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

- **Employment**
  - Work Experience
  - Subsidized Employment
  - Unsubsidized Employment

- **Job Skill Development**
  - Assessment
  - Job Search/Job Readiness
  - Education

- **Barrier Removal**
  - Mental Health
  - Drug and Alcohol
  - Domestic Violence

- **Upfront Engagement**
  - Jump Start
  - Orientation
  - Appraisal
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
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
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”
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
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)

<table>
<thead>
<tr>
<th>Employment</th>
<th>0-6 months</th>
<th>Contracting</th>
<th>Work Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Employer of Record</td>
<td>• 0-6 months no cost</td>
<td>• Request</td>
<td>• 4 months (or more)</td>
</tr>
<tr>
<td>• WOTC</td>
<td>• 7-9 months 50% *</td>
<td>• Referral</td>
<td>• ACHIEVE/WFA trained</td>
</tr>
<tr>
<td></td>
<td>• 10-12 months 75% *</td>
<td>• Interview</td>
<td>• Drop in, part time, etc.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>• Contract</td>
<td></td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Summary of Subsidized Employment

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Clients Served</strong></td>
<td>52</td>
<td>33</td>
<td>31</td>
<td>13</td>
</tr>
<tr>
<td><strong>Completion Rate</strong></td>
<td>73%/89%</td>
<td>39%/82%</td>
<td>45%/84%</td>
<td></td>
</tr>
<tr>
<td><strong>Completed and Hired</strong></td>
<td>33%</td>
<td>99%</td>
<td>98%</td>
<td></td>
</tr>
<tr>
<td><strong>Unsubsidized</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Average Wage Subsidized</strong></td>
<td>$8.00</td>
<td>$8.00</td>
<td>$9.08</td>
<td>$9.47</td>
</tr>
<tr>
<td><strong>Average Wage Unsubsidized</strong></td>
<td>$8.40</td>
<td>$8.60</td>
<td>$9.38</td>
<td></td>
</tr>
<tr>
<td><strong>Average Length Training in Weeks</strong></td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

- **Leading SE Industries in the last three years:**
  - Clerical
  - Retail/Customer Services
  - Maintenance/Automotive
  - Mechanical
Thank you