



 **Refugee Services**

925 DEL PASO BOULEVARD
SACRAMENTO, CA 95815
(916) 263-3800

**SACRAMENTO COUNTY REFUGEE SERVICES PLAN
FOR THE PROVISION OF
REFUGEE SOCIAL SERVICES (RSS) AND RSS SET-
ASIDE FUNDED SERVICES TO REFUGEES
(DRAFT)**

PROGRAM YEARS

2026-2027, 2027-2028 AND 2028-2029

**SUBMITTED TO:
CALIFORNIA DEPARTMENT OF SOCIAL SERVICES (CDSS)
OFFICE OF REFUGEE PROGRAMS BUREAU (RPB)**

APPROVED BY THE SETA GOVERNING BOARD:



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BACKGROUND/OVERVIEW

The Sacramento Employment and Training Agency (SETA) is a joint powers agency of the city and county of Sacramento. On May 10, 1983, the Sacramento County Board of Supervisors authorized SETA to act on behalf of the county to plan and administer the U.S. Department of Health and Human Services (HHS), Administration for Children and Families (ACF)--Office of Refugee Resettlement (ORR) Targeted Assistance (TA) grant. In 1988, when AB 2635 transferred the management responsibilities of the ORR Refugee Social Services (RSS) funds to the County, the Sacramento County Board of Supervisors designated SETA to administer those funds.

The purpose of the funds is to provide direct services that promote economic self-sufficiency and reduce dependency on public assistance among refugees, asylees, Special Immigrant Visa (SIV) holders, Cuban/Haitian entrants, and certified victims of trafficking (VOT) through employment-focused services.

In June, 2018, the California Department of Social Services (CDSS), Refugee Programs Bureau (RPB), notified counties that ORR had combined the RSS and TA programs into a single Refugee Support Services (RSS) program to improve service, tracking and reporting efficiencies.

Under the current RSS program, state allocations are based on arrival data from the most recent 12-month fiscal year to ensure funding aligns with current populations and enables states to respond to shifting arrival patterns. Before allocating to counties, RPB applies a secondary formula based on the number of adult refugees receiving cash assistance, with weighted factors applied for the length of time individuals have been in the United States. Adjustments are also made for asylees, secondary migrants, and DHHS certified VOTs.

In addition to the RSS grant program, SETA serves as the grant recipient for U.S. Department of Labor (DOL) Workforce Innovation and Opportunity Act (WIOA) funding, U.S. DHHS, ACF Head Start, and Community Services Block Grant (CSBG) programs. SETA also receives various grants from the California Employment Development Department (EDD), the California Department of Corrections and Rehabilitation (CDCR), and other public and private organizations.

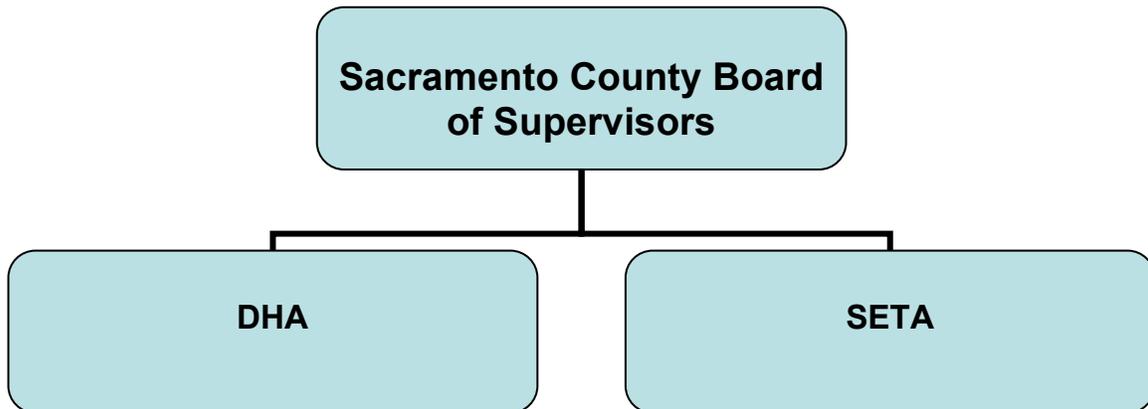
This plan was developed in preparation for the continuation of RSS and RSS Set-aside services in Sacramento County beyond the current plan cycle, which ends September 30, 2026. The new plan covers the next three-year period beginning October 1, 2026, and ending September 30, 2029.

RSS service providers procured under a Request for Proposals (RFP) process may be funded for the full three-year planning period, contingent upon satisfactory annual contractual performance and the availability of funding.

I. County Refugee Program Administration

In Sacramento, the Sacramento County Board of Supervisors has designated SETA to administer all RSS-funded programs. Refugee-funded services are coordinated within SETA's Workforce Development Department by the Sacramento County Refugee Coordinator (Manager) and the Workforce Development Planner II, and Analyst Supervisor of Refugee Programs.

The SETA Workforce Development Department, in collaboration with the Sacramento County Department of Human Assistance (DHA), is responsible for RSS grant planning, procurement of service providers, oversight of RSS-funded service delivery, and program accountability and reporting. SETA's Fiscal Department is responsible for fiscal monitoring and reimbursement of claims. DHA provides cash assistance, refers refugees to SETA for employment services, and imposes sanctions for non-participation or non-cooperation on non-exempt, mandatory participants in the California Work Opportunity and Responsibility to Kids (CalWORKs) and Refugee Cash Assistance (RCA) programs.



II. Description of the County's Refugee Program

A. Funding Sources

Recognizing the critical needs of refugees in acculturation and meeting economic self-sufficiency, SETA will allocate the majority of RSS funds to employment-related services. These services are designed to assist newly arrived refugees who are participating in RCA, CalWORKs, and General Assistance (GA) programs, and are unemployed or underemployed refugees who have been in the United States for fewer than five years, in securing employment.

B. General Program Description

Over the next three-year period, employment services for refugees will be delivered through the following:

- Vocational English-as-a-Second Language (VESL) combined with Employment Services (ES)
- ES (Stand Alone)
- English Language Learner (ELL) Workforce Navigator
- VESL combined with On-the-Job Training (OJT)
- VESL combined with Vocational Training (VT)

As reflected in this plan, VESL/OJT and VESL/VT are higher cost service components. Funding of these components is contingent upon RSS allocations to Sacramento County.

In addition to employment services, and subject to funding levels and established priorities, SETA may offer non-employment services known as Social Adjustment

and Cultural Orientation (SA & CO). These services may include translation/interpretation, crisis intervention, individual and group counseling, and assistance accessing existing services such as public assistance, financial literacy education, housing, health care, education, legal services, human relations support, small business assistance, citizenship and naturalization services, public transportation and driver education, and orientation to services available through the Sacramento Works Job Center (SWJC) system.

All services will be delivered in a culturally and linguistically appropriate manner that reflects participants' cultural backgrounds and language needs. Refugee women will have equal access to refuge-funded services. To the maximum extent possible, funded service providers will employ bicultural and bilingual staff, including women, to support effective service delivery.

Dependent on RSS funding levels, not all CalWORKs participants and eligible non-cash refugees may be served under RSS-funded programs. If funding is limited and enrollment must be restricted to RCA participants, CalWORKs and non-cash aid refugees who remain eligible for RSS will be referred to alternative workforce development and education programs available through the SWJC system. These may include the Workforce Innovation and Opportunity Act (WIOA), Title I, program, adult education, and other employment and social service programs.

RCA Employment Services System

Non-exempt RCA or GA clients are referred by the Sacramento County DHA to SETA Refugee Services as a condition of receiving cash aid. Refugees not receiving public assistance may be recruited by service providers.

All clients are pre-tested utilizing a recognized English language assessment tool. Cash aid clients with a Student Performance Level (SPL) of 3 or higher may enroll directly in employment activities. Participants with an SPL of 2 or below will enroll in VESL to improve English language proficiency and develop job search skills.

Sacramento County is mandated to serve all non-exempt RCA applicants and recipients. All RCA participants must register with a RSS-funded employment service provider. Prior to enrollment, an Agency Participant Agreement is reviewed with the refugee in their native language to ensure the full understanding of service and participation obligations prior to signing. The agreement outlines the purpose of the program, the provider's obligations, participation standards, the participant responsibilities, the duration of participation, and available supportive services. Complaint and grievance procedures are also explained in the participant's native language.

A Family Self-Sufficiency Plan (FSSP) is developed for each participant. The FSSP describes services to be provided to all employable adult family members, identifies activities required to achieve short- and long-term employment and earnings goals, outlines potential barriers, and documents additional participant needs.

Non-participation and non-cooperation by non-exempt RCA participant is reported to DHA for a good cause determination. Failure to participate or cooperate by a

non-cash participant or non-mandatory cash participant may result in 90-day period of ineligibility for refugee-funded services, beginning on the date of notification.

RCA or GA participants enrolled in SETA's RSS program will receive program and support services through the 90th day following their first placement into unsubsidized employment. Periodic follow-up "check-ins" will continue through the 12th month after date of enrollment to capture required data, assess the need for additional services, and collect the 12-month follow-up information required by the ORR's expanded FSSP guidelines.

CalWORKs Employment Services System

The CalWORKs program was implemented in Sacramento in January 1998. As the administrator of WIOA funds, SETA has collaborated closely with DHA to design programs serving non-exempt CalWORKs recipients, including refugees. As a result, non-exempt CalWORKs recipients may be served through multiple funding streams, including WIOA, CalWORKs, and RSS. Due to RSS funding limitations, some CalWORKs refugees may be solely served in the County CalWORKs program. In developing the programs serving CalWORKs recipients, SETA follows DHA's regulations and reporting requirements.

The CalWORKs Employment Services System provides employment-related services to both mandatory and non-mandatory employable CalWORKs refugees. Non-exempt mandatory CalWORKs refugees are referred from DHA to SETA's funded RSS providers. Prior to referral, clients are informed of their rights and responsibilities. Prior to enrollment with a service provider, the Participant Agreement is reviewed and signed by the participant.

The Participant Agreement outlines the purpose of the services, the provider responsibilities participation standards, the participant's obligations, and the length of participation. Failure to participate or cooperate is reported to DHA for good cause determination.

CalWORKs participants enrolled in SETA's RSS program receive program services and supports through the 90th day following first placement into unsubsidized employment. Periodic follow-up contacts will continue through the 12th month from date of RSS enrollment to capture required information and assess if additional services are needed, and to collect the required 12-month follow-up data elements required by the expanded FSSP.

C. RCA and CalWORKs Compliance

SETA assures that all RSS-funded activities and services to mandatory and voluntary CalWORKs Welfare-to-Work (WTW) participants and RCA recipients will comply with applicable CalWORKs WTW and RCA requirements. This includes adherence to policies governing program participation, good cause determinations, sanctioning procedures, and the provision of supportive services, as outlined in the California Department of Social Services (CDSS) Manual of Policy and Procedures Section 42-700 (CalWORKs) and 69-200 (RCA), as well as any other relevant CalWORKs and RCA policy guidance issued by CDSS.

CDSS Required Assurances are incorporated under section VIII of this plan.

Certification

This plan has been developed in coordination with Sacramento County DHA and in accordance with the applicable federal, state and county regulations, including County Plan Guidelines issued by CDSS. All applicable statutes, regulations and federal guidance will be followed during implementation and administration of the plan.

D. Additional Information

Refugee men and women will have equal access to services through refugee programs operated in Sacramento County. In developing participant FSSPs, service providers will include all employable, adult family members. Spouses will be encouraged to participate in training or employment services to increase overall household income and accelerate the family's progress toward economic self-sufficiency.

E. County Planning Process

On February 17, 2026, SETA conducted a virtual public hearing to solicit input for the three-year RSS Plan, PYs 2026-27 through 2028-29.

In developing the plan, SETA coordinated with the CDSS, the Sacramento County DHA, the Sacramento Works, Inc. (SWI), Sacramento's Local Workforce Development Board (LWDB), and solicited information from local refugee resettlement agencies, refugee service providers, Mutual Assistance Associations (MAAs), community-based organizations (CBOs), other local public and private refugee resettlement stakeholders. Input was also solicited from members of the refugee community to ensure that services and priorities reflect local needs and any emerging trends.

Attendees of the hearing provided the following input for consideration in the development of the new plan:

1. Transportation continues to be a major challenge for refugees in Sacramento. The public transportation system is difficult to understand and navigate. Discounted bus passes from Regional Transit, and the use of Uber and Lyft would be helpful.
2. Teaching students with multiple levels of English language ability in one VESL class is difficult. Conversely, learning English in a multiple level class is challenging for the students.
3. There is a continued need to assist refugees with housing, culturally appropriate and intermittent childcare, immigration, legal and medical appointments, translation and interpretation, and other services.
4. For RSS program improvement, consider the following: 1) continuing to promote the integrated resource team (IRT) model to ensure cross-system collaboration/coordination of service delivery; 2) for participants pre-literacy in their native language, reducing the amount of required job search activity over a two-week period to better align the requirement to a participant's ability, and increasing the activity as the participant progresses; and 3)

- continuing to promote the centralized service delivery model.
5. Consider offering funding for short-term, vocational training resulting in industry recognized credentials.
 6. There remains a skills gap in basic computer and digital literacy for refugees.
 7. Access to low-cost translation and evaluation of foreign degrees and credential is recommended to reduce employment barriers and underemployment.
 8. Ensure that RSS programs continue to be coordinated and integrated with WIOA, Title I and II programs.
 9. Assistance in navigating public transportation and learning pedestrian rules.
 10. Resources for driver's education classes for Afghan women.

Identification of Target Populations

Applying RSS grant priorities, the target populations for Sacramento County as of February 2026 are refugees from the countries of origin noted below. This information was gathered from the U.S. Department of Populations, Refugee and Migration's (PRM) Worldwide Refugee Admissions Processing System (WRAPS) report, and information shared by RPB and Sacramento resettlement agencies. Target populations are as follows:

- Afghan
- Iraqi
- Syrian
- Refugees from Former Soviet Nations, including Armenia, Kazakhstan, Ukraine, Belarus, Moldova, and Russia

The majority of refugee arrivals in the past five years (2020 to 2025) have been from Middle Eastern countries, including Afghanistan, Iraq, Iran, and Syria, with high to moderate numbers from Eastern European countries, such as the Ukraine, Russia, Armenia, Moldova, Uzbekistan, Kazakhstan, Belarus. A small number of individuals from South Africa have resettled in Sacramento County, and additional arrivals are anticipated as resettlement patterns continue to evolve. While the current number of new arrivals remains modest, early indicators suggest the potential for gradual increases as family reunification, secondary migration, and broader humanitarian pathways influence movement into the region. Sacramento County and its network of community partners are well positioned to respond to these emerging trends. Drawing on extensive experience supporting diverse newcomer populations, local providers maintain established systems for intake, employments services, education access, and community integration. This coordinated infrastructure ensures that, as new arrivals from South Africa and other countries enter the community, the region is prepared to provide timely, culturally responsive services that promote stabilization, employment, and long-term self-sufficiency.

