

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

CMA

DEPT: Community Services Agency

BOARD AGENDA # *B-5

Urgent Routine

AGENDA DATE April 3, 2012

CEO Concurs with Recommendation YES NO
(Information Attached)

4/5 Vote Required YES NO

SUBJECT:

Approval of the Stanislaus County Refugee Social Services (RSS) County Plan for Fiscal Years 2011-2014 and Approval of the Agreement Amendment with International Rescue Committee for the Provision of Employable Services to Stanislaus County Refugee Population

STAFF RECOMMENDATIONS:

1. Approve the Stanislaus County Refugee Social Services (RSS) County Plan for Fiscal Year 2011-2014.
2. Authorize the Director of the Community Services Agency or her Assistant Director Designee to finalize and sign the agreement amendment with International Rescue Committee not to exceed the contract amounts.

Continued on Page 2

FISCAL IMPACT:

Funding for Refugee Social Services (RSS) is provided through Federal grants originating with the federal Office of Refugee Resettlement and distributed to the local level via allocations from the California Department of Social Services Refugee Programs Bureau. RSS funding for the County Fiscal Year 2011-2012 consists of Federal Fiscal Year 2010 Augmentation in the amount of \$30,074, the rollover Federal Fiscal Year 2010 of \$350,064 with an estimated Federal Fiscal Year 2011 allocation in the amount of \$264,802,
Continued on Page 2

BOARD ACTION AS FOLLOWS:

No. 2012-137

On motion of Supervisor Chiesa, Seconded by Supervisor Withdraw

and approved by the following vote,

Ayes: Supervisors: Chiesa, Withdraw, Monteith, De Martini, and Chairman O'Brien

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) Approved as recommended

2) Denied

3) Approved as amended

4) Other:

MOTION:

Christine Ferraro

ATTEST: CHRISTINE FERRARO TALLMAN, Clerk

File No.

STAFF RECOMMENDATIONS: Continued

3. Direct the Auditor-Controller to increase appropriations and estimated revenue in the amount of \$30,074 for Fiscal Year 2011-2012 as detailed in the attached Budget Journal.

FISCAL IMPACT: Continued

for a total estimated funds of approximately \$644,940. Annual allocations for the RSS program may be rolled over for one federal fiscal year. Federal Fiscal Year 2011 began 10/01/2011 and ends 09/30/2012.

Appropriations and estimated revenues to support \$391,000 of the existing International Rescue Committee (IRC) agreement are included in the Agency's Fiscal Year 2011-2012 Program Services and Support Legal Budget. Additional appropriations and estimated revenue in the amount of \$30,074 are requested and detailed in the attached budget journal and will be used to amend the existing IRC agreement for the estimated service needs through June 30, 2012 for a total Fiscal Year 2011-2012 contract of \$421,074. Up to 15% or \$33,580 of the difference between the total funds and the contract services will be used to cover agency oversight, case management and program support in accordance with the federal grant guidelines. The remaining allocation estimated at \$190,286 will rollover for use in Fiscal Year 2012-2013. This program is 100% Federally funded with no impact to the County General Fund.

DISCUSSION:

The intent of the Stanislaus County Refugee Social Services (RSS) program is to continue providing Stanislaus County eligible refugees with work activities and social services that are designed to address language, cultural, and other barriers refugees face when they arrive in the United States. Providing these services will assist in cultural integration and prepare a range of 200-300 refugees annually for employment, leading to self-reliance and productivity as residents of Stanislaus County.

Among the County's diverse population are refugees and immigrants from various parts of the globe. Many of them have lived in Stanislaus County for years while more are arriving each month. In the past five years, the County has received over 1,587 refugees. Most of these newcomers are from Iraq and Iran.

Like many new arrivals, these refugees experienced hardships in their native countries or refugee camps and continue to face difficult challenges in their new community. Some of the challenges include language differences, lack of transferable employment skills and cultural adaptation. Many of these refugees rely on public assistance and services provided by the Community Services Agency (CSA) or other agencies in the County while transitioning into their new lives.

To respond to this need of assistance and services, CSA has developed a plan to implement the Refugee Social Services program. The goal of this program is to continue engaging all eligible

Approval of the Stanislaus County Refugee Social Services (RSS) County Plan for Fiscal Years 2011-2014 and Approval of the Agreement Amendment with International Rescue Committee for the Provision of Employable Services to Stanislaus County Refugee Population
Page 3

refugees in social services and work activities that are appropriately designed to address language and cultural barriers facing the refugees in order to prepare them for employment, leading them toward self-reliance and community acculturation.

Participating refugees will gain valuable job and life adjustment skills. Employment and employment-related activities are estimated to be available for a range of 200-300 people per year. These activities include orientation and appraisal, job search, job placement, skills training, vocational training, skill recertification training, and vocational English as a Second Language education. Through case management activities, the refugees will receive one-on-one, as well as group coaching and counseling sessions. Reasonable supportive services in terms of transportation and child care may be provided while participating in employment activities.

The ultimate goal of the RSS Program is to assist participating refugees to reach self-reliance and become productive members of the community by obtaining full time or part-time employment. In Federal Fiscal Year 2011-2012, 80-90 refugees are expected to enter employment.

As required by the Board of Supervisors on March 22, 2011, Attachment 1 includes the agreement schedule where cumulative compensation paid exceeds \$100,000 in a three-year review beginning July 1, 2009 through June 30, 2012. CSA will identify any amendments to the Fiscal Year 2011-2012 agreements in future quarterly reports to the Board of Supervisors.

POLICY ISSUES:

Approval of the Stanislaus County Refugee Social Services plan supports the Board's priorities of A Healthy Community, Effective Partnerships and Efficient Delivery of Public Services by providing services through vendor partnerships to promote acculturation, employability, and self-reliance of the refugee population in the community.

