

# Welcome

To listen in **Ukrainian** or **Russian**, please select:

- Interpretation > Preferred Language

## Ласкаво просимо

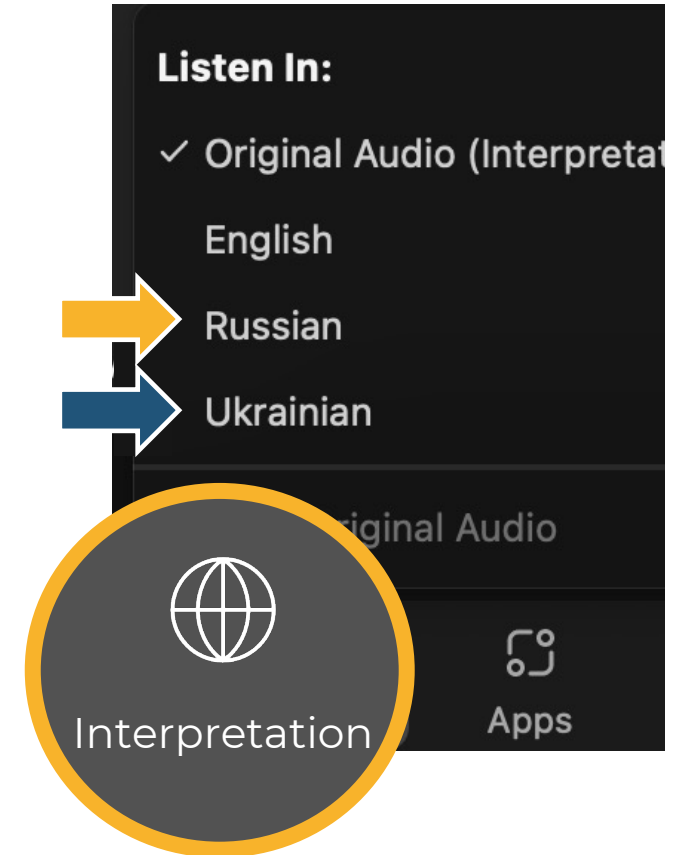
Для прослуховування українською або російською мовою, будь ласка, оберіть:

- Усний переклад
- Мова, якій надається перевага

## Добро пожаловать

Для прослушивания на украинском или русском языке, пожалуйста, выберите:

- Устный перевод
- Предпочитаемый язык



# Stabilization Jobs:

## Understanding Employment Programs

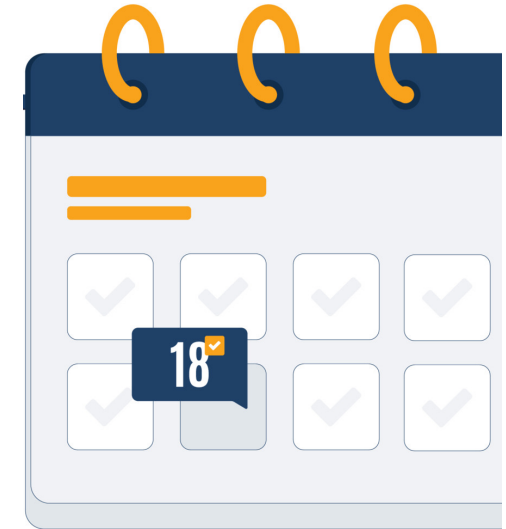
Ukrainian Support Convening Sessions

Hosted by Solvera Consulting, in partnership with California  
Department of Social Services' Refugee Programs Bureau



# Upcoming Convening Sessions

- On Mondays, 10:00-11:00am via Zoom
- Through August 2024



Date	Topic	Designed For
June 3	Education: Post-Secondary	UHPs & Sponsors (*English, Ukrainian, Russian)
June 24	Education: K-12	UHPs & Sponsors (*English, Ukrainian, Russian)
July 15	Health: Stress and Psychosocial Well-being	UHPs & Sponsors (*English, Ukrainian, Russian)