The basic needs of the newly arrived refugees are social adjustment and acculturation services, English language training, basic and vocational education and training, ancillary supports, such as transportation assistance, and job placement and retention services. Trauma-informed care and cultural adjustment continue to be primary needs of the arriving populations, especially as seen with the Middle Eastern and Eastern European populations over the last 5 years.

In FFY 21, approximately 85,000 Afghans were evacuated from Afghanistan with the withdrawal of U.S. military forces from the country. Following the passage of the Afghanistan Supplemental Appropriations Act in September 2021, Afghan evacuees paroled under Operation Allies Welcome became eligible for federal benefits. Afghan Humanitarian Parolees (AHPs) arrived in Sacramento County under PRM's Afghan Placement Assistance (APA) program and received reception and placement services from the local refugee resettlement agencies.

While the initial APA resettlement phase has concluded, Sacramento County continues to see a steady flow of Afghan arrivals. The newest arrivals are entering the community through Special Immigrant Visa (SIV) pathways, often joining family members or friends in the community. In addition, the region remains a destination for secondary migration, as Afghan individuals and families relocate from other parts of the country to access Sacramento County's well established network of culturally responsive services, employment supports, and community-based resources. At the same time, many Afghan clients who arrived in earlier cohorts are re-engaging with services within their five-year eligibility period. As families move beyond initial stabilization and focus on long-term economic mobility, workforce advancement, and credential recognition, the need for ongoing employment and integration services still remains.

In March, 2022, President Biden announced a commitment to resettle displaced Ukrainians, and the U.S. subsequently launched the Uniting for Ukraine (U4U) to provide a pathway for Ukrainian citizens and immediate family members to enter the United States as humanitarian parolees with support from U.S.-based sponsors. The program and related federal actions authorized certain Ukrainian populations to receive resettlement assistance and mainstream benefits similar to those available to refugees during the eligibility period. Later guidance from U.S. Citizenship and Immigration Services established the framework for humanitarian parole under U4U and the requirement for U.S.-based financial supporters.

Through March 7, 2023, 116,000 Ukrainians under the Uniting for Ukraine (U4U) program had been paroled into the United States, with over 25,000 applications approved for California and more than 8,000, or 24 percent, approved for sponsorships in Sacramento County. While these figures reflected approved applications only at that time, the actual number of U4Us that arrived in the U.S. and resettled in Sacramento County may vary, as precise arrival data is not readily available. In FFY 25, approximately 27 percent of the total participants enrolled in SETA's RSS program were ORR-eligible Ukrainians. Eligible Ukrainian populations continue to access services within their eligibility periods and through secondary migration into Sacramento County.

At the conclusion of FFY 2024, a substantial number of approved arrival cases were expedited for resettlement, resulting in a marked and unprecedented increase in enrollments within a truncated timeframe. RSS providers in Sacramento County experienced a significant rise in new participant enrollments, necessitating accelerated eligibility determinations, and connection to employment and supportive services.

In January 2025, the transition in the federal administration introduced funding revisions and programmatic adjustments that altered key components of the resettlement network. Traditional resettlement was significantly reduced, while new arrivals continued to enter the United States independently and outside of the established reception and placement structure. As a result, RSS providers in Sacramento County experienced a noticeable increase in individuals seeking employment who had not received traditional resettlement support upon arrival. These new arrivals required comprehensive orientation and connection to critical systems' services and resources that were typically coordinated through formal resettlement processes. RSS providers expanded outreach and intake efforts to ensure timely linkage to DHA for cash aid, to the County's Refugee Medical Clinic for Refugee Medical Assistance (RMA), to schools for the enrollment of children, and other essential community supports. RSS providers demonstrated flexibility and responsiveness by adapting service delivery models, strengthening partnerships, and ensuring the timely employment of enrolled customers.

SETA was a founding member of the Sacramento Rescue & Restore Victims of Human Trafficking Coalition established in 2007 in partnership with Opening Doors and the U.S. Attorney's Office Eastern District of California. In April 2009, SETA was awarded funding through a cooperative agreement with the U.S. Department of Health and Human Services, ORR to develop and implement the Rescue & Restore Victims of Human Trafficking (VOT) Regional Program. The program's purpose was to raise public awareness of trafficking and increase the identification of victims. In July 2014, SETA transitioned management of the Coalition and administration of the local ORR VOT program to Opening Doors, Inc., an active partner in the Coalition, to lead ongoing coordination and program oversight. SETA remains a member of the Coalition, contributing refugee employment services and workforce development resources, including those available through the SWJC system, to ensure VOTs are informed of and connected to available education, training and employment opportunities.

Following the COVID-19 pandemic, the Sacramento Refugee Forum became dormant as in-person collaboration and stakeholder engagement were significantly disrupted. Recognizing the importance of reconvening partners to address the evolving needs of refugee communities, SETA released a Request for Quote (RFQ) to identify a qualified facilitator to relaunch and guide the Forum's work. Through this process, Solvera Consulting, Inc. was awarded the contract to facilitate and support the reestablishment of the Sacramento Region Refugee Coalition, formerly known as the Sacramento Refugee Forum. The SRRC serves as a structured, collaborative space that brings together representatives from refugee communities, local government agencies, and community-based organizations involved in refugee resettlement throughout Sacramento County. Its purpose is to strengthen coordination, promote information sharing, and develop collective strategies that support newcomers. Since reconvening, the SRRC has successfully reengaged cross-sector partners, reestablished consistent meeting structures, and created opportunities for meaningful dialogue and shared problem-solving. Participation has increased, communication among service providers has improved, and stakeholders are working more collaboratively to address emerging needs.

Labor Market Analysis –

Sacramento's unemployment rate for December 2025, as posted by the California Employment Development Department was 4.9%, which increased from 4.7% from December 2024. The current unemployment rate translates to 785,300 in the labor force, 746,900 employed, and 38,400 unemployed.

Market Information website containing U.S. Bureau of Labor Statistics' current Employment Statistics (CES), and Quarterly Census of Employment and Wages (QCEW) in industry employment, the industry sectors chosen to be targeted by SETA and the SWI are further supported. The data indicates that the Government Industry sector in the Sacramento Metropolitan Statistical Area (MSA) continues to be the largest sector, estimated to reach 257,770, a 0.3% increase from 2022-2032. Second largest industry sectors indicated are in the Educational, Health Care, and Social Assistance sectors estimated to reach 214,120 by 2032, a 23.9% increase from 2022. Third, is the Trade, Transportation, and Utilities sector estimated to reach 177,720 by 2032, a 6.3% increase. Fourth, is the Professional and Business Services sector estimated to reach 156,570, a 16.3% increase. Fifth, is the Leisure and Hospitality sector estimated to reach 116,820, an 8% increase. Finally, sixth is the Construction sector estimated to reach 86,140 by 2032, an estimated 12.6% increase.

According to the U.S. Census Bureau statistics, 36.1% of Sacramento County residents are English Language learners (ELL). Newly arriving refugees often have limited English proficiency, are unfamiliar with U.S. systems and culture, and may lack transferable skills in the U.S. labor market. As a result, regardless of regional labor market conditions, many refugees face significant challenges competing with the general population in high-skilled employment opportunities.

Based on current and projected labor market data, as well as analysis of regional business trends and historical refugee employment patterns, SETA has identified the following occupations within the high demand industry sectors previously noted as target occupations for refugees in Sacramento County:

- Personal Care Aides
- Combined Food Preparation and Serving Workers, Including Fast Food
- Cashiers
- Automotive Service Technician
- Automotive Body Repair Technician
- Clerk (Stock, Grocery, Filing)
- Food Service Worker
- Housekeeping
- Medical/Dental Office Assistant
- Laborers and Freight, Stock, and Material Movers
- Construction
- Janitorial Service Worker
- Customer Service Representatives
- Retail Salespersons

- Office Clerks, General
- Waiters and Waitresses
- Translators
- Truck/Delivery Drivers
- Home Health Care Worker
- Janitors and Cleaners
- Stock Clerks and Order Fillers
- Welding/Fabrication Occupations
- Security Guard
- Para-educator
- Early Childhood Education/Childcare

Many newly arrived refugees are educated professionals, particularly in the fields of medicine, translation/interpretation, and engineering. In Sacramento County, there is strong demand for these industry-specific and transferrable skills across all identified In-demand sectors. Given Sacramento's large immigrant and refugee populations, there is an ongoing need for translation/interpretation services across industries, especially in sectors that serve immigrant and refugee communities and the broader public. Translation/interpretation related placements have occurred in Healthcare and Social Assistance, Education, Security, and other sectors including positions as paraeducators, teaching assistants, and medical interpreters.

Many professionally trained refugees face significant challenges returning to their original occupations due to barriers related to credential translation, verification, and recertification. For example, the medical field, where re-certification requirements can be particularly complex, often presents substantial obstacles. However, medical professional refugees can begin their career pathways in entry-level roles, such as phlebotomists, through short-term training programs. With additional education and on-the-job training experience, they can continue progressing toward advanced roles, including physician assistant and other healthcare occupations.

III. Description of Service Components and Service Priorities

SETA receives RSS formula funding and provides education, training, employment, supportive and retention services, including case management to refugees, asylees, SIVs, and certified victims of human trafficking.

Over the next three-year period, cash aid and non-cash aid participants may be served under the following components: VESL/ES, VESL/OJT, VESL/VT, ES (Stand Alone), or ELL Workforce Navigator services. Some participants may participate in OJT or VT through leveraged WIOA, CalWORKs, or discretionary grant programs, and will be co-enrolled when appropriate.

In addition, SETA will provide employability-related services such as transportation and interpreter assistance, employability assessments, skills recertification support, assistance in obtaining employment authorization documents, and other employment-related services funded through RSS or other leveraged resources, including WIOA and CalWORKs.

Social Adjustment and Cultural Orientation (SA&CO) services, when funded, will address social adjustment and acculturation needs identified through service provider assessments or FSSPs.

With the exception of SA&CO services, all participants served by RSS funds must be in the United States for 60 months or less.

Services to Older Refugees (SOR), funded under the RSS Set-aside grant and could be funded under RSS, are designed to serve refugees age 60 and older by connecting them to mainstream senior and aging services, including linkages to the local Area 4 Agency on Aging, with a particular emphasis on citizenship services.

All non-exempt RCA recipients are required to enroll in employment programs within 30 days of receiving aid.

Priorities of Service -

Priority of services under the RSS program will be given to:

- Newly arriving refugees during their first year in the United States
- Cash aid clients (refugees, asylees, SIVs, and certified victims of human trafficking)
- Employed cash-aided refugees, asylees, SIVs, and certified victims of human trafficking in need of services to retain employment or to achieve economic self-sufficiency
- Employed and non-cash refugees, asylees, SIVs, and certified victims of human trafficking who require services to maintain employment or advance towards self-sufficiency

Service Components -

The RSS program consists of the following components:

- Assessment
- Family Self-Sufficiency Plan (FSSP)
- VESL/ES
- VESL/OJT
- VESL/VT
- ES Stand Alone
- English Language Learner (ELL) Workforce Navigator
- SA&CO
- Services to Older Refugees (SOR)
- Supportive Services
- 90-Day Job Retention
- Six and 12-Month Follow-up Assessment

1. Assessment

All participants will receive a comprehensive assessment. Areas will include English language proficiency, work experience, skill levels, interests, educational attainment,

occupational skills, aptitudes, financial resources, and support service needs. Assessment is an ongoing process throughout a refugee's participation in the program and is essential in identifying additional barriers that must be addressed to successfully complete the employment services plan and achieve and retain employment.

For RSS enrolled participants with family sizes greater than one, providers will, to the extent feasible, assess and identify the needs of each household member, including children, and document those needs in the participant's case record. Information regarding the needs of children will be obtained by interviewing the adults in the household, not the children themselves. Based on the assessed needs of family members, providers will make referrals to services and community resources, as feasible and appropriate.

2. **Family Self-Sufficiency Plan (FSSP)**

The development of a participant FSSP is closely aligned with the comprehensive assessment of the participant skills, abilities, needs, barriers, goals, and individual employability plan (IEP). During the development of the FSSP, service providers identify the services and supports needed to assist participants in achieving self-sufficiency. All vulnerabilities identified during the assessment will be documented as barriers in the FSSP, and service strategies are established to address these barriers, as well as those of family members, throughout the participant's involvement in the RSS program.

At a minimum, FSSPs will include:

- Comprehensive initial assessment for each family member in the household, including children
- A family or individual budget detailing itemized expenses and sources of income and earnings that contribute to achieving economic self-sufficiency
- Individual Employability Plans (IEP) for employable adults
- English language ability and education levels
- Short- and long-term goals
- Follow-up assessments at six and 12 months from the participant's date of enrollment in RSS

3. **Vocational English-as-a-Second Language/Employment Services (VESL/ES)**

This component will be offered over the next three-year period and is designed to provide VESL in conjunction with ES. VESL instruction focuses on the linguistic and cultural competencies related to employment. VESL is delivered in three types: general, occupational-cluster, and occupational-specific.

General VESL focuses on cross-vocational linguistic and cultural competencies necessary for obtaining, maintaining, and advancing in a job. Topics include completing employment applications, participating in interviews, transportation, job search techniques, and on-the-job communication skills, such as following directions and clarifying instructions.

Occupational-clusters VESL targets competencies common to group of related occupations, which may be grouped by industry, communication needs, or technical/basic skill requirements. Examples include clusters such as public contact occupations and healthcare occupations.

Occupation-specific VESL focuses on the linguistic and cultural competencies required for a particular occupation, such as auto mechanic or electronic technician. Competencies may include skills needed to succeed in training, to secure a job, and to perform effectively on the job.

