

Alameda County Social Services Agency

County CalWORKs Plan

WtW GRANT ADDENDUM - September 21, 2000

WtW GRANT PARTNERS

The names of the WtW Grant partners CWDs are working within each county (e.g., 85 percent, 15 percent and 25 percent WtW Grant operating entities):

The Alameda County Social Services Agency (SSA) CalWORKs Program has partnered in working with the following WtW Grantees:

Alameda County Workforce Investment Board – 85% WtW Formula Grant to WIB

Service Delivery Area: All of Alameda County excluding the City of Oakland

First year WtW formula funding provides job retention and post-employment services through the 6 EASTBAY Works One-Stops located within the service delivery area. This expands the enrollments and capabilities of the EASTBAY Works DOL WtW Competitive Grant Project. In addition, two agencies received WtW formula funding to implement Community Projects for placement, training, job retention and post-employment services.

Project timeline: July 1998 – June 2001

Participants: serve 300 through One-Stops in Alameda County plus 65 served through the 2 Community Projects

Second year WtW formula funding will allow the One-Stops to continue to provide job retention and post-employment services to WtW-eligible CalWORKs recipients.

Project timeline: July 1999 – July 15, 2002

Participants: serve 175 through the One-Stop Career Centers in Alameda County

Oakland Private Industry Council - 85% WtW Formula Grant to WIB

Service Delivery Area: City of Oakland

First year WtW formula funding provides job retention and post-employment services through the 2 EASTBAY Works One-Stops located in Oakland. This expands the enrollments and capabilities of the EASTBAY Works DOL WtW Competitive Grant Project.

Project timeline: July 1998 – June 2001 and 2nd year funding July 1999 – June 2002

Participants: serve 1,000 in Alameda County

EASTBAY Works One-Stop Career Center System – 25% WtW DOL Competitive Grant

A two-county collaborative of four Private Industry Councils – Alameda County, Oakland, Contra Costa County and Richmond PICs with 16 One-Stop locations covering Alameda and Contra Costa Counties. EASTBAY Works One-Stops provides job retention and post-employment services to CalWORKs recipients. Services are designed to increase earnings and to improve employment opportunities, which may include training, education and/or placement, and are developed on a case management basis to address the needs of the individual and their family. Coordination with each

County's CWD is provided on a regional – two-county basis by the collaborative, where each CWD is a partner, and on a local level with each One-Stop's respective CWD.

Project timeline: July 1998 – June 2001

Participants: serve 360 in Alameda County and 120 in Contra Costa County

City of Oakland – Aging, Health & Human Services – 25% WtW DOL Competitive Grant

The City is working with local Head-Start programs to identify CalWORKs recipients and targeting individuals in subsidized housing and those who are non-custodial parents. After an assessment for job readiness, participants enter paid work-experience in combination with training provided by the Center for Employment Training (CET). Job placement, job retention and post-employment services are provided throughout the project period.

Project timeline: July 1998 – June 2001

Participants: serve 275

Youth Employment Partnership – 15% Governor's WtW Grant Project

A Community-Based Organization in Oakland providing an employment program in the de-construction industry targeted to CalWORKs recipients who are 18 – 29 years of age. Skills training is provided during the employment period with placement, job retention and post-employment services delivered during the life of the project.

Project timeline: September 1998 – March 2001

Participants: serve 125

Jobs For Homeless Consortium – 25% WtW DOL Competitive Grant

A Community-Based Organization in Oakland providing employment and placement services to CalWORKs recipients with an emphasis on those who are homeless. The program is providing a full range of services from placement through job retention and post-employment.

Project timeline: October 1998 – June 2001 (requesting an extension)

Participants: serve 200

New Bridge Foundation – 15% Governor's WtW Grant Program

A Community-Based Organization in Oakland providing job readiness, employment activities and non-medical substance abuse treatment services to WtW-eligible CalWORKs recipients. The NBF will partner with Building Opportunities for Self-Sufficiency (BOSS) and American AIDS Support Services & Survival Institute (AMASSI) to provide support services to substance addicted clients.

