

Skills and Training to Achieve Readiness for Tomorrow





Background

What is the START Program?

- The START Program, previously known as the General Relief Opportunities for Work (GROW), was implemented by the Board of Supervisors in February 1999. The GROW Program was a mandatory welfare-to-work program for employable General Relief (GR) participants.
- In 2021, the Department of Public Social Services redesigned the GROW Program and rebranded it under the name START.



Background - Continued

- The primary goals of the rebranding of the program's name and logo were to:
 - Provide a more accurate representation of our staff, participants, and the program's goals, and
 - Create a more welcoming and inviting introduction to the program.



START Program Purpose

Employable GR participants may receive benefits for nine months within a 12-month period if they participate in the START Program for 20 hours per week.

- The START Program aims to assist participants in overcoming barriers to successfully transition into the labor market or develop the skills needed for self-sufficiency.



START Referral

- Participants enter the program through a referral during the GR Intake process. They are subsequently scheduled to complete the START Orientation.
- After Orientation, the START Case Manager (SCM) uses a Career Assessment questionnaire to evaluate the participant's job readiness.
- Based on the assessment and the participant's goals, skills, and interests, the SCM assigns suitable activities to prepare them for employment and job retention.



START Referral - Continued

- Services are delivered through a combination of third party facilitated workshops, one-on-one coaching, and coordinated partner referrals.
- Progress is monitored at regular intervals, with adjustments made to ensure successful program completion and job placement.
- Supportive services like bus fare or clothing are issued, as needed.



START Services

START services include the following:

1. Employment Development;
2. Education;
3. Youth;
4. Training; and
5. Supportive Services.



1. Employment Development

America's Job Center of California (AJCC)

Job-ready START participants may be referred to the AJCCs for job-readiness programs, subsidized employment, and training opportunities under the Workforce Innovation and Opportunities Act.

- There is no age limit for participation.



1. Employment Development - Continued

Post-Employment Services:

Post-employment services are available to START participants up to 30 days after securing a job, if the General Relief case is still active.

- Provides job retention services, continued educational development, transportation assistance, and supportive services.



2. Education

General Education Development

Designed for participants without a high school diploma, to help them enhance their employability and succeed in the job market.

Short-Term Training

Fast-paced training programs that can be completed within 60-days:

1. Security Officer Training;
2. Welding;
3. Machinist; and
4. Culinary Arts.



2. Education – Continued

Self-Initiated Program

A school program or training in which the participant was enrolled before being referred to START and:

- Requires a minimum of 20 hours of participation per week;
- Leads to employment in in-demand occupations; and
- Can be completed within the participant's remaining time on aid.

Education/Training

Offers additional education or training available through local community schools and training programs.



3. Youth

START Transition Aged Youth Employment Program

Six-month subsidized employment program offered to Transition Age Youth (TAY) between the ages of 18 and 24 years old.

- Provides TAY an opportunity to establish a work history and develop skills that may lead to permanent employment; and
- Work 20 hours a week and earn minimum wage.



3. Youth Continued

START Transition Aged Youth Employment Program

For enrollment START participants must:

- Be job-ready and between the ages of 18 and 24;
- Be a United States citizen or a permanent legal resident;
- Have a California identification card or driver's license; and
- Have a Social Security card.



3. Youth Continued

GROW Youth Employment Program

Three-month subsidized employment program

- Offered at five of the 14 START Offices;
- Provide participants with valuable work experience that may lead to permanent employment; and
- Work 20 hours a week and earn minimum wage.
- Has the same enrollment requirements as the TAY TSE Program (slide 12).



4. Training

Security Officer Training (SOT)

Eight-week training for unarmed security guard certification (Security Guard Card)

- START participants must be referred to the Security Officer Assessment and subsequently accepted into the SOT Program by the Los Angeles County Office of Education staff.



5. Supportive Services

The following supportive services are available:

- Mental Health Assessment;
- Substance Use Disorder Services;
- Domestic Violence Services;
- LACOE Laptop Loan Program; and
- Expungement of qualifying criminal records.*

* Provided by the Office of the Los Angeles Attorney's Homeless Engagement and Response Team (HEART)



START Connect Activity

Participants may be assigned to the START Connect activity for up to 90 days and are subject to weekly, biweekly, or monthly check-ins with their START Case Manager if the participant is experiencing one or more of the following:

- Has no access to phone, computer and/or the internet;
- Is homeless;
- Has limited English language skills or is an adult literacy learner; and
- Does not have identification and/or a Social Security card.



Ancillary Expenses

START participants may be eligible to receive ancillary and work-related payments, as needed, to participate in the START activities or meet employment requirements. Expenses may include, but are not limited to:

- Transportation;
- Clothing;
- Uniforms;
- Tools;
- Books, fees, supplies;
- Shower, haircut; and
- Tattoo removal.



Questions