# Expectation Setting



## Topics

- ✓ Employment programs overview
- ✓ Services and life-cycle
- ✓ Locating services and FAQ
- ✓ What to expect
- ✓ Overlap with HAU program

*Will receive PPT (in-language) + links after*



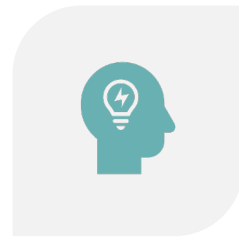
## Not Covered

- x Personal details
- x All situations
- x Topics like immigration status, higher education
- x Enrolling in public benefits (CalWORKS, RCA, CalFresh, WIC)

# Session Reminders



Mute



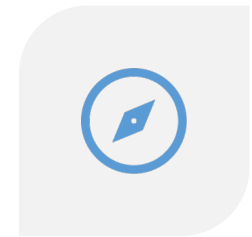
Select  
preferred  
language



Upvote  
Questions



Live Q&As



Survey

# Who you are hearing from today



# Outline of Session Topics

1

**Employment  
Programs  
Overview**

2

**Sample  
Services &  
Life-Cycle**

3

**Locating  
Services &  
FAQ**

4

**Overlap  
with HAU  
program**

# Employment Programs in CA

*Services that support individuals in obtaining stabilization jobs*



# Purpose of Early Employment Programs

Employment services specifically help eligible populations **regain control** of their professional and financial lives.

When referred to employment services, individuals and families are assessed for all applicable employment-related services.



