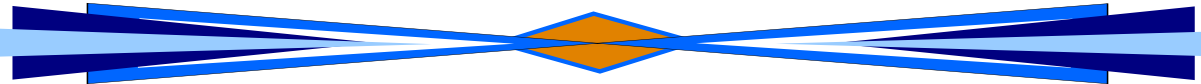
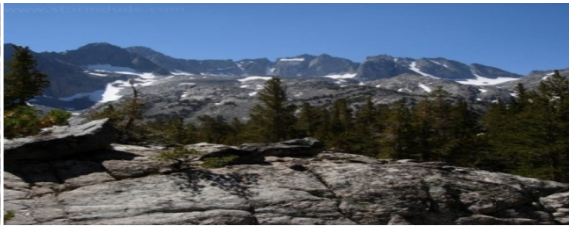
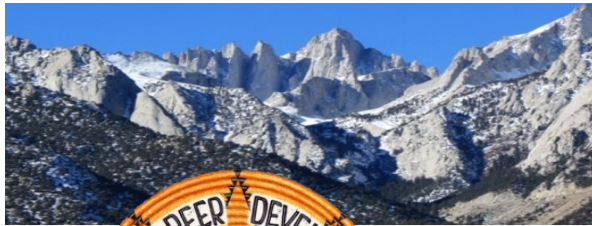




Owens Valley Career Development Center

Subsidized Employment: Creating
Partnership with Employers



OVCDC Overview





OVCDC Overview

Tribal Temporary Assistance for Needy Families Services

- TANF Purposes 1 & 2: Cash Assistance & Employment
- TANF Purposes 3 & 4: Prevention Services



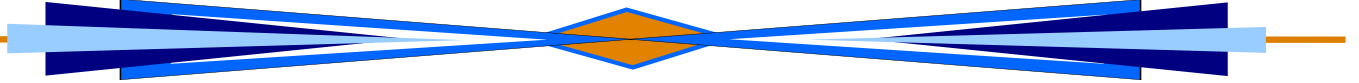
OVCDC Overview

- 12 Partner Tribes
- 14 Offices
- Urban, Rural and Reservation Sites (6)
- Caseload of 590+



Breakout Session Overview

- Adult Work Experience (WEX)
- Adult On the Job Training (OJT)
- Summer Youth Employment

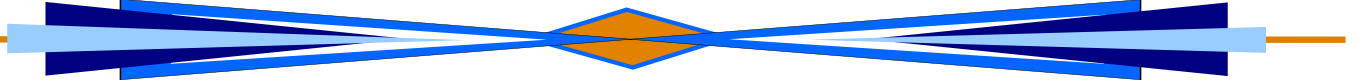


Adult Work Experience (WEX)



Work Experience Placement (WEX)

- Acquire the general knowledge, skills, abilities, and work habits necessary to assist in obtaining employment.
- The duration of the program is typically 6 months
- Stipend to participants in the amount of \$600 per month for full time (32-40 hours per week) WEX training, or \$300 for part-time (24-32 hours per week) of WEX training.
- Paid directly from OVDC, WEX participants are NOT employed by the worksite.
- Must be a TANF participant & successfully pass a drug screen.
- Participant participants must have either;
 - never been employed, or;
 - have little or no work experience, or;
 - have been off work for over 1-3 months, or;
 - need recent work experience, or;
 - have changed careers and want to explore a new occupation.
- Participant participants must attend and participate in professional development workshops provided by OVDC or other partner organizations.



Adult On the Job Training (OJT)



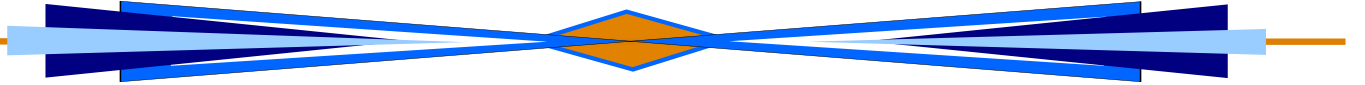
GOAL EXAMPLE: On the Job Training (OJT)

- On-the-job training means training in the public or private sector that is given to a paid employee while he or she is engaged in productive work and that provides knowledge and skills essential to the full and adequate performance of the job.
- An OJT assessment will identify the individual's abilities/skills and resources to aid in placement and accommodate the participant (employee) and employer needs.
- OVCDC's OJT Program reimburses the employer for wages, taxes, worker's compensation and any other fees directly related to the job training program.
- The duration of the OJT program is typically scheduled up to 3-6 months

