

DEPARTMENT: Human Services By: Tom Archer Phone: 966-3609
Social Services Div.

RECOMMENDED ACTION AND JUSTIFICATION: (Policy Item: Yes___ No_x_)

Adopt this resolution approving the 1996/97 and 1997/98 Biennial GAIN Plan.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

AB1371 replaced the County Plan Update with a biennial County Plan requirement. This is our first biennial plan covering fiscal years 1996/97 and 1997/98. Prior year's GAIN Plans and/or Updates have been approved by the Board. (Res. #86-337, 87-406, 90-283, 91-144, 92-240, 94-136, and 95-202). This Biennial GAIN Plan includes a description of all modifications to our GAIN Program that will be in place during the next two fiscal years and includes program goals. There are no plans to significantly change our operation until more information is available regarding Welfare Reform.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this 1996/98 GAIN Plan. Revise the Plan as deemed necessary.

COSTS: (x) Not Applicable
A. Budgeted current FY \$ _____
B. Total anticipated costs \$ _____
C. Required additional funding \$ _____
D. Internal transfers \$ _____

SPECIAL INSTRUCTIONS:
List the attachments and number the pages consecutively:

Mariposa County 1996/97 and 1997/98 Biennial GAIN Plan, 13 pgs.

SOURCE: () 4/5ths Vote Required
A. Unanticipated revenues \$ _____
B. Reserve for contingencie \$ _____
C. Source description:
Balance in Reserve for Contingencies, if approved: \$ _____

CLERK'S USE ONLY:
Res. No.: 96 400 Ord. No. _____
Vote - Ayes: 4 Noes: _____
Absent: Parker

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
This item on agenda as:
 Recommended
 Not Recommended
 For Policy Determination
 Submitted with Comment
 Returned for Further Action
Comment: _____

~~Approved~~
 Approved () Denied
() Minute Order Attached () No Action Necessary

The foregoing instrument is a correct copy of the original on file in this office.

Date: _____
ATTEST: MARGIE WILLIAMS, Clerk of the Board, County of Mariposa State of California
By: _____ Deputy

A.O. Initials: MC / [Signature]

MARIPOSA COUNTY
1996/97 and 1997/1998
Greater Avenues for Independence (GAIN) Biennial Plan

GAIN Program County Organization

A Mariposa County Social Services Division organizational chart is included (page 5). There have been no changes this year nor are any anticipated within the Employment Services Unit.

Labor Market Needs Assessment Update

No significant changes in the local labor market or in demand occupations have occurred since the 1994 Labor Market Needs Assessment Update was written. A copy of that Update is included (pages 6 through 10).

Inventory of Services

Transportation

The Human Services Department contracts with the Mariposa County Visitor's Bureau for bus transportation to Merced. This bus service is used by GAIN job searchers and participants who are in training at Merced College, which is located approximately 40 miles from the town of Mariposa. There is no other daily scheduled public transportation in the county. Qualified participants may be reimbursed for using their own vehicle to and from GAIN components.

Education

The Adult Education Day classroom provides 20 hours per week of instruction in Adult Basic Education and GED Preparation for members of the community including GAIN and JTPA participants. The Adult Education Day class is a well-coordinated effort jointly funded by the Mariposa Unified School District, the Human Services Department and JTPA 8%/50% funds.

Training/Education Services

Training and education services for Mariposa County GAIN participants are provided primarily through Merced College.

Because of proximity, some participants choose to utilize the community college in Columbia.

Mother Lode Job Training (MLJT), our local Job Training Partnership Act (JTPA)-funded agency, focuses on providing vocational education and training programs to eligible persons through Merced College and contract agencies. GAIN continues to refer appropriate clients to MLJT and maintains a good working relationship with the agency. A copy of the letter from the Executive Director of Mother Lode Job Training is included (page 11).

We no longer have a literacy program in Mariposa County.

Child Care

The Mariposa office of Infant Child Enrichment Services (ICES), the local child care resource and referral agency, reports an increase of 24 to total 395 licensed child care slots in Mariposa County. We now have one home with 6 licensed child care slots in the Coulterville/Greeley Hill area. The Don Pedro area has increased to 30 slots. El Portal has no day care slots but they have a day care center for 16 pre-school children and eight school-age children. Child care has not been an obstacle for GAIN participants.

Employment Services

The Merced office of Employment Development Department (EDD) provides services in Mariposa at the Mother Lode Job Training facility on Wednesdays. Services include filing unemployment claims, job match services and job development. Initially the services were provided on a walk-in basis, but have proven so popular that clients are now seen by appointment only.

