

(o) OTHER ELEMENTS

*Pilot Projects: Include description of any pilot projects that the county may wish to pursue and submit a separate proposal for, as part of its **CalWORKs Program**. Should the county later determine an interest in a pilot proposal, this information could be submitted as an addendum to the County Plan.*

At this time, San Bernardino County will not pursue any pilot projects as part of its CalWORKs Program. We will submit an addendum to the County Plan, if we determine an interest in the future.

Grant Programs: the Welfare to Work grant program funded by the Dept. of Labor will enable San Bernardino County to provide additional employment and training services.

Welfare to Work Grant Program

Grant Program Partners

The San Bernardino County Welfare Department (CWD) is working with the following U.S. Department of Labor Welfare to Work Grant Program partners:

- City of San Bernardino Private Industry Council – formula grant funds
- San Bernardino County Private Industry Council – formula grant funds
- Housing Authority of San Bernardino – competitive grant funds (15%)

Coordination of WtW Grant Activities with the WtW Grant Partners

The Private Industry Council (PIC's) reviewed San Bernardino County's CalWORKs Plan and discussed the activities available through the Welfare to Work (WtW) grant. The two entities agreed that the County Welfare Department (CWD) and the Jobs and Employment Services Department (JESD) would provide CalWORKs Employment Services followed by Assessment. All eligible TANF recipients are referred to Post-Employment or Job Retention services with Welfare to Work (WtW) contract service providers. This satisfies the requirements of the welfare reform bill AB 1542 and the County's CalWORKs Plan for all welfare recipients to test the labor market through job search prior to receiving other services.

Following Employment Services and Assessments employed TANF recipients will be referred to San Bernardino County's One-Stop Centers for referral to appropriate contract service providers. The Jobs and Employment Services Department is the administrative entity for the One-Stop Centers which ensures speedy referrals and placement. Post-Employment services and Job Retention services are the focus of WtW contractor services. Contractors may recruit participants but eligibility and placement are the responsibility of JESD.

The Housing Authority of San Bernardino county (HA) received a WtW competitive grant. TANF recipients who are determined to be eligible for WtW services will be referred to the HA. The HA's competitive grant project offers employment to participants while they are training in one

of several aspects of property management. Participants will work and train in this field for two years, at which time they will be able to start property management companies of their own, or go into unsubsidized employment in the field.

All WtW activities under the formula grant and the competitive grant will assist in meeting the Work Participation Rate (WPR) established for TANF recipients, as well as the goals of the local CalWORKs Plan.

CWD Identification and Referral of CalWORKs Recipients to WtW Grant Partners

In San Bernardino County, JESD/CalWORKs staff determine Welfare to Work eligibility of TANF applicants or recipients and record the eligibility factors on the JTA system for reporting to DOL. Potential WtW eligibility is determined using several resources. Length of time on aid will be determined from the quarterly MEDS report sent from the California State Department of Social Services (CDSS). Earned income during the previous year is available on the welfare database and the lack of a GED or High School diploma is recorded on CPTS (JESD's computer system). Low scores in Reading or Math are determined through assessment testing.

In accordance with San Bernardino County's "Work First" philosophy WtW eligible participants follow the CalWORKs program path. All are referred to Employment Services as the first activity.

Prior to referral for placement with providers WtW eligible participants attend Assessment. This activity consists of some combination of grade placement tests in Math and Reading, work-related interest and aptitude inventories such as the COPES battery, and a description of the participant's skills, abilities, and work history. The Assessment report includes recommended occupations and services appropriate for achieving self-sufficiency.

After Assessment, the JESD Employment Specialist (ES) refers the participant to the nearest JESD One-Stop Center. A copy of the Assessment report accompanies the referral documents. The Employment Specialist at the One-Stop Center evaluates whether Job Retention and/or Post-Employment Services meet the participant's needs. The ES assists the participant in completing the Welfare to Work Plan and places the participant with a contract service provider. One-Stop Center staff enroll the participant in the JTA computer system and begin tracking on the JESD computer system for reporting to CDSS.

For the competitive grant project, eligible participants are referred to the Housing Authority of San Bernardino in essentially the same manner; however, a JESD Employment Specialist who is outstationed in the Housing Authority offices provides case management.