

Crossover CalWORKS/CWS

CalWORKs is the cash aid program for families with an economic need. CalWORKs has both income and property eligibility limits. Able-bodied adults are subject to a 60-month lifetime CalWORKs time on aid limit. To be eligible for CalWORKs assistance the children in the family must be deprived of parental support either by:

- Absence of one or both the parents
- Death of one or both the parents
- Incapacity of one or both of the parents
- Unemployment of the primary wage earner when both the parents are in the home.

When a child is cared for by a caretaker other than the parents, the caretaker must be related to the child by blood or marriage in order to qualify for CalWORKS benefits.

Benefits Specialists (BS) are eligibility workers who determine cash aid eligibility and carry the continuing cases.

CalWORKs requires able-bodied adults to participate in work activities in order to be included in the CalWORKs grant.

- In one-parent families the parent must participate in work activities for 32 hours per week.
- Two-parent families require 35 hours per week of work activity that can be shared by the parents.

The participant's work activity requirements are the Welfare to Work component of the CalWORKs program.

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Welfare to WORK (WTW) is the employment services program for the CalWORKs recipients. WTW services have an 18 to 24 month time limit. WTW participants are required to sign Activity Agreements or contracts. The contract describes the activity that the client is required to do, the location, number of hours, etc, as well as the supportive services that the county will provide. Employment Specialists (ESs) are Social Service Program Assistants who manage the WTW case.

Not all CalWORKs recipients have a work requirement. Those who meet certain criteria are exempt from work requirements. Some of those exemptions are:

- Individuals with disabilities that last more than 30 days
- Individuals over 60 years of age
- Non-parent caretakers of a child who is a court dependent or at risk of placement in foster care
- Persons caring for an ill or incapacitated member of the household
- Persons caring for a child who is under six months old
- Pregnant woman whose doctor certifies that she is unable to work

Note: Being a victim of domestic violence constitutes good cause for not participating in Welfare to Work activities.

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Senior Employment Specialists (SES) are Social Workers who do the Assessment in WTW and also manage WTW cases considered “intensive” because the participant has severe barriers to employment.

Barriers to employment include:

- Domestic Violence
- Substance Abuse
- Mental Health Issues
- Learning Disabilities
- Lack of Basic Education Skills

The goals of the WTW plan are to meet the participant’s work hours requirements and help the participant develop the competencies and skills that will lead them to financial self-sufficiency.

When a Child Welfare Service referral is made or has been made, the WTW case is assigned to a Senior Employment Specialist who will coordinate with the CWS worker to provide services that eliminate barriers, enhance the quality of life and lead to the family stability, self-sufficiency, child safety and well being.

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Services offered by WTW:

Orientation is an informational group meeting where CalWORKs and WTW program rights and responsibilities are explained to the participants.

The individual Appraisal interview with the ES reviews the participant's personal and family situation, educational background, employment history, job skills and goals to identify possible barriers to employment.

All WTW participants are screened at Appraisal for potential Learning Disabilities and if appropriate the SES develops a Learning Disability Plan that outlines the activities that the client should do and the necessary accommodations that need to be provided.

Job Club is a 2 week workshop emphasizing job seeking skills such as interviewing practice, resume writing, completion of job applications, etc. as well as life skills such as time and stress management, confidence and self-esteem building, parenting, money management and job retention.

Upon completion of Job Club the participant must attend the 2-week Job Search workshop. The ES monitors and assists the participant's active employment search.

When participants complete Job Club/Job Search and are not "job ready" the participant is referred to an SES who conducts a depth Assessment and works with the participant to develop the WTW Plan. Inventory Skills and Preference Inventory testing may be done as part of the Assessment process.

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Services offered by WTW:

Child care, transportation and ancillary expenses can be approved for individuals with approved WTW Activity.

Mental Health and Substance Abuse Services are available to participants.

If a WTW participant has a domestic violence issue and is not receiving services, he/she is referred to an SES who works with the participant to develop a Domestic Violence Plan.

Vocational Training or Adult Basic Education that will lead to a job can be included in the WTW Plan approved by an SES.

A Job Retention Plan can be written for participants and supportive services payments can be approved during this time.

Work Experience and Community Service Experience opportunities are provided to individuals as appropriate.

