

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

CWD: Department of Social Services, San Luis Obispo	DATE: 2/7/2014
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CWD CONTACT INFORMATION

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

4/7/2014

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

3

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?

12

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?

SLO DSS is collaborating with our county's community college (Cuesta College) to develop a 5 week non-credited basic employability training that will result in a subsidized employment position for all DSS participants that complete it. The goal is to provide basic employability skills that will ultimately result in an unsubsidized employment position.

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 will place our participants in all industries that agree to collaborate with us. This includes private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.

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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?

For the ESE program in particular, we are maintaining an already strong relationship we have established with Cuesta College. We have staff already co-located at the North County campus and have increased this by an additional job developer who will be on site 2 days per week to meet with participants and develop and enroll participants into ESE.

Our line staff and management participated in team meetings with Cuesta College staff to establish an agreed upon program that would meet the needs of this population. It was agreed that the course should be non-credit so that participants could enter at any time, which is essential to the WTW process. The curriculum was researched and agreed upon by both agencies involved. The staffing of the career center at the North County Cuesta College campus was re-structured to ensure an integrated service delivery model between agencies.

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

As stated in answer #1, the goal of Team Cuesta is to provide basic employability skills that will ultimately result in an unsubsidized employment position. The following are some of the strategies we will be using to link participants with employers that match their skill set and strengths.

- 1) Co-location of our Job Developer Program Review Specialist (PRS) at the North County Cuesta College campus.
- 2) Face-to-face meetings between the PRS and each enrolled participant throughout the 5 week Team Cuesta course curriculum.
- 3) Mutual assessment of skills learned and employability options to determine which employment opportunity will best fit the participant.

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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.?

Yes, we have one Job Developer PRS who will assume the responsibilities of employer relations and job coaching. This staff member will be involved in employee/employer conflict resolution and assess participants' continued employability. Time-coding for ESE began in October 2013 for our Job Developer PRS and other staff involved in the collaborative planning process.

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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.? Attendance and completion of the non-credited Team Cuesta course for an overall total of 64 hours will be the pre-requisite for acceptance to the Expanded Subsidized Employment 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.?

The private and public employers that we contract with will serve as the employers of record.

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

We have the following strategies in place to transition participants into ESE:

- 1) Monthly intensive case management from the participant's Employment Resource Specialist IV (case manager).
- 2) Regular meetings between participant and Job Developer PRS during Team Cuesta courses and throughout the subsidized employment position.
- 3) Utilization of employee performance feedback received at least monthly from the employer to coach and mentor the participant in acquiring appropriate unsubsidized employment that may or may not be the same as the subsidized position.

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

Yes, once we have used up the allotment for ESE, we will be using Single Allocation for our ongoing subsidized employment program.

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

Minimum wage - Plus. The hours will range from 20 - 35 dependent upon what the participants' WTW activity requirements are for their cases and what other activities they are already involved in.

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

The goal of the collaboration between our department and Cuesta College is to develop a support group of fellow students/participants, instructors, counselors and coordinators to help participants identify career/education and life goals and to provide the tools and steps to make those goals a reality. This program will be promoted at WTW Orientations in our North County offices, as this is a pilot project for that area. The classes are free and because they are non-credited, participants can enroll at any time during the semester.

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.
