

**COUNTY NAME:**

Merced County

CalWORKs County Plan Addendum

**Date Submitted to California Department of Social Services:**

**Prepared by:**

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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

Ana Pagan  
Printed Name

2/27/07

Briefing Date

This plan addendum is submitted pursuant to Welfare and Institutions Code Section 10534

## 1) County Goals

General description of how the county will meet the goals of W&I Code 10540 listed below.

- 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 requirement 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**

Merced County Human Services Agency utilizes a holistic approach for serving families receiving Temporary Assistance to Needy Families (TANF) and for all other services we offer. The goal is to assess, educate, train and support families in order to create an environment of success and well being for their children. One step is to help the parent(s) understand how full time employment will benefit the family and ensure the well-being of the child(ren).

Employment Services staff focus on providing clients with information and services that will assist them in obtaining or improving employment opportunities. Clients who are able to secure employment will be able to build a strong foundation for the well being of their children and continue to improve their quality of life.

Some of the programs and services that allow us to provide holistic services to our clients and their families are:

- ***Child Abuse Treatment Program (CHAT)*** This program provides counseling and in-home visits to families affected by child abuse or for the child who has been exposed to violence.
- ***Integrated Services Program*** – This is the service delivery philosophy supported by this organization. As such, there is a specified team of individuals who work with families who are receiving services from Family Services (Eligibility), Employment Services, and Child Welfare Services. The goal is to assist the family in meeting the requirements of each program without adversely affecting either the Welfare to Work or service plan that is active. The clients and case managers are able to see how the actions or inactions of the parent or case manager affect the other programs and the well being of the family.
- ***Fatherhood Programs – Boot Camp for New Dads and All Dads Matter.*** The purpose of this activity is to engage the father as a caretaker, strengthen the father’s relationship with the mother and diminish the possibility of shaken baby syndrome. These programs have a male facilitator who is also a father making it a little easier for participants to relate to each other and the concerns about their role as a new father. This not only supports child well-being, but two parent households as well.
- ***Main Street Youth Center*** – Centrally locates all services and programs geared toward foster youth ages 14 through 18 years of age as well as teen parents participating in the Cal Learn program. Programs include minor parent support groups, permanency planning, teen discussion groups, employment preparation and classes such as nutrition/shopping/cooking and money management classes. These services support our very young parents with basic life skills as well as addressing the stresses associated with increased responsibilities at a very young age.

- **AB 429** (Chapter 111, Statutes of 2001) – This legislation give clients whose children are removed from the family the opportunity to receive 6 months of continued Welfare to Work services that in conjunction with their family reunification plan will assist them in establishing a more stable and healthy environment for themselves and their children. We will increase the percentage of families that take advantage of this option.
- **Family Group Decision Making**- If appropriate to the situation of the client, we will make available a Family Group Decision Making session to assist parents in addressing barriers to employment.

## **2) Participation Improvement**

### **B. Providing up-front engagement activities**

The current procedure is to schedule an appraisal interview with each client within 10-days of receipt of the case and have the welfare-to-work plan in-place within 90-days of approval of cash aid approval.

Beginning in May 2007 Employment Services staff will present a brief overview about the welfare-to-work (WtW) program to all clients applying for cash aid during their up front orientation for eligibility. Clients will receive a pamphlet that outlines the purpose of WtW, what clients can expect to occur in the coming weeks, and the services available to assist them through the process. This briefing is voluntary and will engage the client early on giving them an understanding of what to expect in the coming weeks. The entire process will be language sensitive to meet the client's needs.

A specialized Intake Team will be established to capitalize on the exceptional engagement skills of some of our staff. In addition to picking staff with currently well developed engagement skills, all Employment & Training staff will be given training in Family Engagement to improve not only our first meeting with the client, but our ongoing interactions with the client as well.

