

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

CWD: Inyo County Department of Health and Human Services	DATE: March 19, 2014
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CWD CONTACT INFORMATION

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

2/18/14

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

2

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?

8-12

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?

Through the Expanded Subsidized Employment Program, Inyo County Health and Human Services seeks to provide job coaching and basic employability skills so that our participants can obtain unsubsidized employment opportunities. Our job coaches will use structured intervention techniques to help participants learn to perform job tasks to the employer's specifications and to learn the interpersonal skills necessary to be accepted at the work site and in related community contacts. Through our training program, our participants will learn basic employability skills such as verbal and written communication, teamwork, time management, decision making, and self motivation.

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.?

Inyo County will utilize all types of employers available in our rural community. We seek to build partnerships with business that operate as public and private as well as for-profit and non-profit organizations. We will seek to partner with businesses that are in fields such as retail, healthcare, manual labor, government and hospitality.

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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?

Inyo County will develop existing partnerships with our current WIA employers as well as building partnerships with additional employers in our rural community. We will also be building a relationship with our local Community College, Cerro Coso Community College. Our community college currently has a Career Center that provides job development services for current and prospective students including resume writing, interview skills and career planning that we hope to utilize for our program participants. Inyo County is also developing a partnership with our local Sheriff's Work Release Alternative Program (WRAP). This program is designed as an alternative to traditional jail time by placing people in assigned work locations throughout our county in lieu of time served. Due to our rural county demographics we hope to partner with the WRAP program to coordinate services and placements in their existing network of employers for our subsidized employment participants.

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

By working closely with our clients as well as our employers we will be able to determine a good fit for a particular job opportunity. In interviewing potential employers we will be able to determine the kind of skills that they need an employee to have in order to be successful with their organization. When working with our clients we will assess current skills and knowledge as well as identify opportunities for training and coaching. It will be of utmost importance while working with our clients to assess individual career goals, likes, dislikes, strengths and family needs for success such as the need for child care or adequate transportation.

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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.?

Inyo County will utilize job developers for our Expanded Subsidized Employment program. We will develop a unit of two Employment and Eligibility Workers and one Social Worker. The job developers will be responsible for outreaching and contracting with employers in our community. They will also coordinate and implement a job skills training program for our participants to ensure that our clients have the skills needed to be successful in their placement with an employer such as time management, how to dress, and conflict resolution. In addition, our job developers will determine the need for supportive services such as business attire, child care and transportation. This unit will be responsible for providing support to both the clients and employers and to help with any conflicts or family needs that arise to ensure that both the client's and employer's experience is positive and successful.

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

The target population for Inyo County's Expanded Subsidized Employment will be our current CalWORKs clients who have completed orientation, assessment and the job skills class. We will also be targeting our clients who have been unemployed for more than 6 months.

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

The individual employers will serve as the employer of record for Inyo County's Expanded Subsidized Employment Program.

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

Inyo County will use the following strategies to transition our Expanded Subsidized Employment participants to unsubsidized employment.

Participants will be given job skills and training tailored to the position that they will be placed in with an employer. This will increase the probability of success that a participant will have in their employment placement. In addition, our job developers will continue to mentor and provide additional training if needed while the participant is in the course of employment.

Employers will be required to pay a portion of an employee's salary at the start of a placement in the Expanded Subsidized Employment program. The portion that the employer contributes will increase over the duration of the 6-month term of Subsidized Employment.

The employer will serve as the Employer of Record for the duration of the Subsidized Employment term making the transition from subsidized to unsubsidized seamless in this regard for an employer.

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

Inyo County will not be supplementing ESE Subsidies with Single Allocation Funds.

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

Inyo County has determined that the employers will set the wage paid to employees in the program at minimum wage or higher. We will ask the employer to determine the wage that they would normally pay to a person in that position and that will set the wage for the Expanded Subsidized Employment participant. We expect the most common wage to be minimum wage and the average number of hours per week to be 30.

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

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.
