

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

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| CWD: Riverside County Department of Public Social Services (DPSS) | DATE: 7/9/2014 |
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CWD CONTACT INFORMATION

NAME/POSITION:

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

7/1/2014

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

0

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?

500

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 goal of the Riverside County Department of Public Social Services (DPSS) Expanded Subsidized Employment (ESE) program is to help participants secure unsubsidized employment through initial wage subsidies. To reach that goal we will assist participants through coaching, counseling and activities to build basic employability skills with a strong emphasis on soft skills. We will utilize unpaid work-like activities (Work Experience(WEX)/Community Service) to enhance their skills and then place them in a subsidized position. Training assistance will be available to participants who need it to obtain or retain an unsubsidized position. We will use the ESE allocation for wage subsidies, job related supportive services, and targeted training needs. In addition the allocation may be used to contract for other services as needed.

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 are focused on employers in three sectors: private for-profit; private non-profit; and the public sector (county and local government agencies). We anticipate most placements will be made in the private for-profit or business sector due to the large number of businesses throughout Riverside County. Our target industries mirror those identified by our local workforce investment board: manufacturing; healthcare; hospitality/food service; logistics; and utilities/infrastructure. We are seeking positions that are stable and prefer positions that have opportunities for career advancement.

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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 are strengthening our relationship with the Riverside County Economic Development Agency (EDA) which is the local workforce investment board and their Workforce Development Division. We have strong working relationships with our community colleges: Riverside City College; Moreno Valley College; Norco College; Mt. San Jacinto College; College of the Desert; and Palo Verde College. The community colleges will be primary training providers for ESE and we're exploring ways to assist participants through use of community college work study and our ESE program. We are working with the regional occupational programs and other public and private education and training providers in this area. We are in discussions with cities and public agencies, our transit providers and public and private health care entities that are a large source of employment in this county. Riverside County has a number of internal job markets in addition to shared job markets with adjoining counties.

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

After a participant has completed the ESE pre-requisites, program staff will review their attendance and performance in Job Search/Job Readiness and WEX or Community Service activities. They will also review work history and data from their Welfare to Work (WTW) assessment and any vocational testing they completed. Using this information we will match the participant's knowledge, skills, experience and career goals with ESE positions and refer them for interviews and placement.

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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.?

ESE will be managed and coordinated by Workforce Connection (WFC), which is a region within our WTW program. WFC currently acquires WEX and Community Service providers, makes placements in those activities and provides job development services. Their responsibilities with ESE will be to: develop and monitor ESE work sites; provide ESE candidate screening; coaching and placement; identify and develop ESE related vocational training/licensing resources; and assist with employment related worksite issues.

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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.?

Our targeted population will be CalWORKs customers with an active WTW status or exempt volunteers. The pre-requisites for entry into our ESE program will require participants to have at least 30 continuous days of satisfactory participation in assigned WTW activities, as well as at least 30 continuous days of satisfactory participation in a WEX or Community Service activity, prior to referral to ESE. During the 60 day period we will assess the participant's work-readiness and try to place them in a WEX or CS assignment that supports their employment goals and prepares them for ESE assignment. Participants who meet the following requirements may be directly referred to an ESE site if: 1) the customer has verifiable continuous employment over the past 90 days of at least 20 hours per week and left employment in good standing; or has 2) one year of current satisfactory participation in a post-secondary or vocational training program.

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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.?

Employers who receive the ESE wage subsidy will be the employer of record. The County of Riverside will only act as the employer of record for ESE participants placed in County departments.

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

We will use a graduated subsidy for private for-profit and non-profit employers: 75% for the first and second months; 50% for the third and fourth months; and 25% for the fifth and sixth months. Extensions beyond six months would be at a 25% subsidy. The graduated subsidy format is designed to off-set the initial cost of filling an existing permanent position for participating employers while increasing their investment in our participant during the subsidy period. We will use a 50% subsidy for placements within Riverside County departments.

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

There are no plans at this time to supplement the ESE Allocation with Single Allocation funds.

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

We will not make any placements in positions that pay lower than State Minimum Wage or provide less than 20 hours per week of employment. Our primary focus is in securing full time 40 hour a week positions for our participants. However participants who cannot work full time will still be required to meet their Work Participation Rate hours of 20; 30; or 35 per week using subsidized employment or subsidized employment and a mix of appropriate activities.

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

Nothing at this time.

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.
