

(C) LOCAL LABOR MARKET NEEDS

GENERAL

The Labor Market Needs Survey is comprised of information provided by the County's Public Works and Development Services Department and the Fresno Private Industry Council. The survey includes the latest available statistics for Fresno County and for the individual cities within the county in the following areas: population growth, unemployment rates, and wage and salary employment. Although CalWORKs' main focus is on early employment, participants are encouraged to increase their employability through education and training activities concurrent with their employment. The Labor Market Needs Survey information has been obtained from the 1997 Annual Overall Economic Development Program Report and the 1996 Fresno Occupational Outlook Report.

In addition to this yearly Labor Market Needs Survey, all CalWORKs' case managers (Job Specialists) are involved in maintaining the latest labor market information to utilize in job/training placements. This requires a sharing of information on a daily basis regarding job orders, special employer recruitments, new vocational skills training classes, employers willing to provide work experience training, and other relevant information. A quarterly report of GAIN registrant demographics generated by the GAIN System, as well as a bi-weekly GAIN Registrant Report, are continually utilized to measure overall participant readiness for employment, training and education needs, as well as family issues that may provide barriers for successful job placement and employment retention. Other tools developed for measuring the local labor market and demographics of Fresno County include:

1. Projections and Planning Information Study, developed by the Employment Development Department to identify local labor demands
2. Demographic information from publications provided by the State Department of Social Services and the State of California's Bureau of Statistics to the County Welfare Agencies

An employment forecast analyzing the employment growth in major industrial sectors was prepared by the California Employment Development Department (EDD) in 1995. Over the projection period of 1992 through 1999, total wage and salary employment in Fresno County will increase by 31,100 jobs for a total of 308,500. According to EDD, wage and salary employment will grow at an annual rate of 1.5% a year over the forecast period. It is estimated that 55,000 jobs will be needed during the next five years in order provide employment for all of the CALWorks recipient population.

STRATEGY

Projects submitted for consideration by the Federal Economic Development Administration (EDA) for fiscal year 1997-98 address the problem of chronic unemployment in Fresno

County by providing job opportunities in distressed areas. Some of these projects are located in rural cities and communities which have demonstrated a consistently higher unemployment rate. The focus of the projects is on continued expansion and diversification of the economic base. The following are projects currently in progress and are designed to create jobs:

- A. Public Works Project with the City of Firebaugh-Industrial Infrastructure Improvements
- B. Multi-year, Long-term Investment Strategy projects
 - 1. City of Clovis - Clovis Industrial Park Expansion
 - 2. City of Fresno - Roeding Business Park Redevelopment Project
 - 3. City of Huron - Huron Industrial Park, pump station and sewer line replacement
 - 4. City of Huron - Southeast Industrial Park Storm Drainage
 - 5. City of Sanger - Sanger Industrial Park Infrastructure
- C. Technical Assistance programs to help alleviate or prevent conditions of excessive unemployment or underemployment and problems of economically distressed populations in rural and urban areas. Current Programs with City of Coalinga, Malaga County Water District, and City of Sanger.

OVERVIEW

Fresno County employment growth, at current rates, is anticipated to continue through 1999, according to EDD. Nonagricultural wage and salary employment will grow at an annual rate of 1.4% a year over the forecast period, for a total of 23,500 nonagricultural jobs to be added by 1999.

Although Fresno County is attempting to increase economic potential, limitations do exist. Other things being equal, a 1% reduction in the unemployment rate means creating 3,700 new income jobs in the private sector for Fresno County residents. Fresno County's projected average annual unemployment rate for 1997 is 14.1%

Some broad based issues will shadow overall economic development in Fresno County. These issues are:

- Water availability and preservation of the agricultural base;
- Job growth and population growth;

- Lack of land parcels large enough (100 acres, or more) to attract large business to Fresno County without impinging on the agricultural base

The Economic Development Corporation (EDC), in conjunction with Fresno County and Valley employers, are working together to identify areas of land which may be available for future business/economic development use. EDC is currently concentrating its efforts on recruiting new businesses to locate in Fresno County and expanding existing businesses. The EDC staff will be contacting all businesses in the County to inform them of the services available and to determine what is needed to maintain the businesses or to expand in order to create more jobs.

(d) WELFARE-TO-WORK ACTIVITIES

The goal of Fresno County's CalWORKs is to move recipients of cash aid into unsubsidized employment. Achieving that goal will be a function of matching job-ready applicants and recipients to available job openings. Achieving job readiness for all CalWORKs recipients will require the greatest variety of welfare-to-work activities listed below.

