

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

CWD: Nevada County Department of Social Services	DATE: 8/14/14
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CWD CONTACT INFORMATION

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

05/01/2014

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

7

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?

14

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?

The overall goal for the ESE program is to ensure participants gain relevant work experience for the job market and successfully obtain unsubsidized employment. ESE goals vary depending upon the needs of the CalWORKs participants being served. For participants with limited work experience and/or barriers to employment, our goal is to improve their basic employability skills, build their confidence, provide networking opportunities with local employers, provide mentoring, and offer hands-on real life work experience (Tier I). Participants in Tier I placements receive more intensive case management and job coaching as they learn workplace skills and address barriers to employment. For those participants who have work experience and/or job training, our goal is to help them add to their work histories, learn how to transfer their existing job skills to a new work environment, and increase their connections to employers who can offer unsubsidized employment (Tier II).

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.?

ESE participants are placed in a variety of industries and work with all types of employers: private, public, non-profit and for profit. No type of employer or industry is specifically excluded. Our ESE program started on May 1, 2014 and eight (8) participants were placed in ESE work-sites with the Friendship Club, Welcome Home Vets, The Office Boss, Community Recovery Resources, and WorkForce Center Work Crew (an in-house ESE program operated by the Job Training Center (JTC) that provides job training in landscaping and construction). Since July 1, 2014, seven additional participants have been placed in ESE work sites at Animal Save, The Center for Nonprofit Leadership, Mountain Bounty Farms, Sierra Harvest, WorkForce Center Work Crew, and Nevada Woods Apartments.

Nevada County's ESE activities place participants in subsidized employment sites that closely match the participant's interests as well as filling a need for the respective employer.

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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?

Our ESE program is operated through a contract with the local Workforce Investment Act (WIA) provider for Nevada County, the Job Training Center (JTC). JTC provides ESE services, to include job development, job placement, case management, and payroll. JTC partners with the Nevada County Economic Resource Council, Sierra College, Community Support Network, and similar local agencies to develop County-wide placements in subsidized employment slots with public and private sector employers.

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

County CalWORKs Welfare-to-Work (WTW) staff and JTC communicate with employers about the goals and expectations of the subsidized employment program and how it is beneficial to the participant, the employer, and the community as a whole. JTC has been operating in Nevada County for several years and is responsible for connecting participants to employers throughout the community. JTC has a solid understanding of what employers need from their employees in regards to skills, experience, and attitude, and has the expertise needed to assess potential employees. JTC uses both of these sets of skills to connect employers with subsidized employment participants.

JTC develops work site locations and work site agreements for subsidized employment opportunities with local employers for referred participants. JTC works with ESE employers to ensure appropriate matches between eligible clients and work 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.?

The JTC provides and maintains staff to carry out ESE activities which include: promoting ESE to local employers, identifying emerging job openings, developing work-site agreements and informing employers of their responsibilities and program requirements, maintaining regular contact with the participant and employer to ensure the participant's success in the program, and reporting employment program data to County. JTC is the Employer of Record and assumes responsibility for assessing participants for job suitability, case management, attendance tracking, payroll, drug screening, workers' compensation, monitoring, coaching, job search, and conflict resolution.

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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.?

The ESE program is available to eligible active participants who are mandatory participants or exempt volunteers for ESE. WTW staff identifies and refers participants who have completed the WTW Orientation and Appraisal and, when appropriate, Job Club/Job Search. Participants are assessed for job readiness and, as appropriate, placed directly into Tier I or Tier II ESE or into an unpaid Work Experience placement. WTW staff also reaches out to participants who are currently working part-time, enrolled in school, underemployed, enrolled in our Family Stabilization Program, and those who could benefit from training on the job.

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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.?

The JTC is the Employer of Record for ESE. JTC staff assumes responsibility for the ESE placement, including: supervision, payroll, drug screening, worker's compensation, monitoring, coaching, job search, and conflict resolution.

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

Our first strategy is to help participants be as successful as possible in their ESE placement. We believe, at the end of the ESE placement period, these participants are more likely to obtain an unsubsidized position with the same employer. The JTC provides support to both the work-sites and the participants throughout the ESE placement which increases the likelihood of the placement being successful. Depending on participant need, JTC provides a variety of employment related services to include: barrier removal assistance, soft skills development, mentoring and coaching. If the participant is not hired by the ESE Employer once the subsidy ends, the participant works with JTC to look for unsubsidized employment or WTW staff will place the participant in an appropriate WTW activity. The JTC provides job leads as they arise and offers workshops, trainings, job retention strategies, recruiting events, as well as targeted job development.

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

At this time, we do not plan to supplement Expanded Subsidized Employment subsidies with Single Allocation funding.

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

Please see attached

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

In an effort to serve more CalWORKs participants in ESE and to encourage innovative approaches to implementing ESE activities, the WTW program has invited fourteen local employment and training providers to submit Letters of Interest for consideration to develop and provide ESE services.

Depending on the level and nature of interest, the WTW program will decide to issue a more extensive Request for Proposals, to negotiate with a single respondent, or to take other action as deemed appropriate. We anticipate this process to be concluded and our existing ESE program services expanded by December 1, 2014.

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.

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

Nevada County Welfare-to-Work (WTW) has a two tiered program:

- Tier I serves participants who have limited work experience, barriers to employment and/or need basic, “soft” skills training. The Job Training Center (JTC) pays 100% of wages and workers’ compensation charges for a maximum of six (6) months. Wages up to 40 hours per week are paid at California’s minimum wage rate. Participants can volunteer, but are not required, to work more than their required weekly hours of WTW participation
- Tier II serves participants who have work experience, job skills, or completed their training/education program. JTC pays 100% of wages and worker’s compensation charges for a maximum of six (6) months. Wages up to 40 hours per week are paid at California’s minimum wage rate and, if approved by WTW staff, are paid at the industry standard not to exceed \$13 per hour. Participants can volunteer, but are not required, to work more than their required weekly hours of WTW participation.

Each participant in ESE is limited to a maximum of one six-month placement unless WTW staff determines that the participant meets the requirements for an extension. ESE placements are extended no more than twice in three-month increments for up to a total of 12 months (including the original six months). If an ESE extension is granted by WTW staff, the employer must agree to pay part of the subsidy, which the County calls the Placement Fee, equaling 50% of the participant’s monthly wages, for each month ESE is extended. JTC pays the remaining 50% of the participant’s monthly wages.

The number of ESE hours per week ranges from 20 to 40 depending on the needs of the participant, as well as the work site.