

**Welfare-to-Work (WtW) Addendum to the California Work Opportunity
and Responsibility to Kids (CalWORKs) County Plan
September 2000**

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

Attached are listings of the WtW Grant partners with whom we are working (Attachments 1 through 6).

A description of the coordination efforts between CalWORKs welfare-to-work and the local WtW partners to ensure services are not duplicated:

- **A list of the eligible population(s) the CWD will focus on serving. If there is no specific focus, please indicate.**

Los Angeles County will concentrate on providing the following required CalWORKs employment and training services for CalWORKs participants:

- An appraisal of the individual's employment history and skills, the need for supportive services and any other information DPSS requires in order to assign welfare-to-work activities appropriately. This includes evaluation of self-initiated programs.
- Job search activities.
- Assessment.
- Development of a WtW plan which includes activities needed to obtain employment.
- Job retention services including continued case management services and supportive services needed for the individual to retain employment or advance to new employment that may provide greater income or better benefits.

In addition, in November 1999, the Los Angeles County Board of Supervisors approved the Long-Term Family Self-Sufficiency (LTFSS) Plan which includes 46 projects to serve CalWORKs participants and, in some instances low-income families not receiving CalWORKs, achieve self-sufficiency. Among the projects are the four described below which build on the success of the current GAIN program, while embodying a more individualized approach to helping CalWORKs participants secure self-sustaining employment.

Project # 1 builds on the success of the current GAIN program, while seeking to more effectively link **pre-employment and post-employment** services through a more individualized approach to the combination of work, education, and training.

Among the services to be offered to CalWORKs participants are the following:

- A) Career Planning and Preparation Seminars
- B) Enhanced Appraisal
- C) Targeted Initial Job Search
- D) Part-time Work with Education/Training
- E) Voluntary Enhanced Motivation

The CalWORKs single allocation will be the funding source for this effort.

Project #2 is a coordinated effort to increase the availability of **Employer-Linked Education/Training** which is both accessible to the participants (particularly if offered at the work site) and more likely to result in progression to better paying jobs than other education/training.

This effort will include coordinating funding available through the WtW Grant agencies, community colleges, adult schools and Regional Occupational Centers/Programs (ROC/Ps). CalWORKs Performance Incentives may be used to fund training for low-income parents in non-CalWORKs families if other funding streams are not available to support their training.

Project #3 will increase utilization of **Transitional Subsidized Employment/Paid Work Experience** for CalWORKs participants. The wage subsidy could come from WtW Grant agencies, community college work study programs, the CalWORKs single allocation, and/or from the participant's CalWORKs grant through grant diversion.

Project #4 will establish **County Apprenticeship Programs** with the goal of enabling CalWORKs participants to secure permanent jobs as County employees. The project uses a subsidized wage funded by use of the single allocation. A similar program has been implemented by the City of Los Angeles, primarily through the use of DOL WtW Grant funds.

A narration describing the CWD's coordination of the State Grant matching fund dollars with local WtW grant partners for WtW activities

Given the shortfall of approximately \$80 million in Los Angeles County's CalWORKs single allocation, we intend to use the WtW match for two programs that were previously financed with single allocation funds. Both programs serve the WtW-match eligible population.

The two projects are the Refugee/Immigrant Training & Employment and the Domestic Violence Programs currently operated by the Los Angeles County Department of Community and Senior Services (CSS) under contract with DPSS.

A description of the mechanisms the CWD and WtW Grant partners use for identifying, referring and serving WtW participants, which includes the new populations established with the passage of HR 3424

To maximize the effective use of resources and to create a more cohesive, comprehensive, accountable, and customer-focused welfare-to-work delivery system in Los Angeles County, upon enactment of the WtW Grant program the eight service delivery areas (SDAs), under the leadership of their private industry councils (PICs), formed the Los Angeles Regional Welfare-to-Work Collaborative. Participants include DPSS and a business representative from the Welfare-to-Work Leadership Group. The Collaborative developed a joint Welfare-to-Work Grant Program Local Plan which was approved for implementation by the State.

The Collaborative meets at least once a month involving CalWORKs/GAIN staff, General Relief Opportunities for Work (GROW) staff and representatives from the Workforce Investment Boards (WIBs), the State of California Employment Development Department (EDD) Job Training Partnership Division, the California State Department of Social Services (CDSS) and the U.S. Department of Labor.

