

# SonomaWORKS Programs

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Goodwill provides a number of employment service programs to individuals receiving Temporary Aid for Needy Families (TANF) who are referred by the Sonoma County Human Services Department. The County program, known as SonomaWORKS, assists people transitioning from welfare to work. The programs provided by Goodwill include Job Search Services, Transitional Work, Community Service Volunteer, Learning Enhancement and Achievement, Enhanced Subsidized Employment, and the Temporary Employment Program.

## Job Search Services (JSS)

The Job Search Services program is a 4-week job-readiness program that provides workshops, classes and individualized assistance with employment-related skills such as resume and cover letter development, online job search strategies, professional image, interview strategies, business etiquette and other job search related services as needed. It is the goal of this program to help the clients gain the necessary tools, skills and confidence needed to obtain and retain employment. Services that are offered:

- Application and online job search assistance
- Targeted resume and cover letter creation
- Mock interview practice both in person and using online platform Zoom
- Networking and how to navigate a job fair online
- Life skills and parenting workshops
- Career planning
- Job searching
- Job retention



**Laura in Job Search**

## Transitional Work Program



**Kim, TWP participant**

Transitional Work is an intensive, six-month program designed to help SonomaWORKS participants build work skills and experience through a combination of unpaid classroom training and paid temporary work. With the goal of unsubsidized employment after six months, TWP provides employment readiness classes and on-the-job training/work experience through paid employment at a Goodwill facility. The National Retail Federation Foundation Customer Service Certification training is provided to all program participants. Employment Program.

## Community Enhancement Program

Community Service is a volunteer program working with community non-profits that enables people to gain valuable work experience while contributing to their community. Activities offered are designed to build on the individual's successes and construct a bridge to employability. Consideration and evaluation goes into matching the volunteer worksite to the person's skills, interest, and short and long-term goals. The ultimate goal of the program is successful job placement, retention, and eventual self-sufficiency gained through unsubsidized employment.



**Nick, participant**

## Learning Enhancement & Achievement Program

LEAP is a unique program providing an array of services for SonomaWORKS referrals who have been diagnosed with a learning disability. Individuals receive case management assistance to pursue education, training, career services, community service, and job placement. The program coordinator assists in the implementation of accommodations necessary in each of the above activities. In addition, the coordinator is instrumental in assisting each person in learning to advocate for themselves with employers and educators.

## Enhanced Subsidized Employment (ESE)

Enhanced Subsidized Employment (ESE) offers opportunities for eligible individuals to gain valuable employment skills and experiences that will lead to unsubsidized employment. People who are referred have the opportunity to determine what type of employment they are seeking, to receive support and guidance, and have an increased chance to be placed in a paid position. ESE assists employers through the initial hiring process by providing a subsidy to the employer as an incentive. Wage subsidies are for 75% of the gross wages for up to \$10,000 or 6 months per trainee.

## Temporary Employment Program (TEP)

Temporary Employment offers SonomaWORKS referrals paid, short-term, temporary employment within Goodwill that helps build self-confidence, develop life and job skills, acquire community contacts, learn appropriate work behaviors, and contribute to the community.

## Job Readiness Support Program (JRSP)

The Job Readiness Support Program (JRSP) is a program that aims to provide additional support to all SonomaWorks participants. Offered in both virtual and onsite formats, the services include hour long trainings and workshops on career skills develop. These workshops include topics such as tips for starting a new job, time management, empowering yourself, nurturing a growth mindset and a wide variety of additional subject matters. The goal of the program is to provide additional support to participants to help them reduce stress, barriers and connect them to additional resources.

**For more information about our SonomaWORKS programs  
contact:**

**Program Manager**

**Nathan Smith**

**(707) 523-0550 ext. 286**

**nsmith@gire.org**

**or visit the SonomaWORKS website at [www.sonomaworks.org](http://www.sonomaworks.org)**