

SUBSIDIZED EMPLOYMENT

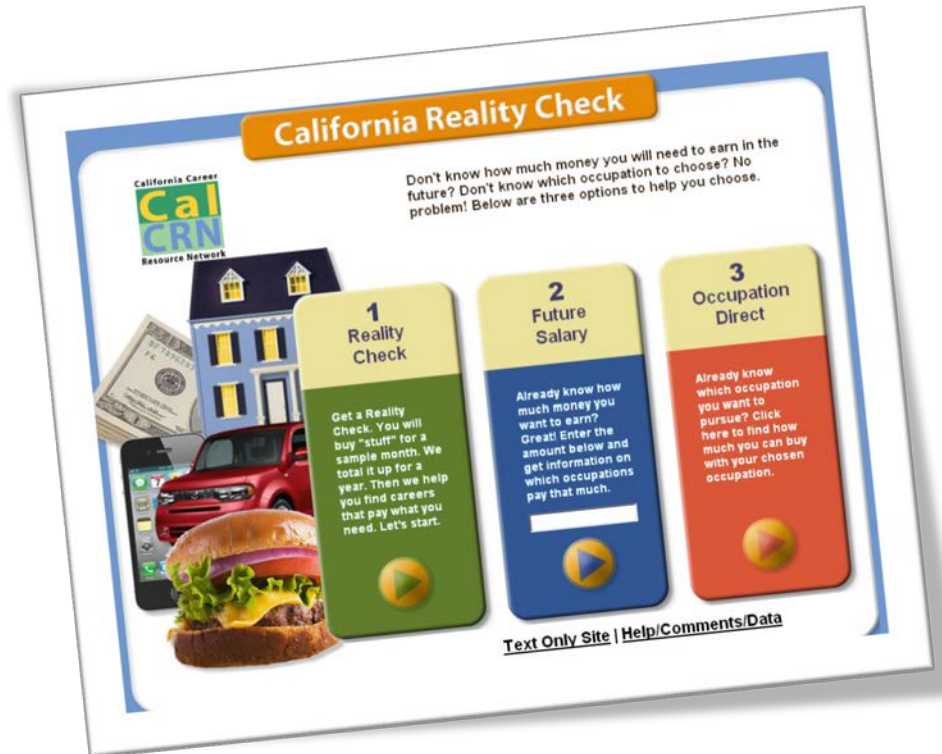
Amanda Sharp, Program Manager, Tehama
County

Tehama County “Work Opportunity”

- Progressive System
 - CALWORKs Participants
 - Employers
 - Status on Aid and supportive services

CALWORKs Participants

- A graduated approach
- “Work First” Mind-set
 - ▣ Job readiness activities and flexible job club center
 - ▣ Use of KeyTrain and Reality Check tools
 - ▣ Integrate assessment components into Job Club
 - ▣ Job Club provider is also the Subsidized Employment contractor



The Process Works

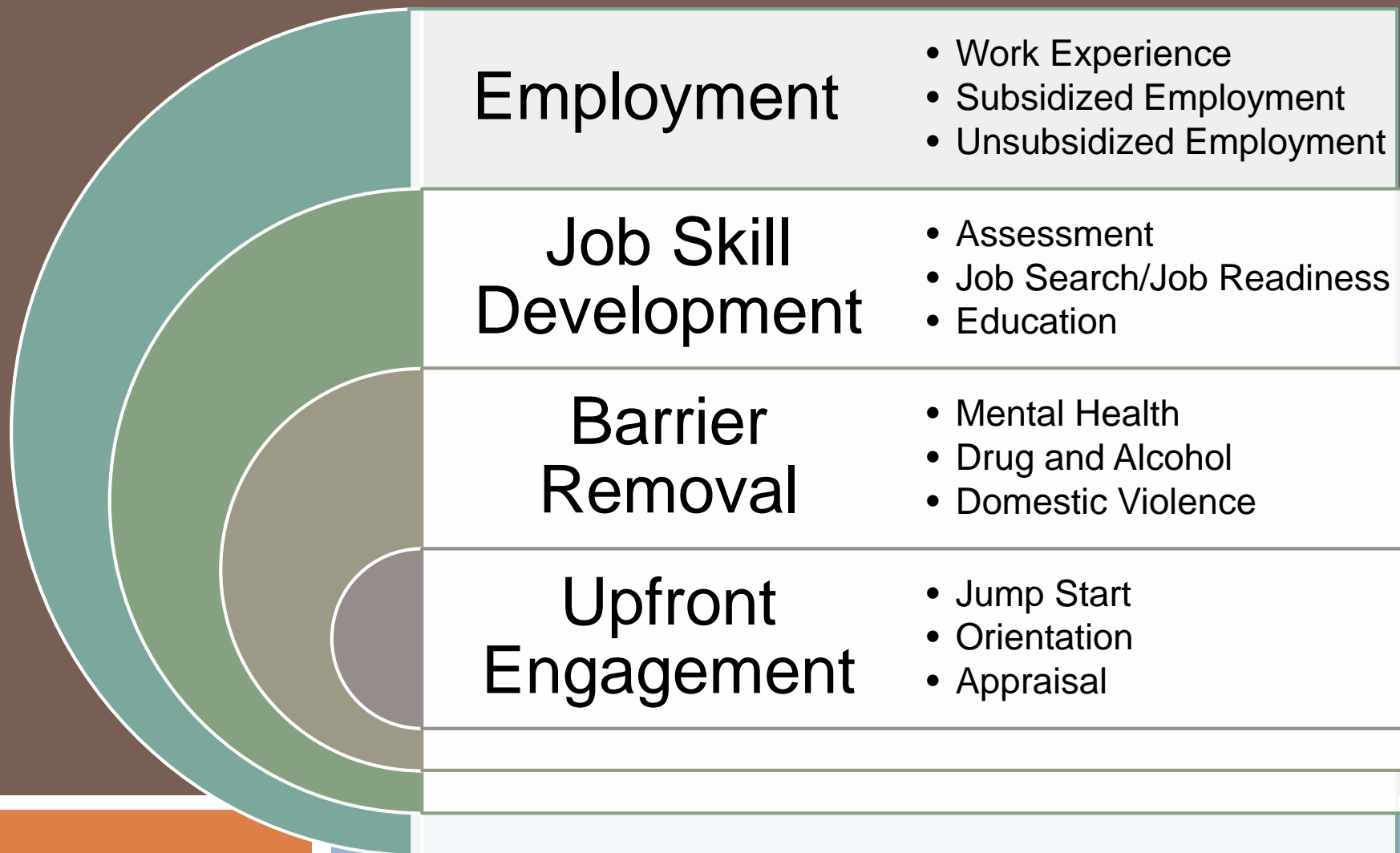
- “I am the proof of it!”

“Without attending ACHIEVE and WFA and being placed in the Work Program I would not have had the positive attitude or confidence I have now. It has helped me stay clean and shown me I can be an active member of society but most of all that I want to help others! If anyone thinks that being a volunteer and working in WEX doesn't work or help you get a job and become successful believe me it does. I am the proof of it!” ~Kirstin





Welfare-to-Work Program Flow



Skills, Practice, Work

- Skills:
 - ACHIEVE
 - Workforce Academy
- Practice:
 - Work Experience- Transitional Opportunities Program (TOPs)
 - Frequent Job Evaluations at intervals
 - At the 4-month mark
 - Referral to Subsidized
- Subsidized Contractor and WEX Lead worker meet twice a month to collaborate

Skills, Practice, Work

- Positive TOPs (WEX) evaluations lead to referral
- Referred participants meet to interview
- Work:
 - Placement is made - Fit check
 - Client
 - Agency
 - Community
 - Contract with the employer
 - Expectations
 - Site visits
 - Evaluations

Work Opportunities
Job Training Center 718 Main Street, Red Bluff, CA 96080

Job Description

About the Position

Worksite: _____ Job Title: _____

Describe what the participant's general responsibility will be at this worksite:

Give five examples of their daily job duties:

What are the top five skills will they need to use in this position?

What equipment, tools and machinery will the participant use?

Do you currently have funds to hire someone for this position?
Do you currently have the same or similar position open or are you recruiting for a new hire?
Is this position replacing a previously paid position (within the past 6 months)?

Skills, Practice, Work

- A paycheck makes all the difference

“I feel a lot better about myself knowing I have accomplished something. I am not having to live on such a little amount. I feel good not having to rely on everybody but myself.” ~Kristin



Skills, Practice, Work

- Getting support leads to family support

“Through the subsidized employment program I was able to find two great work sites and that has given me the work history and experience I need to help me succeed in the future, it also allowed me to purchase a car. I have bettered my situation. Everyone should try this program.”
~ Jonathon



Subsidized Employers

- A graduated approach
- This is a bona fide employee
- Contracted WIA provider
 - ▣ Markets the program
 - ▣ Meets with potential employers
 - ▣ Sets up interviews
 - ▣ Signs contracts with employers
- Perceived as a “business service”

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Subsidized Employers

- Job Description and Pay Rate
 - ONET or other Dept of Labor websites
 - Consults with employer
 - Responsible to pay the wage or higher if employer hires the worker following their program participation
 - Non- displacement in collective bargaining employer sites
 - Rights and Responsibilities



The Program

- Workers can remain for 6 months with extensions for 3 or 6 more months – Documented case by case
- Workers are paid by the Employer of Record- Workforce Investment Act provider in the County
- Employers pay \$0 for the first 6 months
- Employers pay a fee equal to 50% of the hourly wage during months 7-8-9 *
- Employers pay a fee equal to 75% of the hourly wage during months 10-11-12 *
- Work Opportunity Tax Credit (WOTC) applies should the employer hire the worker unsubsidized following the program participation
- *Off sets the cost of the contract

Subsidized Employers

- Hiring an extra employee made all the difference

“This was a hard year for our company. I know that without that extra person on staff, we wouldn’t have made it through this lean year.” ~ Eileen, Therapeutic Riding and Youth Programs



Subsidized Employers

- Employers are willing to give people a chance



By having a 'no risk' employee, we are more willing to give someone with no experience a chance to learn the position. And if they are qualified and have the right attitude, we are more likely to keep them at the end of the subsidized period.
~ Wayne Webster, CFO Tehama Tire



Welfare-to-Work Program Flow (Employers)



Summary of Subsidized Employment

	7/2010 - 6/2011	7/2011 - 6/2012	7/2012 - 6/2013	7/2013
Clients Served	52	33	31	13
Completion Rate	73%/89%	39%/82%	45%/84%	
Completed and Hired Unsubsidized	33%	99%	98%	
Average Wage Subsidized	\$8.00	\$8.00	\$9.08	\$9.47
Average Wage Unsubsidized	\$8.40	\$8.60	\$9.38	
Average Length Training in Weeks	N/A	N/A	N/A	N/A

➤ **Leading SE Industries in the last three years:**

➤ Clerical ➤ Retail/Customer Services ➤ Maintenance/Automotive Mechanical

Thank you

