



THE SAN FRANCISCO JOBS NOW! PROGRAM

The San Francisco Human Services Agency (SF-HSA) is using newly available federal stimulus funds to expand subsidized employment opportunities, with a goal of placing 1,000 participants in jobs between May 2009 and September 2010. This new program is called JOBS NOW!

Consistent with the goals of the federal stimulus package, the primary objectives of the JOBS NOW! program are to provide an immediate source of income for low-income families and to stimulate local economic recovery. JOBS NOW! builds upon several successful transitional jobs programs already in place at SF-HSA, which were designed to help unemployed individuals address barriers to employment, develop soft skills, gain work experience and progress toward self-sufficiency. JOBS NOW! participants will exit the program with stable employment history, leaving them better positioned to obtain an unsubsidized job when the stimulus period ends. **The JOBS NOW! program benefits local employers by providing referrals of qualified workers and by subsidizing 100% of their wages until September 30, 2010. It's a win-win!**

FUNDING SOURCES

Federal funding made available through the American Recovery and Reinvestment Act (ARRA) will cover 80% of the total cost of the JOBS NOW! program, including participant wages and benefits, job site supervision, training, payroll taxes and administrative expenses. The remaining 20% will be funded with non-federal public funds and contributions from participating public and private sector employers.

TARGET POPULATION AND RECRUITMENT

The target population is unemployed and under-employed San Francisco families. Specifically, local residents with a minor child and income in the past month of less than 200% of the federal poverty level are eligible. 200% of federal poverty level varies by household size but is about \$3,000 per month for a family of three.

Participants will be recruited through the Human Services Agency, One Stop Career Centers, community-based organizations and by employers themselves. All potential participants will be referred to SF-HSA and screened for eligibility. Interested participants can apply to enroll in JOBS NOW! by calling 1-877-JOB1NOW.

JOB PLACEMENT OPTIONS

Eligible participants will undergo an expedited vocational assessment to determine their skills and interests, after which they will be assigned to one of three types of job opportunities:

- Transitional employment in the non-profit sector for job seekers with low labor market readiness.
- Employment in the public sector for job seekers with mid-level labor market readiness.
- Employment with private for-profit and non-profit employers for the most experienced job seekers.

SUPPORTIVE SERVICES

CalWORKs clients who participate in JOBS NOW! will continue to have the full array of CalWORKs supportive services available to them (Food Stamps, Medi-Cal, child care, mental health services, transportation assistance and ancillary services). All JOBS NOW! employees will be assigned a case manager to support them in their transition back to the workplace.

PROGRESS TO DATE

SF-HSA began enrolling participants in JOBS NOW! in late May and as of late August had placed almost 300 individuals into subsidized jobs.

CONTACT INFORMATION

Interested employers or job seekers should call **1-877-JOB1NOW** (1-877-562-1669) or visit www.sfhsa.org for more information.



INFORMATION FOR EMPLOYERS

The JOBS NOW! program represents an exciting opportunity for a wide range of Bay Area employers.

PRIVATE FOR-PROFIT AND NON-PROFIT EMPLOYERS

For-profit and non-profit employers are invited to participate in the JOBS NOW! program. Under this program, the San Francisco Human Services Agency (SF-HSA) will provide you with referrals of qualified workers and reimburse you for 100% of the wage cost for any JOBS NOW! job seeker you employ. The wage subsidy is available from the date of hire until September 30, 2010.

Employers are required only to pay for payroll taxes, any fringe benefits that employees typically receive, and supervision of participants. The Agency hopes that this opportunity will allow employers to grow their businesses while also helping low-income families become employed and gain valuable work experience.

To become a JOBS NOW! employer, fill out and submit a few simple forms available at www.sfhsa.org or call **1-877-JOB1NOW**. You do not need to be a City vendor to participate.

CITY DEPARTMENT EMPLOYERS

All City and County of San Francisco departments are also invited to participate in the program. SF-HSA will recruit and hire job seekers to fill entry-level trainee slots at city departments. SF-HSA will also cover 80% of the total subsidized employment program cost through September 30, 2010. Participating departments are required only to pay for 20% of the program cost, which can be met through an in-kind contribution of participant training, supervision, work supplies and other allowable costs.

