THE CALFRESH CONNECTION

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CWA MEETING OF THE MINDS
SEPTEMBER 6TH, 2018
MONTEREY, CA
AGENDA

Welcome and Introduction

CalFresh E&T: Program Structure and Benefits & Strategic Co-Enrollment Efforts

WIOA Planning Guidance Program Integration State Level

Workforce Program Integration-Local Level Management Considerations Partnership in Real Time

Q&A
CALFRESH EMPLOYMENT AND TRAINING (E&T): PROGRAM FUNDAMENTALS AND STRATEGIC CO-ENROLLMENT

Sarah Turner, CalFresh E&T Program Manager, CDSS
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TOPICS TO COVER

- Guiding Principles
- CalFresh E&T Program Framework
- Program Structure
- Service Provider Network
- Funding Model
- Service Level
- Enrollment Method
- Co-Enrollment Benefits
- Strategic Co-Enrollment
Guiding Principles

CalFresh E&T Program Framework

Vision
Increase the employment and earning capacity of CalFresh recipients

Mission
Provide more CalFresh recipients with access to CalFresh E&T, supportive services and skills and credentialing

Strategic Goals
1. Increase job placement, retention, and wages
2. Increase CalFresh E&T participation across a dynamic mix of people, communities and cultures
3. Increase employability by removing barriers to employment
4. Increase skills attainment and credentialing
5. Lead an efficient and effective customer focused E&T program
Program Structure

**Service Provider Network.** Funding Model. Service Level. Enrollment Method.

- County Welfare Departments
- Workforce Development Boards
- Community-Based Organizations
- WIOA Service Providers
- Community & Technical Colleges

Employers
Program Structure

Service Provider Network. **Funding Model.** Service Level. Enrollment Method.

- **100 Percent Federal Funds**
  - Used for Planning, implementation and operation of an E&T program. Federal Money distributed to the Counties.

- **50 Percent Federal Reimbursement Funds**
  - Used for planning, implementation and operation of an E&T program. Total costs paid are reimbursed at a rate of 50 percent. Costs can be incurred by County or Third Party Partner.

- **50 Percent Participant Reimbursement Funds**
  - Used for support of E&T participant reimbursements for supportive service expenses. Total costs paid are reimbursed at a rate of 50 percent. Costs can be incurred by County or Third Party Partner.
Program Structure

Service Provider Network. Funding Model. **Service Level.** Enrollment Method.

- Job Search
- Job Search Training
- Workfare
- Self-Employment Training
- Educational Programs
- Work Experience
- Pre Apprenticeship/
- Apprenticeship
- On-the Job Training
- Job Retention

- Dependent Care
- Transportation
- Ancillary Expenses (Books, Uniforms, Tools, Etc.)
Program Structure
Service Provider Network. Funding Model. Service Level. Enrollment Method.

Traditional Enrollment Method

1. Approved for CalFresh
2. Referred to E&T program
3. Enrolled in necessary E&T component(s)
4. Fulfills component activities at CHSA or E&T affiliate (i.e. CBO, Community College, Job Center)

“Reverse Referral” Enrollment Method

1. Seeks employment resources at CHSA, CBO, Community College, or Job Center
2. Referred to CalFresh program and approved
3. Referred to E&T program
4. Enrolled in necessary component(s)
Co-Enrollment Benefits

**What is co-enrollment?**
Co-enrollment under the federal definition means enrollment in more than one core WIOA programs.

**Why Co-Enroll into CalFresh E&T?**
- No Time Limit
- Supportive Services

Individuals may be enrolled in both WIOA funded and E&T funded services. This is often referred to as “filling the service gap” since CalFresh E&T may offer additional components and supportive services that compliment the career services and training services offered through WIOA.

For individual receiving WIOA-funded services, E&T can play a role in offering wrap-around or supportive services (i.e. dependent care, transportation, etc.).

LWDBs interested in partnering with local CHSAs not only have the option to be a possible contracted or third-party partner and offer client centered services; but they can also be a source for referrals to the E&T program.
Sarah Turner, CalFresh E&T Program Manager, CDSS
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Workforce Program Integration

New Partnership Agreement with CalFresh and Strengthened Partnerships with Human Service Agencies
Workforce Innovation and Opportunity Act (WIOA)

- Federal legislation signed in 2014, replaced Workforce Investment Act (WIA)
- Move from “work first” to human capital development
- Emphasis on interagency partnerships
- Created regionally organized workforce planning units
- Revised performance system and accountability metrics
- Required development of state, regional and local plans
California's Unified Strategic Workforce Development Plan 2016-2020

- Aligns state workforce policy with federal WIOA
- Goals by 2027:
  - One million middle-skill credentials
  - Double the number of registered apprenticeships
- Policy Objectives:
  - Demand-driven skill attainment (training for labor market demand)
  - Upward mobility for target populations
  - Aligning, coordinating, and integrating programs and services
State Level Partners

