



Los Angeles County
Department of Public Social Services

OBJECTIVES OF GAIN



- * Provide employment-related services to CalWORKs participants to help them find employment, stay employed, and move on to higher paying jobs.
- * Achievement of economic self-sufficiency before four-year lifetime limit to cash aid.

GAIN SERVICES ELIGIBILITY

- * All CalWORKs recipients who are aided are eligible for GAIN services and are required to participate, unless exempt.
- * Exempt participants may volunteer to participate and be eligible for GAIN services.



Time Limit on CalWORKs



- * Effective July 1, 2011, an aided adult can only receive 48 months of cash aid under the CalWORKs Program.

- * The clock is stopped when:
 - ✓ Case is Terminated;
 - ✓ Exempted (i.e., disability, parent or caretaker age 60 and over, required to take care of incapacitated/ill member of the household);
 - ✓ Sanctioned; or
 - ✓ Waived for Domestic Violence.

APPRAISAL INTERVIEW



- * Education and Work History
- * Screening for Specialized Supportive Services
- * Screening for circumstances that would interfere with participation
- * Screening for Learning Disabilities

ONLINE CALWORKS APPRAISAL TOOL (OCAT)

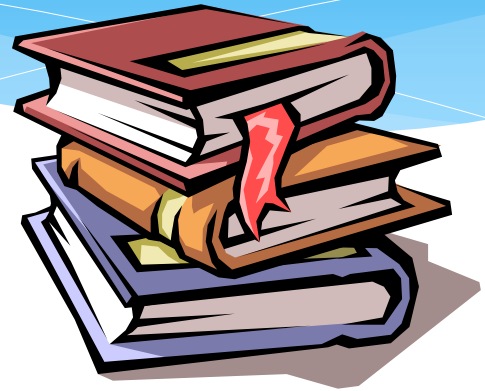
Customized Online Appraisal Tool

- * Assists GAIN Services Workers to screen and help participants access services and create an appropriate path to self-sufficiency
- * Standardizes the appraisal process
- * Streamlines work and Welfare-to-Work (WTW) readiness planning activities

SELF-INITIATED PROGRAM (SIP)

MUST meet criteria below

- * Participant must have enrolled on or before Appraisal date; and
- * Educational, Vocational or Training program must lead to undergraduate degree or certificate, or a California regular teaching credential



JOB READINESS & CAREER PLANNING SERVICES (JOB CLUB)

ORIENTATION (First day)

- * Motivational Training
- * Building Self-esteem
- * Goal Setting
- * Benefits of working



JOB READINESS & CAREER PLANNING SERVICES (Continued)

Job Club

1st Week - Classroom activities combined with targeted job search to seek jobs. How to complete employment applications, build a resume and practice interviewing skills.

2nd Week - Some classroom activities combined with targeted job search in occupations with documented potential to lead to a living wage.



JOB READINESS & CAREER PLANNING SERVICES (Continued)

3rd Week - Some classroom activities with targeted job search to seek full-time and/or part-time work.



4th Week - Some classroom activities with targeted job search to seek full-time and/or part-time work.

- * On Friday of the fourth week if participants have not found employment they participate in Vocational Assessment to develop an employment plan.

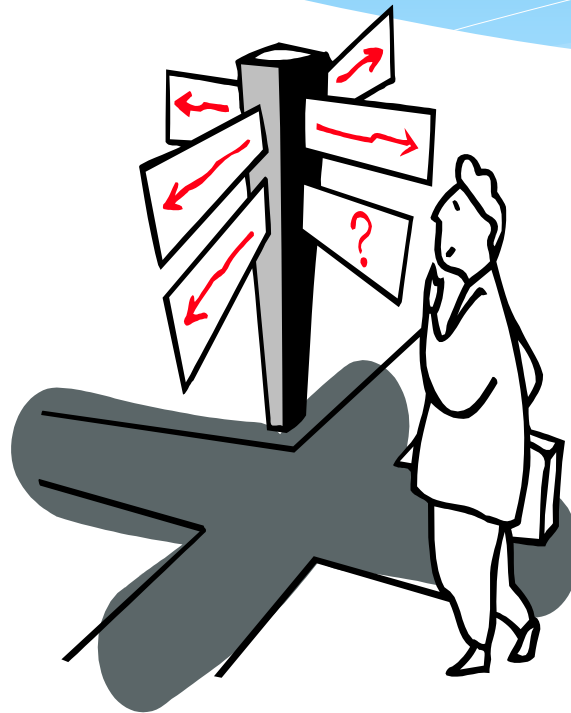
VOCATIONAL ASSESSMENT to Develop a Welfare-to-Work Plan



- * Professional assessor develops employment plan
- * Existing skills
- * Education level
- * Employment goals
- * Summary results of Vocational Assessment testing activities (including potential LD referrals)
- * Local labor market
- * Screening for DV, SUD, & MH

WELFARE-TO-WORK PLAN

- * Mental Health (MH)
- * Substance Use Disorder (SUD)
- * Domestic Violence Counseling (DV)
- * Family Stabilization (FS)



- * Job Search
- * Work Experience
- * Education
- * Training

TRANSITIONAL SUBSIDIZED EMPLOYMENT (TSE)

- * The TSE Program is a paid work experience activity for CalWORKs recipients enrolled in GAIN.
- * The TSE Program provides opportunities to assist participants gain valuable hands-on training and behavioral skills needed to transition to unsubsidized employment.
- * TSE consists of the following two models:
 - Paid Work Experience
 - On-the-Job Training

TRANSITIONAL SUBSIDIZED EMPLOYMENT (TSE) (Continued)

Paid Work Experience

- * Participants placed in government or non-profit organizations
- * Paid at minimum wage
- * Placement is for eight months

On-the-Job Training

- * Participants placed in private for-profit or non-profit organizations.
- * Participants may work up to eight months, paid at least minimum wage or employer selected wage.
- * First four months DPSS pays 100% of wages, next four months agency pays wages and is reimbursed at a rate of 60% of each participants wage.