To learn more or to become a participating public sector employer, visit www.sfhsa.org or call **1-877-JOB1NOW**.

NON-PROFIT TRANSITIONAL EMPLOYMENT SITES

Transitional employment offers job seekers additional support as they transition to the world of work. Non-profit agencies that are committed to helping low-skilled employees and in need of additional workers are invited to participate as host sites. Host sites do not incur any costs related to the employment of JOBS NOW! participants.

In addition to working at the host site, trainees spend several hours per week in a training and supportive services program offered by a Transitional Employment services provider (currently Goodwill Industries and Arriba Juntos). If your organization is interested in being a transitional employment host site, contact:

Community Jobs Program
(for English-speaking clients)
Goodwill Industries
415-575-4531

Vocational English Immersion Program
(for English as a Second Language clients)
Arriba Juntos
415-487-3253

JOB SEEKERS

JOBS NOW! job seekers are unemployed or underemployed San Franciscans with a dependent child. The primary objectives of the JOBS NOW! program are to provide an immediate source of income for families and to stimulate local economic recovery. It's a win-win!

CONTACT INFORMATION

Interested employers should call **1-877-JOB1NOW** (1-877-562-1669) or visit www.sfhsa.org for more information.



EMPLOYER FREQUENTLY ASKED QUESTIONS

How many job slots does SF-HSA have to fill?

SF-HSA has a goal of placing 1,000 JOBS NOW! employees in jobs by September 30, 2010. However, there is no cap on the number of jobs that can be created through the program.

How do I apply to be a JOBS NOW! employer? Is it complicated?

No. Employers must complete an application that asks for some general information about your business and about the positions you hope to hire through this program. Application responses are generally two pages long. Approved employers will also sign and complete a brief Wage Subsidy Agreement with SF-HSA.

Do I get to choose the JOBS NOW! participant or does SF-HSA send me a candidate that I must employ?

Employers choose their JOBS NOW! employees. Staff at SF-HSA will match employer needs with eligible job seekers, and send appropriate candidates to the employer for interview and selection. Employers may select some, all or none of the candidates sent by SF-HSA.

Is there a minimum or maximum wage for JOBS NOW! employees?

Yes. JOBS NOW! employees must be paid at least the San Francisco minimum wage of \$9.79 per hour. City vendors subject to the Minimum Compensation Ordinance must pay at least \$11.03 per hour. JOBS NOW! employees must be compensated at the same rate as other employees performing the same job functions. SF-HSA reserves the right to cap JOBS NOW! employee wage rates.

Will my business have to pay FICA, SUI, SDI and worker's compensation insurance for JOBS NOW! employees?

Yes, you are responsible for regular payroll taxes including FICA, SUI, SDI and worker's compensation insurance.

Is my business required to pay the health benefits of the JOBS NOW! employees?

SF-HSA prefers and encourages all employers to provide the same health benefits to participants that they would to any other employee. Please keep in mind that all SF employers must comply with the City's existing Health Care Security Ordinance (HCSO), though private for-profit employers with fewer than 20 employees and non-profit employers with fewer than 50 employees are exempt from this requirement. For more details about the HCSO, visit www.sfgov.org/olse

Can my business be reimbursed for costs other than JOBS NOW! employee wages?

No. JOBS NOW! will only reimburse private employers 100% of the cost of employee wages.

Do you have to be an approved city vendor to participate?

No. All for-profit or non-profit employers need to complete the JOBS NOW! application, but they need not be a designated city vendor to participate.

My business is in the East Bay. Am I eligible to participate in JOBS NOW! as an employer?

Yes. Any employer in the Bay Area may participate in JOBS NOW! Job seekers hired through the program must be San Francisco residents, however.

What happens after September 30, 2010?

The availability of Federal stimulus funding for the JOBS NOW! subsidized employment program ends on that date. However, SF-HSA hopes that JOBS NOW! employees will have become valued team members at participating businesses by then, and employers are encouraged to retain them after the wage subsidy ends on September 30, 2010. Employers who retain a JOBS NOW! participant as a regular employee after the wage subsidy ends may be able to qualify for the Work Opportunity Tax Credit.