



# AGENDA

## Program and Business Services Committee

February 18, 2021  
8:00 A.M.



America's Job Center of California -  
Bakersfield  
Employers' Training Resource  
Microsoft Teams  
**Dial In: (831) 296-3421**  
**Access ID: 274 873 489#**



**AGENDA  
KERN, INYO AND MONO  
WORKFORCE DEVELOPMENT BOARD  
PROGRAM AND BUSINESS SERVICES COMMITTEE  
FEBRUARY 18, 2021**

**Location:** Microsoft Teams  
**Time:** 8:00 a.m. to 9:30 a.m.  
**Teams Meeting:** (831) 296-3421  
**Access Code:** 274 873 489#  
**Committee Members:**

Leo Bautista, Chair  
Richard Chapman  
Stacy Ferreira

Jim Elrod  
Teresa Hitchcock  
Diane McClanahan

Alissa Reed  
Jeremy Tobias

**Page No.**

**I. Introductions**

**II. Public Comments**

This portion of the meeting is reserved for persons to address the Committee on any matter not on this agenda but under the jurisdiction of the Committee. Committee members may respond briefly to statements made or questions posed. They may ask a question for clarification, make a referral to staff for factual information or request staff to report back to the Committee at a later meeting. Also, the Committee may take action to direct the staff to place a matter of business on a future agenda. **SPEAKERS ARE LIMITED TO THREE MINUTES.**

**III. New Business**

- 1-4 A. Approval of November 5, 2020, Meeting Minutes – **Action Item**
- 5-15 B. Workforce Innovation and Opportunity Act Final Performance Results For Program Year 2019
- 16-17 C. Standing Committee Composition
- 18-21 D. Grants Update
- E. Mexican American Opportunity Foundation Update – **Oral report**
- F. Director's Report – **Oral Report**
- G. Marketing Presentation – **Oral Report**

**IV. Committee Member Comments**

**V. Miscellaneous Filings**

- 22 A. Program and Business Services Committee Attendance Report
- 23 B. Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2020

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**KERN, INYO AND MONO  
WORKFORCE DEVELOPMENT BOARD  
PROGRAM AND BUSINESS SERVICES COMMITTEE  
DISCUSSION AND ACTION ITEMS  
NOVEMBER 5, 2020**

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Members Present: Leo Bautista, Richard Chapman, Jim Elrod, Stacy Ferreira, Teresa Hitchcock, Diane McClanahan, Alissa Reed, and Jeremy Tobias.

Members Absent: Eric Cooper\*.

Staff Present: Elaine Basham, Marsha Charles, Aaron Ellis, Anne Meert, Michael Saltz, Jana Webb, Danette Scarry, Jeremy Shumaker, and Luanne Santos.

Guests Present: None.

The meeting was called to order at 8:11 a.m. by Leo Bautista through Microsoft Teams.

\*Unexcused Absence

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**Introductions**

Marsha Charles took a roll call vote of the Committee.

**Public Comments**

There were no public comments.

**Approval of May 21, 2020, Meeting Minutes**

Teresa Hitchcock made a motion to approve the August 6, 2020, meeting minutes. Alissa Reed seconded the motion. Marsha Charles took a roll call vote. All ayes. The motion carried.

**Authorization to Issue Request for Refunding for Workforce Innovation and Opportunity Act Adult, Dislocated Worker, Farmworker and Combined Programs for Program Year 2021-22**

Anne Meert informed the Committee that this item under current regulations, a full Request for Proposals (RFP) is required at least once every four years. Therefore, if year one is funded under an RFP process then, with your WDB's approval, years two through four can be funded under the more limited Request for Refunding (RFR) process.

A full RFP was issued for Program Year (PY) 2019-20 for WIOA Adult, Dislocated Worker and Combined programs and an RFR was issued earlier this year for the same WIOA grants for PY 2020-21 which began on July 1, 2020. Staff is recommending that we utilize the more limited RFR process for PY 2021-22 (July 1, 2021 – June 30, 2022) to consider continued funding for current programs. Included in the RFR would be programs/services funded under year one of our National Farmworker Jobs Program (NFJP) grant which was just awarded in July of 2020.

WIOA formula (Adult, Dislocated Worker and Youth) allocations for PY 2021-22 as well as NFJP year two funding have not yet been announced. Also, funding for WIOA Youth programs is handled under a separate process to be considered by the Youth Committee and the WDB. Jim Elrod made a motion to accept the recommendation to recommend the WDB authorize the issuance of a Request for Refunding (RFR) for Adult, Dislocated Worker, Farmworker and Combined programs for Program Year 2021-22 and, if needed, a Request for Proposals (RFP) for other workforce opportunities that may emerge over the year. Alissa seconded the motion. Marsha Charles took a roll call vote. All ayes. The motion carried.

