

ALAMEDA COUNTY

CalWORKs PLAN

WtW GRANT ADDENDUM

SEPTEMBER 1, 1999

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County CalWORKs Plan

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WtW GRANT PARTNERS

The names of the WtW Grant partners CWDs are working with (e.g. 85 percent, 15 percent and 25 percent WtW Grant Projects):

The Alameda County Social Services Agency (SSA) CalWORKs Program has partnered in working with the following WtW Grantees:

Alameda County Private Industry Council - 85% WtW Formula Grant to PIC

Service Delivery Area: All of Alameda County excluding the City of Oakland

First year WtW formula funding provides job retention and post-employment services through the 6 EASTBAY Works One-Stops located in the service delivery area. This expands the enrollments and capabilities of the EASTBAY Works DOL WtW Competitive Grant Project. In addition, four agencies received WtW formula funding to implement Community Projects for placement, training, job retention and post-employment services.

Project timeline: July 1998 – June 2001

Participants: serve 300 through One-Stops in Alameda County over 24 months, plus 128 served through the 4 Community Projects over 12 months

Oakland Private Industry Council - 85% WtW Formula Grant to PIC

Service Delivery Area: City of Oakland

First year WtW formula funding provides job retention and post-employment services through the 2 EASTBAY Works One-Stops located in Oakland. This expands the enrollments and capabilities of the EASTBAY Works DOL WtW Competitive Grant Project.

Project timeline: July 1998 – June 2001

Participants: serve 600 in Alameda County over 24 months

EASTBAY Works One-Stop Career Center System - 25% WtW DOL Competitive Grant

A two-county collaborative of four Private Industry Councils – Alameda County, Oakland, Contra Costa County and Richmond PICs with 16 One-Stop locations covering Alameda and Contra Costa Counties. EASTBAY Works One-Stops provide job retention and post-employment services to CalWORKs recipients. Services are designed to increase earnings and to improve employment opportunities, which may include training, education and/or placement, and are developed on a case management basis to address the needs of the individual and their family. Coordination with each County's CWD is provided on a regional – two-county basis by the collaborative, where each CWD is a partner, and on a local level with each One-Stop's respective CWD.

Project timeline: July 1998 – June 2000

Participants: serve 360 in Alameda County and 120 in Contra Costa County over 24 months

City of Oakland – Aging, Health & Human Services - 25% WtW DOL Competitive Grant

The City is working with local Head-Start programs to identify CalWORKs recipients and targeting individuals in subsidized housing and those who are non-custodial parents. After an assessment for job readiness, participants enter paid work-experience in combination with training provided by the Center for Employment Training (CET). Job placement, job retention and post-employment services are provided throughout the project period.

Project timeline: July 1998 – June 2000

Participants: serve 275 over 18 months

Youth Employment Partnership - 15% Governor’s WtW Grant Project

A Community-Based Organization in Oakland providing an employment program in the de-construction industry targeted to CalWORKs recipients who are 18 – 29 years of age. Skills training is provided during the employment period with placement, job retention and post-employment services delivered during the life of the project.

Project timeline: September 1998 – August 2001

Participants: serve 100 over 18 months

Jobs For Homeless Consortium - 25% WtW DOL Competitive Grant

A Community-Based Organization in Oakland providing employment and placement services to CalWORKs recipients with an emphasis on those who are homeless. A full range of services from placement through job retention and post-employment is being provided by the program.

Project timeline: October 1998 – June 2001

Participants: serve 200 over 24 months

COORDINATION OF WELFARE-TO-WORK ACTIVITIES

A recount of each CWD’s effort to coordinate welfare-to-work activities with the local WtW Grant partners:

The Alameda County Social Services Agency (SSA) is involved in the following efforts to develop and maintain coordination with the local WtW Grant partners:

WtW DOL Grantees Coordination – A series of monthly meetings with the WtW Grantee Programs to discuss referral, outreach, eligibility, enrollment, participation, case management, and coordination issues. These meetings, initiated in October 1998 by U.S. Department of Labor (DOL) staff in the DOL Region IX Office, were designed to provide technical assistance to the WtW Grantees and SSA from the federal perspective of the WtW Grant Program. SSA CalWORKs and WtW Program staff have maintained active participation in these meetings to continue coordination efforts between the CalWORKs and WtW program activities. This provides an effective forum to highlight and resolve issues for both programs and to ensure that CalWORKs recipients enrolled into WtW Grant projects are being supported by both programs.

EASTBAY Works DOL Competitive Grant – This project is one of the First Round DOL WtW Grants awarded in June 1998. Two key elements in the success of the proposal being funded were: the regional approach to job retention and post-employment services through the two-county EASTBAY Works One-Stop system; and, the cooperation of the County Welfare Departments to effect the coordination of services to WtW-eligible CalWORKs recipients.

Alameda County SSA is assisting the One-Stop Centers in determining WtW eligibility and in developing a participation plan for individual clients being served by the One-Stops. Beginning in September, 1999, CalWORKs Employment Counselors will be outstationed at the One-Stop Centers to directly assist recipients and One-Stop staff to coordinate and link CalWORKs activities and services with WtW program activities and services. Procedures for the outreach to, and referral of, CalWORKs recipients to the One-Stop Centers continue to be developed, implemented and improved through the coordination efforts of the Employment Counselors and the One-Stop staff.

