



Trinity County Health and Human Services Department

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January 17, 2007

Christine Webb-Curtis, Chief
Employment Bureau
California Department of Social Services
744 P Street, M.S. 16-33
Sacramento, Ca 95814

Dear Ms. Webb-Curtis:

Attached please find our CalWorks Addendum to the plan. We apologize for our tardiness, but we wanted to ensure that the addendum accurately represents the intent of Trinity County.

This process has brought to the forefront all the work that lies ahead. I look forward to hearing from you.

Sincerely,

Lynda Wright

Linda Wright
Director

COUNTY NAME: Trinity

CalWORKs County Plan Addendum

Date Submitted to California Department of Social Services: _____

Prepared By: Linda Wright, Director

Contact Phone Number: (530) 623-1265

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I hereby certify that County Board of Supervisors was briefed regarding the contents of this Plan addendum prior to submittal.

Linda Wright

County Welfare Director's Printed Name

1/2/07

Briefing Date

Signature: 

This plan addendum is submitted pursuant to Welfare and Institutions Code Section 10534.

1) County Goals

After reviewing the county's existing CalWORKs County Plan, please provide a general description of how the county will meet the goals defined in Welfare and Institutions (W&I) Code Section 10540, while taking into consideration the work participation requirements of the federal Deficit Reduction Act of 2005.

The goals of W&I Code Section 10540 are the following:

- 1) Reduce child poverty in the State;
- 2) Reduce dependence of needy parents on government benefits by promoting job preparation, work, and marriage; reduce out-of-wedlock births; and encourage the formation and maintenance of two-parent families;
- 3) Meet the requirements of federal law while avoiding unanticipated outcomes that negatively affect child well-being, the demand for county general assistance, or the number of families affected by domestic violence.

A. General description of how the county will meet the goals of W&I Code 10540

1. COUNTY GOALS

Trinity County is a small rural county with limited resources to serve our families. Our goal is to meet the Federal Participation Rate of 50% for single parent families and 90% for two parent families.

Brief description: We will offer more upfront services and encourage early participation by diversifying our activities and changing or improving the way we currently do business. We will offer more workshops and increase the length of current workshops to meet the Work Participation Rate (WPR).

A. General description

Trinity County will meet the requirements by:

1. Engaging participants earlier in the program in group orientations held weekly in Hayfork and Weaverville (two of our most populated areas), at the time their cash aid is approved. We will continue to have individual orientations as well.
2. Job Club will extend to 5 days a week for 4 weeks. Each day will expand to 6 hours in length and include job search. These Job Clubs will have open entry and open exit increasing accessibility and employability.
3. We will continue to do home visits to reengage those participants that may want to end their sanction (or see if they should really be exempt). We will be able to identify their challenges in their home setting and possibly be able to prepare a plan that will help them receive an increase in their grant amount, because their sanction is cured.
4. Along with increased home visits, we will increase the flexibility of our business hours to accommodate employed participants. We will also increase the frequency and duration of workshops already provided.
5. During intake clients will be encouraged to voluntarily participate before eligibility is determined.
6. We will utilize the Linkages program for parents who are involved with CWS and WTW to encourage reduction of child poverty.

7. We will continue bi-weekly staff meetings to discuss engaging and re-engaging CalWORKs recipients participating in WTW.

2) Participation Improvement

Please describe what immediate and long-range actions the county will take to improve the federal work participation rate (WPR) among CalWORKs applicants and recipients. At a minimum, describe how the county will address increased participation in the areas listed below. When responding, provide a detailed description of the policy or strategy in each program area, the anticipated outcome that will result in program improvements, the percentage of families affected, and how success will be determined. Please note that if a county is already using a particular strategy that is successful, a description of that strategy is sufficient.

B. Providing up-front engagement activities

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a new policy to engage recipients in orientation and appraisal within one week of application.

See attached Table B.

What are the anticipated effects and percentage of families affected monthly? Example: The county describes how recipients are expected to have welfare-to-work (WTW) plans developed sooner and includes how much sooner, what percentage of the county's WTW caseload will be impacted, etc.