STAFFING ISSUES:

Existing Community Services Agency staff are available to support the Stanislaus County Refugee Social Services Plan.

CONTACT PERSON:

Christine C. Applegate, Director 558-2500

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Explanation: RSS Plan Updated Board Item

Requesting Department Karla Garcia Prepared by 3/19/2012 Date		CEO Supervisor's Approval Date	Data Entry Keyed by Date	Auditors Office Only Prepared By Date
<i>[Signature]</i>		<i>[Signature]</i>		<i>[Signature]</i>
3/20/12		3/20/12		3/20/12

STANISLAUS COUNTY
REFUGEE SOCIAL SERVICES
COUNTY PLAN

FFY 2011 – 2012
FFY 2012 – 2013
FFY 2013 – 2014



Community Services Agency
Christine Applegate, Director
February 01, 2012

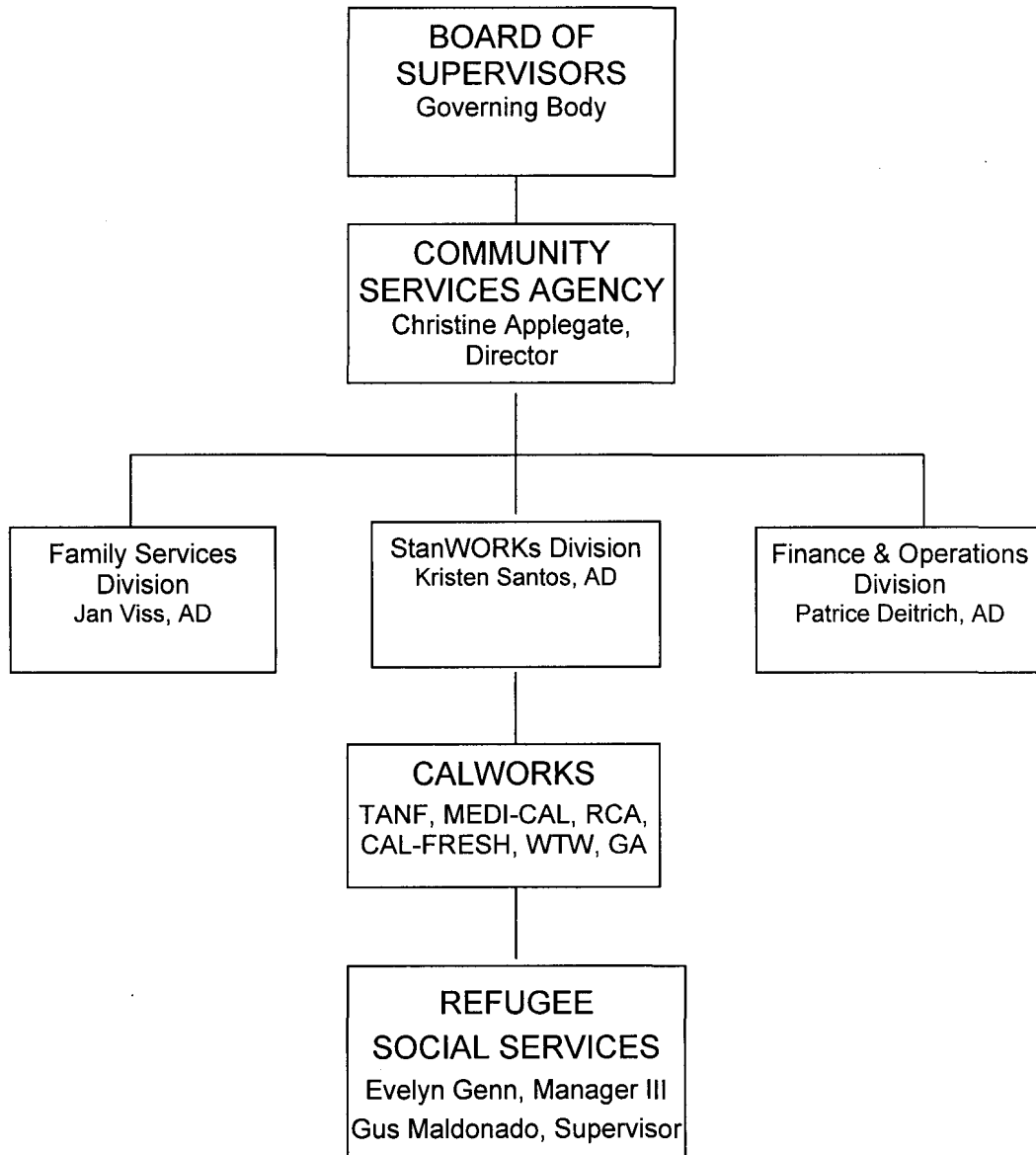
**STANISLAUS COUNTY
REFUGEE SOCIAL SERVICES PLAN**

TABLE OF CONTENTS

<u>Section</u>	<u>Page</u>
COUNTY REFUGEE PROGRAM ADMINISTRATION.....	2
FUNDING SOURCES.....	3
GENERAL PROGRAM DESCRIPTION.....	4
STANISLAUS COUNTY - CSA RSS PROGRAM FLOW.....	5
CALWORKS AND RCA COMPLIANCE.....	6
SUPPORTING PLANNING INFORMATION.....	7-8
IDENTIFICATION OF TARGETED POPULATION.....	9-11
LABOR MARKET ANALYSIS.....	12
STANISLAUS COUNTY PROJECTIONS HIGHLIGHTS.....	13-14
DESCRIPTION OF RSS SERVICE COMPONENTS.....	15-17
BUDGETS.....	18-19
ANNUAL SERVICE PLAN.....	20
ANNUAL OUTCOME GOAL PLAN.....	21-22
PROCUREMENT PROCESS.....	23
COUNTY MONITORING PLAN.....	24
REQUIRED ASSURANCES.....	25
BOARD RESOLUTION.....	25

COUNTY REFUGEE PROGRAM ADMINISTRATION

STANISLAUS COUNTY
COMMUNITY SERVICES AGENCY
REFUGEE ASSISTANCE PROGRAM
ORGANIZATION CHART



FUNDING SOURCES

Services included in the Refugee Employment Service Plan are primarily funded by RSS allocations. For the Federal Fiscal year 2011-2012 the allocation of RSS service dollars for Stanislaus County is \$264,802. The RSS carryover funds from FFY 2010-2011 is \$380,138. Total funds available for FFY 2011-2012 RSS services is \$644,940.