### **Proposed Kern, Inyo and Mono Workforce Development Board and Committee's Meeting Schedule for Calendar Year 2021**

Teresa Hitchcock presented the committee with the schedule of meeting for the WDB and Committees for the calendar year 2021. Jim Elrod asked if the schedule for the WDB had been changed because it now showed the meetings on Thursdays instead of Wednesdays as they were in 2020. Marsha Charles informed the committee that was an error on her part and that the schedule should reflect the WDB meetings on Wednesday. Stacy Ferreira made a motion to accept the calendar of meeting for the year 2021 with the correction of the WDB meeting dates be corrected to Wednesday. Teresa Hitchcock seconded the motion. Marsha Charles took a roll call vote. All ayes. The motion carried.

### **Standing Committee Composition**

Elaine Basham informed the committee that staff recently contacted Workforce Development Board (WDB) and committee members whose terms are expiring on December 31, 2020, to determine if they are interested in continuing to serve for another term.

At its August 26, 2020 meeting, the WDB concurred with the standing committees' recommendation to maintain the current committee structure.

The Workforce Innovation and Opportunity Act (WIOA) requires that any standing committee of the local WDB have at least two non-WDB members with experience and expertise relevant to the committee none of the non-WDB members serving on the YC represent Business.

Elaine reminded the committee of the top 5 industry clusters. She also told the committee that with a recent resignation, the WDB is also out of compliance with the mandatory Business majority, so staff continues to recommend that Business representatives be recruited for non-WDB committee members. She also informed the committee that staff has reached out to the President of the Kern County Black Chamber of Commerce and he has expressed interest in serving on the Board. If appointed it would restore the Business majority.

### **Workforce Development Board Strategic Planning Update**

Elaine Basham reminded the committee that the Workforce Development Board (WDB) Bylaws lists one WDB function under the Workforce Innovation and Opportunity Act (WIOA) and the State plan to "Develop strategies for using technology to maximize accessibility." The staff has been innovating new ways to provide services such as job



seeker on-line orientation, marketing has been using Facebook and Instagram, and also the television, and radio segments have started back up. The staff has drafted a board member recruiting tool that will show how participating on the board is a personal achievement and how it can be a positive impact on the community. Teresa thanked Elaine for tracking all of the information.

### **Workforce Innovation and Opportunity Act Performance Goals for Program Years 2020 and 2021 and New State Policy on Performance**

Anne Meert informed the committee the State of California Employment Development Department (EDD) negotiated local performance goals for each Workforce Development Area's (WDA) Adult, Dislocated Worker and Youth Workforce Innovation and Opportunity Act (WIOA) programs for Program Year 2020 and Program Year 2021. The negotiations were coordinated through the Regional Planning Units with our unit consisting of Kern/Inyo/Mono, San Joaquin, Stanislaus, Merced, Fresno, Kings and Tulare Counties. Local areas were provided the California goals for each measure and their local performance results for the previous four quarters and asked to propose goals for the two years. The State used this information in the negotiation meeting. Per the State's guidance, "once negotiations are completed, the goals are final and second-year goals cannot be renegotiated."

Anne reviewed the

### **Mexican American Opportunity Foundation Update**

Teresa Hitchcock provided an update on the programs at MAOF. Clients are waiting to register for the bookkeeping courses. Targeted marketing of the different programs has been implemented including marketing for specific training programs. The clerical training program will be paired with a work experience as part of a pilot program. It will not count towards our training goals but might be helpful in helping clients get back into the workforce.

### **COVID-19 Update**

Most of the staff is currently working on an A and B schedule, caseloads are low and by appointment only. Safety requirements for the office workspace has been implemented. Virtual services such as Facebook Live is being worked on for job seekers.

### **Director's Report**

Teresa Hitchcock informed the Committee that ETR staff completed their WDAP apprenticeships and that ETR is working on implementing some of their projects. ETR is looking at expanding the youth programs to outlying areas.

The Lake Isabella office is opening soon. Remodeling of the SE ETR office has been completed.

### **Marketing Presentation**

Danette provided an update on what the marketing team is currently working on. The online orientation is working out well with over 200 views. Workshops have been put online such as Basic Computer Skills and Social Media for Job Searching. Marketing is currently working on getting an interview and resume workshop online. ETR and EPIC will be expanding their social media presence and begin to use LinkedIn and Twitter soon.

The new EPIC location will be called EPIC of Kern. There will be a new e-newsletter available soon. The 2019-2020 annual report is being created. Marketing has been working on Covid-19 resources for job seekers such as assistance with UIB, Disability and a business hotline for Kern Recovers PPE Program. PPE items are still being shared with employers. Billboards have been used to advertise in outlying areas for farmworker services. The Supportive Services grant which provides services for people that have been affected by Covid-19 has been promoted. The Earthquake and Covid-19 grant for Ridgecrest, Trona and Lake Isabella area has been promoted. This provides services to employers and job seekers that were affected by the earthquakes and now includes funding for Covid-19. Advertising for training programs and on the job training has been on the radio and digital billboards. Signage has been completed for the new Lake Isabella location. New locations for the Oildale and EPIC are being worked on. The Job Corner on KGET TV has resumed.

### **Committee Member Comments**

Jim Elrod met with a contractor called Morton. They have picked up a solar project on the Edward's Airforce Base. That project is supposed to start in early 2021. It's a two-year project and the manpower is going to peak between 500-600 for electrical.

AC Electric has received the notice to proceed with the new Amazon warehouse in Shafter. That project is going to take between 80-95 journeymen and apprentices for 6-8 months. They are getting ready to bid out the conveyor systems. This will be done simultaneously.

Global Energy has a two-year project converting Alon Refinery on Rosedale Hwy. into a green energy fuel source. This project is going to be around two years. If anyone comes across people that have electrical experience especially if they have state certification send them to Jim Elrod because there will be an opportunity for jobs. Construction is looking at 3-5 years of work.

Fish and Game Department is going to do a study that includes Kern county for Joshua Tree. This is going to open up jobs in green energy.

### **Miscellaneous Filings**

The Committee will have an opportunity to review the Program and Business Services Attendance Report, and the Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2020.

The meeting was adjourned at 9:10 a.m.

# EMPLOYERS' TRAINING RESOURCE

February 18, 2021

Program and Business Services Committee  
Kern, Inyo and Mono  
Workforce Development Board  
1600 E. Belle Terrace  
Bakersfield, CA 93307

## WORKFORCE INNOVATION AND OPPORTUNITY ACT FINAL PERFORMANCE RESULTS FOR PROGRAM YEAR 2019

Dear Committee Member:

At your last meeting, we shared our area's Workforce Innovation and Opportunity Act (WIOA) Adult, Dislocated Worker and Youth performance goals for Program Year 2020. We also stated that when official results for Program Year 2019 were available, that we would provide them to you. Recently, the California Workforce Development Board published its Annual Report "Results Achieved Under the Workforce Innovation and Opportunity Act (WIOA)" for Program Year 2019. The 718 page report, which can be found at [cwdb.ca.gov](http://cwdb.ca.gov), includes each local area's performance results as well as additional data such as the number of participants served and exited and participant characteristics. Excerpts from the Annual Report showing our local area are attached.

The table below compares our Program Year 2019 goals with our performance.

WIOA PROGRAMS	Negotiated Performance Goal	Actual Performance Level	Percentage of Goal Achieved
<b>ADULT</b>			
Employment Rate 2 <sup>nd</sup> Quarter After Exit	66.5%	80.2%	120.6%
Employment Rate 4 <sup>th</sup> Quarter After Exit	64.5%	78.0%	120.9%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$5,550	\$6,438	116.0%
Credential Attainment Within One Year After Exit	55.0%	69.5%	126.4%
Measurable Skills Gain	Baseline	70.4%	Baseline
<b>DISLOCATED WORKER</b>			
Employment Rate 2 <sup>nd</sup> Quarter After Exit	68.0%	81.9%	120.4%
Employment Rate 4 <sup>th</sup> Quarter After Exit	65.5%	76.9%	117.4%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	\$6,300	\$7,655	121.5%
Credential Attainment Within One Year After Exit	64.0%	71.7%	112.0%
Measurable Skills Gain	Baseline	47.9%	Baseline
<b>YOUTH</b>			
Employment/Placement Rate 2 <sup>nd</sup> Quarter After Exit	58.0%	66.6%	114.8%
Employment/Placement Rate 4 <sup>th</sup> Quarter After Exit	57.5%	71.5%	124.3%
Median Earnings 2 <sup>nd</sup> Quarter After Exit	Baseline	\$3,794	Baseline
Credential Attainment Within One Year After Exit	57.0%	80.0%	140.3%
Measurable Skills Gain	Baseline	60.6%	Baseline

\*Baseline indicates insufficient data available to set goal; however, local areas are expected to collect and report data.

The table below shows the number of WIOA clients served by California's 45 local areas combined and the numbers served by our local area only for Program Years 2018 and 2019.

