

**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, Solano County is using Job developers. We contracted with the WIB, who hired Job Developers and Job Placement Coaches. The WIB will closely supervise the participation of all clients enrolled in Success Track through daily sign-in sheets. They will document efforts made to contact and engage clients that are not actively participating in Success Track in case notes.

The WIB Job Developers are responsible for marketing and recruiting employers for participation in the program, supporting the clients and employers throughout their participation, identifying subsidized employment positions, and reporting employer performance outcome data to Solano County.

The orientation, assessment, case management and Job Placement Preparedness Workshops will be conducted by the WIB Placement Coaches assigned to this program. The services to be provided are in a series of interactive workshops and structured job search activities over a four week period. Activities are designed for a six hour day, 9:00am-4:00pm. The WIB will work closely with clients that have minimal or no work history to provide job coaching and job counseling to improve each client's employability. The WIB will provide subsidized and unsubsidized employment opportunities to CalWORKs clients in Success Track. The WIB will provide a wage subsidy for a maximum of six months. With county approval, the WIB may offer an additional six month wage subsidy extension, in three month increments, to employers who retain clients in subsidized employment for a total ESE placement of twelve months.

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

The WIB will meet with employers to inform them of Success Track. The WIB and clients participating in Success Track will identify employment opportunities with a minimum of 20 hours per week. Clients will be directed to seek out employment opportunities that do not require subsidized employment. Unless a client has legitimate and documented restrictions, the employment emphasis will be for positions up to 40 hours per week.

The anticipated wages for the subsidies are: Entry Level Professional \$9.00, no prior work experience; Journey Level Professional \$11.00, some prior work experience; Skilled Level Professional \$13.00, more work experience.

Solano County, attachment to  
ASSEMBLY BILL (AB) 74  
COUNTY WELFARE DEPARTMENT (CWD)  
EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

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CWD: Solano County Health and Social Services

Date: 12/5/14

Employers will be reimbursed 100% for the first three months, 75% for the fourth month, 50% for the fifth month, and 25% for the sixth month of actual hours worked. Upon request by the WIB and approval of the County, the subsidy for the client may be extended for up to an additional six months, in three month increments, at 25% for a total of twelve months of subsidized employment.