

COUNTY NAME:

EL DORADO

CalWORKs County Plan Addendum

Date Submitted to California Department of Social Services:

December 28, 2006

Prepared By:

Debbie Stack, Program Manager

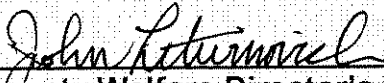
Contact Phone Number:

(530) 642-7325

Contact Email Address:

dstack@co.el-dorado.ca.us

I hereby certify that County Board of Supervisors was briefed regarding the contents of this Plan addendum prior to submittal.


County Welfare Director's
Signature


Printed Name

December 5, 2006
Briefing Date

This plan addendum is submitted pursuant to Welfare and Institutions Code Section 10534.

1) County Goals

After reviewing the county's existing CalWORKs County Plan, please provide a general description of how the county will meet the goals defined in Welfare and Institutions (W&I) Code Section 10540, while taking into consideration the work participation requirements of the federal Deficit Reduction Act of 2005.

The goals of W&I Code Section 10540 are the following:

- 1) Reduce child poverty in the State;
- 2) Reduce dependence of needy parents on government benefits by promoting job preparation, work, and marriage; reduce out-of-wedlock births; and encourage the formation and maintenance of two-parent families;
- 3) Meet the requirements of federal law while avoiding unanticipated outcomes that negatively affect child well-being, the demand for county general assistance, or the number of families affected by domestic violence.

A. General description of how the county will meet the goals of W&I Code 10540

El Dorado County will meet the goals of W&I Code 10540 and reduce the number of families dependent on public assistance through a multi-layered approach targeting individualized client services while engaging the community at large. This approach will result in leading families to self-sufficiency. To accomplish these goals, the following goals are planned:

- El Dorado County redesigned its Eligibility Intake process to support early engagement by combining Welfare-to-Work (WTW) and eligibility determinations. At a minimum, we believe that we will provide employment and resource information to all applicants; and, for those who are CalWORKs eligible and mandatory WTW participants, we will immediately engage newly granted clients into the WTW program.
- We will focus on early evaluation of barriers rather than automatic client placement in Job Readiness Activities. This includes evaluation of supportive services needs, such as assuring that child care services are in place prior to a WTW activity start date. Addressing the clients supportive services needs early in the process allows quicker program engagement.
- We will further develop supportive services such as: Alcohol and Other Drug (AOD); Mental Health (MH); Domestic Abuse (DA); and Learning Disability (LD) to those who are determined to have a low cognitive ability; and assistance with legal problems such as expunging of records.
- We will develop an "Earn and Learn" strategy combining educational and employment activities targeted to the individual. This includes targeted Job Development focusing on jobs more likely to provide higher earnings, employment growth and advancement opportunities. Activities also include development of subsidized employment opportunities development, as well as combined work experience and life skills training programs.
- We will foster and enhance partnerships with local employers and local service providers, to provide greater employment and training opportunities for WTW clients. Enhanced relationships will result in an ability to develop job locations for job shadowing, identify job mentors and develop a culture of employment engaging the WTW clients.

- We will target specific caseloads with appropriate services, e.g. WTW sanctioned cases, to re-engage these clients.
- We will develop program tracking protocols to ensure that are goals are being met. We will use the measures developed for Pay for Performance (P4P) and we will develop performance standards for the CalWORKs Manager, Supervisors, and Case Manager. To support on-going successful client engagement and meeting program goals, on-going staff training and development are important.

2) Participation Improvement

Please describe what immediate and long-range actions the county will take to improve the federal work participation rate (WPR) among CalWORKs applicants and recipients. At a minimum, describe how the county will address increased participation in the areas listed below. When responding, provide a detailed description of the policy or strategy in each program area, the anticipated outcome that will result in program improvements, the percentage of families affected, and how success will be determined. Please note that if a county is already using a particular strategy that is successful, a description of that strategy is sufficient.

B. Providing up-front engagement activities

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a new policy to engage recipients in orientation and appraisal within one week of application.

