

BUTTE COUNTY WORK PAYS

Addendum #4 – Welfare-to-Work Grant Program

September 2000

WtW Grant Partners

The names of the WtW Grant Partners CWDs are working with (85 percent, 15 percent, and 25 percent WtW Grant operating entities).

In Butte County, the Department of Social Welfare has contracted with the Private Industry Council (PIC) for their WtW Grant services.

Description of the Coordination of Efforts

A description of the coordination efforts between the CalWORKs welfare-to-work and the local WtW Grant Partners to ensure services are not duplicated, including:

- *A list of the eligible population(s) the CWD will focus on serving. If there is no specific focus, please indicate in the addendum.*

The Community Employment Center Executive Team set policy. The responsibility of the “One-Stop” Management Team is to ensure operations of the policy are implemented.

The Department of Social Welfare (DSW) certifies to PIC the individuals who are eligible to participate in the WtW Grant Program. Certification to participate is completed by identifying specific barriers to employment. Established barrier criteria and a referral process are in place.

- *The linkages established between the local Child Support Services agencies to identify and serve NCPs with the WtW Grant State match if applicable.*

Non-Custodial Parents (NCP) currently have access to employment services through One-Stops.

PIC and the DSW are developing a specialized plan, which includes partnering with other county agencies, i.e., District Attorney-Family Support, Behavioral Health, and Public Health. The goal of this collaboration will be to offer the NCP the opportunity to gain work experience and/or training that will lead to paid employment. The collaboration will include a component to identify barriers to employment and a plan of action. The goal for the NCP is to share financially in the personal responsibility for their dependent children.

Narration Describing the CWDs Coordination

A narration describing the CWDs' coordination of the State WtW Grant matching fund dollars with local WtW grant partners for welfare-to-work activities. For example:

- *If applicable, an explanation of how the CWD is passing the State match through to the Local Workforce Investment Boards (LWIBs) or other providers and what services are being provided with the matching funds.*
- *To ensure services are not being duplicated, a description of what services and activities are being provided with the State match dollars and who is providing the services if they are not provided by the CWD.*

The goal of the Butte County Work Pays – Welfare-to-Work Grant Program is to provide work experience, equipping the individual to compete for employment in the public and private sector.

PIC, DSW, and the training & education community have collaborated. Training & Education are embedded in all work experience. Training & Education providers are Butte College, County Schools, and / or Adult Schools.

The following activities are examples of how the State WTW match funds have been or will be used through the Private Industry Council.

Computer Recycling and Warehousing: This three-prong program provides participants a hands-on opportunity to learn the basics of warehousing from procuring and sorting the merchandise to inventory control, warehouse set up, forklift operation, shipping and receiving –all while they are simultaneously learning appropriate work site behaviors and strategizing with their peers (under the direction of professional staff) on methods for resolving issues such as child care.

Participants will learn to dismantle computers, sort and identify parts and perform basic assembly tasks. Actual re-construction of computers will be taught in the course of the work. Participants will see their finished work shipped to school age children throughout the State.

The advanced component of this training will be provided via a partnership with Regional Occupational Program (ROP) and California State University, Chico (CSUC). Participants will have an opportunity to be trained in the installation and maintenance of high demand networking systems, using the most current equipment.

- **Elder Care:** This multi-level program addresses the interests of participants that would like to get into the medical field.

A sheltered workshop format will be adopted to provide very entry level training in home health safety checks, volunteer convalescent hospital activities such as walking, feeding, or reading to patients, handing out meals and picking up trays, housekeeping and laundry services.

PIC is in the process of expanding an existing senior nutrition program for low-income adults, as well as partnering with the County In-Home Supportive Services (IHSS) program. Appropriate work site behaviors and personal hygiene will be integrated in the curriculum.

In addition to the existing Certified Nurses Assistant (C.N.A.) training, plans are being developed to create a Licensed Vocational Nurse (L.V.N.) program. The goal of this program will be to provide an opportunity for participants who are working as C.N.A.s to upgrade their skills and advance in their career.

- **Northern California Food Service & Baking School:** Participants work and acquire training in a full range of food service activities including customer service, bussing tables, waiting on tables and hosting, cashiering, food preparation, cooking methods and presentation, meal planning and nutrition, cost, inventory, and food product identification and selection. A baking component is included to train interested participants in the art of specialty bread baking and sculpting. Successful participants have an excellent chance of securing private sector employment in this high-demand field.
- **Greenhouse:** This training and education program was created for those participants who are interested in working with their hands in an outdoor setting. Participants acquire experience in operating a variety of heavy equipment, become knowledgeable on basic mechanical maintenance and construction maintenance, in addition to basic greenhouse operating systems.

All phases of crop production, plant identification, soil analysis, irrigation systems, harvesting and crop packaging, display and distribution are covered.

- **Individual On-The-Job Training (OJT):** This is an excellent opportunity for individuals to learn professional etiquette and skills in their field of interest and aptitude. The goal is to provide the individual the opportunity to gain experience and compete for positions in which they qualify.

PIC has developed an alternative program to meet the needs of CalWORKs welfare-to-work participants, where major barriers have been identified and the participant has been unable to transition to unsubsidized employment.

PIC is partnering with Behavioral Health, Butte College, Oroville Adult School, ROP, Parent Education Network (PEN) and the Community Action Agency (CAA) to deliver these services:

- Daily van pick-up and return for eligible participants,
- Basic Work Skills Acquisition (including hygiene and grooming),
- On-site Behavioral Health counselors,
- Drug and Alcohol Cessation counseling,
- Domestic violence counseling and intervention strategies,
- Literacy and Life Skills training specific to working families,
- Transportation resolution,
- Alternative Childcare Strategies,
- Family Wellness Strategies and a link to Public Health,
- Performance-based stipends.

A description of the mechanisms the CWD and WtW Grant Partner Use

A description of the mechanisms the CWD and WtW Grant partners use for identifying, referring and serving WtW Grant eligibles, which includes the new eligible populations established with the passage of H.R. 3423.

- Developed a Certification Form.
- DSW Case Manager certifies the person is eligible and refers to Work Experience provided by PIC.