The ES component provides direct employment assistance to participants. Services under this component include:

- a. Employability assessment testing and counseling
- b. Labor market information and career and vocational exploration
- c. Job Readiness skills, which include:
 - Job search assistance
 - Job seeking skills training
 - Upward mobility strategies
 - Employee rights education
 - Job interviewing and resume writing/tailoring
 - Job retention and survival skills training
 - Employer rights (layoff)
- d) Job development and job placement, where service providers develop individualized service strategy plans for job search activities. These plans include all employable family members and require participants, at a minimum, to:
 - Participate in assessment of skills, abilities and aptitudes and establish short and long-term employment goals with strategies to achieve them.
 - Submit at least 10 employment applications every two weeks.
 - Identify three new businesses (not previously contacted) offering the type of job sought every two weeks, and provide documentation of job search efforts during bi-weekly on-site visits with the job developer.

Additionally, service provider will:

- Maintain a job bank to facilitate independent job searching and familiarize participants with employment opportunities.
- Develop unsubsidized job opportunities with private and public sector employers.
- Introduce participants to a SWJC and services available through the SWJC system.

Service duration begins on the participant's enrollment date and continues through employment and 90-day retention, or until the end of the program year, whichever occurs first.

4. Vocational English-as-a-Second Language/On-the-Job Training (VESL/OJT)

This component will be implemented only if sufficient funding is available. This component is designed to provide VESL instruction in combination with On-the-Job Training (OJT). Types of VESL include general, occupational-cluster and occupational-specific curricula, with a minimum of 40 hours dedicated to Job Readiness.

The purpose of the OJT program is to provide participants with hands-on job experience. Employers providing OJT commit to retaining the participant in unsubsidized employment upon successful completion of training. The OJT component is designed with four primary objectives:

- Identifying and contracting with eligible employers who are capable and willing to train and retain participants after the subsidized training period ends.
- Offering OJT opportunities to refugees who lack the education or work experience required for the target job.
- Providing OJT to refugees who may have related education or work experience when no suitable unsubsidized employment or other training opportunities are available.
- Promoting unsubsidized retention of participants by employers at the conclusion of the OJT period.

Under OJT, the participant is hired by the employer and receives training in productive work, gaining the knowledge and skills essential for successful job performance. Employer reimbursement may cover up to 100% of the participant's wages (excluding fringe), representing the difference between the cost of training and the lower productivity associated with employing an OJT participant. This reimbursement is included in the overall cost per participant.

After the completion of VESL, providers are required to assist participants in submitting 10 employment applications every two weeks until an OJT contract is established. Documentation of those job search efforts must be maintained in the participant case file. All programs must comply with SETA's OJT policies and procedures and utilize SETA's standardized contract.

The average length of OJT opportunities shall be 320 hours, with the maximum length of training not to exceed 640 hours.

5. Vocational English-as-a-Second Language/ Vocational Training (VESL/VT)

This component will be implemented only if sufficient funding is available. It provides short-term instructional training designed to equip participants with the technical skills required for specific occupations. VESL instruction is required either as a prerequisite or in conjunction with vocational skills training. Training is conducted in real or simulated institutional settings where participants acquire the skills needed to perform the targeted job. Training may be delivered directly by the provider or through a joint partnership with another vocational training institution capable of serving limited English proficient participants.

The primary focus of the VT activity is to provide entry-level work skills to participants who have completed VESL training and to enhance the skills of individuals marginally employable.

Given the diverse skill sets among refugee, SIV and asylee population, VT programs must target occupations projected to be high-demand in the region. VT providers are expected to ensure that training results in industry-recognized credentials or certificates, enabling participants to compete in the current labor market.

The VESL curriculum must include a minimum of 40 hours of Job Readiness instruction. Participants are required to submit 10 employment applications every two weeks, and identify three new employers for possible job development. Upon completion of training, service providers must provide job development and placement services to assist participants secure unsubsidized employment, followed by 90 days of job retention support, and follow-up services.

The average length of training for the VESL/VT program is 480 hours.

6. Employment Services (ES) Stand Alone

The ES Stand Alone component will be offered over the next three-year period and is designed to provide direct employment assistance to participants. Services under this component include:

- a. Employability assessment testing and counseling
- b. Labor market information and career and vocational exploration
- c. Job Readiness skills, which include:
 - Job search assistance
 - Job seeking skills training
 - Upward mobility strategies
 - Employee rights education
 - Job interviewing and resume writing/tailoring
 - Job retention and survival skills training
 - Employer rights (layoff)
- d) Job development and job placement, where service providers develop individualized service strategy plans for job search activities. These plans include all employable family members and require participants, at a minimum, to:
 - Participate in assessment of skills, abilities and aptitudes and establish short and long-term employment goals with strategies to achieve them.
 - Submit at least 10 employment applications every two weeks.
 - Identify three new businesses (not previously contacted) offering the type of job sought every two weeks, and provide documentation of job search efforts during bi-weekly on-site visits with the job developer.

Additionally, service provider will:

- Maintain a job bank to facilitate independent job searching and familiarize participants with employment opportunities.
- Develop unsubsidized job opportunities with private and public sector

- employers.
- Introduce participants to a SWJC and services available through the SWJC system.

Service duration begins on the participant’s enrollment date and continues through employment and 90-day retention, or until the end of the program year, whichever occurs first.

7. **English Language Learner (ELL) Workforce Navigator**

This component will be implemented only if sufficient funding is available. The ELL Workforce Navigator program establishes RSS-funded navigators to strengthen the integration of RSS services within the WIOA, Titles I and II, Workforce Development, and Adult Education, while enhancing collaboration with Title IV, Department of Rehabilitation, and other federal and state funded programs.

ELL Workforce Navigators must be co-located full-time at an SWJC, an Adult Education campus, or a combination of the two. They assist refugees in navigating workforce system services through enhanced coordination and integration with WIOA Title I, SWJCs, WIOA, the California Adult Education Program (CAEP), WIOA Title II programs, and other workforce development services. At a minimum, Navigators ensure access to and connection with the following services, as appropriate:

- VESL instruction
- Adult Basic Education (ABE)
- High school completion/equivalency programs
- Career exploration and labor market research
- Career pathways exploration and development
- Vocational training
- Support services
- Job placement and retention services

In addition, refugees served under this activity will be provided Job Readiness instruction, including American work ethics, job search strategies, identifying employers, employer expectations, employer/employee rights, resume preparation, job interviewing, upward mobility, vocational terminology, use of tools and equipment, and workplace safety procedures.

Key Components:

RSS-funded ELL Workforce Navigators - to serve as job coaches, mentors, and champions to assist refugees navigate Sacramento’s workforce development and education systems, obtain employment, and access supportive services.

Targeted Outreach - to increase access to workforce services for refugee populations using a “no wrong door” approach.

Alignment, Integration and Co-enrollment in WIOA Title II Adult Education - to facilitate the co-enrollment of refugees in RSS, WIOA Title I and II, and other federal, state, and local programs.

Integrated Resource Teams (IRTs) and Wrap-around Services – by assembling case teams to identify goals and collaboratively address participant barriers. IRTs create networks of partners to connect refugees to services and resources needed for success.

Partnership Development - to build on existing partnerships, including community-based organizations (CBOs), to locate refugees, understand cultural and resettlement challenges, leveraging resources, and implement best practices. Navigators will also identify areas for organic alignment, such as eligibility, intake, assessments, and participant plan development.

Integrated Education and Training (IET) opportunities – to identify and implement IET programs where Adult Basic Education (ABE) and/or Adult Secondary Education (ASE) is embedded with vocational skills training, accelerating refugee success compared with traditional, sequential literacy and vocational programs that may prolong the achievement of success.

Service duration begins on the participant's enrollment date and continues through employment and 90-day retention, or until the end of the program year, whichever occurs first.

8. Social Adjustment and Cultural Orientation (SA&CO) – Non-Employment Services

This component will be implemented only if sufficient funding is available. These services are designed to assist refugees understand and effectively apply daily living and problem-solving skills. Services may be delivered individually, in workshops, or through print or electronic media. Services may include any of the following:

- a. Translation/Interpretation
- b. Crisis Intervention
- c. Individual/Group Counseling
- d. Information/Access to Other Services, including:
 - CalWORKs/SSI – Understanding public assistance programs and participant's rights and responsibilities as applicants and recipients.
 - Personal Finance – Financial literacy topics such as banking, taxes, interest, contract purchases (e.g., car loans), identity protection.
 - Housing – Guidance on landlord/tenant relations, leases, rental agreements, home mortgage issues (e.g. foreclosure avoidance), utilities and deposits, appliance use, personal safety, home maintenance, and local housing standards.
 - Health – Information on mental and physical health services, referrals to appropriate, program requirements, and access procedures.
 - Education – Overview of educational programs, operations, and availability as well as rights and responsibilities of administrators, teachers, parents, and students.

- Legal – Understanding the role of law enforcement, local/state/federal laws, civil rights protection, consumer rights, and fish and game regulations.
- Human Relations – Guidance on interaction with employer and co-workers, resolving neighborhood or family conflicts, parent/child conflicts, and intergenerational challenges.
- Small Business – Information on programs that offer assistance in developing business plans, marketing, licensing and meeting regulatory requirements, and how to access loans from the Small Business Administration (SBA) or other governmental and non-profit programs.
- Citizenship/Naturalization – Information on citizenship and immigration processes, availability of classes, and rights and responsibilities as a citizen or resident.
- Sacramento Works Job Centers (SWJC) System – Overview of services available through the SWJC system.
- Youth and Refugee School Impact Grant (RSIG) – Information on these program services that assist families with youth that are in school.
- Childcare Resources – Information on culturally appropriate childcare options that meet the needs of refugee families.
- Public Transit/Driver Education – Information and referrals to agencies that can assist with use of the public transit system and educating individuals on driving/operating a vehicle in California.
- Local Customs – Guidance on cultural norms in the region.

9. Services for Older Refugees (SOR)

The RSS SOR program provides services to eligible participants aged 60 years of age and older, and includes the following components:

- Citizenship/Naturalization Services
- Linking Older Refugees to the Local Area 4 Agency on Aging (A4AA) and Other Mainstream Senior/Aging Services.

a. Citizenship/Naturalization Services: Older participants enrolled in the SOR program may receive citizenship and naturalization support, including citizenship classes, citizenship fairs, assistance with immigration documentation and applications, including request for fee waivers, troubleshooting immigration-related issues, and interpretation/translation assistance for interviews when needed.

b. Linking Older Refugees to the Local Area 4 Agency on Aging (A4AA) and Referral to Other Services: Older participants enrolled in the SOR program may be connected to A4AA and community services offering support in areas such as:

- Legal and ombudsman assistance for disability, SSI, welfare, immigration, and Medicare issues
- Conflict mediation, individual and group counseling
- Senior programs and social services
- Utility billing, taxes, banking housing, deposits, housing repairs
- Rate reduction programs for utilities
- Access to community health providers, medical procedures, preventative

medicine, dental care, community health fairs/free health screening programs

In addition, participants may receive translated information on low-income energy assistance, Universal Lifeline Telephone Service, citizenship eligibility, transportation, nutrition, elder abuse and prevention, etc. Interpretation and limited transportation to citizenship classes and other appointments may be provided based on need.

10. Supportive Services

Supportive services are designed to provide participants with the necessary supports to achieve their goals. Supportive services are essential for facilitating participation in training activities, job search, and employment retention. Specific supportive services may include, but are not be limited, to the following:

- a. Transportation: Payments for bus passes, gasoline, or other transportation assistance when such assistance is needed to ensure participation training activities or employment, including fees for California driver licenses.
- b. Child Care: Payments for care of the participant's children under 13 years of age, when needed to enable program participation.
- c. Ancillary Expenses: Cash allowances for job-related expenses essential to job performance such as books, tools, uniforms, union fees, and other required materials.
- d. Translation/Interpretation Services: Assistance to help participants understand communications in their own language.
- e. Referral for Personal Counseling: Information and referrals to available resources for personal therapy or counseling
- f. Assistance in obtaining employment authorization documents: Support in navigating the process to secure work authorization, including covering fees, if any.
- g. Translation and Evaluation of Foreign Degrees and Credentials: Guidance, reimbursement, and referrals to resources for translating and evaluating foreign degrees, credentials, diplomas, professional certifications, etc.

To the greatest extent possible, supportive services will be provided through leveraged resources.

Supportive services for RCA and GA participants are administered by the RSS service providers, with some restrictions applying to GA recipients. Supportive services for CalWORKs participants will be paid by the County DHA under the CalWORKs single allocation funding. Some exceptions may apply.

11. 90-Day Job Retention

The 90-Day Retention measure is achieved when a participant is employed on the 90th day following a job placement date with the same or another employer. Job retention can be one of the greatest challenges for vulnerable populations. Through IRTs, RSS providers and their partners from different systems, such as education, workforce, rehabilitation, can effectively address challenges as they arise and determine interventions needed to support participants in retaining employment. Interventions may include additional supportive services, counseling, or assistance with conflict resolution between participant and employer.

12. Six and 12-Month Follow-Up Assessments

Providers will conduct six- and 12-month follow-up assessments with all participants, starting from their enrollment date in RSS. These assessments include:

- Evaluation of progress and outcomes towards achieving the short- and long-term goals set in the FSSP
- Identification of any new barriers impeding participant progress towards goals
- Employment status, including date of employment, full- or part-time, duration of employment, and hourly wage. Employment outcomes for other family members aged 16 years and older will also be documented in participant's case record
- Revision of the IEP if participant is still enrolled in RSS at time of follow-up, as appropriate

Follow-up assessments for participants no longer enrolled in RSS may be attempted, but are not required. If outreach is made and a participant is found to be unemployed, they may be re-enrolled in RSS and/or referred to other services and resources, as needed.

Follow-up assessments will also be conducted for all family members, with referrals and additional follow-up provided, as necessary.

IV. Racial Impact Equity

Racial equity is a core principal of SETA's RSS program, and how RSS providers deliver services. SETA is supporting participants in achieving self-sufficiency and reaching their full potential in the United States. Culturally and linguistically appropriate, trauma-informed services are central to the RSS program, ensuring that all eligible populations have access to critical resources and guidance needed for successful integration into Sacramento communities.