During the past six months, El Dorado County has been developing policies and strategies that will result in: a) engaging our WTW clients more quickly; and b) maintaining WTW participation at required levels. The approaches developed include the following:

1) In approximately February 2007, El Dorado County will begin a new strategy that will involve coordinating the CalWORKs Intake and a WtW Introduction at the same appointment. We will partner CalWORKs eligibility workers and WtW case managers (WtW CM). This will allow us to introduce the WtW CM to the client and offer to let the client know about available job search assistance, and deliver the employment message from the beginning. Although the client is not a mandatory WTW participant until CalWORKs is granted, we believe the up-front team approach is beneficial on a number of levels. It may identify barriers quickly so the client may be connected to appropriate services in the WTW plan from the beginning, and, even if the applicant is not granted CalWORKs, the resources provided at that time may prevent the applicant from requesting CalWORKs in the future.

2) An Improved Upfront Engagement Strategy was designed within the past year. WTW staff search the WTW system daily for CalWORKs newly granted cases. Clients are immediately contacted by telephone to schedule an Appraisal appointment at the earliest possible time. Whenever possible, the Appraisal appointment is coordinated with the client's receipt of their Electronic Benefit Transfer (EBT) card. Appointment letters are sent to all clients regardless of whether or not they were contacted by telephone. The Appraisal appointments are scheduled to be held within 10 days of

granting. This strategy has increased the Appraisal attendance rate from approximately 30% to 70%. This approach will be refined further to fit in with the strategy listed in 1) above.

3) During the Appraisal appointment WTW staff will complete an Orientation, Appraisal, and Minimum Basic Assessment (MBA) to better identify barriers to employment, possible WTW exemptions, and supportive services needs. Immediate placement into the most appropriate and most motivating activity for the client will result from this MBA.

4) During the past year, we developed an Open Entry/Open Exit Job Readiness Program that is located at our local OneStop. The lag time between completion of the WTW Appraisal and start of Job Readiness has been eliminated through this program, and WTW clients can start at any time.

5) We have determined that a full range of activities is needed from the beginning in order to better target the program. Developing an up-front program is planned that will include Guided Career Exploration, Life Skills, Work Experience, Individualized Job Development, Job Search preparation, and Expanded Job Search workshops.

6) Transportation in El Dorado County has been a persistent problem, impacting our work participation rate (WPR). We will review our policies to determine where we, as a county, may improve our approach to serving our WTW client population. We currently pay for car repairs for the WTW clients. We are considering assistance such as developing a re-location plan with our Public Housing Authority (PHA), for clients living in remote locations that do have access to public transportation, or by expanding our Family Loan Program that will loan money to our WTW clients in order to purchase a car.

7) We will revise our Assessment policy, breaking it into two phases. Phase I will be completed during the initial WTW Orientation and Appraisal and is the MBA. Phase II involves a more in-depth Assessment. Clients who are not employed or referred to Job Search and Job Readiness after participating in Work Experience, or who do not obtain employment at the completion of Job Search and Job Readiness activities will be referred to this Phase II assessment. Phase II includes specialized evaluations to identify clients functioning at a low cognitive level, and enhances our service to our population who may be experiencing Learning Disabilities, as well as other areas.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes how recipients are expected to have welfare-to-work (WTW) plans developed sooner and includes how much sooner, what percentage of the county's WTW caseload will be impacted, etc.

We will be able to introduce the WTW message to the client in a positive manner from the beginning by integrating the eligibility Intake and WTW processes. We will determine needed resources such as AOD, DA, etc., and supportive services, e.g. child care, at an earlier time. This will help to prepare the client to enter WTW more quickly. Engagement of the client in the path toward self-sufficiency is more likely when the client is better prepared from the onset. In instances when the client is not eligible for cash assistances, this involvement will provide them with needed information that may help them stay off assistance, yet receive the resources needed for their family.