EASTBAY Works WtW Work Team - This work team of the EASTBAY Works System Planning Group was co-chaired by CalWORKs Program staff from the Alameda and Contra Costa CWDs. Members of the team included WtW Grantees, One-Stop staff and various community organizations providing services to CalWORKs recipients. The team addressed issues of referral, recruitment, outreach and service availability for WtW eligible CalWORKs recipients. This team took the responsibility to review and recommend two neighborhood project areas, one in Alameda County and one in Contra Costa County, for direct services to CalWORKs recipients available through the Regional Workforce Preparation & Economic Development Act (RWPEDA) Grant to EASTBAY Works. Coordination with CWD is a factor in the delivery of these RWPEDA Grant direct services.

A model for a Memorandum-of-Understanding (MOU) for the delivery of WtW services was developed through this work team. The first completed and signed MOU is between SSA and the Oakland PIC. A copy is attached with this addendum. SSA will use this model in developing WtW services MOUs with other EASTBAY Works One-Stops and with WtW Grantee Projects. Development of these MOUs will begin in September 1999 with a goal of completing the process by January 2000.

Regional Workforce Preparation & Economic Development Act (RWPEDA) Grant – This is a State-funded demonstration project awarded to the EASTBAY Works collaborative in June 1998. Both the Alameda and Contra Costa CWDs were among the partners preparing and submitting the competitive proposal for this project. EASTBAY Works is one of six collaboratives to be awarded project funding. The partnering agencies for this project are the four PICs of EASTBAY Works, and the County Welfare Departments, Community Colleges, County Offices of Education, and County Economic Development Agencies in both Alameda and Contra Costa counties.

The primary goal of the RWPEDA Project is to further the systems coordination of the partnering agencies in the delivery of workforce preparation and economic development activities in the two-county East Bay region. Within the grant plan is the delivery of direct services to WtW eligible CalWORKs recipients to assist in the transition from public assistance to employment. SSA is coordinating the delivery of these direct services in Alameda County in the neighborhood area of Harder-Tennyson in Hayward. Through this project EASTBAY Works is linking SSA's CalWORKs activities and recipients with: the employment, workforce preparation, job retention and post-employment services available through the One-Stop System; the CalWORKs programs at the Community Colleges including assessments, education and training; the County Office of Education programs for adults and youth; and local economic development activities targeted to CalWORKs recipients and to employers who hire CalWORKs recipients.

COORDINATION OF STATE WtW GRANT MATCHING FUNDS

A narration of CWDs' coordination of the State WtW Grant matching fund expenditures with the local WtW Grant partners for welfare-to-work activities:

Alameda County has applied the State WtW Grant matching funds into the delivery of services to CalWORKs recipients who are participating in WtW Grantee projects. These WtW related CalWORKs Program activities include the following:

Assignment of WtW-enrolled CalWORKs cases to one point-of-contact in the CalWORKs Program. This was implemented for the WtW Grantee Projects who began their project enrollments in the Fall of 1998, which did not include the EASTBAY Works Centers outside of the City of Oakland.

Case management assistance for WtW Grantee projects, including dedicated computer system access (CalWORKs client database) through the one point-of-contact in the CalWORKs Program.

Assignment of CalWORKs Employment Counselors to be outstationed with the EASTBAY Works One-Stop Centers in Alameda County.

SSA staff participation in the WtW coordination meetings cited in the previous section.

CalWORKs Program staff involved in eligibility determination, outreach and referral processes, benefits management, case management and review, and recipient supportive services (child care, Medi-Cal, transportation, Food Stamps, etc.) for WtW enrolled CalWORKs recipients.

CalWORKs Program staff is available to WtW Grantees on a daily basis for problem solving and technical assistance.

SSA staff developing memorandums-of-understanding (MOUs) with WtW Grantees for eligibility determination, referrals procedures and the provision of services.

ELIGIBILITY DETERMINATION AND REFERRALS TO THE WtW GRANT PROGRAM

A description of established mechanisms for determining eligibility and referring CalWORKs recipients to the WtW Program:

Eligibility and referral mechanisms were designed and developed through the WtW Grantee meetings. Referral and contact forms were prepared, implemented and modified as both the WtW Grant partners and the CalWORKs Program utilized these forms. Input from the WtW Work Team assisted in the paperwork flow process.

WtW Grant partners are connected to specific SSA staff for eligibility and referral issues. This one point-of-contact is available to access eligibility information for CalWORKs recipients enrolling into a WtW Grant project. Confirmation on WtW eligibility factors is provided on the WtW eligibility documentation form, exchanged between the WtW project and SSA, and/or through the printing of computer screens which verify eligibility data for WtW participation.

SSA procedures direct the cases of WtW-enrolled recipients to a limited number of Employment Counselors for case management. Both the recipient and the WtW Program are advised of the assignment. This helps both SSA and the WtW partner to manage the information flow about the recipients being served with WtW Grant activities.

WtW Grant partners have made presentations on available services to CalWORKs Employment Counselors, the CalWORKs assessment staff and at various job clubs for CalWORKs recipients. Information on program activities is provided at each CWD office and Self-Sufficiency Center where clients may self-select a referral to a WtW Grant project.

SSA has linked the WtW partners with the CalWORKs-funded community projects which are doing outreach to recipients, providing job search services and conducting work-first employment projects. This effort expands the options and choices which recipients have available for both immediate work activities through CalWORKs and for future use such as job retention and post-employment services.

1 Sept 99 – D. Harkess / PIC Dept.