

# ASSEMBLY BILL (AB) 74

## COUNTY WELFARE DEPARTMENT (CWD)

### EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD: Glenn County Health and Human Services Agency	DATE: 10/29/2013
---	---------------------

#### CWD CONTACT INFORMATION

NAME/POSITION: David Allee, Program Manager		
ADDRESS: 420 E. Laurel St., Willows, CA. 95988		
PHONE NUMBER: (530)934-1532	EMAIL ADDRESS: dallee@hra.co.glenn.ca.us	PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM: 12/01/2013
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14? 26	HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014? 12	
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013? 4	STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY? 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?

- A. To assist our participants in obtaining permanent unsubsidized employment via ESE contracts with local private-sector Employers.
- B. To assist our participants with job-specific skills via ESE contracts with Employers which may lead to subsequent unsubsidized employment with "other" Employers, should the contracted ESE Employer choose not to retain our participant after the subsidy ends.
- C. To assist our participants in gaining basic employability skills, as a segue to future employment opportunities.

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.?

In Glenn County, our focus has always been on the private-sector employer, in support of our local businesses. Some of the industries that we partner with are manual labor/ construction, food service, clerical/ administration, medical offices, and retail. Glenn County reserves the right to modify this approach to subsequently include the public sector and/or local government, should it prove necessary to do so, or in the best interests of our participants, in gaining permanent unsubsidized employment.

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

We currently partner with our collocated in-house WIA staff/programs and our own job development staff. We also have a strong partnership with our local employers and our schools through previous subsidized employment efforts. We shall continue with this model and/or seek to expand it, whenever and wherever possible.

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

We have two (2) job-readiness courses which our participants attend. In these classes, they are introduced to guest speakers, many of whom are local employers as well as our own in-house Business Services Office (a WIA-funded Program). We plan to launch a large-scale marketing effort, including press releases in local newspapers, flyers handed out to employers, and face-to-face contact and referrals from our case managers. We have an in-house job coach that screens and matches potential employees with the appropriate employer. Our collocated WIA Programs intake Job Orders (on a regular basis) from local Employers and these are shared with both CalWORKs and WIA staff, both of whom serve under a single organizational structure and management; this unique staffing structure further aids our efforts in this regards.

---

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.?

Yes, we plan to use our in-house job developer. Our job developer is CWD staff, who also serves as a job coach. This staffer address barriers to employment and helps teach "soft skills" that are needed to move into unsubsidized employment. There is intensive job search assistance while the client is fulfilling their subsidized employment contract and on-going coaching and motivation. The job coach also serves as a "liason" to the client and the employer for conflict resolution and amelioration.

---

6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.? Each participant must be a CalWORKs recipient and eligible to participate in WTW activities, this includes our exempt and sanctioned individuals. Beyond this, we consider everyone who is otherwise eligible, a "possible" participant for ESE. We view each eligible individual on a case-by-case basis in light of the Employer's Job Order criteria.

---

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

It is our intent that our Employers within the community serve as employer of record. However, we reserve the right to modify this approach and, if it appears feasible and appropriate, the CWD "may" also serve as employer of record if and when it becomes evident that this secondary approach is necessary.

---

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

Glenn County has structured it's plan and ESE Contract language so that once the employee is matched with an employer, that employer will hire our participant from day one, and place participant on their payroll system. Employer is then reimbursed via a Tiered model (ie: 100% reimbursement for the first two months, 75% for the second two months, and 50% for the remaining two months.) If it is beneficial to the participant's transition to unsubsidized employment, Glenn County will offer extensions in three-month increments, not to exceed a contract total of 12 months.

---

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

No; however, Glenn County reserves the right to modify this approach and subsequently supplement with Single Allocation funds at a later date, should that prove necessary or expedient.

---

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

Our participants, on average, will maintain a wage of \$9.50/hr and work between 32-40 hrs/wk.

---

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

N/A

---

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.