Delivery of Services

Registrants Served

We are currently serving all GAIN registrants. Because we are in the beginning stages of implementing numerous program requirements as well as anticipating federal changes we are uncertain if we will be able to continue serving all GAIN registrants. Program expenses are being closely monitored on an ongoing basis. Should cost reductions become necessary, we will follow the Cost Reduction Plan as outlined beginning on page 12.

Changes in Work Deferral

We have many GAIN clients who have been deferred for employment (over 25% of our GAIN registrants are employed 15 or more hours per week). Due to regulation changes effective January 1, 1996 these GAIN registrants are required to be earning at least the state or federal minimum wage, whichever is higher, and participate in other GAIN approved activities totalling 30 hours per week to be deferred.

Drug or Alcohol Dependency Deferral Limitation

As allowed in regulation effective January 1, 1996, Mariposa County has chosen the option of allowing a deferral to GAIN registrants who are so seriously dependent upon alcohol or drugs that work or training is precluded only if they are participating in or actively pursuing access to an alcohol or drug treatment program. Assessments and counseling are available through Mariposa Drug and Alcohol Services which has contracts with various agencies for residential treatment. Special counseling services for pregnant women are available.

Participation Requirements for AFDC-U Parents

Recent legislation requires that one parent in Aid to Families with Dependent Children - Unemployed Parent (AFDC-U) cases participate in a work activity for an average of 16 hours per week. Work components include Preemployment Preparation (PREP), On-the-job Training (OJT), Unsubsidized Employment, and Alternative Work Experience (AWEX).

Alternative Work Experience

Alternative Work Experience (AWEX) is a nonsalaried work experience assignment with a public or private non-profit, or at county option, a private for-profit employer, that enhances and renews job skills, builds positive work habits or expedites the transition to unsubsidized employment. AWEX assignments may include activities that provide a needed community service. We are using private for-profit employers. The AWEX assignment with a private for-profit employer is limited to 13 weeks, with one 13 week extension. Work Experience sites are coordinated by the GAIN Case Managers. We have existing contracts with various county offices, non-profit agencies and local businesses.

Job Club/Job Search

We continue to provide Job Club, Job Search and Assessment

component activities in-house, utilizing Employment Services staff. As we more directly focus the program on a work/employment orientation, the implementation of AB 1371 requires up-front job club/job search for three weeks with the possibility of extension for up to eight weeks. We anticipate more staff time devoted to advising and monitoring participants while job searching.

Cal-Learn

The Cal-Learn County Plan Addendum, approved by CDSS as of April 1, 1995 and the County Board of Supervisors on April 11, 1995, is incorporated by this reference.