Project timeline: April 2000 – June 2002

Participants: serve 100

**Comprehensive Integrated Resources for CalWORKs Limited English Speakers (CIRCLES)
15% Governor's WtW Grant Program**

A Community-Based Organization in Oakland serving the lower San Antonio Neighborhood. This is an intensive Welfare-to-Work program for Limited English and non-English Speaking WtW-eligible CalWORKs recipients.

Project timeline: February 2000 – August 2001

Participants: serve 200

AmericaWorks Partnership – 15% Governors WtW Grant Program

The America Works Partnership will coordinate with the Oakland Housing Authority to assist public housing residents in obtaining employment in the construction industry. Targeted population will be CalWORKs recipients who have English language and educational deficiencies. Eligible participants will participate in a pre-apprenticeship work experience program where they will learn basic construction skills.

Project timeline: (contractor could not be reached)

Participants:

COORDINATION OF WELFARE-TO-WORK ACTIVITIES

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

The Alameda County Social Services Agency (SSA) is involved in the following efforts to develop and maintain coordination with the local WtW Grant partners:

WtW DOL Grantees Coordination – A series of monthly meetings with the WtW Grantee Programs to discuss referral, outreach, eligibility, enrollment, participation, case management, and coordination issues. These meetings, initiated in October 1998 by U.S. Department of Labor (DOL) staff in the DOL Region IX Office, were designed to provide technical assistance to the WtW Grantees and SSA from the federal perspective of the WtW Grant Program. SSA CalWORKs and WtW Program staff have maintained active participation in these meetings to continue coordination efforts between the CalWORKs and WtW program activities. This provides an effective forum to highlight and resolve issues for both programs and to ensure that CalWORKs recipients enrolled into WtW Grant projects are being supported by both programs.

EASTBAY Works DOL Competitive Grant - This project is one of the First Round DOL WtW Grants awarded in June 1998. Two key elements in the success of the proposal being funded were: the regional approach to job retention and post-employment services through the two-county EASTBAY Works One-Stop system; and, the cooperation of the County Welfare Departments to effect the coordination of services to WtW-eligible CalWORKs recipients.

Alameda County SSA is assisting the One-Stop Centers in determining WtW eligibility and in developing a participation plan for individual clients being served by the One-Stops. CalWORKs Employment Counselors have been outstationed at the One-Stop Centers to directly assist recipients and One-Stop staff to coordinate and link CalWORKs activities and services with WtW program activities and services. Procedures for the outreach to, and referral of, CalWORKs recipients to the One-Stop Centers continue to be developed, implemented and improved through the coordination efforts of the Employment Counselors and the One-Stop staff.

EASTBAY Works WtW Work Team - This work team of the EASTBAY Works Systems Planning Group was co-chaired by CalWORKs Program staff from the Alameda and Contra Costa CWDs. Members of the team included WtW Grantees, One-Stop staff and various community organizations providing services to CalWORKs recipients. The team addressed issues of referral, recruitment, outreach and service availability for WtW eligible CalWORKs recipients. The team took the responsibility to review and recommend two neighborhood project areas, one in Alameda County and one in Contra Costa County, for direct services to CalWORKs recipients available through the Regional Workforce Preparation & Economic Development Act

(RWPEDA) Grant to EASTBAY Works. Coordination with CWD is a factor in the delivery of these RWPEDA Grant direct services.

A model for a Memorandum-of-Understanding (MOU) for the delivery of WtW services was developed through this work team. The first completed and signed MOU is between SSA and the Oakland PIC. SSA will use this model in developing WtW services MOUs with other EASTBAY Works One-Stops and with WtW Grantee Projects.

Regional Workforce Preparation & Economic Development Act (RWPEDA) Grant - This is a State-funded demonstration project awarded to the EASTBAY Works collaborative in June 1998. Both the Alameda and Contra Costa CWDs were among the partners preparing and submitting the competitive proposal for this project. EASTBAY Works is one of six collaboratives to be awarded project funding. The partnering agencies for this project are the four PICs of EASTBAY Works, and the County Welfare Departments, Community Colleges, County Offices of Education, and County Economic Development Agencies in both Alameda and Contra Costa counties.