See attached Table B.

How will success be determined (quantitative and qualitative assessment of effects)? Example: The county describes the percentage by which the earlier engagement policy will increase the county's federal WPR and State participation levels, the percentage by which a reduction in sanctions will increase the county's federal WPR and its State participation levels, etc., by year, over three years (beginning with this year). The county also describes how early engagement will result in better identification of barriers to employment, better identification of exemptions, etc. (including percentages as appropriate). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See attached Table B.

C. Achieving full engagement by individuals who are required to participate, and who are partially participating, not participating, or are between activities.

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: The county describes a new policy to work with recipients up front to identify community service areas in which they have specific personal interest (such as volunteering at a local nonprofit) that

could be utilized to increase participation in federally allowable activities when recipients are in between activities or need additional hours to meet the 32-/35-hour weekly participation requirement.

See attached Table C.

What are the anticipated effects and percentage of families affected monthly?

Example: The county describes how the policy benefits recipients and specifies the percent of WTW enrollees who are not participating in activities and the percent who are not fully participating that will become fully engaged in activities that meet federal and State participation requirements (separated by meeting federal and State requirements).

See attached Table C.

How will success be determined (quantitative and qualitative assessment of effects)?

Example: The county describes the percent by which the county's federal WPR and State participation level will be increased by full engagement of partially participating recipients and non-participating recipients. The county describes the percent increase for each group of recipients, separately, by year, over three years (beginning with this year). If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See attached Table C.

D. Providing activities to encourage participation and to prevent families from going into sanction status.

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a new strategy that after an instance of noncompliance, individuals will meet with a worker who specializes in identifying and resolving barriers to nonparticipation (substance abuse, child care problems, etc.) and will work with individuals to develop strategies to maintain participation.

See attached Table D.

What are the anticipated effects and percentage of families affected monthly?

Example: The county describes how recipients will benefit from the new policy and identifies the percentage by which the county's sanction rate will be reduced.

See attached Table D.

How will success be determined (quantitative and qualitative assessment of effects)?

Example: The county describes the percent by which sanction prevention will increase the county's federal WPR and State participation levels, by year, over three years (beginning with this year). The county also describes how it will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See attached Table D.

E. Reengaging noncompliant or sanctioned individuals

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: A county describes a home visiting program that focuses on re-engaging sanctioned recipients in WTW and removing barriers to participation.

See attached Table E.

What are the anticipated effects and percentage of families affected monthly?

Example: The county describes the percentage by which its sanction rate will be reduced, the percentage of sanctioned individuals that may be identified as meeting a WTW exemption, etc. The county also describes how identification of barriers and the provision of services will assist the family in meeting WTW requirements and achieving self-sufficiency.

See attached Table E.

How will success be determined (quantitative and qualitative assessment of effects)?

Example: The county describes the percentage by which a reduction in its sanction rate will increase the county's federal WPR and its State work participation levels, by year, over three years (beginning with this year), and how the county will measure the benefits to recipients in terms of barrier removal services. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See attached Table E.

F. Other activities designed to increase the county's federal WPR?

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy):

See attached Table F.

What are the anticipated effects and percentage of families affected monthly?

See attached Table F.

How will success be determined (quantitative or qualitative assessment of effects)?

See attached Table F.

G. Please provide a description of how the county will collaborate with local agencies, including, but not limited to, local workforce investment boards, community colleges, universities, adult schools and regional occupational centers/programs that provide activities that meet federal work participation requirements and provide participants with skills that will help them achieve long-term self-sufficiency. For each individual agency, responses should include elements such as how information is shared or will be shared, ongoing or planned contracts, ongoing meetings established, etc.

Trinity County Health and Human Services Department will continue to improve on our current partnerships and develop new associations that will benefit our participants and improve the WPR. Currently we have MOU's in place to support collaborative efforts with

local providers. These MOU's are reviewed annually to insure anticipated results.

