

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

CWD: Santa Barbara County Department of Social Services	DATE: 1/1/14
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**CWD CONTACT INFORMATION**

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

1/1/2014

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

40

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

40

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?

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?

Santa Barbara County's ESE program goals will be to provide employability skills to participants in need of establishing work history or training; in addition, work with participants in building soft skills (i.e., interviewing skills, appropriate dress and behavior at the workplace, etc.). By accomplishing the above, the building of skills will enhance the marketability of the participant at the conclusion of the ESE program.

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.?

Santa Barbara County's subsidized employment activities will place participants in all types of employment. No type of employer or industry is specifically excluded. A balance of training opportunities for clients in each of the following types of employment is sought: public, private, non-profit, for-profit, retail, manual labor, data entry, and health services.

Santa Barbara County's subsidized employment activities aim to place participants in subsidized employment that closely matches the client's interests as well as filling a need for the respective employer.

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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?

Santa Barbara County's CalWORKs Welfare-to-Work program will collaborate with the Workforce Investment Board and associated partners, including for-profit employers, non-profit Community Based Organizations and local community colleges. Community College services include work study opportunities, peer advisement, academic, and personal counseling. Payroll services will be handled in house. The inclusion of department job development staff will work with the participants in matching the skills, interest and abilities of the participants with an appropriate work/training site.

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

Santa Barbara County job development staff have developed a list of potential job/training sites for clients to receive subsidized employment. Job development staff will assist the site in setting up interviews with the ESE participants to find a good fit. Job development staff approach employers offering opportunities that fit their respective business needs. Ongoing monitoring with the employer is done throughout the placement period. In addition, job development staff will work with the participants in matching the skills, interests, and abilities of the participants with an appropriate work/training 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.?

Santa Barbara County currently assigns the Job Development duties to our Career Employment Specialist (WTW case managers) who in addition will carry a reduced WTW caseload. The Job Developers/Career Employment Specialist will meet with the employer to review prospective participants in order to secure an appropriate site. The Job Developer will provide support and act as a liaison between DSS and the employment site. The Job Developer will also arrange job search activities, assist in conflict resolution and any other additional soft skills training.

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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.?  
Participants of ESE will be recipients of CalWORKs and participants in the Welfare-to-Work program. The participants we serve will have completed the initial Job Search./Job Readiness WTW activity without securing employment.

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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.?  
Santa Barbara County will be the employer of record.

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8. What strategies does your CWD have to transition participants to unsubsidized employment?  
During the time the participants are at a training site the Job Developer will continue to keep an eye on job openings that best fit a participant, in addition, work with developing sites that will consider hiring the participants at the completion of the ESE program.

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9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?  
Santa Barbara County will not supplement ESE subsidies with Single Allocation funds.

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

Participants in the ESE Program will be paid the average minimum hourly wage for California. Participants will work between 20-35 hours.

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

Job Developers will discuss and review with the potential work/training sites the following topics:

- Tax Credits
- Wage Subsidies
- Non-Displacement policy
- How to refer an employee to available soft skills training such as: interviewing skills, work place behavior, dress for success, etc.

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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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