



# Placing Individuals in Vital Opportunity Training

Frank DeCarlo, Director

Employment Division      Erie County DSS



# PIVOT

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- The Erie County Department of Social Services implemented a unique wage subsidy initiative in August 2000 designed to bridge the gap between the local business community and TANF recipients

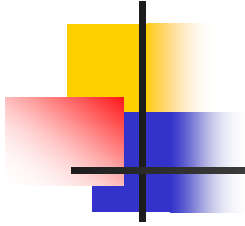


The logo graphic consists of a vertical black line and a horizontal black line intersecting at the center. To the left of the intersection, there are three overlapping squares: a yellow one at the top, a red one in the middle, and a blue one at the bottom. The word "PIVOT" is written in a blue, sans-serif font to the right of the vertical line.

# PIVOT

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- This program is based on the premise that welfare reform success requires the support and active involvement of the business community. This program provides quality job opportunities for the employable TANF population while serving as a resource for the hiring needs of local employers.



- DSS staff match employable TANF clients with companies looking to fill existing positions. All candidates are pre-screened for job compatibility to reduce interviewing and processing time.



# Employer Benefits

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- Six month wage subsidy
- Reduced hiring costs
- A permanent employee
- Post employment services expedited for client through PIVOT liaison
- Access to monthly job fair candidates



# DSS Benefits

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- Client placement into employment
- Client barriers thoroughly evaluated
- 75% employment retention
- Continued contact with client to provide supportive services
- Development of community partnerships for placement of unsubsidized clients.



# Employer Requirements

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- Must be an existing company
- Signed contract covering employment period before client is hired
- Willing to hire clients with barriers
- Willing to work with DSS case manager regarding work issues



# PIVOT Placements

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- Successful retention is attributable to matching the education and skill level of the TANF clients to the workforce needs
- The simplistic design of the program lends to acceptance by the employment community





# PIVOT Placements

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- Employers are involved in the interviewing process and are provided an opportunity to select from multiple candidates
- Once the employer has interviewed and selected a candidate a contract will be entered into between the employer and DSS



# PIVOT Placements

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- ECDSS continues to work with client and employer after placement.
- Daycare and transportation barriers are addressed through the case manager
- The case manager can serve the client and employer in a facilitated manner



# PIVOT Placements

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- The employer receives a three month advance when client is first hired
- The contract is then reconciled before the final payment is made to the employer
- The case manager also serves to monitor the employer for compliance



# PIVOT Statistics

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- Since the beginning of the program in August of 2000 over 1,600 clients have been placed with Erie County employers using PIVOT
- Approximately 75% of individuals placed into PIVOT subsidy remain employed after 18 months