

COUNTY NAME:

**MODOC**

CalWORKs County Plan Addendum

Date Submitted to California Department of Social Services:

Prepared By:

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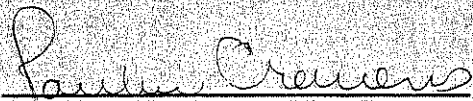
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I hereby certify that County Board of Supervisors was briefed regarding the contents of this Plan addendum prior to submittal.



County Welfare Director's  
Signature



Printed Name



Briefing Date

## 1) County Goals

After reviewing the county's existing CalWORKs County Plan, please provide a general description of how the county will meet the goals defined in Welfare and Institutions (W&I) Code Section 10540, while taking into consideration the work participation requirements of the federal Deficit Reduction Act of 2005.

The goals of W&I Code Section 10540 are the following:

- 1) Reduce child poverty in the State;
- 2) Reduce dependence of needy parents on government benefits by promoting job preparation, work, and marriage; reduce out-of-wedlock births; and encourage the formation and maintenance of two-parent families;
- 3) Meet the requirements of federal law while avoiding unanticipated outcomes that negatively affect child well being, the demand for county general assistance, or the number of families affected by domestic violence.

### **A. General description of how the county will meet the goals of W&I Code 10540**

This County Plan addendum is presented by Modoc County CalWORKs Employment Program, a county contracted agency, to implement changes brought through the passage of the federal Deficit Reduction Act of 2005. In preparing to meet these changes, processes were reviewed at meetings involving staff and partnerships. Our goals shall embrace the importance of child well – being, preservation of family units, strive to maintain stable households and reduce the affects of domestic abuse. Greater emphasis will be placed on education and training. However, the feasibility of vocational training /education and other training opportunities will be explored through outlying community college resources.

Building on the collaborative efforts formed through the local Welfare Reform Committee in December of 1997 a strong county - wide collaboration is in place today. Partnerships include; Mental Health, Domestic Abuse, Department of Rehabilitation, Alliance for Work Force Development, Early Head Start, Domestic Abuse services and Drug Court Teams representing; Probation, Alcohol & Drug, Child Welfare, Superior Courts, Strong Families Health Center, formally know as Modoc Indian Health. Community partners form a strengthened approach by serving participants with coordinated service plans with a greater knowledge and respect to agencies roles.

As we continue to meet the individualized service needs of today's CalWORKs participant's we will continue to provide a program emphasizing on strengths and promoting personal growth with a jobs first approach to move participants to self-sufficiency as quickly as possible while meeting the challenges of TANF Reauthorization.

The goal of Modoc County CalWORKs Employment Program is to assist participants in finding and keeping a job that will help them become self-sufficient. We believe that by getting a job or finding a better one, it will allow a family to have more money, help a parent to be a better role model for their children, increase their self-confidence and build a better future.

## 2) Participation Improvement

Please describe what immediate and long-range actions the county will take to improve the federal work participation rate (WPR) among CalWORKs applicants and recipients. At a minimum, describe how the county will address increased participation in the areas listed below. When responding, provide a detailed description of the policy or strategy in each program area, the anticipated outcome that will result in program improvements, the percentage of families affected, and how success will be determined. Please note that if a county is already using a particular strategy that is successful, a description of that strategy is sufficient.

### B. Providing up-front engagement activities

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy).** Example: A county describes a new policy to engage recipients in orientation and appraisal within one week of application.

New and ongoing efforts to improve our Work Participation Rate will be linked to program flow with an emphasis on universal engagement and promoting the benefits of Welfare to Work. Staff will partner with eligibility to provide interaction with applicants who may voluntarily participate to provide a better understanding of program offerings at intake to encourage early engagement and reengagement opportunities.

**What are the anticipated effects and percentage of families affected monthly?** Example: The county describes how recipients are expected to have welfare-to-work (WTW) plans developed sooner and includes how much sooner, what percentage of the county's WTW caseload will be impacted, etc.