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|--|--|
| <input checked="" type="checkbox"/> Unsubsidized employment | <input checked="" type="checkbox"/> Work study |
| <input checked="" type="checkbox"/> Subsidized private sector employment | <input checked="" type="checkbox"/> Self-employment |
| <input type="checkbox"/> Subsidized public sector employment | <input checked="" type="checkbox"/> Community service |
| <input checked="" type="checkbox"/> Work experience | <input checked="" type="checkbox"/> Job search and job readiness assistance |
| <input checked="" type="checkbox"/> On-the-job training | <input checked="" type="checkbox"/> Job skills training directly related to employment |
| <input checked="" type="checkbox"/> Grant-based on-the-job training | <input checked="" type="checkbox"/> Supported work |
| <input checked="" type="checkbox"/> Vocational education and training | <input checked="" type="checkbox"/> Transitional employment |
| <input checked="" type="checkbox"/> Education directly related to employment | <input checked="" type="checkbox"/> Adult basic education (includes basic education, GED, and ESL) |
| <input type="checkbox"/> Other (list) | |

WELFARE-TO-WORK ACTIVITIES DEFINITIONS

Unsubsidized employment - All employment other than subsidized employment

Work Study - Part-time employment opportunities restricted to eligible financial aid student/participants attending college classes

Subsidized private sector employment - Employment in the private sector in which all or a portion of the salary is provided by a funding source other than the employer

Self-employment - Participants with viable full-time self-employment opportunities are allowed up to six months exemption from participation in other work activities to develop their new business. At the end of the six months, participants must demonstrate full-time employment with at least minimum wage income. Participants not able to demonstrate success will be required to participate in required work activities.

Community Service - Nonsalaried work activity in public or private nonprofit organizations for eligible recipients who have completed their allowable period of welfare-to-work activities. Community service participants are required to participate in job search activities in addition to community service in exchange for their grant for as many hours as is required to meet their minimum number of required hours per week.

Work experience - Nonsalaried work experience in public or private sector positions that help provide basic job skills, enhance existing job skills in a position related to the participant's experience, or provide a needed community service that will lead to employment. Work experience is limited to 12 months, unless the welfare-to-work plan is amended to extend this period.

Job Search and job readiness assistance (Job Club) - A three or four week activity to teach participants job seeking and interviewing skills, an understanding of employer expectations, and skills designed to enhance an individual's capacity to move toward self-sufficiency.

On-the-job training - Subsidized employment in which a participant receives job skills training directly from an employer. The employer is partially reimbursed for wages and/or supervision and/or training costs. Once the specified training period ends, it is expected that the participant will be retained in an unsubsidized position by the employer.

Job skills training directly related to employment - Any type of job skills training that helps prepare a participant for employment.

Supported Work -A portion of employee's grant is paid to employer who, in turn, pays the employee. Supported Work is specifically used for the "hard to place worker" for a defined amount of time to allow for training on-the-job prior to hire.

Vocational education and training - Targeted, industry-related training and education, for a specific job provided either in a classroom setting and/or on a job site.

Transitional employment - Training for a certain type of job in an actual work setting. The job is set up for the participant and may involve some other training before beginning job. Participant receives a paycheck, but all or part the participant's cash aid may be used to help pay for wages for a determined amount of time.

Education directly related to employment- Any type of education that helps prepare a participant for employment.

Adult basic education - Includes reading, writing, arithmetic or adult basic education (ABE), high school proficiency, or general educational development certificate or GED, and English-as-a-second-language (ESL), and may require participation in a concurrent work activity.

Grant-based on-the-job training (formerly called "grant diversion") - Allows for learning a job skill while working. All or part of the cash aid may be used to help pay for wages for a determined time. Counties must ensure that participants in grant-based on-the-job training receive 100% of the maximum aid payment for which his or her assistance unit is eligible, in the instance that the employer does not pay the participant's wages.

Other (list) -Any other activities as necessary, within the CalWORKs program limits, to assist participants in obtaining unsubsidized employment.

(e) SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT SERVICES

Plan for Substance Abuse Services

SUBSTANCE ABUSE TREATMENT SERVICES

The County, through development and collaboration with the County Alcohol and Drug Program, will provide substance abuse assessment, referral, counseling and intervention to CalWorks participants. An effective system will be established that provides alcohol and drug services to participants whose substance abuse creates barriers to employment as part of a self-sufficiency plan. The County Welfare Department's past experience of collaboration with the County Alcohol and Drug Program in conjunction with Child Protective Services will be used to help develop protocols. The County will ensure, whenever possible, that services provided qualify for federal reimbursement of the non-state share of Medi-Cal costs. CalWORKs funding to the County Welfare Department for these services will be utilized as necessary. Services will reflect the county's commitment to Welfare-to-Work. Substance abuse treatment services shall include, but will not be limited to: evaluations, case management, substance abuse treatment, employment counseling, participation in Day Programs, Sober Houses, and other appropriate services. Participants in a substance abuse treatment service may be required to concurrently perform required work activities.