Completing a MBA at the beginning creates better flexibility, allowing WTW case managers to assign clients to a full range of appropriate activities, for those clients who are granted cash assistance. WTW clients are not required to wait to begin participating by creating the Open Entry/Open Exit Work Experience and Job Readiness programs. Our goal is to efficiently use a mixture of countable WTW activities that genuinely engage our clients. We expect that 100% of our clients will be

impacted by these changes. A review of California Department of Social Services (CDSS) All County Letter (ACL) No. 06-46, page 5 validates this approach as an effective program design strategy. Revising our Assessment policy allows our county to expand the program options from the onset. We will design programs with our clients that are more relevant, appropriate and motivating. The client is more likely to participate and achieve success when they are committed and prepared. This will have a positive impact on our WPR.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percentage by which the earlier engagement policy will increase the county's federal WPR and State participation levels, the percentage by which a reduction in sanctions will increase the county's federal WPR and its State participation levels, etc., by year, over three years (beginning with this year). The county also describes how early engagement will result in better identification of barriers to employment, better identification of exemptions, etc. (including percentages as appropriate). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

The impact will be described in Section H.

C. Achieving full engagement by individuals who are required to participate, and who are partially participating, not participating, or are between activities

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: The county describes a new policy to work with recipients up front to identify community service areas in which they have specific personal interest (such as volunteering at a local nonprofit) that could be utilized to increase participation in federally allowable activities when recipients are in between activities or need additional hours to meet the 32-/35-hour weekly participation requirement.

New up-front strategies were described above. The following is a general description of other Post-WtW Assessment strategies that will result in an improved WPR. Based upon information obtained from the *Centers on Budget and Policy Priorities and Law and Social Policy, May of 2006* which recommends that programs work to insure that key supports are in place prior to the client needing to adjust to a new job, we will experiment with strategies that accomplish those goals. Other approaches will involve working closely with our local labor market employers that will result in jobs or Community Service sites.

1) Work Experience that prepares clients to obtain employment

The focus is to develop a training plan that will prepare clients for employment/training. Upon completion of the component, clients may enter Job Readiness, Subsidized Employment, or Combination Employment and Training, whichever is appropriate to the client. The following are key elements:

- Job Shadowing;
- Employment Mentoring;
- Work Habits/Skill development necessary to obtain employment, including, but not limited to topics such as, balancing family needs and employment, time management, work place norms, and communication skills; and;

2) Job Readiness/Job Search (Open Entry/Open Exit).

- Job Developers work with clients on résumé writing, interviewing skills, and other job readiness skills
- Targeted Job Development, if appropriate.

3) Subsidized Employment.

Develop relationships with Community Colleges, Workforce Investment Act (WIA) programs, and other programs that will result in expanding opportunities for subsidized employment.

- Work Study
- WIA Funded Work Experience
- WIA Funded On-the-Job Training (OJT)

4) Targeted Job Development.

Key WTW staff will be identified to work with local employers to target jobs that offer higher earnings and greater opportunities for advancement on an individualized basis for our WTW clients. Targeted Job Development will be available to WTW clients at any time within their WTW program participation requirement timeframes.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes how the policy benefits recipients and specifies the percent of WTW enrollees who are not participating in activities and the percent who are not fully participating that will become fully engaged in activities that meet federal and State participation requirements (separated by meeting federal and State requirements).

The changes described in this section allow our county to assign clients to a more motivating and appropriate activities mixture. We expect that 100% of our clients will be impacted by these changes. Designing an employer located Work Experience program accomplishes a number of program goals resulting in greater participant engagement. We will be able to accomplish the following:

- Work Experience would focus on developing behaviors by teaching them how to function in the work place as well as teaching them how to successfully manage their households;
- Individualize an activities mixture that are a better match for the client; and
- By working more closely with the private sector, we will generate greater opportunities for our clients through targeted Job Development as well as generating greater employer awareness about the WTW Program.

Our average WPR for the previous 6 months is 32.70%. We will improve our WPR to a minimum of 50% for All Families and 90% for Two-Parent Families.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percent by which the county's federal WPR and State participation level will be

increased by full engagement of partially participating recipients and non-participating recipients. The county describes the percent increase for each group of recipients, separately, by year, over three years (beginning with this year). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

D. Providing activities to encourage participation and to prevent families from going into sanction status

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a new strategy that after an instance of noncompliance, individuals will meet with a worker who specializes in identifying and resolving barriers to nonparticipation (substance abuse, child care problems, etc.) and will work with individuals to develop strategies to maintain participation.