Currently all staff is assigned intake and ongoing case management. A comprehensive appraisal interview takes approximately 2 hours and includes completion of a Mental Health Employment Barrier screening tool and a screening tool for learning disability. Depending on the number of appraisals each month (approximately 204 per month presently) this process negatively impacts the time available for case managers to process ongoing case management and resolve barriers to compliance. In support of the need to prioritize positive engagement early in the process and to avoid the prioritization of appraisal over ongoing case management, as stated above the agency will establish an intake team. Its purpose is two fold; first and foremost it will enable team members more time to complete the comprehensive appraisal and spend more time talking with the client about their family structure or support system and array of services available to them outside the required welfare-to-work plan. Secondly it will give ongoing case managers more time to communicate with clients regarding their activities and intervene more quickly if participation becomes a problem. This will be facilitated with the approval of this plan and in coordination with the local budget process that drives the ability of the agency to add positions. It is anticipated this will occur no later than end of 2007.

Our Family Services staff will begin a Structured Decision Making assessment of all TANF applications by the fourth quarter of FY 06/07. This will help to identify potential barriers to

employment and child safety concerns at the time of application for TANF. This information will be made available to the Employment and Training Worker to be utilized in the development of the Welfare to Work plan.

Currently Employment & Training workers make a home visit to the client's home prior to initiating the sanction process. This process will continue, and we plan to initiate intervention earlier in the process.

Beginning in March 2007 Employment and Training workers will also call or schedule a home visit to advise the client of that the non-compliance process is beginning. This is done concurrently with the normal NA 840 process. This will give the workers the opportunity to identify any unknown barriers the client may be experiencing and reiterate to the client the potential positive outcomes that may be available to themselves and their families as a result of participation. In the case of home visits, the Employment and Training Worker will look for signs of domestic violence, drug or alcohol abuse, and child abuse or neglect. Referrals will be made if there is any suspicion that any of these factors exist. If there is knowledge of a preexisting barrier or concern regarding the family dynamics, we will include Social Worker or Clinician in the home visit to assess the well being of the child(ren).

Training will be given to all Employment and Training staff to assist in these initial assessments. This training will prepare staff to better assist families throughout the Welfare to Work plan.

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

In order to provide consistency throughout this plan we are using data from FY05/06 as they pertain to the WtW 30, Work Participation Rate (WPR) and the WtW 25 Monthly Activity Report. *The numbers and percentages represent clients in the All Other Families category.* The average number of enrollees during FY 05/06 is 1951 (This does not include clients with a program status of exempt or sanction.)

The average WPR for the same period is 32%.

The average number of appraisals during a month for the same period is 204 or 10.5%.

The average number of clients with a program status of non-compliance is 374 or 19%

The average number of clients with a program status of good cause is 244 or 13%

Therefore, the changes to intake will affect approximately 10.5% of the total population each month. The changes to the non-compliance response will affect approximately 19% of the total population and possibly some of the good cause clients as well. These changes will have some affect on the 32% that are participating in that the staff will have a better understanding of family dynamics and family engagement.

**How will successes be determined (quantitative and qualitative assessment of effects)?**

We expect to decrease the number of clients who are no shows for the appraisal activity by 3% by the end of the end of FY 06/07 and we expect to further decrease the number of no shows by 5% each subsequent year.

We expect to reduce the non-compliance rate by 2% by the end FY 06/07 and we expect to continue to reduce the non-compliance rate by 3% each subsequent year for the next 3 years for a total of 11%. This expectation is a result of staff providing clients with a better understanding and support of their welfare-to-work plans and early engagement and intervention.

We also anticipate an increase in permanent exemptions as a result of early engagement, identification and intervention on the client's behalf. Finally, we anticipate as well an increase in the number of clients "terminated due to employment" as a result of better understanding of the client's situation and their desires, skills and abilities.

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

Currently case managers review Time and Attendance (T&A) bi-weekly and each case is reviewed at least monthly to insure program status is accurate. This process allows for early identification of and intervention with possible noncompliance issues.

Again, beginning in March 2007 case managers will call or make a home visit to the client as soon as it becomes known that they are not in full compliance with their Welfare to Work plan. This is done concurrently with the NA 840 process. Depending on the information available or past concerns case managers may ask a social worker or clinician to accompany them on the home visit to assess the well being of the child or children.

Staff will continue to recognize client successes. Clients receive a "You Did It" card as a means of recognizing their successes. Additionally, we will require our contracted vendors who provide job search and job club activities to recognize successes and if clients volunteer they may have their success stories featured during these activities as a means of peer support.