As part of the development of these new services, the proposed processes will be presented for a review by the appropriate advisory board.

(e) SUBSTANCE ABUSE AND MENTAL HEALTH TREATMENT SERVICES

Plan for Mental Health Services

MENTAL HEALTH EMPLOYMENT SERVICES

The County, through development and collaboration with the County Mental Health Department, will provide mental health counseling and intervention services to CalWORKs participants. The goal of these services is to provide participants, as part of a self-sufficiency plan, with the necessary treatment of mental or emotional disabilities that may limit or impair their ability to transition from welfare-to-work or retain in employment over a long-term period. Services will be developed in a manner consistent with the County's Welfare-to-Work program and the County's consolidated mental health Medi-Cal services plan. The County will ensure, whenever possible, that the services provided qualify for federal reimbursement of the non-state share of Medi-Cal costs. CalWORKs funding to the County Welfare Department for these services will be utilized as necessary. Services will include, but not limited to: screening, evaluation, assessment, case management, treatment and rehabilitation services, identification of substance abuse problems, a process for identifying individuals with severe mental disabilities and follow-up services that will enable participants to reach the goal of self-reliance.

As part of the development of these new services, the proposed processes will be presented for a review by the appropriate advisory board.

(f) MENTAL HEALTH SERVICES AVAILABLE AFTER TIME LIMITS

Participants who are diagnosed with mental or emotional disabilities that may limit or impair their ability to make the transition from Welfare-to-Work, or to retain employment over a long-term period will be referred to mental health employment assistance services, developed jointly by the county welfare department and the county department of mental health. The plan shall be consistent with both the county's Welfare-to-Work program and the County's consolidated mental health Medi-Cal services plan.

(g) CHILD CARE AND TRANSPORTATION SERVICES

Child Care

In order to ensure all families who are in need of child care services can access both the Resource & Referral (R&R) and the Alternative Payment Program (APP) providers, both the R&R and APP will co-locate with DSS, or otherwise be immediately accessible to expedite the application process for child care services. All documents and forms necessary to obtain child care assistance will be reviewed with the person requesting such assistance at the time of initial request, and any additional requirements for eligibility (such as income or provider verification) will be requested by the County or APP at that time. Should any further assistance be required by the family beyond the application process, it can be obtained by calling the family's assigned eligibility worker, job specialist, APP or R&R staff.

The Fresno County child care plan will include three stages, and will be designed to provide a seamless transition to each new phase.

Stage One

Stage 1 child care will be divided into a two-part process. The first section provides for the intake of new applications for CALWORKs services, and the second section serves ongoing CALWORKs families who are transitioning into the program (from AFDC and GAIN).

The applicant/recipient will be evaluated by the eligibility worker and the job specialist for participation in work activity components. The DSS staff will evaluate the appropriate child care stage for the family's placement. The department staff will inform the client of their CALWORKs plan, including the child care stage, and complete the application for child care services. The Resource & Referral Agency will be located on site at the department in order to provide convenient and expedient services to the clients.

Stage one child care will be provided by DSS, utilizing a system of authorization by DSS staff, and payment issuance by the Welfare Case Data System's GAIN Information System (GIS). Payments for child care will be authorized for new applicant families as they are placed into work activities, and for ongoing families transitioning from GAIN components on a flow basis, at the time the registrant signs his or her welfare-to-work plan.

Stage Two

All CALWORKs families who are eligible for Stage 1 child care services will be evaluated monthly for continued eligibility through the sixth month. Once the sixth month of Stage 1 child care is reached, or when otherwise found to be appropriate, the contracted APP providers will be notified to begin the process to transfer the client to Stage 2. This will

allow the APP approximately one month in which to obtain any necessary information, and to prepare to issue the child care payment without interruption. The APP providers will obtain any information from the family necessary to complete the transfer, and notify both the family and provider of the change in child care case managers.

Should insufficient funding be available for Stage 2 services, the family will remain in Stage 1. Circumstances will be reviewed monthly, and the family will be referred to the APP to transition to Stage 2 as soon as funds become available.

Stage three

The APP assigned to the family will complete an evaluation of the family's situation on a monthly basis, to determine the appropriate time to transition to Stage 3. Should insufficient funds be available in Stage 3, the family will remain in Stage 2. Circumstances will be reviewed monthly, and the family will be transitioned to Stage 3 as soon as funds become available.

Throughout each stage of CalWORKs child care, the R&R will be available to the families for information and referral to child care providers, should circumstances change.

