

# **Program Operations & Requirements :**

**Focus on Unsubsidized  
Placements- Overview**

**Thursday, June 5, 2003**

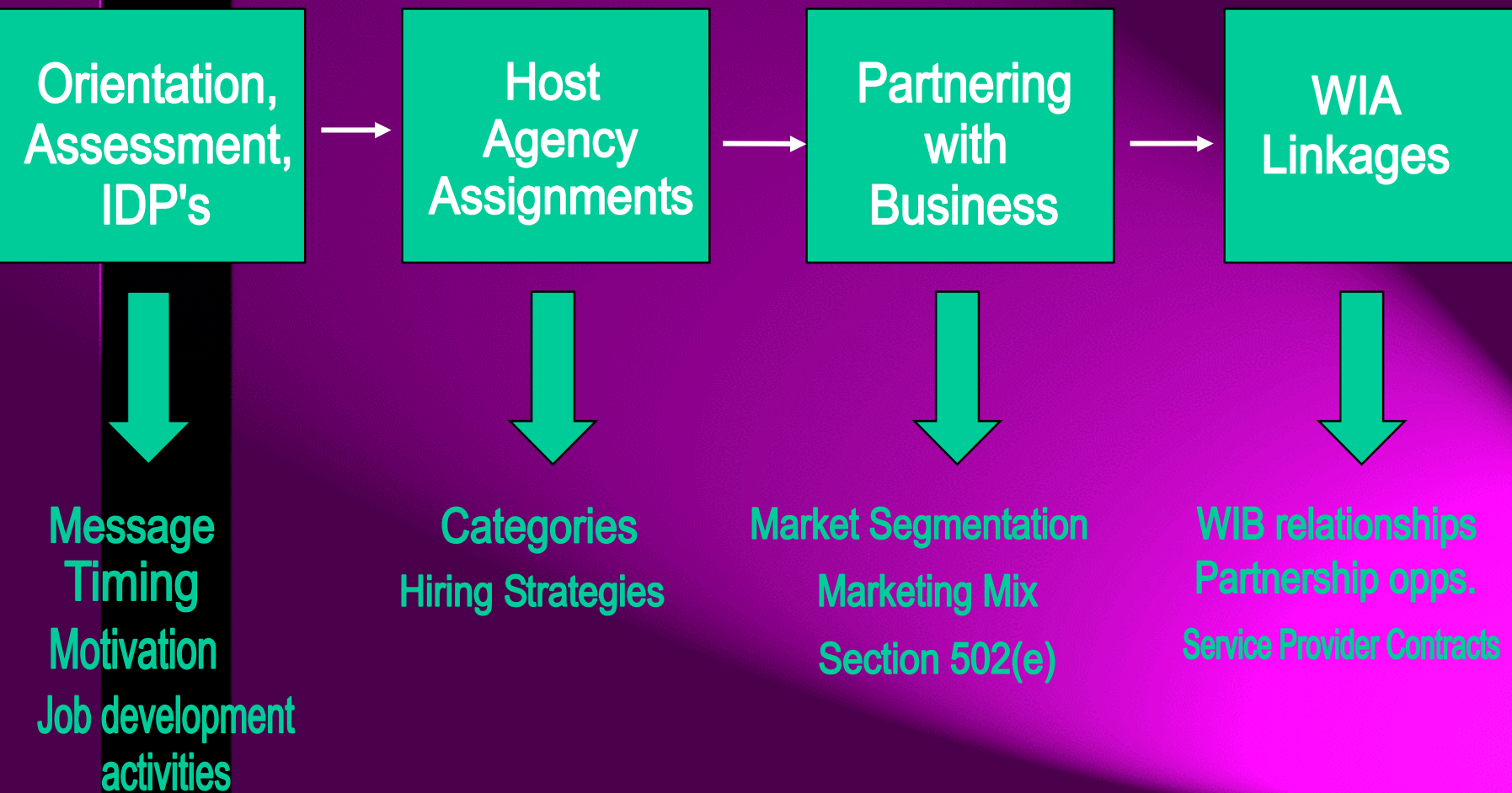
**9:00–10:00 a.m.**

# **Overview of the Unsubsidized Placement Process**



# EXERCISE

# Steps to Placement Success





# **UNSUBSIDIZED PLACEMENT GOALS**

**The SCSEP unsubsidized placement goal is established as not less than 20% of the number of authorized positions for each program grantee.**

**The unsubsidized placement goal will be negotiated individually with each program grantee for the upcoming program year.**



Increasing the number of unsubsidized placements will aid SCSEP grantees in attaining their requirement to serve 140% of the number of authorized participant positions in their programs.

# GPRA GOAL

- GPRA = Government Performance and Results Act of 1993
- GPRA's are common measures developed by the Office of Management and Budget (OMB) which affect job training and employment programs.
- SCSEP's GPRA goal is 37%.
- GPRA's are not attributable to individual programs . They are attributable to the Title V program as a total entity.



**IEPs are key factors to  
achieving your  
unsubsidized placement  
goal.**

IEPs determine what the participants' employment goals are and what they need to achieve the goals.



# THE IEP IS:

- Crucial to the development of a job search plan
- The basis for a resume
- A tool for job developers
- A tool for participants to help them focus their job searches

**IEP Follow-Up is the process of insuring that participants are moving successfully toward their goals.**



# IEP FOLLOW-UP

- Must be done at appropriate intervals – currently at least every 12 months; quarterly in the future
- Determines whether goals are still realistic and achievable
- Determines whether additional action steps and/or interventions are needed.

SERVING THOSE  
MOST IN NEED



SCSEP projects are required to serve the needs of minority, limited English-speaking, Indian-eligible individuals, veterans and eligible individuals who have the greatest economic need, at least in proportion to their numbers in the State and take into consideration their rates of poverty and unemployment.

Job-ready applicants should be referred to the local one-stop for employment services.



# SUGGESTIONS FOR INCREASING UNSUBSIDIZED PLACEMENTS

- Emphasize the unsubsidized placement goal when interviewing applicants and during orientation of participants
- Adhere to the assessment process
- Place participants in host agencies with the ability to hire or to offer good training.
- Become an active one-stop partner. Provide and use one-stop services.

## SUGGESTIONS (Continued)

- Use participants as job developers and program assistants
- Provide job development training for both regular and participant staff
- Use participant meetings to:
  - Provide job search workshops
  - Recognize participants who have gotten jobs and the host agencies and employers who have hired participants.



# MORE SUGGESTIONS

- Be visible in the local community
- Partner with local businesses
- Coordinate and cooperate with other SCSEPs, WIBs and community organizations
- Subgrant funds to a one-stop or to a for-profit entity to fully operate a local project
- Subgrant out any or all project operations.  
Examples– Assessments to a community college or one-stop; job development to the local Forty Plus, etc.