As stated in prior sections, El Dorado County will focus on communicating the benefits of the WTW Program, the early identification of barriers to participation, and the development of strategies to incrementally address and remedy those barriers. Our goal is to prevent a client from entering into the non-compliance process through the following approaches

1. Marketing the benefits of engaging in the WTW Program to clients from their application date forward. This will be accomplished through a variety of methods, including:
 - Delivering basic and voluntary program information as part of the up-front eligibility process. Basic information about employment services will be delivered in writing and information provided orally is provided on a voluntary basis.
 - Discussing income disregards and the increase in net income available to employed households;
 - Providing information regarding the benefits of the Work Opportunity and Tax Credit program; and
 - Emphasizing the link between education and earning potential.
2. A refined up-front WTW Orientation, Appraisal and Assessment process for recipients who have been granted cash aide allows us to start the process of identifying and addressing barriers from transportation to AOD issues. We will have a head start on potential WTW exemption issues and other life situations that may impact the client's ability to participate. Addressing these issues early allows us to prevent them from becoming a non-participation reason.
3. Refining and enhancing our Job Readiness activities in recognition that the "one size fits all" approach is not the most effective way to promote participation allows us to respond to the unique needs of our clients.
4. Our strategy is to provide regular, on-going training to staff, improving their ability to understand and communicate with their clients. This improves and increases their ability to assist clients with avoiding or remedying sanctions. The training focuses on staff's ability to identify barriers, build upon

client skills and interests, develop effective WTW Plans, and ensure that clients are assigned to activities that eliminates participation gaps, e.g. spring breaks for education-related activities.

5. A case manager will work exclusively with sanctioned clients who enter the non-compliance resolving process, to assist in resolving the non-participation barriers.

6) The Department of Human Services (DHS) is currently refining contracts with the MH Department, the Public Health (PH) Department and the local Women's Center, so that AOD, counseling and DA services are readily available to the client. Currently, DHS has an AOD specialist on-site. On-site access to this specialist has proven to be a valuable service for case managers and clients.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes how recipients will benefit from the new policy and identifies the percentage by which the county's sanction rate will be reduced.

Recipients will benefit from these program changes since case managers will respond to clients in an individualized manner, unique to each client. The case manager will provide more timely services, by assigning clients to relevant programs or getting clients involved in key services. Elimination of the "one-size fits all" approach allows case managers to have a better opportunity to keep the client engaged through a program or service that takes the client's needs and situations seriously. While the ability to respond quickly to a client's needs seems simple, it is our experience that it is a key element to success.

Currently, 27% of our All Families clients are in WTW sanction or non-compliance. We believe this percentage can be reduced by 10% by working to prevent non-compliance from occurring on one-hand, and having a case manager work exclusively with those entering the non-compliance process.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percent by which sanction prevention will increase the county's federal WPR and State participation levels, by year, over three years (beginning with this year). The county also describes how it will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

E. Reengaging noncompliant or sanctioned individuals

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a home visiting program that focuses on re-engaging sanctioned recipients in WTW and removing barriers to participation.

In addition to the strategies described in Section D above, we will utilize the following:

1) Linkages meetings are currently available once per week and assist with staffing difficult cases, and coordinating services to our clients. Participants include Eligibility Workers (EWs), DOA counselors, MH counselors, representatives from Child Protective Services (CPS), representatives from the Special Investigations Unit (SIU), Employment and Training (E&T) Workers, Social Workers

(SWs) Public Housing Authority (PHA) staff, etc. Linkages provides a forum to discuss and strategize regarding action plans to engage or re-engage clients in WTW activities.

