

County: San Bernardino Year: 2000/01

## Performance Incentives Projects Overall Expenditure Plan

Do not limit comments to space provided. If you have a Word Program, you may obtain an electronic version with expandable fields by sending an e-mail to [regionaladvisors@dss.ca.gov](mailto:regionaladvisors@dss.ca.gov) with "Request for Overall Expenditure Plan Form" in the subject line .

Use this form to provide a brief explanation of your overall expenditure plan for performance incentives, including any plans to hold back expenditures and the status of any future planning processes. You must include how the benefits and services that will be provided using Performance Incentive Funds relate to the issue of sustaining self-sufficiency and how these services will be coordinated with other services within the community that are funded from sources such as the county's single allocation, Welfare-to-Work grants and community college funds.

San Bernardino County estimates that approximately \$18 million annually in incentive funds will be required to continue various programs developed to assist those clients with significant barriers to employment. In addition, approximately \$12 million annually is needed to provide Stage 1 and 2 child care benefits. Based on the 2000/01 budget, \$ 24 million will be needed for operations funding related to the \$8.7 million offset from our single allocation and to continue to provide essential CalWORKs services at various sites throughout the county. Estimated total incentive spending for FY 2000/01 totals \$54 million.

San Bernardino has needs specific to its job market, geography, and demographics. Despite the county's success in job placement, a recent study conducted by Maximus indicates a greater need to target activities to specific groups based on age, education and language. We now have a better picture of the needs of these various groups and have a task force currently working on developing targeted work plans. Additionally, San Bernardino has a large job pool but most of those jobs do not provide sufficient income to move clients off of CalWORKs. Currently, 31% of San Bernardino's CalWORKs clients are employed 32 or more hours per week and still do not earn enough to exit CalWORKs. This results in increased child care expenditures over time and a need to provide more intensive skills-upgrade training and job retention services. San Bernardino's job market is focused in the valley and moving clients to work also results in increased commuter costs for desert recipients to access those jobs. Budgeted transportation costs for San Bernardino County are \$3 million for FY 00/01.

The services funded by incentive funds are contracted to community organizations (domestic violence, drug and alcohol treatment) or other public entities (school districts, community colleges, transportation providers, public health, behavioral health etc). These agencies are selected based on their existing relationships with the populations or communities served. School districts support programs through their receipt of ADA funds and colleges through their separate CalWORKs and WTW funds. Due to the size of San Bernardino County and the diversity of its communities, it is necessary to contract with multiple vendors/agencies for similar services. Few vendors can provide coverage for all of the 20,000 square miles of San Bernardino County.

An additional \$17 million is required to fund Stage 1 Child Care. Current child care funds will not be sufficient to cover the 25,000 children in need. This number

continues to grow as a result of San Bernardino County’s success in helping clients obtain employment. Failure to fund this need will result in an increase in low wage clients remaining on assistance. Because the County cannot be assured of sufficient, continuing funding for Stage 2 child care, it has been necessary to maintain more families in Stage 1. The County is also providing child care to CalWORKs recipients participating in the Perinatal Drug and Alcohol Clinics while they participate in treatment, job skills development and parenting classes.

Health problems and domestic violence are two factors affecting the self-sufficiency of families, identified through three years of study of San Bernardino’s CalWORKs population. A number of the projects listed below directly address those issues. In addition, the two projects aimed specifically at youth represent the County’s attempt to prevent future dependency. Research indicates that education level correlates to receipt of and time on assistance.

The expenditure plans listed below represent San Bernardino’s desire to expend incentive funds over a three year period so as to have the greatest impact on the hard to serve population. The clients we are now serving have more significant issues that cannot be resolved without intensive services over the long run.

