

# ASSEMBLY BILL (AB) 74

## COUNTY WELFARE DEPARTMENT (CWD)

### EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN

CWD:	DATE:
Mendocino County Health and Human Service	8/25/2014

#### CWD CONTACT INFORMATION

NAME/POSITION:		
Jill Bradley, Program Manager, Employment and Family Services (EFAS) Division		
ADDRESS:		
631 South Orchard Avenue Ukiah, California 95482		
PHONE NUMBER:	EMAIL ADDRESS:	PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM:
707-467-5500	BradleyJ@co.mendocino.ca.us	10/1/14
HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14?	HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014?	
0	0	
HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013?	STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY?	
0	25	

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?

Our goals include providing basic on-the-job employability skills and experience to participants with little or no work experience, which lead to unsubsidized employment, with the goals of long term self sufficiency.

Mendocino County will provide experiences and skill building in technical fields also, which typically require internships, leading to long-term, unsubsidized employment.

We will provide placement into work programs which will assist in the transition of students who recently graduated to immerse them into work quickly following completion of school programs and decrease the time spent transitioning from educational activities to the work force.

We are looking to partner with community partners to ensure job skills and certifications are obtained, such as food service handling certifications.

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.?

Private companies as well as non-profit agencies. These will include retailers, automotive industry employers, the food and wellness industry, health care, small businesses, colleges, and positions within departments of the County of Mendocino.

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3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

We will work with the local Workforce Investment Board, a Proud Partner of America's Job Center of California, with whom we are co-located at our local one stop resource center, to identify the current and future job market for Mendocino County and Northern California.

We will work with local colleges and local employers, both large and small.

We will create new partnerships, as well as strengthen and expand the partnerships that we currently have in place.

We are considering working with our local community colleges to expand Work Study opportunities for our participants.

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

Mendocino County's Employment Services staff will identify potential participants for placement in ESE. Staff will prepare participants who will be selected for placement by assisting with increasing their soft skills, job readiness and interviewing skills, and addressing any supportive services that will be needed for participation in ESE. Staff will provide referrals, as needed, to other employment resources. Staff will work to assist participants in the preparation and arrangement of interviews as well as see participants and potential employers through the process of hiring. Ongoing support will be provided to the participant and employer throughout the ESE placement.

Mendocino County currently has several job readiness and life skills workshops which participants will be required to attend in preparation for the placement in ESE to ensure successful participation.

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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.?

Mendocino County is considering contracting with a job development agency in order to provide job development services and ESE placements. Employment Services staff will refer participants to the Job Developer once the participant is ready for placement. The Job Developer will be responsible for employer relations, some job coaching, and unsubsidized job search.

Mendocino County Employment Services staff will work with local businesses, non-profit agencies, and community colleges to develop job placements and provide the Job Developer services listed above, unless a contracted agency becomes available.

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6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?

Our targeted populations will include the participants with little or no work experience, participants who are the most difficult to employ, and participants transitioning from college to work.

The county will target participants who are training and/or earning vocational certificates which require or prefer internships in their selected employment-related fields.

Participants must be a CalWORKs recipient and eligible to participate in Welfare-to-Work (WTW) activities. Candidates will be chosen on a case-by-case basis as the need is determined and the candidates are determined to be job ready.

All potential ESE participants will be required to participate in an unpaid Work Experience position and participate in our job readiness workshops prior to being placed in an ESE job placement.

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

Mendocino County expects that the job development and placement agency or employer will be the employer of record. When needed, Mendocino County will be the employer of record.

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

County Employment Services staff encourage participants to job search independently using our One Stop Resource Centers, as well as with the assistance of CalJOBS. All participants assigned to job search are referred to the Employment Development Department (EDD), who are contracted with the county to assist participants in their search for unsubsidized employment.

Employment Services staff regularly assist participants in job search by searching for employment that may match the skills of the participants and then informing the participant of the employment opportunity. Staff regularly inform participants of the county's Job Retention services that are offered. The county supports a participant for up to 12 months after leaving cash aid. The county offers job retention workshops and provides ongoing case management to the participant as part of the Job Retention services.

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9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?

No. Participants will be paid using ESE funds only.

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

ESE participants will receive an hourly pay that is minimum wage or above with their hours per week dependent on the participant's WTW plan and required hours of participation. This will vary on a case-by-case basis. The long term goal is full time work at a wage that leads to financial self sufficiency for the family being employed.

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

Mendocino County will be transitioning participants from our Family Stabilization program in to ESE when ready for employment related activities.

Mendocino County intends for some of the ESE placements to allow the participant to gain certification in various employment related skills that may be needed for future unsubsidized employment such as, forklift certification, food safety certification, and customer service.

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Please fill out this form electronically and submit to [ESEProgram@dss.ca.gov](mailto: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.

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