The purpose of the meetings is to address areas such as agency coordination and interagency communication. DPSS has also developed procedures for identifying and referring eligible participants to the WtW agencies, the WIBs and competitive grantees.

The Collaborative has developed a revised Welfare-to-Work Grant Program Certification, a Non-Custodial Parent Certification form and a Welfare-to-Work Program Personal Responsibility Contract which reflect the eligibility changes of HR 3424.

Quarterly meetings involving the Collaborative representatives and the agencies awarded WtW Competitive Contracts by the Department of Labor and the Governor's 15% Discretionary Funds are also held. Issues covered are similar to those covered at the Collaborative meetings and forms developed for the WtW Grant Program are shared.

Other examples of our coordination efforts are the quarterly DOL WtW meetings held to discuss the progress in implementing the WtW Grant Program. Represented at the meetings are executive staff from the eight local WIBs, EDD, DOL, CDSS and DPSS.

Finally, DPSS is also represented at the bimonthly State WtW Advisory meetings.

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

Coordination efforts have led to the creation of a Countywide referral process between DPSS, the SDAs, and the competitive grantees (refer to flow charts, Attachments 7 and 8). Other coordination efforts include the following:

- Utilization of DPSS WtW liaisons in each of the GAIN and CalWORKs eligibility offices to provide single points of contact and to facilitate communication among the various agencies;
- GAIN Regional offices are coordinating regional meetings with WtW agencies to deal with issues related to operations such as referrals, eligibility, best practices and other WtW services;
- Creation of a WtW Q&A to distribute to DPSS staff with answers to questions that program staff receives relative to WtW;
- Dual case management;
- Joint staff training, development of common automated intake and case management systems;
- Joint job development and job creation activities; and
- Focus on training of GAIN staff relative to WtW post-employment requirements and benefits to TANF clients who are eligible to volunteer for the WtW program.

Collaboration between DPSS and the WtW agencies has occurred. Examples include:

- Collocation of WIB and Grant staff at DPSS GAIN Regions to discuss post-employment services with participants.
- Collocation of DPSS staff at WIB/One-Stop Centers.
- WtW Agency recruitment presentations at Job Club sites.
- Post-employment Services orientations at GAIN offices.
- Development of WtW paid work experience slots for participants completing job club. The majority of WIBs/Grantees are offering paid work experience. This provides a number of immediate benefits (e.g., receipt of an actual paycheck, EITC, etc.) and it provides a stepping stone to unsubsidized employment.
- DPSS continually explores new strategies to market WtW programs to participants.

The most significant changes of HR 3424 are the elimination of the barriers to the employment requirement, the broadening of the eligibility criteria for noncustodial parents (NCPs), and the inclusion of youth who have attained 18 years of age but not 25 and have been in foster care.

The elimination of the barriers to the employment requirement will have little impact on the current referral process because CalWORKs participants not meeting the barrier to employment criteria have been referred to the WtW agencies and served in the 30 percent eligibility category in the past.

Below are examples of how Los Angeles County is identifying and referring the new populations established by HR 3424:

The Regional Collaborative is working with the Los County Sheriff's Department with the intention of piloting a program for identifying and serving NCPs who are WtW eligible. NCPs would be recruited from the Sheriff Department's Community Transition Unit which provides vocational and educational program links to inmates upon exit from incarceration.

Representatives from the Los Angeles County District Attorney's Office, Probation Department and the Public Defender's Office are also participating in the meetings to discuss the project and provide their input as to the design of the pilot project.

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Also, a pilot program is being designed in response to a special Los Angeles County Board of Supervisors' motion requesting the identification and development of additional career paths and job training programs for youth emancipating from the foster care system. The program will provide a mechanism for identifying and recruiting WtW eligible foster youth for the WtW Programs.

It will offer the following growth opportunities for emancipating foster youth: peer-to-peer mentoring, life skills classes, regional occupational programs, and employment services (e.g., job readiness, job development, placement, and vocational/occupational education).

Representatives from DPSS, CSS, the Department of Children and Family Services, and the County Superintendent of Schools are formulating the initial program and are looking into the availability of WtW Grant funds to support the program.

