

**COUNTY OF SAN LUIS OBISPO BOARD OF SUPERVISORS  
AGENDA ITEM TRANSMITTAL**

(1) DEPARTMENT Social Services	(2) MEETING DATE 7/19/2016	(3) CONTACT/PHONE Trish Avery Caldwell (805) 788-2601		
(4) SUBJECT Request to approve a FY 2016-17 renewal service contract (Clerk's File) for CalWORKs Expanded Subsidized Employment (ESE) with Goodwill Central Coast (Goodwill) in the amount of \$194,999. All Districts.				
(5) RECOMMENDED ACTION It is recommended that the Board approve, and direct the Chairperson to sign, a renewal service contract with Goodwill Central Coast (Goodwill) for CalWORKs Expanded Subsidized Employment (ESE) for FY 2015-16 in the amount of \$194,999.				
(6) FUNDING SOURCE(S) Federal 85% State 15%	(7) CURRENT YEAR FINANCIAL IMPACT \$194,999	(8) ANNUAL FINANCIAL IMPACT \$194,999	(9) BUDGETED? Yes	
(10) AGENDA PLACEMENT <input checked="" type="checkbox"/> Consent <input type="checkbox"/> Presentation <input type="checkbox"/> Hearing (Time Est. ___) <input type="checkbox"/> Board Business (Time Est. ___)				
(11) EXECUTED DOCUMENTS <input type="checkbox"/> Resolutions <input checked="" type="checkbox"/> Contracts <input type="checkbox"/> Ordinances <input type="checkbox"/> N/A				
(12) OUTLINE AGREEMENT REQUISITION NUMBER (OAR) 19001661		(13) BUDGET ADJUSTMENT REQUIRED? BAR ID Number: <input type="checkbox"/> 4/5 Vote Required <input checked="" type="checkbox"/> N/A		
(14) LOCATION MAP N/A	(15) BUSINESS IMPACT STATEMENT? No	(16) AGENDA ITEM HISTORY <input type="checkbox"/> N/A    Date: <u>July 21, 2015</u>		
(17) ADMINISTRATIVE OFFICE REVIEW Morgan Torell				
(18) SUPERVISOR DISTRICT(S) All Districts				

# County of San Luis Obispo



TO: Board of Supervisors

FROM: Social Services/Trish Avery Caldwell  
(805) 788-2601

DATE: 7/19/2016

SUBJECT: Request to approve a FY 2016-17 renewal service contract (Clerk's File) for CalWORKs Expanded Subsidized Employment (ESE) with Goodwill Central Coast (Goodwill) in the amount of \$194,999. All Districts.

## **RECOMMENDATION**

It is recommended that the Board Approve, and direct the Chairperson to sign, a renewal service contract with Goodwill Central Coast (Goodwill) for CalWORKs Expanded Subsidized Employment (ESE) for FY 2015-16 in the amount of \$194,999.

## **DISCUSSION**

The Personal Responsibility and Work Opportunity Reconciliation Act of 1996 (PRWORA) was signed into law in 1996 and promised to end welfare as once known by adding a workforce-development component, time-on-aid limits and supportive services to help participants gain and maintain employment. One of the outcomes of PRWORA was the new Federal assistance program called Temporary Assistance for Needy Families (TANF) which replaced the legacy program known as Aid-to-Families-with-Dependent-Children (AFDC). California's TANF program, California Work Opportunity and Responsibility to Kids (CalWORKs), established detailed requirements for employment programs and supportive services to help low-income families succeed in becoming employed and move toward self-sufficiency. Specifically, subsidized employment is an approved program activity for CalWORKs Welfare-to-Work (WTW) participants and history has shown helps individuals move toward self-sufficiency.

Subsidized Employment (SE) is an activity in which a CalWORKs WTW participant's employer is partially or wholly reimbursed for wages and/or training costs incurred for employing a CalWORKs participant. The original State subsidized employment structure was created under Assembly Bill (AB) [98](#) (Chapter 589, Statutes of 2007) and was expanded by Senate Bill (SB) [72](#) (Chapter 8, Statutes of 2011 and ACL [11-34](#)) following the State's very successful use of American Recovery and Reinvestment Act (ARRA) funds in 2009 and 2010. The use of ARRA funds in California created over 47,000 subsidized employment jobs. To build on the success of prior SE programs, AB [74](#) (Chapter 21, Statutes 2013; WIC §§ 11322.63 and 11322.64 and ACL [13-81](#)) was passed in 2013 and included program requirements for an Expanded Subsidized Employment (ESE) program which became effective January 1, 2014.

The ESE program extends the duration of funding allocated for subsidized employment and therefore increases the opportunities for participants looking to further develop their employment skills. Components of ESE includes, though are not limited to, assessment, training, intensive case management, increased subsidized employment opportunities, supervision, and job performance evaluations for all eligible CalWORKs WTW participants. Participation in ESE is at County option and required a written ESE plan be submitted to California Department of Social Services (CDSS). The County Department of Social Services (DSS) submitted the required plan in February 2014 and it was approved by the State. A Request for Proposal was conducted in 2014 (County RFP# 1276) and Goodwill was awarded funds to provide an ESE program that employed CalWORKs WTW participants throughout the County in Goodwill stores.

