

HOW ARE COUNTIES IMPLEMENTING CalWORKs?

COUNTY	WORK PARTICIPATION REQUIREMENT ¹	DIVISION ELIGIBILITY CRITERIA ²	WELFARE TO WORK ACTIVITIES ADDED/DELETED ³	INFANT EXEMPTION ⁴	JOB RETENTION SERVICES ⁵	PARTNERSHIP WITH RELIGIOUS ORGANIZATIONS	JOB CREATION ⁶	COMMUNITY SERVICE PLANS ⁷
Alameda	20	Likelihood of avoiding further assistance.	Added - Study time associated with approved education activities.	6 to 12 months based on: parent's or child's needs, availability of child care, the best interest of the child, and the desire of the parent to remain at home.	Job club, job search, labor market information, job announcements, resume updates, career counseling, crisis resolution, mediation with employers, and social and support services.	The County will contract with Catholic Charities for workforce & resource development, targeted assistance, and refugee employment social services. Other faith-based organizations may provide child care, post employment services, and counseling.	Gather information on the region's job needs, identify job entry channels, and target business attraction, retention, and development through Job Creation Task Force, which includes public and private nonprofit organizations.	Positions will be paid, unpaid, and grant-based. A survey was conducted to determine the willingness of organizations to provide community service positions. The city of Fremont is developing a pilot project to link community service with unsubsidized employment after an internship period.
Alpine	20	No details given.	Deleted: Job skills training and education related to employment, supported work, and transitional employment.	3 to 12 months based on: availability of child care, labor market conditions, and the best interest of the child.	Case management, job retention skills, budgeting and money management, and mentoring.	The faith community will be utilized for community service projects.	Currently being developed.	Currently being developed.
Amador	20	Employment history, likelihood of employment, housing stability, adequate child care, transportation needs, and other work-related expenses.	None.	12 months.	Post-employment interview with employee and money and time management training.	None specified.	Currently being developed.	Continue collaboration with public and nonprofit organizations, which have been utilized for work experience activities through GAIN.

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Butte	Up to 32	No details given.	Deleted: Subsidized private and public sector employment.	3 to 12 months based on: availability of child care and special needs of the family	Employment counseling, resolution of barriers to continued employment, and contacts with employers.	North Valley Catholic Social Services will provide domestic violence services.	Revitalization of the Economic Development Corporation and oversight of the county's contract for job creation through the collaboration of public and private nonprofit agencies and business leaders.	Project development with the County Public Works department and municipalities.
Calaveras	26	No details given.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, and supported work.	12 months if no infant care is available.	Car maintenance, employer liaison, and employment counseling for up to 6 months.	None specified.	Awarded grant for business assistance and microenterprise activities.	Project development may be a collaboration between the county and the nonprofit sector.
Colusa	26	No details given.	Added: Parenting instruction classes.	6 months. For next 2 months, (until child reaches 8 months of age) 3 to 10 hours of parenting instruction will be required as part of a parent's weekly welfare-to-work participation.	A customized job retention plan to address times of crisis from child care difficulties to relationship difficulties.	None specified.	Currently being developed.	Develop work sites at Valley West Convalescent Hospital, with the Literacy Council, with the County's Public Works Department, and the County's Building and Planning Department's Maintenance Division.