By expediting access to services, 90% of applicants Welfare to Work enrollment period will be shortened by seven days. 100% of sanctioned individuals shall be offered an opportunity to reengage at re-application/re-determination to reduce our sanction caseload by 3%.

**How will success be determined (quantitative and qualitative assessment of effects)?** Example: The county describes the percentage by which the earlier engagement policy will increase the county's federal WPR and State participation levels, the percentage by which a reduction in sanctions will increase the county's federal WPR and its State participation levels, etc., by year, over three years (beginning with this year). The county also describes how early engagement will result in better identification of barriers to employment, better identification of exemptions, etc. (including percentages as appropriate). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

Universal engagement/ re-engagement efforts will be measured through show rates for Appraisal/Orientation as well as the all-case monthly WTW 30 Report.

### **C. Achieving full engagement by individuals who are required to participate, and who are partially participating, not participating, or are between activities**

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy).** Example: The county describes a new policy to work with recipients up front to identify community service areas in which they have specific personal interest (such as volunteering at a local nonprofit) that could be utilized to increase participation in federally allowable activities when recipients are in between activities or need additional hours to meet the 32-/35-hour weekly participation requirement.

#### Service Enhancement - Immediate

*Community Service Enhancement* - New efforts will be explored for Community Service Activities for participants in between activities or those lacking core hours. Options may include CalWORKs staff partnering with participants to adopt community projects that emphasize community pride.

*Expediting access to services* - Staff will partner with eligibility at intake to market the CalWORKs Program. This new strategy will allow an upfront, face-to-face initial contact to provide a better understanding of program offerings that encourage early engagement and reengagement activities.

#### Increase Education/Training Opportunities -Immediate

Look to our outlying community colleges to assist participants in developing the necessary skills/education for employment opportunities.

#### SSI Advocacy - Immediate

Explore avenues for training that would provide staff the knowledge and ability to assist medical exemptions with the process of SSI in an effort to reduce the negative impact to Work Participation Rate.

#### Existing Strategies - Continued

*Best Practices* - On-going efforts to develop strength based, individualized services incorporated with county best practices while providing a jobs first atmosphere.

CalWORKs representation will continue in community college meetings to encourage class offerings and expansion of vocational/educational training opportunities to provide skilled workers for the local labor market that are obtainable and worthwhile.

*Strengthened WTW Plans* – Provide a broader base of self-exploration materials in Assessment/Re-appraisal to enhance WTW Plans. Provide avenues that incorporate client strengths and challenges while making a positive contribution to family, community and self.

*Monthly Newsletter* - Continue to develop and distribute our monthly newsletter to current and past participants. Our newsletter lends a format to market program related topics such as; job search, job retention, employer expectations, child care, transportation, recipes, family activities, skills and knowledge requirements for specific jobs, workshop calendar, energy saving tips and other relevant information.

**What are the anticipated effects and percentage of families affected monthly?** Example: The county describes how the policy benefits recipients and specifies the percent of WTW enrollees who are not participating in activities and the percent who are not fully participating that will become fully engaged in activities that meet federal and State participation requirements (separated by meeting federal and State requirements).

### Caseload Impact

Community Service Enhancement	10%
Expediting Service Access	3%
Increased Education/Training	5%
SSI Advocacy	5%
On-Going Best Practices	100%
Strengthened WTW Plans	100%
Monthly Newsletter	100%

**How will success be determined (quantitative and qualitative assessment of effects)?** Example: The county describes the percent by which the county's federal WPR and State participation level will be increased by full engagement of partially participating recipients and non-participating recipients. The county describes the percent increase for each group of recipients, separately, by year, over three years (beginning with this year). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

Data will be tracked and measured through the following monthly reports; WTW 30, WTW 25, WTW 25A and ISAWS until other data sources are made available.

See Section H.

