

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 1994/95 GAIN Plan Update.

BACKGROUND AND HISTORY OF BOARD ACTIONS:

The GAIN Program submits an annual plan update to the State Department of Social Services. 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 and 94-136) The GAIN Plan Update provides information on changes in our community, state and federal changes that impact the program, and explains how these changes will impact GAIN services in our county. 1994/95 changes include: 1) Increasing a part-time Employment and Training Worker position to a full-time position, 2) Changes in services provided by our local Job Training Partnership Act (JTPA) provider, Mother Lode Job Training (MLJT), 3) Provision of Employment Development Department (EDD) services in Mariposa County, 4) Changes in administration of literacy services, 5) Implementation of legislative changes in participation requirements of parents receiving aid on the basis of the unemployment of one parent and a new component known as Unemployed Parent Work Experience (UWEX), 6) Moving adult education classroom site and modifying the former facility for improved Job Club/Job Search services, and 7) 1993/94 statistics and goals identified for 1994/95.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this 1994/95 GAIN Plan Update.

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:

1994/95 GAIN Plan Update

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

CLERK'S USE ONLY:
Res. No.: 95-202 Ord. No. _____
Vote - Ayes: 5 Noes: _____
Absent: _____ Abstained _____
Approved () Denied
() Minute Order Attached () No Action Necessary

ADMINISTRATIVE OFFICER'S RECOMMENDATION:
This item on agenda as:

Recommended
 Not Recommended
 For Policy Determination
 Submitted with Comment
 Returned for Further Action
Comment: _____

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: ll

MARIPOSA COUNTY

1994/95 Greater Avenues for Independence (G.A.I.N.) Plan Update

G.A.I.N. Program County Organization

A Mariposa County Social Services Division Organizational chart is included (see page 6). The Board of Supervisors approved increasing the Employment Services part-time Employment and Training Worker position to a full-time position in 1994.

Labor Market Needs Assessment Update

No significant changes in the local labor market or in demand occupations have occurred since the 1993/94 G.A.I.N. update. A copy of the 1993/94 Mariposa County Labor Market Needs Assessment update is included (see pages 7 through 12).

Inventory of Services

Transportation

Transportation resources are limited in Mariposa County. The Human Services Department contracts with Community Services for bus transportation to Merced. This bus service is used by G.A.I.N. job searchers and participants who are in training at Merced College, which is located approximately 40 miles away. G.A.I.N. participants are given the option of receiving a monthly bus pass or they may opt to receive a \$35.00 per month stipend (bus pass equivalent) to offset transportation expenses incurred by using their own vehicle. Students who are required to attend classes off campus are reimbursed for their mileage at the rate of 27.5 cents per mile.

Training/Education Services

Because of changes in Federal regulation requirements, the local Mother Lode Job Training (M.L.J.T.) office has shifted their focus toward vocational education and training programs. They determine the interests, abilities and needs of their clients and

work closely with them during their training program through actual job placement. G.A.I.N. continues to refer appropriate clients to M.L.J.T. and maintains a good working relationship with the agency. A copy of the letter from the Executive Director of Mother Lode Job Training which is our local Job Training Partnership Act (J.T.P.A.) provider is included (see page 13).

The Mariposa Learn to Read Program, previously funded by the state with matching county funds was not funded this year. Literacy services have been assumed by Mariposa Education Tutoring Resource (M.E.T.R.) a public non-profit organization. The coordinator is a VISTA volunteer and the position is federally funded. M.E.T.R. recruits, trains and matches tutors to students in the community classroom who need assistance. These tutoring services have been a great resource in the adult education classroom, especially for the pre-literate and math-phobic students.

Child Care

Mariposa County Child Care Resource and Referral agency reported having 246 licensed child care slots in Mariposa. Currently, there are no licensed child care slots in the Coulterville/Greeley Hill area. The Don Pedro area has 24 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. G.A.I.N. has only had one client who was unable to participate in the program because of a lack of licensed child care in the Coulterville area.

Employment Services

Toward the end of last fiscal year, the Merced office of Employment Development Department (EDD) began providing 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 G.A.I.N. registrants. Our caseload for the month of January 1995 was 263 registrants with no waiting list. Interestingly, we have many G.A.I.N. clients who are deferred for employment (15 or more hours of employment per week). Our goal is to work closely with these deferred, part-time

employed, participants to help them increase the number of hours they are working. Increased work hours will help our clients transition from welfare assistance to financial self sufficiency.

Because we are in the beginning stages of implementing changes in requirements for families eligible for aid due to the unemployment of the principal earner (as explained below) no significant increase in caseloads has been noted. Considering current funding constraints, our ability to continue to serve all G.A.I.N. registrants may be impacted if caseloads increase significantly. 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 14.