# County/ RSS: Employment Program Types

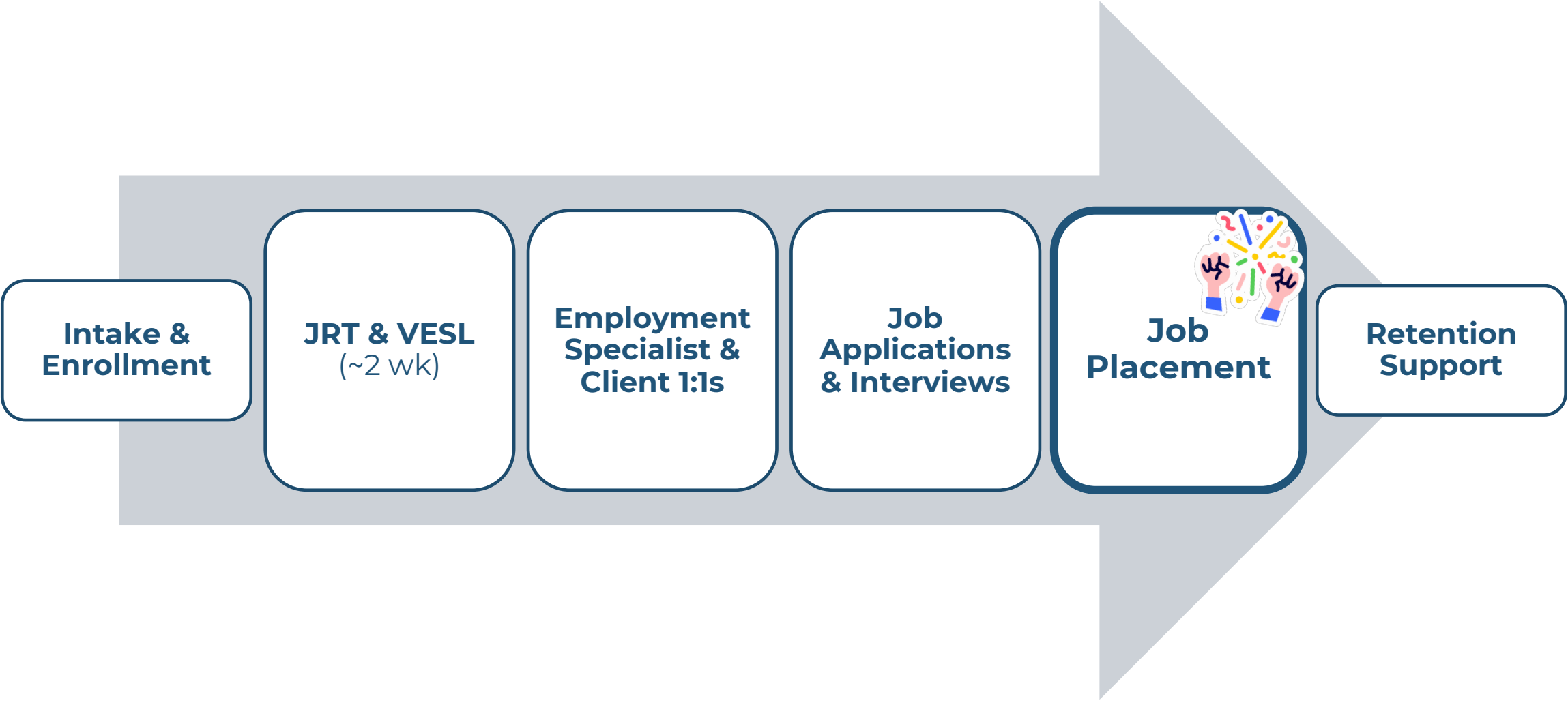


- **VESL** (**V**ocational **E**nglish as a **S**econd **L**anguage): Pairs English classes with employment services
- **ES** (**E**mployment **S**ervices): Employment services standalone is for proficient English speakers
- **ELL** (**E**nglish **L**anguage **L**earner): Pairs employment services with education and/or credential assistance

# Sample Services & Client Life-cycle

*Employment Service Providers*

# Sample Program Activities & Client Life-Cycle



# Step 1: Intake and Enrollment



The goal of the first step is to:

1. Confirm you are **eligible for services**
2. **Inform** you about the services and benefits
3. **Set expectations**
  - ✓ The agency will help prepare you for rapid employment
  - ✓ You will get to attend classes and work with them to secure and retain a job
4. **Create shared understanding** about what comes next and action steps

# Step 1: Intake and Enrollment cont'd

Staff will request accurate information to complete all required intake documents.

This commonly consists of sharing information:

## 1. About you:

- Employment goals
- Financial needs and current income/ benefits
- Personal Information

## 2. Important documents

- Immigration Documentation
- Signing a program agreement and release of information

## 3. Short ESL Test

- Various methods to establish and retain eligibility for services



# Expectation Setting:

## Failure to Participate in or Cooperate with the Program

There are numerous benefits to participating in the program!

And, it is important to understand what program participation means and the commitment you are making. The program staff may dismiss you from the program for:

- x Refusal to sign required documents
- x Refusal of an employment referral
- x Refusal of an offer of employment
- x Refusal to report to work after hire
- x Voluntary quit or discharge from the job
- x Failure to report back in person to the job developer/case manager every two weeks as instructed
- x Failure to complete job search & job applications



## Step 2: Job Readiness Training (JRT) Class



The goal of JRT is to prepare you to rapidly enter the US workforce. JRT commonly:

- ✓ Answers common questions
- ✓ Is filled with discussion
- ✓ Teaches new slang and technical vocabulary terms,
- ✓ Uses hand—on activities

Combined, these elements help prepare you to start a new job!





## Step 2: JRT Topic Examples

<b>Day 1</b>	Orientation and Program review	<b>Day 6</b>	The US credit system
<b>Day 2</b>	Job search skills, and resources, creating an Indeed account.	<b>Day 7</b>	Interviewing basics, Mock and confidence-building
<b>Day 3</b>	Job application, and job assessments	<b>Day 8</b>	Employment stress and coping skills
<b>Day 4</b>	Workers' rights and US workplace Culture	<b>Day 9</b>	Daily Budget, expenses, and employer benefit
<b>Day 5</b>	Financial Literacy (pay stub, Budgeting, PTO, taxes)	<b>Day 10</b>	Resumes and cover letter

# Step 3: Staff and Client Meetings

Once you have a strong foundation and shared understanding, you begin meeting with your assigned staff member!