2) The Vocational Services Unit (VSU) provides services designed to intervene with clients moving toward WTW sanction status. The VSU will also provide expanded services to re-engage those clients already sanctioned, in WTW activities. SW staff shall provide intensive services, including:

- Various levels of Assessment (including LD evaluation);
- Increased use of home visits;
- On-site rehabilitation and substance abuse counseling; and
- Referral to other services necessary to identify and resolve barriers to participation.

3) As a strategy to reduce the client no-show or low-show rates to assigned WTW activities, El Dorado County will ensure that necessary supportive services and "back up plans" are in place, i.e. alternative plans when primary means of child care or transportation are not available, prior to the expectation of participation in the WTW activity. An effective collaboration with the local Resource and Referral agency is in place to assist parents to obtain Choices for Children child care.

In addition to assisting with child care, transportation and ancillary expenses, contracts are available with private therapists for counseling. We coordinate with the local Women's Center for DA intervention and we also have contracts in place for MH and DOA services.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes the percentage by which its sanction rate will be reduced, the percentage of sanctioned individuals that may be identified as meeting a WTW exemption, etc. The county also describes how identification of barriers and the provision of services will assist the family in meeting WTW requirements and achieving self-sufficiency.

Our goal is to reduce our sanctioned/non-compliance rate by 10% and expect these changes to impact 100% of our non-compliant or sanctioned clients. We anticipate that designation of a case manager and targeted resource to this population will accomplish the following:

- Identify the percentage requiring AOD, DA and/or other services. With this group, we strive to connect them to, and participate in, the appropriate service. A percentage of this group may be referred to our SSI advocate.
- Identify the percentage of clients that do not understand why they are in sanction and what is required to prevent or end the sanction. With this group, we work to ensure that they thoroughly understand what they are required to do in WTW, and re-connect with their WTW case manager.
- Identify the number of clients requiring in-depth testing to determine their IQ level, to design WTW Plans that are more successful with the clients.
- Recognize that a small group exists that refuse to participate. We will continue to contact this small group regularly, attempting to encourage WTW participation by marketing the benefits of program compliance.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percentage by which a reduction in its sanction rate will increase the county's federal WPR and its State work participation levels, by year, over three years (beginning with this year), and how the county will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

F. Other activities designed to increase the county's federal WPR?

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy):

El Dorado County is making a number of changes on many levels, to improve client services and the WPR. The changes are:

- Revising our general strategy from a "Work First" to an "Earn and Learn" approach by providing more focus on education to earn higher wages;
- Changing our staffing approach to serving our WTW clients;
- Revising our operational flow to enhance the client engagement process and reduce lag time and delays that negatively impact clients ; and
- Expanding services available to our clients by use of existing community resources and by development of new resources for our WTW clients.

Former Recipients in Job Retention Plans

El Dorado County will offer job retention services to former clients who have left aid due to employment. The county will provide up to 12 months of job retention services to employed former recipients who are no longer receiving CalWORKs cash assistance. The county may incrementally decrease their transportation reimbursement based on their length of time on the job and their increase in earning, thereby promoting self-sufficiency.

STAFFING

- 1) Coordinated the CalWORKs Intake appointments and a brief introduction to the WTW CM in order to provide an immediate link to optional job services and a better opportunity to ensure that WTW information is delivered from the moment the client applies for cash assistance.
- Co-located EWs and WTW case managers provide better communication regarding integrated services.
 - Specialize key staff, in order to work with targeted groups, e.g. a case manager to work with the non-compliant/sanctioned population and an SSI advocate to work with the long-term exempt group.

- 2) Hired a SSI Advocate to work with and move our clients to more appropriate funding streams,
- 3) We are providing more training and providing more information to WTW and eligibility staff.
 - On-going training is provided regarding Effective Techniques for Communicating With Clients.
 - Staff awareness is raised about the importance of the WPR. This is accomplished by: continually discussing the WPR; providing in-depth information to staff; appraising staff of our current WPR statistics; and advising staff of our progress toward meeting our in-house WPR goals.

