



GENERAL RELIEF OPPORTUNITIES FOR WORK (GROW) PROGRAM

Presented by GROW Program



GROW Program

- GROW was implemented in February 1999 by the Board of Supervisors.
- GROW was designed to remove employment barriers and transition GR participants from cash aid to self-sufficiency.
- GROW is a mandatory program for employable General Relief (GR) participants.
- Employable GR participants may receive GR benefits for nine months within a 12-month period if they participate in GROW 20 hours per week.



GROW

Enhancements to GROW

- Effective July 2006, GROW was enhanced to offer continuous services with no gaps in between components and to provide more flexibility to meet the participant's needs.
- This enhancement requires GROW Case Managers to develop customized employment plans to meet the special needs of the participant.



GROW

GR Restructuring Impact on GROW Program

- With the implementation of GR Restructuring, the new employability status was established.
- Individuals who are able to participate in job-readiness activities and employment are considered employable and are required to participate in GROW.



GROW

GROW Volunteers

- GR participants who are designated as unemployable, may volunteer to participate in GROW.
- GROW Volunteers are not subject to time limits, nor financial sanctions for failure to participate.



GROW

GROW Orientation

- The first GROW activity is **Orientation**. During this activity, applicants/participants receive a motivational presentation of the GROW Program and its services/activities.
- An individual's goals, expectations, mandatory participation and consequences for failure to participate in the program are also discussed.



GROW

GROW Services/Activities

GROW services/activities fall under the following components:

- **Employment Development**
- **Education Services**
- **Youth Services**
- **Training Services**
- **Supportive Services**



GROW

Employment Development

Job Readiness Training (JRT)

- A three-week activity consisting of a one-week job skills workshop and two weeks of directed, intensive job search activities.
- Designed to help participants acquire the skills needed to find and obtain employment.

Career Opportunities Resources and Employment (CORE)

A specialized job club for participants with strong employment barriers.

Enrollment criteria:

- Over 50 years old;
- Chronically homeless;
- Those who have completed the Mandatory Substance Use Disorder Program; and
- Those returning to GROW after expiration of their time limit.



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Employment Development

America's Job Center of California (AJCC)

- Designed to enroll GROW participants in job readiness programs, subsidized employment, and other training opportunities offered by the AJCCs.



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Employment Development

Interactive Case Management (ICM)

- Consists of interactive job searching activities under the guidance of the job developer and/or GROW Case Manager.
- Offers assistance with job leads and resources to participants who have completed other components but have not been able to obtain employment.

Post-Employment Services (PES)

- Offers job retention services, continued education development, and supportive services.
- PES participants may get assistance with transportation for up to thirty days after securing employment as long as their GR case remains active.



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Education Services

GED

- Offered to participants without a high school diploma to increase their potential for employment.

Literacy

- Voluntary activity designed for participants with literacy barriers.
- Participants take a literacy assessment during Orientation.
- Participants who fail the literacy test are offered enrollment in English as a Second Language (ESL) or Adult Basic Education classes, as part of their GROW activities.



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Education Services

Self-Initiated Program (SIP)

Attendance in education/training programs may be approved as GROW participation if an applicant/participant was enrolled in school prior to Orientation and the activity:

- Involves a minimum of 20 hours activity per week;
- Is likely to lead to employment in a demand occupation; and
- Can be completed within the remaining time on aid.

Education/Training (EDU)

Provides additional education or training that is provided by local community schools and training programs.



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Education Services

Short-Term Training

- Offers fast-paced programs which can be completed within sixty days. These trainings include Security Officers Training, Office Occupations, Welding and Culinary Arts.

Vocational Assessment (VOC)

- Optional activity.
- Professional vocational assessor develops an employment plan with the participant.



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Youth Services

Job Readiness Training for Youth

- Customized three-week activity designed for Transition Age Youth (TAY), ages 18-24 years old.
- Consists of a one-week job skills workshop and two weeks of directed and intense job search activities.
- JRY workshops teach youth leadership, responsibility, self-confidence, conflict resolution, financial planning, and other work readiness skills.

Pathways to Success

- Four-week activity customized for TAY, ages of 18-24.
- Designed to promote life skills development, work-readiness, financial planning, job retention, critical thinking, and problem-solving skills.



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Youth Services

GROW TAY Employment Program (GTEP)

- Six-month subsidized employment program offered at all GROW sites.
- Program goal is to provide participants with valuable work experience that may lead to permanent employment.
- Participants work 20 hours a week and earn minimum wage.

Criteria

- Must be between the ages of 18 and 24;
- Must be a United States citizen or permanent legal resident;
- Must have a California identification card or driver license;
- Must have a social security card; and
- Completed Pathways to Success or Job Readiness for Youth Training.

Former Foster Care (FFC)/Former Probation (FP) Youth receive priority enrollment.



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Youth Services

GROW Youth Employment Program (GYEP)

- Three-month subsidized employment.
- Offered to 92 job ready participants at the South Special, Metro Special, Pomona, Metro East, and Lancaster GROW sites.
- Participants work 20 hours a week and earn minimum wage.

Enrollment Criteria:

- Must be job ready;
- Must be between the ages of 18 and 24;
- Must have no criminal convictions;
- Must be a United States citizen or permanent legal resident;
- Must have a California identification card or driver license;
- Must have a social security card; and
- Completed Pathways to Success or Job Readiness for Youth Training.



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Training Services

Computer Application Class (CAC)

- A 12-week open-entry/open-exit computer training class for TAY participants.
- Designed to provide TAY with knowledge and understanding of industry-standard software used by current employers.

Office Occupation Class (OPS)

- OPS is an open-entry and open-exit course that provides participants with hands-on experience with computers and use of office-related software programs.
- Designed for participants who express an interest in working in an office environment.



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Supportive Services

The following supportive services are available:

- Mental Health assessment and treatment
- Substance Use Disorder services
- Domestic Violence services
- Expungement of qualifying criminal records



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Ancillary Expenses

GROW participants may be eligible to receive ancillary and work-related payments, as needed, to participate in GROW activities or meet employment requirements.

Expenses may include, but are not limited to:

- Transportation
- Clothing
- Uniforms
- Tools
- Books, fees, supplies
- Shower, hair cut
- Tattoo removal



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Ancillary Expenses

Ancillary Type	Maximum Amount	Frequency
Books/Supplies/ Fees	\$150	Once per school semester
Clothing/Shoes	\$50	One-time within a twelve-month period
Uniform	\$50	One-time within a twelve-month period
Tools	\$50	One-time within a twelve-month period
Guard Card	\$75	One-time within a twelve-month period
Haircut	\$10	Monthly
Shower	\$10	Monthly
Tattoo Removal	\$40	Monthly



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GROW Questions

- Does GROW offer paid work experience for youth?
- How many months can a participant receive GROW services?
- Does GROW provide transportation assistance?



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