One of the funding possibilities is the County's WtW grant. CSS is the administering agency and recently released a Request for Proposals inviting applicants to provide WtW Program services for eligible individuals with special needs. Among the special needs population are the foster youth. We are hopeful that they will receive proposals to fund which are designed to reduce or eliminate the barriers faced by foster youth in obtaining employment.

**Contracts Awarded by State of California
Employment Development Department
1999-2002**

85% FORMULA FUNDS

SDA/PIC	FUNDING LEVEL	CONTACT AND PHONE NUMBERS
Carson/Lomita/Torrance Consortium One Civic Plaza, Suite 500 Carson, CA 90745	496,913	Patricia Unangst Employment & Training Manager (310) 518-8100 (310) 518-8214 FAX
City of Long Beach 200 North Pine Ave., Suite 400 Long Beach, CA 90802	3,373,783	Ray Worden, Executive Director (562) 570-3865 (562) 570-3898 FAX
City of Los Angeles Community Development Dept. 215 West 6 th Street, 10 th Floor Los Angeles, CA 90020	30,016,252	Ann Giagni, Director (213) 485-5019 (213) 485-8151 FAX
South East Los Angeles Consortium 10900 East 183 rd Street, Suite 350 Cerritos, CA 90703	1,314,413.00	Bill Plaster, Executive Director (562) 402-9336 (562) 860-4701 FAX
Employment and Training County of Los Angeles Department of Community and Senior Services 3175 West Sixth Street Los Angeles CA. 90020-1798	21,075,924.00	Kenneth Kessler, Director (213) 738-2620 (213) 380-8275 FAX
Foothill Training and Employment Consortium 1207 East Green Street Pasadena, CA 91106	1,198,234.00	Phillip L. Dunn, Executive Director (626) 796-5627 (626) 304-7902 FAX
South Bay SDA Consortium City of Inglewood One Manchester Blvd. 4 th Floor Inglewood, CA 90301	2,018,565.00	Jan Vogel, Executive Director (310) 412-5558 (310) 412-4252 FAX
Glendale Employment & Training 141 North Glendale Ave. Glendale, CA 92206	1,835,374.00	Madalyn Blake, Project Director (818) 548-2053 (818) 548-3700 (818) 548-3724 FAX
TOTAL	61,328,458	

**Contracts Awarded by Department of Labor
Competitive Grants: Round I**

Agency	Funding Level	Contact Person and Phone Number
CHARO 4301 East Valley Blvd. Los Angeles, CA 90032	\$5,999,650.00	Cynthia Flores Executive Vice-President (213) 266-4326
<i>The project will help limited English speaking Hispanics retain and advance in jobs through job clubs, work experience, temporary employment, on-the-job mentoring, and professional development workshops.</i>		
Los Angeles County PIC Community and Senior Services 3175 West Sixth Street Los Angeles, CA 90020	\$3,000,000.00	Kenneth Kessler, Director Employment and Training (213) 738-2620
<i>The project will assist long-term TANF recipients end their welfare dependence by increasing child support payments from non-custodial parents. The program will help unemployed non-custodial parents find work and underemployed non-custodials increase their earnings, thus enabling them to begin to increase their child support payments.</i>		
National Association of PICs 1201 New York Ave. N.W. #350 Washington, D.C. 20005	\$413,926.00	↻ (LA County SDA Share of Funds) Kenneth Kessler, Director Employment and Training (213) 738-2620
<i>The project will conduct state of the art computerized post-employment occupations and basic skills training at selected employer sites. The program will upgrade entry level skills, promote continuous learning, and assist clients in qualifying for promotions. The LA Community College District will receive \$180,000 of the above listed allocation to provide mentoring services.</i>		
City of Los Angeles Housing Authority 2600 Wilshire Blvd. Los Angeles, CA 90057	\$5,000,000.00	Donald J. Smith, Executive Director (213) 252-1810
<i>The project will serve non-custodial parents of participant children residing in public housing projects or subsidized public housing projects or subsidized private housing who are hard-to-employ and/or are considered long-term welfare dependents.</i>		
Community Rehab Industries and Goodwill Industries (Long Beach) 1500 East Anaheim Street Long Beach, CA 90813	\$3,669,874.00	Becky Tschirgi, Executive Director (562) 591-0539
<i>The project is a coalition of agencies operating in the southern part of Los Angeles County. Their clients will be enrolled in a specialized employment preparation component/job club/job matching and offered expanded transportation services and childcare to ensure successful job placements.</i>		
TOTAL	\$18,083,450.00	