At the present time we collaborate with the following agencies/divisions:

Human Response Network (HRN)
Trinity Occupational Training (TOT)
Employment Development Department (EDD)
Shasta College
One Stop Collaborative
Faith Based Community
Behavioral Health Services (BHS)
Child Welfare Services (CWS)
Probation Department
Public Health
Office of Education (TCOE)
Resource Conservation District (RCD)
Regional Occupational Program (ROP)
CA Tribal TANF Program (CTTP)
Superior CA Economic Development District (SCEDD)
Watershed Research & Training Center (WRTC)
Glen-Tehama-Trinity Community Action Agency
Hayfork Community Center
Family Support Division (Child Support)
Local Child Care Planning Council
US Forest Service (USFS)
Mountain Community Medical Services (MCMS)

We have had proven successes with our collaborative efforts. Examples of collaborative efforts include, but are not limited to, coordinated work crews at USFS and Hayfork Community Center. In the future we plan to develop work crews for RCD and WRTC. TOT continues to provide vocational assessments, office skills workshops and clerical work experience placements. HRN continues to provide Domestic Violence services, child care services and transitional housing to eligible participants. We attend monthly collaborative meetings with a combination of the above agencies/divisions to provide appropriate services for our participants. We plan to continue our current efforts, as well as to develop new ways to increase WPR.

We will be hosting a collaboration luncheon meeting to give updates on TANF/CalWORKs Reauthorization and to encourage and seek input from our partners on how they can assist our participants and increase the WPR.

Description of policy(ies) or strategy(ies) that will result in program improvement (identify whether this is a new policy/strategy, a current policy/strategy that will continue to be promoted, or an expansion of, or revision to, current policy/strategy). Example: The county describes how it will collaborate with local community colleges to expand the availability of short-term vocational educational programs and increase the number of work study placements for recipients.

By promoting participation in collaborative activities with both new and long-standing community partners, our goals include:

- 1) Improving access to services for clients living in rural areas of the community.

- | |
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| <ul style="list-style-type: none">2) Better use of resources and materials through coordination and integration of services.3) Participating with partners in planning for job creation in our rural county, thus promoting employment opportunities.4) Partnering with employers to teach job retention to our population. |
|---|

What are the anticipated effects and percentage of families affected monthly?

Example: The county describes how recipients will benefit through increased availability of vocational education and work study programs in terms of obtaining skills needed to obtain employment that will lead to self-sufficiency, increasing recipients' income while on aid, increasing the percentage of recipients participating in federally allowable activities, etc.

See section H.

How will success be determined (quantitative and qualitative assessment of effects)?

Example: The county describes the percentage by which the county's federal WPR and its State participation levels will increase by year over three years (beginning with this year). The county also describes the amount by which a recipient's annual earnings are expected to increase, the number of families that will leave aid due to employment annually, etc. If the county cannot identify the percentage increase to its WPR for an individual policy/strategy because of overlap with another policy/strategy, the WPR impact can be combined with other strategies in Section H below.

See section H.

3) Plan to measure quarterly progress

Please describe how the county will measure the extent to which cumulative policies or strategies in the Plan addendum are successful, and how the county will measure progress on a quarterly basis (for example, participation rate of a specific population, sanction rate, orientation show rate, etc.). In addition, include the projected cumulative impact the county's policies or strategies will likely have on the county's federal work participation rate for each year of the next three years (for example, current rate of X will be increased to Y).

H. Plan to measure quarterly progress

The following reports will be used to measure our quarterly progress.

- 1. AdHoc reports and graphs
- 2. WTW 30 on an individual caseload basis per worker.
- 3. Because of our size manual tracking is an option.
- 4. ISAWS and WTW reports.

Our tracking efforts to date have been limited. We are going to utilize the above referenced tools to establish baselines.

Measures of quarterly progress:

Using the above tools we will be measuring progress monthly, quarterly and annually.

Projected impact on county's federal WPR:

For single parent families 2006 = 33% WPR; 2007 = 45% WPR; 2008 = 50% WPR.

4) Funding

Describe how the county has spent and plans to utilize single allocation and other funding for the county's CalWORKs program. This section will help explain to county and State stakeholders how increased funding will be used.