GENERAL PROGRAM DESCRIPTION

The goal of RSS in Stanislaus County is to engage all eligible refugees in social services and work activities that are appropriately designed to address the language and cultural barriers refugees face in order to prepare them for employment, leading toward self-sufficiency. In order to achieve this goal, refugee participants will focus on employment and non-employment services. The program will assess other resources in the community that will move them out of the lowest poverty level.

The funding strategy utilizes a plan that addresses the social services and employment needs of all adults in the family, since multiple incomes are now necessary to sustain an entire family beyond the poverty level. The plan is to provide social services and employment services for refugees who have been in the United States for 60 months or less, including refugees receiving RCA, refugees receiving other types of cash assistance.

Refugee services provided are based on the following priorities:

1. All newly arriving refugees during their first year in the US who apply for services.
2. Refugees who are receiving cash assistance.
3. Unemployed refugees who are not receiving cash assistance.
4. Employed refugees in need of services to retain employment or to attain economic independence.

STANISLAUS COUNTY CSA-RSS PROGRAM FLOW

1. Refugee applies for benefits at the Community Services Agency (CSA)
2. RCA refugees referred to RCA Orientation

CalWORKs refugees when approved for benefits are referred to WtW Orientation.
3. An assessment is completed directly after RCA/WtW Orientations
4. An appointment is scheduled with the case manager at International Rescue Committee (IRC), the RSS provider in Stanislaus County.
5. Case Manager completes appraisal.
6. An Employment Plan is developed.
7. Refugee is referred to an appropriate activity at IRC, usually Work Related ESL/Skills Training. Refugees may be referred back to CSA. (This is if a customer is English proficient and would benefit from programs other than ESL, or if a customer is apparently exempt from work participation, and it was not found during assessment.)
8. Job Club activities follow completion of ESL/Skills Training
9. Refugees are then assisted with Job Search activities and IRC provides job placement assistance to link customers to employment. Services include, but are not limited to, introductions to businesses, assistance with interviewing, interpretation, and transportation.
10. Refugees who obtain jobs are monitored for 90 days after placement to assist as needed and promote job retention.
11. Refugee customers will be provided with transportation, interpretive services, case management, referrals to outside organization and child care (through the WtW program), as needed.

Note: There is flexibility in the flow depending on the needs of the customer. All participating refugees will be assessed to determine the best course of action, whether it is an immediate placement into job, educational component or training program, or both.

CALWORKS AND RCA COMPLIANCE

Stanislaus County assures that the provision of activities to mandatory and voluntary CalWORKs Welfare to Work (WTW) participants and RCA recipients, funded by the ORR monies and allocated by CDSS, will be in accordance with CalWORKs WTW and RCA requirements (including those regarding program participation flow, good cause determination, sanctioning, and supportive services) specified in the Manual of Policy and Procedures Sections 42-700 and 69-200, respectively, and other applicable CalWORKs and RCA policy guidance issued by CDSS.

SUPPORTING PLANNING INFORMATION

Needs Assessment

Planning for a county administered system for Refugee Social Services has been the result of an assessment, which includes information and input received from the leadership team and case managers at the Community Services Agency, Stanislaus County refugee coordinator, community based organizations and members of the refugee community. Funds will be used to provide direct services intended to reduce welfare dependency of refugees and promote economic self-sufficiency.

Following are the findings of the barriers and needs assessment:

1. What do you see as a barrier (case managers)?
 - Mental Health issues
 - Lack of Jobs
 - Language – limited English
 - Lack of employable skills
 - Domestic Violence
 - Housing
 - Lack of training resources
 - Fear of leaving Public Assistance
 - Regulations of Programs
 - Child Care
 - Lack of social support
 - Transportation

2. What are the common barriers (refugee customers)?
 - Language
 - Transportation
 - Culture Shock
 - Economy
 - Housing
 - Health System
 - Employment
 - Longer cultural adjustment periods
 - Lack of ESL classes
 - Unable to get a Drivers License
 - Job transferable Skills
 - Understanding of USA laws

3. What will help refugees become self sufficient?
 - ESL (At least 6 months)
 - WTW Waiver
 - Bus Passes

SUPPORTING PLANNING INFORMATION Needs Assessment (Continued)

- OJT
 - Class "A" Drivers License
 - Form Completion Assistance
 - Translation of forms
 - Transportation
 - Housing
 - Additional staff with Refugee language skills
 - Matching Grant Expansion
 - Resume writing
 - Job Club for RCA
 - More Community Services Sites
 - ROP
 - Interview Workshops
4. What supportive services are needed for our refugees?
- Bus Tickets
 - Child Care
 - Clothing
 - Ancillary
 - Book Vouchers
 - Localized Services
 - OJT
5. What areas need to be improved or added into our current processes?
- Education
 - More Resources and Referrals
 - Transportation – other than bus system
 - Housing
 - Child Care
 - More and longer ESL Classes
 - Medical Services
 - Interpreters (Language skills)
 - Community Based Organizations
 - Contract Providers
 - Resource Centers
 - Social Workers (BST)

It is essential that services continue to be provided as part of a self-sufficiency plan after job placement to help the refugees retain employment or move to self-sufficiency. Stanislaus County will make every effort to ensure services are not duplicated and that they are provided in the most cost effective manner.

