

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

CWD: Yolo County Department of Employment and Social Services (DESS)	DATE: 10/31/2013
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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?

30

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

10

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?

40

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?

- A. Basic employability skills with additional training as identified by the employer and employee
- B. To place in a work experience that would lead to a subsidized employment placement with the same employer
- C. To match the employment goals of the participant to the employment needs of the employer
- D. To have intensive case management for job retention

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.?

The case managers will actively recruit all businesses as potential employers. Yolo County currently works with both profit and non-profit businesses providing opportunities in warehouse, farm, clerical, IT, food services, human services, food banks, etc.

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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?

Workforce Investment Board (Workforce Investment Act) is co-located with the One-Stop Employment Center operated within the Department of Employment & Social Services of Yolo County under one Director working collaboratively with our profit and non-profit agencies, the community colleges located in the Sacramento, Solano, and Yolo Counties. The Department is open to all new partnerships to advance our customers opportunities to employment.

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

The clients will be working with their case managers and services offered at the Department to best identify skills that are job specific and needed by employers. The clients will go through an application process listing work experience, trainings, education, and job goals. From the application process, an assessment will be completed which will result in a measurement of basic skills as well as job skills for the client. As appropriate, the client will be referred to the Career Workshops and Job Clubs, or, if work ready, to the Employment Center.

During this time, the client's job skills will be evaluated and matched to employer's needs.

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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.?

DESS will use identified Employment Specialist to contact the businesses in the County and to complete the contract process. Their role will also be to work with the case managers that are providing direct service to the customer. As stated in #4, once the customer's skills and job goals are seen as a match with an employer, an interview will be scheduled. The Employment Specialist will be the contact person for the employer if issues or concerns should arise. Job coaching will also be part of DESS duties.

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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.?

The WTW upfront services have been completed unless the customer is considered work ready at the time that CalWORKs is granted. The upfront services are Career Exploration and Job Club to include the employment application, resume, and interview workshops. Once completed, the client will be assigned to the Employment Center to job search while also attending the assessment where basic skills and job skills are more clearly defined. If no other barriers to employment have been identified, at this point the client is considered work ready.

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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.?

Private employers, Community Based Organizations, Public entities, and County Departments.

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

Matching the skill set of the customer to perform the job requested by the employer and providing intensive case management to the customer and continuous communication with the employer ensures a professional match. Prior to a customer placed at a subsidized employment, a dialogue between DESS and the employer takes place that the expectation is for the customer to stay employed in a the unsubsidized employment and to identify any barriers that there may be to prevent that from occurring.

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

The additional \$150,000 will add additional monetary support by providing the customer with clothes appropriate to the work site, training/workshops directly related to employment, childcare, transportation, tools, and other items that may be needed, as well as supporting additional contracts with the employers.

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

Nothing less than minimum wage. The hours would be assigned by the employer with a goal of 40 hours per week.

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

None

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.