WELFARE-TO-WORK 24 MONTH TIME CLOCK (MTC)

- * The Welfare-to-Work 24 MTC provides 24 cumulative months of flexibility in order to help clients address barriers and prepare for employment.
- * Adults may participate in any CalWORKs activity based on an assessment, without a core hourly requirement or activity time limits.
- * 24 MTC is cumulative, not consecutive.
- * The 24 MTC does not start until the GAIN Services Worker explains the program regulations, 24 MTC rules, rights and responsibilities, signs a WTW 2, and offers supportive services.

POST-EMPLOYMENT SERVICES (PES)

PES are voluntary for employed participants. PES provides services for working aided and working former CalWORKs participants (TSE only) to:

- ✓ Retain unsubsidized employment;
- ✓ Improve career potential; and
- ✓ Achieve economic self-sufficiency.

PES includes:

- ✓ Job Retention;
- ✓ Specialized Supportive Services (MH, SUD and DV);
- ✓ Supportive Services (Transportation, Work-Related Ancillary expenses, and Child Care);
- ✓ Earned Income Tax Counseling; and
- ✓ Education development and mentoring.



SUPPORTIVE SERVICES



- * Child Care
- * Transportation
- * Ancillary/Work-Related Expenses
- * Specialized Supportive Services: MH, SUD, DV and FS.



JOB DEVELOPMENT



Purpose of Job Development Services

- * To provide GAIN participants services that will assist them in obtaining employment and becoming self-sufficient.
- * Identify the need of businesses/employers and provide support for workforce development.

JOB DEVELOPMENT (Continued)

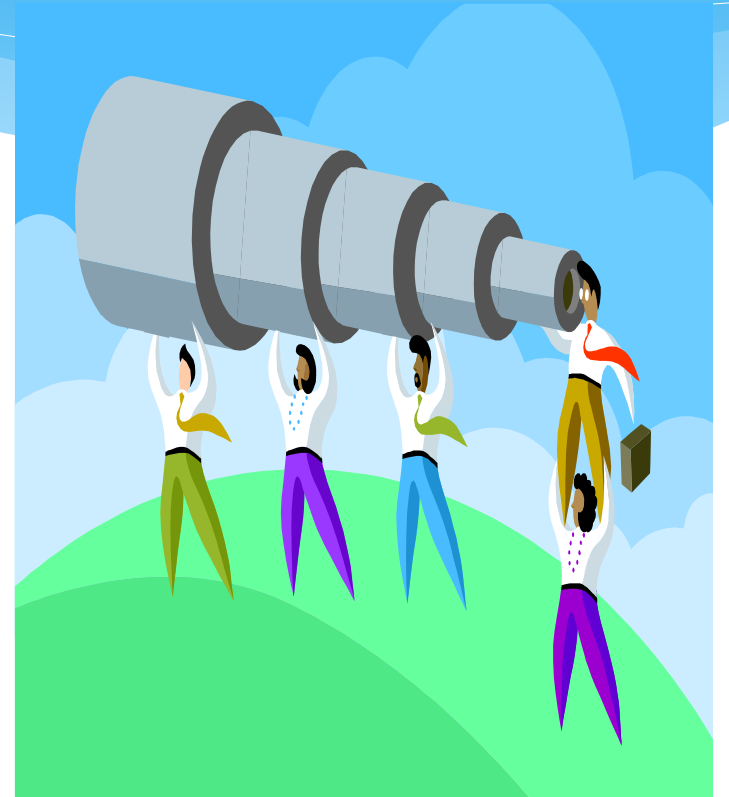
Job Development Cluster Model

- * Seven clusters have been established throughout Los Angeles County and are comprised of one or more GAIN/GROW offices and community organizations in shared service areas based on geographic locations.
- * The Cluster Model provides a structured setting enabling effective communication between Job Developers, employers and community organizations.
- * Cluster meetings are held at least quarterly to discuss activities, training, upcoming job fair/recruitments.

JOB DEVELOPMENT (Continued)

Overall Goal is to assist participants in:

- * Finding employment,
- * Building careers,
- * Retaining professions,
- * Becoming financially independent.



LOS ANGELES GAIN FACTS

- * GAIN uses a network of over 300 outside service providers.
- * There are 7 GAIN regional offices and 4 Refugee Employment Program agencies providing services.
- * In addition to English and Spanish, offices offer services to non-English and non-Spanish participants.



QUESTIONS:

- * How many months can a person receive CalWORKs assistance?
- * If a person is disabled, does he/she have to participate in GAIN Program?
- * What is the main goal of GAIN Program?
- * Name one of the supportive services that GAIN provides when a person is in compliance.