IDENTIFICATION OF TARGETED POPULATION

Many refugees who apply for public assistance are under-educated, speak little or no English, and are unaware of the requirements and expectations of employers in this country. The refugee population in Stanislaus County varies greatly in cultural backgrounds and languages spoken.

As of September 1, 2011, Stanislaus County had a population of approximately 528,461. Since 2000, it has had a population growth of 18.30 percent. It is estimated that the county will grow to 611,834 by the year 2020, according to the State Department of Finance.

Out of the total population living in Stanislaus County, 62.90 percent are white, 2.95 percent are black, 4.63 percent are Asian, 1.33 percent are Native American, and 28.19 claimed 'Other'. 40.42 percent of people in Stanislaus County claimed Hispanic ethnicity, meaning 59.58 percent are non-Hispanic.

There are an estimated 20,466 refugees in Stanislaus County. This means that the refugee population makes up approximately 3.87% of the total population in Stanislaus County. For the Federal Fiscal years 2006-2010, 1966 refugees arrived to Stanislaus County. The charts below show the composition of refugees by region of origin:

*Refugee Entrants to Stanislaus County FFY 2006-2010

Country	Number	Percent
Africa	7	.36%
Former USSR	14	.71%
Iran	1379	70.14%
Iraq	545	27.72%
Other	2	.10%
South East Asia	19	.97%
Total	1966	100%

*Source: Ca Dept of Social Services – Refugee Program Bureau

IDENTIFICATION OF TARGETED POPULATION (Continued)

Stanislaus County Active Refugees on Public Assistance*

Ethnic Composition of Refugees

Ethnicity	Number	Percent
Asian Indian	4	.3%
Black	1	.1%
Cambodian	41	2.6%
Hispanic	2	.1%
Laotian	30	1.9%
Other Assian/Pacific Islander	163	10.3%
Vietnamese	5	.3%
White <small>-May include refugees from Afghanistan, Iran, Iraq, and Russia.</small>	1341	84.4%
Total	1587	100%

- Stanislaus County-Community Services Agency 09/2011 Report

IDENTIFICATION OF TARGETED POPULATION (Continued)

Linguistic Composition of Aided Refugees

Language	Number	Percent
Afghani	7	.4%
Arabic	121	7.6%
Armenian	14	.9%
Assyrian	1121	70.6%
Cambodian	17	1.1%
Egyptian	1	.1%
English	222	14%
Farsi	28	1.8%
Lao	17	1.1%
Other non-English	11	.6%
Russian	24	1.5%
Spanish	1	.1%
Vietnamese	3	.2%
Total	1587	100%

* Stanislaus County-Community Services Agency 09/2011 Report

LABOR MARKET ANALYSIS¹

Stanislaus County was incorporated in 1854. It covers more than 1,521 square miles and has a population of 528,461 according to the CA Department of Finance report January 2011. It is projected that the population of Stanislaus County will reach almost 611,834 by the year 2020.

The current Labor Market information states that in Stanislaus County there is an estimated labor force for 2011 of 238,900 of which 200,700 are currently employed; leaving Stanislaus County with an unemployment rate of 18.40 percent for September 2011. The unemployment rate in Stanislaus County was 16.0 percent in August 2011, down from a revised 17.3 percent in July 2011, and below the year-ago-estimate of 16.4 percent. This compares with an unadjusted unemployment rate of 11.9 percent for California and 9.1 percent for the nation during the same period.

According to the California Employment Development Department's Labor Market Information Report for September 2011, trends indicate that the occupations with the fastest job growth for the period of 2008-2018 have been and are projected to continue in the following areas:

- Home Health Aides
- Physical Therapist Aides
- Personal and Home Care Aides
- Information Security Analysts, Web Developers
- Computer network Architects
- Education Administration
- Registered Nurses

The following is a partial list of identified employers in Stanislaus County: Alliance Network-County Government, Carlo Rossi Winery-Wineries, Con Agra Foods-Canning, Copper-ridge Winery-Winery, County of Stanislaus-Social Service & Welfare, Del Monte Foods-Canning, Doctors Medical Center-Hospital, E & J Gallo Winery-Winery, Emmanuel Medical Center-Hospital, Foster Farms-Poultry Processing Plant, Frito-Lay-Potato Chips, Gallo Winery-Winery, Memorial Hospital-Hospital, Modesto Bee-Newspaper, Patterson Vegetable-Frozen Food Processor, Stanislaus County Office – Government Office.

The Stanislaus County Refugee Program is designed to be a comprehensive employment and training program with the goals to promote self-sufficiency and overcome the language and cultural barriers for refugees as quickly as possible. All participating refugees will be assessed to determine the best course of action, whether it is an immediate placement into job, educational component or training program, or both.