Program Component	Fiscal Year 2005-06 Actual Expenditures	Fiscal Year 2006-07 Budgeted Amount	Description of how additional funding provided in Fiscal Year 2006-07 will be used
CalWORKs Eligibility Administration	\$546,927.00	\$265,370.00	Trinity County will continue to administer the CalWORKs Program to promote self-sufficiency and safety for our clients.
WTW Employment Services	\$240,936.00	\$554,566.00	Trinity County will continue to contract with Trinity Occupational Training and Human Response Network. We will use innovative approaches to provide supportive services. With additional funding we will provide new contract opportunities with our partners.
CalWORKs Child Care	\$9,297.00	\$29,769.00	Trinity County will continue to contract with Human Response Network for child care services for our clients.
Cal-Learn	\$3,182.00	\$9,324.00	Trinity County will continue to keep participants enrolled in school and offer bonuses.
CalWORKs Funded Mental Health Services	\$37,209.00	\$37,029.00	Trinity County will continue to contract with Behavioral Health Services to provide services to our participants.
CalWORKs Funded Substance Abuse Services	\$37,209.00	\$36,799.00	Trinity County will continue to contract with Alcohol and Other Drug services (AODS) to serve our participants.
Other			
Other			

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

B. Providing up-front engagement activities

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/ revision to Current N= New Strategy/Policy	Anticipated effects and % of families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
E/R = Orientations	<p>We will provide weekly group orientations upon approval of Cash Aid. Recipients will be invited to a group orientation immediately after approval of Cash Aid and begin engagement in the WTW program activities, thus increasing the WPR. If the recipients do not attend the first orientation meeting, the WTW case manager will contact the recipients immediately via phone, letter or home visit to engage the recipient. If a home visit is needed, the WTW case manager will discuss any challenges recipients may have at that time.</p> <p>Caseload Impact: At this time 23% of invitees attend orientation. Our expectation is to double this rate.</p>	See section H.
E/R = Reevaluate WTW Orientation presentation being delivered by staff. Update existing presentations with new and improved methods.	<p>We will emphasize WTW program benefits, by making it easier for participants to understand how to make the program work for them. We will expose participants to creative software programs to familiarize them with the computer industry.</p> <p>Noncompliance with participants will decrease as</p>	See section H.

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

B. Providing up-front engagement activities

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/ revision to Current N= New Strategy/Policy	Anticipated effects and % of families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
C=Utilize Linkages program for parents who are involved with CWS and WTW.	<p>they will have a better understanding of all the benefits of participation in the program.</p> <p>Caseload Impact: 100% of new and returning CalWORKs participants will be exposed to the new presentation.</p> <p>We will hold monthly meetings with CWS, WTW/CW and Public Health to continue collaboration and cross reference of joint participants. By continuing to combine case plans we will further increase participation and support employment goals. By expanding services we will be able to eliminate obstacles that have impeded the ability of these families to participate.</p> <p>Caseload Impact: To date, less than 1% of WTW participants have been identified as a Linkages case. We expect a 2% increase in the future.</p>	<p>We will track quarterly the number of Linkages cases that remain engaged in the WTW program. We will monitor individual improvement that demonstrates job readiness.</p>
N=Open-ended/open-exit Job Clubs and work shops.	<p>At the time of contracting with a WTW participant, they can attend the job clubs or workshops that are best suited to their needs, without having to wait for the next available class. Engaging them earlier in WTW activities will also improve our WPR.</p>	<p>We will track monthly the number of participants who are scheduled to attend workshops vs. those that do not attend.</p> <p>See section H.</p>

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

B. Providing up-front engagement activities

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/ revision to Current N= New Strategy/Policy	Anticipated effects and % of families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
	<p>Caseload Impact: 15% increase anticipated for those attending job clubs and workshops.</p> <p>E/R=Offer incentives for attendance.</p>	<p>Calendar/pin sets will be given at orientation to help clients schedule upcoming events. Incentives are awarded at the end of workshops and job clubs for those participants that attend, further increasing WPR.</p> <p>Caseload Impact: 100% of those attending orientations, job clubs and workshops.</p>
	<p>N=Conduct staff development meetings that focus on work participation rates (WPR).</p>	<p>We will continue bi-monthly case reviews to determine progress. We will also provide new opportunities for staff development.</p>

