

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

CWD: Tulare County Health and Human Services Agency	DATE: May 12, 2014
--	-----------------------

CWD CONTACT INFORMATION

NAME/POSITION:

Tessa Houston--TulareWORKs Unit Manager/Employment Services

ADDRESS:

4031 W. Noble Ave, Visalia, Ca

PHONE NUMBER:

(556) 623-0242

EMAIL ADDRESS:

thouston@tularehhsa.org

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

04/29/14

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

84

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?

159 participant slots

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?

Through subsidized employment provide our participants the necessary skills, knowledge, and abilities allowing them to become self sufficient.

For example: a participant that has a past history of employment in a nursing home has been unsuccessful in obtaining employment on her own. The Workforce Investment Board (WIB) service provider will work with the participant to provide additional skills to allow the participant to become more competitive. Additional services can include: resume preparation, interviewing skills, proper grooming/job attire, subsidized employment placement. After the participant has received additional services and completed subsidized employment, the additional experience gained will allow the participant to be more employable in obtaining 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.?

Our participants will be placed at various work sites. Placements will depend on the employment market in Tulare County. Sites can vary from private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.

For example, participants have been placed in positions such as; stock clerk, machine operator, medical assistant, office aide, cook, etc. These placements have been at employer sites such as K-Mart, Holiday Inn, Carl's Jr., Pro Star Industries, Dinuba Medical Center, etc.

-
-
3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

Tulare County (TulareWORKs) has entered into an agreement with the WIB to administer the ESE program. The WIB in turn will subcontract with a number of service providers. TulareWORKs will refer participants to the WIB/service providers for subsidized employment placement. Prior to placement, the participants will be assessed for skills, abilities, and employment interest. This will help the WIB determine the best placement opportunity for each participant.

TulareWORKs has agreements with two of the local community colleges (Porterville Junior College and Reedley Junior College). These agreements provide subsidized employment for CalWORKs eligible students attending these colleges. These agreements are funded with Single Allocation Funds. Preliminary discussions have also been initiated with College of the Sequoias.

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

TulareWORKs will refer participants to WIB/service providers for subsidized employment placements. TulareWORKs contracted with the WIB to administer the ESE Program. The WIB has subcontracted with two local service providers (Community Services Employment Training [CSET] and Proteus Inc) to run the program. The service providers will accept participants referred from TulareWORKs through the WIB. Service providers will then engage participants in job readiness and job search. The service provider will also seek subsidized/unsubsidized employment placements through their job development efforts, outreach and recruitment.

-
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.?

WIB contracted service providers will be utilizing job developers who will contact potential employers for subsidized employment placements. Service providers will also provide activities that will enhance the participants' employment opportunities. Activities can include, but are not limited to:

Job Readiness Workshop

- Resume writing
- Interviewing techniques
- Problem resolution of various employment barriers including; driver's license issues, legal issues, drug testing, physicals, childcare, transportation, clothing, tools, work licenses, and housing.

Employer Relations

- Maintaining employer-employee relationships that contribute to satisfactory productivity
- Increasing participant motivation and morale
- Informing participants of employer expectations

-
6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?
- WTW participants must have the ability to document their right to work in the U.S. Usually this could include a drivers license and social security card. An immigration card may be needed as well.
 - WTW participants (mandatory or volunteer) who have completed assessment and the ESE has been incorporated into the WTW Plan.
 - WTW participants who have been employed within the last 2 years or who are eager and motivated to participate in ESE would be considered work ready and strong candidates for participation in ESE.

Some participants may have little to no work history due to life's circumstances and/or barriers. Some of these participants are addressing their barriers and are conveying to WTW Counselors and/or Family Stabilization (FS) Intensive Case Managers that they are ready and willing to enter the employment workforce. Because of this eagerness to enter the workforce, we believe they are considered to be viable participants to enter into ESE.

-
7. What entity (or entities) will serve as employer(s) of record: CWD, workforce investment board, placement agency, private employers, etc.?
- TulareWORKs will not be the employer of record. The employer of record will be determined by the WIB/service provider. The WIB has indicated that the employers of record will be CSET and Proteus Inc.

-
8. What strategies does your CWD have to transition participants to unsubsidized employment?
- Through subsidized employment, participants will be receiving additional employment skills which will increase their employment opportunities. Our service providers will structure subsidized employment placements to encourage the employer to transition the participant into an unsubsidized position.

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

We do not supplement ESE wages with Single Allocation funds, but we will utilize the Single Allocation for supportive services such as child care, transportation, clothing and supplies or tools.

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

Participants will be paid according to the state minimum wage. Participants will be employed 20 to 40 hours per week. On a case-by-case basis and according to the participants' work experience, a participant may qualify for a higher rate of pay that is within an employers salary schedule.

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

n/a

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.