*Please list below a summary of all individual projects.*

<b>Project Title and Brief Description (include desired outcomes)</b>	<b>Total Incentive Funds Planned for this project</b>	<b>Counts toward “Needy Family” definition?*</b>	<b>Which of the purposes of TANF (or Title IV-A or IV-F) is met? Describe how the purpose is met through this project.</b>	<b>Page number in Attachment</b>
<p><b>Youth Empowerment and Self-Sufficiency (YESS)</b> – program operated through the Public Health Dept. Adolescent and Family Life Program designed to reduce pregnancy by helping teens return to school, redirecting them to higher education and/or the job market; broker health and social service related services</p> <p>Participants: Public Health and Transitional Assistance</p> <p><b>Outcomes – reduced pregnancies; improved school attendance; employment; referral to drug/alcohol services</b></p>	<p>\$1,528,000 annually for \$4,584,000 over 3 years</p>	<p>NO CalWORKs eligible children only</p>	<p>Prevent or reduce out-of-wedlock pregnancy; provide assistance to needy families; prevent future dependency through education</p>	

<p><b>Adult Probation-to-Work</b> – provide job club services to probationers connected to CalWORKs families or non-custodial parents to reduce recidivism, increase restitution and provide job training to enable probationers and their families to become self-sufficient.</p> <p>Participants: Jobs and Employment Services and Probation</p> <p><b>Outcomes – reduced incidence of recidivism; employment; potential for increased child support payments</b></p>	<p>\$1,000,000 annually for \$3,000,000 over 3 years</p>	<p>PARTIAL 50%  CalWORKs linked parents and non-custodial parents</p>	<p>Provide assistance to needy families; end dependence of needy parents by promoting job preparation, work and marriage; encourage the formation and maintenance of two-parent families</p>	
<p><b>Elementary School Attendance Project</b> – elementary schools and healthy start sites to provide case management services to families of children not regularly attending schools; provide referrals to appropriate services to support the family in resolving issues that contribute to school attendance problems.</p> <p>Participants: Various school districts and Healthy Start sites and Transitional Assistance</p> <p><b>Outcomes – improved school attendance; reduced sanctions; improved future self-sufficiency; reduced pregnancies; improved referral of families to needed services</b></p>	<p>\$717,363 annually for \$2,152,089 over 3 years</p>	<p>PARTIAL 25%  CalWORKs eligible children and at risk children</p>	<p>Assist in resolving family issues that contribute to truancy; prevent future dependency through education; provide assistance to needy families through reduction in incidence of sanction</p>	

<p><b>Multi-Service Unit (MSU)</b> – provide time limited, intensive case management services to exempt and sanctioned individuals with multiple barriers to employment. Provide mental health, domestic violence, drug and alcohol, public health and job services, via a multi-disciplinary team approach, to bring into compliance and promote self-sufficiency.</p> <p>Participants: Behavioral Health, Office Alcohol &amp; Drug Programs, Transitional Assistance, Jobs and Employment Services, various domestic violence providers and Department of Children’s Services.</p> <p><b>Outcomes – identification of barriers and referral to appropriate services; reduced sanctions and exemptions; employment</b></p>	<p>\$2,007,800 annually for \$7,000,000 over 3 years – expansion to 3<sup>rd</sup> region included</p>	<p>NO CalWORKs eligible families only</p>	<p>Provide assistance to needy families; end dependence of needy parents by promoting job preparation, work and marriage</p>	
<p><b>Disability Review Project</b> (under development) – provide health care expert review of CA61 disability reports to identify potential SSI applicants or identify modified employment options for self-sufficiency</p> <p>Participants: Transitional Assistance Department; Public Health Department and partners to be determined</p> <p><b>Outcomes – identification and referral of potential SSI eligibles modified employment of disabled persons</b></p>	<p>\$ 77,000 annually for \$231,000 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage</p>	