Criteria for Exemption

According to CalWORKs, a six-month Infant Exemption may be imposed. Fresno County has opted to exempt the parent providing care from welfare-to-work activities until the child is twelve weeks of age. Any extension of this exemption will be applied on a case-by-case basis and may be extended until the youngest child is twelve months old based on the availability of infant care.

A parent will not be required to participate in a welfare-to-work activity if appropriate child care is not available. Any individual who indicates that child care is not available will be referred to the R&R for assistance in locating a provider. If the R&R verifies that no providers are available, the parent will be given one to three months exemption. When the exemption period has expired, the eligibility worker or job specialist evaluating the family's circumstances will contact both the parent and R&R, to determine if circumstances have changed. If child care is available, the parent will be considered for welfare-to-work activity. If a provider is still not available, the parent will be exempted an additional period of time.

Parents will be given a twelve week exemption for any subsequent births while on assistance. Every effort will be made to assist families to obtain quality, appropriate care for all children.

A welfare to work activity which is currently in the planning phase is a parenting education and child development component for parents with infants. This component will fulfill the individual's welfare to work requirement for the first three months of work activity, while providing valuable information for the new parent. An added benefit is the fact that the parent can take the infant along to the activity, thus eliminating the need for child care for the term of the component.

(g) CHILD CARE AND TRANSPORTATION SERVICES

Transportation

TRANSPORTATION SERVICES

Fresno County Department of Social Services (DSS) will take necessary steps to provide CalWORKs participants with available transportation services, when such services are used to increase participation in CalWORKs activities (job search, job training, child care, etc.) The county is collaborating with the Transportation Policy Board in expanding public transportation and hours of operation. Should additional funding be made available for expanding transportation services, DSS will negotiate with local transit authorities for this expansion.

In determining individual transportation needs, Job Specialist will consult with participants and authorize the most appropriate means of transportation. For participants who have their own vehicle, DSS will reimburse participants at a flat rate (amount of public transportation) within their service area (e.g. City of Fresno, City of Sanger, etc.) Individuals outside a service area will be reimbursed at the prevailing mileage rate. For CalWORKs participants who have access to public transportation, the most cost-effective bus fare will be determined by their Job Specialist (e.g. bus tokens, monthly bus pass) and issued. For limited emergency situations, vouchers are available for gas, oil, transmission fluid, etc. through the County's Fleet Services Department.

Transportation services providers who will be utilized by DSS for CalWORKs activities are listed below:

Metro Areas

Fresno Area Express (FAX)
Clovis Transit (Fixed Route and Demand Response Services)

Rural Areas

Auberry Transit	Mendota Transit
Coalinga Transit (In-Town Service)	Orange Cove Transit (In-Town Service)
Coalinga-Fresno (Inter-City Service)	Orange Cove - Fresno (Inter-City Service)
Firebaugh Transit	Parlier Transit
Fowler Transit	Reedley Transit
Huron Transit	Sanger Transit*
Kerman Transit	San Joaquin Transit
Kingsburg Transit	Selma Transit

*Fixed Route & Demand Response Services

Participants will be helped to think creatively about transportation alternatives and to identify back-up arrangements. Participants without their own vehicle or ready access to public transportation will need to identify alternative means. For example, participants can be encouraged to join car pools. Applicants and recipients who are engaged in the CalWORKs activity will be reimbursed for all necessary and reasonable transportation costs.

(h) COMMUNITY SERVICE PLAN

Fresno County will utilize its existing partnerships, and increase efforts in developing new resources, to provide community service activities for CalWORKs participants. Specific details of the Community Service Plan will be provided as an addendum to this Plan when fully developed.

(I) WORKING WITH VICTIMS OF DOMESTIC VIOLENCE

DOMESTIC VIOLENCE PROTOCOL

Fresno County is developing its protocol in collaboration with the local Fresno County Domestic Violence Roundtable. The Roundtable, chaired by a local family law judge, consists of members representing the following public and private organizations and individual entities:

- Fresno County District Attorney's Office
- Fresno Municipal Court
- Fresno County Probation Department
- Fresno County Superior Court
- Central Valley Municipal Court
- Fresno County Family Support Division
- Fresno County Department of Social Services
- Fresno County Public Defender's Office
- California Department of Corrections/Parole and Community Services Division
- Central California Legal Services
- Fresno Police Department
- Fresno County Health Department
- Young Women's Christian Association (local battered women's shelter)
- California School of Professional Psychology
- University Medical Center, Emergency Department
- Victims Services Advocates
- United States Probation Office
- Fresno County Sheriff's Department
- and local private citizens and advocates.

