

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

CWD: Sacramento County Department of Human Assistance (DHA)	DATE: April 24, 2014
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**CWD CONTACT INFORMATION**

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

February 10, 2014

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

245 participants

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

100 participants

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

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

600 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?

Sacramento County's Department of Human Assistance (DHA) Expanded Subsidized Employment (ESE) goals are to provide life-long job skills through entry level job training or college work-study experience to CalWORKs Welfare-to-Work (WTW) participants. DHA will work to enroll approved WTW recipients in a customized training-subsidized employment program with local in-demand industries, including health care, computer technology, and construction. The goal is that 90% of participants will exit ESE with 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.?

DHA is using ESE funding to focus on subsidized employment opportunities within specific industries projected to have a growing field of jobs in the coming years with public and private employers, and non-profits. DHA will work with Sacramento Employment and Training Agency (SETA), Sacramento County's local Workforce Investment Board (WIB) to identify growing labor market demands. Specific employer and industry areas include, but are not limited to, health care, construction (manual labor), and computer information technology.

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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?

Through the collaboration with SETA, DHA is partnering with employers, non-profit agencies, and job development centers to provide subsidized and unsubsidized employment opportunities for participants. Additionally, DHA is partnering with Los Rios Community Colleges to offer work-study job placement opportunities for WTW participants. DHA also hopes to announce a Request for Proposal (RFP) for employers in the Sacramento area.

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

DHA Job Developers will partner with SETA to use employer supported short-term customized training to prepare WTW participants for the minimum qualifications and industry recognized credentials needed to secure employment in the selected field. DHA and SETA will use their long-standing relationships developed with employers to seek opportunities for participants. DHA will provide basic job coaching services to participants, ensuring successful matches of employer with employee.

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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.?

DHA employs a team of Job Developers whose roles and responsibilities include building employer relations by identifying and referring participants who meet the minimum qualifications to employers, assisting participants in searching for subsidized and unsubsidized jobs, and job retention services to assist clients with barriers that may come up as they transition to employment (e.g., child care, transportation, budgeting).

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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.?

CalWORKs participants, who have completed the DHA Job Club Program and meet the WTW eligibility standards, will be assessed by Job Developers for participation in the ESE Program. The participant's qualifications may include, but are not limited to, meeting eligibility requirements to participate in WTW, being a high school graduate (or having a GED), and passing an employer background check. Job Developers will also perform a basic evaluation to ensure that the participant meets any other minimum qualification designated by the employer. Targeted populations include special emphasis on returning Veterans, and those completing Family Stabilization plans.

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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 employers providing the subsidized employment opportunity will serve as the employers of record. In most cases that will be the WIB and Los Rios Community Colleges.

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

DHA Job Developers will work with SETA to transition participants into unsubsidized employment. The primary goal is to transition participants into the same job where they previously received subsidy. The strategy is to continually monitor participant's progress in subsidized employment to ensure a smooth transition to unsubsidized employment.

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

DHA will allocate the ESE funds independent of the Single Allocation fund, and will not use single allocation funds to supplement the program at this time.

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

The average hourly wage will be \$11.00 per hour, and the average hours of employment will be 20 to 40 hours per week, with the goal of helping participants achieve full-time employment.

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

Human Services Specialists will team with the Job Developers to coach and counsel participants for jobs, and follow-up with participants to ensure that they are making progress in obtaining unsubsidized employment. DHA will ensure all supportive services required will be paid timely. WTW Human Services Specialists and Social Workers will work to ensure that obstacles to successful employment have been addressed.

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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.

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