During these meetings you will chart a path, with specific action steps, towards your goals.

These meetings are commonly:

- ✓ In-person
- ✓ In-language
- ✓ Highly personalized to your unique situation



## Step 3: Staff and Client Meetings

During these check-in meetings, you may also:

- Sign documents
- Update resumes
- Establish job search plan
- Review short and long-term goals, work history, education, and skills



# Step 4: Job Search



The program will assist you in:

- ✓ Updating and/or creating your resume
- ✓ Applying for jobs
- ✓ Practicing and role-playing general interview questions
- ✓ Completing at least 10 job applications every two weeks
- ✓ Completing new hire paperwork
- ✓ Obtaining any required job supplies (special uniform, etc)

Intake & Enrollment

JRT & VESL (~2 wk)

Employment Specialist  
& Client 1:1 Meetings

Job Applications &  
Interviews

Job Placement

Retention Support

# Step 4: Job Search “Support Services”

*It is important to share with agency staff about your financial situation.*

## Employment providers may be able to provide:

- **Technology** assistance for online classes & job applications for jobs
- **Transportation** to job fairs or hiring events
- **Financial assistance** to attend driving school to obtain DL
- **Rental assistance** or utilities to support clients till they secure a job
- **Clothing** for the interview



# Step 5: Placement

In this step we celebrate that you have secured a new job!

## The program will help you:

1. Understand new hire paperwork, employer benefits, etc
2. Identify the best transportation options to/from your shift
3. Identify childcare and navigate your schedule
4. Settle into your new job

## And you will share:

1. The offer/ hire letter
2. Paystubs, confirming wage and hours

The program will help you stay in the job for at least 90 days, then can also provide you with preferred referrals to Career Pathways programs for those interested in specific higher-skill, higher-wage positions and certificates.



# Employment Services Summary



# Locating Services Near You



# Locating Employment Service Providers



## CDSS RPB Jobs & Training Providers:

<https://www.cdss.ca.gov/inforesources/refugees/guidance/counties-providers/service-providers-list/job-training>

A screenshot of a web application titled "CA UHP Provider Map / Карта постачальників послуг CA UHP". The interface includes a sidebar with filter options and a map of California. The sidebar filters are: "visit SupportGuide.org" (checked), "1\_Start here: All UHP Servi..." (unchecked), "HAU (Housing Assistance f..." (checked), "Benefits (Cash aid, etc)" (unchecked), "Housing Navigation" (unchecked), "Employment Services" (checked), "Medical Providers, Refugee..." (unchecked), "Healthcare Navigation" (unchecked), and "Adult Education/ ESL" (unchecked). The map shows various cities in California with green circular markers indicating service providers. The "Employment Services" filter is selected, and the map shows markers in cities like San Francisco, Stockton, Modesto, Fresno, San Luis Obispo, Santa Maria, San Jose, San Francisco, Los Angeles, and San Diego. The map is powered by Google My Maps.

# Currently Available Resources for Ukrainians



support  
guide.org



Find support

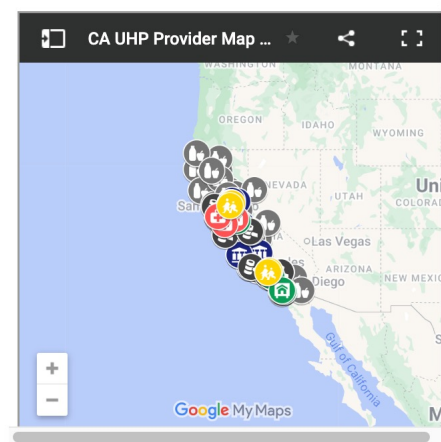
SupportGuide.org, a product of Solvera Consulting, connects refugees and providers across California to centralized information and resources.  
[Read More](#)



## Find Providers

Visit our curated GoogleMap to find resources in your area

[Visit the Map](#)



<https://bit.ly/UHPmap>

## NAVIGATING LIFE IN CALIFORNIA for Ukrainain Newcomers

Register Here [bit.ly/UKRinCA](https://bit.ly/UKRinCA)

Sessions occur on select Mondays at 10:00am - 11:00am PT. Resources are available at [SupportGuide.org](https://SupportGuide.org). Register once to attend any.