¹ Excerpted from EDD Labor Market information, "County Snapshots"

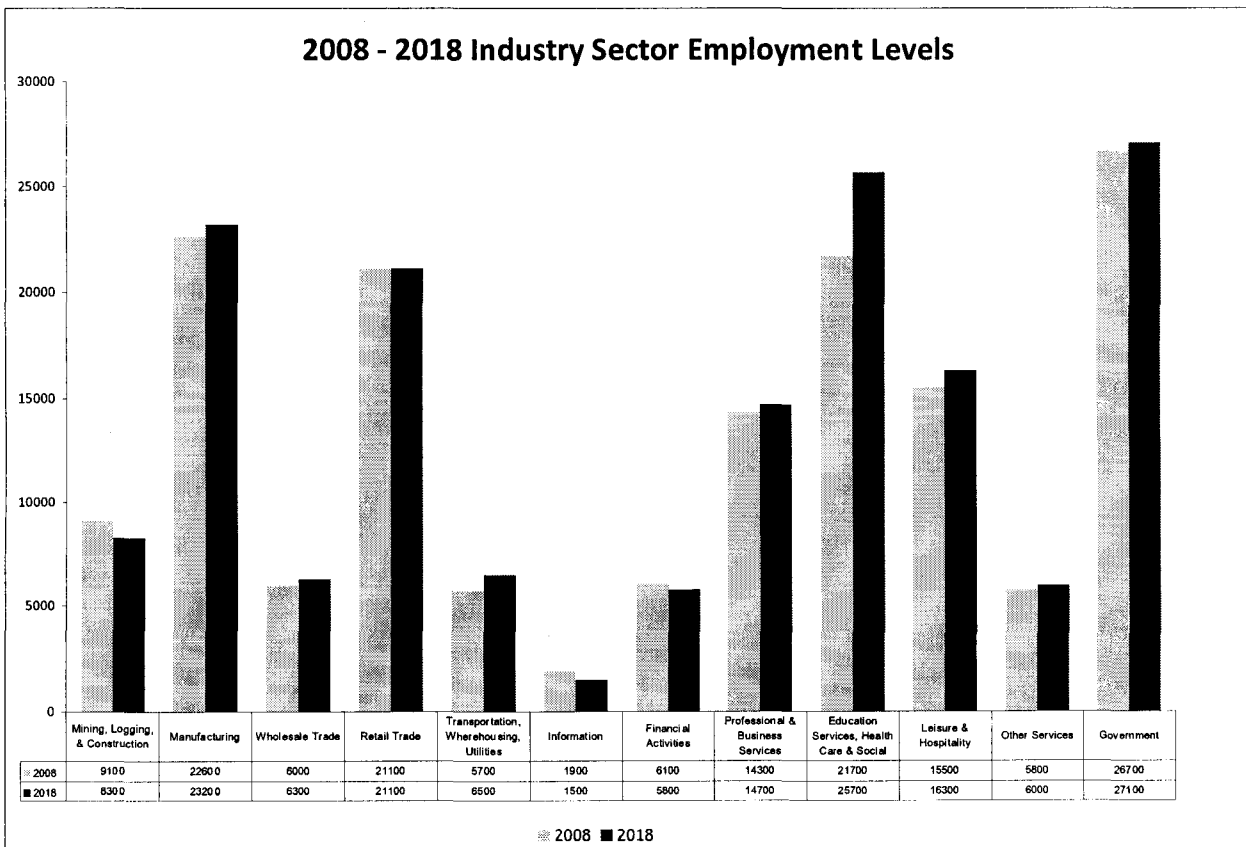
STANISLAUS COUNTY PROJECTION HIGHLIGHTS

Industry

Industry projections forecast total employment to increase by 7,100 jobs to reach 196,800 by 2018. Total employment includes Self-Employment, Unpaid Family Workers, Private Household Workers, Farm, and Non-farm employment.

The Education Services, Health Care, and Social Assistance sector will generate an estimated 4,000 jobs, the largest number of new non-farm jobs among the major industry sectors. Leisure and Hospitality, Transportation, Warehousing, and Utilities are expected to generate 800 jobs each during the outlook period. These industry sectors account for 92 percent of new jobs.

Education, Health Care, and Social Assistance employment in Stanislaus County are the fastest growing industries with a growth rate of 18.4 percent over the ten year period. The other major industry sector with a significant growth rate is Transportation, Warehousing, and Utilities with 14 percent. The Government sector, which makes up about 17 percent of the county's non-farm employment, is forecasted to remain relatively stable.



STANISLAUS COUNTY PROJECTION HIGHLIGHTS (Continued)