### D. Providing activities to encourage participation and to prevent families from going into sanction status

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy).** Example: A county describes a new strategy that after an instance of noncompliance, individuals will meet with a worker who specializes in identifying and resolving barriers to nonparticipation (substance abuse, child care problems, etc.) and will work with individuals to develop strategies to maintain participation.

Strategies to reduce sanctions will be linked to program offerings at intake, to promote early engagement, universal engagement and reengagement activities that encourage sanction curing and maximize our jobs first approach.

**What are the anticipated effects and percentage of families affected monthly?** Example: The county describes how recipients will benefit from the new policy and identifies the percentage by which the county's sanction rate will be reduced.

CalWORKs caseloads shall be evaluated to capture missing clients and set up Appraisal/Orientation as soon as administratively possible.

Once expedited voluntary services are implemented, our marketing partnership with eligibility will benefit up to 100% of CalWORKs applicants. Volunteers will have a better understanding of the benefits of the Welfare to Work program as well as provide an avenue for upfront re-engagement of sanctioned individuals.

Universal/Early Engagement efforts are anticipated to reach 3% more CalWORKs recipients than our current strategy.

**How will success be determined (quantitative and qualitative assessment of effects)?** Example: The county describes the percent by which sanction prevention will increase the county's federal WPR and State participation levels, by year, over three years (beginning with this year). The county also describes how it will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

Data will be tracked and measured through the following monthly reports; WTW 30, WTW 25, WTW 25A and ISAWS until other data sources are made available.

## **E. Reengaging noncompliant or sanctioned individuals**

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy).** Example: A county describes a home visiting program that focuses on re-engaging sanctioned recipients in WTW and removing barriers to participation.

On-going efforts to reduce non-compliance, are linked to continued use of re-engagement letters and van rides to serve participants in outlying rural areas, where lack of transportation or legal driving status, may prevent a participant from partial/full participation. New re-engagement opportunities will be promoted at intake allowing sanctioned participants the ability to sign a curing plan. Through regional county meetings and conferences, County best practices will continue to be explored to provide opportunities for program enhancement that reduce instances of non-compliance and occurrence of sanction.

**What are the anticipated effects and percentage of families affected monthly?** Example: The county describes the percentage by which its sanction rate will be reduced, the percentage of sanctioned individuals that may be identified as meeting a WTW exemption, etc. The county also describes how identification of barriers and the provision of services will assist the family in meeting WTW requirements and achieving self-sufficiency.

Re-engagement of sanction cases will have less than 1% increase to our Work Participation Rate. However, ongoing efforts to maintain our 8% sanction rate will continue by providing an environment that lends for trust and encouragement. Our client service delivery encourages communication in an upbeat approach that contributes to easy access to services.

Universal Engagement efforts are anticipated to reach 3% more CalWORKs recipients than current procedures. Early engagement efforts will reach up to 100 % CalWORKs applicants.

**How will success be determined (quantitative and qualitative assessment of effects)?** Example: The county describes the percentage by which a reduction in its sanction rate will increase the county's federal WPR and its State work participation levels, by year, over three years (beginning with this year), and how the county will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

#### **F. Other activities designed to increase the county's federal WPR**

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy):**

Provide a work environment that promotes staff involvement in Work Participation Rate that fosters a partnership to provide a quality program that balances client needs while meeting state and federal requirements.

Monthly Work Participation Rate reviews will occur with line staff to continue to approach the Work Participation Rate throughout the organization.

Provide opportunities for celebrating increased Work Participation Rate and approaches that benefit full participation, early engagement, reengagement efforts and reduced instances of non-compliance.

**What are the anticipated effects and percentage of families affected monthly?**

100% of the caseload shall be affected by staff gaining a greater understanding of program mechanisms through reviews that heighten awareness of Work Participation Rate with State and Federal requirements.

