

ASSEMBLY BILL (AB) 74

COUNTY WELFARE DEPARTMENT (CWD)

EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD: Tuolumne County Department of Social Services	DATE: 10/25/2013
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CWD CONTACT INFORMATION

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ADDRESS: 20075 Cedar Rd. N, Sonora, CA 95370		
PHONE NUMBER: (209) 533-5774	EMAIL ADDRESS: MClark@co.tuolumne.ca.us	PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM: 07/01/2013
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14? 8 in ESE for total of 20 Sub Emp	HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014? 8	
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013? 4	STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY? 8	

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?

ESE Program goals include both immediate and long term unsubsidized employment. The program emphasizes basic employability skills and placement specific skills training, including resume building, support of training opportunities for participants, and ongoing job search and coaching while in the 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.?

Tuolumne County Department of Social Services (DSS) places participants in non profit and public agency Subsidized Employment Program (SEP) placements. DSS contracts with local Workforce Investment Act (WIA) agency Mother Lode Job Training (MLJT) to place participants in private industry, for profit, and non profit agencies through On the Job Training (OJT) and paid Work Experience (WEX). In a collaborative effort, participants are placed in a variety of fields.

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

DSS contracts with local WIA agency MLJT to provide job preparation, career exploration and assessment, basic computer skills training, and work experience services to WTW participants. DSS has partnerships with local non profits and the community college. DSS placements through DSS have Tuolumne County as employer of record, served by DSS payroll. OJT employer is employer of record and paid WEX has MLJT as employer of record.

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

MLJT will assist DSS with local employer engagement in the workforce system and the development of work experience and job placement opportunities for WTW clients. DSS will engage in community outreach and contact organizations such as the local Chamber of Commerce regarding ESE candidates. WTW case managers use job matching strategies with ESE participants. Case managers also utilize Careerscope, a comprehensive career assessment tool, to determine participant interests and abilities and training requirements for OJT/paid WEX placements. The county will use its website, www.tuolumnecounty.ca.gov, to advertise the program. DSS and MLJT will educate private sector employers to use the Work Opportunity Tax Credit (WOTC), a Federal tax credit available to employers for hiring individuals who have consistently faced significant barriers to employment.

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. DSS contracts with MLJT to provide referred clients with individualized client assessment, interpretation of results in relation to labor market and skills development opportunities, career counseling and coaching, self-assessment, resume development, job search skills, and the development of individual employment plans. MLJT will also provide paid WEX or paid OJT placements within private employment sector, and collaborate supervision of the placements with DSS.

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

Once an individual has been determined appropriate for Subsidized Employment/ESE, he/she participates in the same hiring process as DSS employees, including DOJ background, drug screen, new hire paperwork, and will complete the interview process for placements by DSS. OJT/paid WEX through MLJT are subject to employer requirements. The participant is expected to concurrently job search while in ESE program. Priority is given to active WTW participants then volunteers/sanction. Safety Net felons/ IPV's will be referred on a case by case basis where there is a strong likelihood for permanent employment and self sufficiency.

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

Tuolumne County DSS will serve as the employer of record for public agency and non profit placements. Regarding paid WEX participants, MLJT is employer of record and for OJT participants, the placement is the employer of record.

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

DSS encourages participants to job search, utilize case workers expertise and local one stop for resume assistance and job search workshops, and support participants in certificate classes and training programs pertinent to the participant's employment goals. OJT are permanent hires with the expectation that they will be fully trained when their contract ends. OJT can be extended for further training.

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

Yes. There is an average of 12 Subsidized Employment Program placements through single allocation. Through ESE, it is anticipated that 8 more participants will be placed. The total estimate is 20 individuals.

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

The hourly wage for Subsidized Employment Program participants is \$9.92/ hour, or that of a Tuolumne County Office Assistant I. Regarding paid OJT/ WEX, the hourly wage is based on placement. The number of hours per week is based on Federal hourly participation requirements and participants are able to voluntarily work up to 40 paid hours per 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.