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Contra Costa	26	Up to \$2,000 based on: employment history, likelihood of full-time employment, likelihood of self-sufficiency, housing stability, and child care arrangements.	Deleted: Subsidized public and private sector employment, grant-based on-the-job training, and transitional employment.	6 to 12 months based on: availability of child care.	Case management, support services, and skill and career enhancement.	St. Vincent DePaul will provide services in One Stop Career Centers.	Establish regional alliances and linkages with employers, expand existing job opportunities, analyze labor market information, and develop One Stop Career Centers.	Initial community service offerings will be based on GAIN pre-employment preparation positions with community-based and public/nonprofit agencies.
Del Norte	26 and up to 32 if activities and support services are available.	No details given.	Added: Parenting workshops and life skills instruction. Deleted: Grant-based on-the-job training.	Up to 12 months based on: availability of child care and jobs.	Limited case management and counseling.	The faith community will provide support groups and one-on-one role-model mentoring.	Identify needs, research and develop training projects, and encourage economic growth.	Currently exploring the use of greenhouse construction on tribal lands for training recipients. Includes additional placements with public and private nonprofit agencies.
El Dorado	20	Employment history, likelihood of employment, need for assistance with housing or work-related expenses, housing stability, and child care arrangements.	None.	6 to 12 months based on: availability of infant care, transportation, and welfare-to-work activities; domestic violence; mental health or substance abuse issues, and other factors.	Job training, case management and mentoring services for up to 12 months. Ancillary and transportation services will be provided only if funding is available.	The faith-based community participates in JOB ONE and will be solicited for community service sites.	Currently working with local businesses and lending institutions to establish jobs.	Use and expand existing work sites used for General Assistance recipients and sites available through the Sheriff Department for inmates, develop new sites with primary and elementary schools and city, state, and federal agencies, continue participation in Chambers of Commerce to identify work projects, and continue AmeriCorps as a community service resource.

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Fresno	32	No details given.	Deleted: Subsidized public sector employment.	3 to 12 months based on: availability of infant care.	Peer group support, job hotlines, budgeting training, crisis management, job progression assistance, and staff follow-up for 6 months.	The faith community will participate in the Welfare Reform Task Force and will assist in providing jobs, mentors, tutors, and other services.	Currently being developed.	Utilize existing partnerships and increase efforts in developing new resources.
Glenn	20	No details given.	Considering: Revolving loan program and grant diversion as subsidized employment.	6 months (or up to 9 months if recipient is willing to attend parenting or self-sufficiency classes).	Case management and supportive services for up to 12 months and access to ongoing training.	None specified.	Employer visitation program to increase awareness, and employment activities, and encourage "cottage" businesses through microenterprise.	Currently being developed.
Humboldt	32	No details given.	Added: Accelerated learning, apprenticeship, distance learning, literacy, open-entry/exit classes, and short-term programs.	6 to 12 months based on: availability of appropriate child care, jobs, and welfare-to-work activities; whether parent is breast-feeding; and special needs of the infant.	Job search, job hotlines, career advancement counseling, budgeting assistance, problem-solving, and peer support groups for up to 12 months.	None specified.	Currently being developed.	Develop placements in collaboration with local public and nonprofit agencies, local education agencies, organized labor, recipients of aid, and government and community-based organizations providing job training and economic development. Outreach has begun.

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Imperial	20	Up to 3 months of aid based on: eligibility based on employment and welfare history, employment prospects, purpose of assistance, housing and child care stability, and prior use of diversion.	Deleted: Grant-based on-the-job-training, transitional employment, and subsidized public and private sector employment.	3 to 12 months.	Services will be provided on a case by case basis.	The faith community will help identify resources for CalWORKs recipients.	Ensure relevant job training and education, assist business expansion, obtain labor market information, target growth industry clusters, expand technical assistance to employers, provide permit streamlining services, develop one-stop centers, support microenterprise activities, establish neighborhood development corporations, and match seed capital funds with private capital.	Currently being developed.
Inyo	26	No details given.	None.	6 to 12 months based on: availability of child care, transportation, and health status of the child.	Counseling, coaching, and tangible support for up to 12 months.	Northern and Southern Ministerial Association will be invited to participate in welfare reform activities.	Currently being developed.	Contract with the local community action agency for the provision of work sites.