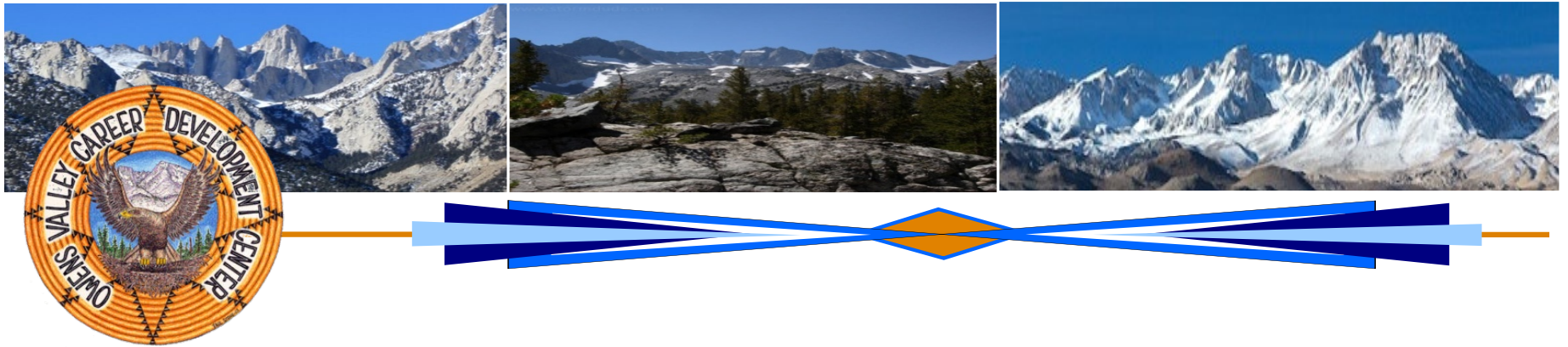


OJT Requirements

- Participant/participants must be on the TANF grant and have successfully completed and passed a drug screen.
- Participant/participants must lack the skills necessary to obtain employment with a specific employer or within a specific industry.
- Participant/participants must attend and participate in professional development workshops provided by OVCDC or other partner organizations.
- Participant/participants must have a high school diploma or be currently enrolled in a GED program.

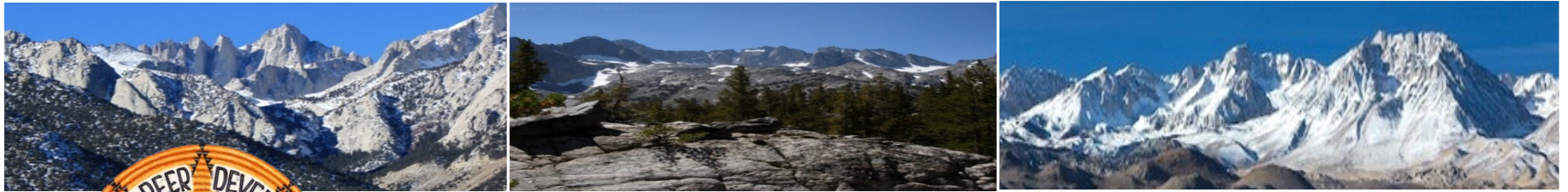


Identifying Participants for Subsidized Employment

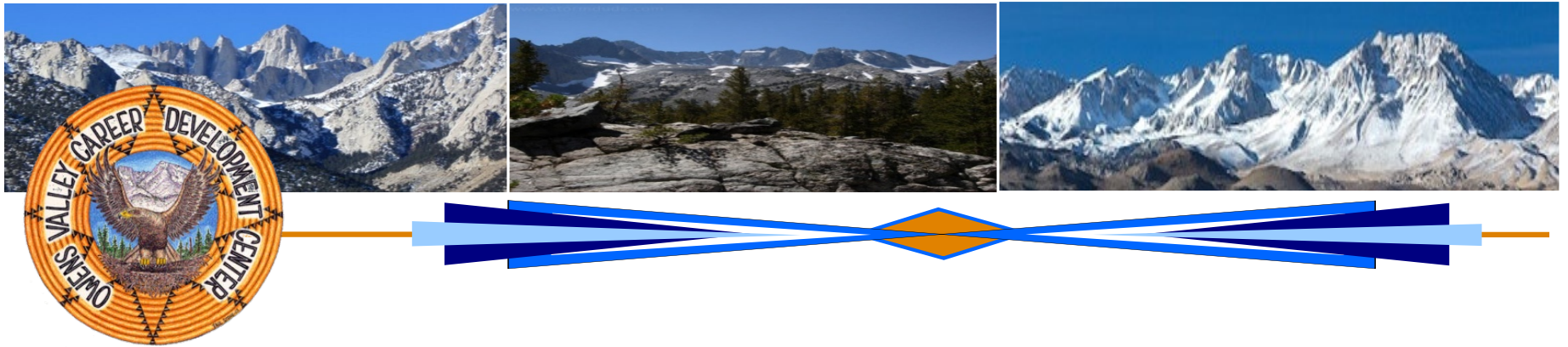


- **Identifying Participants**

- Establish a referral process within your program
- Build rapport with your participants
- Model professionalism
- Highlight the benefits of your program to the participants and their families
- Implement an assessment of your participant to identify strengths and barriers
- Establish a pre-placement training program for participant

