

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 1993/94 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 and 92-240) The GAIN Plan Update provides information on program changes which reflect current circumstances in our area. These changes include: 1) an updated labor market assessment which identifies demand occupations in our area, 2) changes in bus service to Merced College and changes in available licensed child care, 3) eliminating the waiting list for GAIN participants, 4) contracting with Mariposa County Unified School District to share Adult Education costs, and 5) 1992/93 statistics and goals identified for 1993/94.

LIST ALTERNATIVES AND CONSEQUENCES OF NEGATIVE ACTION:

Do not approve this 1993/94 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:  
1993/94 GAIN Plan Update (12 pages)

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.: 94-136 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: [Signature]

**MARIPOSA COUNTY**  
**1993/94 GREATER AVENUES FOR INDEPENDENCE (GAIN) PLAN UPDATE**

GAIN PROGRAM COUNTY ORGANIZATION

An updated Social Services Division Organization Chart is attached. The Employment Services Unit has added a part-time Employment and Training Worker and a part-time Employment and Training Instructor position.

LABOR MARKET NEEDS ASSESSMENT UPDATE

See attached update for 1994.

INVENTORY OF SERVICES

Transportation resources are limited in Mariposa County. The Human Services Department continues to contract with the County Public Works Department for bus transportation to Merced. The service is now called the Highway 140 Express and extends from Merced through the town of Mariposa to Yosemite Park. This bus service is used primarily by our participants who are in training at Merced College in Merced.

Mother Lode Job Training (MLJT), our local JTPA (Job Training Partnership Act funded agency), no longer provides Job Club/Job Search activities. Due to changes in federal regulations, the MLJT focus has shifted to put more emphasis on training for job placement. We continue to refer appropriate clients to MJLT. A letter of cooperation is attached.

According to Mariposa County Child Care Resource and Referral Agency, the overall number of licensed child care slots has increased. We have lost the one licensed day care provider in El Portal, however, the El Portal child care center is no longer part-time and has increased from 12 to 24 slots. Don Pedro area now has 24 slots - formerly none. Ponderosa Basin has gone from zero to 18. The Coulterville/Greeley Hill area no longer has any licensed day care homes; they formerly had 6 slots. We have not had anyone unable to participate in GAIN due to an inability to find a child care provider.

## DELIVERY OF SERVICES

### Registrants Served

Based on an increased 1993/94 allocation to GAIN in Mariposa County, we began serving registrants in November of 1993 from the Priority Group 4 Waiting List. By January 1994 we had eliminated all waiting lists and are currently serving all GAIN registrants. In fiscal year 1992/93, our average caseload was 179 participants (74% of total GAIN registrants) with 62 registrants (26%) on the waiting list. Our caseload for the first nine months of fiscal year 1993/94 averages out to 244 registrants with no waiting list. We are serving 36% more participants. Of the current GAIN registrants, 17% are deferred for employment (of 15 or more hours per week), 15% are deferred due to a lack of transportation and an additional 12% are deferred for other reasons.

Recent regulation changes affecting participation requirements of Aid To Families with Dependent Children Unemployed Parent (AFDC-U) cases may impact our Program. Recent legislation now requires one parent to participate in a work activity for an average of 16 hours per week. These new regulations may increase caseloads and eventually, with current funding constraints, limit our ability to serve all registrants. Increased number of GAIN registrants due to AFDC caseload increases may limit our ability to serve all registrants with the funds allocated.

We are constantly monitoring our expenses and will resume cost reductions as necessary based on the Cost Reduction Plan (see page 5).

### Education

The Human Services Department now contracts with the Mariposa County Unified School District for Adult Education. The District receives adult education funding through AB 321. The contract provides a teacher for the classroom for approximately seven hours per week. GAIN funds pay the remainder of the teacher's time, space, books, supplies, etc. We have expanded classroom hours during the normal school year to 24 hours per week, 6 hours per day Monday through Thursday.

### Job Club/Job Search

We are now providing Job Club and all supervised Job Search activities in-house utilizing Employment Services Staff.

GOALS

We were able to meet our 1992/93 projected goals in two categories as noted below:

	<u>Projected</u>	<u>Actual</u>
Job Placements	30	22
Grant Terminations	20	19
Grant Reduction	10	0
Average starting wage	\$6.75	\$6.41
Basic Education Completion	2	1
GED Completion	8	12
Voc Training/Ed Completion	10	8

Mariposa County GAIN is establishing the following goals for the 1993/94 program year:

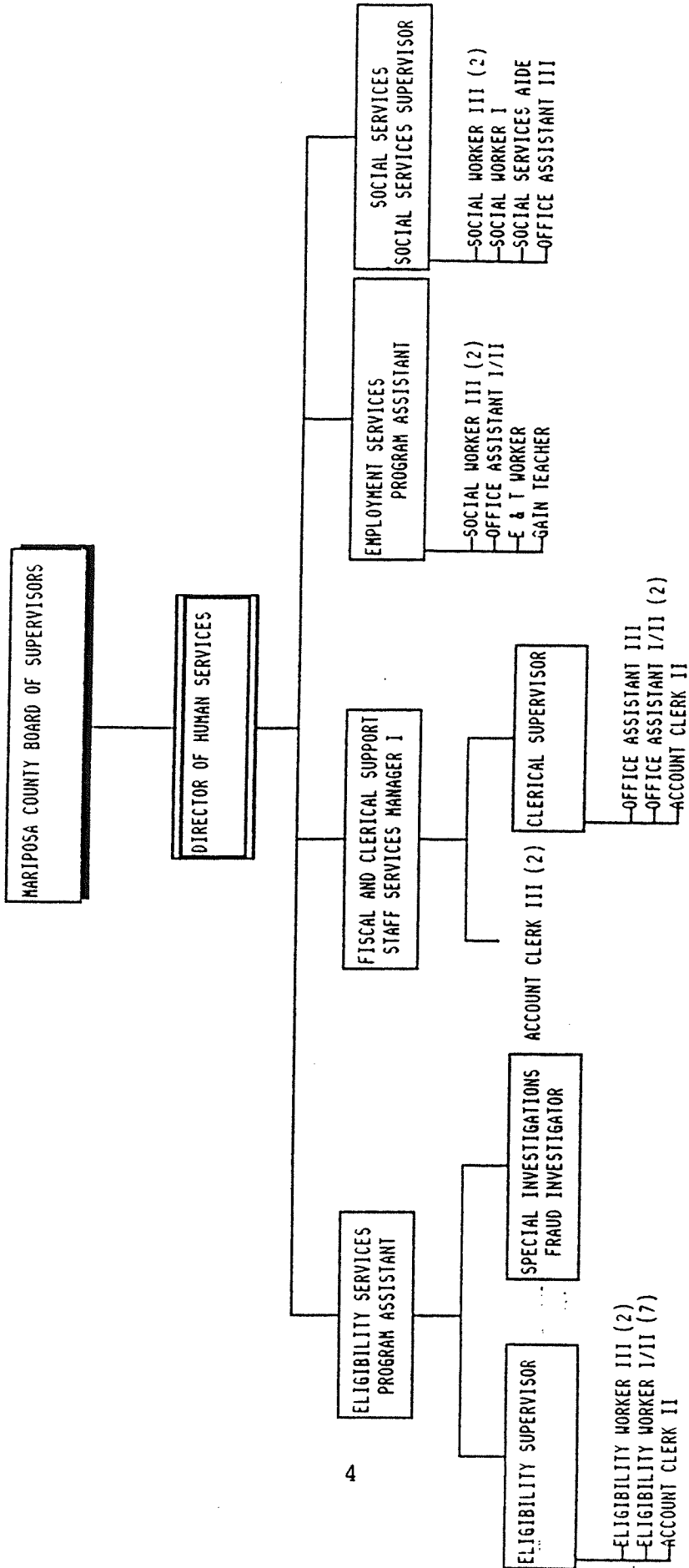
Thirty (30) participants will become employed (Job Placements). Twenty (20) of these participants will terminate their dependence on AFDC (Grant Terminations) with the remaining ten (10) reducing their dependence on AFDC. We project an average starting wage of \$6.25. Based on the State's new "Work Pays" Program, we anticipate an increase in the number of grant reductions and a reduction in the number of clients phasing off aid. We expect the average beginning wage to remain low because of our local economy and labor market and encouraging participants to take entry level jobs.

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

We anticipate at least eight (8) participants will complete testing and receive their General Education Development (GED) certificate within the next year.

The number of participants who are expected to complete their Vocational Training and/or Education program by June of 1994 will be ten (10).

MARIPOSA COUNTY DEPARTMENT OF HUMAN SERVICES  
 SOCIAL SERVICES DIVISION  
 MARCH 1994



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.

**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 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.

#### 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**

Wilbert W. Smallwood  
Executive Director

SERVING AMADOR CALAVERAS MARIPOSA TUOLUMNE COUNTIES

February 10, 1994

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

**RECEIVED**  
FEB 17 1994  
DIV. OF SOCIAL SERVICES  
MARIPOSA COUNTY

Dear Tom:

The staff of Mother Lode Job Training will cooperatively work with Welfare and GAIN staff to provide Job Training Partnership Act (JTPA) services 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.

Sincerely,

Wilbert Smallwood  
Executive Director

WS/kc

cc: Nancy Bell  
Gwen Nitta, MLJT Coord.