

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

CWD: Contra Costa County Employment and Human Services Department	DATE: 05/19/2014
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**CWD CONTACT INFORMATION**

NAME/POSITION:

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

04/28/2014

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

10

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?

183

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?

Contra Costa County (CCC) plans to target eligible Welfare to Work Clients who are limited English proficient, challenged by domestic violence, have a criminal or arrest history, disabled veterans, pregnant and parenting youth and those completing the family stabilization component of the Welfare-to-Work program and provide experiences that develop basic employability skills leading to the obtainment of unsubsidized employment.

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.?

CCC plans to work with employers in the private, public, non-profit and for profit arenas.

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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?

CCC is currently working or is planning to work with Community Based Organizations, Community Colleges, Adult Schools, CCC Re-Entry Program (AB 109), CCC Workforce Development Board, Department of Rehabilitation, local employers and a variety of CCC Departments that serve the identified populations (see #1). This partnership will allow for additional support through service providers where the clients have already developed trust and provide additional opportunities through those agencies and their employer contacts. Specifically in regard to CCC's work with Community Colleges and Adult Schools, targeted services for our CalWORKs Clients have allowed for these partners to work closely with our clients, identify and refer work ready clients for services and recommend potential job industry compatibility. Also, these partners have been a placement site for subsidized employment slots.

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

CCC will utilize Job Developers who are county employees called Employment Placement Counselors (EPCs) to develop opportunities and partnerships with a variety of agencies (see #3) in order to provide opportunities for the identified population (see #1). The EPCs work with employers one on one by visiting work sites, calling, e-mailing and direct mailing the employers to provide information about the subsidized employment programs offered prior to placements and ongoing when employers are utilizing the program. Job Fairs, other employers with positive interface with CCCs subsidized employment program, flyers and CCCs website are all ways employers have connected with the EPCs in order to access the subsidized employment program.

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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.?

CCC will use Employment Placement Counselors to develop employment opportunities, screen for appropriate clients for placement, assist with job coaching, process of placement being a contact for the employer, orchestrate support for the client while working through their assigned worker as well as providing direct support to the employer.

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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.?  
Contra Costa County (CCC) plans to target eligible Welfare-to-Work clients who are limited English proficient, challenged by domestic violence, have a criminal or arrest history, disabled, veterans, pregnant and parenting youth, and those completing the family stabilization component of the Welfare-to-Work program and provide experiences that develop basic employability skills leading to the obtainment of unsubsidized employment.

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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.?  
The placement entity will serve as the employer of record for external placements and CCC EHSD will serve as the employer of record for internal county department placements.

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8. What strategies does your CWD have to transition participants to unsubsidized employment?  
Our current partnerships as well as those that will be developed will be educated on the program and expectations of permanent placement in unsubsidized employment positions as a condition of their participation in the Expanded Subsidized Employment program.

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

No.

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

he subsidy will be \$9 an hour for up to 40 hours weekly for the first 90 days of placement and up to \$20 an hour for the last 90 days of placement in employment settings other than County Departments where it will remain \$9 an hour for the duration of the placement. We are anticipating that our placements will be between 20 to 40 hours weekly and total subsidized placement duration will not exceed six months. If the participant is employed 90 days after the end of the subsidy a bonus not to exceed \$1,000 per participant will be paid to the employer. The County Departments are not eligible for the bonus.

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

N/A

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Please fill out this form electronically and submit to [ESEProgram@dss.ca.gov](mailto: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.

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