Trinity County CalWORKs Plan Addendum

2. Participation Improvement

- C. Achieving full engagement by individuals who are required to participate, and who are partially participating, not participating, or are between activities

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/revision to Current N= New Strategy/Policy	Anticipated effects and % of families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
E/R=Secure more Work Experience placements countywide.	We will increase the WPR by providing more work experience placements within the county. Caseload Impact: 40% of mandatory participants will have more work experience options.	We will track monthly, the number of work experience placements developed in the county and the number of participants placed in work experience sites. See section H.
N – Provide life skills and retention workshops	We will help participants reduce challenges by learning to develop skills for coping with changes in their lives and provide support to participants who are returning to, or just entering employment. These skills and abilities will help stabilize families in employment, thus increasing the WPR. Caseload impact: 30% of the working participants.	We will track monthly the number who are participating in these workshops that have retained employment vs. those not participating and unemployed. See section H.
C=Vocational classes to fill in for short hours.	We will provide participants with access to classes related to their goals at the local college outreach centers to help back fill needed hours,	We will track monthly participants who are enrolled using current attendance logs.

Trinity County CalWORKs Plan Addendum

2. Participation Improvement

- C. Achieving full engagement by individuals who are required to participate, and who are partially participating, not participating, or are between activities

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/revision to Current N= New Strategy/Policy	Anticipated effects and % of families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
	Increasing WPR. Caseload Impact: 15% of WTW mandatory participants will qualify for enrollment at the college outreach centers.	See section H.
N=On-line classes per Supervisor approval on a cases by case basis.	This will engage more participants because of our remoteness and transportation challenges. Caseload Impact: 5% of eligible participants.	We will manually track monthly the number of approved participants.
N=Job shadow in interested vocations.	This will help establish experience in the participants' field of interest, increase participation and help support employment goals. Caseload Impact: 15% of WTW mandatory participants will have more work experience options.	We will track monthly the number of participants placed in a Job Shadow activity.

Trinity County CallWORKS Plan Addendum

2) Participation Improvement

D. Providing activities to encourage participation and to prevent families from going into sanction status

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
N=Encourage participation through phone calls immediately upon no show to activities	<p>By improving communication we will reengage participants in WTW activities without entering into non-compliance and fewer participants will fall through the cracks. If participants are unable to be reached by phone, WTW case manager will follow up with a home visit.</p> <p>Caseload Impact: 100% of participants will be contacted when they fail to show for an activity.</p>	We will be tracking monthly attendance.
N=Hire a Vocational Assistant to furnish transportation to families and utilize Americorp Volunteers that will work with families that are involved with CWS.	<p>By eliminating the challenges of transportation issues, more participants would be able to participate in approved WTW activities, decreasing the number of non-compliant participants, increasing the WPR.</p> <p>Caseload Impact: 30% of participants that are affected by transportation issues in our rural county would be engaged in WTW activities.</p>	We will manually track this specific population monthly to determine increase in participation.
N=Flexible office hours for appointments for working families, 7:00am-6:00pm or weekend appointments	<p>More employed participants will be attending due to the flexibility of the WTW case manager, reducing the number of participants that would be in non-compliance status due to no shows, increasing the WPR.</p>	We will manually track monthly the number of participants being served outside of normal working hours.

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

D. Providing activities to encourage participation and to prevent families from going into sanction status

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
	Caseload Impact: 100% of participants that are in activities that prevent them from meeting with WTW case managers during normal office hours.	See section H.
N=Meetings with Behavioral Health Services and WTW case managers, developing a plan for home visits	We will identify challenges and also develop plans involving Behavioral Health issues. By immediately addressing the challenges participants shorten the time to employment. Success may not be immediate, but will show up and improve WPR in the future. Caseload Impact: 100% of WTW recipients wanting BHS services would be screened.	We will track monthly the number of participants attending assessments.
N=Conduct barrier assessments with participants before they are referred to sanction	We will keep participants engaged and challenges will be addressed with fewer cases going into non-compliance. Caseload Impact: 25% of non-compliant cases will be re-engaged in WTW activities.	