Attachment 3

Contracts Awarded by Employment Development Department
Governor's 15% Discretionary Funds

Agency	Funding Level	Contact and Phone Number
AADAP Inc. 5318 South Crenshaw Blvd. Los Angeles, CA 90043	\$785,280.00	Mike Watanabe, Director (213) 293-6284
<i>The project will provide perinatal services and transitional employment services for clients who need substance abuse treatment.</i>		
Chrysalis 516 South Main Street Los Angeles, CA 90013	\$1,095,436.00	Dave Mc Donough, Project Manager (213) 293-6284
<i>The project will assist homeless and chronically unemployed non-custodial parents return to the workforce. They will provide employment through temporary agencies, subsidize the employer, provide housing and meals for the first 90 days, plus transitioning to permanent housing and employment.</i>		
Community Career Development 635 South Harvard Blvd. Los Angeles, CA 90005	\$1,570,560.00	Elizabeth Duncan, Administrator (213) 635-9829
<i>The target population for this project is TANF custodial parents, multi-barriered including substance abusers and ex-offenders with limited language skills residing in or near the 21 Housing Authority Units for the County and City of Los Angeles, who are in jeopardy of losing their benefits within the next 18 months.</i>		
Goodwill Industries of Southern California 342 San Fernando Road Los Angeles, CA 90031	\$1,005,168.00	Margaret O'Brien, Manager (213) 223-1211
<i>The project will assist persons with disabilities or persons caring for the disabled, and non-custodial parents residing in public and/or SRO housing who did not get a job through GAIN due to significant and multiple barriers to employment. They will provide services in the areas of placement, mentoring, work orientation, skills building, and support services.</i>		
Joint Efforts, Inc. 505 Pacific Avenue, #505 San Pedro, CA 90731	\$783,709.00	Maria Marquez, Program Director (310) 831- 2358
<i>The project is a community-based effort that will develop and sustain an integrated system of education, training and job creation activities that will enable TANF recipients to attain economic self-sufficiency.</i>		
Pacific Asian Consortium in Employment (PACE) 1541 Wilshire Blvd., #210 Los Angeles, CA 90017	\$785,280.00	Kerry N. Doi, Manager (213) 353-3982
<i>This project assists limited English speaking Asians through the use of intermediary employers while providing English proficiency and literacy skills to ensure success on the job.</i>		
South Bay Center for Counseling 360 North Sepulveda Blvd., #2075 El Segundo, CA 90245	\$783,709.00	Colleen Mooney, Executive Director (310) 414-2090
<i>The project proposes to develop a network of employers, unions, and social service agencies that will provide paid and unpaid internships that will lead to full-time positions for the participants.</i>		
TOTAL		\$6,809,142.00

**Contracts Awarded by Department of Labor
Competitive Grants: Round 2**

Agency	Funding Level	Contact Person and Phone Number
City of Long Beach Department of Community Development 200 North Pine, Suite 400 Long Beach, CA 90802	\$5,000,000.00	Ray Worden, SDA Administrator (562) 570-3811
<p><i>This project will provide employment, post-employment, and supportive services to participants of the Family Self-Sufficiency program and noncustodial parents. The Housing Authority of the City of Long Beach will provide funding for individual development accounts. In addition, local partners will support and be involved in providing employment and other supportive services.</i></p>		
Goodwill Industries of Southern California, Los Angeles 342 San Fernando Road Los Angeles, CA 90031	\$4,098,265.00	Margaret O'Brien Education and Training (213) 223-1211 ext. 105
<p><i>Services will be provided through Goodwill's Employment Readiness Project in Los Angeles. It is a work-first subsidized work experience program, coupled with support services focused on removing the individual's employment barriers. Support services may include sobriety, parenting skills, basic skills remediation, English-as-a-Second Language training, job accommodation and employment preparation.</i></p>		
Beyond Shelter 3255 Wilshire Blvd. Los Angeles, CA 90010	\$1,199,700.00	Tanya Tull (213) 252-0772
<p><i>This project will serve long-term welfare recipients who have histories of substance abuse and homelessness. The program will concentrate its efforts in Central Los Angeles, South Central Los Angeles and the East San Fernando Valley. Each individual will be evaluated to identify housing, social services and employment needs. Each participant will also meet with a job developer who will create an in-depth profile of the individual's needs. In addition, each participant will be given a \$500 clothing certificate to buy appropriate work clothes. The program will provide on-going support for one full year after placement in full-time, unsubsidized employment.</i></p>		