Goals

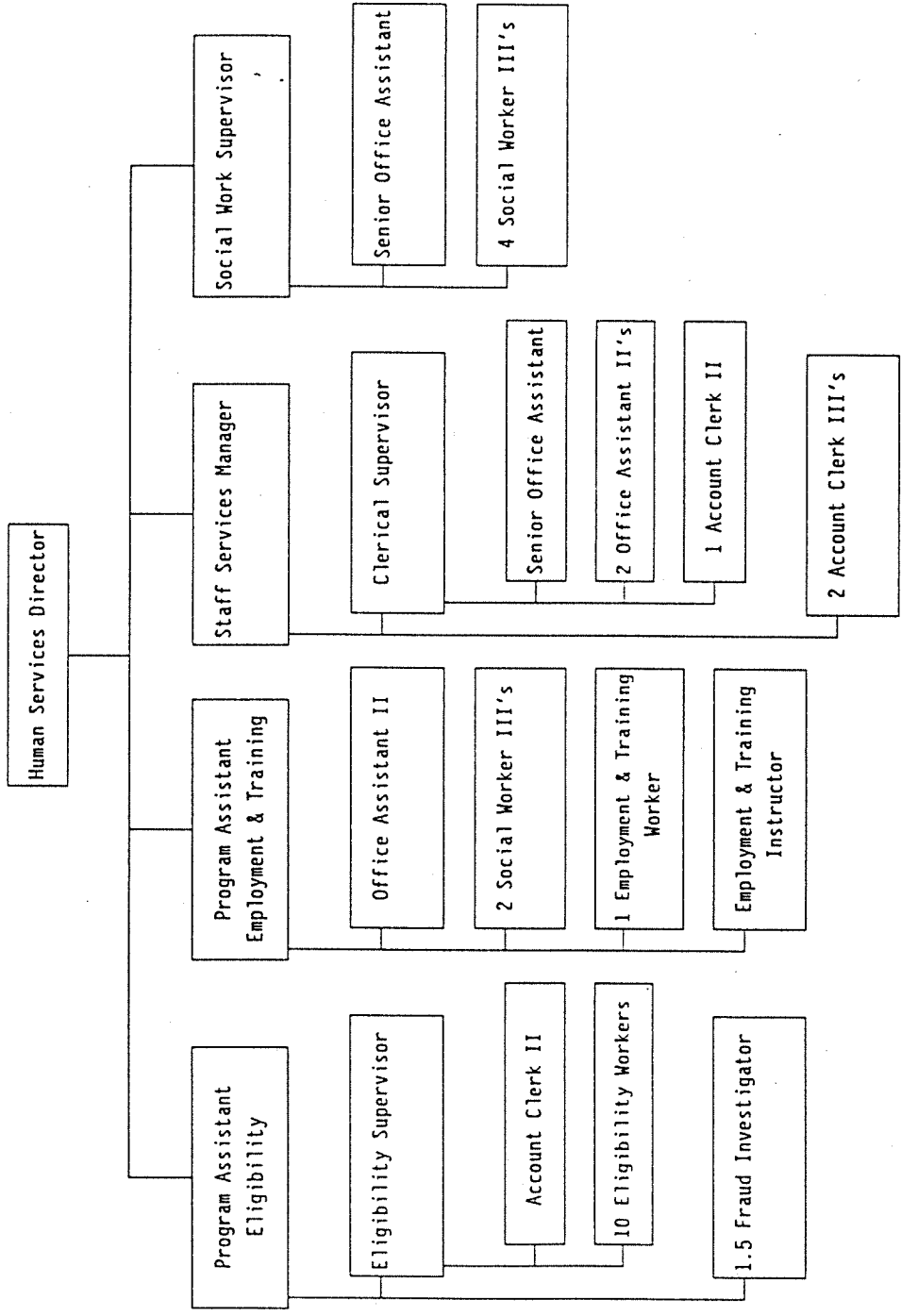
Our impact on grant terminations for 1995/96 was greater than anticipated. The reduction in wage is indicative of our stance that any job is a good job (even minimum wage!). Also indicated is a decreasing emphasis on educational programs. Some historical data and our goals for the next two years are noted below:

	93/94	94/95	1995/96	1995/96	96/97	97/98
	<u>Actual</u>	<u>Actual</u>	<u>Projected</u>	<u>Actual</u>	<u>Goal</u>	<u>Goal</u>
Job Placements	100	91	100	80	88	97
Grant Terminations	31	9	10	15	17	18
Grant Reduction	43	50	90	37	44	48
Average starting wage	\$6.41	\$6.61	\$6.50	\$6.06	\$6.50	\$6.50
Basic Education Completion	2	2	2	2	5	5
GED Completion	13	15	10	7	5	5
Voc.Training/Ed.Completion	10	6	5	4	5	5
Attend Orientation/Appraisal	150	138		191	150	150

Our goal continues to be placing as many clients, as quickly as possible, into unsubsidized employment. Every component of GAIN is focused on helping participants take inventory of the skills and talents they already possess. In some instances further education and vocational skills are necessary to move the participant toward financial self sufficiency. In some instances various types of work assignments will be required until employment is obtained. Always, our goal is to improve our skills as supervisors, case managers, facilitators, and teachers to empower our clients to look for work, interview effectively and get the job.

As federal welfare reform becomes a reality in California, it is imperative that we educate our clients to view AFDC as a safety net rather than as a lifestyle. Our GAIN staff realizes the importance of using every appointment as an opportunity to focus, or refocus, our participants attention on becoming employed.

Mariposa County Human Services
 Social Services Division
 Tom Archer, Director



**MARIPOSA COUNTY LABOR MARKET NEEDS
ASSESSMENT UPDATE, 1994**

Mariposa County continues to rely heavily upon tourism, recreation, government and small business enterprises for its basic economic structure. After experiencing a dramatic 29% population increase during the 1980's, Mariposa is expected to experience moderate but steady growth during the 1990's. Census information reported that the population for Mariposa County in 1992 was 15,600. Factors which will contribute to future growth include affordable housing, temperate weather, Yosemite National Park, low crime rate, and small town ambiance. Urban Retirees relocate to our mountain community to enjoy a slower pace of life. Younger working families relocate to Mariposa to enjoy nature and outdoor recreation activities. Many workers commute daily to the San Joaquin valley. The influx also includes families who want to open businesses to serve visitors, tourists and local residents.

The demand for expanded health care continues to be a primary goal for the community. Retirees in need of more medical services and families in need of general practice services will insure growth in the health care industry in our area.

