



CALHR
invites applications for the position of:

Integrated Case Worker I

SALARY:	\$3,758.00 - \$4,564.00 Monthly
DEPARTMENT:	Inyo County Health and Human Services
OPENING DATE:	11/25/20
CLOSING DATE:	12/16/20 11:59 PM
TENTATIVE WRITTEN EXAM DATE:	01/09/2020

POSITION INFORMATION:

Applies regulations and procedures to determine eligibility of applicants and recipients for multiple public assistance benefits; provides basic employment services to clients; performs casework management duties for both benefit and employment services, and performs related duties as required.

Working under close supervision, Integrated Case Worker I is the entry level of the Integrated Case Worker series. Employees in this class attend training sessions and work under close supervision to learn regulations, work procedures, forms, and public assistance and/or employment program requirements. After the initial orientation and training period, on-the-job experience is provided until the employee attains and demonstrates the level of competency necessary for promotion to the working level of Integrated Case Worker II.

SUPERVISION EXERCISED AND RECEIVED

Incumbents in the Integrated Case Worker I/II classification typically receive supervision from a Supervising Integrated Case Worker or a Human Services Supervisor. Supervision may also be received from an Employment and Training Supervisor or a Social Worker Supervisor.

EXAMPLES OF DUTIES:

Duties may include, but are not limited to, the following:

(For Integrated Case Worker I, duties are performed at the trainee level)

- Conducts group orientations and workshops to inform applicants and recipients of fundamental policies, programs, changes in rules, individual rights and responsibilities, and participation requirements; assists orientation participants complete applications and employment readiness evaluation forms for a variety of programs and services.
- Interviews, advises and guides a diverse population of clients to ascertain employability, isolate barriers to employment, evaluate need for public assistance, determine benefit eligibility, identify need for ancillary services/payments, and authorize benefits and ancillary services/payments.
- Handles crisis situations by authorizing benefits within specific guidelines or makes appropriate referrals to other staff and community resources for immediate services and assistance.

- Conducts initial appraisal of case records to assess client's education, work experience, skills, abilities and job interest in order to advise and guide the client in his/her transition to employment and place the client in an appropriate employment services component.
- Performs case studies to assess problems and develops appropriate types and methods of meeting client needs. May participate in a multi-disciplinary team to develop an appropriate case treatment plan.
- Assists clients with transportation, training, and other ancillary needs through authorization of ancillary services/payments and/or referral to other community resources or by provision of other assistance.
- Identifies clients with existing or potential social behavioral, mental health, substance abuse, or other substantial barriers to employment for referral to other department staff or community resources.
- Analyzes financial, employment, family, and personal information to determine and authorize initial or continuing eligibility for multiple aid programs.
- May develop and/or conduct classes designed to assist clients in obtaining and maintaining employment, including classes in understanding the methods for seeking and securing employment, enhancing their job readiness, and in obtaining employment; advises participants in such matters as interview techniques, how to seek work, writing resumes, calling employers, and understanding the labor market.
- Interprets and explains policies, rules and regulations to clients; and apprises clients of their rights, responsibilities and eligibility for program participation.
- Resolves problems and discrepancies with information provided by securing documentation, medical condition substantiation, employment records and aid confirmation from other agencies.
- Ensures client application and declaration forms are completed accurately and thoroughly; obtains supporting information from clients and sources as required.
- Conducts diversion evaluations to identify and recommend lump sum benefits for clients with immediate job prospects where receipt of such benefits would permit continuation or acquisition of employment.
- Determines when a client is not in compliance with employment program requirements and applies sanctions as mandated; and conducts client reconciliation interviews to bring clients back into conformity with requirements.
- Uses a computer to input client information through an automated system.
- Organizes and manages client caseload, taking required action within specific time limits established by regulation and local policy.
- Maintains case record files, modifies client employment plan and eligibility files as necessary, and monitors client compliance with program standards and agreements.
- Consults with and coordinates case management with other staff and service providers.
- May serve as one-stop assistant to assist and guide the public in applying and understanding the resources and available services
- May conduct field visits to complete application interviews, monitor client progress and compliance with their Welfare-to-Work Plans

EMPLOYMENT STANDARDS

Note: The level and scope of the knowledge and skills listed below are related to job duties as distinguished between the two levels in the Definition section.

Knowledge of:

- Regulations and procedures governing eligibility determinations and granting of aid for assigned program areas
- Community resources providing social, health, nutrition, housing, employment, training, child care, transportation and other necessary client services
- General goals and purposes of public social services and public assistance programs
- Techniques for interviewing and gathering information from a varied population
- Basic labor market and needed employment skills and abilities
- Mathematics sufficient to interpret client income and expense information to calculate benefits within program requirements
- Group presentation techniques
- Standard office practices and procedures, including operation of standard and automated office equipment including basic computer applications
- Record keeping principles and practices

- Techniques for dealing with a variety of individuals from various socio-economic, ethnic and cultural backgrounds.

Ability to:

- Read, apply, and explain regulations, procedures and policies governing employment services programs
- Understand and apply vocational guidance, work-readiness appraisal, employment plan, assessment theory and concepts
- Understand and apply methods and procedures for mitigation/reduction of barriers to employment
- Apply appropriate case-management techniques
- Motivate clients
- Collect and analyze data, information and situations, draw logical conclusions, and make appropriate recommendations, independent judgments and decisions
- Communicate clear and accurate information regarding clients, both orally and in writing
- Organize and prioritize work assignments
- Maintain accurate and systematic records
- Prepare statistical and narrative reports
- Understand program objectives in relation to departmental goals and procedures
- Use automated technology to maintain records and files
- Establish and maintain cooperative working relationships with fellow employees, clients and the general public
- Carry out assignments and projects without detailed instructions.