Participants served in the RSS program come from marginalized communities and often experience economic disparities and inequalities upon arrival in the U.S. Recognizing these challenges, SETA takes intentional steps to advance equity for refugees, asylees, SIVs, and certified victims of trafficking. Key commitments include:

- Valuing lived experiences: Designing programs that leverage the existing skills of participants, target specific needs of the refugee population, and provide case management services through a lens that recognizes the unique experiences and strengths refugees bring to the U.S.
- Closing knowledge gaps: Exploring the use of periodic surveys to collect quantitative data to inform equity-based decision making, alongside ongoing monitoring of programs outcomes.
- Serving marginalized groups: Addressing the growing needs of some of Sacramento's most marginalized groups, including LGBTW+ refugees.
- Exploring the implementation of a Learning Agenda: Developing research and evaluation processes that can increase communication and input from service providers and other frontline partners, helping to identify gaps, equity-focused concerns, and barriers to service.

- Explore institutionalizing equity objectives: Revising or expanding delegate agreements and program guidelines to ensure feedback mechanisms include perspectives of those with lived experiences and that services are inclusive of all eligible populations regardless of race, religion, nationality, sex (including gender identity and sexual orientation), or political opinion.

This approach ensures that RSS programs not only meet immediate needs, but also create equitable pathways for long-term success and community integration.

V. Budgets

A. Summary of Projected RSS FY 2025-2026 Allocation

<u>Component</u>	<u>Amount</u>	<u>Percentage</u>
Employment		
• VESL/ES	\$5,280,000	48%
• ES Stand Alone	2,938,000	27%
• VESL/OJT	1,757,810	16%
• ELL Workforce Navigator	1,081,708	10%
• VESL/VT	0	0%
Case Management		
• Referral/Verification	0	0%
Other		
• SA & CO	<u>0</u>	<u>0%</u>
Subtotal Services	\$11,057,518	100%
County Administration @ 15%	1,951,528	
Total Allocation for County*	\$13,007,518	

*Includes \$10,063,303 carryover from FFY 24, and \$2,944,215 from the FFY 25 total allocation of \$4,334,841. \$1,390,626 from the FFY 25 will be carried over and FIFO'd in PY 2026-27.

V. Budgets (continued)

A. Summary of Projected RSS FY 2025-2026 Allocation
(HOUSING SUPPORTS)

<u>Component</u>	<u>Amount</u>	<u>Percentage</u>
Employment		
• VESL/ES	\$25,245	49%
• ES Stand Alone	17,629	34%
• VESL/OJT	3,740	7%
• ELL Workforce Navigator	4,590	9%
		<u>%</u>
Subtotal Services	\$51,204	100%
County Administration	0	
Total Allocation for County*	\$51,204	

*FFY 24

V. Budgets (continued)

C. Summary of Projected RSS Set-aside Services to Older Refugees, PY 2025-2026 Allocation

<u>Component</u>	<u>Amount</u>	<u>Percentage</u>
Citizenship Services and Other Services	\$100,000	100%
Subtotal Services	\$100,000	100%
County Administration @ 15%	0	
Total Allocation for County	\$100,000	

*Includes \$31,000 carryover from FFY 24, and \$65,000 from the FFY 25 total allocation of \$102,109. \$37,109 from the FFY 25 will be carried over and FIFO'd in PY 2026-27.

VI. ANNUAL SERVICE PLAN

<h2 style="margin: 0;">Annual Service Plan</h2> <p style="margin: 0;"><i>(Instructions/additional details are under each section as applicable.)</i></p>					<small>ORR-6 OMB Control No. 0970-0036 Expires 12/31/2025</small>
1. State/Grantee:	CA/Sacramento	2. Fiscal Year:	2025	3. Date:	10/17/2025

Fields 1 - 3 Instructions

1. State/Grantee: If the RRP is State-administered, enter the name of the State submitting the report. If the RRP is administered by a Replacement Designee, enter the name of the agency submitting the report. (Note: States that operate county or locally-administered programs of refugee resettlement must submit a separate ASP for each local jurisdiction receiving ORR funds from the social service formula program. These States must also submit a consolidated ASP for the State.)

2. Fiscal Year: Enter the Federal Fiscal Year for which the Annual Service Plan is being submitted. Due to differences in State contracting cycles, **ORR does not specify that the contract period coincide with the Federal Fiscal Year (FFY). Instead, this information is to reflect each State's 12-month period of services under contract effective at the beginning of a FFY, October 1, regardless of when that period begins and ends. All reported information is related to the various ORR-funded services.**

Contract modifications occurring after November 30 that change the amount of funding or number of program participants targeted for priority services must be reported to ORR as a revised ASP or in the Schedule A: Program Narrative of the subsequent ORR-6 Performance Report.

3. Date: Enter the date that the report is completed.

4. Previous FFY Report (Program Participants) 45 CFR §§ 400.154 and 400.155	Total FY Unduplicated
a) Employment	3285
b) Employability assessment	3285
c) On-the-job training	172
d) English language instruction	2199
e) Vocational Training	
f) Skills recertification	
g) Day care for children	
h) Transportation	
i) Translation and Interpreter Services	3285
j) Case management	3285
k) EAD assistance	
l) Information and referral	
m) Outreach services	
n) Social adjustment	
o) Citizenship and naturalization	
ASA RSS services only	
p) ASA housing	
q) ASA immigration-related legal assistance	
5. Total Unduplicated	3285

4. Previous FFY Report (Program Participants) Instructions

In this section, report the number of program participants by service type as provided in the previous FFY (October 1 – September 30) through RSS (including ASA-funded RSS ("ASA RSS")) funding under both 45 CFR §§ 400.154 and 400.155.

Definitions of authorized services are as follows:

a) Employment: Employment services are direct services provided in accordance with an employability plan that assist an employable adult in preparation for, development of, placement in, or maintenance of employment, as defined in 45 CFR § 400.154(a).

b) Employment assessment: Employment assessment services, including aptitude and skills testing.

c) On-the-job training: Includes on-the-job training provided at the employment site and is expected to result in full-time, permanent, unsubsidized employment with the employer who is providing the training.

d) English language instruction: Includes English language instruction, with an emphasis on English as it relates to obtaining and retaining a job.

e) Vocational training: Vocation training should be short-term designed to teach refugees specific job-related skills that prepare them for a specific job or type of employment, such as driver education, nurse's aide, electronic assembly, or power sewing.

f) Skills recertification: Skills recertification services provided when such training meets the criteria for appropriate training in 45 CFR § 400.81(b).

g) Day care for children: Day care for children received when necessary for participation in an employability service or for the acceptance or retention of employment; or when necessary for participation in a service other than employability.

h) Transportation: Transportation services provided when necessary for participation in an employability services or for the acceptance/retention of employment; or when necessary for participation in a service other than an employability service.

i) Translation and Interpreter Services: Translation and interpretation services provided to refugees in connection with employment or employability services; or when necessary for a purpose other than in connection with employment and as part of an employability plan.

j) Case management: Case management services defined as the determination of specific service(s) to which to refer a refugee; and, may be related to active participation as part of the individual employability plan, referral to such service(s), and tracking of the refugee's participation in such services; or may be for a purpose other than in connection with employment or participation in employability services.

k) EAD assistance: Assistance in obtaining Employment Authorization Documents (EADs).

l) Information and referral: Includes information and referral to other services for participants.

m) Outreach services: Includes activities designed to familiarize refugees with available services, to explain the purpose of these services, and facilitate access to these services.

n) Social adjustment: Social adjustment services include emergency services, health related services and home management services.

o) Citizenship and naturalization: Preparation services for citizenship and naturalization, including English Language training and civics instruction to prepare refugees for citizenship, application assistance for adjustment to legal permanent resident status and citizenship status, assistance to disabled refugees in obtaining disability waivers from English and civics requirements for naturalization, and the provision of interpreter services for the citizenship interview.

p) ASA housing: Enter the number of participants receiving ASA RSS housing assistance.

q) ASA immigration-related legal assistance: Enter the number of participants receiving ASA RSS immigration-related legal assistance.

5. Total Unduplicated: Enter the unduplicated number of participants that received the appropriate services. Same participant could have received multiple services, in this section provide unduplicated number of participants across all services.

6. Previous FFY report services participation (45 CFR §§ 400.154 and 400.155)	Total Number
a) Report number of service participants at the end of FFY who are 0-12 months since arrival in the US	2101
b) Report number of service participants at the end of FFY who are 13-60 months since arrival in the US	1184

7. Previous FFY set-aside programs services participation	RSI	SOR	YM	RHP	ARSI S2S	Other
a) Report number of service participants at the end of FFY who are 0-12 months since arrival in the US		11				
b) Report number of service participants at the end of FFY who are 13-60 months since arrival in the US		127				

7. Previous FFY set-aside programs services participation Instructions

In this section provide total unduplicated number of all RSS set-asides (including ASA-funded and AUSAA-funded) service participants by program and by the length of time in the US at the end of FFY. This is a point in time measure on the number of service participants on the last day of the FYY (9/30). Set-aside programs: Refugee School Impact [RSI]; including Early RSI, ASA-funded RSI [ARSI], and AUSAA-funded RSI [URSI] which includes URSI Support to Schools [URSI S2S]; Services to Older Refugees [SOR]; including ASA-funded SOR [ASOR] and AUSAA-funded SOR [USOR]; Youth Mentoring [YM]; including ASA-funded YM [AYM] and AUSAA-funded YM [UYM]; Refugee Health Promotion [RHP]; including Refugee Mental Health Initiative [ReMHI], ASA-funded RHP [ARHP], and AUSAA-funded RHP [URHP]; ARSI S2S; or any other future program, who are 0-12 months in the U.S. at the end of FFY.

Note: If a state subcontracts RSI or ARSI funding to a school district(s) or state education agency (SEA), it should report any Afghan clients under ARSI S2S, not under RSI, to avoid duplication. If the state does not subcontract any RSI or ARSI funds to a school district(s) or SEA, then it should report Afghan clients served through RSI, and Afghan clients served through schools funded by ARSI S2S, in the respective appropriate section

Plan for upcoming FY	9. Grant	10. Contracted Amount by Funding Source	11. Program Participants			12. Type of Agency and Percent of Funds									
			8. Description of State-provided or Contracted Services	0-12 Month	13-60 Month	Total Number	A. State or County	B. Mutual Assistance Association	C. Refugee Agency	D. Community College	E. Adult Basic Education	F. Non Profit Organization	G. School District	H. Area Agency on Aging	I. Other
a. Employment Services	RSS	\$9,299,708	1,396	1,396	2,792			45%		20%	35%				100%
b. English Language Instruction	RSS				0										0%
c. On-the-Job Training	RSS	\$1,757,810	110	110	220			32%			68%				100%
d. Vocational Training	RSS				0										0%
e. ASA Housing	RSS				0										0%
f. ASA Immigration-Related Legal Assistance	RSS				0										0%
g. Other Services	RSS-RHSP*	\$51,204	1,506		1,506			45%		20%	35%				100%
	RSS-RSI				0										0%
	RSS-SOR	\$100,000		100	100						100%				100%
	RSS-YM				0										0%
	RSS-RHP				0										0%
	RSS-ARSI S2S				0										0%
	HAU**	\$2,000,000		2,902	2,902			35%		42%	23%				100%

*Housing and utility support services for eligible clients enrolled in 8(a) and 8(c) above.

**Housing and utility support services for eligible Ukrainian clients enrolled in 8(a) and 8(c) above.

Plan for upcoming FY Instructions

Contracted Amount by Funding Source

By category of service and then by funding source, enter the total amount of ORR funds (including ASA RSS and ASA-funded RSS set-asides) used to fund all services or contracts in effect as of October 1 of the current year.

For example, if a State has the following:

- Two RSS-funded contracts and one ASA RSS-funded contract for employment services (\$100,000, \$100,000, and \$125,000),
- Two RSS-funded contracts for interpretation (\$50,000 and \$30,000),
- One RSS-funded contract for transportation (\$30,000), and
- One RSI-funded contract for teacher training (\$25,000) and one ARSI-funded contract for parent orientation (\$25,000),

Enter:

- a. Employment Services RSS: \$325,000
- e. Other Services (which includes interpretation/translation) RSS: \$110,000
- e. Other Services RSS-RSI: \$50,000

Note: Applicable funding sources include RSS (base formula funding, including ASA RSS), RSI (including Early RSI and ARSI), SOR (including ASOR), YM (including AYM), RHP (including ReMHI and ARHP), or Other. These are entered under column 9. **Grant**.

Program Participants

By category of service, enter the target number of ORR-eligible participants in the U.S. less than a full 12 months and from 13 months to 60 months to be served under existing contracts. The total target number of ORR-eligible participants to be served under existing contracts by category of service will auto-calculate.

Type of Agency and Percent of Funds

By category of service, indicate the type of agency providing the services and the percentage of the total contracted amount for each service allocated to that type of agency.

For example, if a State has employment services contracts totaling \$325,000, of which

- \$100,000 is contracted to a Mutual Assistance Association
- \$125,000 to a Refugee Agency, and
- \$100,000 to a Community College,

Enter in the Type of Agency and Percent of Funds field in the row for Employment:

- 8. B. Mutual Assistance Association: 31%
- 8. C. Refugee Agency: 38%
- 8. D. Community College: 31%
- 8. J. Total (automatically calculated): 100% (*should always be 100%*).

Definitions of each category of service are as follows:

a) Employment Services: Employment services are direct services provided in accordance with an employability plan that assist an employable adult in preparation for, development of, placement in, or maintenance of employment, as defined in 45 CFR § 400.154(a) ONLY.

b) English Language Instruction: English language instruction for non-native English speakers is a course of instruction in English with an emphasis on acquisition of survival and employment-related reading, writing, listening, and speaking skills.

c) On-The-Job Training (OJT): On-the-Job Training is placement of an employable adult refugee in subsidized employment, funded by ORR for a period of time not to exceed six months, after which the employer has agreed to hire the OJT trainee in permanent unsubsidized employment.

d) Vocational Training: Vocational training is training of a short-term duration designed to teach refugees specific job-related skills that prepare them for a specific job or type of employment, such as nurse's aide, electronic assembly, or power sewing.

e) ASA Housing: ASA housing is emergency/short-term and long-term housing for Afghans who arrived under Operation Allies Refuge/Operation Allies Welcome (OAR/OAW) utilizing ASA RSS funds.

f) ASA Immigration-Related Legal Assistance: ASA immigration-related legal assistance is immigration-related legal assistance to Afghans who arrived under OAR/OAW utilizing ASA RSS funding.

g) Other Services: Other Services includes RSS-funded (including ASA RSS-funded) employment-related services, such as interpretation/translation, transportation, or child care. In addition, Other Services may include activities such as case management (the determination of which service[s] to refer a refugee to in accordance with an employability plan, referral to such service[s]), and tracking of the refugee's participation in such services), and programming under RSI (including Early RSI and ARSI), SOR (including ASOR), YM (including AYM), and RHP (including Refugee Mental Health Initiative [ReMHI] and ARSI). The Other category should be used if ORR provides specific funding for services in addition to those already listed under 8.g.