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Kern	32	No details given.	Added: Mentoring services, housing authority self-sufficiency program, and life skills services.	3 to 12 months based on: availability of child care and transportation, and the health of the child.	Services will be offered.	Various Catholic, Baptist, Muslim, Lutheran, and Christian organizations will provide child care and safety net support services and will help identify jobs.	Economic analysis, identification of emerging business clusters, and close interaction with the business sector and Bakersfield College Small Business Development Center.	Currently being developed.
Kings	20	No details given.	None.	6 to 12 months based on: availability of child care and special needs of the child.	Employment counseling, resolution to barriers of continued employment, and contacts with employers.	None specified.	Promotion of tax and training incentives and provision a workforce that has the necessary "soft" skills.	Contacted public works agencies in the county to provide work site assignments, including road work and projects to improve local parks and business areas.
Lake	Up to 32 hours to the extent welfare-to-work activities are available.	No details given.	Deleted: Grant-based on-the-job-training, supported work, transitional employment, and subsidized public and private sector employment in the future. Will explore the provision of these activities in the future.	12 months: participants will be encouraged to participate in welfare-to-work activities if infant care is available.	The County intends to be flexible in meeting the support and motivational needs of transitioning recipients given available funding and resources.	Partnerships with local Ministerial Associations will be sought.	Improve infrastructure, conduct a labor market survey, market available business and employee training programs, and provide micro-enterprise activities.	A community service work group will identify current and potential work sites, identify target population, determine entities responsible for project development, and develop activities meaningful to community and participant. Includes placements in public and private nonprofit sectors.

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Lassen	32	No details given.	Deleted: Grant-based on-the-job-training, supported work, & transitional employment.	Up to 12 months based on: availability of appropriate child care and employment, parental efforts to obtain employment, and special needs of the child.	Support services and Lassen Career Network Services, which include job coaching, resume update services, workshops, employment counseling, ancillary funds, basic life skills, and mentoring.	The Ministerial Association provided input into the county CalWORKs plan.	Industrial and commercial permitting assistance, sponsor business development educational programs, analysis of tourism lodging employment, create avenues of small business financing, employer/employee training and placement services, and marketing county as a filming industry destination.	Currently being developed.
Los Angeles	32	Up to 6 months of cash assistance for work-related and other expenses.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, community services, supported work, and transitional employment.	12 months: participants will be encouraged to participate in welfare-to-work activities.	Case management, skills and career enhancement, life skills instruction, and mentoring for up to 12 months.	Faith-based organizations are members of the Vice President's Coalition to Sustain Success and assist with employment retention and life skills development.	Currently being developed.	Currently being developed.

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Madera	20 up to 32 if welfare-to-work activities are available.	Up to 3 months of aid based on: likelihood of employment within 2 months and needs that cannot be met with existing resources.	Added: self-initiated programs and child and family development classes.	3 to 12 months. A parent may select to attend child and family development classes as a work activity.	Support services and specialized case managers for problem solving, crisis management, and advanced life skills assistance for up to 12 months.	Madera Rescue Mission will provide community work experience programs.	Identify job opportunities, types of job training and education needed, supportive and post-employment service needs of employers and recipients, and corrective actions to address barriers identified by the employer community.	County has 275 training positions in place and will contact department heads and community leaders to inform them of unmet community needs that can be met through community service.
Marin	20-26	No details given.	Deleted: Grant-based on-the-job training. Added: Mentorship & internship programs.	A blanket exemption of 12 months, which will gradually be lowered to 6 months on a case by case basis as infant care slots become available.	Case management and mentoring for up to 12 months.	Jewish Family and Children's Services and Catholic Charities are Employment Connection members. Catholic Charities is also a Coordinated Youth Services Council member.	Currently being developed.	Includes placements in private, nonprofit, and government agencies. Work sites with the County Department of Parks, Open Space, and Cultural Services are currently being discussed.
Mariposa	20	No details given.	None.	3 to 12 months based on: availability of infant care, transportation, and jobs, and recipient job readiness.	Job retention, rapid re-employment, budgeting, problem-solving, crisis management, and skills counseling for up to 12 months.	None specified.	Currently being developed.	Enhance and expand the Department of Human Services' success in making community service placements.
Mendocino	30	Up to \$2,000 in voucher and vendor payments.	Deleted: grant-based on-the-job training.	3 to 12 months based on: availability of child care, commute time, and special needs of the child.	Job search, job counseling, open entry classes for problem solving, and mentoring if funds are available. A one-to-one mentor will be provided for 6 months.	None specified.	Currently being developed.	Currently being developed.