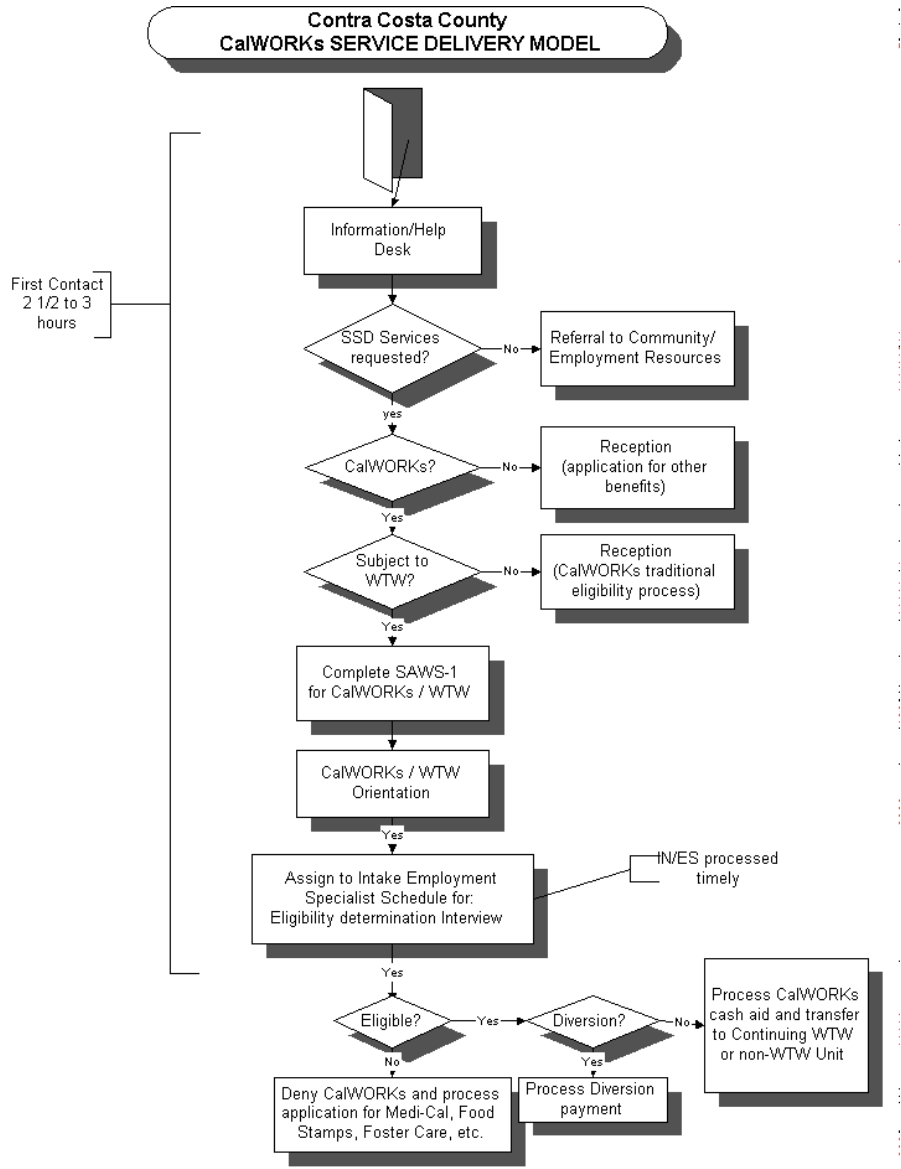
Whenever an SES and a CWS worker are working together with a mutual client, the mutual areas of concern are to identify CWS mandated activities (including duration of the activity and days or hours needed). The WTW requirements are always deferred to the CWS mandates. Whenever possible the SES and CWS worker will coordinate their activities to maximize services and funding available to the participant.

CDSS estimates that in California from two-thirds to three-fourths of families involved with the child welfare system are also CalWORKs recipients.

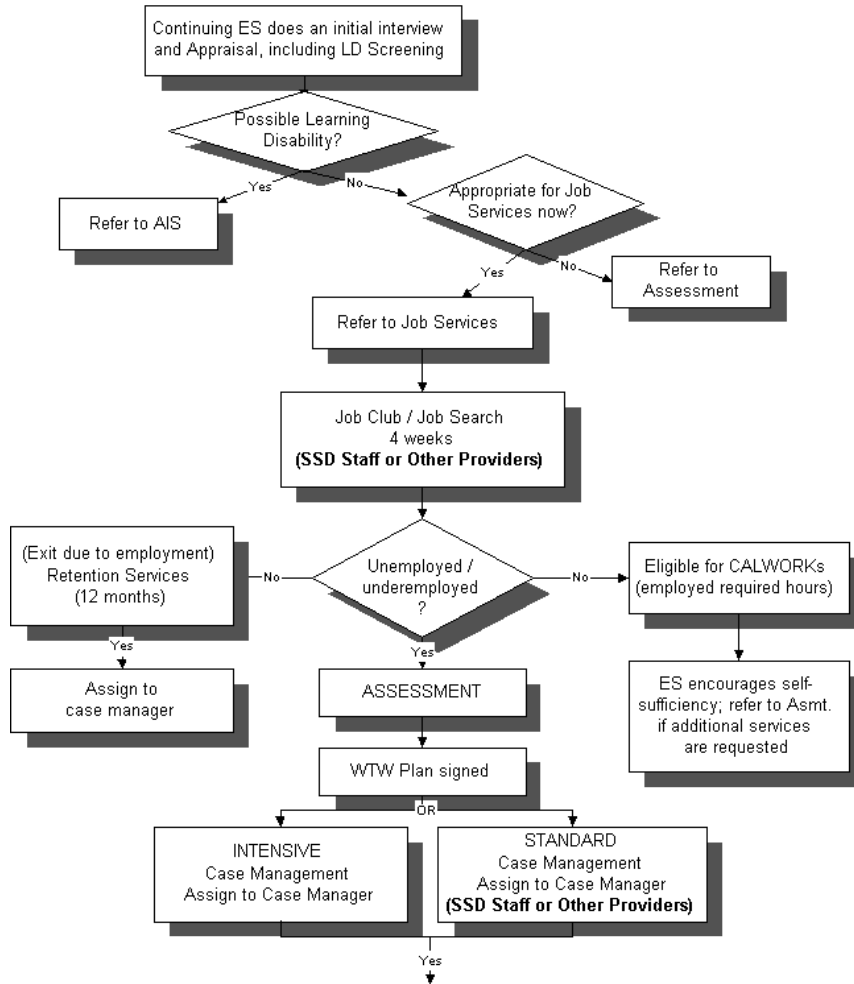
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APPENDIX 1

FLOW CHART OF SERVICE DELIVERY SYSTEM



**Contra Costa County
CalWORKs SERVICE DELIVERY MODEL**



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