

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

CWD: El Dorado County Health & Human Services Agency	DATE: 4/22/16
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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:

8/01/16

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?

FY 16-17 20-35

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 overall goal of El Dorado County's ESE Program is for participants to build the skills necessary to obtain unsubsidized employment and achieve self-sufficiency. The subsidized work opportunity supports this goal by assisting participants in gaining valuable on-the-job training, basic employability skills, vocational training, recent work experience, self-confidence, life-long job skills, and work habits needed to increase their competitiveness in the work environment.

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.?

El Dorado County does not exclude any type of employer or industry and actively recruits all business as potential employers, including private, public, non-profit, for-profit, retail, agricultural, educational, labor, clerical, hotel/hospitality, health services industries, etc. Employers are recruited for general work site placement opportunities or for case-by-case placements.

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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?

El Dorado County has built upon an existing collaborative partnership with the Workforce Innovation and Opportunity Act (WIOA) program, administered by the county through a Workforce Development Board (Local Board; formerly Workforce Investment Board) MOU. El Dorado County's WIOA and CalWORKs programs are operated by the same agency, co-located, and have ongoing resource sharing and operational agreements for the cooperative delivery of One Stop services to customers through the America's Job Center of California (AJCC) system. The Chief Assistant Director of CalWORKs and WIOA is a Local Board Member at Large and the Local Board has business engagement staff on-site at the One Stop.

In addition, El Dorado County is currently working towards developing new partnerships and strengthening existing partnerships with the Los Rios Community College District, El Dorado County Office of Education's adult education programs, local businesses, staffing agencies, and local Chambers of Commerce.

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

El Dorado County conducts outreach to the local business community, Chambers of Commerce, and the El Dorado County Economic Development Department to develop work site locations and contracts for subsidized employment opportunities. The on-staff Job Developer has the responsibility of developing potential job placements which may be identified by clients, employers, job announcements, job fairs, etc. Participants are assessed by the on-site Vocational Counselor for job skills and work history, attend Job Clubs and available workshops, and are linked with employers to ensure effective screening and job matching. Participants are required to interview with the employer who is responsible for selecting the best fit for placement.

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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.?

El Dorado County uses current staff performing the function of job developer. The job developer is responsible for establishing, building, and maintaining employer relations. The position is also responsible for working to ensure successful matching of employers and participants, including the monitoring of participants' progress and conflict resolution between the employer and participant. Basic job coaching is completed in collaboration with case managers and an on-staff Vocational Counselor.

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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.?

El Dorado County's Subsidized Employment program is primarily available to CalWORKs clients who are unemployed or underemployed, have completed a Welfare-to-Work Plan, have shown satisfactory participation in Welfare-to-Work activities, have a developed master application and/or resume, and have no apparent barriers that would prevent them from participating. Students, Family Stabilization program participants, or clients with other special circumstances who could benefit from Subsidized Employment are also considered for placement.

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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 employer providing the work opportunity serves as the employer of record.

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

The primary goal of the program is for participants to transition into unsubsidized employment at the end of the placement period. Employers are encouraged to offer permanent, unsubsidized employment to participants at the conclusion of the placement as stated in the executed agreement with the employer. Participants work with the on-site Vocational Counselor and Job Club to seek unsubsidized employment opportunities to further their goal of employment and self-sufficiency.

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

El Dorado County may use Single Allocation funds to cover any costs that exceed the ESE allocation as available.

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

Wages are determined by the employer, are no less than minimum wage, and must be the customary wage for the position. Final employee hourly wages are approved in advance and agreed to in an executed agreement between El Dorado County and the employer. Wages are reimbursed at 50% for the first six (6) months with the average participant hours between 20 to 40 hours per week.

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

Clients referred to the ESE program may be identified for placement in non-paid work experience or community service activities to develop basic job skills as necessary to meet the minimum skill-level required for potential ESE job placements.

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.