<p><b>Youth 2 wor K</b> – provide education and employment services to youth 14-21. Components include employment, computer skills, basic education skills, and leadership development. Priority given to aging out foster children.</p> <p>Participants: Jobs and Employment Services, Youth Council, community based organizations, school districts, community colleges, employers, and cities.</p> <p><b>Outcomes – reduced generational dependence; employment; improved school attendance and diploma; reduced incidence of pregnancy.</b></p>	<p>\$1,000,000 annually for \$3,000,000 over 3 years</p>	<p>PARTIAL 25%  CalWORKs and foster youth and at risk youth</p>	<p>Prevent or reduce out-of-wedlock pregnancy; provide assistance to needy families; prevent future dependency</p>	
<p><b>CalWORKs Stop Grant</b> – provide case management services for CalWORKs families with health issues and children at risk of abuse ages 0-5. Assess family health needs, insure appropriate treatment is obtained, coordinate with other health care systems including WIC, family planning, CCS, CHDP. Improve family functioning by improving parenting skills, life skills and achieving normal development for children.</p> <p>Participants – Jobs and Employment Services; Transitional Assistance Department; public health department; WIC; CCS; CHDP</p> <p><b>Outcomes – parental participation in employment activities; reduced exemptions; improved referral to appropriate services; improved job retention through elimination/reduction of family health issues.</b></p>	<p>\$717,110 annually for \$2,151,330 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>Reduce the incidence of child abuse in CalWORKs families; provide assistance to needy families; end dependence of needy parents by promoting job preparation, work and marriage</p>	

<p><b>Domestic Violence Project</b> – provide services including shelter, counseling, legal assistance, job training to CalWORKs recipients at risk of abuse.</p> <p>Participants – Jobs and Employment Services; Transitional Assistance Department; domestic violence service providers</p> <p><b>Outcomes – reduced exemptions; improved participation in employment activities; reduced incidence of abuse</b></p>	<p>\$1,500,000 annually for \$4,500,000 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>Provide assistance to needy families; end dependence of needy parents by promoting job preparation, work and marriage</p>	
<p><b>Sanction Home Call Project</b> – perform home visits to CalWORKs families in sanction to determine reason for sanction and identify services/information that will encourage/enable them to cure the sanction and participate in employment or employment related activities. Provide clarifying policy information in a one-on-one setting to improve understanding of requirements.</p> <p>Participants – Jobs and Employment Services; Transitional Assistance Department; quality review staff</p> <p><b>Outcomes – identify factors contributing to sanction to design effective programs; improve recipient’s understanding of CalWORKs requirements; employment</b></p>	<p>\$454,400 annually for \$1,363,200 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Dental Expenses</b> – provide tooth repair/replacement not covered by MediCal to improve the appearance of clients to meet employer expectations.</p> <p>Participants – Jobs and Employment Services; local dental groups and dentists</p> <p><b>Outcomes – improved appearance and self-confidence; employment</b></p>	<p>\$33,000 annually for \$100,000 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	

<p><b>Limited English Proficiency Services</b> – provide on-site interpretive services to LEP clients as part of the delivery of employment services.</p> <p>Participants – Jobs and Employment Services; community based organizations specializing in languages other than English; community colleges</p> <p><b>Outcomes – employment</b></p>	\$16,700 annually for \$50,000 over 3 years	NO CalWORKs eligible families only	End dependence of needy parents by promoting job preparation, work and marriage.	
<p><b>Advocacy and Legal Services for Participants</b> – assist participants in resolving legal problems with the DMV, SSA, courts and probation to improve access to employment.</p> <p>Participants – Jobs and Employment Services; non-profit legal aid agencies; community based organizations</p> <p><b>Outcomes – employment</b></p>	\$10,000 annually for \$30,000 over 3 years	NO CalWORKs eligible families only	End dependence of needy parents by promoting job preparation, work and marriage.	
<p><b>Customized Training Projects</b> – provide employer specific training to improve skill level for advancement, improving earnings and opening entry level employment for additional participants.</p> <p>Participants – Jobs and Employment Services; public and private employers; community colleges; training providers</p> <p><b>Outcomes – increased earnings from promotions; opening entry level positions for placement</b></p>	\$1,000,000 annually for \$3,000,000 over 3 years	PARTIAL – 25% CalWORKs eligible families and needy families	End dependence of needy parents by promoting job preparation, work and marriage.	

