

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

CWD: San Joaquin County Human Services Agency	DATE: December 6, 2013
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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:

11/12/2013

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

200

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

50

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

10

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

200

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?

ESE program goals for the participants include acquisition of work maturity and job specific skills, development of positive work history, and attainment and retention of 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.?

Placement of participants will focus on private sector employers. Based on the labor market in San Joaquin County, industries targeted for placement of participants will include warehousing, office, leisure and hospitality, retail trade, and food services.

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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?

Partnerships have been developed with our San Joaquin County Workforce Investment Board, county chambers of commerce, San Joaquin Delta Community College, San Joaquin County Office of Education, and the business community. The partnership with San Joaquin Delta Community College has been very successful in producing CalWORKs clients with the career and technical skills necessary to be placed into expanded subsidized employment. San Joaquin Delta Community College staff work closely with CalWORKs case management staff to refer successful graduates to the Greater Stockton Chamber of Commerce for placement into an ESE opportunity related to their area of study.

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

We have contracted with the Greater Stockton Chamber of Commerce and the San Joaquin County Workforce Investment Board to operate our subsidized employment and expanded subsidized employment programs. Both organizations have developed successful strategies to link clients with employers. This includes robust employer outreach and recruitment, job development, and job placement. In addition, success in linking clients with employers includes effective screening and job matching.

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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.?

We will use job developers. We have contracted with the Greater Stockton Chamber of Commerce and San Joaquin County Workforce Investment Board to operate our expanded subsidized employment program. Their roles and responsibilities include employer outreach and recruitment, job development, screening and job matching, job placement, employer relations, working closely with case managers, and processing of employer invoices and reimbursements.

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

Criteria for clients to participate include that they are not to be employed at time of entry in the program; have completed orientation, appraisal, and assessment; have completed at least the first week of job search/job readiness, or have recent work history; have the minimum skill level required to perform the specific work activity; have no known disqualifying criminal history; and have no apparent issues that would prevent them from participating.

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

The private sector employer will serve as the employer of record.

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

Strategies to transition participants to unsubsidized employment include a comprehensive screening and job matching system to ensure the initial placement is appropriate. Also, through the entire process of outreach, job development, and placement, employers are informed that participants that successfully complete the program are to transition to unsubsidized employment. Contract provisions included in the agreement with the employer also emphasize the participant's successful transition to unsubsidized employment.

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

We have operated a subsidized employment program for two years and will continue to support that program with Single Allocation funds. Our expanded subsidized employment program will be in addition to that program and be funded with expanded subsidized employment subsidies.

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

The average hourly wage will be approximately \$10 per hour. The number of hours per week is between 20 and 40. When possible, placements will be for full time employment.

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

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.
