

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

CWD: San Bernardino County	DATE: 7/6/15
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CWD CONTACT INFORMATION

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

4/8/2015

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?

300

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 San Bernardino County Transitional Assistance Department's ESE Program is to provide unemployed participants with up to six months subsidized employment placements in the private sector. This assists participants in gaining the work experience and skills needed to attain unsubsidized employment. Participants will be placed in work settings in a specific field of choice consistent with the participant's appraisal and/or assessment giving them the opportunity to work alongside an organization's regular salaried employees while earning a subsidized wage.

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.?

San Bernardino County ESE participants will be placed with private for-profit, private non-profit sector and public employers. These job sites include: automotive, education, hospitality, medical, parks/recreation, child care, public agency, facilities management, commercial lettering, digital printing, graphic design, maintenance/janitorial, teacher aide, car wash, laundry care, customer service, office/clerical, retail, food industry, and warehouse.

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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?

The ESE Program will be administered through a partnership with our county Workforce Development Department (WDD). WDD has a network of employers that have agreed to participate in the ESE program thus allowing the contracted provider staff to match participants to the needs of the employers.

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

We work with WDD to assess the participant's skills, interests, education and work readiness to match them with employers seeking to hire. WDD staff arranges the interviews for participants who meet the employer's qualifications and assist in the hiring process for those selected by the work site.

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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.?

San Bernardino County utilizes WDD for ESE job development. WDD is responsible for the development of subsidized employment opportunities for ESE participants. WDD staff roles and responsibilities include recruiting and developing a network of various employers, assisting participants with job preparation and interview techniques, resolving employer/participant conflict, offering employer support and assisting participants' transition into unsubsidized employment.

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

The criteria for participation is as follows:

- Age 25 and up
- CalWORKs recipient
- Active WTW status or exempt volunteer
- Eligible to participate in WTW activities
- Work ready based on participant's appraisal and assessment results
- Not currently employed

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

WDDs contracted providers will serve as the employer(s) of record for all ESE participants

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

Strategies to assist participants in the transition to unsubsidized employment include:

- Continued utilization of employment readiness classes, one-on-one training, intensive case management and coaching to place participants in subsidized job sites.
- Continued efforts to assist the participant in finding, obtaining, and retaining unsubsidized employment.
- Ensuring that the participant 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 barriers to obtaining and retaining employment. These basic skills will enhance the participant's chances for unsubsidized employment and ultimately self-sufficiency.
- Continue to provide necessary and timely supportive services to ensure a smooth transition into unsubsidized employment.

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

The ESE program will be solely funded utilizing ESE subsidies.

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

The participants will be paid at or above state minimum wage, and wages shall be commensurate with starting wages for regular employees in like positions. The participants' hours will not exceed forty (40) 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.