<p><b>Transportation Projects</b> – coordinate with SANBAG to provide matching funds to local public transit projects; provide specialized transportation to job/education sites; fund relocation for participants moving to obtain employment</p> <p>Participants – Jobs and Employment Services; cities; economic development agencies; SANBAG; SCAG; various transportation providers</p> <p><b>Outcomes – improved access to jobs/education; relocation to accept employment; reduced job loss</b></p>	<p>\$2,000,000 annually for \$6,000,000 over 3 years</p>	<p>PARTIAL 25%</p> <p>CalWORKs eligible families and needy families</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Community Service Contracts</b> – develop and monitor training/work sites to meet placement needs of participants timing out or in remote sites.</p> <p>Participants – Jobs and Employment Services; community based organizations</p> <p><b>Outcomes – upgrade job skills and work maturity skills; job preparation and placement</b></p>	<p>\$300,000 annually for \$900,000 over 3 years</p>	<p>NO</p> <p>CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Services Contracts</b> – provide education and training to participants with limited job skills through the use of community based and faith based organizations.</p> <p>Participants – faith and community based organizations; schools; Jobs and Employment Services; training/education vendors</p> <p><b>Outcomes – improved job skills, life skills, English proficiency; GED attainment; employment</b></p>	<p>\$3,000,000 annually for \$9,000,000 over 3 years</p>	<p>NO</p> <p>CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	



<p><b>Subsidized Employment and OJT</b> – provide 100 subsidized employment slots that will turnover every 6 months. Provide OJT slots through private employers serving approx. 200 participants at \$1600 each for short term OJT with 50% of wage paid by CalWORKs.</p> <p>Participants – Jobs and Employment Services; public and private employers</p> <p><b>Outcomes – paid work experience leading to unsubsidized employment; improved outreach to employers; shared training costs with employers; skills upgrade leading to better jobs</b></p>	<p>\$1,882,700 annually for \$5,648,100 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Vehicles</b> - purchase vehicles to conduct home visits to participants failing to cooperate prior to sanction. Provide transportation for automated system technicians supporting 19 office locations.</p> <p><b>Outcomes – reduced incidence of sanction; employment; improved maintenance of automated tracking systems</b></p>	<p>\$210,000 one time</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage. Improve data collection and management of information systems.</p>	
<p><b>Vehicle Repairs for Participants</b> – provide funds to repair participant vehicles to enable access to job markets. Critical to San Bernardino County’s size and lack of adequate transportation systems.</p> <p>Participants – Jobs and Employment Services, local businesses; ROP; community colleges</p> <p><b>Outcomes – improved job retention; greater access to local job markets</b></p>	<p>\$150,000 annually for \$450,000 over 3 years</p>	<p>NO CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	

<p><b>Job Fairs</b> – participate in approximately 8 events annually at various locations throughout the county; provide employee screening for employers; job placement.</p> <p>Participants - employers; colleges; Jobs and Employment Services dept.</p> <p><b>Outcomes – increased job placement; improved relationship with employers</b></p>	<p>\$100,000 annually for \$300,000 over 3 years</p>	<p>PARTIAL – UNK</p> <p>CalWORKs eligible families and needy families</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Computer Hardware and Software</b> – enhance GEMS system for improved reporting and tracking of activities and outcomes. Upgrade infrastructure and equipment to sustain existing operations.</p> <p><b>Outcomes – continued access to case management data and reporting systems; improved outcome tracking and reporting</b></p>	<p>\$225,000 one time</p>	<p>PARTIAL – 25%</p> <p>CalWORKs eligible families and needy families</p>	<p>Improved outcome tracking; End dependence of needy parents by promoting job preparation, work and marriage.</p>	
<p><b>Make a Difference Day Activities</b> – arrange fund raising activities designed to obtain purchased and donated work clothing and makeovers to assist participants in preparing for job interviews. Cost primarily staff to coordinate activities and distribution.</p> <p>Participants – Jobs and Employment Services, Children’s Network, Transitional Assistance Department, cities, charitable organizations</p> <p><b>Outcomes – improved participant self-esteem; employment</b></p>	<p>\$100,000 annually for \$300,000 over 3 years</p>	<p>NO</p> <p>CalWORKs eligible families only</p>	<p>End dependence of needy parents by promoting job preparation, work and marriage.</p>	

*\*\*YES, NO or PARTIAL. If partial, include the amount toward the new “Needy Family” definition.*

Provisional Plan [ ] If this is a provisional plan, when can CDSS expect to receive your approved plan? \_\_\_\_\_

Title Director Signed \_\_\_\_\_ Date November 13, 2000