

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

CWD: Orange County Social Services Agency	DATE: 7/10/2014
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CWD CONTACT INFORMATION

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

6/01/2014

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

20

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?

163-187 Participants

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?

Orange County ESE Program goals are to provide CalWORKs participants, who may have little or no work history with an opportunity to learn soft skills, build workplace confidence and self-esteem through paid employment and work experience. Participants will also be trained in a specific field of choice consistent with the participant's appraisal or assessment in the private, public, or private non-profit employment sectors, and gain basic employability skills and experience that will increase their chances to find 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.?

Orange County ESE participants will be placed in private, public, or private non-profit employment sectors. The private sector program's job sites include, but are not limited to, clerical, retail, and manufacturing. The public/private non-profit program will have a concentration on County of Orange job sites, County public service and infrastructure job sites including Social Services Agency, Health Care Agency, Community Resources, Waste and Recycling, and Parks and Recreation. Private Non-Profit job sites will include community based and faith based organizations.

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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?

(Please see attached)

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

OC SSA will expand our collaborative partnership with WIB and OCCR to utilize the expertise of WIB and OCCR job developer staff to serve ESE participants. Job developers will network with local businesses, community groups, organizations and community leaders to identify potential employers to provide job placements for ESE participants. Job developers will also conduct orientation sessions and employment readiness workshops, and provide training and coaching for ESE participants to match participants with employers.

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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.?

Through our collaborative partnership with the WIBs and OCCR, Orange County SSA will use WIB and OCCR job developers to provide job placements to ESE participants. WIB, OCCR, and OCCR sub-contracted job developers will provide ESE participants with individualized assessments, skills development opportunities, career counseling and coaching, as well as case management support to assist participants in eliminating barriers that may interfere with employment or job retention. The job developers will also research periodic reports of employment opportunities and employment trends in the labor market, network with local businesses and organizations to create paid work experience opportunities for ESE participants.

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

In Orange County, ESE participants shall meet the following criteria:

- Reside in Orange County
- Meet CalWORKs financial eligibility criteria
- Eligible to participate in WTW activities
- Have been deemed suitable for the activity by the Case Manager
- Have not found unsubsidized employment sufficient to meet the minimum required hours of WTW participation
- Have completed Vocational Assessment

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

Santa Ana WIB, Orange County WIB, and Orange County Community Resources Agency will serve as the employer of record for all ESE participants within the respective programs.

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

Strategies to transition participants to unsubsidized employment will include:

- Utilize employment readiness workshops, one-on-one training, intensive case management, and coaching to place participants in subsidized job sites, to assist the participants in finding, obtaining, and retaining unsubsidized employment
- Ensure that participants learn basic job skills including how to write an effective resume, dress appropriately for the job, have a successful interview, effectively communicate with employers, and resolve attitudinal barriers toward obtaining and retaining employment. These basic skills will enhance participants' chances for unsubsidized employment
- Monitor participants' progress in the program to identify and provide necessary and timely supportive services to ensure a smooth transition to unsubsidized employment
- Network with local businesses, community groups, organizations and community leaders to identify unsubsidized employment opportunities for participants.

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

Orange County will not subsidize ESE with Single Allocation funds at this time. If we reach capacity in ESE, Single Allocation funds will be used to increase the number of participants and wages available for subsidized employment.

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

Participants in Orange County ESE program will get paid \$9.00 per hour. The number of hours per week is based on CalWORKs/Welfare-To-Work hourly participation requirements and participants are able to voluntarily work up to 40 paid hours per week.

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

N/A

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.