Mariposa's economy continues to be tied to tourism. Yosemite Park employs 2,600 people during the peak tourist season between March and October. Winter employment at the park decreases to approximately 1,200 employees. Hotels, restaurants, and other service businesses account for one fourth of all employment in Mariposa county.

Employment is expected to increase at an average yearly growth rate of 4.6 percent, through 1996. Service businesses, government, and light manufacturing are expected to add personnel due to the increased services demanded by a growing population and increased tourism.

The unemployment rate for Mariposa County for December 1993 is estimated at 10.8% by the Employment Development Department. However, these estimates may significantly under represent the true employment picture. It is believed a significant number of people who may qualify for unemployment benefits do not apply for them since the nearest Employment Development Department office is located 40 miles away. In response to this problem, an Employment Development Department representative, Georgene Tarbox, will provide EDD services and answer questions each Wednesday in Mariposa from 1:00-5:00 P.M. beginning March 9, 1993 at Mother Lode Job Training Agency.

Currently, severe employment lay-offs occur locally when the economy slumps due to off tourist and weather seasons. This leads many families directly to the yearly cycle of seasonal employment followed by reliance upon Aid to Families with Dependent Children (Welfare) assistance. Even for year-round workers, many of these entry level, low paying, jobs do not lead to financial self sufficiency. Monthly reliance on welfare supplements becomes integrated into the family lifestyle.

The concept of "growth" and development is an issue much discussed throughout the community with valid perspectives and competing values on each side in the dialogue. It is anticipated that as a result of this community process an economic plan will evolve which will ensure that Mariposa will retain its rural, small community charm while at the same time provide for a more diverse and prosperous economic base for its residents.

Significant Changes to the Mariposa Economy 1993-1994

1. Local retail sales have increased 50% within the past 10 years. Each year has shown an increase over the preceding year.

2. Most of the business growth in the county is occurring during the off season months. This will help the area develop year-round jobs and employment opportunities.

3. Retail business construction in Merced (40 miles from Mariposa) boomed in 1993. Some of the retail and wholesale businesses which located in Merced during the past year include:

Orchard Supply and Hardware
COSTCO - a grocery warehouse and retail operation
Toys-R-Us - world's largest toy sales operation
In-and-Out Burger - fast food
McFrugals - a household discount store
Wal Mart - a household discount store

Hundreds of retail sales, construction and related jobs were created by these businesses. Residents of Merced and Mariposa were the happy recipients of job opportunities during a difficult national economic downturn.

4. Businesses and government continue to run lean operations - providing more services with fewer employees. Merced County government employees voted themselves an across the board 5% pay cut.

5. The nations economy seems to be picking up. Businesses, government and new ventures appear to be cautiously optimistic about economic recovery.

6. Many residents of Mariposa County understand that in order to provide an adequate standard of living for their families they must be willing to commute. This labor market update includes projected jobs for Fresno, Merced, and Madera Counties as well as for Mariposa.

7. Public transit operates a seven day regional bus system linking Merced with Yosemite Valley. Mariposa transit operates a five day per week bus which serves Mariposa and outlying areas.

SUMMARY

As the national and state economy improves, regional governments and businesses respond favorably. Unlike other areas of the state, Mariposa is expected to grow moderately but consistently. As the population increases, business will provide a wider variety of consumer goods, and medical facilities. Health care providers will be in demand, schools will expand and year-round employment will become more available.

An economy based on tourism is cyclical. Our goal is to promote a more diverse economy and labor force based on real needs in the community. In GAIN, we have the opportunity and obligation to encourage training and job skills in demand occupations within our labor market.

1994 PROJECTED DEMAND OCCUPATIONS

Registered Nurses
Licensed Vocational Nurses
Medical Assistants
Nurse Aides
Orderlies
Home Health Aides
Social Workers (Fresno, Madera, Merced)
Correctional Staff/Sheriffs Deputies (All Counties)
Medical Secretary/Medical Transcriber
Electronics Repair
Secretaries
Truck Drivers
Heavy Equipment Operators
Cooks
Skilled General Office Clerks-computer experience
Maintenance Repair
Production/Assembly Persons (Fresno, Merced)
Eligibility Workers
Teachers (Fresno, Madera, Merced)
Legal Secretaries
Dental Assistants
Child Care Workers
Data Processing Equipment Repair
Automotive Mechanics
Retail Salesperson
Food Service & Lodging Managers
Bookkeepers

DEMAND OCCUPATIONS WHICH MAY NOT LEAD TO
SELF SUFFICIENCY WITHOUT WELFARE AID

Certified Nursing Assistants
Child Care Workers
Entry Level General Office Clerks
Retail Sales Clerk (Cashier)
Dental Assistants
Hotel Workers (Maids, Housekeepers, Maintenance,
Front Office)
Teacher's Aide
Bank Teller
Landscape Gardeners
Waitress/Waiter
Agriculture Workers
Guards

Mariposa County Labor Market Needs
Assessment Update, 1994

The information for this Labor Market update is based upon extrapolated data from the following sources:

Bureau of Labor Statistics, "Employment and Unemployment in California", 1993.