<b>NUMBER OF PARTICIPANTS SERVED (Provided Career Services)</b>				
	<b>California PY 2018</b>	<b>California PY 2019</b>	<b>Kern, Inyo, Mono PY 2018</b>	<b>Kern, Inyo, Mono PY 2019</b>
Adults	50,251	44,110	1,181	1,124
Dislocated Workers	24,117	25,713	412	409
Youth	17,543	17,210	603	584

We are pleased to share this information with your Committee as it validates the success of our workforce development system in serving the job seekers and employers in Kern, Inyo and Mono counties.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:am

Attachments



Statewide Performance Report – Local Area Report				
<b>PROGRAM</b> WIOA Adult		<b>TITLE (select one):</b>		
<b>STATE:</b> California <b>WIB Code:</b> 06075 – Employers Training Resource <b>REPORTING PERIOD COVERED</b> (Required for current and three preceding years.) From ( mm/dd/yyyy ) : 7/1/2019 To ( mm/dd/yyyy ) : 6/30/2020		<input checked="" type="checkbox"/> Title I Adult <input type="checkbox"/> Title I Dislocated Worker <input type="checkbox"/> Title I Youth <input type="checkbox"/> Title I and Title III combined	<input type="checkbox"/> Title II Adult Education <input type="checkbox"/> Title III Wagner-Peyser <input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

### SUMMARY INFORMATION

Service	Participants Served Cohort Period:	Participants Exited Cohort Period: 4/1/2019-3/31/2020	Funds Expended Cohort Period: 7/1/2019-6/30/2020	Cost Per Participant Served Cohort Period: 7/1/2019-6/30/2020
Career Services	1,124	810		
Training Services	860	531		

Percent training-related employment <sup>1</sup> :	Percent enrolled in more than one core program:	Percent Admin Expended:
0.7%	39.2%	

	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	1,124	810	Negotiated Targets		66.0%		62.5%	\$5,600		54.0%		Baseline
			Actual	563	80.2%	461	78.0%	\$6,438	137	69.5%	522	70.4%

Sex	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Female	716	468	316	81.9%	262	79.2%	\$5,951	97	67.8%	360	72.3%
Male	408	342	247	78.2%	199	76.5%	\$6,987	40	74.1%	162	66.4%

Age	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Under 16											
16 - 18	36	27	20	80.0%	13	59.1%	\$3,243	7	100.0%	21	95.5%
19 - 24	299	249	196	84.5%	173	82.4%	\$5,556	42	70.0%	154	76.6%
25 - 44	666	436	281	78.5%	216	79.4%	\$7,414	72	69.2%	313	68.6%
45 - 54	89	67	46	78.0%	48	71.6%	\$5,958	11	57.9%	31	63.3%
55 - 59	16	13	17	89.5%	9	69.2%	\$7,113	<4	75.0%	<4	20.0%
Over 60	18	18	<4	33.3%	<4	28.6%	\$15,002	<4	66.7%	<4	25.0%



Ethnicity/Race	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
American Indian / Alaska Native	27	21	10	58.8%	9	90.0%	\$10,328	<4	50.0%	12	66.7%
Asian	74	41	34	79.1%	21	61.8%	\$5,175	4	66.7%	36	70.6%
Black / African American	86	66	33	70.2%	31	67.4%	\$5,932	6	46.2%	20	41.7%
Hispanic / Latino	681	500	366	81.0%	301	80.3%	\$6,470	98	72.1%	322	71.1%
Native Hawaiian / Pacific Islander	8	5	<4	100.0%	<4	100.0%	\$5,593	<4	100.0%	<4	80.0%
White	502	382	327	84.5%	302	78.0%	\$6,675	106	70.2%	253	75.5%
More Than One Race	21	15	8	57.1%	9	75.0%	\$8,046	<4	50.0%	8	66.7%

#### BY EMPLOYMENT BARRIER<sup>4</sup>

	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
<b>Total Statewide</b>	1,124	810	Negotiated Targets		66.0%		62.5%	\$5,600		54.0%		Baseline
			Actual	563	80.2%	461	78.0%	\$6,438	137	69.5%	522	70.4%