MINIMUM QUALIFICATIONS:

Pattern 1: One (1) year of full-time experience as an Eligibility Specialist II or Social Worker I.

OR

Pattern 2: Six (6) months of full-time experience as an Eligibility Specialist II; **AND** completion of the equivalent of 15 semester (22.5 quarter) units or 15 continuing education credits in behavioral science in sociology, psychology, counseling, vocational guidance or any coursework related to the provision of employment services. This required coursework may be obtained through colleges, universities, university extension, business schools, or employer provided career development.

OR

Pattern 3: One (1) year of full-time experience with responsibility for performing case management, vocational guidance services, employment counseling or placement work; **AND** completion of the equivalent of 15 semester (22.5 quarter) units or 15 continuing education credits in behavioral science in sociology, psychology, counseling, vocational guidance or any coursework related to the provision of employment services. This required coursework may be obtained through colleges, universities, university extension, business schools, or employer provided career development.

OR

Pattern 4: Eighteen (18) months of full-time experience with responsibility for performing case management, vocational guidance services, employment counseling or placement work.

OR

Pattern 5: A bachelor's degree in behavioral science in sociology, psychology, counseling, vocational guidance or any related field that includes coursework related to the provision of employment services.

Note: Qualifying experience must have included duties and responsibilities involving assessment of income and/or other qualifications needed to participate in programs.

SUPPLEMENTAL INFORMATION:

ADDITIONAL INFORMATION

- A valid driver's license will be required at the time of appointment and employees may also be required to drive their own car, provide proof of car insurance and a DMV clearance.
- Current and future vacancies will be filled contingent upon continued funding; should funding cease, the position will be eliminated.
- Position may require pre-employment drug testing, physical and fingerprinting for a background investigation.
- Government agencies accessing US government information, which include federal tax information must ensure that background investigation requirements for all agency employees and contractors that have access to federal tax information are consistent to the IRS background investigation requirements for access to federal tax information. A background check may be required if the position requires access to these types of records. Background requirements consist of three components which include, fingerprinting, citizenship verification and local law enforcement checks. Applicable agencies must conduct investigation during time of hire and ensure a reinvestigation is conducted 10 years from the date of the previous background investigation for each employee that has access to federal tax information.

VETERAN'S PREFERENCE

If you would like to request Veteran's preference points as part of the application packet, please attach a copy of your DD-214 form to your application.

EXAMINATION INFORMATION

If supplemental questions are included as a part of this job bulletin, applicants may be rated based upon their responses to the supplemental questions. If rated, only those that are determined to be highly qualified will be invited to participate in the next step of the selection process.

SPECIAL TESTING ARRANGEMENTS

Special testing arrangements may be made to accommodate applicants for disability, military, or for religious reasons. If you require such arrangements, please contact Merit System Services at mssprogram@calhr.ca.gov or (916) 323-2360 a minimum of five business days prior to the scheduled examination date. Documentation may be required.

ABOUT INYO COUNTY

Self-proclaimed as the Adventure Capital of the World, Inyo County offers natural and extreme geographic diversity. From Mount Whitney, the highest peak in the 48 contiguous US states to the lowest elevation in North America at Badwater Basin in Death Valley National Park, Inyo County has the greatest elevation difference of any of the California counties. The County is also home to the oldest life forms in the world with the Great Basin bristlecone pines, and notably the oldest living tree on Earth. Inyo County is the second largest in area in California, and the Death Valley area comprises half of the County. With these extremes of nature, as you would expect, there are abundant activities, including world class alpine climbing, backcountry skiing, hang gliding, and mountain biking. There is a wealth of beauty to be found in the peaceful desert, mountain streams, granite peaks, wildflower covered meadows, and the historic John Muir Wilderness. The rich natural history and breathtaking scenery make Inyo County a favorite location for visitors and residents alike.

APPLICATIONS MAY BE FILED ONLINE AT:
<https://www.governmentjobs.com/careers/mss>

Position #MSS01629
 INTEGRATED CASE WORKER I
 FA

CalHR, Attn: Merit System Services
 1515 S Street, North Building, Suite 500
 Sacramento, CA 95811
 916-323-2360

mssprogram@calhr.ca.gov

Integrated Case Worker I Supplemental Questionnaire

- * 1. Some patterns of the minimum qualifications for Integrated Case Worker require successful completion of 15 semester units (22.5 quarter) or 15 continuing education credits in behavioral science in sociology, psychology, counseling, vocational guidance or any coursework related to the provision of employment services.

APPLICANTS WISHING TO USE THEIR EDUCATION TO QUALIFY MUST SUBMIT THIS CLASS COURSE LISTING. ONLY ENTER THE COURSEWORK REQUIRED TO MEET THE MINIMUM QUALIFICATIONS AS STATED IN THE JOB ANNOUNCEMENT. (College transcripts **MAY NOT** be substituted for this form.)

List the following for **EACH COLLEGE COURSE**:

1. Subject
2. Course #
3. Course Title
4. Total # Units
5. Units of Measure (Semester or Quarter)
6. Name of College

Applicants who completed their education outside of the United States must submit verification of degree and/or course equivalency with the application. Organizations that provide foreign education credential evaluation services can be found at www.naces.org. The California Department of Human Resources, Merit System Services will accept verification of degree and/or course equivalency from any of the listed member agencies. You must attach all pertinent documents before submitting the application.

* Required Question