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Merced	20	No details given.	Added: Mentoring and life skills services	6 to 12 months based on: availability of adequate and safe infant care and willingness to participate in a parenting program.	Case management for problem solving, crisis management, advanced life skills assistance, and supportive services for up to 12 months.	Catholic Charities will provide various training and support services.	Marketing county's growth potential and available labor pool and secure employment and training agreements with local businesses through tax and training incentives.	Contract with county and city public works and parks departments and other public nonprofit agencies.
Modoc	20	No details given.	Added: Life skills instruction and parenting skills workshops.	Up to 12 months based on: availability of child care.	Case management for up to 6 months and transportation services for up to 30 days.	Religious organizations are represented in the Modoc CalWORKs Committee.	Currently being developed.	Develop placements in collaboration with local entities for projects, such as community pride, flood relief/disaster restoration, and public lands maintenance and preservation.
Mono	26	No details given.	Deleted: Work-study Added: Child development/parenting classes and life skills training.	3 to 12 months based on: availability of infant care. Exemptions may require parenting, child development, or life skills classes.	Case management services for up to 6 months and transportation services for up to 30 days.	Mono County Ministerial Association was included when designing a service delivery system.	Contract with the IMACA, a local community-based organization, to assist in job development and creation.	County will identify unmet community needs in public and private nonprofit sectors and target populations that might benefit the most from community service jobs.

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Monterey	26	No details given.	None.	3 to 12 months based on: availability of infant care, labor market conditions, special needs of the child or family, and other factors.	Subsidized mental health and substance abuse services, employment services offered at One-Stop Career and "ACE" centers, including job search, job retention workshops, skill-building activities, and information about educational and training opportunities.	None specified.	Build viable businesses, provide trained workforce, address business climate and infrastructure issues, and build on partnerships with the private sector.	Explore the feasibility of a centralized clearinghouse for volunteer jobs and a standardized contract with agencies offering work.
Napa	20	No details given.	Added: Mentoring services, housing authority self-sufficiency program, and life skills services.	4 to 12 months based on: availability of child care, local labor market conditions, and special needs of the child.	Case management, vocational counseling, linkage to higher wage jobs, mentoring programs, 24-hour job crisis hotline, and others for up to 12 months. Transportation and ancillary needs will also be addressed.	Faith-based organizations will provide child care services. Catholic Charities will provide mental health services.	Conduct an industry cluster analysis, create a supportive economic environment in terms of skills, employment, and service needs; financing; export potential; and infrastructure requirements.	Contract with the Volunteer Center of Napa County to match recipients with community service assignments available through private nonprofit organizations. Placements will also be developed with local government agencies.
Nevada	Up to 32	No details given.	None.	6 to 12 months based on: availability of infant care, transportation, employment, and training, physical disabilities of the child, and other factors.	Follow-up services and assistance with problem solving and making arrangements for stable child care and transportation.	None specified.	Currently being developed.	Currently being developed.

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Orange	32	Up to 3 months of aid based on: employment and welfare history, likelihood of full time employment, housing and child care stability, use of previous diversion payment, and need for housing or work-related expenses.	Deleted: Community service.	3 to 12 months based on: availability of appropriate infant care, transportation and jobs, commute time, number of child care providers, and child's needs.	Counseling, supportive services, life skills development, career enhancement, job search, peer support, and mentoring for up to 12 months.	The faith-based community will provide job placement, job development, and job retention assistance.	Currently being developed.	Currently being developed.
Placer	20	No details given.	Deleted: Supported work, transitional employment, and grant-based on-the-job training.	12 months.	Case management and job search, readiness, and placement services for 12 months. Support and other services may be offered for up to 6 months.	The faith-based community will provide job placement services.	Expand specialized training and education services to meet the needs of electronics firms, provide tax credits to employers, and adapt to the seasonal nature of tourist trade jobs in the region.	Will continue to use public and nonprofit sites currently used for work experience and PREP activities under the GAIN program.
Plumas	26	Up to 3 months of aid.	Deleted: Grant-based on-the-job training,	12 months.	Post employment follow-up and Employment and Training Center services.	The faith-based community will provide assistance in developing a support structure to maintain employment.	Attract business enterprise and promote training and support for job creation.	Work site opportunities include maintenance of public lands and roadways, education and literacy, clerical support, mentoring, and child care.