VII. ANNUAL OUTCOME GOAL PLAN

Annual Outcome Goal Plan Performance Goals and Actuals

(Instructions/additional details are under each section as applicable.)

AOGP
OMB Control No.
Expires

1. Fiscal Year	2025		
3. State/Grantee:	CA/Sacramento	4. Date:	10/17/2025

1. Caseload			
	FY 2025 Goal	FY 2025 Actual	FY 2026 Goal
TANF Recipients	719	985	904
RCA Recipients	1049	1202	1114
No Federal Cash Assistance	1229	1098	994
TOTAL	2997	3285	3012

Section 1. "Caseload", Instructions

In the available fields under FY [previous year] Actual, enter the unduplicated number of active, employable adults enrolled in employability services by category of assistance.

The form will automatically calculate the total caseload by adding the number of refugees in each category of assistance. Enrolled refugees receiving neither Temporary Assistance for Needy Families (TANF) nor Refugee Cash Assistance (RCA) should be included in the category No Federal Cash Assistance. Refugees receiving only state cash assistance should also be included in this category.

The caseload consists only of those refugees actively receiving employability services as defined under 45 CFR 400.154 (a) (c) (d) and (e). The full text of these sections can be found at www.ecfr.gov. States/Wilson Fish Agencies that provide English language instruction to Match Grant enrollees through their employment services should not count these participants in their caseload.

In the available fields under FY [current year] Goal, enter the proposed unduplicated number of active, employable adults to be enrolled in employability services by category of assistance.

2. Entered Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Full Time	1338	73%	1232	67%	1302	73%
Part Time	490	27%	607	33%	475	27%
TOTAL	1828	61%	1839	56%	1777	59%
2a. TANF Recipients Entered Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Full Time	296	65%	288	58%	289	65%
Part Time	160	35%	212	42%	155	35%
TOTAL	456	25%	500	27%	444	25%
2b. RCA Recipients Entered Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Full Time	384	70%	331	67%	373	70%
Part Time	165	30%	166	33%	160	30%
TOTAL	549	30%	497	27%	533	30%
2c. No Federal Cash Assistance Entered Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Full Time	658	80%	613	73%	640	80%
Part Time	165	20%	229	27%	160	20%
TOTAL	823	45%	842	46%	800	45%
Cash Assistance Recipients Placed in Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
TOTAL	1005		997		977	

Section 2. "Entered Employment", Instructions

Full- vs. Part-time: Full-time employment is considered any job where a refugee works 35 hours per week or more. Part-time is any job less than 35 hours per week.

In the available fields under FY [previous year] Actual, enter the unduplicated number of refugees entered employment by category of assistance and employment type. The form will automatically calculate the total number of refugees entered employment by adding the number of refugees in each category of assistance and employment type. Enrolled refugees receiving neither Temporary Assistance for Needy Families (TANF) nor Refugee Cash Assistance (RCA) should be included in the category No Federal Cash Assistance Entered Employment.

In the available fields under FY [current year] Goal, enter the proposed number of refugees to enter employment by category of assistance and employment type. As part of the Program Assessment Rating Tool (PART) reported to Congress, the Office of Refugee Resettlement has committed to specific increases based on a given program's performance for this measure. For State/Wilson Fish programs with previous FY Actual entered employment rates of less than 50%, the current FY Goal should reflect at least a 5% increase over the Actual. For programs with previous FY Actual of more than 50% but less than 85%, a 3% increase is acceptable.

3. Federal Cash Assistance Terminations			
	FY 2025 Goal	FY 2025 Actual	FY 2026 Goal

TANF Recipients	88	30%	72	26%	68	25%
RCA Recipients	202	70%	202	74%	205	75%
TOTAL	290	29%	274	27%	273	28%

Section 3. "Federal Cash Assistance Terminations", Instructions

Termination Rate: The termination rate is automatically calculated by dividing total federal cash assistance terminations by the total number of TANF and RCA recipients entered employment.

In the available fields under FY [previous year] Actual, enter the unduplicated number of refugees terminating federal cash assistance due to earnings from employment by category of assistance. The form will automatically calculate the total number of refugees terminating assistance by adding the number of refugees in each category of assistance.

In the available fields under FY [current year] Goal, enter the proposed unduplicated number of refugees to terminate federal cash assistance due to earnings from employment by category of assistance.

4. Federal Cash Assistance Reductions						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
TANF Recipients		#DIV/0!		#DIV/0!		#DIV/0!
RCA Recipients		#DIV/0!		#DIV/0!		#DIV/0!
TOTAL	0	0%	0	0%	0	0%

Section 4. "Federal Cash Assistance Reductions", Instructions

In the available fields under FY [previous year] Actual, enter the unduplicated number of refugees reducing federal cash assistance due to earnings from employment by category of assistance. The form will automatically calculate the total number of refugees reducing assistance by adding the number of refugees in each category of assistance.

In the available fields under FY [current year] Goal, enter the proposed unduplicated number of refugees to reduce federal cash assistance due to earnings from employment by category of assistance.

5. Entered Full Time Employment Offering Health Benefits						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
TANF Recipients	84	25%	78	21%	101	25%
RCA Recipients	67	20%	97	27%	81	20%
Federal Cash Assistance	184	55%	189	52%	222	55%
TOTAL	335	25%	364	30%	404	31%

Section 5. "Entered Full Time Employment Offering Health Benefits", Instructions

Offered vs. Accepted: Full-time jobs offering health benefits are counted regardless of whether or not the refugee chooses to accept the health coverage.

In the available fields under FY [previous year] Actual, by category of assistance, enter the unduplicated number of refugees entered full-time employment where health benefits are offered within the first six months of employment. The form will automatically calculate the total number of refugees entered full-time employment where health benefits are offered.

In the available fields under FY [current year] Goal, by category of assistance, enter the proposed unduplicated number of refugees to enter full-time employment where health benefits are offered within the first six months of employment.

6. Average Hourly Wage of Refugees Entering Full Time Employment						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Average Hourly Wage	\$	19.01	\$	19.39	\$	19.78

Section 6. "Average Hourly Wage of Refugees Entering Full Time Employment", Instructions

Measuring Average: Average Wage at Employment is calculated as the sum of the hourly wages for the full time placements divided by the total number of individuals placed in employment by each state. ORR calculates the national aggregate average wage based on state averages and does not weight each particular state.

In the available fields under FY [previous year] Actual, enter the average wage at placement for all refugees entered full-time employment.

In the available fields under FY [current year] Goal, enter the proposed average wage at placement for all refugees to enter full-time employment.

7. 90-Day Retention Rate						
	FY 2025 Goal		FY 2025 Actual		FY 2026 Goal	
Percentage		90%		94%		
7a. 90-Day Retention Rate Calculator						
	Unduplicated # of Retentions		Unduplicated # of Entered Employments			
TOTAL		1757		1866		

Section 7. "90-Day Retention Rate", Instructions

Measuring Retention: The retention rate is a measure of retention of employment – not necessarily retention of a specific job. As long as the refugee remains employed in a job a quarter after employment entry, it is considered a retention even if it is not the same job started during the previous baseline quarter.

For the FY [previous year] Actual, in the available field titled “Unduplicated # of Entered Employments,” enter the unduplicated number of entered employments counting from July of the previous Calendar Year (CY) through June of the current CY.

In the available field titled “Unduplicated # of Retentions,” enter the unduplicated number of retentions for FY [previous year] Actual. The form will automatically calculate the previous FY’s Actual 90-Day Retention Rate in the row above entitled “Percentage” by dividing the total retentions by the total entered employments from the 90-Day Retention Rate Calculator (7a).

In the available field under FY [current year] Goal, enter the proposed retention percentage goal.

8. Office of Refugee Resettlement Funding				
	FY 2025 Actual		FY 2026 Proposed	
Social Services Formula Funding	\$	11,057,518.00	\$	11,057,518.00
Total Liquidated Funding	\$	11,057,518.00	\$	11,057,518.00
Cost per Entered Employment	\$	6,012.79	\$	6,222.58

Section 8. "Office of Refugee Resettlement Funding", Instructions

Reporting Funds: All RSS funds expended in FY that have employment outcomes should be included in RSS Funding line in Section 8: Office of Refugee Resettlement Funding. Those without employment outcomes should not be included.

In the available fields, enter the total Office of Refugee Resettlement funds, for employment services as defined by CFR 400.154 (a) ONLY (“including development of a family self-sufficiency plan and an individual employability plan, world-of-work and job orientation, job clubs, job workshops, job development, referral to job opportunities, job search, and job placement follow up”) liquidated in FY [previous year], regardless of the year in which those funds were received. The form will automatically calculate the total funding expended in the previous FY and the cost per placement.

In the available fields, enter the total Office of Refugee Resettlement funds for employment services as defined by CFR 400.154 (a) ONLY proposed to be liquidated in FY [current year]. The form will automatically calculate the total funding proposed to be expended in the current FY and the proposed cost per placement.

Agency Point of Contact

In the available fields, enter the name, title, and contact information of the agency staff person best equipped to respond to questions regarding your Annual Outcome Goal Plan submission.

Name:	Michelle O’Camb
Title:	Manager, Workforce Development/County Refugee Coordinator
Phone Number:	916-496-7742
Email:	michelle.ocamb@seta.net

The completed FY 2025 Annual Outcome Goal Plan Performance Goals and Actuals and Performance Narrative should be submitted via email to RefugeeReports@dss.ca.gov by October 17, 2025.

VIII. Required Assurances

SETA assures the following:

- The planning process was developed through a meaningful consultation process with the private sector employers, affected public agencies including the CWD, the refugee/entrant community, local service providers serving refugees and other interested parties.
- Continuation of existing components will be in accordance with CDSS guidelines.
- No project found deficient in its performance will be awarded, continued, or expanded unless the CDSS gives prior approval of a county corrective action plan for such project.
- RSS administrative budgets are in accordance with 45 CFR Part 95, Subpart E, the county cost allocation plan.
- All requested salaries and fringe benefits for county administration and for services the county proposes to deliver directly reflect current county wage and benefit scales.
- The county will comply with all statistical and fiscal reporting requirements in a timely manner.
- RSS services will be provided in accordance with individual employability plans for each refugee and that such employability plans shall be, where applicable, part of an overall family self-sufficiency plan.
- Refugee women will have the same opportunities as refugee men to participate in all refugee-funded services, including job placement services.
- The county will comply with the requirements governing targeted population priorities contained in Section III of these guidelines.
- All services will be provided by qualified providers (public or private non-profit or for-profit agencies or individuals) in accordance with state and federal regulations, policies and guidelines.
- The county will establish client priorities for RSS-funded services in accordance with 45 CFR 400.147.
- RSS funds will be used primarily for employability services that directly enhance refugee employment potential, have specific employment objectives, and are designed to enable refugees to obtain jobs with less than one year of participation in RSS-funded services.
- Except for referral, interpretation, naturalization/citizenship, and other social adjustment services, eligibility for RSS services will be limited to refugees who have been in the U.S. 60 months or less.

- The county will take into account the reception and placement services provided by resettlement agencies to ensure seamless service delivery and avoid duplication.
- To the maximum extent feasible, bilingual and bicultural women will be employed by service agencies to ensure adequate access to services by refugee women.
- Where applicable, strategies will be utilized for multiple-wage-earner households and for assisting employed refugees remain employed or advance to better employment.
- To the maximum extent feasible, RSS-funded services must be provided in a manner that are culturally and linguistically compatible with a refugee's language and cultural background.
- Non-exempt RCA clients will be required to participate in employment services within 30 days from receipt of aid.
- In the procuring services from MAA providers, the county will ensure that not less than 51 percent of the MAA Board of Directors are refugees or former refugees, and that both refugee men and women are represented.
- Priority for funding will be given to MAAs for RSS funds not put into CalWORKs.
- Delivery of RSS services will be coordinated to avoid duplication.
- The CWD will be notified regarding the client's participation and employment status and provided information regarding all RSS supportive services payments made to RCA recipients participating in RSS-funded services.
- The county's procurement process will be carried out in accordance with the provisions of the Management and Office Procedures, Purchase of Services, (Chapter 23-600) section of DSS EAS Manual, and that the process will provide priority consideration for funding refugee community-based organizations that demonstrate capacity comparable to other competitors to implement proposed services.
- The RSS-funded RCA Services System will include the following activities:
 - Verification/documentation of refugee status
 - Determination of eligibility for services
 - Assessment of refugee service needs
 - Development of a client employability plan meeting the requirements of section 400.79 of the Federal Refugee Regulations
 - Six and 12-month follow-up assessments
 - Referral of all non-exempt RCA applicants and recipients for participation in appropriate employment and training programs
 - Tracking/reporting client progress (including non-cooperation) to the CWD.
- Accountability for supportive services payments will be maintained by documenting:
 - 1) Eligibility and need for supportive services
 - 2) Verifying client participation

3) Separating the functions of certifying client participation and disbursing supportive services payments.

- The county will establish policies and procedures designed to ensure compliance with mandatory work registration and sanctioning requirements.
- The county will comply with CDSS monitoring guidelines regarding requirements on frequency of monitoring, submission of reports, 90-day follow-up on employed participants, and corrective action related to program deficiencies.
- This 3-Year Plan was developed in accordance with County Guidelines issued by CDSS.
- Activities and services to mandatory and voluntary CalWORKs Welfare-to-Work (WTW) participants and RCA recipients, funded by ORR monies and allocated by CDSS, will be in accordance with CalWORKs WTW and RCA requirements, including those related to program participation flow, good cause determinations, sanctioning, and supportive services, as specified in the Manual of Policy and Procedures Section 42-700 and 69-200, respectively, and other applicable CDSS policy guidelines.
- The county will use CalWORKs single allocation funding to serve refugee CalWORKs clients, especially for supportive services, such as childcare and transportation.