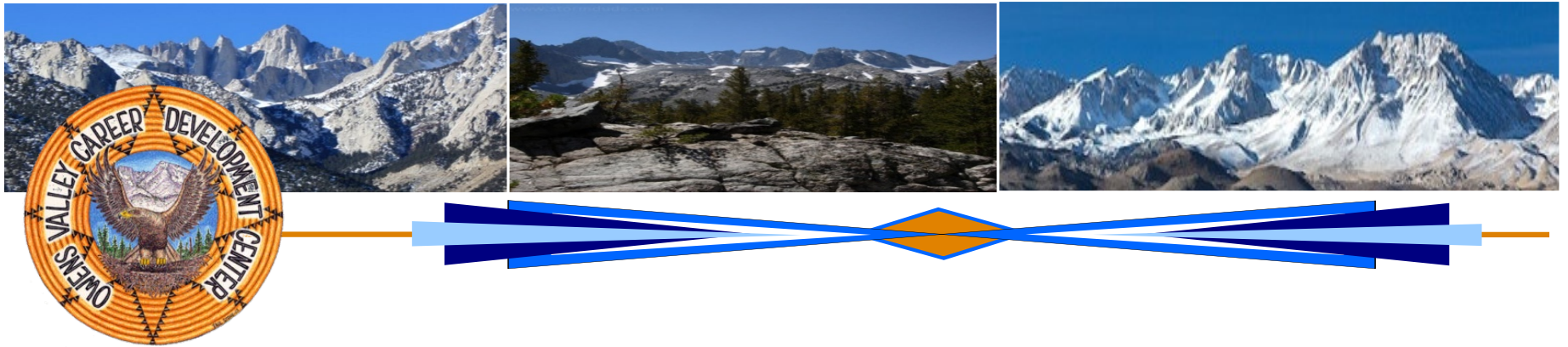


Obtaining and Maintaining Subsidized Employment Partnerships



- **Obtaining/Identifying Employers/Placements**

- On site visit to local potential employer establishments
- Work with Tribes to identify potential placements
- Membership with local Chamber of Commerce
- Network with your local County TANF Program to identify new employers for subsidized placements
- Identifying the benefits of Subsidized employment to employers
- Highlight successful past placements to potential employers (success stories)
- Educating employers on your unique programs goals and objectives
- collaboration with temporary placement agencies that have connections to multiple employers



- **Maintaining Employers/Placements**

- Knowledgeable program staff
- Matching participants that fit employers need
- Be flexible with subsidy duration and subsidy amount (based on availability of funds)
- Provide ongoing training after placement begins
- Schedule regular check in with employers regarding participant progress
- Ensure there is one point person on the placement



Summer Youth Employment



Summer Youth Employment

- Goals of program
 - OVCDC
 - Youth
 - Work Site
- Eligibility
 - Requirements
- History
 - Number of Participants/Locations
 - Funding amounts allocated to Youth Program



Summer Youth Employment

- Pre-employment Activities
 - Workshops
 - Sites
 - Site help



Summer Youth Employment Preparing for Success

- Workshops
 - Workshops required
 - Volunteering
 - Grades and attendance impact



Summer Youth Employment Preparing for Success

- Workshops – Everything is an assessment!
 - Changes over time to how youth learn
 - Hands on activities
 - Physical activities - Volunteering
 - Hiking
 - Cleaning lakes, rivers, streets or helping community events



Summer Youth Employment Preparing for Success

- Accountability/Honesty
- Communication
- Culture
- Expectations
- Financial Education
- Motivation
- Self-Esteem/Confidence



Summer Youth Employment

- Collaborations
 - Various work sites
 - Individual work sites
 - For profit and non-profit
 - Locating worksites based on service area
 - Reservation sites
 - Rural sites
 - Urban sites



Summer Youth Employment

- Success/Failures
 - What struggles we encountered
 - What successes we accomplished
- Difficulties to watch for
 - Workers Comp
 - Age appropriate positions
 - Transportation for youth to workshops
 - Separation of Youth and adults



Summer Youth Employment

- North Of the River Recreation & Parks District
 - Why they stand out as #1 Collaborator
 - Size difficulties
 - Timeline of program Impact



Summer Youth Employment Preparing for Success

- Going Forward
 - Limits on Size and Participants
 - Goals and Expectations



Contact Information

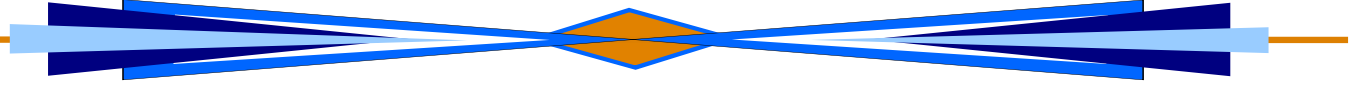
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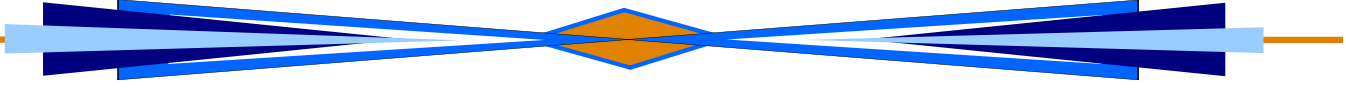
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Questions or Comments



Thank You!