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Riverside	32	No details given.	Deleted: Subsidized public sector employment, grant-based on-the-job training, transitional employment, and community service.	6 to 12 months based on: medical complications of the child or unavailability of child care.	Services geared toward job retention and career advancement.	None specified.	Market enterprise zones to businesses worldwide and collaborate with the Workforce Development Center, which provides services to employers.	Currently being developed.
Sacramento	Up to 32	No details given.	None.	6 to 12 months based on: availability of infant care, transportation, and welfare-to-work activities, domestic violence, mental health and substance abuse issues, and other factors.	Counseling, on-going placement support, resume and interview preparation, skill enhancement, and assistance with transportation for up to 12 months.	The faith-based community will be included in local service collaboration through the Sacramento Association of Community-Based Organizations and Sacramento Valley Organizing Committee, which includes over 300 churches.	Coordinate job development and placement services, provide customized training, create employer incentives, expand One-Stop career centers, support entrepreneurship, and conduct labor market analysis.	Link community services with unsubsidized employment and concentrate on client and site recruitment. Includes placements with community-based organizations and government agencies.
San Benito	20	No details given.	Deleted: Subsidized private sector employment, grant-based on-the-job training, and supported work.	6 months per phone conversation.	Employment counselors to assist with job applications and resume preparation.	None specified.	Currently being developed.	Will contact state and federal offices to develop slots and is considering the establishment of a nonprofit corporation to develop and provide community service positions.

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San Bernardino	20 and may require 26 hours prior to July 1, 1998.	No details given.	Deleted: Grant-based on-the-job training, supported work, and transitional employment.	6 to 12 months based on: availability of infant care, special needs of the child, and a parent's "good cause" reason for not accepting available child care.	Meetings with an Employment Services Specialist at work site for first 2 weeks of employment and monthly meetings thereafter for up to 12 months. Transportation assistance may also be provided.	None specified.	Offer employers incentives to locate in the county and provide specialized training.	Identify unmet community needs and develop site locations in public and nonprofit sectors.
San Diego	Up to 32	No details given.	None.	3 months, unless appropriate child care is not available.	Skill enhancement, problem-solving training, and mentorship.	Faith-based organizations will provide mentoring, basic needs, emergency transportation, job support, and support for child well-being.	Implement quality-of-life growth management, invest in infrastructure, diversification, "home-grown" business, education and training, create a strategic cooperative approach, and promote wage subsidies and tax credits.	Build on experience with workfare and PREP programs and pursue a demonstration project to provide wage-based community service.

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San Francisco	20	No details given.	Added: Study time associated with approved education activities.	Up to 12 months. Parents will be encouraged to work.	Resources of the Workforce Development System, including access to labor market information; employment and supportive services; and career centers.	Catholic Charities, Episcopal Community Services Skills Ctr, Jewish Vocational Services, Third Baptist Church, and others from the Interfaith Council will provide workforce preparation, placement, retention services, and give sermons advocating employer involvement.	Identify and maximize job creation opportunities in public and private sectors, provide priority access for TANF recipients, ensure TANF recipients are prepared for the jobs created, and track TANF recipients' success.	The county will conduct a needs assessment, pursue two pilot 50-person wage-based community service programs, and evaluate the pilot programs to determine whether to fully implement a wage-based model.
San Joaquin	20 (or up to 32 if there is a work site need and participant agrees.	No details given.	Deleted: Grant-based on-the-job training, supported work, and transitional employment.	3 to 12 months based on: availability of child care, transportation, jobs; and other factors.	Supportive services, job counseling, and referrals for up to 12 months.	None specified.	Currently being developed.	Develop sites to match the geographical location of CalWORKs participants and that are accessible by public transportation.
San Luis Obispo	20	No details given.	Deleted: Grant-based on-the-job training.	6 to 12 months based on: availability of infant care, transportation, and jobs; child's needs; and other factors.	Life skills development, peer support, mentoring, career skills enhancement, and additional support services for up to 12 months.	None specified.	Create 1,000 new jobs within existing county businesses in the next three years and recruit new businesses.	Currently being developed.
San Mateo	40	No details given.	Deleted: Subsidized private sector employment.	12 months per phone conversation.	Short-term, low-interest loans through the Family Loan Program. Other services are being developed.	None specified.	Work First strategy focuses on job advancement, not job creation. The county currently has more jobs than people to fill them.	Currently being developed.