We will negotiate with our contractors to provide open entry/open exit "filler" activities for participants that are in between activities. Currently clients enrolled at Merced College are permitted 10 lab hours to preclude loss of participation hours as an example. We will continue to use work experience and Working Professionals (job readiness program) as well to keep participants engaged between components.

We will make available job retention training as an option for hours between activities as well as increasing opportunities for work experience and internship/apprenticeship opportunities in order to provide hours between activities.

**What are the anticipated effect and percentages of families affected monthly?**

It is expected that with these immediate intervention processes, workers will be able to keep the majority of the clients participating in their assigned activity rather than slipping into non-compliance and subsequent sanction. Recognizing client progress and achievements during their activities will serve to motivate and inspire them to continue towards achieving employment.

By incorporating these processes we anticipate the percentages in the areas listed below to remain in the same general vicinity; showing a slight increase in the WPR while gradually reducing the number of clients in noncompliance.

In order to provide consistency throughout this plan we are using data from FY05/06 as they pertain to the WtW 30, Work Participation Rate (WPR) and the WtW 25 Monthly Activity Report. *The numbers and percentages represent clients in the All Other Families category.* The average number of enrollees during FY 05/06 is 1951 (This does not include clients with a program status of exempt or sanction.)

The average WPR for the same period is 32%.

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The average number of clients with a program status of non-compliance is 374 or 19%

The average number of clients with a program status of good cause is 244 or 13%

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

We will increase the participation rate to at least 40% by the end of September 2007. Additionally, we will increase the participation rate by at least 5% each subsequent year.

Monthly Quality Assurance reviews are completed by two dedicated lead workers who identify concerns or issue in staff case management practices. Additionally these workers also verify the data of the State selected cases used to determine the WPR. It should be noted that Merced County has always verified actual hours, so we are very comfortable that our participation rates are accurate and have been verified by the Quality Assurance team.

Supervisors also complete 20 case reviews each month to identify strengths and weaknesses in case management. These reviews are compiled to determine if the strengths or deficiencies are systemic or specific to a worker. Refresher training on critical errors is provided at monthly staff meetings.

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

Case Managers are required to make a home visit prior to imposing a sanction. This is done concurrently with the NA 840 process. The purpose of the home call is to explain the sanction process and right and responsibilities to ensure the client is making an informed decision regarding non-cooperation, identify hidden barriers to self sufficiency, evaluate need for other service referrals and to promote family self sufficiency. We will initiate this contact earlier in the future, at the first sign of non-compliance as opposed to waiting until a sanction is being imposed. We will involve a Clinician or Social Worker IV in the process of addressing non-compliance as opposed to waiting to have the Employment and Training Worker addressing at the point of sanction. As a result, we expect a broader array of services and solutions will be offered.

Workers will be trained in Family Engagement techniques and in family dynamics related to likely barriers to employment in order to improve the likelihood of successful engagement. As a result we will gather information as to why the client has chosen or has been forced to noncompliance, which is currently not known with any regularity. This information will be used to secure additional services or incorporate changes into current contracted services.

Family Group Decision Making sessions will be offered if appropriate to the client's needs. This will bring the client's support system to the table. In addition, we will make available Multi-Disciplinary Teams to support the case manager in encouraging participation and curing sanctions.

**What are the anticipated effect and percentages of families affected monthly?**

Our goal is to be more proactive in identifying and addressing potential noncompliance issues as early as possible. During FY 05/06 the average number of clients with a program status of non-compliance 19%; good cause is 13%; exemption is 18% and sanctions 20%.

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

We will increase the participation rate to 40% by the end of September 2007 and continue to increase the participation rate by at least 5% during each subsequent fiscal year by decreasing the number of clients in Non-Compliance and Sanction statuses.

**E. Reengaging noncompliant or sanctioned individuals**

Description of policies or strategies 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). Other activities designed to increase the county's federal WPR?

As stated earlier, we will work to resolve non-compliance issues earlier by using input from the client, Employment & Training worker, clinicians/social workers, other service providers to include the client's extended support system in the case of Family Group Decision Making if appropriate to resolve the issues that are preventing participation.

