or personal

identification information either.

At YouthLink I planned to present my research study

during one of the resident building meetings and made

another 5-minute presentation about the research after

being introduced by the building manager. From there I

passed out the survey/questionnaire and allowed time for

them to fill it out immediately. From there I passed out

the questionnaire to available present practitioners who

desired to participate. At both locations I stayed and

collected the information in the same setting that they

were distributed to ensure that their responses are

anonymous and have no impact on the services they receive.

Research Design & Data Collection Procedures

The design of the study was based primarily on

individuals in homeless or housing transitional situations

in the state of Minnesota, specifically from the

population YouthLink and the Dorothy Day Center serves in

relation to the variables previously mentioned. The

participants were randomly chosen from the two supportive

housing complexes that are connected to YouthLink, which

are St. Barnabas and Archdale apartments, to answer a survey/questionnaire that gave insight to their mindset about their current situation and what it will require for them to be self-sustaining with employment. In addition, I surveyed six practitioners from YouthLink and the Dorothy Day Center total to bring a more personal and real flavor to the study. This study will have to be cleared by the Institutional Review Board at the University of Minnesota-Twin Cities campus. In September of 2001, the Wilder Research Center conducted a survey of youth without permanent shelter in Minnesota. The Wilder Research Center has recently produced a summary of the homeless population in July 2007. This qualitative approach highlights current issues around homelessness, the policies and programs that are being put into place to assist in keeping people off the street. There are numerous reports, articles and studies that have been produced by such entities as the Congressional Quarterly, National Resource Center for Homelessness and Mental Illness, National Law Center on Homelessness & Poverty and the National Alliance to End Homelessness that I cite as relevant information to find parallels and contrasts.

The survey/questionnaire and interview questions for the participants were formulated from a previous study I conducted when I was an employee at YouthLink. As the Independent Living Skills Coordinator, some consistent indicators of the young adults' production in the work force became apparent. In order to categorize a benchmark to see where they stand related to being self-sustaining I created a survey/questionnaire to identify how they perceive their own situation. Questions were targeted toward their feelings about working, their ability to work and if they felt supported by social service agencies. The current research study questions are an extension of the past study, attempting to identify if their mindset is in the direction of goal setting and self-sufficiency. The survey and questionnaire are geared toward identifying as many independent variables and factors this population is dealing with to gain better insight to their daily life. My expectation was to get inside the mindset of many of the individuals to get them to reflect on how they view the world and their situation. The questions find their relevance in dispelling the myths that all individuals in this population are poor or homeless as a result of what they worked for and based on conscious bad decisions or

lack of judgment displayed in their lives. The myth of meritocracy is based on assumptions that all individuals have the same starting point in life and are able to benefit and engage in the democratic process. This notion is most false among this population, although there are some who become content with living on the street over a period of time. These claims are based on my previous experience with this population and these questions allowed me to go in depth on a scale that would possibly explain and uncover some hidden truths. More specifically, there are many perceptions that people on the street are without skills and something to offer society as added value, this research spoke to those thoughts through the following instrument survey and questionnaire.

Instrumentation/Survey

How do young adults in homeless or housing transitional situations view the world of work?

Directions: Place an x or check on line to answer question

	Yes	*Somewhat*	*No*
1. Are you currently employed?	_	_	_
2. Is having a job important to you?	_	_	_

3. Do you know of job/career services that

   are available to you?   _   _   _

4. Have you ever been disqualified/fired
   from a job or interview process
   because of not having a contact
   number or address?   _   _   _

5. Have you ever been enrolled in a skills
   program to gain employment?   _   _   _

6. Have you ever been taught interviewing skills?

                                               _   _   _

7. Did you complete high school or gain a GED?

                                               _   _   _

8. Do you currently have temporary or
   permanent housing?   _   _   _

9. Do you feel that keeping a job is possible?

                                               _   _   _

10.   Have you ever been treated for depression or
   mental health?   _   _   _

11.   Were you adopted or in foster care as a child?

                                               _   _

       _

12.   What is your age?
       18-25_   26-32_   33-40_
       40+_

Participant Questionnaire

1. What do you need to have a steady job?
   _____
   _____

2. What employable skills do you have?

_____
_____

3. When was your last job?

_____
_____

4. What is your current housing situation?

_____
_____

5. What attempts are you making to be employed?

_____
_____

Practitioner Questionnaire

- How long have you been a case manager/social worker and what has been your overall experience of working with this population?

_____
_____

- How does your agency collaborate with other programs to maximize services for your clients looking for stable employment?

_____
_____

- What do you find to be consistent themes between your clients with their pursuit of employment?

_____
_____

- What resources are available to them to increase their skill set to be competitive?

_____
_____

- What tend to be the most hindering barriers for employment of your clients?

  _____
  _____

- How do they keep themselves from being marketable for employment?

  _____
  _____

- What are some success stories of your clients becoming self-sustaining?

  _____
  _____

- Are they faced with environmental/societal factors (drugs, sexual exploitation, criminal activity, etc.) of the street life as pressures that redirect their focus from pursuing employment?

  _____
  _____

- How do employers support individuals from this population and how do they tend to view them?

  _____
  _____

Summary

Once the data was collated each participant and practitioner response was categorized by site and represented by an alphabet letter to protect any identification of the person. The data was transcribed by compiling the responses from the survey based on the site. From there, the questionnaire responses from the participants and

practitioners were compiled together by each question

to locate consistencies and common themes.

CHAPTER 4

FINDINGS

Introduction

This chapter explores the findings of the data

collected regarding the responses of the participants,

whom were composed of clients & practitioners. The

responses are meant to bring some clarity to the research

question, "how do individuals in homeless or housing

transitional situations view the world of work." The

client participant responses from YouthLink and the

Dorothy Day Center were viewed for overall themes. The

practitioner participant responses were explored in the

same manner.

The data collected from 46 clients and 6 practitioners

has been examined and is reported here according to the

themes that emerged. However, as the data analysis process

was underway other relevant themes surfaced based on the

survey and questionnaire from the 46 clients and

questionnaire responses from the 6 practitioners. Although

the title of the research study originally indicated the

purpose was to focus on young adults, mainly 18-25 years

of age. However, there were a significant number of

individuals over this age bracket to be participants in

this study, which still gave eye-opening results and

implications for addressing the needs of the homeless.

Participant Responses

Age

18-25	N=26
26-32	N=3
33-40	N=2
40+	N=14(One 63-year-old)
Undisclosed	N=1

These central themes were consistent areas based on the

questionnaire responses which included, but not limited

to:

- Housing

- Employment barriers

- Immeasurable factors(confidence, motivation, will,

  determination)

- Health(mental and/or physical)

- Training & skill development

- Transportation

As a result, the responses are highlighted within and from

the five questionnaire questions.

Client participant questionnaire and themes

The following five research questions were originated
based on what the research suggests involving how external
factors play a major role in homeless and housing
transitional individual's ability to be self-sustaining
and functional. My expectation was to identify the
participants' frame of mind toward themselves being
employable and somehow determine if there is any sense of
motivation, confidence or drive related to being employed
consistently. I was attempting to identify if there was a
self-defeating mindset or if they were aware of forces
working against them. Also, this questionnaire sought to
determine if there were some foundational skills to be
developed into a career path or steady occupation to
support themselves and possibly children.

Research question #1   What do you need to have a steady
job?

   Transportation was mentioned over 9 times throughout all
three data collection sites as a barrier and an area of
support. This response was expected due to many
individuals in this population focusing on the primary
survival need of shelter, having one's own reliable means

of transportation usually does not exist. One response

also mentioned the need of having bus tokens, which shows

some amount of desire to seek means of self-sustaining

living. So although public transportation is an option,

the financial means for getting around is also a major

expense. One response was, "steady money to get to work".

Many people don't have to consider having to pay to go to

work, as opposed of only getting paid to work.

Research question response theme   # of 46 mentioned

• transportation	N=12
• permanent housing	N=6
• mental or physical health needs addressed	N=7

Table 1

41% of the responses are without temporary or permanent

housing. 7 of 46 responses mention a need for support with

a health issue, medical condition or disability. 28 of 46,

61%, claim that they have been treated for depression or

mental health. 21 of 46 responses, 46%, mention that they

are currently employed. A Star Tribune article called

Homeless, jobless and often ailing(2004), highlighted the

many cases of severe depression, bipolar disorder and

undiagnosed mental illnesses*(December 17, 2004)*. These

conditions sometimes make employers hesitate or think

twice before giving them an opportunity to prove themselves in the workplace. Also, sometimes the doses are so high for many people on the street that they are unable to be functional at work. Furst and Collins (2004) make mention of the metropolitan area in this same article, "others have had their illnesses diagnosed, but are not taking their medications." There are many agencies in the Twin Cities area such as Project H.O.M.E, YouthLink, St.Stephens Human Services, and Our Saviour's Housing, who are meeting the health needs of the homeless on a daily basis. There are many more, but the need is greater than the available resources geared toward this population.

The immeasurable relevant consistent responses included:

- having will power

- self-motivation

- confidence

- peace of mind

- a place to sleep or rest before work

10 of 46 responses focus on self-reflection, areas where they can be in control of their destiny. Some of the statements are clear about having a willingness to work, maintaining peace of mind, good attitude and determination. The social daily pressures of life can

weigh a lot on every one of us. Many people who have jobs with degrees may still find themselves in our current mortgage crisis and recession under a lot of stress and anxiety about providing for themselves or a family. We can only imagine what the homeless or housing transitional individuals are dealing with mentally and emotionally without steady work experience, college attainment or in many cases lacking a high school diploma. What options do they believe they have for consistent financial flow to afford adequate housing and basic human needs? These are real questions and answers that have been provided to us. In a simple phrase, "peace of mind", gives us a picture of what kind of motivation needs to be present for someone from this population to keep going. I am certain many of them would gladly trade places with someone who has attained college education, with consistent career positions and behind on their mortgage and other bills. At least these individuals have shelter and bills to take care of. A credit bureau can be cleaned up, but what is your resilience to start with little to nothing at all? The last response mentioned, "A place to sleep or rest before work", grants the common reader a sense of humility knowing the social and workplace expectations of most

environments. It is vital to show up to work with good hygiene, fresh energy and having the appearance of someone upbeat. When individuals from this population show up to work without a place to sleep or rest before their shift risk showing up tired with poor hygiene appearing slothful, drowsy or even possibly under the influence of an illegal substance. They may end up in danger of being viewed as someone who is not the ideal employee or face of the organization/business. Many employers may not care what the living situation is of the employee, and if they find out that they are homeless or in housing transitional situations there's a possibility the employees may end up in a position where they are forced to resign or even terminated. This is one of many cases how employers undervalue human resources instead of empower individuals by connecting them with relevant resources in order to increase work productivity of the employee, instead they would rather not deal with the extra investment that it may take on their part.

Some individuals gave these unexpected responses:

- willing employer of an appealing job
- honest employment

- an employer that will work with people with
  disability

- needing a birth certificate

- background clean

- re-training in CADD(computer aided design drafting)

- job leads

One participant responded simply and said, "A chance." Who
are the gatekeepers, the individuals, institutions,
agencies, politicians and community developers who are
willing to provide this population with, a chance?
Sometimes that's all it takes to put one life or one
family on track for whatever they may consider success.
The 'honest employment' response leads the reader to make
the inference that supports the research documenting the
number of individuals who turn to drug involvement and/or
distribution to make money. This response also implies
that there is a desire to make a living that is legal and
allows them to be a contributing functional citizen in our
economy and way of life in American society. This dispels
the myth that many people on the street want to not only
be there, but want to scheme and plot by poisoning our
streets with illegal substances as a scapegoat from
learning a trade or being certified in an area of

expertise. Many of the skills that people on the street develop are useful, beneficial and transferable to many other professions, but novices about homeless individuals and homeless people themselves do not view those intuitive survival skills as valuable to the mainstream workforce.