Ethnicity/Race	Total Participants Served	Total Participants Exited	Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Displaced Homemakers	<4	<4	<4	50.0%	4	80.0%	\$2,142	<4	50.0%	<4	100.0%
English Language Learners, Low Levels of Literacy, Cultural Barriers	174	83	47	71.2%	69	71.9%	\$5,029	29	59.2%	54	45.8%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)	<4	<4	<4	100.0%			\$11,251			<4	50.0%
Ex-offenders	41	36	26	86.7%	23	74.2%	\$7,555	4	66.7%	17	58.6%
Homeless Individuals / runaway youth	6	6	<4	100.0%			\$7,008			<4	33.3%
Long-term Unemployed (27 or more consecutive weeks)	171	115	60	63.3%	45	60.8%	\$5,681	16	80.0%	46	53.5%
Low-Income Individuals	554	409	307	77.7%	241	75.3%	\$5,880	85	69.7%	216	63.9%
Migrant and Seasonal Farmworkers	4	<4								4	100.0%
Individuals with Disabilities (incl. youth)	23	22	14	63.6%	16	61.5%	\$5,539	<4	50.0%	6	85.7%
Single Parents (Incl. single pregnant women)	139	97	55	84.6%	37	82.2%	\$7,666	17	81.0%	66	72.5%

Youth in foster care or aged out of system	<4	<4	4	80.0%	<4	100.0%	\$5,277				
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<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

Numbers entered into cells in this template are the same as the corresponding "report item number" on the report specification document.

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**Public Burden Statement (1205-ONEW)**

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Respondent's reply to these reporting requirements is mandatory (Workforce Innovation and Opportunity Act, Section 116). Public reporting burden for this collection of information is estimated to average 30 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate to the Office of Policy Development and Research • U.S. Department of Labor • Room N-5641 • 200 Constitution Ave., NW, • Washington, DC • 20210. Do NOT send the completed application to this address.



Statewide Performance Report – Local Area Report				
<b>PROGRAM</b> WIOA Dislocated Worker		<b>TITLE (select one):</b>		
<b>STATE:</b> California <b>WIB Code:</b> 06075 – Employers Training Resource <b>REPORTING PERIOD COVERED</b> (Required for current and three preceding years.) From ( mm/dd/yyyy ) : 7/1/2019 To ( mm/dd/yyyy ) : 6/30/2020		Title I Adult Title I Dislocated Worker Title I Youth Title I and Title III combined	<input type="checkbox"/> Title II Adult Education <input checked="" type="checkbox"/> Title III Wagner-Peyser <input type="checkbox"/> Title IV Vocational Rehabilitation	<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>

### SUMMARY INFORMATION

Service	Participants Served Cohort Period:	Participants Exited Cohort Period: 4/1/2019-3/31/2020	Funds Expended Cohort Period: 7/1/2019-6/30/2020	Cost Per Participant Served Cohort Period: 7/1/2019-6/30/2020
Career Services	409	274		
Training Services	272	154		

Percent training-related employment <sup>1</sup> :	Percent enrolled in more than one core program:	Percent Admin Expended:
	67.2%	

	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
				Num	Rate	Num	Rate		Num	Rate	Num	Rate
Total Statewide	409	274	Negotiated Targets		69.5%		65.0%	\$7,600		58.0%		Baseline
			Actual	203	81.9%	183	76.9%	\$7,655	86	71.7%	115	47.9%

Sex	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate		Num	Rate	Num	Rate
Female	195	130	83	84.7%	72	72.7%	\$6,589	33	68.8%	57	46.3%
Male	213	144	120	80.0%	111	79.9%	\$8,927	53	73.6%	58	49.6%

Age	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate		Num	Rate	Num	Rate
Under 16											
16 - 18											
19 - 24	45	32	39	83.0%	37	75.5%	\$7,822	22	88.0%	18	60.0%
25 - 44	263	158	107	82.9%	94	79.7%	\$7,476	43	72.9%	78	46.4%
45 - 54	69	55	33	71.7%	31	70.5%	\$7,776	14	63.6%	12	41.4%
55 - 59	16	16	14	93.3%	13	76.5%	\$8,825	6	50.0%	4	57.1%
Over 60	16	13	10	90.9%	8	80.0%	\$5,963	<4	50.0%	<4	50.0%



Ethnicity/Race	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019-6/30/2020	
			Num	Rate	Num	Rate		Num	Rate	Num	Rate
American Indian / Alaska Native	13	7	<4	100.0%	<4	50.0%	\$8,429	<4	100.0%	<4	16.7%
Asian	21	8	4	44.4%	5	62.5%	\$4,358	4	80.0%	9	75.0%
Black / African American	36	22	14	82.4%	12	66.7%	\$8,113	8	66.7%	8	38.1%
Hispanic / Latino	258	161	131	84.5%	112	78.3%	\$7,262	49	77.8%	73	45.9%
Native Hawaiian / Pacific Islander	5	<4	<4	100.0%	<4	100.0%	\$7,414	<4	100.0%	<4	100.0%
White	155	129	111	81.6%	129	76.8%	\$8,290	59	68.6%	44	52.4%
More Than One Race	17	10	<4	100.0%	<4	66.7%	\$8,777	<4	50.0%	<4	30.0%