In October 2006 a notice was sent to all clients in a sanction status advising them there are no longer any time restrictions for curing a sanction. The results of this action were barely negligible however; a new notice will be sent each quarter which focuses on the benefits for reengaging in the Welfare to Work program/plan and the things or services they could have provided for their children with the money that they have lost as a result of sanction to date. We plan to include success stories to use peer support to convince participants that participation can have a positive impact on their life.

We will hire a consultant or find an educational institution to interview sanctioned, non-compliant and previously sanctioned or non-compliant clients to determine what they think would make the difference to clients who are facing challenges that cause sanction to be more acceptable to them than participation. The results will assist us in understanding non-compliance from the client's perspective. We can also find from this survey/study what services or service delivery approaches would cause clients to prefer or prioritize participation over non-compliance.

The monthly reports listed below have been developed to assist staff in monitoring their client's program status to insure clients are accurately identified as participating or that other statuses are reviewed and processed in accordance with prescribed regulations and directives.

While the C-IV system also shows this information, these reports give a quick snap shot of the most time sensitive items needing immediate review.

- a. Activities in Referral Status
- b. Good Cause Report
- c. Non-Compliance Report
- d. Exemption Status Report
- e. Sanction Status Report:

Supervisors are also required to complete four (4) interview observations per month, again to identify strengths and weaknesses staff may have when interacting with clients.

Lastly, we will be looking to the statewide partners for suggestions of best practices to see if there are things that we have not considered that are known to have positive impacts.

**What are the anticipated effect and percentages of families affected monthly?**

We are expecting that the changes we will make above will help us to cut down on the number of participants that go into sanction. Based on the average number of sanctions for FY 05/06 approximately 20% of the clients were in a sanction status.

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

We plan to reduce the percentage of clients in Sanction status by 2% per year by resolving sanctions or learning that permanent exemptions would be more appropriate for the client.

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

Description of policies or strategies 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 revisions to, current policy/strategy).

We will evaluate the wording we use in our communication with participants (written, audio/visual, verbal) to assure that when we are communicating with them that we are not miscommunicating or using terminology that is not familiar to them. One way to improve our communications is to have an E&T worker discuss with the participant, in advance of the appraisal appointment, the process and what they can expect. At the same time, the E&T worker can address any barriers the participant anticipates to making the appraisal appointment such as child care, transportation, languages skills, etc.

We need to find what motivates the participants and use that approach to make the services more inviting to the participants. We need to train the staff in successful approaches by identifying those who have high success and using their approaches on a broader scale. This will require some research and training. Once we identify what motivates the participants, we need to evaluate our environment for motivation from the perspective of the participant. (Such as; posters, greetings, magazines, approach of the staff to the participants.) We will use the



survey/study discussed in the prior section to identify the changes that need to occur to develop improved communications and a more motivational environment.

**What are the anticipated effect and percentages of families affected monthly?**

We anticipate that many of these changes will impact all the families in some fashion. While the focus will be to reduce the number of clients in non compliance, good cause, exemptions or sanction many of these practices will serve the participating client as well.

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

We will gather compliance data by worker in order to identify those who are particularly successful in participant engagement. We will also gather input from clients as a result of the survey/study. This information will help us to determine where we should look in the process for changes. Success will be recognized as a steady decrease in the percentage of participants in non compliance.

**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 center/programs that provide activities that meet federal work participation requires and provide participants with the skill that will help them achieve long-term self sufficiency.**

In addition to the agency programs identified under county goals, the Employment Services Branch has agreements or contracts with the 11 county departments or local organizations that assist clients with removing barriers or with preparing for and gaining full time employment.