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Santa Barbara	32	No details given.	Deleted: Grant-based on-the-job training and community service.	Up to 12 months based on: availability of appropriate child care, transportation, and jobs; commute time; number of child care provider choices, and child's needs.	Assistance with skills development, conflict resolution, problem solving, life skills, and supportive and ancillary services for up to 12 months.	The faith-based community will provide homeless shelters and food bank programs.	Considering tax credits/ incentives for employers, increased capital for small businesses, and funding for new entrepreneurial businesses.	County conducted survey of 143 public and private nonprofit organizations to obtain information on desired employee criteria.
Santa Clara	20	No details given.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, supported work, and transitional employment.	6 to 12 months based on: availability of licensed and exempt child care and special needs of the family.	Monthly follow-up services and assistance with job applications, resume preparation, and job search for up to 12 months.	The Council of Churches of Santa Clara and the Cathedral of Faith currently provide job preparation, English classes, mentoring, food distribution, and referrals.	Build on partnerships with the private sector and commit companies to hire employees from the Valley.	Currently being developed.
Santa Cruz	20	No details given.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, supported work, and transitional employment, and community service.	12 months.	Labor market information, job referrals, skills testing, skills upgrades, career assessment, and support services. Case management and counseling may be provided for up to 12 months.	None specified.	Currently being developed.	Currently being developed.
Shasta	20 and may require up to 26 hours prior to July 1, 1998.	No details given.	None.	3 months. Extensions may be granted if accessible child care is not available.	Case management, resume update services, job coaching, workshops, support services, career counseling, mentoring, and supportive services.	The faith-based community will provide mentoring services, meeting space, and referrals.	Currently being developed.	Currently being developed.

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Sierra	20	No details given.	Deleted: Work study, education directly related to employment, grant-based on-the-job training, supported work, and transitional employment.	6 months. Participants will be reviewed on a case by case basis for the availability of child care and special needs of the child.	Case management, transportation; payment for car repair, registration, and smog certification expenses; budgeting instruction; counseling; and assistance with job-related clothing, tools, and other equipment for up to 12 months.	None specified.	Hire an employment development specialist, create jobs in the child care field, have staff attend workshops, match employer needs with skills of the recipient, provide information on employer tax credits, and have regular on-site contacts with employers.	Assignments will be coordinated with employers and organizations who indicated interest on the Employer Survey completed in November 1997.
Siskiyou	20	No details given.	Deleted: Grant-based on-the-job training, education directly related to employment, supported work, and transitional employment.	12 months.	Holistic case management, support services, and job retention services for up to 6 months.	None specified.	Currently being developed.	The community service team members will make presentations to community organizations to establish site locations.
Solano	26	No details given.	Deleted: Subsidized public and private sector employment and grant-based on-the-job training.	6 months. The medical condition of the parent or dependent, availability of child care and transportation, parent education/training level, and labor market conditions will be considered when determining the length of time parents are exempt.	Skills-building workshops, counseling, and other services for up to 12 months.	Church of Ascension, Episcopal Community Services, and Grace Episcopal Church are members of the Welfare Reform Steering Committee.	Currently being developed.	Will collaborate with the service provider community to develop activities and will consider partnerships with private/public agencies to provide training, support, and follow-up.

