

**ASSEMBLY BILL (AB) 74**  
**COUNTY WELFARE DEPARTMENT (CWD)**  
**EXPANDED SUBSIDIZED EMPLOYMENT (ESE) PLAN**

CWD: Merced County Human Services Agency	DATE: 05/22/2014
---------------------------------------------	---------------------

**CWD CONTACT INFORMATION**

NAME/POSITION:

Heidi E. Hall, Program Manager

ADDRESS:

2115 W. Wardrobe Avenue, Merced, CA 95341

PHONE NUMBER:

(209)385-3000 X5432

EMAIL ADDRESS:

hhall@hsa.co.merced.ca.us

PLEASE INDICATE THE DATE YOUR CWD WILL BEGIN OFFERING AN ESE PROGRAM:

04/08/2014

HOW MANY TOTAL PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE IN STATE FISCAL YEAR 2013-14?

100

HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF MARCH 2014?

0

HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE BY THE END OF DECEMBER 2013?

0

STARTING WITH STATE FISCAL YEAR 2014-15, HOW MANY PARTICIPANTS DO YOU EXPECT TO PLACE IN ESE ANNUALLY?

500

Please describe how your CWD plans to utilize funds allocated for the ESE Program and include responses to the following 10 categories. There is an 11th text box to enter other information about your ESE Program if needed. The text boxes will accept up to 1,000 characters of text. If additional space is needed you may also submit attachments to accommodate the additional information. You may also attach CWD materials that address each of the areas below if the materials can be converted to pdf format for posting to the CDSS website (i.e., not scanned copies).

1. What are your ESE Program goal(s) for the participants: basic employability skills, training for a specific field, obtaining unsubsidized employment, other?

Participants will gain basic employability skills. The program is designed to match participants with a work site that will further expand their knowledge and abilities in a field they are interested in pursuing. During this fiscal year the main target group will include participants who have completed or are in the process of completing an educational component (Medical Assisting, Logistics and Warehousing, Clerical/Accounting) and will be placed on a paid intern site.

2. What types of employers and industries will you place your participants in: private, public, non-profit, for-profit, retail, manual labor, data entry, health services, etc.?

Employers will be placed in private, public, non-profit, and for-profit sites. The majority of sites will be private for-profit in health services, warehousing, or clerical services.

- 
- 
3. What types of partnerships will you develop for your ESE Program: workforce investment boards, employers, community colleges, payroll services, other?

We will partner with the Merced County Office of Education. They will place eligible current and former participants of the EMPOWER Program and Regional Occupational Program with employers. The EMPOWER Program provides educational assistance and job training to help out-of-school youth ages 17-21 succeed in school, then transition to college and/or a career.

We have a good working relationship with our community college. We have two workers co-located at the college to assist clients participating in Self-Initiated Programs (SIP). The college has work study available for eligible students.

- 
4. What strategies will you use to link clients with employers?

The Merced County Office of Education Regional Occupational Program (ROP) has strong connections with businesses/organizations throughout Merced County and neighboring Madera County. During 2013-14, the adult ROP used 65 different work sites as internships. These sites consist of non-profits, government/education municipalities, private companies, and major companies in the area. Some of these business/industry connections stay active throughout the year with the ROP program through participation in activities, classroom engagement, advisory committees and serving as a mentor during the internship portion of the program. ROP Adult instructors develop relationships and specific training plans with each community partner allowing them to match participants' technical skills and interest to what the participant will be working on along with opportunities for advancement. They will use these already existing relationships to develop work sites for the ESE Program.

- 
5. Will your CWD use job developers? If yes, will they be CWD staff or contracted? What will their roles and responsibilities be: employer relations, job coaching, unsubsidized job search, conflict resolution, etc.?

The Merced County Office of Education uses their instructors and other career educators to connect with employers. The instructors have developed labor specific internships within the community for previous vocational training students. They were able to build upon these already established connections to provide relevant worksites. Once placed, the instructors handle employer relations, job coaching and conflict resolution for those connected with vocational trainings. Career educators resolve issues for those in the EMPOWER Program.

---

---

6. What is your CWD's criteria for clients to participate: pre-requisites for entry, targeted population(s) to be served, etc.?

Participants must show that they are participating and making progress in their assigned activities and their recent history must be void of non-compliance issues. When determining the history of the participant, the worker is looking at approximately the last three months of participation. However, the instructor and case manager can discuss the individual participant to determine if there were any special circumstances which should be taken into consideration when determining if the participant was non-compliant and the likelihood that they will be successful if assigned to ESE.

---

7. What entity (or entities) will serve as employer(s) of record: CWD, workforce investment board, placement agency, private employers, etc.?

The Merced County Office of Education will serve as employer of record.

---

8. What strategies does your CWD have to transition participants to unsubsidized employment?

Participants who complete their unsubsidized employment and have finished their vocational training course will be evaluated to determine if job search is the next appropriate step to assist them in obtaining employment. As we move forward with plans for the next fiscal year, we will look at ways to transition clients from subsidized to unsubsidized employment.

---

---

9. Will your CWD supplement ESE subsidies with Single Allocation funds? If yes, how?

No.

---

10. What will be the average hourly wages and number of hours per week for placements?

Participants will receive minimum wage and will participate for up to eight weeks. On average, participants will complete 25 hours per week. Our future plans include expanding the length of time a participant can receive subsidized employment to six months. If the participant is doing well in the placement and it is likely to lead to employment, then we will look at the possibility of extending the placement up to twelve months. Participants will work a minimum of 20 hours per week up to 40 hours per week.

---

11. Please include any other components of your ESE Program not covered above:

We plan to expand the program next year so that we can reach other target groups such as those receiving Family Stabilization services.

---

Please fill out this form electronically and submit to [ESEProgram@dss.ca.gov](mailto:ESEProgram@dss.ca.gov).

**Note:** CWDs must submit their plans no later than 30 days after implementation of their ESE Programs. CDSS may request subsequent submittals of AB 74 CWD ESE Plans from CWDs depending on the needs of the program.