The purpose of the Fresno County Domestic Violence Roundtable is to reduce and prevent domestic violence in Fresno County by enhancing the response of public and private service providers.

DEFINITIONS

Fresno County defines domestic violence/abuse as follows:

"Domestic violence" means abuse perpetrated by and committed against a family or household member.

"Family or household member" means spouse, former spouse, or any other adult person who regularly resides in the household and has sexual relations with another family or household member residing in the household, or who within the last six months regularly resided in the household during which time he or she had sexual relations with another family or household member presently residing in the household.

"Abuse" is defined as battering or subjecting a victim to extreme cruelty by: physical acts that resulted in, or threatened to result in physical injury; sexual abuse; sexual activity involving a child in the home; being forced to participate in nonconsensual sexual acts or activities; threat of or attempts at physical or sexual abuse; mental abuse; neglect or deprivation of medical care; or stalking.

A sworn statement by the domestic abuse victim is sufficient to establish abuse unless documentation exists that indicates a reasonable basis to find the recipient not credible.

In lieu of a sworn statement, other verification may be provided such as but not limited to: police reports, government agency or court records or files; documentation from a domestic violence program, legal, clerical, medical or other professional written verification from whom the applicant or recipient has sought assistance in dealing with abuse; or other evidence, such as a statement from any other individual with knowledge of the circumstances that provide the basis for the claim, or physical evidence of abuse, or any other evidence that supports the statement.

IMPLEMENTATION

In accordance with the protocol, and with input from the Fresno County Domestic Violence Roundtable, the county will:

- ◆ Institute mandatory sensitivity training to be given by a qualified domestic violence intervention provider as to recognizing behavioral and psychological indicators associated with victims of domestic violence.
- ◆ Establish a local provider list of domestic violence intervention resources.

Fresno County recognizes that victims of domestic violence may require counseling and other treatment services to cope with issues related to the parent and child's well being. In some instances participation in welfare-to-work activities may be recommended concurrently with treatment services. In each instance when the participant declares domestic violence as a reason for not participating in a CalWORKs welfare-to-work activity, the situation will be evaluated periodically for re-entry into the sequence of required work activities.

Pending the outcome of proposed federal legislation, both time limits and work participation requirements shall not be waived.

(j) PERFORMANCE OUTCOMES TO MEET LOCALLY ESTABLISHED OBJECTIVES

Fresno County will fully comply with the federal and state evaluation and tracking provisions contained in Section 10541 of AB 1542 (Chapter 270, Statutes of 1997). In doing so, the County will closely monitor its CalWORKS implementation to ensure that all legally-mandated deadlines to implement each program component are met.

The Fresno County Board of Supervisors did not identify any local performance outcome measures to be tracked. If any additional local outcome objectives are developed subsequent to the submission of this plan, they will be forwarded to the State in the form of a CalWORKS Plan addendum or amendment. As required by Section 10542 of AB 1542, any such addendum will include an explanation of how the outcomes were identified, the data Fresno County intends to collect to monitor them, and the data collection methodologies that would be utilized.

(k) PUBLIC INPUT TO THE COUNTY PLAN

Fresno County held 14 public hearings throughout the county from November 18, 1997 through December 3, 1997 in order to solicit public input on the draft plan. These meetings were publicized utilizing a variety of media presentations and held in schools and community centers throughout the county. The results of these meetings indicated concerns in the areas of child care, transportation, and worker displacement, among others. Public input has been considered in the development of the County's Plan.

In addition to the public hearings, Fresno County has been committed to community involvement in the formation of a CalWORKs plan and has provided many avenues for community comment.

Client Input

Fresno County Department of Social Services conducted its first client survey in May 1997. Information was gathered from 500 clients at various points of entry at the Department of Social Services. The purpose of the survey was to determine client job readiness. The survey requested information regarding their employment history, barriers, and direction for providing employment services. The findings indicated that the clients represented an accurate cross section of the department's overall cash assistance population. The results revealed that generally, those interviewed had greater work experience than expected although perceiving themselves to have many barriers. The majority of the respondents reported that "they would find a way to support their families in the absence of public assistance".

Recently a second client survey was conducted from October 24, 1997 through October 29, 1997, client surveys were distributed throughout Fresno County's Eligibility departments, CalWORKs departments, school districts, and Fresno City College requesting client input and participation in a Client Advisory Meeting. On October 30, 1997, recipients and applicants alike came together to express their concerns and to make suggestions.

