

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

CWD: Sutter County Welfare Department	DATE: 05/23/14
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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:

07-01-14

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

0

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?

20

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?

Sutter County's Subsidized Employment Program goals are to provide clients with job placements where they can develop basic employability skills, build work experience, and transition into long term 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.?

Sutter County will place participants in Public Agencies, Private non-profit, and Private for-profit employer sectors. Industries include but are not limited to; food service, clerical/administration, medical services, retail, construction, and agriculture.

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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?

Sutter County currently partners with Sutter County One Stop, our local workforce development agency, to provide services for; job readiness skills, employment training, supervised job search, job development, and work experience (WEX) placements. We will expand this collaboration to include Subsidized Employment job development, job placement, case management, and payroll. The Sutter County One Stop currently works with 30-40 Employers for WEX and other job placements that will be utilized and expanded on. We also currently partner with our local community college-Yuba College for coordination of services for our participants.

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

Sutter County Welfare Department and Sutter County One Stop will communicate with Employer sectors about the goals and expectations of the subsidized employment program and how it is beneficial to the participant, the employer, and the community as a whole. In addition to one on one contact with Employers by our Sutter County One Stop, Sutter County will use multiple meeting venues such as; Chamber of Commerce, County Agency Advisory Groups, and Community Based Organizations Collaborations to provide information regarding the Subsidized Employment Program and the benefits of utilizing this resource.

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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.?

Sutter County Welfare Department will contract with Sutter County One Stop to market and develop subsidized employment positions with public and private employers. Their role and responsibility will include; developing jobs, obtaining necessary paperwork/contracts for placement, matching the customer to subsidized employment openings based on skill and experience, being the central point of contact for employer communication, referring participants for selection interviews , referring to background and physical appointments, case managing, counseling on attendance, behaviors, and performance on the job, documenting attendance, and collecting time cards. We expect this contract to include 1 to 1.5 FTE Business Workforce Specialists providing services to Subsidized Employment and payroll processing.

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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 will attend WTW Orientation and Appraisal appointments and complete 2 weeks of Job Readiness (Employment 101) classroom training. Participants will be assessed for job placement either directly into Subsidized Employment or into a preliminary 30 day unpaid WEX placement based on employment skills and work history.

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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.?

Sutter County Welfare Department will have two placement types;

1. Paid Work Experience (PWE) - Sutter County One Stop will be the employer of record and will pay 100% of wages for the PWE placement.
2. On the job Training (OJT) - The employer will be the employer of record and will be reimbursed by Sutter County One Stop a percentage of wages.

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

Clients participating in subsidized employment will continue to do job readiness activities, while developing employment skills and employment history. Job readiness activities may include soft skills training and reinforcement as well as familiarizing participants with basic computer skills making them a stronger candidate to transition to permanent unsubsidized employment with the current employer or to other employer recruitments.

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

Sutter County may supplement ESE funds with Single Allocation funds when necessary to meet program goals.

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

The hourly wage for PWE placements will be the Minimum Hourly Wage for California. The hourly wage for OJT placements will vary depending on the pay established by the employer. Participants will work between 20-40 hours a week.

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.