#### BY EMPLOYMENT BARRIER<sup>4</sup>

	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate		Num	Rate	Num	Rate
Total Statewide	409	274	Negotiated Targets		69.5%		65.0%	\$7,600		58.0%		Baseline
			Actual	203	81.9%	183	76.9%	\$7,655	86	71.7%	115	47.9%

Ethnicity/Race	Total Participants Served	Total Participants Exited	Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
			Num	Rate	Num	Rate		Num	Rate	Num	Rate
Displaced Homemakers	8	6	6	85.7%	7	87.5%	\$8,998	6	85.7%	<4	33.3%
English Language Learners, Low Levels of Literacy, Cultural Barriers	92	50	34	70.8%	37	75.5%	\$7,233	22	73.3%	18	34.6%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)											
Ex-offenders	16	14	7	77.8%	11	91.7%	\$6,749	4	66.7%	<4	20.0%
Homeless Individuals / runaway youth	<4		<4	100.0%	<4	100.0%	\$1,244				
Long-term Unemployed (27 or more consecutive weeks)	65	49	39	78.0%	31	66.0%	\$7,846	22	78.6%	24	48.0%
Low-Income Individuals	187	127	86	78.2%	73	68.9%	\$7,308	39	73.6%	52	47.3%
Migrant and Seasonal Farmworkers	<4									<4	100.0%
Individuals with Disabilities (incl. youth)	6	5	<4	75.0%	<4	50.0%	\$8,172	<4	100.0%		
Single Parents (Incl. single pregnant women)	51	41	24	92.3%	10	62.5%	\$5,158	7	77.8%	18	58.1%
Youth in foster care											

or aged out of system											
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<sup>1</sup>Applies to Title I only.

<sup>2</sup>This indicator also includes those who entered into a training or education program for the Youth program.

<sup>3</sup>Credential Rate and Measurable Skill Gains do not apply to the Wagner-Peyser program.

<sup>4</sup>Barriers to Employment are determined at the point of entry into the program.

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Clicking on each hyperlink will take the user to the plain text language

**Public Burden Statement (1205-ONEW)**

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Statewide Performance Report – Local Area Report				
<b>PROGRAM</b> WIOA Youth		<b>TITLE (select one):</b>		
<b>STATE:</b> California		Title I Adult	<input type="checkbox"/>	Title II Adult Education
<b>WIB Code:</b> 06075 - Employers Training Resource		Title I Dislocated Worker	<input type="checkbox"/>	Title III Wagner-Peyser
<b>REPORTING PERIOD COVERED</b> (Required for current and three preceding years.)		Title I Youth	<input checked="" type="checkbox"/>	Title IV Vocational Rehabilitation
From (mm/dd/yyyy) : 7/1/2019 To (mm/dd/yyyy) : 6/30/2020		Title I and Title III combined	<input type="checkbox"/>	

### SUMMARY INFORMATION

Service	Participants Served Cohort Period:	Participants Exited Cohort Period: 4/1/2019-3/31/2020	Funds Expended Cohort Period: 7/1/2019-6/30/2020	Cost Per Participant Served Cohort Period: 7/1/2019-6/30/2020
Career Services	584	436		
Training Services	168	104		

Percent training-related employment <sup>1</sup> :	Percent enrolled in more than one core program:	Percent Admin Expended:
1.6%	24.3%	

	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020		Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	584	436	Negotiated Targets		66.9%		64.0%	Baseline		54.0%		Baseline
			Actual	241	66.6%	176	71.5%	\$3,794	144	80.0%	171	60.6%

Sex	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Female	286	204	122	63.2%	97	69.3%	\$3,956	81	75.0%	89	61.8%
Male	294	230	119	70.4%	79	74.5%	\$3,636	63	87.5%	82	59.4%

Age	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Under 16			10	90.9%	7	87.5%	\$2,889	8	100.0%		
16 - 18	231	208	100	66.7%	59	66.3%	\$2,860	61	84.7%	121	77.6%
19 - 24	353	228	131	65.2%	110	73.8%	\$4,304	75	75.0%	50	39.7%
25 - 44											
45 - 54											
55 - 59											
Over 60											



Ethnicity/Race	Total Participants Served Cohort Period: 7/1/2019- 6/30/2020	Total Participants Exited Cohort Period: 4/1/2019- 3/31/2020	Employment Rate (Q2) <sup>2</sup> Cohort Period: 7/1/2018- 6/30/2019		Employment Rate (Q4) <sup>2</sup> Cohort Period: 1/1/2018- 12/31/2018		Median Earnings Cohort Period: 7/1/2018- 6/30/2019	Credential Rate <sup>3</sup> Cohort Period: 1/1/2018- 12/31/2018		Measurable Skill Gains <sup>3</sup> Cohort Period: 7/1/2019- 6/30/2020	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
American Indian / Alaska Native	14	8	5	71.4%	<4	75.0%	\$1,944	<4	100.0%	<4	100.0%
Asian	14	7	5	100.0%	6	100.0%	\$5,530	<4	100.0%	5	62.5%
Black / African American	65	58	29	54.7%	15	60.0%	\$2,496	13	81.3%	14	56.0%
Hispanic / Latino	413	303	194	71.9%	142	75.9%	\$3,929	121	80.7%	133	62.1%
Native Hawaiian / Pacific Islander	5	<4	<4	100.0%	<4	100.0%	\$6,354	<4	100.0%	<4	50.0%
White	332	286	182	68.7%	144	72.0%	\$3,887	124	80.0%	117	63.2%
More Than One Race	19	14	7	50.0%	5	62.5%	\$1,594	4	100.0%	<4	50.0%

#### BY EMPLOYMENT BARRIER<sup>4</sup>

	Total Participants Served	Total Participants Exited		Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
				Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Total Statewide	584	436	Negotiated Targets		66.9%		64.0%	Baseline		54.0%		Baseline
			Actual	241	66.6%	176	71.5%	\$3,794	144	80.0%	171	60.6%

Ethnicity/Race	Total Participants Served	Total Participants Exited	Employment Rate (Q2) <sup>2</sup>		Employment Rate (Q4) <sup>2</sup>		Median Earnings	Credential Rate <sup>3</sup>		Measurable Skill Gains <sup>3</sup>	
			Num	Rate	Num	Rate	Earnings	Num	Rate	Num	Rate
Displaced Homemakers	<4										
English Language Learners, Low Levels of Literacy, Cultural Barriers	355	270	143	66.8%	90	70.3%	\$3,202	79	84.9%	118	65.2%
Exhausting TANF within 2 years (Part A Title IV of the Social Security Act)											
Ex-offenders	70	47	7	63.6%	4	66.7%	\$2,126	<4	25.0%	25	71.4%
Homeless Individuals / runaway youth	17	14	6	66.7%	4	80.0%	\$3,992	<4	66.7%	<4	16.7%
Long-term Unemployed (27 or more consecutive weeks)	18	7	<4	40.0%	<4	66.7%	\$5,236	<4	66.7%	6	60.0%
Low-Income Individuals	563	423	240	67.2%	176	72.1%	\$3,813	143	79.9%	171	61.7%
Migrant and Seasonal Farmworkers											
Individuals with Disabilities (incl. youth)	45	32	<4	12.5%	<4	40.0%	\$1,452	<4	100.0%	<4	14.3%
Single Parents (Incl. single pregnant women)	37	27	12	60.0%	<4	33.3%	\$5,292			13	65.0%

Youth in foster care or aged out of system	45	34	17	47.2%	11	50.0%	\$2,556	5	71.4%	9	64.3%
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<sup>1</sup>Applies to Title I only.

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**Public Burden Statement (1205-ONEW)**

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# EMPLOYERS' TRAINING RESOURCE

February 18, 2021

Program and Business Services Committee  
Kern, Inyo and Mono  
Workforce Development Board  
1600 E. Belle Terrace  
Bakersfield, CA 93307

## STANDING COMMITTEE COMPOSITION

Dear Committee Member:

As you know, the Workforce Innovation and Opportunity Act (WIOA) requires that any standing committee of the local Workforce Development Board (WDB) have at least two non-WDB members with experience and expertise relevant to the committee. Combining your committee with the Youth Committee (YC) was not adopted by the WDB. None of the non-WDB members serving on the YC represent Business.

The State Board mandates that a subcommittee comprised of business make recommendations for the business service portion of the Local 4-Year Plan. This requirement has been met and maintained by including business services in the Program and Business Services (PBS) Committee's functions and by having a majority of its members be Business representatives.

The current composition of members represent Business - four (4); Labor - one (1); Community Based Organization - one (1); and One-Stop Partner programs - two (2) totaling eight (8) members. In order to reach a majority of Business members staff recommends recruiting an existing Business member from the WDB. Recruiting two persons representing Business to serve as non-WDB members on your committee can also meet both objectives.

