

## **Orange County Plan Addendum for the WtW Grant Program for FFY 2004**

### **( r ) COORDINATION OF WELFARE-TO-WORK ACTIVITIES WITH PRIVATE INDUSTRY COUNCILS**

How will the county coordinate welfare-to-work activities with the local private industry councils or alternate administrative entities designated by the Governor to administer local welfare-to-work programs, including the expenditure of state or other matching funds provided by the county welfare department for welfare-to-work activities. [Reference: WIC Section 10531(q)].

#### **COUNTY RESPONSE**

The federal Balanced Budget Act of 1997 included Welfare-to-Work (WtW) grant funds intended to serve individuals with characteristics associated with long term welfare dependency. In addition to administering a comprehensive welfare-to-work plan under the CalWORKs Program, SSA and the three local Private Industry Councils, now called Workforce Investment Boards (WIB), work in a coordinated effort to provide WtW services to the target population of individuals with characteristics associated with welfare dependency.

The characteristics associated with welfare dependency include:

- Poor work history (full-time employed [defined as greater than 32 hours weekly] fewer than three months of the last twelve)
- Long-term welfare recipient (greater than 30 months on aid, cumulative or consecutive)
- Mental Health or Substance issues
- Learning Disability or Developmental Disability
- Low reading and/or math scores
- Domestic Abuse
- School dropout

The three local WIB's are:

- The Anaheim Workforce Investment Board
- The Orange County Workforce Investment Board
- The Santa Ana Workforce Investment Board

The Anaheim WIB and the Orange County WIB have closed to new referrals due to having successfully expended their DOL allocations. Both WIB's continue to provide services to those already enrolled. A service delivery plan is successfully in place and the WIB's provide the following services to enrolled participants:

- Four Week Job Readiness
- Vocational Assessment
- Work Experience
- Vocational Training and Education
- On-the-Job Training

## Job Placement

Post-employment Services, to the extent they are not duplicated by County Job Retention Contract Services

SSA continues in its successful collaboration with the Workforce Investment Boards. As of June 2003, The County has the following formula grant statistics to report:

Referrals:       **2,461**  
Enrolled:       **1,438**  
Placements:     **996**

In addition to the formula grant funds, SSA funded the Orange County WIB with CalWORKs Incentive Funds in order for them to create a parallel program, offering similar intensive services to a limited number of participants.

The County of Orange will continue to work with the three WIB's. The WtW State Match funds will be expended on vital job preparation and training programs in the County, focusing on services to hard-to-employ CalWORKs recipients.

Orange County and its partners deploy a variety of mechanisms for referring participants to these DOL programs:

- Direct referral by a County Case Manager, based on the Case Manager's knowledge of participant need and eligibility
- Reverse referral, whereby a partner agency working with a WtW participant initiates the referral
- The results of a vocational assessment may recommend a particular program as appropriate

### **Non-Custodial Parent Employment Support Program**

SSA has worked collaboratively with the three local WIBs, as well as the Orange County Family Support Division and Orange County Family Law Court to provide employment support services to non-custodial parents (NCP). The primary goal of the Non-Custodial Parent (NCP) Employment Support program was to decrease poverty among children living in single parent households by providing opportunities for non-custodial parents to become financially and emotionally involved with their children. The program began in September 1999 and has completed effective June 30, 2003.

### **Independent Living Program**

Changes in the WtW Grant Program eligibility criteria in October 2000 allowed for Department of Labor funds to be spent on services for emancipating foster youth. Youth aged 18 through 24 who were in foster care are eligible to a range of services from the DOL program designed to smooth the transition from foster dependency to full emancipation.

## **Community Service Plan Development**

The Social Services Agency developed a Community Service Plan in a collaborative effort with representation from the Workforce Investment Boards, local educational providers, organized labor, and other community agencies and organizations. The Community Services Plan was certified by the State of California Department of Social Services and the program provides CalWORKs participants reaching the 18 or 24-month time limits a further opportunity to achieve self-sufficiency.

The Community Service activity consists of a blend of classroom vocational training and practical on the job experience as interns in one of ten local high-demand occupations. Participants receive intensive case management from a One-Stop case manager and obtain a certificate at the end of training, and are afforded an opportunity to seek employment in that area.

## **Workforce Investment Board Participation**

An SSA Manager sits on each of the Workforce Investment Boards. The Director of Family Self-Sufficiency is a member, appointed by the Board of Supervisors, of the Orange County Workforce Investment Board and represents the Social Services Agency on issues related to employment, training, and workforce development.

The Deputy Director of Family Self-Sufficiency Operations represents the Social Services Agency on the Anaheim Workforce Investment Board, and The Santa Ana Regional Center District Manager represents the Social Services Agency on the Santa Ana Workforce Investment Board.

SSA will continue to maximize WtW and other funds wherever possible, to craft the finest Welfare-to-Work programs. SSA and the WIB's and other partners meet regularly to evaluate and fine tune the service strategy. SSA and the WIB's have started discussions on new initiatives and effective blending of Welfare-To-Work and WIA funding for maximum service to CalWORKs clients. Addenda to the Orange County CalWORKs plan will be presented as required by state law.