Connecting to the previous response of honest employment, parallels with the need to have one's 'background clean'. The Amherst H. Wilder Foundation in Saint Paul, Minnesota, conducted research in 2006 and found from their surveys that there are a higher percentage of ex-offenders who are homeless, who are also Veterans and Veterans with serious mental illnesses and traumatic brain injuries. In February 2005, *The Partnership to End Long Term Homelessness* posted an article by *Shelterforce Online, National Housing Institute,* which found housing ex-offenders a very complex and daunting task. They state that over 600,000 people are released from state and federal prison each year. The author, Corianne Scally goes on to state in detail:

Many of these individuals experience rejection from families and friends, refusal by private landlords and intensive screening (and eviction) from public housing. Many ill-prepared non-profit organizations are scrambling to figure out how to keep ex-offenders off the streets, out of shelters and prisons and on a road to a better

life. While many special needs providers (homeless, mentally ill, physically frail, etc.) have substantial track records in providing services and emergency housing and growing experience with transitional housing, they are weak in permanent housing solutions and in understanding the specific needs of ex-offenders...These providers often rely on shrinking federal homeless dollars or welfare receipts to cover their operating expenses; ex-offenders are often ineligible for both. Although community-based housing developments are the affordable housing provided in many communities that ex-offenders call home, few are willing to adopt a politically charged agenda of intentionally serving ex-offenders. (Retrieved April 1,2008 http://www.endlongtermhomelessness.org/research_trends_data/know ledge_center/housing_ex_offenders.aspx)

The Minnesota Coalition for the Homeless mentions that as a part of the 2008 legislative agenda they intend to implement discharge planning. This initiative will support funding for pilot projects that would provide discharge planning from county jails for individuals who are mentally ill, chemically dependent, suffer from traumatic brain injury or who are at risk for homelessness upon discharge.

Research question #2   What employable skills do you

have?

        This question was birthed from the common theme

within the literature is the existence of a widespread

perception that individuals in homeless or housing

transitional situations are born into poverty and/or have

little to low skills to contribute to the world of work.

This negative stigma couldn't be further from the truth

for all cases. What surfaced is that this population

actually has some entry to middle level position skills.

Research question response theme   *# of 46 mentioned*

Warehouse skills	N=12
Construction machinery/landscaping	N=9
Cashier/customer service skills	N=31
Computer skills	N=5
Restaurant/Management experience	N=9

Table 2

        Some of the dominant responses included low level

skills related to computers, cashier representative,

customer service, and manual labor. Although I had

anticipated that there would be some work history and

moderate skills and/or training, I had not anticipated the

wide range of skills. One unexpected response was that of

individuals who had some formalized training or

certification in major career fields. The surprise isn't

the fact there are those with training and certification,

but that they were either unable or unwilling to find

their way back to these fields with a significant position

and livable wages. Some of the certifications/training

many participants had were in carpentry, forklift,

machinery, warehouse inventory, data entry, security,

communications, restaurant management,

machinery/industrial, electrical & fire protection

design(residential/commercial), welding/landscaping and

chef (culinary arts). I believe many economists,

educators, corporations and human services professionals

would agree that these individuals would be better

utilized and beneficial to our American system & way of

life as full time employees or entrepreneurs. So the

question at this juncture is whether or not many of them

are capable of contribution, but whether or not there is a

will on their end to be motivated and a willingness on

society's end to support their ambition?

Research question #3   When was your last job?

Research question response theme   *# of 46 mentioned*

Within 6 months of research study	N=14
Beyond 6 months to a year research of study	N=7
1 year or more	N=13

Table 3

This question was designed to determine the current, consistency or length of employment from this population. The range of employment went from those who have current jobs, to months or years being away from work to one person who was last employed on February 2, 1988.

What are the implications of a society who carries a person for over twenty years? How are they surviving for twenty years disconnected and unplugged from the current events of daily operations? How many individuals with this story exist, and can we afford to have scenarios like this, where communities of people are simply disengaged from day-to-day infrastructure and those who are connected are passively forced to support agencies that cater to their basic needs?

Most of the individuals have not been employed for months (25 of 46 respondents were unemployed, 54%) and

some of them have seasonal positions that are temporary

(10 of 46 respondents, 21% had inconsistent employment).

How can they build on those experiences to advance to a

self-sustaining platform? With the requirements of

explaining any gaps in employment when applying for

virtually any position have many implications for what

this population is being confronted with when attempting

to be consistent in the world of work. I can imagine and

make the inference that many of them are being turned away

because of the instability that occurs in the life of

someone who is either homeless or in housing transitional

situations.

Research question #4   What is your current housing

situation?

Research question response theme   # of 46 mentioned

Current apartment	N=3
Temporary housing	N=11
Shelter/homeless	N=20

Table 4

Over 15 of the 46 (32%) respondents directly stated

their housing situation either consist of being homeless

or living in a shelter. These responses are at the core of

this study, to attempt an in-depth understanding of the experience of someone who literally lives on the street. The other portions of individuals that center this study are in supported, subsidized or provisional housing. The predominant responses of those who are benefiting from the St. Barnabas and Archdale housing locations mentioned their temporary status and how they were looking for a better situation. And there are those who are still 'couch to couch', moving from one open door to another. One participant states, "I stay with my girl and sometimes my mom's house." This is a response that speaks to a peripheral relevant issue connected to the lack of understanding of manhood for boys. Something consistent that I have observed working in educational settings over the past eleven years is the pursuit and acceptability of boys finding a woman to take care of them. The literature suggests that part of this dysfunction may be the result of childhood issues related to many homes where a father or strong positive male role model was not present or actively engaged. As a result, many boys today whether on the street or in stable homes, college students or even those in the workforce have the expectation of having a woman cater to them as a partner, playing the role from

their childhood as mother. This has and continues to be a
very crippling scenario that filters into the sexual
exploitation among homeless and housing transitional
individuals as well, which does not get as much attention
when this conversation is taking place.

Another participant mentioned, "I live in
transitional housing but my two year lease is almost up
and I don't know what I am going to do." This was an
expected response, from individuals who are at different
stages of either being one favor away from having to be on
the street, those living actually on the streets, others
who are in temporary housing programs, and/or the number
of those who are leaving transitional housing situations
without a support system to keep a roof over their head.

Research question #5   What attempts are you making to
be employed?

Research question response theme   # of 46 mentioned

Resume development/Filling out applications	N=9
Nothing	N=9
In school/job training programs	N=5
Currently employed	N=3

Table 5

The purpose of this section was to better understand if the participants had a resolve to move to a better situation or had become content, complacent or too disenfranchised to do anything about their current status. It is difficult to assess effort in this sense, because what may be considered small steps for many Americans who have steady shelter, employment and a significant amount of educational training or certification are actually huge strides for some who are in the homeless or housing transitional population. For both groups however, it is vital to celebrate or at least acknowledge small success as progress is made. In many cases, those who are in survival mode do not have time to take notice of small progressive steps because basic needs may be barely met on a daily basis. I'm certain this transcends across cultural communities, but for many African Americans who experience the death or a loved one or close friend, or the incarceration of someone from the aforementioned groups there is rarely any time to grieve. In order to keep from being a part of the homeless population or those going from shelter to shelter they cannot afford to miss one day or one paycheck. Unfortunately, this circumstance is very real and consistent and sometimes the cause of people

being on the street has become mentally and emotionally

unstable having experienced great trauma and personal

loss.

I refer to this to emphasize the resilience of people on

the street. The following are some thematic responses

which were expected and some other underlined themes from

the responses that are significant to understanding the

status of those who are attempting to find stable

employment and the mindset of what they feel are logical

steps toward doing so. The highlighted responses also lead

a discussion about how resources are disseminated to this

population and whether or not they are taking full

advantage of the resources that are available to them. A

few of the expected responses to the above research

question (What attempts are you making to be employed?)

were as follows:

- gaining a GED(General Education Diploma)

- Filling out job applications

- I was just hired at the airport

- Trying to enroll in college

- None

6 of 46 responses included comments about educational

programs or training, including enrolling at a local

college. The overwhelming simplicity of some of the

barriers really highlighted the need for more active

research and application of this topic. What many people

take for granted in terms of adult daily processes and

functions can be major navigational challenges for this

population. For example, one response to the questions

was, "none because I have no clothes or a place to be

contacted". Another response, "need birth certificate from

Missouri to get state ID" and "in the process of talking

to direct services to get state ID". Based on the above

responses it seems as though this population

recognizes the need and basic requirement for pursuing a

livable wage position is getting an education. Whether

getting a GED or enrolling at a community college, this

dismisses the myth that homeless people are not interested

in educational pursuits. As an independent living skills

coordinator when I worked at YouthLink I remember

enrolling one student into Brown College in Mendota

Heights, Minnesota. The student didn't ask about

transportation, transcripts, capability, or financial aid.

I took some of my clients to a few college campus tours to

increase exposure and set expectations for their own

future. Although my intentions were good, I didn't expect

anyone of them to enroll that soon. So even as a past practitioner in the field, my own biases and assumptions about homeless young adults were challenged and corrected right before my eyes. I wonder how many other practitioners in the filed have had similar experiences working with those they were 'helping'.

One of the other responses states the opposite approach representing those who choose to not move toward any goals or dreams, whether they do not know how or do not wish to find out. More than a few responses simply stated, "none" or "not", in regards to the question of efforts being made to be employed. This is the population that concerns many people because the public are merely carrying them through life. What obligation does society have toward the number of individuals who are totally disengaged with life, living and daily functions of a working adult? What happened in their life that has weighed them down so much that either they do not feel empowered to use their gifts that I believe every one is born with? Has society failed them, or have they failed society and themselves? Are they "dead weight"? And if so, how does *The Partnership to End Long Term Homelessness* fit into the plans of someone on the street who may not desire

to embrace the daily rigors, pressures and obligations of adult life? In other words, does the concept of ending homelessness being birthed out of a need to help others or to help ourselves? These are critical questions the only each person has to answer for themselves. Homelessness is not a crime, and therefore it requires a framework that does not make choices for individuals who may be competent and functional to make decisions for themselves, unlike detention or incarceration centers. The next set of responses speaks to the approached and availability of resources that homeless/housing transitional populations are attempting to take advantage of based on their frame of reference.

The following are highlighted responses that speak to the research, presenting some relevant questions of access to information and resources and success stories that occur from the efforts of agencies which support this population.

- Pursuing skills training

- Taking job counseling

- Pursuing job training

- Going on-line

- Minnesota Job Bank

- Library

- Newspaper

4 of 46 responses mentioned utilizing internet resources for the job search process. What is positive about individuals from this population in regards to the workforce is that there are countless resources for those who wish to reintegrate themselves into the workforce and becoming self-sustaining. The responses alone display that aspiration to do so. Getting identification is most likely something many citizens take for granted due to knowledge of navigating systems, but it seems to be a great barrier for those who do not. Without a license, you are unable to register for many services, drive, apply for jobs, or a permanent residence.

Basic communication accessibility is also vital when pursuing jobs or a career. Twin Cities Community Voice Mail (TCCVM) has been helping 'the phoneless better compete for jobs and housing' since 1994. TCCVM states on their website:

In 2002, businesses trimmed their work forces, and people with jobs tended to keep them. Those with fewer skills and shorter work histories kept looking. For 3,787 people, TCCVM provided callback numbers for employers and possibilities for a firmer economic future. In 2002, 50%

of TCCVM clients looking for work found jobs. TCCVM's mission is to help low-income Minnesotans without phones by providing them with free voice mail service. This critical communication link connects them to the community to help them find jobs, homes, health care and other services necessary for self- sufficiency. They partner with more than 340 social service agencies and government programs in the area, including 66 in Greater Minnesota. TCCVM empowers both clients and agencies through effective collaboration. To date, they have served more than 30,000 clients.(http://www.tccvm.org/index.html) This is the form of creative initiatives that are necessary to supplement the job & skill training programs nationwide.

There are some employment supportive programs for the homeless/housing transitional population that have experienced relative success in the Twin Cities. Project Homeless Connect based in Minneapolis/Hennepin County, provides access to housing, medical care, mental health care, benefits and legal assistance, eye doctors, haircuts, transportation assistance, food and clothing. On the employment end, they have fostered relationships with People Serving People (kitchen training program), St Stephens Human Services, Catholic Charities, Goodwill Easter Seals, At Home, Inc., and Minneapolis Employment & Training. Luther Social Services provides job placement

and retention assistance to welfare participants who live

in Hennepin County through the Minnesota Family Investment

Program (MFIP). If resources like these are available to

this population, what can the state of Minnesota do and

others elsewhere to prevent the estimated "550-650

Minnesota youth and 1,300 young adults who experience

homelessness on any given night'? In 2004, the State of

Minnesota launched a business plan to End Long-Term

Homelessness in Minnesota by 2010(Wilder Foundation,

2007).

Summary

The data is consistent with the most recent research

done by Wilder Research, based in Saint Paul, Minnesota.

There has been a current increase in veterans, individuals

over 55 and young people under 20. The issues are

widespread, and some feel as though efforts are like

throwing a needle in a haystack, and others are more

optimistic. At the end of the day, I can not want

something more for someone than they want for themselves.

With that understanding, the data speaks volumes about

presenting more and better options to individuals who are

in these situations where they feel hopeless and without

knowing which way is up. The challenge does present a sense of ethical and social responsibility to assist those who are either unable or unwilling to support themselves or their families. Similar to the mindset of many educators who end a course wondering if the students took anything positive away from the class for them to apply to their workplace or daily life, many of us have to be comfortable with simply planting seeds. And connecting to this highly important mission of great magnitude, what seeds are we planting in our communities, neighborhoods and countries?

CHAPTER 5

CONCLUSIONS & RECOMMENDATIONS

Summary

Presently, there is a rising of literature attempting to identify the experiences of individuals in housing transitional or homeless situations with the world of work. Research has consistently been done with a focus on housing support systems and initiatives as opposed to lesser amounts of guided focus with employment factors for those in housing transition or completely homeless.

Connections are made in this chapter on learned helplessness, health issues, literacy, family structure, legislative influences, the role of practitioners and job training programs based on the findings of current literature and this study. Where findings are tied together with the literature, references are made to the literature in the discussion of the findings. Implications are presented here based on the mentality of the targeted population toward employment, perception of targeted population from employers and information missing from the literature. Furthermore, recommendations are made for future research to supplement the body of knowledge about

individuals in housing transitional situations and their experiences with the world of work.

Health Issues

Frankish, Hwang and Quantz (2005) highlighted an area that further recognizes the need to address homelessness globally. Their research is focused on homelessness and health in Canada. If professionals with higher education degrees and years of work experience are struggling to pay health care costs, how much more is the challenge amplified for those who are homeless and/or who lack proper care and health coverage? Whether in the United States, Canada, or countries in Africa, there are direct correlations between homelessness and its adverse impact on health. Ryan and Hartman (2000) state that "Crowded shelter conditions can result in exposure to tuberculosis or infestations with scabies and lice, and long periods of walking and standing and prolonged exposure of the feet to moisture and cold can lead to cellulitis, venous statis and fungal infections". The findings from this research highlighted the medical conditions of many participants. Some of the responses identified the need for consistent

medication and/or their condition to get better. It is very difficult to demand performance from employees who are not physically or mentally well to be adequate in most work environments.

"Researchers such as Weinreb and Bassuk (1990), Acker (1987) Miller and Lin (1988) documented health problems among children in shelters to be well above those experienced by their domiciled peers. In an earlier study, Ryan (1999) found 19% of the shelter children to suffer from serious health problems such as asthma and frequent respiratory infection. The present study found 10% to suffer from these types of health problems" (Ryan & Hartman, 2000).

Untapped resources

    Can we as a country afford to have untapped resources? I define this term targeting young people of all cultural backgrounds, ex-offenders, and people with mental & physical disabilities who are able to be functional with or without support. This is the population of people who floods these studies. The patterns are overwhelming and after a while we as community

stakeholders should begin to ask critical questions about spending more time and resources into doing research asking the same continual questions in differing forms. Making inferences from the questionnaire responses of the participants from this research study take note that a significant number of them have had practical work experience in manual labor positions, customer service, carpentry, operating forklifts, transportation, restaurant & retail management, welding, landscaping, cooking, telemarketing and sales. At this point, I conclude that complacency, privilege and mediocrity are three traits that plague those of us who are in positions of power and influence who have the ability to not only raise critical questions, but can address them with key individuals who can make a realistic impact on these issues.

Complacency is defined in this context as self-righteousness, self-gratification and the oxymoron 'self-serving'. In the words of Bishop Wayne Randolph Felton, "one cannot focus on self and be considered a servant simultaneously." I cannot serve others and myself at the same time. As a result, politics and financial reward has allowed many to be content with band-aid approaches and temporary pacifiers. Falling into and depending on the

comforts of this life can guide people toward a mindset that says 'going to the Dorothy Day Center to feed the homeless makes me feel good about myself and this is the best that I can do, this makes me a good person'.

When one is either born into privilege or reaches a status that gives them an opportunity to be distanced from those who are not as well-off or affluent in financial wealth there exists a possible tendency to be disconnected from the ills of this life as if they do not exist. This freedom is a pure advantage that enables individuals to basic human rights and access that are not afforded to the total population based on a foundation of wealth. Financial affluence has categorized people for centuries and we call it class, based on income level. Although this is highly significant in regards to navigating through life's systems, sometimes it is compounded by the crippling myth of race. There is a wave of more literature that is being published that documents the racial disparities among homeless individuals and those in housing transitional situations. This presents a strong case for the roots of social oppression in many countries for centuries based on "class" and "race". These two emotionally-charging topics will never disappear, and a

large part is credited to the mediocrity and shiftlessness
of those who are in positions of decision-making to have
an impact on the outcomes.

Mediocrity is defined in this context as the
opposite of excellence, lack of depth, contentment of the
position of average and ordinary. It's amazing to see the
vision and mission statements of non-profit organizations,
school districts, colleges/universities and of course,
athletic teams amateur and professional. It is in these
spaces that we find some of the most profound, thoughtful,
assertive, positive, selfless phrases and spirit of
ambition for a common goal as part of a team. But
somewhere along selfish, political and/or bureaucratic
lines we lose focus and intentionality to accomplish an
expected end. When it comes to the mission of
homelessness, foster care, adoption, half-way houses,
group homes, and other forms of out of home placement
there is brokenness where mediocrity resides. In sports,
other forms of entertainment and celebrity we put our best
into making sure there is a glamorous front. Many
institutions of higher education are driven by athletics,
because that's what pays the bills. Let's not deceive
ourselves, manual labor and entry level positions are not

valued as much as others. Therefore, a livable wage is unrealistic for many who are on the cusp on independent living and being $20 from sleeping on the street. A portion of policymakers, non-profit agencies that support this population are comfortable with saying that, "we made an attempt, and we tried." There surely has to be a more effective method of even integrating those who do not want to engage in our way of life. The reason for that statement is that the mindset many people carry is the same argument involving reparations for African-Americans, affirmative action and financial support of Native American tribes. How long do we carry them is the question? It seems as though people do not respect nor acknowledge systems of the past that have hindered and created roadblocks for people of color and those in poverty. The longer this cycle continues I predict the severity of the issues which will continue to thin out a middle-income level and further separate those who are struggling from those who are wealthy. As long as these three traits are influencing decision-making, we will always see people under bridges and on our streets.

> The irony is that those of us who are doing research, making presentations and speaking to others about the state of homelessness, Pascual (1999) mentions that

there was a surge of homelessness after the Civil War
in the 1960's with discharged war veterans and
immigrant laborers, and especially during the Great
Depression in the 1930's. It is no secret that the
current financial status of the United States
reflects a recession and supposedly has similar
numbers from the Great Depression. Discrimination
against homeless people has not been widely studied,
but stigma has. Stigma (a negative characteristic
that can be ascribed to an individual) is associated
with both bias, such as prejudice, and discrimination
(Link & Phelan, 2001). For example, Phelan, Link,
Moore, and Stueve (1997), in a large survey of adults
in United States, found the label of "homeless" was
more stigmatizing than the

label of "poor." Adults reported more social distance
in terms of being friends with, hiring, and living in the
same community with a homeless adult than a poor adult.

It's appalling that we are having the same discussions
today related to the integration of veterans and
immigrants into the workforce. First, Roth, Darden and
Arewa pointed out that "Increasingly, social workers no
longer can speak of "the homeless" as if they comprised a
single, unitary group. Homelessness is not one problem but
many, and minority group homelessness is an issue that has
been neglected in research and practice efforts and merits
further inquiry" (Milburn, Ayala, Rice, Batterham &

Rotheram-Borus, 2006). Do we continually funnel people to homeless situations or do we maximize support systems for them to be viable contributing citizens to the economic process? Do we want societal reform or is it truth in theory?

Learned Helplessness

Many responses from the findings reflected the lack of motivation that many of the participants are claiming. When asked what they needed to have a steady job, some of the comments were "willingness to work", "motivation", "will power", "self -confidence", "good day", "determined", and "a good attitude". The concept of learned helplessness is introduced by Alison Mueller (2005) in a way that includes empowerment for young adults who are at risk. This term is in its full form for many of those who are in housing transitional and homeless situations because the temptation to depend on others to live is so great in these circumstances. Some of them have a desire without a 'know-how' to progress toward a self-sustainable lifestyle.

When there are systems in place that present barriers to people in these situations it becomes a major hurdle to get over. I expected to encounter a significant number of individuals who were self-defeated and beat up so much by their circumstance that they allow the conditions to dictate their destiny. Passas (1997) noted that in North American society there was a significant weight placed on individuals to choose non-membership reference groups. He argued that the egalitarian ideology and "American Dream," often led individuals to evaluate themselves with reference to those higher in the stratification system (Agnew, 1997) leaving those lower in the stratification system feeling relatively deprived and more at risk for criminal behavior.

The depression tends to be so great in this population that the easier route is to take advantage of the resources that are available which require the bare minimum from the beneficiary. Once you're at a certain point of living with the minimum, what drives a person to want more from themselves and life? Many would argue that a person can reflect on their life and determine that their degree of whatever they consider success is a sum total of one's decisions (Baron, 2006).

Family Structure

According to Swick (2000), a key strategy helping professionals must pursue is that of creating supports that promote a sense of hope and faith in parents and students. Projects such as after-school homework help sessions, parent conferences at shelters, bringing parents into the

school, and recruiting parent leaders who are or

have been homeless to serve on school and community

committees are very productive ways of reaching for this

goal of fostering hope in all families.

To address this area, some programs are focused on addressing family needs. In most cases, a crisis has severed many relationships in family settings. The mobility rate for families in poverty is high due to lack of consistent livable employment where they are able to keep housing. This is a large part of the reason why this study maintains relevance, because the central family unit is broken apart in many instances due to lack of stability. There are some cases where courts or child protection agencies decide that the guardians are not in

an appropriate position to care for a child or children.

When external forces are making major life decisions for

families that are sincerely making every effort to be

self-sustaining this dynamic breaks apart a core group of

people who lean on each other to make it through each day.

The children in these scenarios sometimes indirectly

follow the cycle which they experienced because that

crises mode becomes normal to them. So making strides to

re-connect young adults with family members is critical

because they represent possible homes and support systems

for many of those who are in homeless or housing

transitional situations.

Literacy

When one is able to control a person's ability to

read, they reserve the power to control their mind and

body. This is an anonymous quote that surfaced through my

research of slavery in America. One of my main concerns of

doing surveys and questionnaires with this population is

their ability to fill out the information. Instead of

assuming the negative, I still wanted to give them the

option of sharing information with me without the pressure

of direct interview questions. I wanted to make them feel empowered by choice to share as much information that they felt would be helpful to them and the mission of housing the homeless. Furst & Collins (2004) quote Dan Goodermont, a family and children's services manager at People Serving People, "estimates that 40 to 50 percent of the adults at the shelter cannot read or write, which makes it hard to fill out job applications or read want-ads to look for work."

The early childhood educational opportunities are very important to this population. In the Saint Paul Public School District in Minnesota, the Title 1 Homeless Program is a shelter and street based program that promotes school stability and academic success of homeless children and youth.

Legislation

Pascual (1999) quotes Michael Stoops, a 25-year activist with the National Coalition for the Homeless who asserts that the solutions to end homelessness already exist. "We simply have to decide we want to do it. We need to convince politicians that to allow someone to live and

die on the streets is actually more expensive in terms of
financial and moral capital." How realistic are these
expectations when addressing employment practices are not
a fiscal priority in the current economic status in
American. Trying to understand and appropriately respond
toward why the homeless population are experiencing
Through coordination among housing, homeless assistance
providers, and mainstream family support systems, new
approaches are being developed to help families retain
housing they may be at risk of losing or to transition
quickly out of emergency shelters if they do become
homeless. Similarly, practitioners and policymakers are
addressing how to coordinate mainstream employment,
training, and income support programs with interventions
targeted specifically to people who are homeless to
enhance work opportunities and increase incomes (Locke &
Khadduri, 2007).

Practitioners

The *Partnership to End Long Term Homelessness*
mentioned in 2007 that one of the best practices in
supportive housing and employment is one of the main steps

to maintaining housing. "Employment supports have long been a key element of success for formerly homeless residents. Many supportive housing organizations have developed job-and social venture business-related programming to provide opportunities for their residents, and a movement to do more of this work is growing" Retrieved on January 22, 2008 from (www.endlongtermhomelessness.org). The 'web of recurring homelessness' is practically assured in families severely lacking enabling resources. Job hunting, participation in training programs and keeping a job are impossible tasks when parents lack needed supports (Swick, 2006).

The growing use of Homeless Management Information Systems (HMIS), cost-benefit analyses, and administrative data systems to learn more about what works for whom, and at what cost, is helping move the field from anecdotal to evidence-based approaches. We are better able to address questions about how people who are homeless differ from those who are poor, but domiciled. When fully implemented, HMIS will help document the number of people who are homeless, some of their characteristics, and how they use homeless assistance services over time (Locke & Khadduri, 2007).

Implications of employment experiences

There are critical questions that are rising from challenges that individuals in housing transitional or homeless populations are encountering. How and why are they being turned away is some of them have significant work skills, maintain an address and voicemail where they can be reached? It seems as though perceptions of how they are received by employers are determining what happens from there. It would be unfair and naïve to assume that they are being simply turned away because of how their lack of stability is viewed. Many of the applicants are unaware of hidden language and communication that sometimes puts them in a position of self-cancellation. There are soft skills, non-verbal communication and signals that tell a story that they may not want to share. For many of those who are not in unstable situations are taught through numerous formal and informal settings that the appearance of desperation, lack of consistent employment, and poor hygiene and consistent indicators and turn-offs for most hiring managers. It is a combination of these factors that attribute to poor success rates with

those in these situations. A person may have every

intention to be responsible, dependable and thorough in

their approach, and very well may be. But the interview

process is a screening with heavy scrutiny, especially in

entry-level or customer service positions. Reason being is

due to their high amount of contact with the customer

base. Customer service representatives are the face of any

organization or company, and employers are heavily

critical about who they have representing them. So if

individuals from this population are unable to be eligible

for entry-level or professional positions what options do

they have for those who are willing to work.

The answer or response to this dilemma has been

independent living skills programs, workforce centers and

employment agencies. A critical question would be what is

the success rate of individuals from this target

population being placed? This is an implication for future

researchers to carefully and specifically identify

agencies who are contracted to focus on this group. A

consistent challenge for locating agencies who have

positive results with job placement based on developed

relationships with employers, the businesses do not like

to be listed as places that are favorable of hiring those

in this population, especially ex-offenders. A part of me
understands the rationale of not wanting the stigma which
is attached to this notion, however, maybe the negative
perceptions will adjust if people are made aware of the
results of investing in this population. The facts remain
that …"Poverty, unemployment (Daly, 1996; Olufemi, 1997),
deinstitutionalization and economic
dislocations (Daly, 1996) are among the leading causes of
homelessness" (Olufemi, 2000). What are we really willing
to do about targeting these issues?

Mainly based on a deficit-model of human services,
little prevention and family strengthening occur in
most homeless and poverty focused programs (Quint, 1994).
Rather, the prevailing construct is that of
"denial, isolation, and neglect." The warehousing of
families in cramped shelters, minimal provisions for
basic human needs and the use of a rigid clinical approach
that too often ends in a maze of politics— actually
increases the potential for a continuing cycle of
homelessness and poverty (Swick, 2006).

A substantial body of evidence suggests that young
people leaving public care systems are at increased risk
for low educational attainment, unemployment,

homelessness, physical and mental health difficulties,

dependency on public assistance, and involvement with the

criminal justice system. Independent living

programs (ILPs), which incorporate life skills and

personal development, are one strategy frequently used to

improve outcomes for young people leaving care. However,

the effectiveness of ILPs remains unknown.

Employers view individuals who are dealing with

transitional housing circumstances as liabilities and

risks as employees. Furst & Collins (2004) quoted Sheila

Webb, a shelter director, who said homeless people are

often unfairly described as "disenfranchised, displaced,

abandoned, and outcasts."

RECOMMENDATIONS FOR FUTURE RESEARCH

The implication for future solutions to this

bottomless-well of an issue leads me to four strategic

areas that are connected and co-dependent: 1)dealing with

basic human needs, 2)mental health concerns, 3)ethical

cost and 4)infrastructure for social services. Addressing

the phenomenon of homelessness challenges all citizens to

be engaged in a deliberate dialogue about the existence of

our individualistic versus social responsibility approach to our daily co-habitation.

The rationale for starting at this juncture is based on our misplaced priorities and thought process about what it means to have our needs met. Abraham Maslow (1954) developed a hierarchy of human needs based on two groupings: deficiency needs and growth needs. Within the deficiency needs, each lower need must be met before moving to the next higher level. Once each of these needs has been satisfied, if at some future time a deficiency is detected, the individual will act to remove the deficiency attempted to synthesize a large body of research related to human motivation. Maslow originally attempted to gather research related to human motivation, which is key to reflect on as the reader evaluates the following recommendations.
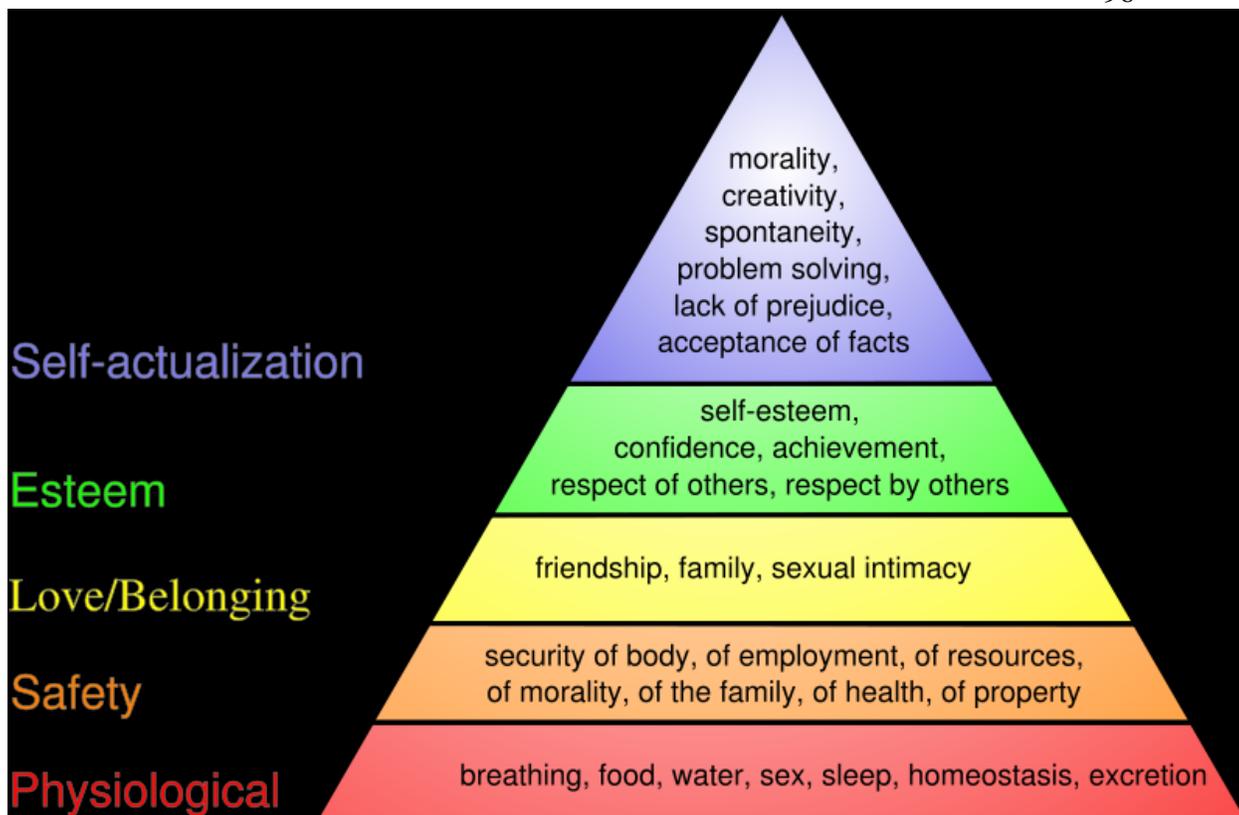
Source: https://wiki.albany.edu/download/attachments/5406927/Maslow%27s_hierarchy_of_needs.png

Therefore, what exactly should people in homeless or transitional housing situations be expected to do or be if they are having difficulty meeting the first level physiological needs of existence: food, water and sleep? Without this daily nourishment which people enjoy and some possibly take for granted prevents many of them from being able to focus on a job, school, reliable transportation, or anything else which requires substantial energy or time. The second level of needs mentions the areas which include security of employment and resources. If we consider individuals who lack stability in the first level

how would this guide our planning for increasing accountability of clients and providers to transition people into functional living situations? One topic on the second level involves safety and security of the body. The sexual exploitation/abuse of women, assaults and openness to possible daily violations of children in shelters or on the street present this population with living in a state of fear consistently. Existing in a crises mode does not permit this population to plan for a better future. How do we remove this barrier in shelters and transitional housing?

One can imagine that if these basic needs are void in one's life their view of the world and themselves has the possibility to diminish on a moment by moment basis. A positive view of themselves and trust in the vitality of humanity becomes empty. The next two levels which consist of friendship, achievement family relationships and confidence are not only strained but begins to impact the mental health of many individuals. The lack of these needs was prevalent in the findings from participants in this study. The theme of mental health issues also was present. The links between Maslow's hierarchy of needs and the homeless population are enlightening to discover and

simultaneously disturbing to the soul. The ties between understanding these issues and the economic status of today can provide one with inferences that current programs meant to support this population will begin to disappear or significantly decrease in resources.

Thus, the ethical dilemma and cost of homelessness beyond currency presents a compelling argument that we as a society are numb and negligent to human resources. What do parents explain to children when they ask about a person at the exit of a freeway asking for food or money? How do parents reply when children ask about people sleeping under a bridge during a typical 10 degrees below 0 temperature Minnesota evening? Are children to process this information with the assumption that their parents are able to afford housing because they are somehow better human beings, or that they made better life decisions? There are numerous stories and reasons as to how individuals end up in homeless or transitional housing situations. Some of the world's greatest leaders have been in these scenarios. I mention the following not to alienate, but embrace my faith by saying…"foxes have holes, and birds of the air have nests; but the Son of man Jesus Christ had nowhere to lay his head (Holy Bible, King

James Version, Luke 9:58). Having this discussion in the context of ethics and faith raises many issues that force those in positions of power and influence to address the root causes that continue to permeate our children and families with overwhelming barriers and roadblocks.

What legacy are we leaving for our children? When looking at the current infrastructure that is in place, we are moving backward in many respects. For example, California has the highest rate of homelessness in the nation with lack of affordable housing as the major cause. This population also has an alarming rate of mental illness, substance abusers and HIV/AIDS cases. According to an independent study on San Francisco, the cost per day per person in a supportive housing is $42.10. The amount for prisons is $84.74, jails at $94.00, $1,278 for mental hospitals and $2,030.82 for hospitals. Many would look at the disparities in these numbers and assert that we as a country may have our priorities misdirected (End Long-term Homelessness, 2008). The underlying issue with the difference in the investment is that jails and prisons are becoming privatized as a business venture. So the more prisoners, the increase in revenue, and the disparity of young men and women who are incarcerated at an alarming

rate are people of color. Many implications can be drawn from this information and the thoughts which arise are not popular conversations to have in most circles. But challenges dialogue with the decision-makers involved is relevant to increasing accountability for how moneys are directed and the rationale behind where we as a nation, states, cities and counties decide to invest.

In summation, Maslow's hierarchy of needs is visible throughout these four strategic points. Maslow believed that the only reason that people would not move well in direction of self-actualization is because of hindrances placed in their way by society. These hindrances are more prevalent and major roadblocks for this population of those who are in homeless or housing transitional situations than any other demographic. When we look deeper into this demographic people of color, specifically African American highly populate this group. The generations of poverty from the institutional system of slavery to the moment you are reading this sentence are intertwined and connected on many levels, psychologically and physically. The educational, political and social ways of life were not meant for people of color since their origination, and have been an obstacle for many ever

since. One of these systems highlights Maslow's theory of why education is one of these hindrances. He recommends ways education can switch from its usual person-stunting tactics to person-growing approaches. Maslow states that educators should respond to the potential an individual has for growing into a self-actualizing person of his/her own kind. The following points should be filtered into city, county, governmental, community agencies and other non-profit groups who claim to address the issue of homelessness. Maslow felt that educators should use these ten points listed below, although they can be sorted into many other institutions and systems:

1. We should teach people to be *authentic,* to be aware of their inner selves and to hear their inner-feeling voices.
2. We should teach people to *transcend their cultural conditioning* and become world citizens.
3. We should help people *discover their vocation in life,* their calling, fate or destiny. This is especially focused on finding the right career and the right mate.
4. We should teach people that *life is precious,* that there is joy to be experienced in life, and if people are open to seeing the good and joyous in all kinds of situations, it makes life worth living.

5. We must *accept the person* as he or she is and helps the person learn their inner nature. From real knowledge of aptitudes and limitations we can know what to build upon, what potentials are really there?

6. We must see that the person's *basic needs are satisfied.* This includes safety, belongingness, and esteem needs.

7. We should *refreshen consciousness,* teaching the person to appreciate beauty and the other good things in nature and in living.

8. We should teach people that *controls are good,* and complete abandon is bad. It takes control to improve the quality of life in all areas.

9. We should teach people to transcend the trifling problems and *grapple with the serious problems in life.* These include the problems of injustice, of pain, suffering, and death.

10.   We must teach people to be *good choosers.* They must be given practice in making good choices.

Source:
http://honolulu.hawaii.edu/intranet/committees/FacDevCom/guidebk/teachtip/maslow.htm

At the end of the day, America would serve itself well to look at the reflection in the mirror as a country that boasts of its wealth, power and influence. I speak not as a critic, but as a proud American who is invested in its growth, vitality, global significance and value for human life. Edward Wolff is a professor of economics at New York University who conducted an interview on *The*

wealth divide: The growing gap in the United States

between the rich and the rest in 1998, he mentioned that

"the richest 1 percent of households owned 38 percent of

all wealth". I imagine that during this time of economic

downturn in 2008 and 2009 that this gap has increased.

David Edgerton, CEO of the Edgerton Group states, if the

1% donated simply 5% of their increase it would feed and

house the homeless with programming designed for them to

be self-sustaining, productive and engaged citizens. I

wonder if the 1% is so dis-connected from those who are

without resources to live a life that is beneficial to

themselves and others that 5% would be too much to ask.

Would they be willing to create opportunities and jobs

that revitalize families, communities and a nation that is

starving for rejuvenated sense of humanity?

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ATTACHMENTS

<u>Combined Participant Survey Responses</u>

DATA ANALYSIS

ARCHDALE	Yes	S	No
1. Are you currently employed	7	4	1
2. Is having a job important to you	11	1	0
3. Do you know of job/career services that are available to you	8	4	0
4. Disqualified/fired from job/interview process b/c of not having # or address	2	0	10
5. Have you ever been enrolled in a skills program to gain employment	2	2	7
6. Taught interviewing skills	6	3	3
7. Complete high school or gain a GED	7	1	4
8. Do you currently have temporary or permanent housing	10	2	0
9. Do you feel keeping a job is possible	11	1	0
10. Have you ever been treated for depression or mental health	5	1	6
11. Adopted/foster care as a child	2	1	8
12. AGES 18-25=11 Undisclosed-1			

ST BARNABAS	Yes	S	No
1. Are you currently employed	3	1	7
2. Is having a job important to you	9	1	1
3. Do you know of job/career services that are available to you	6	2	3
4. Disqualified/fired from job/interview process b/c of not having # or address	2	3	6
5. Have you ever been enrolled in a skills program to gain employment	6	1	4
6. Taught interviewing skills	8	2	1
7. Complete high school or gain a GED	9	1	1
8. Do you currently have temporary or permanent housing	10	1	0
9. Do you feel keeping a job is possible	9	1	0
10. Have you ever been treated for depression or mental health	8	0	3
11. Adopted/foster care as a child	5	0	6
12. AGES 18-25=11			

DOROTHY DAY CENTER

		Yes	S	No
1.	Are you currently employed	1	5	17
2.	Is having a job important to you	22	1	0
3.	Do you know of job/career services that are available to you	11	1	11
4.	Disqualified/fired from job/interview process b/c of not having # or add.	8	0	15
5.	Have you ever been enrolled in a skills program to gain employment	9	0	14
6.	Taught interviewing skills	12	2	9
7.	Complete high school or gain a GED	13	0	10
8.	Do you currently have temporary or permanent housing	4	0	19
9.	Do you feel keeping a job is possible	21	0	2
10.	Have you ever been treated for depression or mental health	13	1	9
11.	Adopted/foster care as a child	3	0	20
12.	AGES 18-25=4 26-32=3 33-40=2 40 plus =14(One 63-year-old)			

Combined Participant Questionnaire Responses

**Grammatical errors are present due to the exact transfer of

participant responses

ARCHDALE

1. Free time, reliable transportation, driven (want to

work); apartment, car; transportation, will power, etc.;

bills & 2 have a good life; respect & understanding of the

job; Self motivation. Self-confidence, good people skills,

good knowledge (misspelled); Yes, because routine is

important to me; steady money to get to work. At first,

but like a place to sleep rest before work; good work,

kind, someone to count on; bus fare; transportation, money; good day, place to live, good environment and something you like

2. punctual, reliable, responsible, hard worker; youth work; computer, people, communication, management; hard working, helpful; I can lift 75 lbs; delivery driver; warehouse work; computer skills, cashier skills, people skills; operating a register, handling layaway, greeting customers, stocking and cleaning; loading/unloading warehouse work; a lot; customer service; telemarketing, sales; customer services, warehouse, carpentry, forklift, stocking, packing, loading and unloading, moving van

3. about 1 month ago, a temp service; employed; still employed; a month ago; I'm employed now; 2 weeks ago at the dome; last month; Oct 27, 06; last July; 01/02/07

4. apartment; temporary; I live in transitional housing but my 2 year lease is almost up and I don't know what I am going to do; looking for a better place; studio; temporary; my lease is up 5/1/07; I stay with my girl and sometimes my moms house; its ok; hard time may vary;

Archdale; my personal situation is fine; YouthLink at

Archdale apts is ok

5. filling out applications, going on the internet, walk-
in; none; up and out looking everyday; going job

searching; n/a; a lot I'm still in school for GED so its

kinda of hard we need more jobs in the metro Minneapolis

area; not; receptionist; I do have a job and to keep it I

always go to work on time; I was just hired at the airport

ST. BARNABAS

1. Good transportation; willingness to want to work;

transportation; transportation, motivation;

transportation; leads; nothing; a outfit & skills &

motivated; willing employer of an appealing job; piece of

mind, rest, steady schedule, food, motivation; more

interview skills, to lock job; rent

2. Good communication skills, positive attitude,

customer service skills, dedication; very good ones;

computers, landscaping; experience, customer service,

general labor; customer service; people person; working as

a janitor and working on cars; data entry, cashier,

customer skills, retail; communications, janitorial,

security, ticket sales, concessions experience;

willingness to learn new work skills; I'm a hard worker, I

am a 'real' person; assembly, cashier; talken

3. A month ago; Dec 15th, 2009; none; now; March 2006;

housekeeping; last summer; Feb 05; Feb 07; a year ago

4/30/06; RPS

4. My current housing situation is good; being kicked

out of Barnabas; basically homelessness; good; Barnabas

Apartments; public housing; St. Barnabas housing program;

in St. Barnabas; getting up on 3RD steps 7 & getten a good

paying job; transitional housing-youth; transitional

housing; wonderful; I have apartment

5. Filling out application, calling places that may be

hiring, keeping an open mind; filling out job

applications, going to interviews; a lot; already

employed, try to in roll in college; none really; none;

get up every day & find a job or search the interview;

none, school, volunteering; skills training, job

counseling; looking for job; none

DOROTHY DAY CENTER

1. background clean; GED; a job itself; a cure for MS; permanent housing; a job; appropriate clothing; for my medical condition to get better; retraining in CADD(computer aided design drafting); birth certificate/501©3; phone number, clothes; a good attitude and good social skills; I need the right medications; a chance; a birth certificate and a state ID; transportation; good health; I need transportation, more skills; good communication skills; help; great hours & good people around you *****; more hours, honest employment; money, housing; you have to be determined; permanent housing; a employer that will work with people with disability; none

2. truck driving; forklift, warehouse, etc; I have a drivers license; home improvement; nurse assistant; I have a class A CDL with Hazmat & Tanicer endorsements & several years of restaurant management experience; cooking; telemarketing; plumbing, HVAC, electrical and fire protection design(residential/commercial); restaurant manager; retail manager; manager; good personality; great

training; good team work; I worked at McDonald's; welding-landscaping; restaurant management school; chef school; E.M.T certified; housekeeping, office work, restaurant work; forklift(not certified); bobcat(not certified); cutting torches; demolition(by hand); friendly, helpful; janitorial, cashier, inventory, stock all areas of restaurant duties, warehouse, factory, etc; cashier, telemarketer; a lot; dishwasher, janitorial, landscaping; chef; looking; customer services; Spanish speaking; computer literate; wait tables; cashier; customer service

3. ended October 2006; a month ago; 2001; January; 10/15/05; personal care attendant; 2/07; dealer in a casino; November 2005-March 2006; about 7 years ago; 2.5 years; march 2004-restaurant in Missouri; 2007; 2005; one month ago; team cleaning; 4 years; still at the *****; two weeks ago; 2/2/1988; 2 months ago; Dec 2002; 9/3/06

4. Dorothy day; I stay at Dorothy Day; stay here at the Dorothy day center; live in a shelter; homeless; homeless; bad; getting my paperwork done; living in a shelter; I live in Dorothy Day; homeless shelter; homeless; had apartment in Minneapolis but situation did not work out;

homeless; staying at Dorothy Day Center; diving in a shelter; homeless; Mary Hall; homeless; sad; here for now!; n/a; homeless; homeless; none

5. putting in applications, etc; every day I fill out applications; non/talk about school with others from time to time; I apply and go on interviews; none; pursuing job training for commercial truck driving; pursuing job training for commercial truck driving; none because I have no clothes or a place to be contacted; I have a counselor at school helping me and I'm getting applications from places; I have no transportation to look for a job; trying to go back to school; in the process of talking to direct services to get state ID; need birth certificate from Missouri to get state ID; any possible; not on SSDI; resumes, master application; looking for a job;n/a; everything & being open-minded; application everyday, when arriving in Minnesota, I'm a chef; being hired at certain places, they promise you things that don't happen when hired; n/a; going online; MN job bank; library; newspapers,etc; n/a; I'm going to school-health partners

<u>Practitioner Questionnaire Responses</u>

<u>Archdale</u>

Practitioner 1

1.   13 years
2.   we offer some space here; work together; ask for help
3.   mental health issues; lack of experience, lack of social skills
4.   employment action; case manager; job postings; connections to jobs
5.   transportation; motivation; interviewing skills; etiquette
6.   sometimes there is a lack of motivation to learn the skills necessary
7.   we have several youth who start working part-time; then full time as their rent goes up based on their income so by the time they are full time they can afford to live on their own
8.   yes-there is always lure of 'fast' money; we have to have conversations about the cost of 'fast' money
9.   it depends on how they present themselves; youth don't disclose that they are homeless and the majority of youth don't want to look homeless; our transgender youth have a really hard time securing employment

Practitioner 2
   1. 7 years, my experience working in this field is that the homeless and employment cycle repeats itself
   2. Give out referrals to different employment agency or job leads
   3. Unlack of motivation; unlack of job skills; unlack of follow through

4. Several agency offer different levels of job readiness and employment

5. Social skills, respect, environment, self-esteem

6. Their appearance; lack of interview skills

7. When they work and get the skills and confident to become marketable for employment

8. Yes, most of the time they don't know any other way until someone help them focus

9. They will give them a job but most of the time they are unable to help them maintain employment

St. Barnabas

Practitioner 1

1.   I've been in my position for about 6 months. But I've been around in this building for 2 years

2.   We have a netwrok; also case workers post resumes as well as pull employment ads. off the computer weekly

3.   They don't really want jobs

4.   The meditation room use for self-reflection; the computer lab

5.   Their own personal priorities

6.   They don't use the resources available to them; cause everybody wants to have $ but no one wants to work hard for it

7.   A youth that used to live here moved from Chicago; within a year she was in and out of program and is now living stably on her own

8.   Yeah, probably. I'm not sure, everyone is different

9.   They support them as much as they can, driving them to places offering ways to strategize & come up with

plans; yet no one seems to step-up and take the help offered to them

Dorothy Day Center

Practitioner 1

1. 6 years total; 3 years volunteer; 3 years drop-in center; safe waiting
2. na
3. no permanent address; felony convictions; lack of transportation
4. na
5. education; self-esteem
6. not dealing with mental health issues
7. addressed alcohol issues; got employment; housing-lived on the street for 2 years; has now had steady employment and an apartment for 3 years
8. all of the above
9. na

Practitioner 2

1. frustrating, but alright
2. we don't
3. some very small population do what they need to do, this place is a crutch and changes need to be made
4. too many
5. their attitude; convicts; complacent; their lack of drive
6. their attitude, mental illness, their lack of
7. very slim, they will be back

8. people have the right to choose; how long can individuals hold hands help is there but rarely used!

9. some don't some do, treat like people

Practitioner 3

1. 1.5 years working here; I have learned a lot about the homeless population and their stories; I love it

2. we have a lot of networking with other community services; we need to continue partnership with other community resources

3. mental health issues, chemical use issues; felonies in their past; beaten down; need more than one income-lack of education

4. volunteer opportunities at Dorothy Day Center; temp services; employment centers; education opportunities to obtain new skills

5. mental health issues/chemical issues; lack of skills; felonies; not interested in working

6. Poor follow through on needed health and employment plans

7. In the time I have been here there have been numerous (25+) clients who have obtained employment and left for now; one went to a new town employed by a meat packing company

8. Very much so

9. We have a safe place for them to stay; very well treating them with respect

Subject Participant Responses

```
      18-25(1)  26-32(2)  33-40(3)  40+(4)

      Yes           Somewhat  No

A.
1.    X
2.    X
3.    X
4.                          X
5.    X
6.    X
7.    X
8.    X
9.    X
10.   X
11.             X
12.   1
```

Questionnaire
1.   Free time, reliable transportation, driven(want to work)
2.   punctual, reliable, responsible, hard worker
3.   ?
4.   apartment
5.   ?

```
      18-25(1)  26-32(2)  33-40(3)  40+(4)

      Yes           Somewhat  No

B.
1.    X
2.    X
3.                  X
4.    X
5.                          X
6.    X
7.    X
8.    X
9.    X
10.                        X
11.                        X
12.   1
```

```
Questionnaire
1.    apartment, car
2.    youth work
3.
4.    temporary
5.

      18-25(1)  26-32(2)  33-40(3)  40+(4)

      Yes         Somewhat  No

C.
1.    X
2.    X
3.    X
4.                          X
5.                          X
6.                X
7.                          X
8.    X
9.    X
10.                         X
11.                         X
12.  1

Questionnaire
1.    transportation, will power, etc
2.    computer, people, communication, management
3.    about 1 month ago, a temp service
4.    I live in transitional housing but my 2 year lease is
almost up and I don't know what I am going to do
5.    filling out applications, going on the internet,
walk-in

      18-25(1)  26-32(2)  33-40(3)  40+(4)

      Yes         Somewhat  No

D.
1.    X
2.    X
3.                X
4.                          X
5.                          X
6.                          X
```

```
7.   X
8.                    X
9.                    X
10.  X
11.                              X
12.  1
```

Questionnaire
1.   bills & 2 have a good life
2.   hard working, helpful
3.   employed
4.   looking for a better place
5.   none

```
     18-25(1)  26-32(2)  33-40(3)  40+(4)

     Yes           Somewhat  No
```

```
E.
1.                    X
2.   X
3.   X
4.                              X
5.                    X
6.                    X
7.   X
8.   X
9.   X
10.                             X
11.                             X
12.  1
```

Questionnaire
1.   respect & understanding of the job
2.   I can lift 75 lbs; delivery driver; warehouse work
3.   still employed
4.   studio
5.   up and out looking everyday

```
     18-25(1)  26-32(2)  33-40(3)  40+(4)

     Yes           Somewhat  No
```

```
F.
1.              X
```

```
2.    X
3.    X
4.    X
5.              X
6.    X
7.    X
8.    X
9.    X
10.   X
11.   X
12.   1
```

Questionnaire
1. Self motivation. Self-confidence, good people skills, good knowledge(misspelled)
2. computer skills, cashier skills, people skills
3. a month ago
4. temporary
5. going job searching

18-25(1)   26-32(2)   33-40(3)   40+(4)

Yes   Somewhat   No

```
G.
1.    X
2.    X
3.                X
4.                      X
5.    X
6.    X
7.    X
8.    X
9.    X
10.                     X
11.                     X
12.   1
```

Questionnaire
1.   Yes, because routing is important to me
2.   Operating a register, handling layaway, greeting customers, stocking & cleaning

3.   I'm employed now
4.   My lease is up 5/1/07
5.   N/A

     18-25(1) 26-32(2) 33-40(3) 40+(4)

     Yes   Somewhat No

H.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10.   X
11.   X
12. 1

Questionnaire
1.   Steady money to get to work. At first, but like a place to sleep rest before work
2.   Loading/unloading warehouse work
3.   2 weeks ago at the dome
4.   I stay with my girl and sometimes my moms house
5.   A lot I'm still in school for GED so it's kinda of hard we need more jobs in the metro Minneapolis area

     18-25(1) 26-32(2) 33-40(3) 40+(4)

     Yes   Somewhat No

I.
1.   X
2.   X
3.   X
4.   X
5.   N/A
6.   X
7.   X
8.   X
9.   X
10.   X

```
11.                        N/A
12.  1
```

Questionnaire
1.   Good work, kind, someone to count on
2.   A lot
3.   Last month
4.   Its ok
5.   Not

```
     18-25(1)  26-32(2)  33-40(3)  40+(4)

     Yes          Somewhat  No
```

```
J.
1.                          X
2.   X
3.   X
4.                          X
5.                          X
6.                          X
7.   X
8.   X
9.   X
10.  X
11.                         X
12.  1
```

Questionnaire
1.   Bus fare
2.   Customer service
3.   OCT 27, 06
4.   Hard time may vary
5.   Receptionist

```
     18-25(1)  26-32(2)  33-40(3)  40+(4)

     Yes          Somewhat  No
```

```
K.
1.   X
2.   X
3.   X
4.                          X
5.                          X
6.   X
```

```
7.                        X
8.    X
9.    X
10.                            X
11.                            X
12.   1
```

Questionnaire
1.   Transportation, money
2.   Telemarketing, sales
3.   Last July
4.   Archdale, my personal situation is fine
5.   I do have a job and to keep it I always go to work on time

18-25(1)   26-32(2)   33-40(3)   40+(4)

Yes   Somewhat   No

```
L.
1.    X
2.    X
3.    X
4.                            X
5.                            X
6.    X
7.    X
8.    X
9.    X
10.   X
11.   X
12.   1
```

Questionnaire
1.   Good day, place to live, good environment and something you like
2.   Customer services, warehouse, carpentry, forklift, stocking, packing, loading and unloading, moving van
3.   01/02/07
4.   YouthLink at Archdale apts is ok
5.   I was just hired at the airport

Practitioner Responses

St. Barnabas Supportive Housing(YouthLink)

Practitioner 1

1.   I've been in my position for about 6 months. But I've been around in this building for 2 years
2.   We have a network; also case workers post resumes as well as pull employment ads off the computer weekly
3.   They don't really want jobs
4.   The meditation room use for self-reflection; the computer lab
5.   Their own personal priorities
6.   They don't use the resources available to them; cause everybody wants to have money but no one wants to work hard for it
7.   A youth that used to live here moved from Chicago; within a year she was in and out of program and is now living stably on her own
8.   Yeah, probably. I'm not sure, everyone is different
9.   They support them as much as they can, driving them to places offering ways to strategize and come up with plans; yet no one seems to step-up and take the help offered to them

Subject Participant Group Responses

        18-25(1)   26-32(2)   33-40(3)   40+(4)

        Yes   Somewhat   No

A.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10.   X
11.   X
12.   1

Questionnaire
1.   Good transportation; willingness to want to work

2.   Good communication skills, positive attitude, customer service skills, dedication
3.   A month ago
4.   My current housing situation is good
5.   Filling out application, calling places that may be hiring, keeping an open mind

     18-25(1)   26-32(2)   33-40(3)   40+(4)

     Yes   Somewhat   No

B.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10. X
11. X
12. 1

Questionnaire
1.   Transportation
2.   Very good ones
3.   Dec 15TH, 2006
4.   Being kicked out of Barnabas; basically homelessness
5.   Filling out job application, going to interviews

     18-25(1)   26-32(2)   33-40(3)   40+(4)

     Yes   Somewhat   No

C.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X

```
10.  X
11.  X
12.  1
```

Questionnaire
1.   Transportation, motivation
2.   Computers, landscaping
3.   None
4.   Good
5.   A lot

18-25(1) 26-32(2) 33-40(3) 40+(4)

Yes   Somewhat   No

D.
```
1.   X
2.   X
3.   X
4.                  X
5.   X
6.   X
7.   X
8.   X
9.   X
10.  X
11.  X
12.  1
```

Questionnaire
1.   Transportation
2.   Experience, customer service, general labor
3.   Now
4.   Barnabas apartments, public housing
5.   Already employed, try to in roll in college

18-25(1) 26-32(2) 33-40(3) 40+(4)

Yes   Somewhat   No

E.
```
1.                    X
2.               X
3.                    X
4.   X
5.   X
```

```
6.    X
7.    X
8.    X
9.    X
10.                        X
11.                        X
12.  1
```

Questionnaire
1.   Leads
2.   Customer service, people person
3.   March 2006
4.   St Barnabas housing program
5.   None really

     18-25(1) 26-32(2) 33-40(3) 40+(4)

     Yes   Somewhat No

```
F.
1.    X
2.    X
3.    X
4.                          X
5.    X
6.    X
7.    X
8.    X
9.    X
10.   X
11.                        X
12.  1
```