100% of the caseload shall be impacted by new strategies to provide a strengthened approach while supporting efforts to overcome personal challenges.

**How will success be determined (quantitative or qualitative assessment of effects)?**

Data will be tracked and measured through the following monthly reports; WTW 30, WTW 25, WTW 25A and ISAWS until other data sources are made available.

**G. Please provide a description of how the county will collaborate with local agencies, including, but not limited to, local workforce investment boards, community colleges, universities, adult schools and regional occupational centers/programs that provide activities that meet federal work participation requirements and provide participants with skills that will help them achieve long-term self-sufficiency. For each individual agency, responses should include elements such as how information is shared or will be shared, ongoing or planned contracts, ongoing meetings established, etc.**

**Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy).** Example: The county describes how it will collaborate with local community colleges to expand the availability of short-term vocational educational programs and increase the number of work study placements for recipients.

**Current and Continuing Policy/Strategies -**

**Department of Social Services**— Our CalWORKs program, unlike most its counterparts in, other California counties, is not a part of the Social Services department. Rather, the Probation Department and CalWORKs are under the same administrative umbrella. Even so, our departments have collaborative partnership meetings that help maintain program flow and staff cases. Although these meetings are held monthly, communication occurs often on a daily basis. CalWORKs scours CalWORKs caseloads to locate missing referrals every two weeks. Contact for Appraisal/Orientation is initiated as soon as administratively possible to engage in program activities.

**Lassen Community College** – Continued representation at community meetings where the needs of the community, agency and Lassen Community College are brought out to better understand the needs of the community and avenues to explore expansion of educational offerings to encourage life long learning.

**Mental Health** – Continued co-location of a Mental Health Specialist to provide assessment, workshops and on going counseling that assist participants in stabilizing crisis and move forward with employment goals.

**Alliance for Work Force Development** – Maintain regular monthly Round Table Meetings to discuss jobs/services and funding available to better prepare clients for entering into the job market. AWFD is our local resource for employer services. Continued coordination of service plans.

**Early Head Start** – Continued MOU with mutual program support for activities that lead to self-sufficiency. Communication of program changes and case review are established as needed.

**MJUSD Modoc Joint Unified School District** – Continued contract that provides adult basic education services to CalWORKs participants. As funding has dwindled over the years, we are faced with a mere nine ADA slots for adult education services for our district. This contract provides our clients access to continue GED or High School diploma work as an alternative to delayed entry due to waiting lists.



**T.E.A.C.H Inc** – Domestic Abuse Groups and counseling are provided individually and in-group settings to meet the clients needs. T.E.A.C.H Inc has provided domestic abuse training tailored to staff needs on a yearly basis.

**Drug Court's Coordination** – continued contractual services for coordination of services to meet WTW requirements in Adult Drug Court's including:

Adult Drug Court – just the adult is being served, could be a cross over to Prop 36.

Dependency Drug Court – this avenue includes the whole family in the treatment. Families referred are part of a mandatory or voluntary Child Protective Services plan. These cases may cross over to Prop 36 cases.

Treatment teams meet every two weeks to partake in a multi-disciplinary format to serve the individuals involved in these courts. These meetings provide the means to monitor testing and program compliance while evaluating the level of services being provided. Program accountability is held to a high standard for compliance. This partnership has proven instrumental to serving our participants, by partnering with the Courts, CPS, Alcohol and Drug Services, Probation and Strong Families Health Center by providing wrap around services that support common goals of child-well being, public safety, preservation of family units, relapse prevention and employment services.

**Modoc County Office of Education** – continued access to learning disability screener who provides qualified assessments relative to employment.

**Sage Stage** – continued contract to obtain or provide access to services in the outlying areas where it is feasible for transportation routes that could become self-sustaining.

**Public Works Department** – continued contract that provides Work Experience sites to an undetermined number of participants.