<b>April 15</b>	Ukrainian Re-Parole Overview
<b>April 22</b>	Getting Help in the first years
<b>May 13</b>	Understanding Employment Programs
<b>June 3</b>	Education: Post-Secondary
<b>June 24</b>	Education: K-12
<b>July 15</b>	Health: Stress & Well-being
<b>Aug. 5</b>	Navigating Critical Situations: Abuse
<b>Aug. 26</b>	Employment: Career Pathways

CDSS CALIFORNIA DEPARTMENT OF SOCIAL SERVICES | SOLVERA CONSULTING | support guide.org | NOVA UKRAINE

<https://bit.ly/UKRinCA>

# Tips & Common Questions

# Reminders about entering the US Workforce



1. Your first job here will not be your last job.
2. “Down-shifting” from your prior positions in your home country IS HARD and emotional. It’s normal to grieve.
3. You need at least 1-2 yr work history in the US *and* positive US-based references to achieve higher level positions
4. Remain in constant communication with your employment specialist



# Tips to get a job in the United States



## Resume ≠ CV

- Resumes should be 1 page or less, no headshot, no certificates attached
- Use the template the agency provides (or [Harvard online version](#))

## Interviews

- *No English Proficiency:*  
Memorize "safety & survival" words in VESL
- *Limited English speakers:*  
Memorize responses to common questions. Practice by listening to recordings on "notes" app
- *Advanced English speakers:*  
Practice with the "STAR" method

# Common Questions

1. How do I get a job if I don't speak English?
2. What if I don't have a car/ transportation?
3. Who will watch my kids if/while I work?
4. What should I say during interviews here to help me get a job?

# Common Questions, Continued

5. How should I communicate if/when I need to take a sick day/ etc?
6. What should I do if I feel I'm treated unfairly at work/ by my boss or a colleague?
7. Do I need a bank account to get a paycheck? What is ACH?
8. Can I still get a job if my EAD hasn't come through yet?

# Housing Assistance for Ukrainians

*Involvement with Employment Service Providers*



# HAU Program Purpose

- **HAU was developed in recognition of the national and statewide housing challenges many are facing in California. Rent burdens are one of the biggest barriers to self-sufficiency for refugees and other immigrant populations resettling in California.**
- HAU is intended to supplement existing public assistance employment programs to assist eligible Ukrainian nationals and non-Ukrainian individuals who are currently residing in California as the result of being displaced by the conflict in Ukraine.



