

Integrated Caseworker I*

Mono County Department of Social Services

Application Deadline Friday, October 28, 2016 at 5:00pm PST

Monthly Salary \$3,290 - \$3,999

Recruitment Type Open to the Public, Full-Time

Tentative Examination Date

Written Examination Saturday, November 12, 2016

Oral Examination Week of December 5, 2016

Examinations will be held in Mono County

Work Location Mammoth Lakes, California

Mono County is an Equal Opportunity Employer

The Position

Working under close supervision, the Integrated Case Worker I is the entry level of the Integrated Case Worker series. An Integrated Case Worker I 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. Employees are expected to promote to Integrated Case Worker II after one year of satisfactory performance at the entry level.

Minimum Qualifications

While the following requirements outline the minimum qualifications, only applicants who demonstrate the best qualifications match for the job will be selected to continue in the recruitment process. Applicants must meet the minimum qualifications by the application deadline.

EITHER

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

OR

Six (6) months of full-time experience as an Eligibility Worker 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

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

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

OR

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.

Additional Information

A valid driver's license may 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. Individuals who do not meet this requirement due to a disability will be reviewed on a case-by-case basis.

Applicants for positions within the Department of Social Services are subject to a criminal history background check.

*At the discretion of Mono County Department of Social Services, and with the approval of Merit System Services, qualified candidates certified to the eligible list established by this exam may be appointed to the Integrated Case Worker II level if the appointee meets the Integrated Case Worker II minimum requirements. Salary for the II level is \$3,631 - \$4,414.

The ability to speak, read, and write Spanish in addition to English would be an asset in this position, but is not required. Applicants for English/Spanish bilingual designated positions must take and pass the CPS HR Consulting bilingual proficiency examination prior to appointment.

Knowledge and Abilities

The following may be tested in the examination.

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.

Examination Information

CPS HR Consulting reserves the right to revise the examination plan. The examination process may include one or more of the following components: application evaluation, computer skills assessment, supplemental questionnaire, written examination, job related exercise, and/or a structured oral examination. Candidates will be notified of any changes to the examination plan as posted on this job bulletin.

The examination components may consist of:

WRITTEN EXAMINATION

This examination will be weighted: 50%

Categories tested may include:

- General Office Skills – Numerical and Alphabetical Filing
- Analytical Ability
- Interviewing Principles
- Written Communication
- Interpersonal Skills/Customer Service
- Employment and Training/Social Services
- Benefit Determinations

ORAL EXAMINATION

This examination will be weighted: 50%

Categories tested may include:

- Communication (Oral & Written)
- Computer Knowledge
- Education, Experience and Training
- Initiative
- Interpersonal Relations
- Job Related Knowledge and Skills
- Planning/organizational Skills

Examination Notification

CPS HR Consulting will send you an email informing you of your status once it has been determined. Candidates who apply via a paper application and do not supply us with an email address will receive all recruitment notification via United States Postal Service. Selected applicants will be invited to the next step of the examination process. If you have not received notice at least two (2) working days prior to the tentative test date, please contact CPS HR Consulting at mss@cpsshr.us.

Some positions require that all approved candidates take and pass an oral examination to continue in the recruitment process. If this job bulletin states that there will be an oral examination for this position, please note the following: Prior to being scheduled for the oral examination, you may receive an email regarding scheduling an examination time from CPS HR

Consulting, mss@cpsshr.us. If you do not respond to the email sent to you by the specified deadline, or you are not available on the specified examination date, you will not be scheduled for the oral examination.

Special Testing Arrangements

Special testing arrangements may be made to accommodate applicants for disability, military, or religious reasons. If you require such arrangements, please contact CPS HR Consulting at mss@cpsshr.us or 916-263-3614 upon notification that your application has been approved. Documentation from medical, military, school, or church officials outlining the accommodation request must be received by our office a minimum of five business days prior to a scheduled examination.

Foreign Education

Applicants who completed their education outside of the United States must submit verification of degree and/or course equivalency by the application deadline. Organizations that provide foreign education credential evaluation services can be found at www.naces.org. CPS HR Consulting will accept verification of degree and/or course equivalency from any of the listed member agencies. You must fax all pertinent documents to CPS HR Consulting at 916-648-1211 or by email to mss@cpsshr.us prior to the application deadline.

About Mono County

Mono County, with a population of approximately 14,000, is set on the eastern slopes of California's Sierra Nevada mountain range.

The Town of Mammoth Lakes, with a population of approximately 7,093 is the most populated area of Mono County. The County Seat is located in picturesque Bridgeport located 360 miles north of Los Angeles and 182 miles southeast of Sacramento.

Mono County is a rare environment of natural contrasts: soaring granite peaks and spacious desert vistas, quiet lakes, bubbling hot springs and cold mountain streams, winter snows and sunny summer skies. The County offers numerous recreational opportunities for the outdoor enthusiast.

How to Apply

Applicants must submit a completed online application, including any of the additional documents/materials indicated. Additional documents/materials are included in the online application. Apply online by logging onto www.mss.ca.gov and following the instructions.

The information you include on all recruitment and selection related documentation is an integral part of your examination and will be reviewed and evaluated based on the current job requirements. Only the education, experience, and training you list will be compared to the criteria measuring the qualifications for this job, and only applicants with the most relevant

education, experience, and training will be included in each phase of the selection process. ***Therefore, it is especially important that your responses to each component of this process be as complete and detailed as possible.*** Please be very careful to list all relevant education, experience, and/or training that should be taken into account for this job.

It is recommended that you apply via the online application system. Applicants without Internet access may fax a paper application to (916) 648-1211 or mail to the address below. Faxed or mailed applications will ONLY be accepted on the dates/times indicated on the front of this job bulletin. Faxing or mailing your application does not guarantee that your application will be among those approved. POSTMARKS ARE NOT ACCEPTED. Application packets may be obtained by contacting CPS HR Consulting, or the Social Services, Child Support, or HR Department in the County.

Please add emails with the extension of @cpshr.us to your safe sender email list (example: mss@cpshr.us). This will help ensure that you receive all notifications. Periodically check your spam folder.

CPS HR Consulting is not responsible for emails that are not received, and examinations will not be re-scheduled as a result of emails not being received.

CPS HR Consulting
Merit System Services Unit
241 Lathrop Way, Sacramento, CA 95815
Website: www.mss.ca.gov
Email: mss@cpshr.us
Phone: (916) 263-3614

Note: Your application and any additional material become the property of CPS HR Consulting.

Please make a copy for your file.

This job bulletin will not be available online after the application deadline.

Please print a copy for your records.

Nothing in this recruitment bulletin constitutes an expressed or implied contract. CPS HR Consulting reserves the right to make necessary modifications to the examination plan and/or schedule in accordance with Local Agency Personnel Standards.

Bulletin Issue Date: October 6, 2016

