

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

CWD: Humboldt County Department of Health and Human Services	DATE: 10/30/2013
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CWD CONTACT INFORMATION

NAME/POSITION: Marti Hufft / Program Manager II		
ADDRESS: 929 Koster St, Eureka, CA 95501		
PHONE NUMBER: 707 268-3460	EMAIL ADDRESS: mhufft@co.humboldt.ca.us	PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM: 11/01/2013
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14? 140	HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014? 105	
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013? 63	STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY? 150-200	

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?

Humboldt County's ESE Program goals are to provide basic employability skills to clients who may have little to no work history with work training and a work history; to assist clients in building their workplace confidence and self-esteem; to provide an increased opportunity for clients to obtain unsubsidized employment; to provide skills and training for specific fields (examples: medical assisting office work, maintenance, etc.).

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.?

Humboldt County's subsidized employment activities place participants in all types of legal places of employment. No type of employer or industry is specifically excluded. A balance of training opportunities for clients in each of the following types of employment is sought: public, private, non-profit, for-profit, retail, manual labor, data entry, and health services. Humboldt County's subsidized employment activities aim to place participants in subsidized employment that closely matches the client's interests as well as filling a need for the respective employer.

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

Humboldt County's CalWORKs Welfare-to-Work program currently collaborates with the Workforce Investment Board and associated partners, including the North Coast Small Business Development Center, and local community college. Payroll services are currently contracted with a private accounting firm. Department job development staff are continually developing partnerships with potential job training site employers and industries.

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

Humboldt County CalWORKs Welfare-to-Work job development staff have created a pool of potential sites for clients to receive training (subsidized employment) in the world of work. Job development staff assist the site in setting up interviews with the potential trainee in order to find a good fit. Job development staff approach employers offering opportunities that fit their respective business needs. Ongoing monitoring with the employer is done throughout the placement period.

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.?

Humboldt County's CalWORKs Welfare-to-Work currently utilizes county staff. Job developers are utilized to enhance employer relations, assess client skills, provide job coaching to both the training site and the trainee, steer clients in job search activities, assist in conflict resolution with training sites (this is also carried out by CalWORKs Welfare-to-Work case managers)

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

Clients must be recipients of CalWORKs Welfare-to-Work. Recipients may be mandatory, voluntary, individuals that have cured sanctions and may also have reached the CalWORKs 48-month time limit. Clients must have tested the labor market by completing the WTW activity of Job Club and/or Job Search and been unsuccessful in obtaining unsubsidized employment (and/or obtaining unsubsidized employment that will lead to self-sufficiency).

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

The County of Humboldt serves as the Employer of Record.

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

While client is participating in subsidized employment activity expectation is that client will continually be looking for unsubsidized employment. Upon successful completion of subsidized employment, and if client has not obtained unsubsidized employment, client is transitioned to On-the-Job Training Activity.

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

Humboldt County will not supplement ESE subsidies with Single Allocation funds.

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

Participants in Humboldt County's ESE Program will be paid the average minimum hourly wage for California. Participants will work between 20-40 hours.

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

Humboldt County plans to provide participating employers with trainings that will enhance their businesses. Current trainings include: Tax Credits, Wage Subsidies, Layoff Aversion, How to Recruit, How to Interview, and How to Retain employees. Possible trainings may include: Understanding how to help the participant be work ready, Understanding Work Place Safety; Prevention of Sexual Harassment; Discrimination; Ethics; Job Orientation

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.