Goodwill (formerly Goodwill Industries of Santa Cruz, Monterey, and San Luis Obispo Counties) has been providing specialized vocational services since 1928 in the Counties of Monterey, Santa Cruz, and San Luis Obispo Tri-County areas. Its mission is to provide training and employment opportunities to help people with disadvantaging conditions find employment. In San Luis Obispo County, Goodwill has provided vocational training, employment preparation and job retention services for over 15 years. Since the start of their Workforce Investment Act (WIA) services contract, Goodwill has operated a one-stop job center site in San Luis Obispo that has been in existence since 2000. Goodwill also provides remote service delivery in North County and coastal communities by facilitating Job Seekers Academies. In addition, they continue to offer WIOA services in Salinas, Santa Cruz and Monterey Counties, along with administering a number of employment and training programs for the State Department of Rehabilitation, the Department of Labor (DOL), and private insurance carriers. Goodwill employs more than 480 employees and successfully provided workforce and vocational services in the past calendar year to more than 12,000 participants. For more information about services offered by Goodwill, visit their website at [www.shorelineworks.org](http://www.shorelineworks.org).

Specific to this contract, Goodwill will provide subsidized employment and related services that include essential employability training, supervision, intensive case management and job performance evaluations. The program will provide 20-35 hours of paid training and employment per week over a 16-week period for each participant, encompassing a four-week Job Readiness and Retention Program (JRRP) and a 12-week subsidized employment placement. The program allows eligible CalWORKs WTW participants to gain basic work experience and learn new employment skills by performing basic-level duties as an employee during the paid employment opportunity. Subsidized employment has proven to assist CalWORKs WTW recipients in transition to and retaining unsubsidized employment. Services will be provided throughout San Luis Obispo County at Goodwill retail locations.

Approval of this contract will ensure that CalWORKs ESE employment and training opportunities will be available to CalWORKs WTW participants wanting to develop their work skills, secure employment and live independently. All services are intended to advance long-term achievement and support both welfare reform goals and the outcomes of Assembly Bill 636 (AB 636), the Child Welfare System Improvement and Accountability Act (better known as the System Improvement Plan or SIP), which focuses on continuous improvement, interagency partnerships, community involvement and public reporting outcomes. These services support the Department and County goal of keeping our economy strong and viable and assuring that all share in this economic prosperity.

**OTHER AGENCY INVOLVEMENT/IMPACT**

This contract was developed in partnership with Goodwill and County Counsel has reviewed and approved the contract as to legal form and effect.

**FINANCIAL CONSIDERATIONS**

The total contract amount for FY 2016-17 with Goodwill is \$194,999. The funding for this contract is included in the DSS adopted budget for Fiscal Year 2016-17 and will require no General Fund contribution.

Agency	Budgeted FY 14-15	Budgeted FY 15-16	Budgeted FY 16-17	Notes	Sharing Ratios		
					Federal	State	County
Goodwill	\$194,999	\$194,999	\$194,999	Expanded Subsidized Employment (ESE)	85%	15%	0%

**RESULTS**

**Fiscal Years 14-15 and 15-16**

*In FY 15-16, as of March 31, 2016, a total of forty five (45) CalWORKs participants have enrolled in Expanded Subsidized Employment (ESE) exceeding its performance outcome to provide ESE services to thirty (30) eligible CalWORKs participants. A total of thirty four (34) have completed the 4-week Job Readiness and Retention Program (JRRP) and are eligible to participate in subsidized employment.*

*Based on the final quarter report for FY 2014-15 and received July 20, 2015, a total of thirty eight (38) CalWORKs*

*participants participated in the ESE program which exceeded the performance outcome to provide ESE services to thirty (30) eligible CalWORKs participants.*

*In FY 15-16 Goodwill exceeded its performance outcome to provide services that resulted in eighty percent (80%) of CalWORKs participants enrolled in Job Readiness and Retention performing satisfactorily or above as reflected on weekly job performance evaluation. As of March 31, 2016, thirty four (34), or one hundred percent (100%) of CalWORKs participants enrolled in Job Readiness and Retention were performing at satisfactory or above.*

*Based on the final quarterly report for FY 2014-15 and received July 20, 2015, a total of twenty seven (27) of twenty nine (29), or ninety three percent (93%) of CalWORKs participants enrolled in Job Readiness and Retention performed at satisfactory or above. Goodwill exceeded the performance outcome to provide services that resulted in eighty percent (80%) of CalWORKs participants enrolled in Job Readiness and Retention performing satisfactorily or above as reflected on weekly job performance evaluation.*

*In FY 15-16 Goodwill provided services that resulted in eighteen (18) of thirty four (34), or fifty two percent (52%), of CalWORKs participants being placed in unsubsidized employment upon completing their 16-week ESE program as of March 31, 2016. This result is below the anticipated performance outcome of seventy percent (70%) of CalWORKs participants being placed in unsubsidized within ninety (90) days of completing their 16-week ESE program, however it is anticipated this number will be higher by the end of the contract which is June 30, 2016.*

*Based on the final quarterly report for FY 2014-15 and received July 20, 2015, a total of twelve (12) of thirty eight (38), or thirty one percent (31%) of CalWORKs participants were placed in unsubsidized employment upon completing their 16-week ESE program. This result is below the anticipated performance outcome of seventy percent (70%) of CalWORKs participants being placed in unsubsidized within ninety (90) days of completing their 16-week ESE program, however it is anticipated this number will be higher next year.*

#### **Fiscal Year 16-17**

Goodwill will provide Expanded Subsidized Employment (ESE) services to thirty (30) eligible CalWORKs participants

Goodwill services will result in eighty percent (80%) of CalWORKs participants enrolled in ESE work experience will perform at satisfactory or above as reflected on a weekly job performance evaluation.

Sixty percent (60%) of CalWORKs participants placed in subsidized employment will complete ESE work experience program.

Seventy percent (70%) of CalWORKs participants who complete ESE work experience will be transitioned into competitive or partially subsidized employment within 90 days of exit.

#### **ATTACHMENTS**

1. Clerk's File Statement for Goodwill ESE Contract