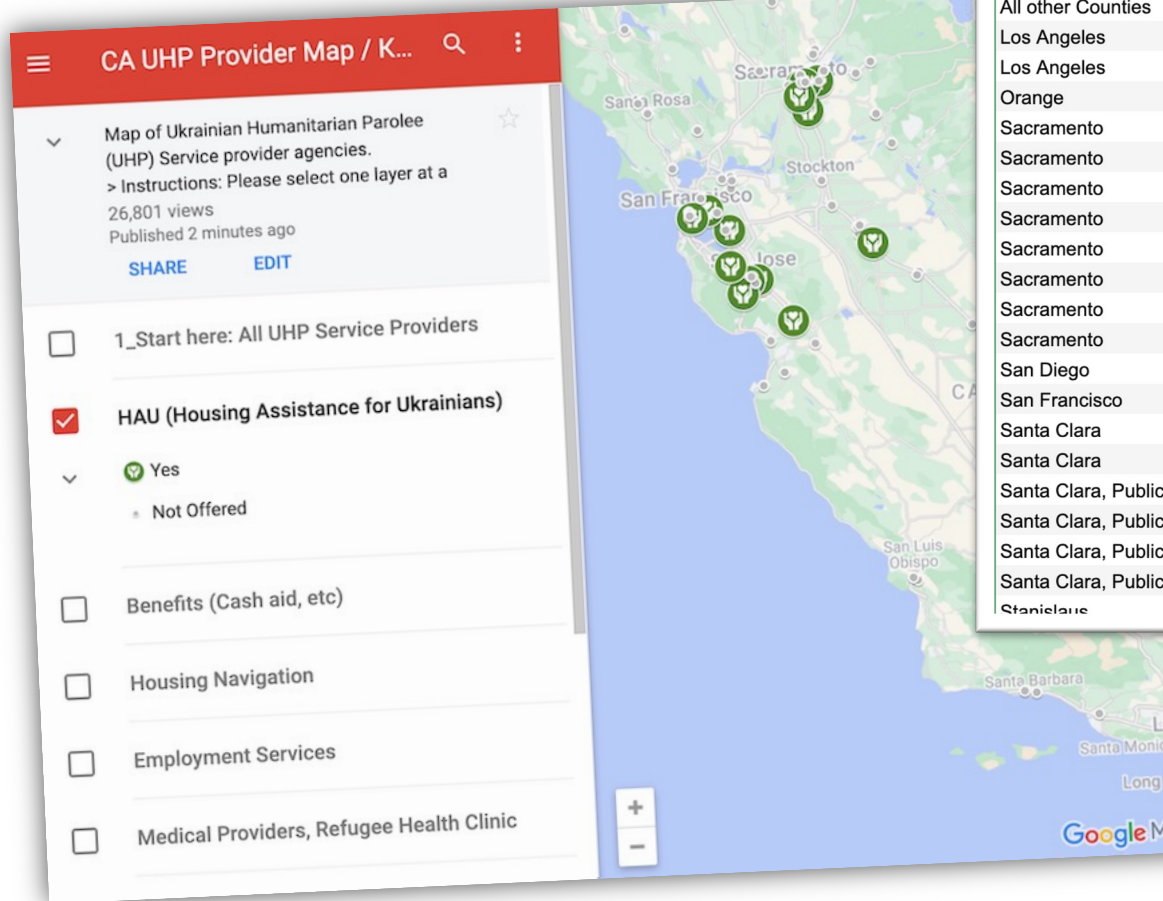
# HAU Client Eligibility

- Eligibility for HAU support services is limited to Ukrainian and other non-Ukrainian individuals displaced from Ukraine who reside in refugee-impacted counties and are enrolled in a Refugee Support Services (RSS) funded employment program.
- Citizens or nationals of Ukraine whom the Department of Homeland Security (DHS) has paroled into the United States between February 24, 2022, and September 30, 2023, due to urgent and humanitarian reasons or for significant public benefit, known as Ukrainian Humanitarian Parolees (UHPs).
- Non-Ukrainian individuals who last habitually resided in Ukraine, whom DHS has paroled into the United States between February 24, 2022, and September 30, 2023, due to urgent humanitarian reasons or for significant public benefit, known as Non-Ukrainian Humanitarian Parolees (NUHPs).

# Service Provisions and Limitations

- Must be limited to housing and utility supports only
- Cannot be provided until it has been determined that the client has exhausted all other means of housing assistance
- Must be provided to only one adult per household
- Must be provided for current needs and cannot be provided to pre-pay future housing and/or utility expenses
- Must be based on the County's fair market value
- Must not exceed six (6) months of support per household
- May be reimbursed up to fifty percent (50%) of the monthly rental cost
- Assistance may not exceed \$10,000 per household, lifetime
- Cannot be provided to clients that have terminated from the RSS program, including those that have met/reached 90-day job retention.

