

# ASSEMBLY BILL (AB) 74

## COUNTY WELFARE DEPARTMENT (CWD)

### EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD:	DATE:
Mariposa County Department of Human Services	10/21/2015

#### CWD CONTACT INFORMATION

NAME/POSITION:

Rebecca Maietto, Deputy Director - Employment &amp; Community Services

ADDRESS:

5362 Lemee Lane / P.O. Box 99, Mariposa, CA 95338

PHONE NUMBER:

(209)742-0955

EMAIL ADDRESS:

rmaietto@mariposahsc.org

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

October 2015

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?

10

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?

Mariposa County's goals for the ESE participants include: obtaining employability skills through workshops and up-front coaching, on-the-job training for specific fields of interest, and being placed in work sites that can offer permanent unsubsidized employment opportunities when the subsidy ends. We are accomplishing this goal by contracting with Mother Lode Job Training - herein referred to as "Contractor".

(Up-front coaching refers to working with clients one-on-one to practice interviewing, communication, etc.)

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.?

The focus of our contract with Mother Lode Job Training is to place participants in private, public and non-profit work sites.

The industries targeted are Clerical, Municipal/State, Construction/Road Work, Institutional

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

Our Contractor will develop partnerships with local employers and other community based organizations for placement opportunities in accordance with the contract. The goal will be to establish long term relationships with employers/organizations that will continue to support the program in future years.

We have a long standing partnership with our Contractor, Mother Lode Job Training, that spans over 20 years. In addition to the ESE contract, we also have a contract with them to complete our vocational assessments for the Welfare to Work Program. They are also co-located in the same building with Human Services, which makes service delivery and communication more efficient.

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

Human Services staff in the Employment & Community Services (ECS) Division are responsible for identifying, screening and referring participants to the Contractor to begin ESE services. ECS staff will continue to be responsible for CalWORK's case management, which may include assistance for supportive services (child care, ancillary services and mileage reimbursement).

The role of the Contractor is to:

- Support and coordinate with ECS staff to provide participants with work readiness training and ESE placement monitoring and oversight.
- Provide operational support for the delivery of employment related services to participants, including but not limited to, guidance and coaching for job search and employment related activities, use of computer based labor market information and labor exchange systems, resume development and job search skills.
- Provide outreach to employers to create job placement and development opportunities for ESE participants.

- 
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.?

The Contractor, Mother Lode Job Training, provides job development and placement services. The Contractor's role is to establish employer relations and provide subsidized and unsubsidized employment opportunities. Job coaching and job counseling are also provided to promote job retention.

- 
6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.? ECS Case Workers refer clients who are currently participating in the program activities and are ready to move on to subsidized employment.

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

- 
8. What strategies does your CWD have to transition participants to unsubsidized employment?  
The Contractor actively searches for and retains sites that offer the ability for the participant to move into unsubsidized employment by the end of the subsidized period.  
If the participant is not hired after the subsidized period ends, the ECS case worker assigns the participant to an extensive job search in an effort to secure employment.

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

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

The hourly wage for ESE participants is at least \$10.00 per hour.

Weekly hours range from 20-40 depending on participant's requirements and employer needs.

- 
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](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.

---