ASSEMBLY BILL (AB) 74
COUNTY WELFARE DEPARTMENT (CWD)
EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD: Los Angeles County Department of Public Social Services

CWD CONTACT INFORMATION
NAME/POSITION: Lorraine Sinelkoff, Human Services Administrator III
ADDRESS: 12820 Crossroads Parkway South, City of Industry, CA 91746
PHONE NUMBER: (562) 908-5740
EMAIL ADDRESS: LorraineSinelkoff@dpss.lacounty.gov

PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM:
February 1, 2014
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14?
1,133
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014?
453
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013?
0
STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY?
3,401

Please describe how your CWD plans to utilize funds allocated for the ESE Program and include responses to the following 10 categories. There is an 11th text box to enter other information about your ESE Program if needed. The text boxes will accept up to 1,000 characters of text. If additional space is needed you may also submit attachments to accommodate the additional information. You may also attach CWD materials that address each of the areas below if the materials can be converted to pdf format for posting to the CDSS website (i.e., not scanned copies).

1. What are your ESE Program goal(s) for the participants: basic employability skills, training for a specific field, obtaining unsubsidized employment, other?
   
   The goal of the ESE Program is to provide unemployed participants with six months subsidized employment to assist them in gaining valuable work experience, hands-on training, and behavioral skills to increase their opportunities for attaining unsubsidized employment. The participants are placed in work settings, giving them the opportunity to work alongside an organization’s regular salaried employees while earning a subsidized wage. The participants learn/enhance work-related skills that will help them build self-confidence and self-esteem, along with good work habits. The ESE Program helps the participants establish a recent work history, which positively contributes to a successful transition to unsubsidized employment. The participants are assessed for suitability to participate in either one of the two subsidized employment models, Paid Work Experience (PWE) or On-the-Job Training (OJT), based on the participant's existing skills, education and interest.

2. What types of employers and industries will you place your participants in: private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.?
   
   Under the PWE model, participants are placed in government or non-profit agencies. Under the OJT model, participants are placed in private for-profit or non-profit agencies.

   The participants are placed in industries such as clerical/data entry, customer service, sales, health care services, transportation, and manual labor.
3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

The ESE Program services are arranged through a contract that L.A. County Department of Public Social Services (LADPSS) has with the City of Inglewood, South Bay Workforce Investment Board (SBWIB). SBWIB sub-contracts with Worksource Centers located throughout L.A. County. The Worksource Centers seek and develop a network of employers in need of personnel through job fairs, advertisements, and prior business relationships. They utilize these connections to match participants to the needs of the employers.

4. What strategies will you use to link clients with employers?

The Worksource Centers assess the participants' skills, interests, education and work readiness to match them to the employers seeking to hire. The Worksource Centers arrange the employer interviews for participants who meet the employer qualifications and assist with the completion of the hiring process for those selected by the employer.

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.?

Currently, the Worksource Centers are responsible for conducting the job development duties associated with finding subsidized employment opportunities. Their role and responsibilities include recruiting and developing a network of various employers, assisting the participants with job preparation and interview techniques, mentoring, resolving employer/participant conflict, offering employer support, and transitioning participants to unsubsidized employment.
6. What is your CWD’s criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?

The following are the participation criteria:

- Successful completion of the Job Club/Job Search component without success in obtaining employment.
- Completion of a Vocational Assessment Plan which indicates subsidized employment as part of the employment plan.
- The CalWORKs case is approved at the time of referral.
- No prior participation in the Subsidized and Transitional Employment Demonstration (STED)* study in the last 24 months.

*Participants enrolled in PWE/OJT from November 2012 through 2013 as part of the STED study, must remain in their corresponding PWE/OJT component for the next two years to preserve the integrity of the study.

7. What entity (or entities) will serve as employer(s) of record: CWD, workforce investment board, placement agency, private employers, etc.?

Under the PWE model, SBWIB serves as the employer of record for the entire six months of subsidized employment. LADPSS pays 100% of the costs.

Under the OJT model, for the first two months, SBWIB serves as the employer of record, and LADPSS pays 100% of the costs. The next four months, the agency adds the employee to its payroll and covers all costs, including Worker's Compensation and FICA and is reimbursed as follows:

- For participants working 20 to 29 hours per week, the employer is reimbursed $350 per month, per employee ($350 = approximately 50% of minimum wage for 20 hours/week)
- For participants working 30 or more hours per week, the employer is reimbursed $550 per month, per employee ($550 = approximately 50% of minimum wage for 30 hours/week)

See separate attachment for more detail on program models.

8. What strategies does your CWD have to transition participants to unsubsidized employment?

During the participants’ subsidized employment period, the Worksource Centers actively work with them on locating unsubsidized job opportunities that match their skills and interests. They offer support on enhancing, acquiring or improving work habits, and coach them on appropriate attire and language suitable for the targeted position. In addition, the participants are allowed a total of 16 hours in the last month of their subsidized employment position to seek unsubsidized employment. The Worksource Centers have a monetary incentive to place participants in unsubsidized employment.
9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?
Yes, L.A. County has a subsidized employment program funded by Single Allocation that will be expanded upon utilizing the ESE funds.

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

The participants' average hourly wage is the current minimum wage, $9.00 per hour, and are required to participate the minimum number of hours based on their household composition as designated by Senate Bill 1041, effective January 1, 2013, as follows:

- 20 hours per week for single parent households with at least one child under six years old
- 30 hours per week for a single parent household with children over six years old
- 35 hours per week for a two-parent household

Participants are allowed to volunteer additional work hours, up to 40 hours per week.

The hourly wage will increase to correspond to the State minimum wage increase, scheduled as follows:

- $10.00 per hour, effective January 1, 2016

11. Please include any other components of your ESE Program not covered above:

N/A

Please fill out this form electronically and submit to ESEProgram@dss.ca.gov.

**Note:** CWDs must submit their plans no later than 30 days after implementation of their ESE Programs. CDSS may request subsequent submittals of AB 74 CWD ESE Plans from CWDs depending on the needs of the program.