Surveys were available in English, Hmong, Laotian and Spanish, with translators in other languages available, as needed to receive information. The surveys requested client input in the areas of supportive services needs, domestic violence, and employment history,

250 surveys were returned from around the county. Results included:

1. Approximately 24% of respondents reported they had lost a job in the last 5 years due to lack of child care, transportation, licenses, tools or housing.
2. Approximately 40% of respondents had been on aid more than 5 years.
3. 25% of respondents admitted to having been a past or present victim of domestic violence

The issues addressed at this client input meeting included concerns about the availability of child care, work activity participation requirements, lack of jobs in the valley, exemptions for small children, mandatory school attendance and effects on family with respect to problem children, gang activity and fear of leaving teens without supervision while parent(s) are working, lack of transportation and diversion suggestions.

Community Organization Input

Community member organizations and business alike have been continually meeting in various capacities for the past year to address welfare reform issues. Fresno County Department of Social Services (DSS) staff have been conducting welfare reform presentations to community organizations, businesses, educational community, and public sector groups who have requested the most up-to-date information available. To date, DSS has provided approximately two hundred such presentations, affording participants the opportunity to provide input.

(I) SOURCE AND EXPENDITURES OF FUNDS

Attachment "A" and Attachment "B" provide an overview of the county's estimated expenditures and source of funds for the CalWORKs Program. These budget pages reflect that Fresno County will expend its full Maintenance of Effort (MOE), which is that amount expended by the County for similar activities during fiscal year 1996-97.

(m) ASSISTING FAMILIES TRANSITIONING OFF AID

Transitional Assistance Due To Employment

Employed participants transitioning from cash aid will be eligible to receive the transitional support services for a six month period from the date of hire. The County's rationale for this time period is that participants who have been able to maintain a job for 180 days, have most likely been successful in overcoming barriers to employment. Case management activities will focus on retention and rapid re-employment services. The County will offer an array of services which may include:

- ◆ Assistance in accessing benefits and services outside public assistance.
- ◆ Job search and development assistance for re-employment
- ◆ Resume preparation
- ◆ Peer Group Support
- ◆ Job Hotlines
- ◆ Training on budgeting
- ◆ Assistance in problem-solving, crisis management, interacting with supervisors and co-workers
- ◆ Job progression/job promotion discussion to assist participants to understand the first job may not be the ideal one, but may be a stepping stone to a better job(s)
- ◆ Program staff follow-up with the participant, as necessary, to build a cohesive working relationship with employer

Transitions Due to Time Limits

Participants may transition off aid due to time limits under two circumstances. In both circumstances, the Cal/WORKs participants will lose cash aid.

Welfare to Work Time Limits - In this case, the recipient has received the maximum amount of welfare-to-work activities and has refused to accept available employment, failed to comply with a self-sufficiency family plan, or refused community service (18 months for applicants, or 24 months for recipients). This parent will be ineligible for cash aid and not eligible for any other services.

60 Month Time Limits - Fresno County understands the necessity of providing families on aid all feasible services to assist them become self-reliant and independent of public assistance. To this end, the county will provide the following pro-active sequence of services to help prevent assistance units from reaching the 60-month time limit and not achieving the goal of self-reliance.

At the 18-month time period for applicants (or 24-month time period for recipients), program staff, where deemed appropriate, will meet with the family to assess any barriers that had not been previously apparent, or were thought to have been resolved, i.e. child abuse, drug or alcohol issues. At this juncture, a new family

welfare-to-work/family self-sufficiency plan will be developed to assist in overcoming any unaddressed barriers to employment. A six-month extension of work activity services may be authorized at this time if it is apparent that, with further work-activity assistance, there is a good chance for employment (for applicants only). If no further work activity will be beneficial, or the 24 month limit has been reached the participant will be assigned a community service activity to be performed in conjunction with job search, until either employment is obtained, or the participant reaches the 48-month time line.

At the 48-month time line, a home call (or other appropriate contact) will be made to the household, to assess any other barriers to employment in an attempt to provide all possible services to the participant family approaching the 60-month time limit. Two months before the 60-month time limit, if the participant is still unemployed, he/she will be provided with assistance in accessing benefits and services outside public assistance, as well as discussion/information on budgeting, housing, etc., and the impact transitioning the parent(s) off aid will have on the family. Cal/WORKS recipient adults who have received the maximum 60-months of cash aid assistance will be ineligible for further cash aid. However, any eligible children under 18 years of age in an assistance unit in which the parent(s) are no longer eligible for cash aid will continue to receive assistance in the form of vouchers.

(n) JOB CREATION

Fresno County has been notified that it will receive \$115,461 from the Job Creation Investment Fund. This allocation is a part of a \$4.5 million grant to be administered by the California Trade and Commerce Agency.

The Fresno County Board of Supervisors will submit the resolution needed to receive the allocation. In the resolution, the Board will identify the appropriate Job Creation Task Force and designate a local economic development organization to coordinate the Job Creation Task Force. The resolution will be submitted by the May 1, 1998 deadline.

