

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

CWD: Kern County Department of Human Services	DATE: December 27, 2013
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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:

January 2014

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

91

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

79

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

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

180

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?

During our initial 6 month subsidized employment placement, our participants will learn basic skills, which will depend on the industry each client is placed in. These skills can include: data entry, filing, telephone, cash handling, warehouse, sorting, minor maintenance and repair, landscape, etc. It is also our expectation that clients will learn basic work ethics and habits (time management, organizing child care and transportation).

We anticipate that after working with our clients for six months, the employer will strongly consider hiring them, at which point we intend to have the employer sign a contract for continued funds while we transition the client off the subsidy into full-time/paid employment. This program is called Employer Accessible Subsidized Earnings (EASE). We will pay the employer 50% of the wages and 20% of the non-wage costs for an additional 4 months. At the end of the 4 month period, the employer will retain the employee on their permanent payroll.

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 our 6 month program, we have employers in private, public, non-profit, and for profit. Most industries are represented; retail, medical, restaurants, landscape or apartment maintenance, warehousing, office work, healthcare, etc.

We currently have contracts for Employer Accessible Subsidized Earnings (EASE) with many of the same employers, adding more contracts continuously.

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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?

We have partnerships with Workforce Agencies such as Employers Training Resource (ETR), Mexican American Opportunity Foundation (MAOF), Proteus (Workforce Staffing), and Kern High School District (KHSD). These partners assist with program administration, job placement, and payroll.

For clarification purposes, it should be noted that MAOF serves the entire community and does not limit services only to Mexican American clients. KHSD has both a summer youth program as well as job placement services not limited only to youth. MAOF, KHSD, and Proteus serve as the employer of record and are responsible for linking clients with subsidized employers, assisting with job placement, and monitoring attendance and payroll.

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

DHS job developers coordinate client enrollment with subcontracted agencies (ETR, MAOF, Proteus, KHSD). These agencies employ job developers who are responsible for job coaching, payroll, conflict resolution, and expanding available job sites.

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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.?

Yes, our CWD employs job developers that are responsible for developing the initial work experience sites, write contracts, obtain job descriptions, and choose the most appropriate client placement. They ensure clients maintain acceptable attendance and work ethic before they are chosen for enrollment into ESE. When clients are chosen for ESE at their work sites, DHS job developers coordinate client enrollment with subcontracted agencies (ETR, MAOF, Proteus, KHSD). These agencies employ job developers who are responsible for job coaching, payroll, conflict resolution, and expanding available job sites.

At the end of the subsidized six month period, our job developers then contact the work site to determine if the site would like to retain the client on permanently, at which point an EASE contract is written with the employer to transition the client into permanent/paid employment.

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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.?
Clients must be enrolled in CalWORKs and have successfully completed one month at a work experience site, having displayed acceptable attendance and work ethic.

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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.?
Our employers of record include the following: Mexican American Opportunity Foundation, Proteus (Workforce Staffing), and Kern High School District.

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8. What strategies does your CWD have to transition participants to unsubsidized employment?
Our subsidized employment program employs CalWORKs clients for 6 months. At the end of the 6 month period, we encourage our subsidized employers to hire clients directly. We offer a reimbursement of 50% of the client wages and 20% of non-wage costs paid by the employer for up to 17 weeks of employment (EASE). We also offer supportive services directly to the client to assist with retention while the client transitions off the subsidy (transportation, childcare, etc.).

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

No. Our CWD will only make use of single allocation funds if needed in 2014.

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

We expect most clients will receive \$8/hour and \$9/hour beginning 7/1/14.

Average weekly hours: 30

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

Our graduated approach for subsidized employment has proven to be very successful at improving the percent of clients that stay on their subsidized employment sites. By only allowing clients to move into subsidized employment after they have successfully completed a minimum of 1 month at a work experience site, we have developed a program that is beneficial to the site and the employer of record, as well as our clients.

At the end of the 6 month subsidized employment phase, the employer is familiar with the client's work ethic and productivity. They know whether they will be a good employee or not. At that time, we offer the EASE contract for an additional 17 weeks to encourage our sites to retain clients in permanent, unsubsidized employment.

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.
