



Staffing Training Employment Program

A partnership between Chrysalis Staffing & CalOptima Health

CalOptima Health administers Medi-Cal benefits for low-income children, adults, seniors and people with disabilities, and is the largest health insurer in Orange County.

Background:

CalOptima Health surveyed over 20 shelter and navigation centers in 2022. Of those shelter providers, 78% stated that it was very difficult or somewhat difficult to staff their non-social service openings.

Objectives:

- Build a workforce capacity for future CalAIM, Community Supports, and ECM Initiatives so that those providers are able to more effectively meet their service goals.
- Provide transitional employment opportunities for individuals experiencing barriers to employment.

Program Overview

1. Recruitment

- a. Program candidates will be recruited from a pool of existing Chrysalis program participants who are interested in these employment opportunities.

2. Screening

- a. May include an application process to identify candidates who meet the selection criteria, as well as screening for soft skills and fit for the role.

3. Job Preparation & Training

4. Temp-to-Perm Job Placement

5. Transition to Permanent Hire

- a. Sites are encouraged to consider Chrysalis workers as temp-to-perm candidates and to permanently hire on workers at the end of their transitional job term, or sooner if a permanent opening becomes available before the end of a worker's term.

6. All program components are offered at no charge to the site.

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