

**MEMORANDUM
PLACER COUNTY HEALTH AND HUMAN SERVICES
Human Services Division**

TO: Board of Supervisors

FROM: Jeffrey S. Brown, M.S., M.P.H.
Director, Health and Human Services
Cheryl S. Davis, M.S., Director of Human Services

DATE: May 20, 2014

SUBJECT: Contract with the Community College Foundation for Paid Work Experience and Paid Internship Placements for Welfare to Work Participants

ACTION REQUESTED:

1. Approve contract amendment CN005632-A with The Community College Foundation for Paid Work Experience and Paid Internship Placements for welfare-to-work participants to increase the total contract amount \$30,658 (no net County cost) for a revised contract total of \$113,797 for a period of February 5, 2014 through June 30, 2014 , and authorize the Director of Health and Human Services (HHS) to sign the resulting amendment and subsequent amendments up to 10 percent of the total contract amount, consistent with the current agreement's subject matter and scope of work.
2. Approve a contract with The Community College Foundation in the amount of \$194,008 (no net County cost) for a period of July 1, 2014 through June 30, 2015 for Paid Work Experience and Paid Internship Placements for welfare-to-work participants and authorize the Director of Health and Human Services to sign the resulting contract and amendments up to 10 percent of the total contract amount, consistent with the current agreement's subject matter and scope of work.

BACKGROUND:

After several years of exempting many welfare-to-work participants from work requirements, the legislature sunset the exemptions and required counties to establish plans to re-engage participants and help transition them into employment. Counties received additional funding to expand subsidized wage programs in the current fiscal year and will receive three times the amount for fiscal year 2014-15.

The HHS - Human Services Division in partnership with the Business Advantage Network implemented three subsidized wage approaches to broaden job opportunities to address the varying skill and experience levels of our participants. These include:

1. Traditional wage subsidies to employers who hire our participants that are most job ready.
2. Paid Work Experience (WEX) is 100 percent wage reimbursement to hire participants who may need short-term work experience to become more job ready.
3. Paid Internships are 100 percent wage reimbursement to hire students in order to gain work experience in their field of study.

In January 2013, the Board approved the Department contracting with The Community College Foundation (CCF) to administer both a Paid Work Experience and Paid Internship program. Contracting with CCF for these services avoids duplicating efforts and draws on their established experience and expertise. As the economy is gaining strength, placement rates have exceeded expectations and we desire to serve more participants both in the current fiscal year and in FY 2014-15. Through mid-April 64 participants with an average \$11 per hour wage and just over 50 percent were able to leave cash aid.

The wage subsidy program has been a win-win for employers and participants alike.

1. Employers have been able to hire employees to help sustain their businesses that they otherwise could not afford during recent difficult economic times; and
2. Participants have had access to jobs otherwise not available due to employer cutbacks.

FISCAL IMPACT:

This contract is funded with 100 percent Federal and State funds therefore no County General Fund contribution is required. Funding is included in the Department's FY 2014-15 Requested Budget.

These agreements are on file with Clerk of the Board for review.