Mariposa Gazette, newspaper articles and employment advertisements, December, 1993 through February, 1994.

Merced Sun Star, newspaper articles and employment advertisements, December, 1993 through February, 1994.

State and local Cooperative Labor Market Information Program. Jobs Information 1990-1993, Four Counties, Mother Lode Job Training Agency and Employment Development Department, Projections of Employment 1990-1993 by industry and occupation.

Employment and Training Programs in California, 1991-1993. Employment Development Department.

Local employers - Mariposa and Merced Counties Job Training Plan, Mother Lode Job Training Agency 1994-1996.

Mariposa County Economic Profile 1993, Robert Borchard, AICP.

Annual Planning Information, Fresno Metropolitan Area, 1993 Employment Development Department.

MOTHER LODE *Job* TRAINING

SERVING AMADOR • CALAVERAS • MARIPOSA • TUOLUMNE COUNTIES

July 19, 1996

RECEIVED
JUL 20 1996

DIV. OF SOCIAL SERVICES
MARIPOSA COUNTY

Mr. Tom Archer, Director
Mariposa County Department of
Social Services
P.O. Box 7
Mariposa, CA 95338

re: Mariposa County GAIN Plan for Fiscal Years 1996/97 and 1997/98

Dear Tom:

The staff of Mother Lode Job Training (MLJT) will cooperatively work with Mariposa County Welfare and GAIN staff to provide Job Training Partnership Act (JTPA) service to JTPA-eligible clients. All clients are served on a first-come-first-served basis, unless contracted by Welfare/GAIN to provide specific services to a designated number of Welfare/GAIN clients.

MLJT also agrees that the exchange of information will be conducted with confidentiality and the best interest of the client in mind.

MLJT looks forward to a continuing cooperative working relationship with Welfare/GAIN in Mariposa County.

Sincerely,

Heidi A. Mills

for Wilbert Smallwood
Executive Director

/grm

cc: Nancy Bell
Gwen Nitta, MLJT Mariposa County Program Manager

s:\WS\MCWDCOOP.LTR

MARIPOSA COUNTY GAIN PROGRAM
COST REDUCTION PLAN

Consistent with regulation, Mariposa County has established and maintains a plan whereby costs for the GAIN program are effectively controlled within the amounts annually appropriated for the program.

When cost reductions are necessary in order to stay within the budget allocation, this will be achieved by limiting participation based on the priorities established in state GAIN regulations....

Target population means a group composed of all GAIN-eligible individuals who are:

(a) Applicants for AFDC who have received AFDC for at least 36 of the 60 months immediately preceding the most recent month for which application has been made.

(b) Recipients of AFDC who have received AFDC for at least 36 of the most recent 60 months.

(c) Custodial parents under the age of 24 who:

(1) had little or no work experience in the preceding year, which means that during the preceding 12 months, they had no more than a three-month continuous period of full-time employment compensated at least at the California minimum wage level, or

(2) have not completed a high school education and are not enrolled in high school or in a high school equivalency course of instruction.

(d) Members of a family in which the youngest child is within two years of becoming ineligible for AFDC due to age.

If funds are sufficient to serve all existing participants, but are insufficient to serve all potential GAIN participants, we will bring new individuals into GAIN in the following order:

1. Members of the target population who are required to register for GAIN and who volunteer to participant in GAIN.

2. Members of the target population who are exempt

from the requirement to register for GAIN and who volunteer to participate in GAIN.

3. AFDC applicants and recipients who are required to register for GAIN and are members of the target population and who do not volunteer to participate in GAIN.

4. Recipients of AFDC who are not members of the target population.

5. Applicants for AFDC who are not members of the target population.

Existing participants receive the highest priority for GAIN participation. If, after halting intake as specified above, resources are not sufficient to serve all existing participants, priority for continuing participation would be extended to groups listed in the following order:

(a) Existing participants who are members of the target population who volunteer, at the time they are notified of a reduction, for further program participation;

(b) Existing participants who are members of the target population who do not volunteer, at the time they are notified of a reduction, for further program participation;

(c) Existing participants who are not members of the target population.