X. **COUNTY BOARD OF SUPERVISORS RESOLUTIONS**

APPROVED
BOARD OF SUPERVISORS

Date May 10, 1983

MAY 10 1983

BOARD OF SUPERVISORS

[Handwritten Signature]
C. J. [unclear]

DEWIS B. HART, Welfare Director
DAVID MARTINEZ, Sacramento Employment & Training Agency Director

REFUGEE TARGETED ASSISTANCE GRANT
(New-Item-Concept Item)

RECOMMENDATIONS:

It is recommended that your Board invite the Sacramento Employment and Training Agency (SETA) to act on behalf of the county in planning for, securing and distributing a Federal allocation of funds into a Refugee Targeted Assistance Grant in the amount of \$1.187 million. We further recommend the SETA Governing Board act on behalf of the County Board of Supervisors in developing policy, facilitating public input, and making administrative decisions relative to implementation of the grant.

DISCUSSION:

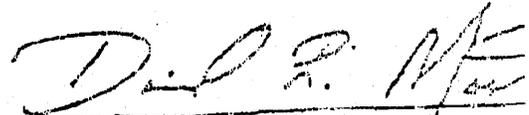
During March, 1983, the Federal administration announced the availability of special funds, the Targeted Assistance Grant, to support employment services for refugees. The total amount to be allocated nationwide is \$20 million. In order to receive part of this allocation, communities must be considered eligible for part of the allocation, and must apply for it.

Sacramento is considered eligible for \$1.187 million in Targeted Assistance Grant funding. This amount may be adjusted downward if other communities in the nation not currently considered eligible are able to justify being included among the eligible localities.

Our application will have to demonstrate a need in our target population, specify employment objectives, and contain a detailed description of proposed activities, number of clients to be served, and how the proposed activities will be integrated or coordinated with existing services. Participation of SETA in the planning and application processes is vital, since the Agency has an important role in the development of training programs for Sacramento.

SETA is currently involved with the Private Industry Council in the development of private sector training slots for Comprehensive Emplo. Training Act programs. The Agency has worked with our refugee population in the past, and has indicated a willingness to participate in the development of a plan for the utilization of Targeted Assistance Grant funds and the preparation of the required application.


DENNIS B. HART


DANIEL R. MARTIN

APPROVAL RECOMMENDED:


BRIAN R. KILMER
County Executive

DSK:dc

cc: County Executive
Welfare Director
SETA Director

(37674)

RESOLUTION NO. 88-2388

RESOLUTION OF THE SACRAMENTO COUNTY BOARD OF SUPERVISORS REGARDING TRANSFER OF MANAGEMENT RESPONSIBILITY (TMR) LEGISLATION; AB2635, RELATIVE TO REFUGEE EMPLOYMENT SOCIAL SERVICES (RESS) FUNDS DERIVED FROM THE FEDERAL REFUGEE ACT OF 1980 (PUBLIC LAW 96-212)

WHEREAS, AB2635, Statutes of 1987, established Transfer of Management Responsibility (TMR) Legislation; and,

WHEREAS, the State of California has decided to implement TMR under the auspices of the State Department of Social Services (SDSS), Office of Refugee Services (ORS); and,

WHEREAS, the above office has contacted counties through their Local Boards of Supervisors; and,

WHEREAS, the above office has outlined to each County Board of Supervisors a series of alternatives to select from in deciding how to implement TMR locally; and,

WHEREAS, TMR invests each county with the option of direct administration of Refugee Employment Social Services (RESS) funds as well as planning provisions for overall refugee services; and,

WHEREAS, this matter is presented through a regularly scheduled public hearing;

NOW, THEREFORE, BE IT RESOLVED AND ORDERED that the Chairman of the Sacramento County Board of Supervisors does hereby approve the following with regard to TMR:

1. The Sacramento County Board of Supervisors will opt to elect Alternative Number 1Y as outlined in SDSS-ORS correspondence of October 2, 1987.
2. RESS funds shall be administered locally by the Sacramento Employment and Training Agency (SETA).
3. The Chairperson of the Governing Board of the Sacramento Employment and Training Agency (SETA) is authorized to sign, enter into and execute the State contract as well as subsequent amendments for Refugee Employment Social Services (RESS) as approved by this Board.
4. The State shall contract directly with SETA for purposes of accomplishing the transfer of TMR funds to the County.
5. SETA will subcontract with providers for most direct services.

On a motion by Sacramento County Board of Supervisors member, I. CUI
seconded by J. STRENG, the foregoing resolution was passed and
this 27th day of September, 1988, by the following vote to wit:

AYES: <u>4</u>	Supervisors: <u>Collin, G. Johnson, Smoley, Streng</u>
NOES: <u>0</u>	Supervisors: <u>None</u>
Absent: <u>1</u>	Supervisors: <u>T. Johnson</u>

Jim Streng
 Chairman of the Board of Supervisors of
 Sacramento County, California



[Signature]
 Clerk of the Board of Supervisors

RECEIVED - ADMINISTRATIVE SERVICES
 COUNTY OF SACRAMENTO
 SEP 27 1988

SEP 27 1988

[Signature]
 COUNTY CLERK

FILED

SEP 27 1988

BOARD OF SUPERVISORS

BY [Signature]
 CLERK OF THE BOARD

The foregoing is a certified copy of a resolution adopted by the Board of Supervisors, Section 2, Article 4, Chapter 1, Sacramento County, California.

[Signature]
 Dated SEP 27 1988

X. COUNTY PLAN ADENDUMS

Addendum #1: Strategic Co-Enrollment

Addendum #2: Expanded Use of Refugee Support Services Base
Funding Grant for Housing and Utility Supports

Addendum #3: Impact of Influx of Ukrainian Humanitarian Parolees
and Adjustments Made

ADDENDUM #1

STRATEGIC CO-ENROLLMENT

In an effort to ensure service alignment for refugees with multiple partner programs, SETA has integrated its RSS program within its SWJC system. The SWJC system is home to 12 Job Centers. At each SWJC, refugees can access employment, training, education, social services, unemployment insurance, and financial assistance made available through SETA's strong partnerships between California EDD, California Department of Rehabilitation (DOR), the Los Rios Community College District, and over 40 community partners, as well as through grants offered by SETA such as WIOA, Title I, Community Service Block Grant (CSBG), and Head Start.

SWJCs are geographically distributed throughout the County and work to assist low-skilled job seekers secure "middle skills" jobs in high demand industry sectors through education, training, job placement and retention services available through the SWJC system.

The integration of refugee, employment, and support services in the SWJC system has provided a comprehensive roadmap and approach for refugees being resettled in Sacramento County. The immediate needs of refugees are purposefully integrated from start to finish beginning with assistance from the local resettlement agencies in finding housing, navigating public assistance supports and healthcare offered by the Sacramento County's DHA, and finishing with finding employment through services offered by SETA's RSS funded employment service providers. Services include intensive case management intended to assist program participants navigate through education, training, job development soft skills, and English language skills development to find not only employment, but pathways toward careers and self-sufficiency.

The integration of SETA's RSS program within the SWJC system supports co-enrollment strategies as outlined in the California Employment Development Department (EDD) Workforce Services Directive 19-09 that enable greater efficiencies in service delivery, and the leveraging of resources for maximum benefit to SWJC system participants, including RSS participants. Through strategic co-enrollment, SETA is able to align, coordinate, and integrate programs, services, and resources, where appropriate, in order to assist participants in obtaining jobs that ensure both long-term economic self-sufficiency, as well as economic security. Although robust co-enrollment within the SWJC system exists, SETA continues to explore the development and implementation of a strategic co-enrollment policy that would provide the "formal" foundation for strategic co-enrollment throughout the SWJC system. Key elements would include:

- Integrated Service Delivery and use of the Integrated Resource Team (IRT) model
- "No wrong door" Access
- Shared intake, plan development, and case management
- Identification of common success indicators
- Continuous expansion of partnerships
- Continuous improvement

Currently, under the RSS program, the integration of services begins with an orientation on the SWJC system services and resources for all enrolled participants, and includes a visit and tour of a job center. Through WIOA funding and other SWJC system resources, additional vocational training and subsidized employment opportunities can offer refugee professionals a pathway to recertify, and/or re-enter occupations within their industry sector. Partners within the SWJC,

including WIOA Title II and CAEP partners, offer adult basic education and high school completion and equivalency services, as well as Career Technical Education courses that result in the attainment of industry-valued credentials in the field of study. WIOA Title II and CAEP services can be especially beneficial for the English Language Learner (ELL) population who possess low English language proficiency and/or are basic skills deficient in their native language.

ADDENDUM #2

Expanded Use of Refugee Support Services Base Funding Grant for Housing and Utility Supports

Consistent with Office of Refugee Resettlement (ORR) Policy Letters (PL) 16-07, PL 20-06 Refugee County Letter (RCL) No. 24-02, Authorization for Counties to use RSS Base Funding for Housing Assistance for New Arrivals as Permitted by Federal Regulations, and RCL No. 24-10 and No. 24-10E, Sacramento County is utilizing RSS base funding for the provision of housing and utilities for new arrivals to Sacramento County. The funding is intended to provide direct relief to eligible, RSS-enrolled refugees in the form of payments for housing and utility expenses, for refugees enrolled in employment activities.

The expanded use of the RSS base funding for housing and utilities is consistent with the following requirements outlined in RCL 20-06, RCL 24-02, RCL 24-10 and RCL 24-10E, and other federal and state policy guidance and regulations:

- Assistance will be provided as a supportive service in conjunction with case management under a RSS-funded employment program
- Assistance is available to those who are within 12 months of (date of entry, date granted asylum, or date federally certified VOT) eligibility for RSS
- Assistance will not affect a client's ability to qualify for any public assistance that provides crucial employability and support services
- Assistance will directly improve the likelihood of client's employment and self-sufficiency opportunities
- Assistance does not supplant other available funding that could be used for the same purpose
- Assistance will be dispensed based on financial need and according to a justification for the provision of service
- Only one adult per household may receive housing and/or utility assistance
- Housing and utility assistance can only be provided for current needs and cannot be provided to pre-pay future housing and/or utility expenses
- Assistance will be based on Sacramento County's fair market value
- Rental and utility assistance may be provided up to 100 percent of the monthly rental and/or utility costs, based on need
- Assistance per client may not exceed \$8,000 per client/household per program year (PY)
- Assistance may be provided to client/household in full or partial payments based on need
- Individuals receiving or having received ASIP, HAU, or other housing assistance are not eligible for RSS-funded housing supports.

SETA has been utilizing RSS base funding for the provision of housing and utility supports since FFY 2022.

SETA updated its policy guidance for the administration of housing and utility assistance on January 2, 2026 in alignment with the State's updated policy guidance issued on December 31, 2025, RCL No. 24-10E, Updated Guidance for the Refugee Housing Support Program. The memorandum defines the policies, procedures, and parameters, as well as eligibility and

reporting requirements for the provision of housing and utility supports for RSS-enrolled clients who are experiencing financial hardships.

As indicated in the policy guidance, all clients are assessed for financial need prior to the provision of support services.

All documentation collected to demonstrate need, to justify the support service, as well as any validation documents utilized to process support payments, are to be maintained in client records.

ADDENDUM #3

INFLUX OF UKRAINIAN HUMANITARIAN PAROLEES AND ADJUSTMENTS MADE

On March 24, 2022, President Biden committed to resettling 100,000 Ukrainians displaced by the invasion of the Ukraine by Russia. On April 21, 2022, the U.S. Citizenship and Immigration Services (USCIS) announced the Uniting for Ukraine (U4U) Program, which provides a pathway for Ukrainian citizens and immediate family members (spouse and children) to enter the U.S. as humanitarian parolees for a period of up to two years. Those participating in U4U were to have a U.S. government-vetted and U.S.-based supporter who agrees to provide financial support for the duration of their stay. On May 21, 2022, President Biden signed into law the Additional Ukraine Supplemental Appropriations Act (AUSAA), 2022, authorizing ORR to provide limited resettlement assistance and other federal benefits to specific Ukrainian populations and non-Ukrainian individuals displaced from Ukraine. As a result of the legislation, these populations became eligible to receive ORR and mainstream federal benefits (e.g., Temporary Assistance for Needy Families (TANF), Medicaid, Supplemental Nutrition Assistance Program, and Supplemental Security Income). This included humanitarian parolees who arrived under the U4U Program if resettled in the U.S. during the eligibility timeframe.

Through March 7, 2023, 116,000 U4U Ukrainians had been paroled into the U.S. with over 25,000 applications approved for California. Over 8,000, or 24 percent, were approved sponsors in Sacramento County.

Prior to the launch of the Department of Homeland Security's (DHS) U4U program, a significant number of Ukrainians paroled into the U.S. through entrance at U.S. borders. As a county with a significant, pre-existing Ukrainian population, Sacramento became a beacon for thousands of the non-U4U Ukrainian and non-Ukrainian HPs. Anecdotal estimates at that time ranged from 8,000 to 20,000 arriving in Sacramento starting as early as February 2022.

Although the needs of Ukrainian HPs were consistent with those of refugees, there were some additional challenges experienced. Afghan and Ukrainian HPs experienced significant delays in obtaining Employment Authorization Documents (EADs) and Social Security Numbers due to extremely large numbers of requests for EADs and Social Security Numbers overwhelming USCIS and Social Security Administration operations making it difficult to issue timely EADs and Social Security Numbers. Further exacerbating the issue was the absence of Reception and Placement program assistance for Ukrainian HPs, resulting in individuals having to navigate complex resettlement and social service systems without formal assistance.

As a result of the unprecedented high volume of Ukrainian HP arrivals, and overall increase in Sacramento County's refugee population within an extremely short period of time, Sacramento's refugee resettlement service delivery network became overwhelmed with delays in appointments for medical screenings under the Refugee Medical Assistance (RMA), in intake appointments for benefits under the Refugee Cash Assistance (RCA), and in enrollment into employment services under the Refugee Support Services (RSS) program. Through January 31, 2023, RSS providers in Sacramento County had reached 225 percent of planned service levels.