**Contracts Awarded by Department of Labor
Competitive Grants: Round 2**

AGENCY	FUNDING LEVEL	CONTACT AND PHONE NUMBER
<p>African American Unity Center 944 West 53rd Street Los Angeles, CA 90037</p> <p>Summary:</p> <p>This project, entitled MARCH II (Making a Realistic Career Happen), is located in South Central Los Angeles, and will provide Welfare-to-Work participants with full time, subsidized work experience, followed by placement in unsubsidized employment. The project has a strong emphasis on non-custodial parents, the learning disabled and public housing residents</p>	<p>\$1,357,885.00</p>	<p>Curtis Owens (213) 789-7300</p>
<p>Catholic Charities of Los Angeles 1531 West 9th Street Los Angeles, CA 90015</p> <p>Summary:</p> <p>This project will serve those hardest-to-employ welfare recipients in 11 communities throughout Los Angeles County. The Archdiocese has extensive relationships with employers throughout the County and will use its network to provide both direct placement and interim subsidized employment. The program offers an innovative mentoring plan in which Catholic Charities will work with local parishes and pastors to recruit volunteer mentors. Participants will be referred to local community colleges for English-as-a-Second-Language training, basic skills or other training. Additional support services include counseling, emergency services, parenting classes, tuition reimbursement, clothing, child care and transportation subsidies.</p>	<p>\$3,3037,423.00</p>	<p>Rev. Monsignor Gregory A. Cox (213) 251-3400</p>
<p>Hispanic Association of Colleges and Universities 4204 Gardendale St. Suite 216 San Antonio, Texas 78229</p> <p>Summary:</p> <p>The Hispanic Association of Colleges and Universities (HACU) will conduct post-employment occupational and basic skills training for eligible participants through state-of-the-art interactive computer technology. This training will occur at the worksite, with education counseling provided by mentors and employers supervising the program on-site. This unique project will add to the continuum of services provided by Welfare-to-Work formula or other funds. Specific occupations include building maintenance, customer service, home care worker, office worker and security guard.</p> <p>Community Served: Four counties in California (Los Angeles, Tulare, Santa Clara and Ventura), one County in Arizona (Pima) and designated area in Southern Texas.</p>	<p>\$4,321,269.00</p>	<p>Antonio Flores, President (210) 692-3805 (210) 692-0823</p>

