



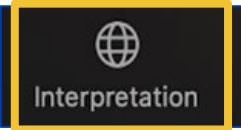
California Workplace Outreach Project (CWOP) 5.0/6.0

Informational Session 1
November 25, 2024

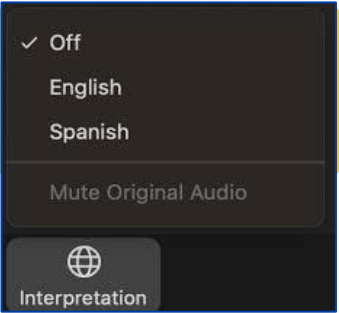
INTERPRETATION / INTERPRETACIÓN

Computer (Computadora)

Step/Paso 1:

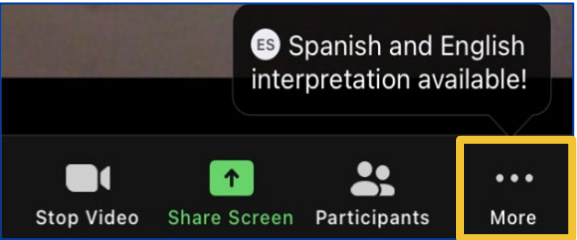


Step/Paso 2:

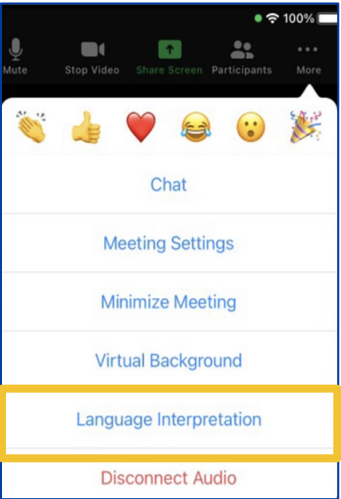


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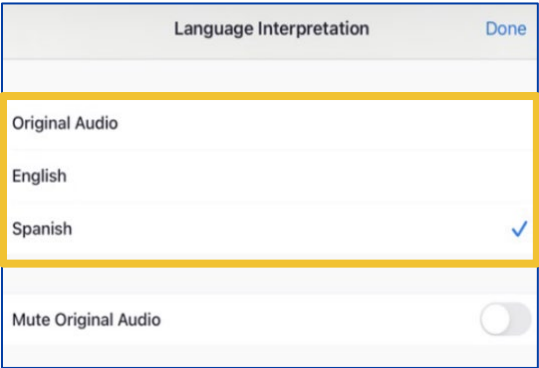
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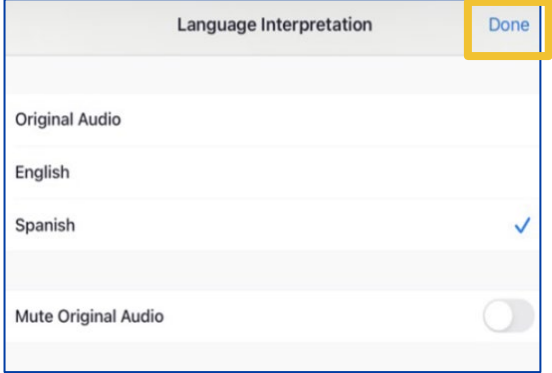
Step/Paso 2:



Step/Paso 3:



Step/Paso 4:



Closed Captioning

- To turn on closed captioning feature: click on the “show captions” icon at the bottom of your Zoom window
- Click the icon again to turn off closed captioning



Q&A



Chat



Share Screen



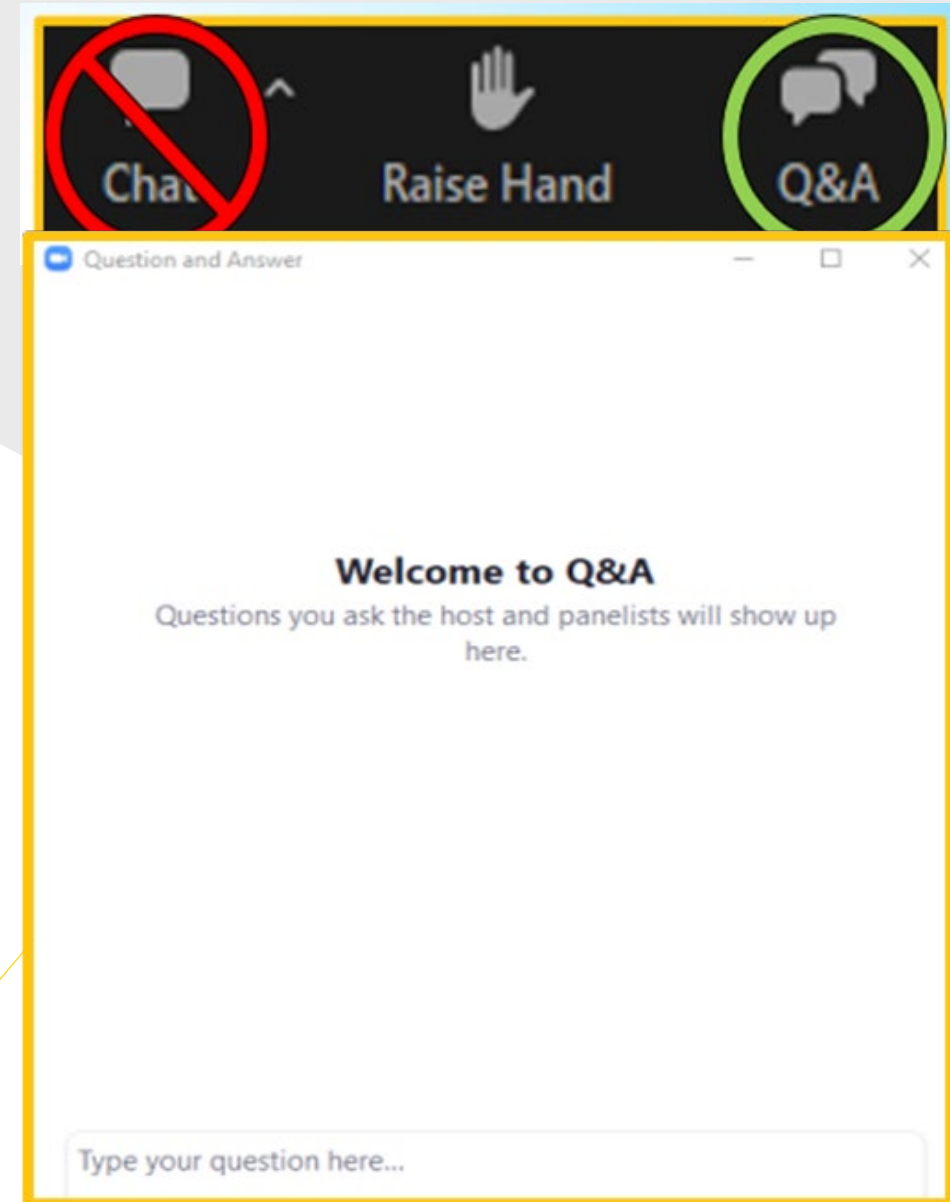
Record



Show Captions

Questions and Answers

- Use the chat for general communications and the dedicated Q&A pod for questions
- Select “Q&A” from the toolbar and enter your question into the field at the bottom of the “Q&A” window
- Answers to all questions asked during the webinar will be compiled, then published to the CWOP web page



Housekeeping

Attendees will be muted and then taken off mute to ask questions

- Use the chat for communication
- This webinar will be recorded
- Answers to all questions asked during the webinar will be published to the CWOP web page

Meet the Team

DIR Office of External Affairs

- Deputy Director Jennifer Lim
- Outreach and Education Project Manager Cynthia Sandoval
- Outreach and Education Specialist Salvador Rodriguez
- Outreach and Education Specialist Vanessa Soto

Agenda

- General Information – 10:00 -10:30 am
- Activator Info Session – 10:30 -11:00 am
- Activator Plus Info Session – 11:00 -11:30 am
- Regional Lead Info Session – 11:30 - 12:00 pm



General Information

- Overview
- Goals
- Structure
- Priority Topics
- Roles
- Eligibility
- Required documents
- Performance Period
- Key Dates



Overview

The California Workplace Outreach Project (CWOP), DIR, represents an evolution of the initiative's mission, shifting its focus towards broader education regarding California's worker protections under California's labor code, and workplace health and safety regulations beyond its original focus on COVID-19 when it was established in 2020. This strategic pivot aims to foster improved access to worker protections, including information on how to take action if workers' rights are violated, and to improve workplace safety and health across the state.

Goal

The primary objective of this expanded iteration of CWOP is to build upon the lessons learned and successes achieved in previous iterations, with a renewed focus on fostering an informed, safe, and healthy workplace culture across California. This initiative aims to not only educate but also to inspire action and change in workplace rights and safety practices, ensuring that every worker has the knowledge and tools needed to protect themselves and their colleagues.



State of California
**Department of
Industrial Relations**

Structure

CWOP will maintain a regional structure but will provide opportunities for organizations to engage in different activities to support outreach strategies, and to build the capacity of organizations to engage in more robust support to workers engaging DIR, and its divisions.

Region / Special Focus	Counties
San Diego	San Diego
Imperial	Imperial
Los Angeles & Orange County	Los Angeles, Orange
Inland Empire	San Bernardino, Riverside
Central Coast	Ventura, Santa Barbara, San Luis Obispo, Monterey, San Benito, Santa Cruz
Bay Area	Santa Clara, San Mateo, Alameda, San Francisco, Contra Costa, Marin, Solano, Sonoma, Napa, Mendocino
Sacramento	Sacramento, Yolo, El Dorado, Placer, Yuba, Amador, Calaveras, Sutter, Colusa
Northern Region of California	Alpine, Butte, Del Norte, Glenn, Humboldt, Inyo, Lake, Lassen, Mariposa, Modoc, Mono, Nevada, Plumas, Shasta, Sierra, Siskiyou, Tehama, Trinity, Tuolumne
San Joaquin Valley	Kern, Tulare, Kings, Fresno, Madera, Merced, Stanislaus, San Joaquin
Rural Strategic Engagement	Stanislaus, San Joaquin, Sacramento, Yolo, Sonoma, Butte, Shasta, Kern, Kings, San Luis Obispo, Merced, Monterey, Imperial, Tulare, Fresno, Riverside, Madera, Ventura and Santa Barbara
Black Worker Hub	Statewide

Priority Topics and High-Risk Industries

Priority Topics

- Workplace health and safety and hazards such as heat illness
- Paid sick leave
- Wage Theft
- Workers' compensation
- Anti-retaliation protections
- Worker-related complaint and claim filing processes and procedures
- Support filing complaints for workplace non-compliance

High-Risk Industries: Outreach will target industries in the workplace, including but not limited to:

- Agriculture
- Car Wash
- Food processing, including meatpacking
- Foodservice, including restaurants, grocery, and retail
- Janitorial and hospitality
- Warehouse/logistics
- Manufacturing, garment
- Residential Care
- Others as identified by CBOs

Roles

- **Activator**
- **Activator Plus**
- **Regional Lead**
- **Rural Strategic Engagement Clinic Hosts**



Eligibility

- To be considered for this application:
- The Applicant, or its Fiscal Sponsor, must have an active and approved tax-exempt 501(c)(3), 501(c)(4), and 501(c)(5) status or be classified as a public charity by the Internal Revenue Service (IRS) under the Internal Revenue Code.
- The Applicant, or Fiscal Sponsor, must submit an IRS Form 990. The IRS Form 990 must be for the 2022 or 2023 tax year and show a gross revenue of over \$50,000. IRS 990 Postcards or Form 990-N will not be accepted.
- The Applicants, except Activators, must be able to demonstrate at least twelve (12) months of experience successfully managing grant(s) or contract(s) similar to that required of the role(s):
 - Activator Plus
 - Regional Lead
 - Rural Strategic Engagement Clinics

Required Documents

- All the following documents must be submitted to DIR by the deadline for the application to be deemed timely filed and complete, except as noted below for applications with fiscal sponsors:
- Electronic application
- 501(c)(3), 501(c)(4), and 501(c)(5) status (IRS determination letter)
- [IRS Form 990](#) from 2022 or 2023
- [STD204/STD205](#) Payee Data Record
- [Grantee Reference Forms](#)

Required Documents cont'd

- If an applicant has a fiscal sponsor, the grant agreement will be under the fiscal sponsor's name. Applicants applying under a fiscal sponsor will need to submit these documents from the fiscal sponsor:
 - 501(c)(3) 501(c)(4), and 501(c)(5) status (IRS determination letter)
 - [IRS Form 990](#) from 2022 or 2023
 - [STD204/STD205](#) Payee Data Record
 - [Grantee Reference Forms](#)
 - Memorandum of Understanding between Fiscal Sponsor and Organization

Performance Period

- **January 1, 2025 - December 31, 2026**
- **Two years of funding**

Key Dates

Key Dates	
Nov 21, 2024 to Dec 23, 2024 at 5:00 PM	Final Grant Solicitation available for submission
Dec 26, 2024 to Jan 3, 2025	Screening
Jan 6 to 10, 2025	Estimated Announcement of Grant Awards
Jan 13 to Jan 15, 2025	CWOP Orientation
Jan 13, 2025	CWOP Programming Begins
Dec 31, 2026	CWOP Programming Ends

Next Steps – Apply!

- Applicants must register for a CORD account to apply online. If you already have an account, sign in to access the application under NETWORKS. Only ORGANIZATIONAL/BUSINESS email addresses can be used to request a new CORD account. Applicants are required to register for a CORD account at least a week prior to avoid access issues.
- Instructions to Register and Apply
- Go to <https://cordhub.org/> and select CREATE ACCOUNT
- Enter your business email address and provide additional information
- Click CONTINUE to confirm your registration and proceed to SIGN IN
- You will receive an email confirming your registration
- Once logged in, go to NETWORKS to start an application

Questions?

If you have any additional questions that come up after this informational session, please send them to the CWOP inbox:

CWOP@dir.ca.gov



Salvador Rodriguez

Outreach and Education Specialist

Activator

Interest in this role is solely for engaging in direct outreach to workers and distributing existing or pre-approved DIR materials.

Deliverables:

- Door-to-door canvassing
- Phone banking
- Outreach at events or high-traffic areas
- Meetings (interactive, virtual, or in-person)

Maximum funding amount <u>UP TO</u>	\$200,000 per grantee
12 months	Two consecutive years with satisfactory performance goals.
Applicants for this role	Expected to demonstrate experience in engaging workers in the priority industries of CWOP 5.0/6.0.

Activator Plus Role

Vanessa Soto

Outreach and Education Specialist

What is the Activator Plus Role?

- Builds on the activator role with expanded responsibilities
- Core activities: Direct outreach + additional activity(s)
- Must choose **at least one** of the following additional activities:
 - ☐ coordination of outreach events
 - ☐ direct support to workers
 - ☐ training worker-leaders
 - ☐ technical assistance

Activator Plus Role

Vanessa Soto

Outreach and Education Specialist

Activator Plus Role Funding Amount:

- Outreach Funding with a plus core activity: Up to \$25,000 - \$125,000 annually for outreach activities.
- Activator Plus organizations must choose at least one additional core activity up to \$350,000, annually.
- Maximum Total Funding: Up to \$350,000 + up to \$125,000 every 12 months for two consecutive years with satisfactory performance goals.

Activator Plus Role

Activity Type	Description
Direct Outreach	Engage target population in priority topics and high-risk industries using pre-approved DIR materials
Coordination of Outreach Events	Plan and coordinate at least two large-scale outreach events (125+ attendees) and four small in-person events annually.
Providing Direct Support to Workers	Provide direct support to workers to navigate the complaint or claim process with state agencies.
Conducting Training	Develop and conduct at least quarterly training for staff grantees on the priority topics identified for CWOP and for workers engaged by Activators. <ul style="list-style-type: none">• Training should be at least one hour long, be focused on skill-building, and include participatory activities to prepare staff or worker-leaders to guide workers.
Providing Technical Assistance	<ul style="list-style-type: none">• Will provide technical assistance to CWOP grantees on CWOP topics, including legal expertise• Train staff of non-CWOP organizations that interface regularly with target populations• Technical Assistance will not include direct representation or advocacy for individual claims or contacting state agencies to seek assistance with individual claims.

Activator Plus Role

Vanessa Soto

Outreach and Education Specialist

Other: Activator Plus Role Requirements

- Demonstrates 12 months of experience with the activities described.
- Two grantee reference forms needed

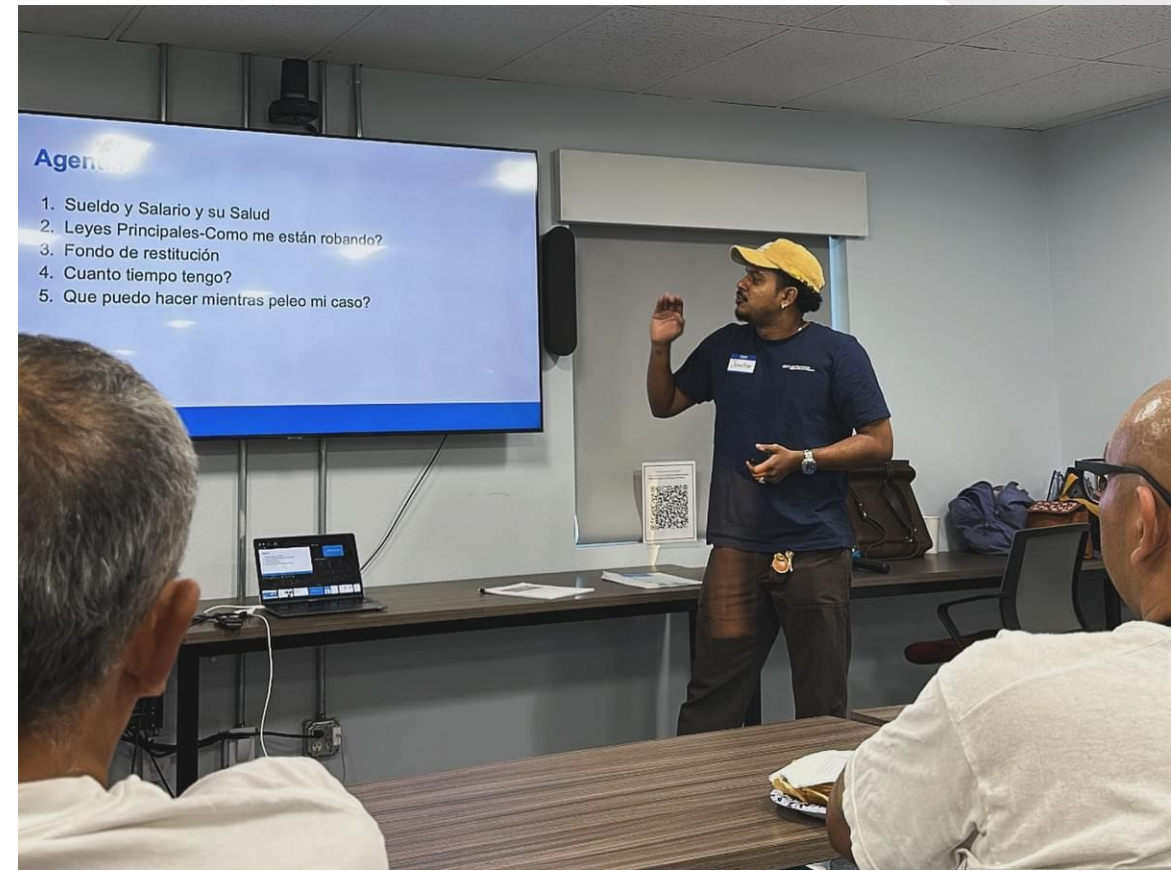
Regional Leads

Deputy Director Jennifer Lim

- Regional Leads work closely with CBOs throughout their regions to support, track, and coordinate outreach and core activities, by identifying training and outreach asset needs, emerging issues, and providing a bridge to organizations (state, federal, and local) that serve the regions.
- Each region may have more than one organization to serve as a Co-Regional Lead. No more than \$700,000 is allotted per region every 12 months for two consecutive years with satisfactory performance.
- Regional Leads can provide direct outreach to workers with up to 25% of their budget.
- Regional Leads will also subcontract up to \$300,000 or 40% of funding to organizations for discrete projects that advance the CWOP mission, including outreach to specific communities.
- Applicants must provide two (2) Grantee Reference Forms to apply for Regional Lead. All applicants for this role must demonstrate at least 12 months of experience with the activities described.

Next Steps

- Submit Applications by 12/23/2024





Thank you!

Any questions?
CWOP@dir.ca.gov