Response to Impact

In early January 2023, and to ensure quality of service, a temporary hold on referrals and enrollments was placed for one RSS provider located in the North area of Sacramento, home to a large Ukrainian population, and who reached 480 percent of planned enrollments in January, 2023. The hold was lifted once the RSS provider reached capacity to accept new referrals and enrollments.

In addition, to mitigate delays in enrollment into RSS, and in order to maintain a high quality of employment services and avoid any potential delays in RCA benefits, on February 20, 2023, SETA, in coordination with DHA, implemented priority of service to RCA refugees, resulting in a temporary moratorium on the enrollment of CalWORKs and non-cash aided refugees. This moratorium was set through April 30, 2023.

During the moratorium:

- Non-aided refugees were connected to other programs, services and resources by RSS providers, including those offered by Job Center within the SWAJCC system
- Afghan refugees and Afghan HPs were referred to programs specifically funded to serve Afghans, such as those funded by CDSS-RPB
- CalWORKs refugees with Welfare to Work (WTW) plans were referred to other approved providers and schools
- CalWORKs and non-cash aided refugees enrolled in RSS prior to the moratorium were not be terminated from RSS

XI. ADDITIONAL COUNTY INFORMATION

Attachment A: Current RSS Provider List

Attachment B: Procurement Process

Attachment C: Monitoring Process

Attachment D: Integration in the Sacramento Works America's Job
Centers of California (SWAJCC) System and Model

Attachment E: SWAJCC Site List

Attachment F: Refugee Program Flow Chart

Attachment G: Refugee Stakeholder Meetings

Attachment H: List of Attendees of March 6th Public Input Meeting

Attachment I: Comments Received – 30-Day Public Comment Period

ATTACHMENT A
CURRENT RSS PROVIDER LISTING

CURRENT RSS AND RSS SET-ASIDE PROVIDER LIST

ATTACHMENT A

RSS Provider	Contact Person, Title	Address	City	Phone	Funding Source	Funding Amount	Client Type	Service Type
Asian Resources	Reiji Baloyos - Interim Executive Director	5750 Sunrise Blvd., Ste. 100	Citrus Heights	(916) 745-4313	RSS	\$ 1,031,165	Cash aid and Non-cash	Employment Services
Bach Viet Association	Mel Demoff -Executive Director	1050 Fulton Avenue, Ste. 110	Sacramento	(916) 481-0340	RSS	\$ 3,162,359	Cash aid and Non-cash	Employment Services
Elk Grove Unified School District	Gina Wandell - Program Administrator	8401 Gerber Road	Sacramento	(916) 686-7717 ext. 52503	RSS	\$ 341,553	Cash aid and Non-cash	Employment Services
Folsom Cordova Community Partnership	Robert Sanger - Executive Director	10826 Gadsten Way	Rancho Cordova	(916) 294-9107 ext. 840503	RSS	\$ 271,530	Cash aid and Non-cash	Employment Services
Folsom Cordova Adult School Refugee Program	Suzanne Borth - Principal	10850 Gadsten Way	Rancho Cordova	(916) 294-9106 ext. 840117	RSS	\$ 160,680	Cash aid and Non-cash	Employment Services
International Rescue Committee	Kendra Mitchell - Senior Manager	2020 Hurley Way #395	Sacramento	(916) 482-0120	RSS	\$ 1,655,599	Cash aid and Non-cash	Employment Services
Lao Family Community Development	Wathone Oo - Program Manager	7171 Bowling Dr. Ste., #1120	Sacramento	(916)-393-7501	RSS	\$ 2,928,067	Cash aid and Non-cash	Employment Services
Sac. City Unified School District Adult Refugee Program	Eileen Prince - Manager III	5451 Lemon Hill Ave.	Sacramento	(916) 433-2600 ext. 701057	RSS	\$ 314,926	Cash aid and Non-cash	Employment Services
Slavic Assistance Center	Roman Romaso - Executive Director	2117 Cottage Way	Sacramento	(916) 925-1071	SOR	\$ 100,000	Cash aid and Non-cash	Info/Referral, Citizenship/Naturaliz
Twin Rivers Unified School District Refugee Program	Laurrelle Mathison - Prinicipal	5703 Skvarla Avenue	McClellan	(916) 566-2785 ext. 25111	RSS	\$ 1,016,568	Cash aid and Non-cash	Employment Services
World Relief Sacramento	Mark Dandeneau - CA Regional Director	2233 Watt Ave, Suite 360	Sacramento	(916) 978-2650	RSS	\$ 226,275	Cash aid and Non-cash	Employment Services

ATTACHMENT B

PROCUREMENT PROCESS

Services are procured through a Request for Proposals (RFP) process developed with the input from the public and interested parties involved in refugee resettlement in Sacramento County. Following approval by the SETA Governing Board, the RFP is released to the public along with the planning calendar. An offerors' conference is held to respond to questions related to the RFP.

Proposals are evaluated by a review team comprised of SETA and DHA staff and are based on the evaluation criteria outlined in the RFP. These criteria include program goals and objectives, program management, service delivery system, program design, demonstrated ability to provide service, budget summaries, and demonstrated performance. Staff funding recommendations are advisory only and are presented to the SETA Governing Board for final approval.

The RFP contains provisions for protest procedures to resolve procurement disputes. SETA adheres to the provisions of 54954.2 and 54954.3 of the California Government Code, commonly known as the Brown Act. Members of the public may address the SETA Governing Board on any matter under the Board's jurisdiction.

In accordance with the provisions of California Government Code, section 84308 and Regulations of the California Fair Political Practices Commission, each RFP respondent must fully complete a Party Disclosure Form and Participant Disclosure Form. Each respondent is also required to include in the RFP a Certification Regarding Debarment, Suspension, Ineligibility and Voluntary Exclusion (Lower Tier Covered Transactions), as well as a Certification Regarding Lobbying.

ATTACHMENT C

MONITORING PROCESS

SETA will conduct a comprehensive onsite monitoring review of the RSS-funded programs at least once per year, and no later than six months from the beginning of the program year. A copy of the monitoring report will be submitted to CDSS within 45 days from the completion date of the review.

The monitoring system serves as the mechanism to assess program compliance and effectiveness. All activities will be monitored to ensure accurate, current, and complete evaluation of program operations and expenditures. Positions responsible for performing fiscal and program monitoring include Accountant IIs and Workforce Development Analyst (WDA) IIIs.

The monitoring process consists of desk and onsite reviews, as well as interviews with program director/coordinators, instructors, counselors, accountants, participants and other relevant personnel, as necessary. At a minimum, activities evaluated and verified are as follows:

- The extent to which program goals are being achieved
- Appropriateness of fiscal expenditures and accuracy of reported fiscal data
- Accuracy of reported statistical data
- Accuracy of determination of refugee status
- Extent to which priority groups are served
- Extent to which the FSSPs have been developed for each employable family member
- Extent to which six and 12-month follow-up assessments are conducted from date of program enrollment.

Corrective action will be required when program performance falls below contractual service levels or other deficiencies are found. SETA will verify that program deficiencies have been corrected in accordance with the provider-specific corrective action plan.

On a semi-annual basis SETA reports to the CDSS, RPB through the ORR-6 reporting process.

To ensure compliance with the referral and sanction procedures for mandated participants, an electronic participant tracking system is utilized to track mandatory clients referred by the County DHA. Information on participant non-cooperation/non-participation will be transmitted to the County DHA for "good cause" determinations.

Prior to enrollment, the Participant Agreement will be explained and agreed to by the participant in a language the participant understands. In addition, Complaint/Grievance Procedure materials may be translated in many different languages for program use.

SETA assures that all limited English proficient individuals will receive language assistance when accessing services, and no refugee, SIV, asylee, or certified victim of human trafficking shall be subject to discrimination on the basis of sex, color or national origin as provided under Title VI of the Civil Rights Act of 1964.

ATTACHMENT D

INTEGRATION IN THE SACRAMENTO WORKS AMERICA'S JOB CENTERS OF CALIFORNIA (SWAJCC) SYSTEM AND MODEL

As mentioned previously, the SWJCs are physical sites that offer services for job, education and training seekers that include, but are not limited to eligibility self-screening, resource referral, job search and employment information, labor market information, intake and assessment, and plan development. Services for employers consist of a directory of services, job applicant data bank, resource referral, labor market information, economic development, lay-off aversion, and rapid response and plant closure assistance. The SWJC system is home to 12 Job Centers.

SWJCs in the Sacramento area are a result of the collaborative efforts of multiple government and county agencies and community based organizations including: Sacramento County DHA, Sacramento Housing and Redevelopment Agency (SHRA), California EDD, Sacramento County Department of Health and Human Services (HHS), Sacramento City Unified School District (SCUSD), Sacramento County Office of Education (SCOE), City of Sacramento Neighborhood Services Department, and the Sacramento County Adult Education Learning Network.

The integration of refugee, employment, and support services in the SWJC system has provided a comprehensive roadmap and approach for refugees being resettled in Sacramento County. The immediate needs of refugees are purposefully integrated from start to finish beginning with assistance from the local resettlement agencies in finding housing, navigating public assistance supports and healthcare offered by the Sacramento County's DHA, and finishing with finding employment through services offered by SETA's RSS funded employment service providers. Services include intensive case management intended to assist program participants navigate through education, training, job development soft skills, and English language skills development to find not only employment, but pathways toward careers and self-sufficiency.

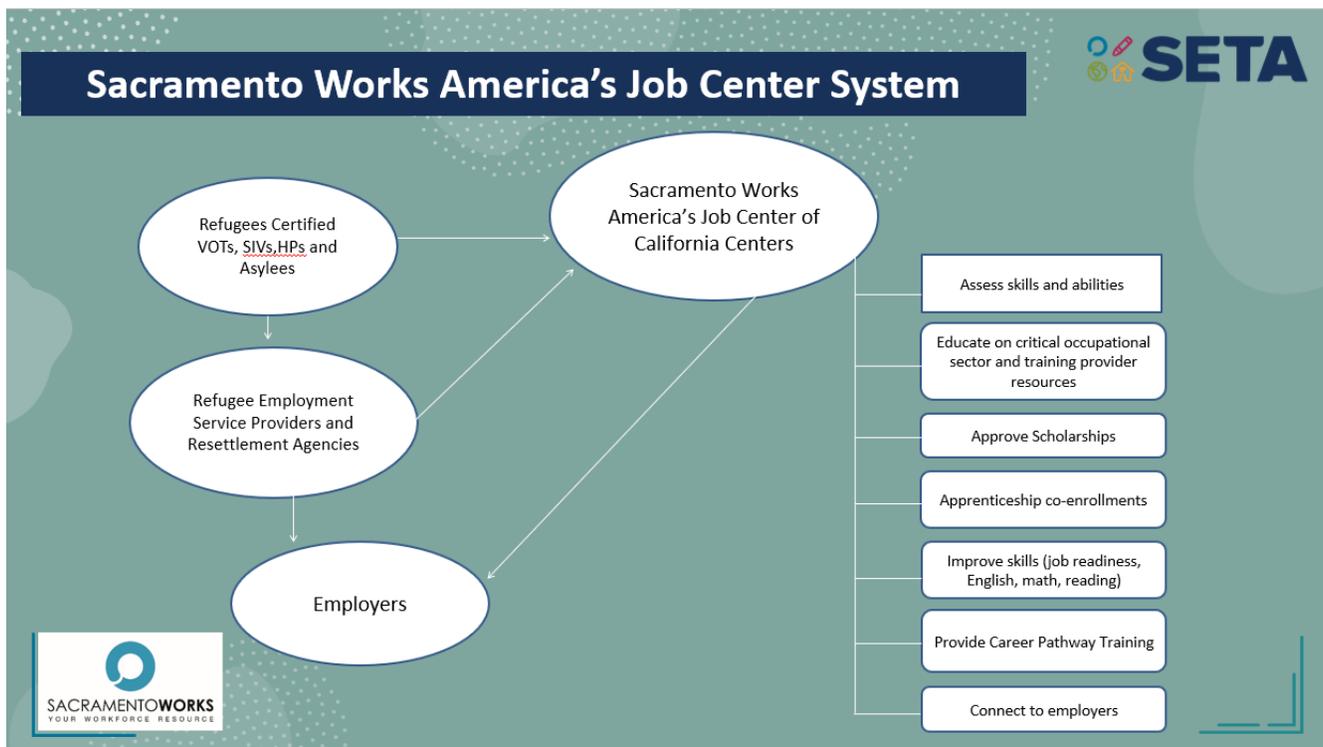
At each SWJC location, refugees may access education, training and employment services, refugees can access social services, and financial assistance through various programs, including WIOA, discretionary grant programs, California EDD, Vocational Rehabilitation, Community Service Block Grant (CSBG), Head Start, and other grant programs.

SWJCs are geographically distributed throughout the County and work to assist low-skilled job seekers secure "middle skills" jobs in high demand industry sectors through education, training, job placement and retention services available through the SWJC system. The integration of SETA's RSS program within the SWJC system supports co-enrollment strategies that enable greater efficiencies in service delivery, and the leveraging of resources for maximum benefit to refugee participants. Through strategic co-enrollment, SETA is able to build upon aligning, coordinating, and integrating programs, services, and resources, where appropriate, to assist participants obtain jobs that ensure both long-term economic self-sufficiency, as well as economic security. Although robust co-enrollment within the SWJC system is occurring, which includes RSS-funded participants, SETA is exploring the development and implementation of a strategic co-enrollment policy that will provide the "formal" foundation for strategic co-enrollment throughout the SWJC system. Key concepts will include:

- Integrated Service Delivery
- Increased Access
- Continuous improvement
- Partnerships

The SWJC supports entrepreneurship and small business development through business resources, employer services, and referrals to specialized entrepreneurial programs and partners, such as the California Capitol Financial Development Corp.

Under the RSS program, the integration of the services begins with SETA requiring funded service providers to introduce and provide orientation to all enrolled participants on SWJC system services and resources, including the physical provision of a tour of a job center. Through WIOA funding and other SWJC system resources, vocational training and subsidized employment opportunities can offer refugee professionals a pathway to recertification and re-entry into occupations within their industry sectors. SWJC partners, including WIOA Title II and CAEP partners, offer adult basic education and high school completion and equivalency services, as well as Career Technical Education (CTE) courses that result in the attainment of industry-valued credentials in the field of study. WIOA Title II and CAEP services can be especially beneficial for the English Language Learner (ELL) population who possess low English language proficiency and/or are basic skills deficient in their native language.