- 1) A Woman's Place (AWP): Provides counseling, legal advocacy, crisis intervention, and parenting education to WtW participants who are or may be victims of domestic abuse.
- 2) Merced County Office of Education/Accessing Child Care and Educational Support Services (MCOE - ACCESS): Provides child care services to WtW and Cal Learn participants. Schedules orientation for participants to explain the program policies and procedures, provides a list of provider referrals or other subsidized childcare programs.
- 3) Merced County Mental Health Department (MH): This agreement provides counseling and services on site to clients regarding any Mental Health issues or concerns.
- 4) Merced County Mental Health Department (AOD): This agreement provides counseling and services on site to clients regarding any alcohol or drug addictions that may be precluding their full participation in WtW or employment.
- 5) Merced College – Learning Disabilities (LD): Provides professional services on site for the detection of any learning disabilities as requested by the client and case manager. LD staff also provides a written report of the evaluation that is considered in the development of the WtW plan.
- 6) Department of Workforce Investment (DWI): Under this agreement, DWI co-located with Employment Services offices in Merced, Livingston and Los Banos provides Job Search, Job Services and Assessment to clients required to participate in the Welfare to Work program. Development of the WtW plan is a cooperative effort between the client, Employment and Training worker and DWI specialist. Other contracted agencies such as

- Mental Health, Drug and Alcohol, Learning Disabilities are invited as needed to participate in the development of the WtW Plan.
- 7) Central Valley Opportunity Center (CVOC): This contract is geared to serving the Spanish speaking population in the areas of Job Search, Job Services and Assessment along with work experience activities. CVOC staff work closely with the client, and Employment Services bi-lingual case managers in developing a welfare-to-work plan for the Spanish speaking clientele.
  - 8) Merced Lao Family Community, Inc: This contract provides Job Search, Job Club, Assessment and Work Experience activities to Merced County's Southeast Asian population. Together with the Employment and Training case manager they work with the client insuring a welfare to work plan is developed that best serves the client's overall goal of employment.
  - 9) Refugee Employment and Social Services (RESS): This contract provides specific services for newly resettled Hmong refugees assimilating into the diversified cultures of the county. Lao Family Community, Inc. also oversees this contract and provides job search, job club, assessment and work experience information and activities to this population along with many social services relating to crisis intervention, counseling, translation/interpretation etc.
  - 10) Merced Adult School (MAS): Provides education and training services to clients needing assistance in basic educational needs in order to meet employment qualifications. Classes offered are English-as-a- Second Language, Adult Basic Education, General Educational Development, High School Development, Vocational Office and Computer Technology and Working Professionals Training. These are core activities that will better the client's chances at employment or improve themselves for a better job.
  - 11) Merced County Office of Education – Regional Occupational Program (ROP): Provides training in 11 occupational categories that include Accounting, Computerized Office Technology, Working Professional, Office Technologies in Medical Environments, Marketing Occupations in Retail, Food Services or Warehouse Distribution, Computer Systems, Construction Technology, Welding Fabrication Technology, Automotive Services and Customer Service. Four of these training environments are offered to clients specifically located in the Los Banos area.

In addition to the aforementioned agreements/contracts there are several other programs, committees and agencies that may assist in removing any barriers to the clients participation. These are identified below.

Adult and Aging Services- Provides services for elderly and disabled individuals whether the participant, their child or spouse or an elderly parent who needs special care or services that present a barrier to the participant's program involvement.

Refugee Services Coordinator- Deputy Director is the Merced County Refugee Coordinator and member of the Refugee Coordinators Advisory Committee. Refugee Coordinator works with various sources such as: school districts, health care, law enforcement, advisory council, etc. to develop services plans each year for refugee services programs.

Social Security Administration- We anticipate designating a employment and training worker as a Social Security/SSI advocate to address the needs of participants who are potentially disabled or to increase the income available for other family members.

Workforce Investment Board (WIB)- Deputy Director of Employment Services is a member of the Workforce Investment Board, appointed by the Board of Supervisors in

June, 2004. The Deputy Director's role on the WIB is to work with Board members in establishing policy for and provide oversight of the workforce investment system in Merced County.

Veterans' Services- The Merced County Veterans Services Officer appointed by the Board of Supervisors provides assistance to the men and women who served in the Armed Forces, their dependents, and survivors, in obtaining veterans benefits from the U.S. Department of Veterans Affairs, Department of Defense, California Department of Veterans Affairs, and other programs for veterans and their families.

Merced County Continuum of Care Executive Board - Deputy Director is a member of this committee whose purpose is to work collaboratively with the community to:

- Identify the extent of homelessness in Merced County.
- Identify and leverage available resources to mitigate homelessness in Merced County.
- Create proactive solutions to homelessness in Merced County.