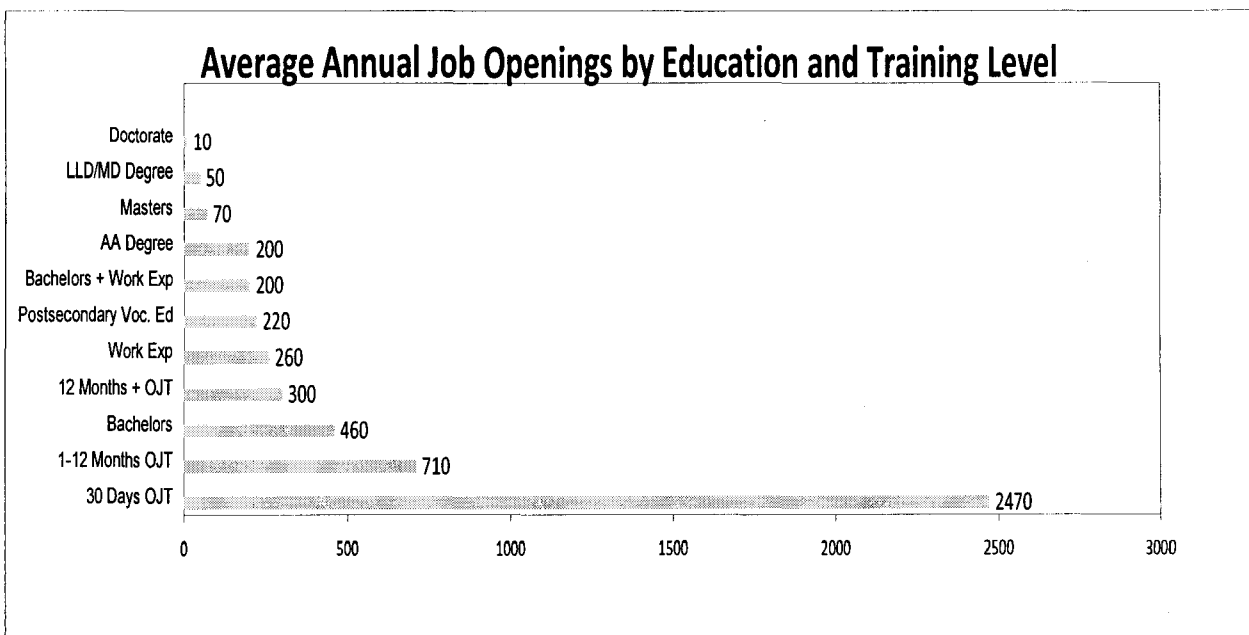
Occupations

Occupational projection numbers include self-employment, unpaid family workers and farm employment for the period 2008 to 2018. The forecast projects:

- Approximately 10,600 new jobs from industry growth,
- Nearly 42,600 job openings from Net Replacements,
- A combined total of about 53,300 job openings.

The top 50 occupations with the most job openings will generate approximately 30,900 jobs openings in Stanislaus County during the 2008-2018 period. The top five occupations are Farm-workers and Laborers, Cashiers, Retail Salespersons, Personal and Home Care Aides, and Waiters and Waitresses which require short-term on-the-job training and earn median annual wages less than \$21,000. Accountants and Auditors and Elementary School Teachers, requiring a bachelor's degree, earn median annual wages greater than \$58,000.

The 50 fastest growing occupations are all expected to grow at an annual rate of 6.9 percent or more. Two occupations that require a bachelor's degree or above and pay high wages are Middle School Teachers and Special Education Teachers, with annual wages of \$69,000 and \$64,800, respectively. Other high paying occupations, Registered Nurses and Respiratory Therapists, which require an associate degree, have median annual wages of \$94,000 and \$63,100, respectively.



DESCRIPTION OF RSS SERVICE COMPONENTS

Stanislaus County services are based on an assessment of the refugee community needs and an overview of local services available to meet those needs. The RSS services will be coordinated with Welfare-to-Work (WTW) to ensure the best level of services possible. The Temporary Assistance for Needy Families (TANF) eligible refugee participation will comply with all CalWORKs and Welfare to Work (WtW) requirements. The Refugee Cash Assistance (RCA) refugee individuals will comply with all RCA Eligibility and Employment requirements.

Stanislaus County's comprehensive approach is designed to promote the personal responsibility and financial self-sufficiency of participants. Stanislaus County recognizes the unique needs, languages and multiple barriers to employment of the refugees. The County utilizes RSS funding to contract with International Rescue Committee to provide qualified services to eligible refugees.

Employability Services

Stanislaus County's employability services comprise various activities that will enable the refugees to reach self-sufficiency as quickly as possible. These services include, but are not limited to, the following:

Employment Service Components:

Orientation/Appraisal: Conduct individual or group program orientation, interview individual refugees at home or in the office to review education, job skills and work experience to determine needed supportive services and identify other personal and family service needs, and to develop self sufficiency/development plans to assist a family or an individual in addressing and identifying barriers or a need to refer to other appropriate services.

Job Search: Assist or supervise job search for four to six weeks. Refugees are assisted by helping them to complete job applications and/or resumes, linking them with job openings, taking or sending them to job search activities. The program also provides the necessary skills, tools and preparations that will allow participants to achieve self-reliance and empower participants to actively seek and obtain employment.

Job Placement: Assist in locating employment opportunities and link available jobs with participants, provide coaching through job search activities (interview techniques, resume development, job applications), and direct placement of participants in unsubsidized employment.

Skills Training:

Skills Training: Skills Training is provided, in part, in conjunction with Work Related ESL (WESL). The following services are provided, but are not limited to, language education targeted to a work environment, successful interview techniques including cultural expectations, completion of time sheets, attendance expectations, how to find a job, behavioral norms, gender roles, cash register usage, counting money, and other general employability skills needed to work in the United States. Customers are coached in dress, demeanor, time management and expectations and taxes and other deductions. Additionally, refugees are referred to outside agencies able to provide other specific job skills training once their English skills are sufficient.

Vocational Training: Vocational training is not readily available to refugees in Stanislaus County who do not speak English. Training specific to particular jobs employment is available to refugees in a family unit through the WtW program, once English skills are developed enough to benefit by being in the class. The limited time available to RCA customers usually requires them to go into Job Search activities as soon as possible. The Skills Training activities are designed to assist refugees in any vocation obtainable. Refugee customers in Stanislaus County most often find jobs in the following areas: Retail Sales, Production Lines, General Labor, Clerical/Office Work, Food Service and In-Home-Supportive Services. If available, additional training may be provided as part of an employability plan.

Skills Recertification: Skill Recertification will be assessed on an individual basis with the case manager. Training may be offered to a trained individual who is in need of refresher training or other recertification services in order to qualify to practice his or her profession in the United States. This training may consist of full-time attendance in a college or professional training program, or other options IRC/CSA finds available in the community. IRC maintains contact with agencies, especially in the Bay Area that are able to provide some services in this area. Refugees seeking assistance for licensing in the medical profession are assisted in identifying agencies who can assist. This training may be made available to individuals provided such training:

- a. Is approved as part of the individual's employability plan.
- b. Does not exceed one year's duration (including any time enrolled in such program in the U.S. prior to the refugee's application for assistance).
- c. Is specifically intended to assist the individual in becoming re-licensed in his or her profession, and if completed, can realistically be expected to result in such re-licensing and employment.

