

MEMORANDUM
PLACER COUNTY HEALTH AND HUMAN SERVICES
Human Services Division

TO: Honorable Board of Supervisors

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

DATE: February 4, 2014

SUBJECT: Agreement with The Community College Foundation for Paid Work Experience and Paid Internship Placements for Welfare-to-Work Participants

ACTION REQUESTED:

1. Approve an agreement with The Community College Foundation for Paid Work Experience and Paid Internship Placements for welfare-to-work participants from February 5, 2014 through June 30, 2014 in an amount not to exceed \$83,139 (no net County cost) and authorize the Director of Health and Human Services to sign the resulting contracts and subsequent amendments up to 10 percent of the original contract amount, consistent with the agreement's subject matter and scope of work.

BACKGROUND:

After several years of exempting many welfare-to-work participants from work requirements, the legislature sunsetted the exemptions and required counties to establish plans to re-engage participants and help transition them into employment. In the current fiscal year State budget, counties received additional funding to expand subsidized wage programs.

Human Services, in partnership with Business Advantage Network (BAN), is implementing three subsidized wage approaches to broaden job opportunities to address the varying skill and experience levels of participants. These include:

1. Traditional wage subsidies to employers who hire participants who are most job ready.
2. Paid Work Experience. This option offers 100 percent wage reimbursement to hire participants who may need short-term work experience to become more job ready.
3. Paid Internships. This approach reimburses 100 percent of wages to hire students in order to gain work experience in their field of study.

Human Services and BAN have successfully operated a subsidized wage program for the past two years, placing 94 participants with 54 local employers. Additionally, they successfully placed more than 300 participants in unpaid work experience each year. While these efforts will continue, contracting with The Community College Foundation (CCF) will further benefit the Placer County community. CCF currently administers 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. A total of 20 participants will be placed with employers for up to 21 weeks gaining valuable work experience to assist them with their move to self sufficiency.

The wage subsidy program has been very successful for employers and participants alike:

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

FISCAL IMPACT:

This agreement is funded with 100 percent Federal and State funds, therefore no County General Fund contribution is required. Funding for this program is included in the Department's FY 2013-14 Final Budget.

This agreement is on file with the Clerk of the Board for review.