PROGRAM

Improving strategies to engage and re-engage participants:

- Development of a two-phase Assessment process will allow greater flexibility regarding assignment of clients to a broader range of WTW activities. Phase I completion will occur at the point of Orientation/Appraisal.
- Develop a new up-front approach incorporating a Work Experience program integrating on-site employment experience with employment information prior to entering a focused Job Readiness program. This may include job shadowing.
- Expanding Job Services to clients, to include Job Development.

Community Resources:

- Participate in local job fairs, business expos and other community venues to better develop our relationship with local employers;
- Collaborate with local attorneys willing to assist participants with low-level legal issues;
- Expand Work Study opportunities; and
- Develop Supervised Study opportunities at the Community College and ROP programs.

What are the anticipated effects and percentage of families affected monthly?

We expect that 100% of our clients will be impacted by these changes. We also anticipate that the changes described herein will have a long-term, positive impact on families, resulting in their self-sufficiency.

How will success be determined (quantitative or qualitative assessment of effects)?

See Section H.

G. Please provide a description of how the county will collaborate with local agencies, including, but not limited to, local workforce investment boards, community colleges,

universities, adult schools and regional occupational centers/programs that provide activities that meet federal work participation requirements and provide participants with skills that will help them achieve long-term self-sufficiency. For each individual agency, responses should include elements such as how information is shared or will be shared, ongoing or planned contracts, ongoing meetings established, etc.

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: The county describes how it will collaborate with local community colleges to expand the availability of short-term vocational educational programs and increase the number of work study placements for recipients.

The following is a list of the various agencies with whom we currently collaborate:

OneStop partners meetings (Employment Development Department [EDD], WIA and DHS)

- Weekly meetings with WIA, EDD, and the WTW manager

OneStop all-staff meetings

- Twice monthly meeting of all OneStop co-located staff (EDD, WIA and DHS)

The meetings provide an opportunity for staff to share information regarding jobs, resources and other information that will help provide services to clients and other OneStop users. The meetings also allows staff to generate ideas regarding improved ways to manage OneStop and to better serve clients.

County Office of Education

Regional Occupational Programs (ROP)

- ROP and the One Stop partnership team are represented at the monthly meetings of the Job One Board

Adult Education

- Collaboration in the training of CalWORKs clients, primarily for GED testing, English as a Second Language, and Adult Basic Education

Early Care and Education Planning Council

- Quarterly Meetings to discuss childcare policy and program issues within the County of El Dorado

Local Community Colleges

Los Rios

- CalWORKs coordinator attends quarterly meeting at WTW staff meetings

- WTW manager on CalWORKs and Extended Opportunity Programs and Services (EOPS) Advisory Board
- Collaborated to expedite purchase of textbooks

In the future, the goal is to develop more work study sites, and on-site supervised study opportunities.

Lake Tahoe Community College

- Quarterly meeting with WTW staff and financial aid office
- Ongoing communication regarding mutual clients
- WTW supervisor on CalWORKs and EOPS Board

El Dorado County Departments

- Quarterly meetings with Mental Health
- We collaborate with and/or contract for services from the Rehabilitation Coordinator and service providers (MH, Public Health [PH], Women's Center, Sierra Recovery, Progress House, Tahoe Youth and Family Services, New Morning, Family Connections, Divide Wellness, Community Health Clinic), Child Protective Services [CPS], Sheriff Department [expedited LiveScan/clearance process for employment and other work placement]), and private therapists.

Social Security Administration (SSA)

- Twice annual meetings with SSA representative and WTW manager
- Monthly exchange of information

These meetings help to maintain a smooth flow of information between the agencies regarding WTW clients applying for SSI.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes how recipients will benefit through increased availability of vocational education and work study programs in terms of obtaining skills needed to obtain employment that will lead to self-sufficiency, increasing recipients' income while on aid, increasing the percentage of recipients participating in federally allowable activities, etc.