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

By working with these collaborators, we are able to enhance services or identify additional alternatives for participants that would not otherwise be available. The number affected would be driven by the individual needs of the participants and is difficult to predict. The services provided by these collaborators affect the majority of our clients at one time or the other during the course of their participation in welfare to work. We anticipate the number of exemptions to decline as clients needs are identified and redirected to programs that could better serve them. Clearly the focus is on those currently sanctioned which is 20% of the total participation.

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

All of the aforementioned efforts will ultimately decrease the number of clients who are not participating or are in a sanction status.

### **3) Plan to measure Quarterly Progress**

#### **H. Plan to measure quarterly progress**

##### **Measures of quarterly progress:**

We will run Quarterly reports identifying clients in Good Cause, Non Compliance, Exempt or Sanction status. This information will be used to complete focus reviews in these areas insuring data and documentation is accurate and current.

We will continue to incorporate and strengthen outcome measures into our vendor contracts that support compliance and we require reports that identify those outcomes. Reports will be submitted at least quarterly or with monthly invoicing depending on the payment schedule for the contract.

By the end of FY 06/07 we will identify all the training that staff has received and determine which trainings are still needed. We will assure that every client contact employee has received the training he or she needs no later than July 2008.

We will identify ways to capture information on the referrals made to internal and external resources if they relate to WPR and will capture that information quarterly.

We will look to the number of cases terminated for employment, number of cases transferred to permanent disability or other permanent exemptions, and the number of cases who show an increased number of hours of unsubsidized employment to determine our overall success with the participants.

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

We believe that the current practice, with these enhancements will net improved work participation rates and will engage participants to a larger degree, early in the process. By measuring and monitoring our progress, we will be able to identify successes and make adjustments along the way to maximize our clients' participation. We believe this will be beneficial for all of the participants individually as well as collectively.

We anticipate that over the course of the next three years the Work Participation Rate will increase at least 3- 5% each year.

Merced County is waiting on clarification from the State Department of Social Services regarding how State safety net cases and cases have State exemptions will impact the County's Federal Work Participation Rate. The projections exclude State safety net cases and case which have State exemptions.

**4) Funding**

Describe how the county has spent and plans to utilize single allocation and other funding for the county's CalWORKs program.

The initial CalWORKs allocation was reduced by 2.8 million dollars which will be back filled by performance incentives for FY 06/07 only. Employment Services contracts which provide direct services and support to clients were increased by 10% for FY 06/07. Additionally, we are requesting Child Care Reserve funds to augment the existing contract to insure that child care is available to clients who are actively participating in WtW.

We plan to use the additional funding to fill existing vacancies within Employment Services which will help reduce caseloads and allow staff more time to engage clients who are in noncompliance with their WtW plan and will be subject to sanction. We will also use the funding to train staff on the dynamics of Structured Decision Making, Family Group Decision Making and family engagement and assessment. Training will also include instruction on how to recognize early signs of domestic violence, substance abuse, child abuse or neglect as well as how to strengthen interviewing skills that will lead to more open engagement with the client and their family. Additional funding will be used to hire a clinician to ascertain the well being of the family when noncompliance, good cause or sanction issues arise and to hire a consultant to survey clients who chose not to participate which will also identify strengths and weaknesses in the overall program.

County Plan Addendum – Merced County

Merced County Human services Agency is confident the strategies and policies identified in this County Plan Addendum can be implemented, dependent upon adequate funding from the California Department of Social Services.

Program Component	FY 2005/06 Actual Expenditures	FY 2006/07 Budgeted Amount	Description of how additional funding provided in FY 06/07 will be used
CalWORKs Eligibility Administration	\$6,104,286	\$3,490,465	
WtW Employment Services	\$10,761,94	\$11,965,087	
CalWORKS Child Care	\$2,836,391	\$3,203,280	
CalWORKs Funded Mental Health Svcs	\$263,598	\$663,328	
CalWORKs funded Substance Abuse Svcs	\$536,042	\$646,840	
Other: Cal Learn	\$278,098	\$300,853	