Participation Requirements for A.F.D.C.-U. Parents

Recent legislation requires that one parent in Aid to Families with Dependent Children - Unemployed Parent (A.F.D.C.-U.) cases participate in a work activity for an average of 16 hours per week. In addition to Preemployment Preparation (PREP), On-the-job Training (OJT) and Unsubsidized Employment, a new component known as Unemployed Parent Work Experience (UWEX) was added to G.A.I.N. regulations. UWEX is a nonsalaried work experience assignment with a public, 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. We intend to use private for-profit employers. The UWEX assignment with a private for-profit employer will not exceed 13 weeks, with one 13 week extension.

Education

Based on changes initiated last year, our classroom site now serves members of the community as well as G.A.I.N. participants. We have students from G.A.I.N., J.T.P.A. and the school district (adult education) attending class together. Our classroom was moved to larger quarters and new equipment has been purchased. These positive changes came about, in part, because the School District was allowed funding for Adult Education programs. Instructional hours have been reduced from 24 to 20 hours per week to allow the instructor time for individual tutoring, grading papers, attendance reporting and curriculum development. The agreement between the School District and the Human Services Department provides that a portion of the teacher's salary be paid by Department of Education Adult Education funding based on student attendance with the remainder paid by G.A.I.N. funds. J.T.P.A. 8%/50% money funds the part-time teacher's aide position who is an employee of Mother Lode Job Training (M.L.J.T.) The community classroom concept became a reality because of the cooperative efforts of the captioned agencies. We have experienced a

significant increase in classroom attendance. This may be explained because of increased interest in Mariposa's cooperative Adult Education program.

Job Club/Job Search

We continue to provide Job Club, Job Search and Assessment component activities in-house, utilizing Employment Services staff. The former G.A.I.N. classroom (co-located with the G.A.I.N. office) is currently undergoing modifications which will enable our staff to utilize the space for expanded Job Club/Job Search activities. The space may also provide additional room for agency meetings and trainings.

Goals

We were able to exceed our 1993/94 projected goals in the categories as noted below:

	<u>Projected</u>	<u>Actual</u>
Job Placements	30	100
Grant Terminations	20	31
Grant Reduction	10	43
Average starting wage	\$6.25	\$6.41
Basic Education Completion	2	2
GED Completion	8	13
Voc. Training/Ed. Completion	10	7

Our goal for the 1994/95 program year is to place as many clients, as quickly as possible, into unsubsidized employment. Every component of G.A.I.N. 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. 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 welfare reform is being discussed and debated at all levels of government, it is imperative that we educate our clients to view AFDC as a safety net rather than as a lifestyle. Our G.A.I.N. staff realizes the importance of using every appointment as an opportunity to focus, or refocus, our participants attention on becoming employed.

Having exceeded our 1993/94 projected goals, Mariposa County G.A.I.N. has established the following goals for the 1994/95 program year:

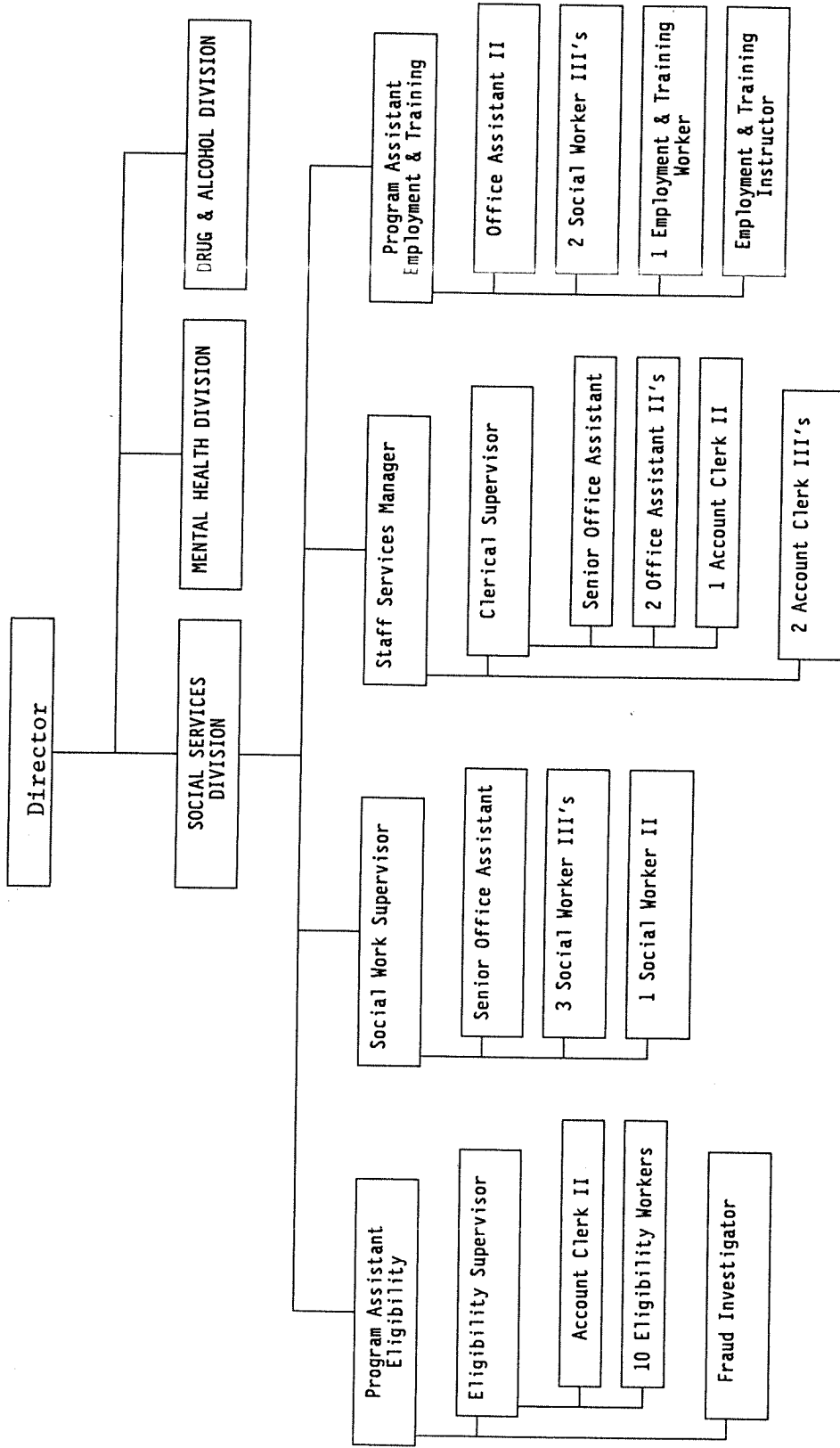
Sixty (60) participants will become employed (Job Placements). Ten (10) of these participants will terminate their dependence on AFDC (Grant Terminations) with the remaining reducing their dependence on AFDC. We project an average starting wage of \$6.50. Based on the State's "Work Pays" program and our efforts to encourage clients to accept entry level jobs (low starting wage), we expect a continued trend of larger numbers of grant reductions and fewer clients phasing completely off aid. We anticipate the average beginning wage to increase slightly, but remain relatively low because of our sluggish local economy and labor market and our efforts to encourage participants to take entry level jobs. Approximately one-third of job placements are at \$5.00 or less per hour. Seventy-five percent (75%) of job placements are \$7.00 or less per hour.

Of those who are currently (or will be enrolled) in Basic Education, we anticipate a minimum of two (2) will complete the component this year.

We anticipate at least 15 participants will complete testing and receive their General Education Development (GED) certificate this year.

The number of participants who are expected to complete their Vocational Training and/or Education program by June of 1995 is estimated to be ten (10).

MARIPOSA COUNTY HUMAN SERVICES DEPARTMENT



**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 1994 is estimated at 10% 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, provides EDD services and answers questions each Wednesday in Mariposa from 1:00-5:00 P.M. 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 a necessity.

In order for Mariposa County to prosper year-round, attention must be given to building a diverse economic base by attracting light industry and medium-sized businesses. Some of the obstacles impeding growth are: 1) the lack of a comprehensive economic development plan, 2) current zoning regulations are complex, restrictive, and discourage new businesses and clean light industry from locating in Mariposa County 3) there are significant numbers of Mariposa County voters who are opposed to growth.

For positive change to occur, the "growth" issue must be addressed and resolved. An economic plan must be agreed upon which will insure that Mariposa retains its small town charm and environmental integrity. At the same time, it is essential that an economic plan is developed which will provide for a 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.
8. In 1995, Las Mariposas, a proposed housing-shopping center-recreational facility was voted down by the Board of Supervisors which indicates the continuation of Mariposa's continued "no growth" philosophy.

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 LODGE
JOB TRAINING**

Wilbert W. Smallwood
Executive Director

SERVING AMADOR CALAVERAS MARIPOSA TUOLUMNE COUNTIES

January 3, 1995

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

Dear Tom:

The staff of Mother Lode Job Training 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,

Wilbert Smallwood
Executive Director

WS/kc

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

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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 such administration.

Cost reductions will continue to be achieved primarily by reducing the number of participants in the program. Reductions will be based on the priority order of groups described below, taking into account target populations.

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 participate 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.