- WIOA Title I & II - EDD
- WIOA Title II - SBE, CDE, Local Educational Programs
- Adult Education Program - CDE, CCCCO
- WIOA Title IV & CIE - DOR
- CalWORKS and CalFresh - CDSS
- Child Support - DCSS
- Workforce-Corrections Partnership - CDCR and CALPIA
- Additional State Partners: DIR-DAS, ETP, Go-Biz, HHS, Job Corps, WIOA Section 166 Indian/Native American Programs, Section 167 Farmworker Service Programs
- Stakeholders: California Workforce Association, County Welfare Directors Association
How the Workforce System Operates

- Workforce Innovation and Opportunity Act (WIOA) Title I
  - $400M-$500M for California (Title I)
  - Most funds spent at the local level
  - 45 Local Workforce Development Boards, 200+ job centers

- Other relevant programs
  - $6-9 billion Total
  - K-12 CTE, Community Colleges, Apprenticeships, Employment Training Panel, Welfare-to-work, SNAP-E&T, Vocational Rehabilitation, EDD Job Services, Adult Basic Education
Snapshot of California’s Workforce Development System

- **Scale and Scope**
  - 14 Regions (pictured on left)
  - 45 Local Workforce Boards
  - 200+ Job Centers (AJCCs)

- **CWDB’s Role**
  - Policy guidance (State Plan)
  - Oversight of WIOA funding
  - Grant administration
State Plan Policy Strategies

- Sector Strategies
- Career Pathways
- Regional Partnerships
- Earn and Learn
- Supportive Services
- Cross-System Data Capacity
- Integrated Service Delivery

(California Workforce Development Board)
Purpose
To Facilitate Access to Workforce Services at the Local Level Ensuring

- Program Alignment, Integrated Services, Braided Resources
- Upskilling On-ramps
- A “Menu” of Customizable Services to Customers.
New Partnership Agreement with CalFresh Employment and Training (E&T)

Purpose

- Coordinating between Local Workforce Development Boards and County Human Service Agencies to ensure strategic implementation of the WIOA State Plan

- Better aligning employment outcome measures of CalFresh, CalWORKs, and Immigration and Refugee Programs with WIOA

- Improving employment rates and wage gains for all people who receive public benefits, a priority population for both Workforce Development Boards and Human Service Agencies
CalFresh Workforce Partnership

- Policy Objective: To improve labor market outcomes for low-income individuals through local partnerships.
- State Agencies and Partners Involved:
  - California Department of Social Services (CDSS)
  - California Welfare Directors Association (CWDA)
  - California Workforce Association (CWA)
  - California Workforce Development Board (CWDB)
  - The Labor and Workforce Development Agency (LWDA)
  - Any other State Plan Partners who wish to participate
Planning Timeline

- July - December 2018 | LWDBs begin stakeholder engagement and local partnership framework to include in their local plans
- March 2019 | LWDBs submit updated plans to the State Board
- June 2019 | The State Board approves or conditionally approves all local plans
- July 2019 | The State Board notifies Local Boards of any plan deficiencies
- August 2019 | Final corrected plans due
- September 2019 | All plans receive full approval
Local Boards, in partnership with their local County Human Service Agency, are required to convene relevant stakeholders:

- Human Service program leads/providers
- Existing workforce partners, including core program partners, AEBG consortia, and relevant regional Community College Consortia, other education partners
- Community based organizations and social enterprises that elect to participate and who provide services to human services program participants in the local area
- Organizations providing services to the re-entry population
- Organizations providing services to English learners, other immigration services providers, as well as refugee resettlement agencies
- Disability organizations associated with the Department of Rehabilitation and located within other systems
- Public and private employers who elect to participate
Local Plans
Partnership Criteria

- LWDB must engage and work with the County Human Service Agencies and other CalFresh E&T partners to serve their local CalFresh population

- The Local Plans must:
  - specify how Local Boards will partner with community based organizations, service providers, community colleges and representatives from County Human Service agencies for individuals in their local area
  - provide an overview of the size and characteristics of both the total CalFresh recipient populations in the local area/region and the CalFresh E&T participant populations
  - assess the types of workforce services needed to help people receiving CalFresh succeed in the regional and local labor market, including those services that are eligible for 50% federal reimbursement from CalFresh E&T
  - describe the employment barriers experienced by people receiving CalFresh in the local area/region
  - explain current and prospective local partnerships and describe the quality and level of intensity of services provided by these partners
  - describe the ways in which program partners will facilitate information sharing to evaluate need
Local Plans
Partnership Criteria

- How will partners braid resources and coordinate service delivery to people receiving CalFresh?
- How will partners identify and partner with local/regional organizations that serve specific types of CalFresh populations?
- What is the role of the partners in helping provide services to and integrating people receiving CalFresh into sector pathway programs?
- How will partners work together to provide supportive services to this population and facilitate program completion?
- How will partners retain this population in regional sector pathway programs as they progress into livable wage jobs and careers?
Contact Information

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Health and Human Services

INTEGRATION OF SOCIAL SERVICE
AND WORKFORCE DELIVERY PROGRAMS

PAULA GLODOWSKI, DIVISION DIRECTOR
Health and Human Services (HHS)

OBJECTIVES & PRIORITIES

- **Health & Human Services**
  - Comprised of Public Health, Behavioral Health & Recovery Services, Social Services
  - 40 distinct programs and services
  - Promotes and Protects Health, Well-Being, Safety & Self-Sufficiency

- **Programs aligned with HHS Strategic Plan**
  - Transforming inequitable conditions, including economic insecurity

- **Social Services**
  - Provides food, cash aid, medical benefits, job training and protective services throughout the lifespan

- **Sub - Recipient Contractor for WIOA services**

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Health and Human Services
Social Services Update
07/24/2018
marinhhs.org
Employment & Training Branch (E&T)

OBJECTIVES & PRIORITIES

Integrate Workforce Programs Across the Branch and with County & Community Partners

Initiate a culture shift with the team

Create a service delivery flow which is seamless

Implementation of Results Based Accountability (RBA)

Braid Funding Streams to Maximize Budgets
Marin Workforce Program

INTEGRATED EMPLOYMENT & TRAINING PROGRAMS

Making the Connection to the Community

Seamless braiding of program services in an effort to provide a qualified, well-trained workforce in order for Marin businesses to compete.
Business Services

PATHWAYS TO QUALIFIED TALENT

- Our portfolio of services for businesses lays the pathway to grow local business, help employers find matched employees, and supporting businesses with keeping the skills of current employees up to date.

- HHS/CareerPoint Marin assists with resources and access to the following services:
  - Post a Job
  - Train Employees
  - Avoid Layoffs
  - Hire Qualified Talent
  - Increase Capacity & Productivity
The Results Based Accountability Model (RBA)

• RBA uses a data-driven, decision-making process to help organizations get beyond talking about problems to taking action to solve problems.
  
  Simple, common sense framework
  
  RBA starts with ends and works backward, moving towards means

• Engaged the entire branch in learning
  - Workgroups
  - Program Specific Measures
  - Branch Measures
Team Engagement

- Mapping of the two systems
  - Tools being used
  - Referral systems
  - Gaps in serviced identified

- Developed a shared vision across the teams
  - Shared assessment tools
    - CalWORKs 2.0 Model

- UC-Davis Family Engagement Trainings
  - Blended funding
Streamline the business processes to ensure a smooth collaboration

- CalWORKs/Workforce Expanded Subsidized Employment MOU
- Shared Staffing in CareerPoint Marin
- “Master Contract” developed and approved by the Board of Supervisors
- Joint Fiscal Meetings – Workforce and CalWORKs
County of Marin, CareerPoint MARIN, City of San Rafael, San Rafael Chamber of Commerce, Downtown Streets Team

Job Seeker Feedback
“This made my job search interesting and fun.”
“I discovered new opportunities in fields I had not thought of before.”

Employer Feedback
“The largest job fair we’ve ever attended.”
“All different candidates with different backgrounds.”
“We were able to reach job seekers we don’t usually have access to.”
Thank You

INTEGRATION OF SOCIAL SERVICE
AND WORKFORCE DELIVERY PROGRAMS

07/24/2018
MARIN’S WORKFORCE PROGRAM

INTEGRATION OF CALFRESH EMPLOYMENT & TRAINING PROGRAM WITH THE WORKFORCE INNOVATION & OPPORTUNITY ACT
PARTICIPANT

- **Recipients of:**
  - CalFresh
  - General Assistance
  - Medical

- **Barriers to Employment:**
  - Homeless
  - Ex-Offenders
  - Poor Work History
  - English Language Learners
SERVICES

- On-the-Job Training
- Work Experience
- Vocational Training
- Education
- Job Search & Job Club
FUNDING

- **CalFresh Employment & Training**
  - 100% Federal Funds
  - 50/50 Match Funds

- **WIOA**
  - Adult Low-Income
  - Dislocated Worker

- **Non-Federal Matching Funds**
  - AB109
  - County General Funds
BRAIDING & BLENDING

- Braiding is when - Funds from various sources are used to pay for a service package, but tracking and accountability for each pot of money is maintained at the administrative level.

- Blending is when - Services are combined to provide an individual with a customized plan that meets their needs without the individuals awareness of their source or specific requirements.
QUESTIONS
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