

**County of San Diego
CalWORKs County Plan**

(r) WELFARE-TO-WORK GRANT PROGRAM

Briefly describe the coordination efforts between the County and local Welfare-to-Work Grant partners to ensure non-duplication of services for eligible CalWORKs recipients.

[Reference: Welfare and Institutions Code Section 10531(q)]

The San Diego Workforce Partnership, Inc. is the local Private Industry Council that will administer the \$11.8 million grant allocated to this region under the U.S. Department of Labor's Welfare-To-Work Grant Program. The San Diego Workforce Partnership, Inc. was established by the City and County of San Diego to provide for a regional, comprehensive system of planning and administration of education, job training and employment resources. The strategic vision of the Partnership establishes a workforce development system that responds to community needs and supports the integration of Welfare-to-Work activities.

The San Diego Workforce Partnership's Welfare-To-Work Grant Program was developed jointly between the Partnership and the County's Health and Human Services Agency (HHS). The County's strategic plan for CalWORKs provided the framework for the Plan, particularly the strategic goals relating to system design and job training and development. The Partnership consulted with Chambers of Commerce, community colleges, employers, adult educators, recipients, community based organizations and the faith community to develop an effective and efficient service strategy that builds on existing assets, resources, and activities.

The Partnership and HHS staff have worked together to prepare a coordinated management plan that does not duplicate eligibility determination, assessments, case management, or support services. Technology experts from each agency have met to plan for shared access to databases, where privacy laws allow, to assure that information systems are compatible. Under the San Diego Welfare-to-Work program, the County will assign each CalWORKs recipient to an Employment Case Manager (ECM) for assessment of eligibility, identification of work history and support service needs, and enrollment in a job search program. If the individual is not employed at the end of this initial period, the participant and the ECM develop an individualized Welfare-to-Work Plan, identifying services needed to assist the participant in meeting work requirements. Upon completion of the plan, the ECM will refer appropriate participants, who meet the Welfare-To-Work Grant criteria, to the Partnership's Welfare-To-Work Grant Program.

On August 8, 2000, the County of San Diego Board of Supervisors approved a \$2,124,020 sole source contract with the San Diego Workforce Partnership Inc. utilizing the County's State Match DOL Formula Grant Funds. The contract enables the San Diego Workforce Partnership to serve more CalWORKs-linked individuals who meet the Department of Labor Welfare-To-Work Grant 30% eligibility criteria than could be served by the DOL Formula Grant Funds.

In addition, the Workforce Partnership Inc. collaborated with the County's District Attorney and Probation Department to serve appropriate eligible non-custodial parents. The Workforce Partnership Inc. will use DOL Formula Grant Funds to serve appropriate eligible non-custodial parents by the issuance of a Request for Proposal (RFP).

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Employment Case Managers (ECMs) work closely with approximately 15 agencies and organizations who have Department of Labor Welfare-To-Work Grant Funding (including Goodwill Industries and Urban League) to refer appropriate clients. ECMs work in concert with these agencies and organizations to track client progress, monthly attendance, supportive services needs and resolve client issues to ensure client and program success.

The Partnership offers a one-stop service network providing innovative, intensive work readiness and job retention programs, coupled with work activities, by contracting with appropriate service providers for the provision of training and support services to participants in the 70 percent program. The Partnership will limit its Welfare-to-Work experience to the private sector (profit and non-profit), complimenting the county's efforts to develop work experience for CalWORKs participants in the public sector. Additionally, the Partnership plans to conduct outreach efforts to recruit *eligible participants* from the County HHSA, the District Attorney's Office, the Probation Department, and current JTPA service providers.

The remaining \$468,583 of the State Match DOL Formula Grant Fund allocation has been earmarked to serve eligible former foster children who are active to the Health and Human Services Agency, Childrens Services. The primary focus will be to serve former foster children who have aged out of foster care and are currently receiving Independent Living Skills After Care services with housing and vocational skill services.

Through coordinated planning efforts, the roles and responsibilities of the various partners in providing Welfare-to-Work services to CalWORKs recipients have been clearly identified, allowing for complementary, non-duplicative services.