(o) OTHER ELEMENTS

Pilot Projects

On November 15, 1997, Fresno County Department of Social Services in conjunction with the Office of the District Attorney has applied for participation in the three year Employment and Training Services for Noncustodial Parent project funded by the California Department of Social Services. The Fresno County District Attorney's Office, Department of Social Services, Family Court Services, the Fresno County Economic Opportunities Commission and Fresno Works Council of Partnership (FresnoWorks), a consortium of job placement and employment training organizations, have worked jointly to develop a program which will provide the full array of services described in CDSS's Request for Proposals. Services will include an initial assessment of work history, job readiness skills, education aptitude, job search, job training, mediation services to resolve visitation disputes, and parenting education designed for this client group.

Fresno County Department of Social Services in collaboration with the California Department of Rehabilitation, and Fresno County's Health Services Agency submitted a proposal to participate in the Employment Readiness Demonstration Project. The three year project will assist CalWORKs recipients with multiple barriers to obtain and maintain entry level employment. Services will target individuals who require intensive, specialized employment services which may include supported work training, short-term vocational training and supportive services for substance abuse treatment, mental health or domestic violence problems.

There are no other pilot projects that Fresno County has identified at this time. The department reserves the option to submit a pilot project proposal at a later date in the form of an addendum to the County's plan.

(o) OTHER ELEMENTS

Diversion Assessment and Eligibility Determination.

AB1542 imposes a state-mandated local program which requires each county to provide diversion services as an alternative to CalWORKs benefits under certain circumstances. Fresno County plans to emphasize employment early in the applicant's entry into public assistance. Diversion services will be available, if applicable, to resolve the circumstances that require the family to apply for assistance. Diversion funds are intended to assist job-ready or currently employed applicants who are likely to be able to avoid the need for extended assistance by being provided diversionary assistance.

After an eligibility determination has been completed, eligible participants will be assessed for appropriateness of diversion services. Participants will understand and agree that they will not be eligible for assistance for the period the diversion assistance (loan) offsets their grant. Participants have the right to decline diversion and still be eligible for cash aid.

Should the client return for services as a result of an unsuccessful diversion (e.g. client borrows diversionary monies equal to three times the Maximum Aid Payment and returns after two months to apply for aid), applicant will be required to reapply for cash assistance and sign a welfare-to-work plan to participate in required work activities. Any Diversionary overpayments will be recouped either through cash repayment (at the rate of 10% reduction per month until paid off) or counted towards a client's 60-month lifetime limit. The client has the right to decide how the loan will be repaid.

After a successful use of Diversion services, applicants may reapply for Diversion if such services will prevent the use of CalWORKs funds being issued.

Diversion services may include job services provided prior to the determination of eligibility with a full range of linking services to employers and employment. The following criteria may be used to determine if the applicant would likely be able to avoid receiving cash assistance by such diversion assistance.

1. Applicant's employment history
2. The likelihood that the applicant will be able to obtain immediate full-time employment, maintain full time employment, or turn part-time employment into full-time employment with such assistance.
3. The applicant household's prospects for employment given employable family members' skills, aptitudes, and current labor market needs
4. Housing stability

5. Availability of adequate child care
6. The applicant's assistance need(s)
7. Welfare dependency history
8. Does the applicant have an employer interested in hiring him/her, but needs supportive services in order to get hired?

Use of Diversion Services/Payments may include but is not limited to:

1. Tools/uniforms
2. Automobiles
 - a. Car payments for a client-owned vehicle, or a down payment for a low-cost used automobile.
 - b. Automobile repairs
3. Automobile insurance payments
4. California Driver's License costs
5. Temporary transportation assistance, which may include a bus pass or money for gasoline.
6. House payment or house/apartment rental payment assistance
7. Up front, temporary child care payment assistance
8. Clothing for employment
9. Other licenses/certificate fees, e.g. forklift certification, etc.
10. Resume preparation, job placement assistance and referral information
11. Driving record costs (when record is required for employment), drug screen costs or fingerprinting/background costs when required for employment.
12. Transportation out of county or state for both client and family for employment (costs would be dependent on geographical location of job, and could include rental/utility deposits).
13. Union dues

All diversion determinations will require a Supervisor's approval prior to issuance.

(p) COMPLIANCE WITH REQUIREMENTS OF CalWORKs

Fresno County has opted to require adults in single parent assistance units to participate in a work activity for a full 32 hours per week beginning January 1, 1998, or when the County's CalWORKs plan is approved. The selection of the 32 hour per week requirement most closely approximates full-time employment. The 32 hour requirement will be met through employment hours in combination with other work activities when necessary.