ATTACHMENT E

SWJC SITE LIST

Sacramento Works, Inc.

America's Job Centers of California (AJCC)

SITE LOCATION	PHONE	PUBLIC ACCESS HOURS	ORIENTATONS	LANGUAGES
Asian Resources AJCC 2411 Alhambra Blvd., Ste. 110 Sacramento, CA 95817	P: (916) 324-6202 F: (916) 324-6230	M-F 8:00 - 4:30	Walk-in Basis MON-FRI @ 8:00-3:00 p.m.	English, Hmong, Bisayan, Spanish, Vietnamese, Russian, Pashto, Farsi, Turkish, Cantonese, Ukrainian, Lao, Thai, Tagalog, Punjabi, Urdu, Dari
PRIDE Industries AJCC (Crossroads) 7011 Sylvan Road, Suite A Citrus Heights, CA 95610	P: (916) 676-2540 F: (916) 721-0288	M-Th 9:00-4:30 F (Call) 9:00-12:00	Walk-in Basis M-TH 9:00-4:30 p.m. Call for appt. FRI 9:00 -12:00	English, Russian, Spanish,
Elk Grove – South County AJCC* 8401 A Gerber Road Sacramento, CA 95828	P: (916) 793-2319 F: (916) 689-3470	M-F 8:30-4:30	2 nd and 4 th Tuesday of every month	English, Spanish, Cantonese, Farsi, Dari, Pashto, Urdu, Hindi
Folsom Cordova AJCC 10826 Gadsten Way Rancho Cordova, CA 95670	P: (916) 294-9107 F: (916) 361-8683	M - Th 9:00 - 3:00 F Appointment Only – no walk-ins	Call for Appointment W – 12:00 p.m. (2 nd & 4 th weeks) W – 1:00 p.m. (1 st & 3 rd weeks)	English, Spanish, Russian, Dari, Farsi, Hindi, Armenian, and Arabic, Ashanti
Florin AJCC * 3801 Florin Road, Suite 107 Sacramento, CA 95823	P: (916) 282-0711	M-TH 8:30 - 4:30 Appointment Only F 8:30 - 12:00 Virtual Only	Walk-in Basis & TUES @ 9:00 a.m. Virtual	English, Cantonese, Mandarin, Hmong, Spanish
Fruitridge Community Collaborative 4625 44 th Street Sacramento, CA 95820	P: (916) 435-6760	M-TH 8:30 – 4:00 F 8:30-12:00 By Appointment	Call for Appointment	English, Spanish
Galt AJCC * 1000 C Street, Ste. 100 Galt, CA 95632	P: (209) 744-7702 F: (209) 744-7719	M-TH 8:30 - 5:00 F 8:30 - 1:00	MON @ 9:00 a.m. (Must Pre-Register)	English, Spanish

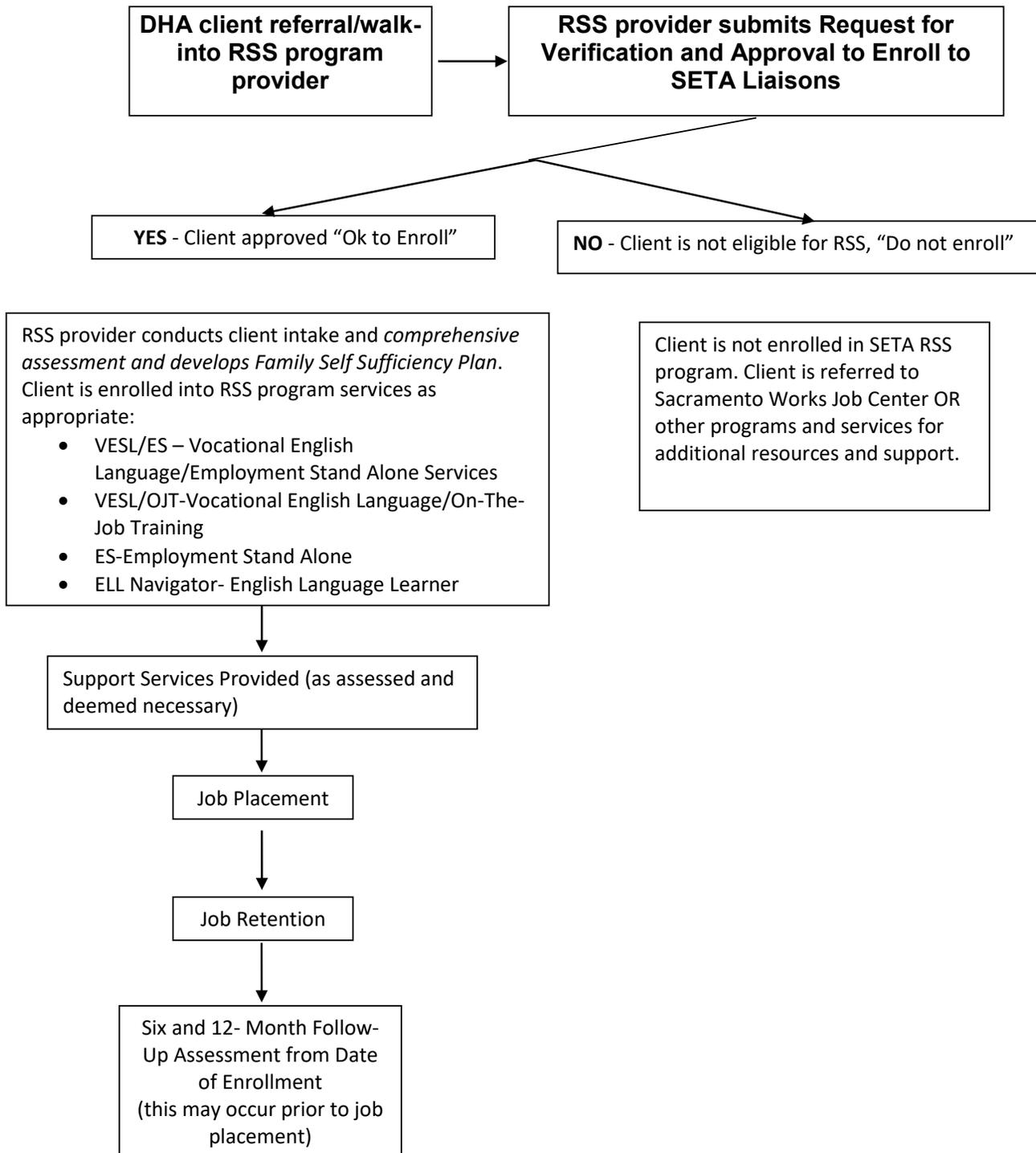
Greater Sacramento Urban League AJCC 3725 Marysville Boulevard Sacramento, CA 95838	P: (916) 286-8600 F: (916) 614-9001 Resource Room: P: (916) 286-8623	M, T, TH 9:00 - 4:00 W 9:00 - 4:00 Walk in Basis	Call for Appointment (must pre-register)	English, Spanish
SITE LOCATION	PHONE	PUBLIC ACCESS HOURS	ORIENTATONS	LANGUAGES
Hillsdale AJCC *■ 5655 Hillsdale Blvd., Ste. 8 Sacramento, CA 95842	P: (916) 263-4100 F: (916) 263-4076	M-TH 8:30 - 4:30 F 8:30 - 12:00 Virtual Only	Walk-In Basis Monday - Thursday	Russian, Spanish, Ukrainian, America Sign Language <i>(by referral.)</i>
La Familia AJCC 5523 34 th Street Sacramento, CA 95820	P: (916) 452-3601 F: (916) 452-7628	M 9:00 - 5:00 T-F 9:00 - 5:00	2 nd and 4 th WED Call 1:30-2:30 In Person Walk In Welcome	English, Spanish
Lao Family Community Development, Inc. 3205 Hurley Way/7171 Bowling 1120 Sacramento, CA 95864/95823	P: (916) 359-2788 P: (916) 393-7501 F: (916) 640-8899	M, T, W, Th 9:00-4:00 F Appointment Only	Walk-In Basis @ WED 9:00 12:00	English, Farsi, Dari, Pashto, Arabic, Russian, Hmong, Spanish, Lao, Burmese
Mark Sanders AJCC ■ 2901 50 TH Street Sacramento, CA 95817	P: (916) 227-0301 F: (916) 227-7937	M-F 8:30 - 5:00 Closed 12:00-12:30	Tuesdays 10:00-12:00 Wednesdays 2:00-4:00	American Sign Language <i>(by appt.)</i> , Spanish
Sac City Unified School District AJCC 5451 Lemon Hill Avenue Sacramento, CA 95824	P: (916) 395-5802 F: (916) 433-2635	M-TH 8:30 - 3:30 F 8:30-11:00 Call for an appointment Only	WED @9:30 AM Call for Appointment FRI @8:30-11:00	Russian, Spanish, Vietnamese, Cantonese, Urdu, Farsi, Pashto, Dari, Hindi, Ilocano, Persian

■ Typing tests offered at these sites. Please contact for more information.

* BIC located at these sites.

ATTACHMENT F

RSS PROGRAM FLOW CHART



ATTACHMENT F

RSS PROGRAM FLOW CHART (continued)

Program Duration

Participants enrolled in RSS employability programs receive services until one of the following conditions occur:

- The ninetieth day following initial employment
- Cash aid participant is non-cooperative and the RSS provider has notified DHA via RS3A
- Cash aid participant has documented health problems and is exempted by DHA
- Participant has moved out of Sacramento County and the move is verified by DHA or SETA
- Participant requests termination
- Participant is deceased, incapacitated, incarcerated, or institutionalized
- Participant becomes a U.S. Citizen
- 60-month eligibility for RSS services has expired
- Temporary immigration status expires, such as Humanitarian Parolee status

**ATTACHMENT G
REFUGEE STAKEHOLDER MEETINGS**

<p>1. Number stakeholder meetings during the last 12 months</p>	<p>2- FY 26 Quarter 1- Quarterly Consultation, 12/9/2025, Sacramento, CA Zoom County Refugee Coordinator Meeting- 3/24/2026, Sacramento, CA Zoom Quarterly Consultation Meeting SRRRC Regional Refugee Coalition Quarterly Meetings – 10/6/25 and 1/15/26</p>
<p>2. Meetings and Dates</p>	<p>1. Zoom Meeting Sac Region Refugee Coalition (SRRRC)- I – October 16, 2025, 2. Zoom Meeting – ARSU DHA, RPB, SETA October 27, 2025 3. Zoom Meeting – ARSU DHA, RPB, SETA November 24, 2025 4. Zoom Meeting– FY 26 Quarter 1 Consultation – December 9, 2025 , 5. Sacramento – SRRRC Regional Coalition Meeting January 15, 2025 6. Zoom Meeting – ARSU DHA, RPB, SETA January 26, 2026 7. Zoom Meeting – Public Hearing SETA RFP RSS 2026 - February 17, 2026 8. Zoom Meeting – ARSU DHA, RPB, SETA February 23,2026 9. Statewide Zoom Meeting – CRC Quarterly Meeting – March 24, 2026 10. Zoom Meeting – ARSU DHA, RPB, SETA, March 30, 2026</p>
<p>3. Stakeholders who attended</p>	<p>State Refugee Coordinator, State Refugee Health Coordinator, Local Governance, Local and/or Public Health, Welfare and Social Services, Public Safety Officials, Public Education, Resettlement Agencies, Workforce Services Partners (EDD and State Labor Agency)</p>
<p>4. Main issues discussed in the meetings</p>	<ul style="list-style-type: none"> • Resettlement Agency reports in Sacramento County • State Refugee Coordinator/State Refugee Health Coordinator updates <ul style="list-style-type: none"> Arrival updates Humanitarian Parolees, Documentation, Eligibility for public benefits, state and federal programs Housing Federal Register- Program of Initial Resettlement and Placement Program transfer to Department of Health and Human Services Office of Resettlement Suspension of issuance of new Afghan SIVs Afghan Newcomer Support Program (ANSP) Importance of health assessments for new arrivals starting within 90 days and must be completed by 120 days ACWDL- Inclusion of RCA and TCVAP information ASIP Program administration and completion of program December 2025 Transition- Big Beautiful Bill Changes: Federal Medi-Cal to State Medi-Cal starting July 2025 Less individuals applying for DHA services and benefits • School Updates, SETA Employment Services/ Adult School Updates • Aspects of Integration to support refugee participation • Law Enforcement updates • Local Governance updates • Challenges: Clients facing issues with verification/housing, issuance of benefits, and green cards, ESL clients, challenges with work authorization renewals, delays in case approvals, challenges with ESL availability • Match Grant and Preferred Communities updates • New programs, announcements, best practices • Upcoming meetings

ATTACHMENT H

LIST OF ATTENDEES OF February 17, 2026 PUBLIC INPUT MEETING

Attendee Name	Name of Organization
Oo Wathone	Lao Family Community Development
Adriana Russell	Folsom Cordova Adult School
Anita Maldonado	SETA
Mark Dandeneau	World Relief Sacramento
Rachel Sattel	SETA
Alex Granchukoff	SETA
Yalda Hadi	SETA
Linda Thao	SETA
Megan Alford	SETA
Amie Tukana	SETA
Michelle O'Camb	SETA
Hannah Messick	Solvera
Doris Cortez	Folsom Cordova Community Partnership
Peter Boateng	Folsom Cordova Community Partnership
Catherine Bui	Sacramento County Dept. of Human Assistance
Kendra Mitchell	IRC
Nataliya Linevich	TRUSD
Tatyana Gritsak	TRUSD
Amina Faizi	Mutual Assistance Network
Salu Singh	Lao Family Community Development
Liliya Perehon	TRUSD
Janelle Fite	World Relief Sacramento
Sahar Ahmadi	Lao Family Community Development
Sananu Jamshidi	IRC
Susie Alcala	La Familia Counseling Center
Raghad Toma	IRC
Lauren Hundley	IRC
Gina Wandell	EGUSD
Mohammad Iqbal Roshan	SCUSD
Teresa Cunningham	World Relief Sacramento
Rejie Baloyos	ARI
Maria Rosales	Public
Naimatullah	Lao Family Community Development
Hashim Zahir	EGUSD
Lucas Noble	IRC

ATTACHMENT I

COMMENTS RECEIVED – 30-DAY PUBLIC COMMENT PERIOD

The following comments were received from: