

ASSEMBLY BILL (AB) 74
COUNTY WELFARE DEPARTMENT (CWD)
EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD: Alameda County Social Services Agency	DATE: 01/30/2015
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CWD CONTACT INFORMATION

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PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM:

7/1/2014

HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14?

0

HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014?

0

HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013?

0

STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY?

500 - 600

Please describe how your CWD plans to utilize funds allocated for the ESE Program and include responses to the following 10 categories. There is an 11th text box to enter other information about your ESE Program if needed. The text boxes will accept up to 1,000 characters of text. If additional space is needed you may also submit attachments to accommodate the additional information. You may also attach CWD materials that address each of the areas below if the materials can be converted to pdf format for posting to the CDSS website (i.e., not scanned copies).

1. What are your ESE Program goal(s) for the participants: basic employability skills, training for a specific field, obtaining unsubsidized employment, other?

The Alameda County Social Services Agency's (ACSSA) Expanded Subsidized Employment (ESE) program goals are to assist Welfare-to-Work (WTW) participants with attaining permanent, unsubsidized employment through a variety of pathways, including: customized job club/job search programs, work experience, subsidized employment, home distance learning, and temporary employment by ACSSA. Participants in these programs are provided with barrier removal services as needed. The County's goal is that 65% of all participants placed in subsidized jobs will successfully attain 180 days of continuous employment and transition to unsubsidized employment. The average wage goal for participants who retain full or part time employment for 180 days will be \$12.50 per hour.

Please see attachment for additional details.

2. What types of employers and industries will you place your participants in: private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.?

Participants are placed in public, private for profit, or non-profit job types that focus on meeting the participant's individual career goals and objectives. Examples of local ESE placements include, but are not limited to: Retail Sales, Healthcare, Food and Beverage Manufacturing Hospitality and Tourism, Office Clerical Workers, Customer Service Reps, Professional Services, Transportation and Logistics.

New manufacturing or service industries that require entry level skills are targeted as potential opportunities to place some of our CalWORKs participants. Small businesses that seek to expand their operations and would benefit fiscally by receiving a wage subsidy will be approached and provided with an opportunity to hire participants under this program.

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3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

ACSSA collaborates with the the following entities: Alameda County EASTBAY Works to identify programmatic service linkages and resource sharing opportunities; the Alameda County Peralta Community Colleges for work study placements; service providers such as Rubicon Programs, Inc. and Lao Family Community Development, Inc. who manage the county's Career & Employment Centers (CEC) at three county self-sufficiency centers; and with other contracted providers who manage our work experience and subsidized employment programs.

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4. What strategies will you use to link clients with employers?

Our Job Developers have cultivated excellent partnerships with the Bay Area employers. These partnerships are utilized to place potential participants in subsidized and unsubsidized employment. Job Developers assist employers by hosting small and large scale job fairs and employment workshops that allow employers to directly meet and interview job ready participants.

Please see attachment for additional details.

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5. Will your CWD use job developers? If yes, will they be CWD staff or contracted? What will their roles and responsibilities be: employer relations, job coaching, unsubsidized job search, conflict resolution, etc.?

ACSSA uses both county and contracted job developers to provide employment services on a county-wide basis for all WTW participants. The JD responsibilities include building employer relations by providing recruitment services that identify and refer directly to the employer, participants who have the job skills the employer requires. Job developers will assist all WTW participant with identifying employment opportunities and with conducting an individualized job search plan that leads to subsidized or unsubsidized employment. Job search plans include 180 days of job follow up services. JD will monitor the participants' employment status on a monthly basis throughout the entire 180 day period to identify any potential problematic situations or barriers that might adversely impact the participant's current employment status. The JD will then provide linkages to resources and services to help the participant address issues and stay employed.

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6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?

WTW participants must be engaged in an approved WTW activity, such as Job Club, supervised job search, work experience, or work study as a pre-requisite for entry into the ESE program. Also participants on a semester break from their approved educational or training programs can be placed in subsidized or unsubsidized employment as part of a paid work experience bridging or drop in activity in order to allow them to meet their weekly and monthly hourly requirements. Exempt individuals can participate in the ESE program provided that their participation hours are counted toward meeting their work participation rate (WPR).

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7. What entity (or entities) will serve as employer(s) of record: CWD, workforce investment board, placement agency, private employers, etc.?

Individual Private and For-Profit Employers who hire ESE eligible participants as employees of their company will assume the responsibility of serving as the employer of record. The County also has a paid and non-paid work experience program. The primary distinction between Unpaid (UWEN) and Paid Work Experience (PWEN) is that participants in PWEN receive a minimum hourly wage for the assigned hours they work at their assigned worksite while participants in UWEN only receive their CalWORKs cash aid. A PWEN participant will earn a paycheck every two-weeks. The number of hours a PWEN participant will work each week will be based on their WTW hourly participation requirements. PWEN participants will not be the employees of the assigned worksite host but rather, the Contracted Service Provider will act as the Employer of Record for CalWORKs recipients enrolled in the PWEN component.

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8. What strategies does your CWD have to transition participants to unsubsidized employment?

The county has contracted service providers who have long-standing relationships with a variety of for-profit and non-profit employers who are willing to act as a work site host for CalWORKs participants enrolled in the County's work experience (WEN) program. These Employers agree to provide the WEN participants with on site, supervised training at their job site for 3 to 9 months. After a period of 3 to 6 months, the employer is offered the opportunity to permanently hire the WEN participant. As an incentive for the employers to hire the WEN participants, they will receive a wage subsidy for the first 6 months of employment.

9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?

No.

10. What will be the average hourly wages and number of hours per week for placements?

The overall average starting wage will be at least \$12.00 per hour and the County expects that 65% of all job placements will be full time at 35 hours per week.

11. Please include any other components of your ESE Program not covered above:

ACSSA has a team of both in house staff and contracted Job Developers who work collaboratively to prepare, coach and counsel participants for employment and permanent unsubsidized job retention. The focus is on industry clusters and occupations within the county that stress permanent, full-time employment within sectors that have the potential to provide livable wages and benefits. The funding assists ACSSA in improving the WPR. A portion of the ESE funding will be utilized to build the capacity of our contractors to expand their services to the CalWORKs clients.

Please fill out this form electronically and submit to ESEProgram@dss.ca.gov.

Note: CWDs must submit their plans no later than 30 days after implementation of their ESE Programs. CDSS may request subsequent submittals of AB 74 CWD ESE Plans from CWDs depending on the needs of the program.