Case Management

The program is open to any refugees who arrived in the United States within the last 60 months. Refugees who apply for the RSS program will be evaluated to determine if they meet the requirements. If eligible, they will be assessed and referred to an appropriate component to promote their employability. An in depth appraisal will also be completed to identify any barrier that may be preventing refugees from finding or keeping a job and maintaining economic self-sufficiency.

Services include but are not limited to outreach, linking refugees to available resources, advocacy, counseling and guidance, assessing needs, providing appropriate services, monitoring progress toward established goals and objectives, and ensuring that all services specified in the Service Plan are provided and performed by the refugee.

English Language Training:

Vocational English as Second Language Education: Vocational English as Second Language (VESL) or Training will teach participants skills or language to qualify for a specific job for a minimum of 3 months to a maximum of 12 months. The activities are designed to assist refugees in multiple vocations such as: Retail Sales, Production Lines, General Labor, Clerical/Office Work, Food Service and In-Home-Supportive Services.

Other Employability Services:

Transportation: Eligible refugees will receive payments to cover the transportation cost attributable to their travel to and from the training assignments. Mileage is paid only if there is no public transportation available or it costs the same as, or less than, public transportation.

Child Care: Referrals to child care services and/or subsidized programs may be provided to participants when needed to assist with child care needs when refugees are looking for employment, participating in a training program or when working.

Non-Employment Services:

To be successfully acculturated in their community, the refugees need more than employment services. Stanislaus County – CSA staff assist the refugee population with medical/dental appointments, questions on completion of forms and documentation, insurance, financial, business, daily activities, school-related services, housing and driver license-related services. Refugee customers are also provided referrals to outside agencies for Citizenship Preparation and SSI application process for those who need assistance and potentially qualify.

RSS funding is not currently utilized in this category. Referrals given to the refugee are considered part of case management, and a significant amount of time is not expended for these referrals as they are usually handled by CSA staff.

**Stanislaus County
Refugee Social Services Plan
FFY 2011-2012 RSS Budget**

FFY 2010-2011 RSS Funds Available for FFY 2011-2012 Services

Employment	\$ 76,788
Orientation/Appraisal	
Job Search	
Job Placement	
OJT/Skills Training	\$ 118,983
Vocational Training	
Skills Re-Certification	
Case Management	\$ 54,740
English Language Training	\$ 72,606
Other Employability Services	\$ 19,007
Transportation	
Translation and Interpretive Services	
Child Care	
Non-Employment	\$ 0
Citizenship Preparation	
SSI/Referral Assistance	
Transportation	
Translation and Interpretive Services	
Child Care	

Subtotal	\$ 342,124
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County Administration (10%)	\$ 38,014
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Total FFY 2010-2011 RSS Carryover Funds	\$ 380,138
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*Includes \$30,074 FFY 2009-2010 Augmentation

**Stanislaus County
Refugee Social Services Plan
FFY 2011-2012 RSS Budget**

FFY 2011-2012 Formula Allocation

Employment	\$ 55,926
Orientation/Appraisal	
Job Search	
Job Placement	
OJT/Skills Training	\$ 82,618
Vocational Training	
Skills Re-Certification	
Case Management	\$ 38,132
English Language Training	\$ 49,783
Other Employability Services	\$ 11,863
Transportation	
Translation and Interpretive Services	
Child Care	
Non-Employment	\$ 0
Citizenship Preparation	
SSI/Referral Assistance	
Transportation	
Translation and Interpretive Services	
Child Care	
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Subtotal	\$ 238,322
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County Administration	\$ 26,480
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FFY 2011-2012 RSS Allocation	\$ 264,802
FFY 2010 – 2011 Carryover Funds	\$ 380,138
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Grand Total Funds Available for FFY 2011-2012 Services	\$ 644,940

ANNUAL SERVICE PLAN

Date: 11/07/2011		Annual Service Plan			Original (X)	Revision (□)
Time Period Covered by Plan		From: 10/01/2011		To: 09/30/2012		
County: Stanislaus						
Description of Contracted or State-provided Services		Contracted Amount by Funding Source	Total Number	Program 0 - 12 Months	Participants 13 - 60 Months	Type of Agency* and Percent of Funds
Employment	SS TAP Other	132,714	235	176	59	C
ELT	SS TAP Other	122,389	220	176	44	C
OJT	SS TAP Other	0	0	0	0	
Skills Training	SS TAP Other	201,601	200	150	50	C
Case Management	SS TAP Other	92,872	250	188	62	C
Other (Employment)	SS TAP Other	30,870	185	148	37	C
Subtotal		580,446	1090	838	252	*(Example)
Non-Employment	SS TAP Other	0	0	0	0	B. 40%, C. 20%, E. 20%, F. 20%
County Admin (10% Admin Max)	SS TAP Other	64,494	*Type of Agency: A. State/ County B. Mutual Assistance Association Organization C. Voluntary Agency D. Community College E. Adult Basic Education F. Other Non-Profit G.			
Grand Total	SS TAP Other	*644,940				

(The total percentage for each individual service (i.e., Employment, ELT, etc.) under **Type of Agency and Percent of Funds** must equal 100% – see example.)

