

SHD Paraphrased Regulations - Refugee Programs
770 Work Registration

770-1

As a condition of eligibility, every RCA applicant/recipient shall be required by the county to either (1) register and participate with a Department of Social Services-funded or other county-approved and referred employment-directed education/training program or (2) register and maintain registration with the State Employment Development Department; unless the applicant/recipient is exempt or good cause can be established. Each applicant or recipient must also accept an offer of employment or employment-directed education/training opportunity from any source determined appropriate by the county unless he/she is exempt or can establish good cause. (§69-208.11, revised and repealed effective February 1, 2002))

770-1A

As condition of receipt of RCA, every nonexempt individual shall, except where good cause is established:

.121 Register with an appropriate agency and participate in a CDSS funded, or CDSS or county approved employment services.

.122 Participate in any refugee-employability service program which provides job or language training, and which training is available and appropriate.

.123 Accept a bona-fide offer of employment-directed education/training, county sponsored, approved or referred; and participate in the program.

.124 Participate in a social service or targeted assistance program with the responsible resettlement agency.

.125 Report to the CDSS-funded, or CDSS or county approved employment directed program when requested.

.126 Accept referrals to employment interviews arranged by CDSS or the county.

.127 Accept a job offered, unless the refugee's participating in an OJT or vocational program as part of an approved employability plan.

(§69-207.12, as revised and renumbered effective February 1, 2002)

770-2

The county shall refer all nonexempt RCA applicants and recipients to the local California Department of Social Services (CDSS)-funded or county-approved project providing employment-directed education/training for refugees. Such training must meet local employer's requirements so as to be likely to lead to employment within the local labor market. County referrals shall be accomplished in accordance with instructions and directives issued by the CDSS. (§69-207.15, revised and renumbered from §69-208.15, effective February 1, 2002)

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Refugees exempt from registration, employment and employment-directed education/training requirements include:

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- (a) A person under 16 years of age.
- (b) A person aged 65 or older.
- (c) A person 16 or 17 years of age who is a full-time student as defined by the age chapter of the CalWORKs regulations.
- (d) A person 18 years of age who is a full-time student in a secondary school or equivalent level of vocational or technical training as defined by the age chapter of the CalWORKs regulations, if that person is expected to complete twelfth grade or the training program prior to his/her nineteenth birthday.
- (e) A person who is at least 16 but not yet 18 years of age and participating full time in vocational or technical school or training which is considered appropriate by the county.
- (f) A person who is ill or injured, when his/her injury or illness is verified by a physician's written statement that the illness or injury is serious enough to temporarily prevent his/her entry into employment or an employment-directed education/training program.
- (g) A person who is incapacitated, when it is determined that the physical or mental impairment, by itself or in conjunction with age, prevents the individual from engaging in employment or participating in an employment-directed education/training program. Incapacity criteria in §41-430.2 shall be used.
- (h) A person whose presence in the home is required on a substantially continuous basis, when verified by a physician's written statement.
- (i) The parent or other relative of a child under six months of age who is personally providing care for the child with only very brief and infrequent absences from the child.
- (j) A person who is employed more than 32 hours per week in unsubsidized employment which is expected to last at least 30 days. A temporary break of 10 working days or less shall not invalidate the exemption.
- (k) A pregnant woman who provides medical verification that the pregnancy impairs her ability to be regularly employed or to participate in employment/training activities. The pregnancy exemption may also be granted if participation will not readily lead to employment or if a training activity is not appropriate.

(§69-207.3, revised and renumbered from §69-208.4, effective February 1, 2002)

770-5

If the nonexempt RCA applicant or recipient has refused or failed without good cause to meet or comply with the employment-related requirements, the county shall deny or discontinue benefits for that individual only. The period of ineligibility is three months for the first occurrence. (§69-209.3, revised and renumbered from §69-210.21, effective February 1, 2002)

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Good cause criteria for failure or refusal to meet or comply with the RCA registration,

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employment and employment-directed education and training requirements include: The employment or training was available due to a strike or lockout; the employment or training violated applicable health and safety standards, the minimum wage standard or was for excessive hours; the employment or activity was in excess of the individual's verified mental or physical capacity; the individual was precluded from complying due to employment in excess of 20 hours per week; the individual was ill or was required to care for an ill member of the family because no other care arrangements were feasible; child care arrangements could not be made; the individual was without transportation due to circumstances beyond his or her control; the daily commuting time would be excessive; the employment or training violated laws pertaining to discrimination; or if the individual had other substantial and compelling reasons for failure to meet the requirements. (§69-208.4, revised and renumbered from §69-209.4, effective February 1, 2002)

770-7

If a nonexempt RCA individual fails or refuses, without good cause, to comply with the requirements of §§69-207.1, 69-207.2 and 69-208.61 and .7, the county shall deny or discontinue benefits for that individual. (§69-209.2, revised and renumbered from §69-210.21, effective February 1, 2002)

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In each case in which information from RCA service providers or the Central Intake Unit (CIU) appears to indicate that good cause does not exist for an RCA recipient's referral or failure to participate in an assigned RCA educational or training component, or to accept a job offer or referral, or to conduct job search, the county shall conduct a face-to-face interview with the recipient prior to making a good-cause determination. The recipient shall be allowed to reschedule the interview if the recipient requests a rescheduling prior to the interview date.

A telephone interview may be substituted for the face-to-face interview with the concurrence of the county and the recipient.

Language interpretation shall be provided in accord with §21-115.

(§69-208.5, renumbered effective February 1, 2002)