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COUNTY	WORK PARTICIPATION REQUIREMENT ¹	DIVISION ELIGIBILITY CRITERIA ²	WELFARE TO WORK ACTIVITIES ADDED/DELETED ³	INFANT EXEMPTION ⁴	JOB RETENTION SERVICES ⁵	PARTNERSHIP WITH RELIGIOUS ORGANIZATIONS	JOB CREATION ⁶	COMMUNITY SERVICE PLANS ⁷
Sonoma	32	No details given.	None.	6 to 12 months based on: availability of licensed and exempt infant care and special needs of the family.	Case management, vocational counseling, training, mentoring, support groups, and assistance with employee/employer relationships.	None specified.	Determine potential new jobs in collaboration with business, government, education, and community sectors. Currently being developed.	Will develop community service jobs in remote areas, utilize and expand General Assistance work sites, and identify unmet community needs.
Stanislaus	32	No details given.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, and transitional employment. Added: Child and family development classes.	6 months. A parent of a 6 to 12 month-old child may select to attend child and family development classes as a work activity.	Case management for up to 12 months, budgeting, problem-solving services, peer support groups, and mentoring.	The Business, Agency, Church Partnership and Collaboration will provide goods, services, and resources for families in need.	Establish relationships with local and out-of-county employers, identify local needs and employment opportunities, and provide job search and interview consultation.	Placements may include disaster restoration projects, graffiti abatement, public lands preservation, community pride projects, safety enhancement, literacy and education, teen mentoring, and expansion of existing programs that benefit the community.
Sutter	32	No details given.	Deleted: Work experience, and education directly related to employment.	3 to 12 months based on: availability of adequate child care, mental health issues, the health of the child, or other issues that prohibit the parent from CalWORKs participation.	Job retention services will be offered.	None specified.	Yuba-Sutter published an economic profile to inform industries of benefits of locating in the region. The region is also designated an Enterprise Zone which offers tax and other incentives.	Sites are being sought with Sutter County, City of Yuba City, Yuba-Sutter Fairgrounds, City of Live Oak, Town of Sutter, Levee Districts, and local charitable organizations.

HOW ARE COUNTIES IMPLEMENTING CalWORKs?

COUNTY	WORK PARTICIPATION REQUIREMENT ¹	DIVISION ELIGIBILITY CRITERIA ²	WELFARE TO WORK ACTIVITIES ADDED/DELETED ³	INFANT EXEMPTION ⁴	JOB RETENTION SERVICES ⁵	PARTNERSHIP WITH RELIGIOUS ORGANIZATIONS	JOB CREATION ⁶	COMMUNITY SERVICE PLANS ⁷
Tehema	20	No details given.	Deleted: grant-based on-the-job-training, supported work, & transitional employment.	6 to 12 months based on: availability of infant care, labor market conditions, special needs of the child, and parent's good cause for not accepting available child care.	Transportation and case management for 90 days and payment for ancillary services (i.e. uniforms, work shoes, union dues, etc.) for 30 days.	The faith-based community will be involved in the Job Creation Investment Fund Program.	Currently being developed.	Conducted a survey to identify community service sites and may contract with a service provider to manage project development, provide case management, and develop additional sites.
Trinity	32	No details given.	Deleted: Grant-based on-the-job training and transitional employment	6 months unless infant care is not available.	Currently planning job retention services. Will provide supportive services on a case-by-case basis.	The Ministerial Association will be involved in the planning process to identify jobs.	Train recipients as child care workers and bus drivers.	The county has several job sites already in place due to the GAIN program and court-ordered community service and general assistance programs.
Tulare	20 or up to 32 if needed to meet the individual's welfare-to-work plan requirement.	No details given.	None.	6 to 12 months based on: availability of infant care and transportation, a parent's job history, and other factors.	Cash assistance; problem-solving and crisis management assistance, advanced life skills; job information; and peer group support.	The faith-based community is a potential partner. Specific roles are being developed.	Currently being developed.	Develop community service sites to match the geographical concentrations of CalWORKs recipients when possible.
Tuolumne	20	No details given.	Deleted: Subsidized private and public sector employment, grant-based on-the-job training, and supported work. Added: Alternative work experience for two-parent families.	Good cause determinations will be made on a case by case basis for families with children age 13 weeks to 10 years based on availability of adequate child care. The participant will be required to actively seek child care during the exemption period.	Transitional support services and case management for up to 3 months.	Interfaith Ministries will provide a job referral bank.	Implement an automated listing of statewide jobs which link employers to job seekers, market One-Stop Career Centers to employers, and establish business incubators which provide offices, work stations, and clerical support for a small monthly fee.	Participants may be assigned to work crews supervised by the Probation Department. Other projects are being development.