# Additional Resources



## Housing Assistance for Ukrainians

County	Agency Name	Agency Add	HAU Email	HAU Phone
Alameda - North	Lao Family Community Development	2325 E 12th St,	zthein@lfc.org	(510) 694-0086
Alameda - South	La Familia	26081 Mocine A	mamini@livelafa	(510) 935-9290
All other Counties	Catholic Charities Diocese of San Diego	Not Provided	HAU@ccdsd.org	Not Provided
Los Angeles	CCLA	1530 James M V	DPSSREP@dps	(213) 318-5716
Los Angeles	JVS SoCal	315 Arden Ave #	DPSSREP@dps	(819) 956-0500
Orange	Access California Services	300 W Carl Karc	Not Provided	(800) 287-1332
Sacramento	Asian Resources, Inc.	6270 Elder Cree	Not Provided	(916) 745-4311
Sacramento	Bach Viet Association, Inc.	1050 Fulton Ave	Not Provided	(916) 481-0340
Sacramento	Elk Grove Unified School District-Adult Sch	9510 Elk Grove-	Not Provided	(916) 686-7717
Sacramento	Folsom Cordova Community Partnership	Rossmoor Shop	Not Provided	(916) 294-9107
Sacramento				
Sacramento				
Sacramento				
Sacramento				
San Diego				
San Francisco				
Santa Clara				
Santa Clara				
Santa Clara, Public				
Santa Clara, Public				
Santa Clara, Public				
Santa Clara, Public				
Stanislaus				

**Map: UKR Service Providers**  
<https://bit.ly/UHPmap>

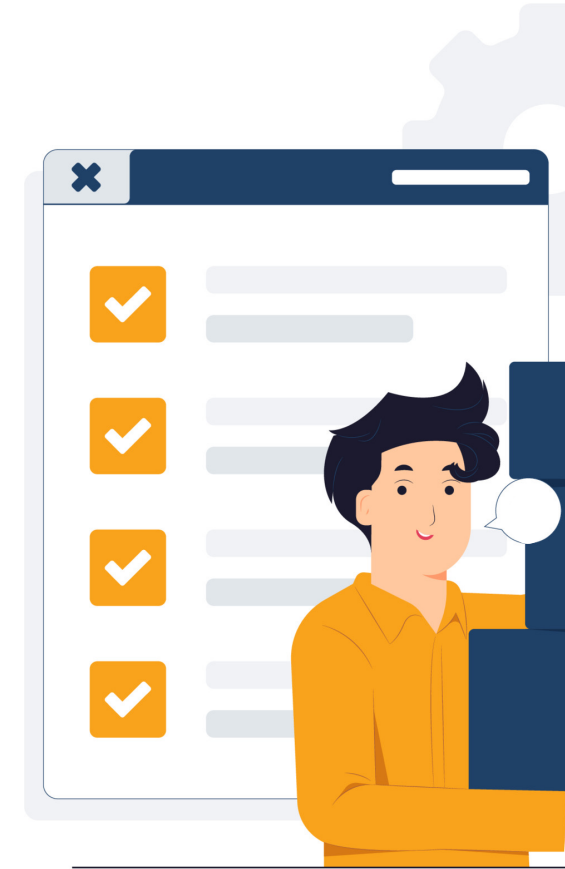
**Table: HAU Providers**  
[https://bit.ly/UHPLinks\\_FAQ](https://bit.ly/UHPLinks_FAQ)

**Help with applications: Nova Ukraine**  
[hau@novaukraine.org](mailto:hau@novaukraine.org)

# Next Steps

After this session you will receive:

- ✓ The slide deck
- ✓ Referenced links
- ✓ Survey to provide feedback on today's session
  - Ask additional questions
  - Suggest future topics



# Question & Answers





# Complete a **Feedback Survey** & Request **Future Session Topics**

Email the hosts: [UHPinfo@solveraconsult.com](mailto:UHPinfo@solveraconsult.com),  
[RPBTTAU@cdss.ca.gov](mailto:RPBTTAU@cdss.ca.gov)