

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

CWD: Kings County Human Services Agency	DATE: August 5, 2014
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CWD CONTACT INFORMATION

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

08/01/2014

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

N/A

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

N/A

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

N/A

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

75

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?

Kings County ESE Program goals are to assist participants in obtaining permanent unsubsidized employment: To assist our participants with job-specific skills provided with Employers which may lead to subsequent unsubsidized employment; Provide training related employment for those in school or recently graduated; To create training opportunities where employers have identified a need; To assist clients in building their workplace confidence/ self-esteem along with gaining basic employability skills for future gainful 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.?

Kings County currently utilizes private, public and non-profit employers who represent a varied array of employment opportunities. Past and current placements represent retail, health, grocery, school districts, banking, hospitals, day care centers, city and county job opportunities. We will continue pursuing all interested businesses in our area for subsidized employment opportunities for our participants.

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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?

Kings County has contracted with our local Job Training Office, who will be responsible for job development and placement. The Job Training Office is run by our local Workforce Investment Board and is the Kings County One-Stop.

Kings County is considering partnering with the West Hills Community College District for CalWORKs work study in the future but not this fiscal year (2014-15).

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

Both the Job Training Office and our Work Experience Program have employers that we have worked with for many years, placing individuals at job sites. We will continue to use those employers who have demonstrated a history of hiring our participants, along with researching new employers and industries that move into the area, making direct contact to find their likelihood of participation in the ESE Program.

Our goal is to transition participants who are successfully participating in Kings County Transitional Employment (TE) into ESE that will pay a higher wage and connect with employers that are more likely in a position to hire than non-profits in our TE 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.?

Kings County will use job developers who are employed through the Job Training Office. They will have the responsibility of job placement, employer relations and conflict resolution. The Job Developers work closely with the County's case managers to resolve any barriers or additional services that are needed to be successful on the job.

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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 participants in the WTW Program, and can be mandatory or volunteer. Clients must complete a series of Employment Workshops, such as Job Retention, Work Ethics and resolving problems and barriers. They must have a minimum of 6 months available on their 48 month time clock, and have been identified as being successful either in a work experience or community service work site. Kings County will also target clients who are completing an educational or vocational program and a paid work experience site may lead to self-sufficiency after completion.

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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.?

Kings County will use the local Job Training Office as the Employer of Record.

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

Case Managers will be working directly with the Job Developers providing intensive case management to our participants, helping to prevent or identify any barriers to unsubsidized employment from occurring. Kings County has also designed the subsidized employment program to move participants from different levels of placement. Depending upon the success of each individual on the job, they may move from a non-profit employer who is providing basic employment and soft skills, to an employer that may require a more specialized skill level and provide that employer with an incentive of paying a percentage of wage or a bonus after our client has remained on the job for specific length of time in unsubsidized employment. Kings County reserves the right to modify this approach should it prove necessary to do so, or is in the best interest of our participants in gaining permanent unsubsidized employment.

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

No. However, the county will continue to provide a separate subsidized employment program using Single Allocation funds. This will help the county to provide as many placements as possible and meet the base funding requirement.

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

Hours will be based on participants hourly requirements (20 - 35 hours), with a goal of 40 hours per week. Placements will have an hourly rate of \$10.00.

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

None.

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.