HOW ARE COUNTIES IMPLEMENTING CalWORKs?

COUNTY	WORK PARTICIPATION REQUIREMENT ¹	DIVISION ELIGIBILITY CRITERIA ²	WELFARE TO WORK ACTIVITIES ADDED/DELETED ³	INFANT EXEMPTION ⁴	JOB RETENTION SERVICES ⁵	PARTNERSHIP WITH RELIGIOUS ORGANIZATIONS	JOB CREATION ⁶	COMMUNITY SERVICE PLANS ⁷
Ventura	Up to 32	No details given.	Deleted: Grant-based on-the-job training, supported work, transitional employment, and subsidized public sector employment.	6 to 12 months based on: availability of appropriate infant care.	Job retention and support services will be offered for up to 12 months.	None specified.	Currently being developed.	Utilize existing work experience sites developed for the GAIN program and develop additional work sites with employers, school districts, county service departments, nonprofit organizations, and cities.
Yolo	20	No details given.	Deleted: Supported work, and transitional employment.	6 months unless there is no available child care, the parent or child has special needs or physician's orders, or there are other relevant factors.	Support services for up to 90 days. Job retention assistance is currently being considered.	Contract with United Christian Centers to provide remedial education, GED preparation, or Adult Basic Education.	Member of the Sacramento Commerce and Trade Organization which is recruiting electronic technology firms and other businesses to the greater Sacramento area.	Utilize work sites under the Alternate Work Experience component of training and support services.
Yuba	32	No details given.	Deleted: Grant-based on-the-job training, supported work, and transitional employment. Added: Consumer education and Life Skills Workshops.	3 to 12 months based on: availability of child care, the health of the child, mental health issues, and other factors.	Support services and job retention workshops for up to 6 months.	None specified.	Currently being developed.	Utilize existing sites from the GAIN program. Other potential sites include Yuba County, City of Marysville, City of Wheatland, foothill communities, local schools, levee districts, and other charitable organizations.

HOW ARE COUNTIES IMPLEMENTING CalWORKs?

¹ Minimum number of hours a single-parent family is required to participate in welfare-to-work activities. California state law requires a minimum of 20 hours per week beginning January 1, 1998, 26 hours beginning July 1, 1998, and 32 hours beginning July 1, 1999.

² All counties must inform applicants of the availability of lump sum diversion services to resolve circumstances that require the family to apply for assistance.

³ Welfare-to-Work services are limited to 24 months for current recipients and 18 months (with a possible 6-month extension) for new recipients. Activities allowed by state law include but are not limited to: unsubsidized employment, subsidized private and public sector employment, work experience, on-the-job training, grant-based on-the-job training, vocational education, community service, job search and job readiness assistance, job skills training directly related to employment, education directly related to employment, adult basic education, work study, self-employment, supported work, and transitional employment. Only activities offered before recipients reach the 18/24 month time limit or obtain employment are counted in this section of the chart.

⁴ CalWORKs recipients who have the primary responsibility for a child six months of age or under may be exempt from work participation. The exemption period may be reduced to three months or extended to 12 months based on criteria developed by the county.

⁵ Counties may choose to provide job retention services for up to 12 months of employment to the extent they are not provided from other sources and are needed for the individual to retain employment.

⁶ Counties are applying for Job Creation Investment Funds, created by AB1542 of 1997. Applicants must form a Job Creation Task Force to oversee development and/or implementation of the plan, ensure collaboration with affected local partners, and designate a lead local Economic Development Organization to coordinate the Job Creation Task Force. Completed job creation plans must be submitted by June 30, 1998.

⁷ All counties must provide community service activities to recipients who have reached the 18/24-month time limit for wtw activities, for whom there is no job available, and who have not reached the 60-month federal and state time limit for cash assistance.

Source of state requirements: AB 1542, Chapter 270: Statutes of 1997.