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

E. Reengaging noncompliant or sanction individuals

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
N = Go over Work Pays with actual budgets when changes occur.	Do an actual budget on the "Work Pays" form to show the participant the benefits of working.	<p>Caseload Impact: 100% of sanctioned participants.</p> <p>We will manual track the number of employed participants curing sanctions.</p>
E/R - Home visit by WTW case manager and other program partners, including, but not limited to, Behavioral Health, CVS, AODS, Americorp and SIU Investigator to identify possible causes of sanction, before and after.	<p>The WTW case manager and program partner(s) will conduct a home visit on every participant currently in sanction (and referred to sanction) to determine possible causes for the sanction. We will develop resolutions to assist the family in curing the sanction and participating fully in WTW. Some participants that are sanctioned may be eligible for an exemption due to their circumstances. It would benefit them financially to cure the sanction and become exempt. We will determine if there is unreported employment, income, persons living in the home, etc.</p> <p>Caseload Impact: 100% of sanctioned participants will receive a home visit by a WTW case manager.</p>	<p>See section H.</p>

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

E. Reengaging noncompliant or sanction individuals

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
N=Devise incentives for clients to reengage and cure sanctions.	When a participant reengages they will earn an incentive (i.e. Gift card, small appliance, etc) that will improve their employability or home situation. Caseload Impact: 100% of participants curing sanction will receive an incentive.	We will measure success by tracking the number of cured sanctions.
N= Explain the benefit of the Earned Income Tax Credit for participants filing taxes.	This benefit will be explained at all orientations, Job Clubs, and other workshops to encourage employment. We will use actual examples of how the EITC helped other clients and how it can help the participant. Caseload Impact: 10% of the employed participant population.	We will manually track with QR 7s when the tax return is received by the worker.
N= We will begin vendor payments for rent after a participant has been sanctioned for 3 months or longer.	This will encourage participants to reengage sooner. They will be informed in writing and by face to face home visit before initiating vendor payment. Caseload Impact: 50% of the sanction population.	We will track every month the vendor payment is made.

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

E. Reengaging noncompliant or sanction individuals

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly	How will success be determined (Quantitative/Qualitative assessment of effects)
N= Send participant courtesy letter before sanctions go into effect.	<p>A letter will be sent to all participants who are at risk of entering into sanction. This allows the participant to contact their WTW case manager and resolve the issue before going into sanction and increasing the WPR.</p> <p>Caseload Impact: 100% of all CalWORKs mandatory participants who are at risk of going into sanction will receive this courtesy letter.</p>	We will measure improvement by the number of participants who respond to the courtesy letter and begin participating in WTW activities.

Trinity County CalWORKs Plan Addendum

2) Participation Improvement

F. Other activities designed to increase the county's federal WPR?

Description of Policy(ies) or strategy(ies) C = Current E/R = Expansion/Revision to Current N = New Strategy/Policy	Anticipated effects and % families affected monthly N=Rewards/Incentives Program	How will success be determined (Quantitative/Qualitative assessment of effects)
At orientations we will provide a survey to discover what motivates the participant. We will establish a rewards/incentive program to encourage participation. The participant and WTW case manager will work together to set goals for attendance, performance, retention, and other life skill and employment goals. Workshops will be tiered to all the life skill levels from basic to graduate, with incentives/rewards for each step achieved. Caseload Impact: 100% of participants reaching the goals they have set will receive a reward/incentive.	See section H.	We will manually tract WPR for 100% of those involved in projects of this type.
E/R= Contracted Work Crews	We have established a work crew with the Hayfork Community Center. Participants assisted a contractor in remodeling the facility. We are in the process of contracting with two other agencies for the same type of work.	We will increase the number of worksites available by 15%.
N= WEX to supervise crews	We will develop WEX positions as lead workers to oversee various worksites. These are individuals who have demonstrated an aptitude for work experience.	See section H.