**Employment Development Department
Welfare-to-Work - Round 2**

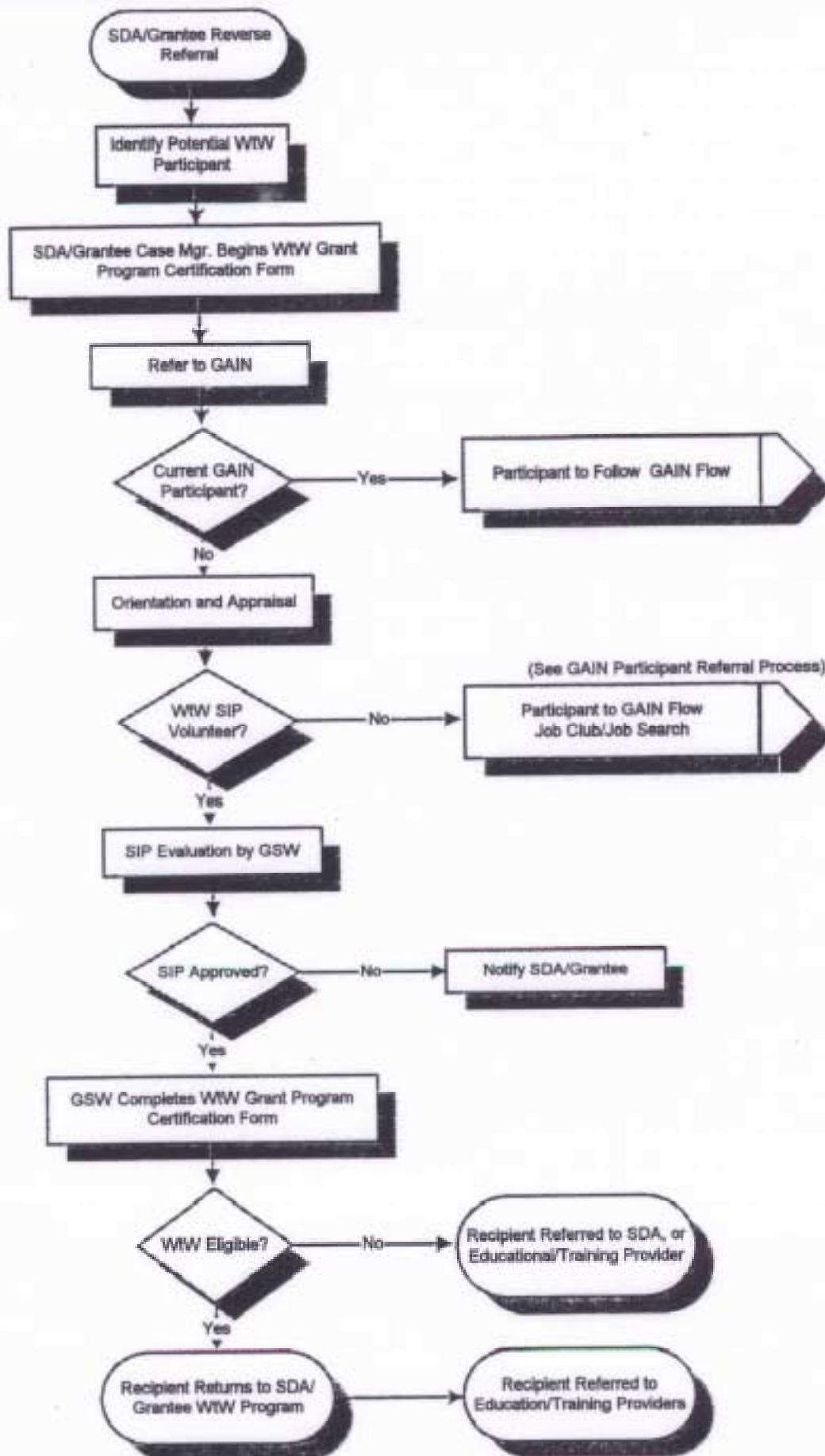
Governor's 15 Percent Grant Project Summaries

AGENCY	FUNDING LEVEL	CONTACT PHONE NUMBER
<p>Los Angeles Valley College 5800 Fulton Avenue Valley Glen, CA 91401</p> <p>Summary:</p> <p>The "Banking on Success" WtW project is a collaborative effort of the Los Angeles Valley College, Washington Mutual Bank, Family Violence Project, Technical Training One-Stop, and several community-based organizations that will target 60 victims of domestic violence. They plan to place at least 42 in unsubsidized employment, and upgrade participant skills.</p>	<p>\$313,200.00</p>	<p>Lynn Brower (818) 947-2974</p>
<p>Community Employment Project, Inc. 11550 E. Rosecrans Avenue Norwalk, CA 90650</p> <p>Summary:</p> <p>The Community Employment Project, Inc. (CEP) will be targeting Cambodian, Vietnamese, and Laotian WtW eligible participants residing in the cities of Pomona and Long Beach. Services such as job readiness, job placement, community service, work experience, OJT, job creation, post-employment services, and job retention/supportive services will be provided in their native languages.</p>	<p>\$808,778.00</p>	<p>Robert Gulden (562) 863-4786</p>

