

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

CWD: Placer County	DATE: 4/8/2020
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CWD CONTACT INFORMATION

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

11/1/2013

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

30

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

15

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

2

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

30

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?

1. Obtaining unsubsidized employment. 2. Training related employment for those in school or recently graduated. 3. Supported employment for basic employability skills for low-skilled workers or those with significant barriers. 4. Creating training opportunities where employers have identified a need. 5. Skills building training such as customer service, soft-skills classes and computer basics

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.?

We will work with our non-profits to place our entry-level participants and those with barriers. Private companies will be utilized for subsidized and non-subsidized placements. Industries will include healthcare, retail, hotel/hospitality, small business, manufacturing, warehouse, and production, etc.

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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 will work with our local WIB, our local adult education schools and community colleges to help develop part-time/internship type positions, staffing agencies and local chambers of commerce.

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

Job Developers will work with local employers to identify unmet hiring needs and skills gaps that can be addressed in training. We will engage employers in the selection process for training related to their hiring needs and utilize local employers to share their expectations for hiring thus building a relationship with them from day one.

Employers will be invited to participate in Job Connections recruiting events where they will discuss their hiring needs, expectations, hiring process and meet with individuals to answer questions and network. We will also work with our local WIB and community college to videotape the speakers to develop a library of employer/industry presentations. We will work with participants to develop a job search network. Staff will focus on targeted individual job development and will connect with the business community through outreach and by attending business events. Presentations will be made to service groups, associations and chambers of commerce.

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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.?

Placer's job development staff will provide employer outreach & hiring assistance, recruiting events, job development and job retention classes. We will utilize our local WIB to be the employer of record for some placements but CWD staff will provide all job development and retention services. We will contract for soft-skill, customer service and computer skills training. Placer will also work with local school career centers to develop paid internship opportunities for participants in education/training activities.

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

Participants are referred by the WTW Counselor or they may self-refer if they have an employer interested in using the program. All are pre-screened using a referral sheet to ensure job readiness. Participants must be in compliance with WTW. Those who have successfully completed one month of WEX are automatically referred. We will also reach out to those who are currently enrolled in school part-time and could benefit from paid internship type opportunities, those who are underemployed, those who have significant barriers to employment, and those who could benefit from training on the job.

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

Employers of record will include private employers, staffing agencies, non-profits and our local WIB.

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

Contracts may be for temporary hires or for continued employment after the end of the subsidy period. For temporary hires, job development staff will continue to work to keep participants job searching by offering workshops, training, soft-skill development, recruiting events, and targeted job development. We will provide an opportunity for employers to ensure the best match for the job by providing a 100% wage reimbursement for 60 days. The remaining 4 months will be paid to the employer with a monthly maximum, with the intent to retain the employee.

Additional months of subsidy can go beyond 6 months on a case by case basis when we see the extra months may be needed to ensure employee will be retained.

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

Yes,

We will continue to use Single Allocation funds in cases where there is no need for our WIB to be the employer of record.

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

Our goal is full time employment from 30 up to 40 hours per week. For participants engaged in part-time WTW activities where part-time work may be an option, work hours will be between 12 and 30 hours per week. Wages will be paid at the customary wage for the position.

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

Placer County will continue to subsidize wages in the ESE program, including as needed in cases where worksites are closed because of a government-declared disaster or emergency, including COVID 19 and natural disasters, such as fires.

In periods where worksites remain available during periods of widespread closures such as those due to government declared disaster or emergency, including COVID-19 and natural disasters such as fires, we will subsidize 100% up to 6 months. Additional months of subsidy can go beyond 6 months on a case-by-case basis. Beginning 2021, Placer County will issue performance-based incentives to employer and employee when applicable.

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.