Questionnaire
1.   Nothing
2.   Working as a janitor and working on cars
3.   Housekeeping
4.   In St Barnabas
5.   None

     18-25(1) 26-32(2) 33-40(3) 40+(4)

     Yes   Somewhat No

```
G.
1.                          X
```

```
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10.  X
11.                     X
12.  1
```

Questionnaire
1.   A outfit and skills and motivated
2.   Data entry, cahsier, customer skills, retail
3.   Last summer
4.   Getting up on 3RD steps 7 and getten a good paying job
5.   Get up every day and find a job or search ther
interview

       18-25(1)   26-32(2)   33-40(3)   40+(4)

       Yes   Somewhat No

```
H.
1.                   X
2.   X
3.                   X
4.                       X
5.                       X
6.                   X
7.   X
8.   X
9.                   X
10.  X
11.                          X
12.  1
```

Questionnaire
1.   Willing employer of an appealing job
2.   Communications, janitorial, security, ticket sales,
concessions experience; willingness to learn new work
skills
3.   Feb 05
4.   Transitional housing-youth
5.   None, school, volunteering

```
        18-25(1)  26-32(2)  33-40(3)  40+(4)


        Yes          Somewhat  No

I.
1.                             X
2.   X
3.   X
4.                             X
5.   X
6.   X
7.   X
8.   X
9.   X
10.  X
11.  X
12.  1
```

Questionnaire
1.   Piece of mind, rest, steady schedule, food motivation
2.   I'm a hard worker, I am a 'real' person
3.   Feb 07
4.   Transitional housing
5.   Skills training, job counseling

```
        18-25(1)  26-32(2)  33-40(3)  40+(4)


        Yes          Somewhat  No

J.
1.                   X
2.   X
3.                   X
4.                   X
5.            X
6.                   X
7.            X
8.   X
9.   X
10.                  X
11.                  X
12.  1
```

Questionnaire
1.   More interview skills, to lock job

2. Assembly, cashier
3. A year ago 4/30/06
4. Wonderful
5. Looking for job

18-25(1) 26-32(2) 33-40(3) 40+(4)

	Yes	Somewhat	No
K.			
1.			X
2.			X
3.		X	X
4.		X	
5.			X
6.		X	
7.			X
8.		X	
9.	N/A		
10.			X
11.	X		
12.	1		

Questionnaire
1. Rent
2. Talken
3. Rps
4. I have apartment
5. None

Subject Participant Group Responses

18-25(1) 26-32(2) 33-40(3) 40+(4)

	Yes	Somewhat	No
A.			
1.			X
2.	X		
3.			X

```
4.                              X
5.    X
6.                              X
7.                              X
8.    X
9.    X
10.   X
11.                             X
12.   4
```

Questionnaire
1.   background clean; GED
2.   truck driving; forklift, warehouse, etc
3.   ended October 2006
4.   Dorothy day
5.   putting in applications, etc

      18-25(1) 26-32(2) 33-40(3) 40+(4)

      Yes   Somewhat No

```
B.
1.                              X
2.    X
3.                              X
4.    X
5.    X
6.    X
7.    X
8.                              X
9.    X
10.                            X
11.                            X
12.   3
```

Questionnaire
1.   a job itself
2.   I have a drivers license; home improvement
3.   a month ago
4.   I stay at Dorothy Day
5.   every day I fill out applications

      18-25(1) 26-32(2) 33-40(3) 40+(4)

      Yes   Somewhat No

C.

	Yes	Somewhat	No
1.			X
2.	X		
3.	X		
4.			X
5.			X
6.			X
7.			X
8.			X
9.	X		
10.	X		
11.			X
12.	4		

Questionnaire
1. a cure for MS; permanent housing
2. nurse assistant
3. 2001
4. stay here at the Dorothy day center
5. non/talk about school with others from time to time

18-25(1) 26-32(2) 33-40(3) 40+(4)

Yes   Somewhat No

D.

	Yes	Somewhat	No
1.			X
2.		X	
3.			X
4.			X
5.	X		
6.	X		
7.	X		
8.			X
9.	X		
10.			X
11.			X
12.	1		

Questionnaire
1. a job; appropriate clothing
2. I have a class A CDL with Hazmat & Tanicer endorsements & several years of restaurant management experience
3. January
4. live in a shelter

5.   I apply and go on interviews

      18-25(1)   26-32(2)   33-40(3)   40+(4)

      Yes   Somewhat   No

E.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10.   X
11.   X
12.   2

Questionnaire
1.   for my medical condition to get better
2.   cooking; telemarketing
3.   10/15/05
4.   homeless
5.   none

      18-25(1)   26-32(2)   33-40(3)   40+(4)

      Yes   Somewhat   No

F.
1.   X
2.   X
3.   X
4.   X(not verifiable)
5.   X
6.   X
7.   X
8.   X
9.   X
10.   X
11.   X
12.   4

Questionnaire

1. retraining in CADD(computer aided design drafting)
2. plumbing, HVAC, electrical and fire protection design(residential/commercial); restaurant manager; retail manager
3. personal care attendant
4. homeless
5. pursuing job training for commercial truck driving

18-25(1) 26-32(2) 33-40(3) 40+(4)

Yes   Somewhat No

G.

	Yes	Somewhat	No
1.		X	
2.	X		
3.	X		
4.	X		
5.			X
6.	X		
7.	X		
8.			X
9.	X		
10.			X
11.			X
12.	4		

Questionnaire
1. birth certificate/501©3
2. manager
3. 2/07
4. bad
5. getting my paperwork done

18-25(1) 26-32(2) 33-40(3) 40+(4)

Yes   Somewhat No

H.

	Yes	Somewhat	No
1.			X
2.	X		
3.			X
4.	X		
5.	X		
6.	X		
7.	X		
8.			X

```
9.   X
10.  X
11.                        X
12.  2
```

Questionnaire
1.   phone number, clothes
2.   good personality; great training; good team work
3.   dealer in a casino
4.   living in a shelter
5.   none because I have no clothes or a place to be
contacted

    18-25(1) 26-32(2) 33-40(3) 40+(4)

    Yes   Somewhat No

```
I.
1.                        X
2.   X
3.                        X
4.                        X
5.                        X
6.   X
7.                        X
8.   X
9.   X
10.  X
11.  X
12.  1
```

Questionnaire
1.   a good attitude and good social skills
2.   I worked at McDonald's
3.   November 2005-March 2006
4.   I live in Dorothy Day
5.   I have a counselor at school helping me and I'm
getting applications from places

    18-25(1) 26-32(2) 33-40(3) 40+(4)

    Yes   Somewhat No

```
J.
1.                        X
2.   X
```

```
3.    X
4.                              X
5.                              X
6.                              X
7.                              X
8.                              X
9.                              X
10.  X
11.                             X
12.  4
```

Questionnaire
1.   I need the right medications
2.   welding-landscaping
3.   about 7 years ago
4.   homeless shelter
5.   I have no transportation to look for a job

        18-25(1) 26-32(2) 33-40(3) 40+(4)

        Yes   Somewhat No

```
K.
1.                              X
2.    X
3.                              X
4.                              X
5.                              X
6.    X
7.    X
8.                              X
9.    X
10.                             X
11.                             X
12.  4
```

Questionnaire
1.   a chance
2.   restaurant management school; chef school; E.M.T
certified
3.   2.5 years
4.   homeless
5.   trying to go back to school

        18-25(1) 26-32(2) 33-40(3) 40+(4)

```
        Yes         Somewhat  No

L.
1.                            X
2.    X
3.    X
4.                            X
5.    X
6.                            X
7.    X
8.                            X
9.    X
10.                           X
11.   X
12.   1
```

Questionnaire
1.   a birth certificate and a state ID
2.   housekeeping, office work, restaurant work
3.   march 2004-restaurant in Missouri
4.   had apartment in Minneapolis but situation did not work out
5.   in the process of talking to direct services to get state ID; need birth certificate from Missouri to get state ID

```
      18-25(1)  26-32(2)  33-40(3)  40+(4)
```

```
        Yes         Somewhat  No

M.
1.                  X
2.    X
3.                            X
4.                            X
5.                            X
6.    X
7.                            X
8.                            X
9.    X
10.                           X
11.                           X
12.   4
```

Questionnaire

1.   transportation
2.   forklift(not certified); bobcat(not certified);
cutting torches; demolition(by hand)
3.   2007
4.   homeless
5.   any possible

     18-25(1)   26-32(2)   33-40(3)   40+(4)

     Yes   Somewhat   No

N.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X
10. X
11.   X
12. 3

Questionnaire
1.   good health
2.   friendly, helpful
3.   2005
4.   staying at Dorothy Day Center
5.   not on SSDI

     18-25(1)   26-32(2)   33-40(3)   40+(4)

     Yes   Somewhat   No

O.
1.   X
2.   X
3.   X
4.   X
5.   X
6.   X
7.   X
8.   X
9.   X

```
10.                         X
11.                         X
12.  4
```

Questionnaire
1.   I need transportation, more skills
2.   janitorial, cashier, inventory, stock all areas of
restaurant duties, warehouse, factory, etc.
3.   one month ago
4.   diving in a shelter
5.   resumes, master application

   18-25(1) 26-32(2) 33-40(3) 40+(4)

   Yes   Somewhat No

```
P.
1.                           X
2.   X
3.   X
4.   X
5.                           X
6.                           X
7.   X
8.                           X
9.   X
10.  X
11.                          X
12.  4
```

Questionnaire
1.   good communication skills
2.   cashier, telemarketer
3.   team cleaning
4.   homeless
5.   looking for a job

   18-25(1) 26-32(2) 33-40(3) 40+(4)

   Yes   Somewhat No

```
Q.
1.   X
2.   X
3.   X
4.                           X
```

```
5.    X
6.                          X
7.                          X
8.    X
9.    X
10.   X
11.                         X
12.   4(63)
```

Questionnaire
1.   help
2.   a lot
3.   4 years
4.   Mary Hall
5.   n/a

```
      18-25(1)  26-32(2)  33-40(3)  40+(4)


      Yes         Somewhat  No
```

```
R.
1.                   X
2.    X
3.    X
4.    X
5.                          X
6.                   X
7.                          X
8.                          X
9.    X
10.                  X
11.   X
12.   4
```

Questionnaire
1.   great hours & good people around you *****
2.   dishwasher, janitorial, landscaping
3.   still at the *****
4.   homeless
5.   everything & being open-minded

```
      18-25(1)  26-32(2)  33-40(3)  40+(4)


      Yes         Somewhat  No
```

S.

```
1.                    X
2.   X
3.                         X
4.                         X
5.   X
6.   X
7.   X
8.                         X
9.   X
10.                       X
11.                       X
12.  4
```

Questionnaire
1.   more hours, honest employment
2.   chef
3.   2 weeks ago
4.   sad; here for now!
5.   application everyday; when arriving in Minnesota, I'm a chef; being hired at certain places, they promise you things that don't happen when hired

```
     18-25(1)  26-32(2)  33-40(3)  40+(4)


     Yes        Somewhat  No

T.
1.                        X
2.   X
3.                        X
4.                        X
5.                        X
6.                        X
7.                        X
8.                        X
9.   X
10.  X
11.                       X
12.  2
```

Questionnaire
1.   money; housing
2.   looking
3.   2/2/1988
4.   n/a
5.   n/a

```
       18-25(1)  26-32(2)  33-40(3)  40+(4)


       Yes        Somewhat  No

U.
1.                           X
2.    X
3.    X
4.                           X
5.                           X
6.                    X
7.                           X
8.    X
9.    X
10.   X
11.                          X
12.   1


Questionnaire
1.    you have to be determined; permanent housing
2.    customer services; Spanish speaking; computer
literate
3.    2 months ago
4.    homeless
5.    going online; MN job bank; library; newspapers,etc


       18-25(1)  26-32(2)  33-40(3)  40+(4)


       Yes        Somewhat  No

U.
1.                           X
2.    X
3.                    X
4.    X
5.                           X
6.                           X
7.    X
8.                           X
9.    X
10.   X
11.                          X
12.   4


Questionnaire
```

1. a employer that will work with people with disability
2. wait tables; cashier
3. Dec 2002
4. homeless
5. n/a

18-25(1) 26-32(2) 33-40(3) 40+(4)

	Yes	Somewhat	No
V.			
1.		X	
2.	X		
3.	X		
4.			X
5.	X		
6.	X		
7.	X		
8.			X
9.	X		
10.	X		
11.			X
12.	4		

Questionnaire
1. none
2. customer service
3. 9/3/06
4. none
5. I'm going to school-health partners

ATTACHMENT
Consent Form

You are invited to be in a research study of how adults view the world of work. You were selected as a possible participant because you use services at this facility. We ask that you read this form and ask any questions you may have before agreeing to be in the study.