*RSS Grand Total includes FFY 2010-2011 Carryover Funds (\$380,138)

Revised 03-14-2012

ANNUAL OUTCOME GOAL PLAN

ANNUAL OUTCOME GOAL PLAN 2012 PERFORMANCE GOALS AND ACTUALS

State or County: Stanislaus County

	FY 2011 GOAL	FY 2011 ACTUAL	FY 2012 GOAL
1. Caseload			
TANF Recipients	50	206	80
RCA Recipients	140	262	110
No Federal Cash Assistance	10	23	10
Total	200	491	200
2. Entered Employment			
Full Time	6 20%	14 32%	9 23%
Part Time	24 80%	30 68%	31 78%
Total	30 15%	44 9%	40 20%
2a. TANF Recipients Entered Employment			
Full Time	2 40%	5 50%	3 38%
Part Time	3 60%	5 50%	5 63%
Total	5 17%	10 23%	8 20%
2b. RCA Recipients Entered Employment			
Full Time	2 12%	6 24%	4 17%
Part Time	15 88%	19 76%	20 83%
Total	17 57%	25 57%	24 60%
2c. No Federal Cash Assistance Entered Employment			
Full Time	0 25%	3 33%	2 25%
Part Time	8 75%	6 67%	6 75%
Total	8 27%	9 20%	8 20%
Cash Assistance Recipients Placed In Employment			
	22	35	32
3. Federal Cash Assistance Terminations			
TANF Recipients	1 33%	2 50%	3 50%
RCA Recipients	2 67%	2 50%	3 50%
Total	3 14%	4 11%	6 19%
4. Federal Cash Assistance Reductions			
TANF Recipients	4 27%	4 44%	3 30%
RCA Recipients	11 73%	5 56%	7 70%
Total	15 68%	9 26%	10 31%
5. Entered Full Time Employment Offering Health Benefits			
TANF Recipients	1 33%	3 27%	2 29%
RCA Recipients	1 33%	6 55%	4 57%
No Federal Cash Assistance	1 33%	2 18%	1 14%
Total	3 50%	11 79%	7 78%

ANNUAL OUTCOME GOAL PLAN (Continued)

ANNUAL OUTCOME GOAL PLAN FY 2012 PERFORMANCE GOALS AND ACTUALS

State or County: Stanislaus County

	FY 2011 Goal	FY 2011 Actual	FY 2012 Goal
6. Average Hourly Wage of Refugees Entering Full Time Employment	\$ 8.25	\$ 9.70	\$ 9.25

	FY 2011 Actual	FY 2012 Proposed
7. 90-Day Retention Rate	78%	75%
Percentage	40%	
7a. 90-Day Retention Rate Calculator		
Unduplicated # of Retentions	35	
Unduplicated # of Entered Employments	45	
Total	35	45

The previous actual Retention Rate is calculated by dividing the total unduplicated number of retentions by the total unduplicated number of entered employments from July of the previous CY through June of the current CY.

8. Office of Refugee Resettlement Funding

	FY 2011 Actual	FY 2012 Proposed
Social Services Formula Funding	\$ 92,432	\$ 132,714
Targeted Assistance Formula Funding		
Discretionary Grant Funding		
Total Liquidated Funding	\$ 92,432	\$ 132,714
Cost per Entered Employment	\$ 2,100.73	\$ 3,317.85

Agency Point of Contact

Please provide the name, title and contact information for the agency staff person best equipped to respond to questions regarding your Annual Outcome Goal Plan submission.

First and Last Name	Title
Evelyn Genn	Manager III
Telephone Number	Email
209-664-8144	genie@stancounty.com

Deadline for submission

The completed FY 2012 Annual Outcome Goal Plan: Performance Goals and Actuals and Performance Narrative should be submitted via email to GPR@ACF.hhs.gov by November 15, 2011.

For Office of Refugee Resettlement use only:

Submission type: Initial Revision

Date submitted: _____

Status: Approved In process - clarification needed

APPENDIX A

PROCUREMENT PROCESS

Upon Stanislaus County Board of Supervisors approval of this plan, Stanislaus County Community Services Agency (CSA) will continue to utilize the existing service contract with International Rescue Committee, Inc., (IRC). When the existing contract expires, Stanislaus County request for proposal (RFP) process will be followed.

APPENDIX B

COUNTY MONITORING PLAN

Statistical analyses of the clients in the refugee services program are collected monthly. These analyses include the number of new clients entering the program and referrals to each service, the number of persons enrolled in direct and contracted services, the number of persons accessing training and the type of training, the number of persons who successfully found jobs, and the amount of aid reduced or terminated.

Monthly case reviews are conducted by case managers to review progress, identify barriers, and provide services in individual and county employment plans.

The overall fiscal and program monitoring of the Stanislaus County Refugee Social Services program is the responsibility of CSA and will be accomplished by the following means: audit claims, case reviews, electronic review, etc. For each program year, at least one comprehensive monitoring review will be conducted onsite and within six months from the program year. As part of our monitoring process, CSA will verify and document 90-day follow-up job placements included all detailed requirements as stated in the CDSS' County Refugee Program Guidelines, Section VII. Written reports on the reviews will be submitted to CDSS no later than 45 days from the completion date of the reviews.

CSA will complete Service Participation and Outcome Report (RS50) and Caseload Movement Report (RS 51) each trimester. CSA will submit RS-50 and RS-51 to CDSS no later than the close of business, 20 calendar days after the end of each trimester of the FFY.

CSA will complete a trimester progress report, narrating all major activities, accomplishments, and problems associated with the Stanislaus County Refugee Program.

With the above reviews and reports, CSA will insure the Stanislaus County Refugee Social Services Program's goals are being met; fiscal expenditures are appropriate; and fiscal, statistical, and refugee determination status data are accurate. In addition, CSA will evaluate the refugee priority groups being served and whether or not each employable family or individual has an Employability Plan developed.

Follow-up monitoring will include a review of previous corrective actions to ensure they have been corrected as specified and in a timely manner.

REQUIRED ASSURANCES

The Stanislaus County Refugee Social Services plan has been developed in accordance with the appropriate federal, state and county regulations. All applicable regulations and notices will be followed during the implementation and execution of the plan.

BOARD RESOLUTION

Board of Supervisors' Resolution will be provided when available.