Through El Dorado Counties collaboration with local community organizations, participants will benefit through increased availability of Vocational Education and Work Study programs, employment opportunities that will lead to self sufficiency, increasing recipients' income while on aid, and increasing the percentage of recipients participating in federally allowable activities.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percentage by which the county's federal WPR and its State participation levels will increase by year over three years (beginning with this year). The county also describes the amount by which a

recipient's annual earnings are expected to increase, the number of families that will leave aid due to employment annually, etc. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

3) Plan to measure quarterly progress

Please describe how the county will measure the extent to which cumulative policies or strategies in the Plan addendum are successful, and how the county will measure progress on a quarterly basis (for example, participation rate of a specific population, sanction rate, orientation show rate, etc.). In addition, include the projected cumulative impact the county's policies or strategies will likely have on the county's federal work participation rate for each year of the next three years (for example, current rate of X will be increased to Y).

H. Plan to measure quarterly progress

Measures of quarterly progress:

El Dorado county intends to use a variety of established data sources and performance measures, as well as "In-house" data tracking to determine program success and to ensure the our WPR goals are attained..

SOURCES OF MEASUREMENT

Established Data Sources

- WTW 25 and WTW 25A (Detail Reports)
- WTW 30
- Formulas established for Pay for Performance (P4P), as described in CDSS ACL No. 06-42
- WTW system reports, to monitor and evaluate WTW case manager caseloads, e.g. Case Management Journals and Universal Engagement Reports.

In-House Tracking/Data Processes

- Appraisal/Assessment Tracking Report
- Universal Engagement Tracking Report
- Job Readiness and Assessment Attendance Reports
- Income Eligibility Verification System (IEVS) Report
- Non-Compliance Sanction Reason and Outcome Tracking Report. This is a new report that tracks the following: 1) why clients enter non-compliance/sanction, from information obtained via the NA 840; and 2) information obtained by our case manager focused on attempting to re-engage

sanctioned clients, i.e. identified barriers, e.g. AOD, MG, etc. We track the number of clients becoming re-engaged into WTW and receiving resources.

Although El Dorado County is considered a medium-size county, we are still small enough that establishing tracking processes for each strategy outlined in this Addendum is not cost effective. Our target goals are:

- WPR for All Families, 50% by the end of three years

We will use the information obtained from the WTW 30 Report to determine if we attain this goal.

- WPR for Two-Parent Families, 90% by the end of three years

We will use the information obtained from the WTW 30 Report to determine if we attain this goal.

- Appraisal Attendance Rate of 65% - 70%

We will use our Appraisal/Attendance Tracking Report to determine if we attain this goal.

- Complete a MBA with 90 days of Temporary Assistance for Needy Families (TANF)/CalWORKs approval/granting

We will use our Appraisal/Assessment Tracking Report and the WTW system Universal Engagement Report to determine if we attain this goal.

- We will try to better prepare our clients prior to engaging them in their next WTW activity through attendance at the new Work Experience program. This will prevent non-compliance for non-participation in Job Search, or for failure to provide verifications of WTW activities. This will increase our WPR.

We will use the WTW Report, the Non-Compliance Sanction Reason and Outcome Report and the WTW 25, 25A to track progress.

4) Funding

Describe how the county has spent and plans to utilize single allocation and other funding for the county's CalWORKs program. This section will help explain to county and State stakeholders how increased funding will be used.

Program Component	Fiscal Year 2005-06 Actual Expenditures	Fiscal Year 2006-07 Budgeted Amount	Description of how additional funding provided in Fiscal Year 2006-07 will be used
CalWORKs Eligibility Administration	\$1,235,342	\$1,161,940	Our FY 2006-07 allocation is less than the 2005-06 allocation
WTW Employment Services	\$2,457,430	\$2,735,564	Offset decreases in other areas of the single allocation

CalWORKs Child Care	\$441,311	\$430,171	Our FY 2006-07 allocation is less than the 2005-06 allocation
Cal-Learn	\$105,680	\$49,455	Our FY 2006-07 allocation is less than the 2005-06 allocation
CalWORKs Funded Mental Health Services	\$19,157	\$75,743	Contracting MH services
CalWORKs Funded Substance Abuse Services	\$257,974	\$172,130	Contracting AOD services
Other			
Other			