The primary goal of the RWPEDA Project is to further the systems coordination of the partnering agencies in the delivery of workforce preparation and economic development activities in the two-county East Bay region. Within the grant plan is the delivery of direct services to WtW eligible CalWORKs recipients to assist in the transition from public assistance to employment. SSA is coordinating the delivery of these direct services in Alameda County in the neighborhood area of Harder-Tennyson in Hayward. Through this project EASTBAY Works is linking SSA's CalWORKs activities and recipients with: the employment, workforce preparation, job retention and post-employment services available through the One-Stop System; the CalWORKs programs at the Community Colleges including assessments, education and training; the County Office of Education programs for adults and youth; and local economic development activities targeted to CalWORKs recipients and to employers who hire CalWORKs recipients.

COORDINATION OF STATE WtW GRANT MATCHING FUNDS

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

Alameda County has applied the State WtW Grant matching funds into the delivery of services to CalWORKs recipients who are participating in WtW Grantee projects. These WtW related CalWORKs Program activities include the following:

Assignment of WtW-enrolled CalWORKs cases to one point-of-contact in the CalWORKs Program. This was implemented for the WtW Grantee Projects who began their project enrollments in the Fall of 1998, which did not include the EASTBAY Works Centers outside of the City of Oakland.

Case management assistance for WtW Grantee projects, including dedicated computer system access (CalWORKs client database) through the one point-of-contact in the CalWORKs Program.

Assignment of CalWORKs Employment Counselors to be outstationed with the EASTBAY Works One-Stop Centers in Alameda County.

SSA staff participation in the WtW coordination meetings cited in the previous section.

CalWORKs Program staff involved in eligibility determination, outreach and referral processes, benefits management, case management and review, and recipient supportive services (child care, Medi-Cal, transportation, Food Stamps, etc.) for WtW enrolled CalWORKs recipients.

CalWORKs Program staff is available to WtW Grantees and other agencies serving WtW-eligible CalWORKs recipients on a daily basis for problem solving and technical assistance.

SSA staff developing memorandums-of-understanding (MOUs) with WtW Grantees for eligibility determination, referrals and procedures and the provision of services.

ELIGIBILITY DETERMINATION AND REFERRALS TO THE WtW GRANT PROGRAM

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. 3424.

Eligibility and referral mechanisms were designed and developed through the WtW Grantee meetings (this includes the new eligible populations as defined in H.R. 3424). Referral and contact forms were prepared, implemented and modified as both the WtW Grant partners and the CalWORKs Program utilized these forms. Input from the WtW Work Team assisted in the paperwork flow process.

WtW Grant partners are connected to specific SSA for staff eligibility and referral issues. This one point-of-contact is available to access eligibility information for CalWORKs recipients enrolling into a WtW Grant project. Confirmation on WtW eligibility factors is provided on the WtW eligibility documentation form, exchanged between the WtW project and SSA, and/or through the printing of computer screens which verify eligibility data for WtW participation.

SSA procedures direct the cases of WtW-enrolled recipients to a limited number of Employment Counselors for case management. Both the recipient and the WtW Program are advised of the assignment. This helps both SSA and the WtW partner to manage the information flow about the recipients being served with WtW Grant activities.

WtW Grant partners have made presentations on available services to CalWORKs Employment Counselors, the CalWORKs assessment staff and at various job clubs for CalWORKs recipients. Information on program activities is provided at each CWD office and Self-Sufficiency Center where clients may self-select a referral to a WtW Grant project.

SSA has linked the WtW partners with the CalWORKs-funded community projects which are doing outreach to recipients, providing job search services and conducting work-first employment projects. This effort expands the options and choices which recipients have available for both immediate work activities through CalWORKs and for future use such as job retention and post-employment services.