### **New Strategies**

**Strengthening Families** – This is a time intensive family communication component facilitated by CPS, Probation and Drug Court staff, occurring two times per week, including dinner as part of the two hour session. Classes run throughout the year with a module for families with children from 5-10 years old and youths over the age of ten. Classes are open to the community and are offered at no charge. However, funding is in jeopardy for this 16 - week course. *Immediate*

**Child Abuse Prevention Efforts** - Through the efforts of Drug Court's and Child Welfare Services Re-Design, we are forming stronger partnerships that were difficult to accomplish in the past. As we move forward, we would like to partner with Child Protective Services in moving from an approach of intervention to prevention, to reduce the affects of child abuse. *Long Term*

**Paid Work Experience Program** – If funding were to be made available, we could put together a program for participants with little or no work history. *Long Term*

**Bring Lassen Community College and CalWORKs Staff together to implement the CalWORKs Work Study program in Modoc County.** *Immediate*

Develop new partnerships with out - lying community colleges to broaden access to vocational education and training that leads to long-term self-sufficiency. *Immediate*

**What are the anticipated effects and percentage of families affected monthly?** Example: The county describes how recipients will benefit through increased availability of vocational education and work study programs in terms of obtaining skills needed to obtain employment that will lead to self-sufficiency, increasing recipients' income while on aid, increasing the percentage of recipients participating in federally allowable activities, etc.

Broadened vocational education opportunities will provide avenues to access training, producing skilled, competitive workers for higher paying jobs in today's labor market. This would qualify as a Federal activity and could impact 3-5% of our population being served.

**How will success be determined (quantitative and qualitative assessment of effects)?** Example: The county describes the percentage by which the county's federal WPR and its State participation levels will increase by year over three years (beginning with this year). The county also describes the amount by which a recipient's annual earnings are expected to increase, the number of families that will leave aid due to employment annually, etc. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See Section H.

### 3) Plan to measure quarterly progress

Please describe how the county will measure the extent to which cumulative policies or strategies in the Plan addendum are successful, and how the county will measure progress on a quarterly basis (for example, participation rate of a specific population, sanction rate, orientation show rate, etc.). In addition, include the projected cumulative impact the county's policies or strategies will likely have on the county's federal work participation rate for each year of the next three years (for example, current rate of X will be increased to Y).

#### H. Plan to measure quarterly progress

##### Measures of quarterly progress:

	Current	Goal
Universal Engagement Rates	97%	100%
Re-engagement Efforts/Sanctions Cured	N/A	2%
CalWORKs Participants Successfully Exiting Drug Court	Up to 100%	90%
Work Participation Rate - State Standards	75%	85%
Work Participation Rate - Federal Standards	21%	3-5% per year
Sanction Caseload	8%	7%
Vocational Education Enrollees	1%	5%

##### Projected impact on county's federal WPR:

Over the next three years our goal is to increase Work Participation Rate by 3% -5% each year.

#### 4) Funding

Describe how the county has spent and plans to utilize single allocation and other funding for the county's CalWORKs program. This section will help explain to county and State stakeholders how increased funding will be used.

<b>Program Component</b>	<b>Fiscal Year 2005-06 Actual Expenditures</b>	<b>Fiscal Year 2006-07 Budgeted Amount</b>	<b>Description of how additional funding provided in Fiscal Year 2006-07 will be used</b>
CalWORKs Eligibility Administration	205,954	336,636	For 2006/2007 we received a slight increase of \$20,000. These monies are designated to the increased cost of doing business.
WTW Employment Services	770,117	719,229	
CalWORKs Child Care	17,700	29,899	
Cal-Learn		1,978	
CalWORKs Funded Mental Health Services	57,144	56,965	
CalWORKs Funded Substance Abuse Services	70,167	69,393	
Other			
Other			

This Plan is submitted with anticipation that additional funds, due to the increased cost of doing business, shall be made available to implement and continue operation of the services and programs instrumental in handling the task of Work Participation Rate.