

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

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| CWD: Stanislaus County Community Services Agency (CSA) StanWorks Division | DATE: 11/22/13 |
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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:

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?

20

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?

175

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 goals of Stanislaus County ESE participants include providing individuals with barriers to employment with hands-on real life work experience to obtain needed employability skills (including soft skills development); providing the opportunity to earn income working (including on the job training for specific fields);gaining connections to employers who can offer unsubsidized employment so that the individual can reach the ultimate goal of being self sufficient and permanently off case assistance.

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.?

Participants will be placed in public, private non-profit, and for profit work sites.

Industry clusters include: Food service/Food preparation, Healthcare services, Warehouse/Distribution, Retail Sales/ Customer Services, Administration/ Clerical, Manufacturing, and Maintenance.

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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?

Stanislaus County will have partnerships with Alliance Worknet (workforce investment board) for employment services, OJT placements, and job leads; with public/private non-profit sectors and for profit organizations for work site placements; with Learning Quest to provide adult basic education and GED preparation classes to assist participants in obtaining their GED. For our monolingual (limited English proficiency population), the partners will provide job readiness services , including Vocational English as a Second Language curriculum to develop English language skills.

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

Job Fairs will be utilized to link participants with employers.

CSA will hold a participant-employer job fair for the purpose of connecting our ready-to-employ participants with employers. Considered activities include resume review/clean up, demonstrations on professional dress/appearance, accessibility to a professional dress clothes closet, and accessibility to professional hair styling (limited to cutting styling only).

CSA will participate in local business Chamber meetings to network and develop ongoing relationships with employers for the purpose of linking customers to employers.

One job developer will focus on connecting with potential private for profit/non-profit sector employers in the community to develop possible employment opportunities for participants.

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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, CSA will use job developers in partnership with Alliance Worknet. Roles and responsibilities will include recruitment and placement into unsubsidized jobs, job coaching (which includes mentoring, employer expectations, and conflict resolution), and developing and maintaining employer relations.

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

CSA's criterion for client participation in the ESE program include having a high school diploma or GED, or are in the process of obtaining a GED; having obtained reliable transportation/child care; completing Community Service Placement Orientation; completing at least 30 days of the Community Service Program Placement activity (a non-salaried, work experience activity that is performed in the public/ non-profit sector under close supervision of an activity provider). CSA contracts with our local workforce investment board, Alliance Worknet, to provide Community Services Placement (CSP) activities to our participants.

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

Alliance Worknet will serve as the employer of record.

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

Through the mentoring and job-coaching process, clients move from CSP to subsidized employment, and eventually to unsubsidized employment. For employer recruitments, job developers are screening qualified candidates from the pool of clients in the CSP program, subsidized employment program, and job readiness classes. Customers are taught how to create a job search strategy, including actual practice in networking face to face with employers. We utilize the subsidized employment and on-the-job training as a "springboard" to get qualified candidates to work performing jobs that will lead to part time or full time employment. GED prep classes are also offered.

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

Yes. Single Allocation funding will support additional customers to participate in the ESE. Additionally, CSA will supplement ESE funds with a portion of our Single Allocation funding to target those participants who do not qualify for subsidized employment using AB 98 funding.

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

The minimum hourly wage in Stanislaus County will be the State mandated minimum wage of \$8.00 per hour. The number of required hours per week for placements will depend on the status of the household and the number of hours required for the customer to be successful.

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.