This study is being conducted by: Keith Brooks (Work & Human Resource Education) University of Minnesota

Background Information: The purpose of this study is to gain insight of the phenomenon of adults in urban settings who are in transitional or limited housing situations and their experiences with employment.

Procedures: If you agree to be in this study, we would ask you to fill out this survey and questionnaire that should take no longer than 15 minutes. If you choose to, you have the option to do an interview with a few more questions about your experience. The interview should take no longer than 15 minutes also.

Risks and Benefits of being in the Study: The study has minimal risk. There is a possibility of sharing personal information that may bring up disappointing or hurtful memories.

Compensation: $5 gift card to the Dollar Tree for completing the survey & questionnaire

Confidentiality: The records of this study will be kept private. In any sort of report we might publish, we will not include any information that will make it possible to identify a participation. Research records will be stored securely and only researchers will have access to the records. If tape recordings are made, the principal investigator will only have access and it will be used for education purposes; the recordings will be erased upon completion of the study.

Voluntary Nature of the Study: Participation in this study is voluntary. Your decision whether or not to participate will not affect your current or future relations with the University of Minnesota or the Dorothy Day Center or Youth Link. If you decide to participate, you are free to not answer any question or withdraw at any time with out affecting those relationships. The interview portion of this study will be terminated if there is a safety and/or concern.

Contacts and Questions: The researcher conducting this study is Keith Brooks. You may ask any questions you have now. If you have questions later, you are encouraged to contact him at identityachieved@hotmail.com. Research Advisor-Dr. Rosemarie Park 612.625.6267
If you have any questions or concerns regarding this study and would like to talk to someone other than the researcher(s), you are encouraged to contact the Research Subjects' Advocate Line, D528 Mayo, 420 Delaware St. Southeast, Minneapolis, Minnesota 55455; (612) 625-1650.
You will be given a copy of this information to keep for your records.

Dear Valued Citizens,

Thanks for taking the time to meet with me today. My name is Keith Brooks, I am a PhD candidate in Education at the University of Minnesota-Twin Cities. As a part of my graduation requirements, I am conducting this research study concerning individuals in transitional housing situations and their experiences with employment. I am requesting your participation as valued people of this community to help me gather information that will empower educators and social service people to better understanding how to improve supportive job skill opportunities. Your completion of the attached survey is voluntary and will show that you have read this letter, understand the process of this research, and agree to participate. Completing this anonymous survey will not cause you any harm, in relation to getting services here at the Dorothy Day Center or YouthLink. You can place the survey in this folder before you leave the room, and no one will have access to it but myself. The total survey should take no longer than 15 minutes to fill out.

Sincerely,

Keith Brooks

P.S. Thanks in advance for your time and energy.

Consent Form

You are invited to be in a research study of how adults view the world of work. You were selected as a possible participant because you provide services at this facility. We ask that you read this form and ask any questions you may have before agreeing to be in the study.

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You will be given a copy of this information to keep for your records.

Youthlink Survey & Response(2005)

This survey and response was distributed and collected in 2005 when I was the Independent Living Skills coordinator at YouthLink. I wrote the responses in the same way that they were given to me, even with the grammar inaccuracies. This is being included to compare and contrast with the current study as a resource.

1. **What are your goals? Do you have any goals? What plans so you have to reach those goals?**
- To get back in school
- Keep working, go back to school in the fall
- My goals are to try to stay in school
- My goals are to go to school. Yes, I have an apointment Monday for Brown College
- Finish High School, keep going to school
- To keepa job, finish my degree in psychology in college, etc.
- To start college in the fall, get a job and my license. My plans is to stick with school cause I'm already accepted at school. take test for my permit license, and job hunting
- My goals are getin a construction and buying a new car and keeping my bills paid and the most thing I want to do is music that is my bigest goal in life.
- My goals are to get a job, get a car or reliable transportation and graduate from colleg
- My first priority is to get a job so I can pay the rent and I'm currently looking for one new

- My goals are to finish high school, get a career not a job. I plan on working hard staying focused, and being positive
- Graduate high school, go to MCTC in the fall
- My goals are to find a job. The plan I have is to keep looking until I find one.
- My goals are to complete high school and get a good job. I will reach them by going to school and graduating.
- Go to school, finish school and get a career
- To be a radiologist, I plan to go to a 6 yr college
- Get a job and keep it
- Complete DBT, go to college, and work with my therapist, psychiatrist, case managers.
- My goals right now is to go back to school, because I got drop out in the middle of the school year so I won't be able to graduate this year.
- I want to finish school, then get a job. Then I want to go to college to be a nurse, then I want to get my kids back and be a great mom.
- My goals are to get in school and find a better job. My plans to do so is to stay persistent and faithful.
- To enter and complete college for art graphs designing. I feel I have to continue with my genarla education development complete
- My goal is to be a nurse. This place will help me reach my goal of a BS in nursing and help me contribute more fully to the Minneapolis community.

2. Do you know how to cook more than noodles?
   a. Yes   b. No

What dishes?

_____

- Yes, lasagna, baked mac & cheese, enchiladas, ect
- Yes, Hamburgers, pizza
- Yes, pig feet, greens, hot dogs, cornbread
- Yes, alot of dishes
- NO
- Yes, Macaroni, hamburgers, etc.
- Yes, chicken, burgers, rice, eggs
- Yes, chicken, macaroni and cheese, pork chops, rice
- Yes, spaghetti, fried chicken and foods with directions on back
- Yes, speggehti, chicken, macoroni
- Yes, Lasagna, soul food, breakfast
- Yes, spaggiti, meatloaf, alot of stuff
- Yes, chicken, steak, fish, other
- Yes, chicken, burgers, fries
- No
- Yes, Native foods and soul food
- Yes, a lot
- Yes, a lot
- Yes, chicken, rice and other stuff
- Yes, green beans, patatoes, corn, rice, mashed potatoes, peas, stake, pork chops, chickin, roast, carrots, mashed patatoes, onions, peas
- Yes, chicken, macaroni, steak, breakfast
- Yes, fried chicken, rice and gravy, roman noodles, fish, seafood, babqcue foods
- Yes, sandwiches

3. **How is the job search going? Where are you looking? How many applications do you**

truthfully fill out a week? How can I help you?

- I'm working full time
- I have a job
- Bad
- It's going great. Job fair. 20-30 applications. I don't know really
- Ok, downtown, MOA, 5
- I already have a full time job
- Not well, I am looking at the malls, also networking ?
- The job search is going find and I'm looking for construction or something else because I have certificates in bricklaying. 30% apprentice
- I've been focused on catching with my college work. None
- It's not going so good because school is coming in the way of looking for jobs
- Job search is fine. I should be getting a job at Fairview hospital. I already have one job
- I don't work. I get G.A for mental illness
- My job search is going bead. I do about 5 applications a week
- I found a job
- Pretty good. Looking for work in a hospital or nursing home
- It's okay. I've looked on the net and went to a job fair, turned in apps.
- It's alright. Just need a little help
- N/A
- Righ now I have a job, but I'm still looking for one.
- It is hard. I am looking on computers and in the paper. I haven't filled any out yet. I haven't found the right one yet. I want to just keep searching in the paper and

computer. Just be there if I need some help with some information.
- Recently I've been looking in the mall
- Lowes house departments, home depots, McDonalds, Best Buy, UPS, Home Constructions
- For now I have a job, I might need a diffrent job

4.   What information would you like to know, but are unsure how to get it?
- None at this moment
- College info
- Nothing
- Anything really
- Cooking
- Nothing really
- ?
- Nothing really. All the information has been given to me and everything I need to know.
- Transportation, food programs, college and job information
- I would like to know is there any job fairs coming up
- None
- College applications, SAT, ACT info
- None
- None
- I want to find out more stuff about becoming a Buddhist
- What place hire 18 and under and pay good
- None
- Grants and such for college
- To get a job
- I am not to sure
- Info about job search and food shelves

- Cracking the job search in person, online websites, YMCA
- Everything

5. Do you know how to talk to employers? Do you know how to present yourself well?
   a. Yes   b. No
- Yes
- I've never had problems getting jobs
- Yes, talk in a nice casual way
- Yes
- Yes
- Yes, I have had many jobs, done preparations, etc. Yes, I've went through numerous job skill courses
- Yes, dress clean and respect yourself and talk proper to an employer
- Yes, In a professional matter
- Yes, I've had plenty of job in the past. I know how to do it.
- Yes, I am very polite, well mannered, observant, patient, etc
- Yes, respect, determine
- No, I don't know if I'm saying the right stuff
- Kind of
- Yes, in the middle
- Yes, I know how to approch myself and I can explain myself well
- Yes, always the first impression
- Yes, everytime I've had an interview, I've gotten the job
- NO
- Yes, I am great with talking and learning about the job
- Yes, By being clean (presentable) and speaking clearly and eye contact.

- Yes, by stay foucse of the job I'm apply for, going to the employers that I realy whont the job, also by useing body languege
- Little, (I need more skill)

6. **How are you budgeting you money after rent is paid? Are you saving? Do you have enough money to last you until your next income day?**
- No
- Yes, I have enough money
- It's going alright. I just buy everything I need at the same time
- Good, yes! Yes!
- Me & my girl plan it, yes
- Yes I do have enough money but I would like to be able to save more
- I make sure I get the household things. No not saving and usually don't have money until next income day
- Well when I start working my half of the money will be put up for bills and the other half will be put on a nice car
- Through temp service if here are jobs available if not ZIB plasma; 45 a week
- I haven't totally figured that situation out yet because I'm not employed yet
- I realy don't need the money so I put it all on rent
- Save some, pay other bills
- I don't have a job so I don't have anymore
- Yes I try to save but I have enough money to last me
- I have a savings account I just storted and its only used in case of an emergency
- I don't budget, but I try my money last about 6 days them Im broke

- I have a savings account with a lot of money in it
- I write out a budget, I'm saving, yes I do
- Actually I'm not budgeting right now, but I make sure I paid my rent
- I don't have any income trying to get my general assistance to pay my bills till I find the write job for me
- By saving up the rest after getting whats important (every little counts)
- At the time im receiving GA assistance but still looking for apployment, still learning independent living skills
- I'am trying

7. Have you finished you diploma or GED?
a. Yes   b. No   Explain:
      _____

- no
- yes
- no
- yes, GED
- no
- yes, got diploma
- yes, received GED 4-1-04
- yes, graduated 2001
- yes, GED
- no, ten months
- no, getting back in
- no, in school now
- no
- no, still in school
- yes
- no, graduate 2006
- yes, high school 2003
- yes

- no, drop out
- no, droped out of high school to take care of my child
- yes, high school (alt)
- no, I have one test remaining which is the mathmactics I'm currently studying
- no, hopefully june 7th

8. **How long do you plan to stay here?**
   a. 2-5 months   b. 6-9 months   c. 4 eva-eva
- 6-9 months
- 6-9 months
- 4 eva-eva
- 2-5 months
- 6-9 months, 4 eva-eva
- 2-5 months
- 6-9 months
- Until I graduate and get a good career
- 6-9 months
- 4 eva-eva
- Unknown
- 6-9 months
- 6-9 months
- 6-9 months, 1 year at most
- 6-9 months
- 6-9 months, 4 eva-eva
- Not 4 eva
- For about a year I hope and thats all
- Not sure
- 6-9 months to 1 year
- I'm not sure