

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

CWD: County of San Diego Health and Human Services Agency	DATE: 2/17/2015 AMENDED
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CWD CONTACT INFORMATION

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

4/1/14

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

46

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

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

None

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

258

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 ESE program goals for participants in the County of San Diego will focus on developing soft skills, obtaining unsubsidized employment and job retention.

The local Workforce Investment Board (WIB) was given a Health Professionals Opportunities Grant (HPOG) to train selected individuals in varying areas of the health care field. The ESE program provides an ideal opportunity to link HPOG participants with potential employers. San Diego County and Welfare-to-Work contractors collaborated with the local WIB in efforts to provide training and allow options for subsidized employment.

ESE payment structure:

Duration	% of Wage Subsidy	Employer Cost
2 Months	100%	0%
2 Months	50%	50%
2 Months	25%	75%
Extensions (6 months total; 3 months at a time @ 25%)		

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.?

Placements for participants in the County of San Diego ESE Program will include but not be limited to industries such as health care, college campuses, hospitality and food service.

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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 County of San Diego will partner with the local Workforce Investment Board (WIB), local Welfare-to-Work (WTW) contractors, Chamber of Commerce, local businesses and colleges in the development of the ESE Program.

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

The County of San Diego will utilize preexisting partnerships with the local WIB, local WTW contractors and colleges to match clients with employers.

Participants who completed HPOG training will be matched by the local WIB with community clinics and hospitals according to the training received. Participants who have not received HPOG training will also be matched by the local WIB to employers based on participant's skills and abilities.

Currently, local colleges provide Work Study under Title IV regulations. With ESE funds, the County of San Diego can increase the amount of Work Study placements provided by the colleges.

The County of San Diego is discussing the feasibility of partnering with the Chamber of Commerce to identify local businesses that are interested in assisting the refugee population through subsidized employment.

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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.?

The County of San Diego will utilize our local Workforce Investment Board's contracted partners to conduct employment related activities for the ESE program. Job developers, employed by WIB, will create job opportunities, assess for job suitability, act as intermediaries between clients and employers as well as provide data and trends. Job Developers will maintain regular contact with the participant and employer to ensure the participant's success in the program. WIB will promote ESE to local businesses. Current business contacts will be utilized, and outreach to new businesses will be conducted to match participant strengths, and employer needs.

In addition to the above, Paid Work Experience will be offered through our local WTW contractors.

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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.?

Assessment for referral from contracted Employment Case Managers to the ESE program will consider various elements to determine suitability for the ESE program including but not limited to job experience, job readiness and barriers preventing employment.

The County of San Diego is working with the local Workforce Investment Board for ESE placements as well as colleges to supplement and expand work study. We are also working to initiate a program that focuses on refugees.

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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.?

ESE participants will be placed with public or private employers who will serve as the employer of record.

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

The County of San Diego's ESE program requires an assessment of participants to determine proper placement and the development of an ESE plan with the employer and the employee to document program objectives.

The ESE program also requires regular contact with the participant and employer to ensure the participant's success and to address any employment barriers to maintain permanent employment. If barriers are identified, WIB will work with contracted WTW staff to provide supportive services to address specific barriers. Regular meetings with ESE program providers will also be conducted to assess outcomes of the ESE program.

Retention period of placements are also monitored to determine long-term success of participants in unsubsidized positions. WIB will monitor job retention of the participant starting three months up to one year after the subsidy ends.

In addition to the above, Paid Work Experience will be administered through our local WTW contractors.

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

The County of San Diego will not supplement ESE subsidies with Single Allocation funds at this time.

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

Participants in the County of San Diego ESE program will be paid at least minimum wage or higher depending on placement. The number of hours per week will depend on the employer with a range from 20-40 hours with long-term emphasis on full-time unsubsidized employment.

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

To be identified in the future.

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.