(q) INTERACTION WITH AMERICAN INDIAN TRIBES

There are three American Indian Tribes located on rancherias in Fresno County: Big Sandy, Table Mountain and Cold Springs. DSS has been in contact with representatives from each tribe and they have indicated that at this time they are electing to have the County's CalWORKs program provide eligibility services. On an individual basis, they will be choosing between the California Indian Manpower Consortium's Native Employment Works (NEW) Program and the County's CalWORKs employment services. To ensure an equitable access to tribal members, efforts are underway to expand services on a periodic outstationing basis to the Rancherias.

CERTIFICATION

THIS PLAN HAS BEEN DEVELOPED IN ACCORDANCE WITH THE APPROPRIATE FEDERAL, STATE AND COUNTY LAWS AND REGULATIONS. THE TERMS OF THIS PLAN, INCLUDING ALL CERTIFICATIONS WITHIN THIS PLAN, AND ALL APPLICABLE LAWS AND REGULATIONS WILL BE FOLLOWED DURING THE IMPLEMENTATION AND EXECUTION OF THIS PLAN.

Fresno County Department of
Social Services



ALAN PETERS, ACTING DIRECTOR

Fresno County Board of Supervisors



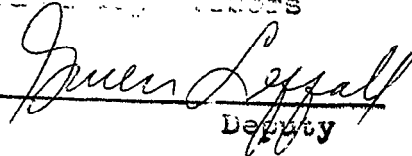
STAN OKEN, CHAIRMAN

DEC 16 1997

ATTEST:

SHARI GREENWOOD, Clerk
BOARD OF SUPERVISORS

By


Deputy

**FRESNO COUNTY PLAN BUDGET
1997/98 State Fiscal Year
Section 1**

Attachment "A"

	Total	TANF/State General Fund	County Funds	Other**
Total CalWORKs Assistance	\$ 213,465,015	\$ 208,128,390	\$ 5,326,625	
Benefit Payments	\$ 213,365,015	\$ 208,030,890	\$ 5,334,125	
Diversion Services	\$ 100,000	\$ 97,500	\$ 2,500	

	Total	FCS	State General Fund	County Funds *	Other **
Food Stamp Administration (For County MOE Purposes)	\$ 9,147,209	\$ 5,629,376	\$ 2,563,162	\$ 954,671	

* When combined with food stamp administration, the total level of estimated county funds for CalWORKs administration and services should meet the requirement of Section 15204.4 of the W&I Code which specifies that counties expend an amount for these programs that, when combined with the amount expended for the administration of the food stamp program, equals or exceeds the amount expended for corresponding activities in 1996/97.

** If other sources of funding are being made available for an activity, please identify on a separate page.

Fresno County Plan Budget 1997/98 State Fiscal Year

Attachment "B"

Section 2

Note: The following categories are for information purposes only and are not an indicator of specific claiming categories

	Total	TANF/State General Fund	CCDBG	Title XIX	County Funds *	Other **
TOTAL CalWORKs Admin & Services Items (A) thru (D)	\$ 42,586,834	\$ 32,998,069	\$ 5,915,868		\$ 3,672,897	
(A) TOTAL CalWORKs Single Allocation Items (1) thru (7)	\$ 35,821,405	\$ 32,146,508			\$ 3,672,897	
(1) Benefit Administration	\$ 16,468,207	\$ 13,937,780			\$ 2,530,427	
(2) Program Integrity (Fraud)	\$ 2,533,535	\$ 2,461,503			\$ 72,032	
(3) Staff Development/Retraining	\$ 168,996	\$ 155,371			\$ 13,625	
(4) Welfare-to-Work Activities	\$ 12,232,156	\$ 11,274,136			\$ 958,020	
(5) Cal Learn	\$ 2,738,511	\$ 2,667,258			\$ 71,253	
(6) Child Care - 1st half of 1997/98	\$ 1,680,000	\$ 1,652,460			\$ 27,540	
(7) Other Activities ***						
(B) Child Care - 2nd half of 1997/98	\$ 5,915,868		\$ 5,915,868			
(C) Mental Health Treatment	\$ 386,164	\$ 386,164				
(D) Substance Abuse Treatment	\$ 463,397	\$ 463,397				

* When combined with food stamp administration, the total level of estimated county funds for CalWORKs administration and services should meet the requirement of Section 15204.4 of the W&I Code which specifies that counties expend an amount for these programs that, when combined with the amount expended for the administration of the food stamp program, equals or exceeds the amount expended for corresponding activities in 1996/97.

** If other sources of funding are being made available for an activity, please identify on a separate page.

*** Please identify "other activities" on a separate page.