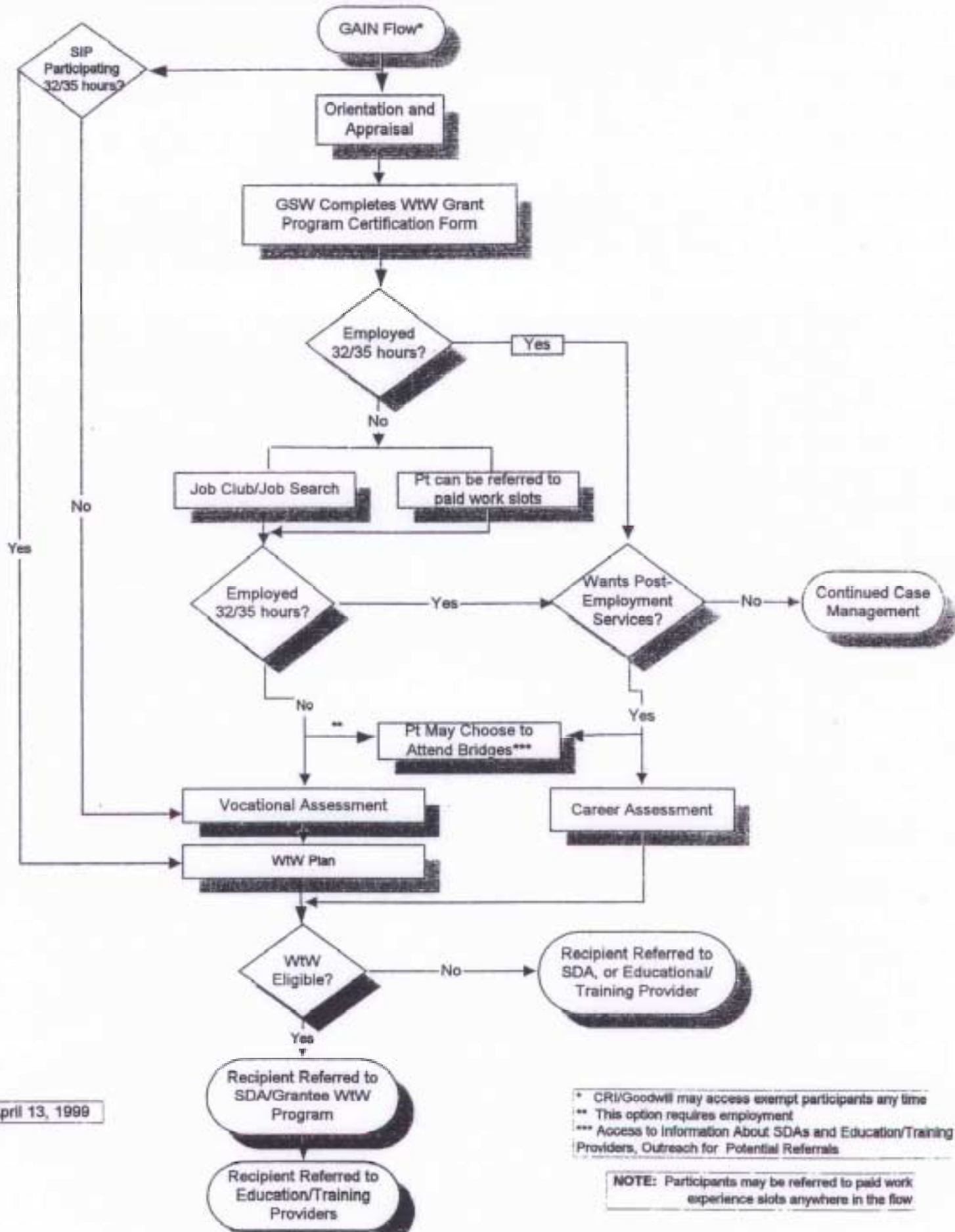
**Contracts Awarded by Department of Labor
Competitive Grants: Round 3**

AGENCY	FUNDING LEVEL	CONTACT PERSON AND PHONE NUMBER
1736 Family Crisis Center 3375 South Hoover St. Suite K Los Angeles, CA 9007	\$4,289,858.00	Carol A. Adelfkoff, Executive Director (213) 741-5050 x 300 E-mail 1736FCC@compuserve.com
Project Emphasis: Domestic Violence, EZ/EC		
Summary:		
The 1736 Family Crisis Center project addresses the problems that have historically faced battered women when seeking employment. The project has developed a Job Bank of 16 committed employers from whom battered women can obtain subsidized and eventually unsubsidized employment. This number is expected to grow to 57 during the course of the project.		

WtW SDA/Grantee REVERSE REFERRAL PROCESS



WtW GAIN PARTICIPANT REFERRAL PROCESS



* CRI/Goodwill may access exempt participants any time
 ** This option requires employment
 *** Access to Information About SDAs and Education/Training Providers, Outreach for Potential Referrals

NOTE: Participants may be referred to paid work experience slots anywhere in the flow

April 13, 1999