The top five industry clusters for the existing Plan are (1) Energy and Natural Resources, including Renewables; (2) Construction non-residential and infrastructure; (3) Health Care; (4) Aerospace and Defense; and (5) Manufacturing (including Value-Added Agriculture), Warehousing and Logistics (e.g. distribution centers), and Transportation (excluding passenger transit).

Your committee Business members currently represent Manufacturing - petroleum, Health Care and Economic Development. Your committee may consider recruiting non-WDB members from Distribution and/or Transportation, non-residential Construction, or

Aerospace and Defense. Business members of the WDB or committees must be an owner, chief executive or chief operating officer, or other individual with optimum hiring authority (e.g. Human Resources Director) or represent business interests such as Chambers of Commerce. For nominations, Marsha Charles-Manos, Board Liaison, can be reached at [charlesm@kerncounty.com](mailto:charlesm@kerncounty.com) or 661-336-6849 for a Board application/nomination form.

We will continue to keep your committee updated on the status of its composition.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

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# EMPLOYERS' TRAINING RESOURCE

February 18, 2021

Program and Business Services Committee  
Kern, Inyo, and Mono  
Workforce Development Board  
1600 E. Belle Terrace  
Bakersfield, CA 93307

## GRANTS UPDATE

Dear Committee Member:

The following information is provided to update your Committee on several grants and Memorandums of Understanding (MOUs) involving Employers' Training Resource (ETR).

### **Workforce Innovation and Opportunity Act (WIOA) Grants**

#### WIOA Dislocated Worker Funds for Underserved COVID-19 Impacted Individuals

In an effort to act swiftly to help workers most impacted financially by the coronavirus (COVID-19) pandemic, the Employment Development Department (EDD) made available up to \$10 million of Workforce Innovation and Opportunity Act (WIOA) 25% Dislocated Worker Funds to provide supportive services to individuals impacted by COVID-19. ETR was awarded \$252,000. These funds may be used for equipment necessary to telework (e.g., computer, internet, etc.), housing assistance, utility assistance, childcare assistance, and transportation assistance. The supportive services are available in two tiers (up to \$400 or up to \$800 in total assistance) depending on the individual's current wages versus previous wages. In addition to meeting WIOA eligibility, individuals must satisfy household income requirements and must have been affected by a layoff, reduction in hours or pay, or unable to work for COVID-19 related reasons. The grant was to expire December 31, 2020; however, it has been extended until June 30, 2021. To date, 64 participants have been served.

#### National Dislocated Worker Grant 2020 COVID-19 Temporary Jobs Program

ETR, as a partner with La Cooperativa Campesina de California (La Cooperativa), was awarded National Dislocated Worker Grant 2020 COVID-19 Temporary Jobs Program funding. The funding period is April 10, 2020 to March 31, 2022, and the funds awarded to ETR are \$14,835 (\$2,400 for supportive services and \$12,435 for staffing and other expenses). The program provides temporary jobs with public and non-profit agencies to eight eligible Kern County residents unemployed or underemployed because of the COVID-19 pandemic.

#### Dislocated Worker Additional Assistance Grant – Ridgecrest Earthquake Disaster and COVID-19

In response to the COVID-19 pandemic, the Kern, Inyo and Mono Counties Workforce Development Board submitted a modification to the WIOA 25 Percent Dislocated Worker



Additional Assistance (AA) Grant for the Ridgecrest Earthquake disaster that was awarded in November 2019 in the amount of \$304,500. The modification, which has been approved by the State, broadens the geographic service area of the grant to include all of East Kern County and redirects remaining grant funds to dislocated workers that have been displaced as a result of the COVID-19 pandemic. To date, ETR planned to serve 20 participants and has placed three in employment. The name of the grant has been changed to the Ridgecrest Earthquake Disaster & COVID-19 AA. The grant period is April 1, 2020 through March 31, 2021.

#### Additional Assistance Project Funding for Workforce Studies

EDD awarded ETR \$700,000 to fund a comprehensive workforce study focusing on the effects of a slow down or halt to oil and gas production in Kern County. ETR is partnering with the Kern Community Foundation, Kern Economic Development Corporation (KEDC), KEDC Foundation, the Brookings Institution and others on the project titled B3K (Better Bakersfield & Boundless Kern). The grant term is February 1, 2020 through March 31, 2021; however, ETR has submitted a request to extend the term of the grant through May 30, 2021.

#### Disability Employment Accelerator 2018-19

In May 2019, ETR, in partnership with Kings County, was awarded \$350,000 for the Disability Employment Accelerator 2018-19 (DEA) grant from the EDD. ETR received \$175,000 to operate the program in Kern County. The purpose of this grant is to provide employment and training services to 60 participants, including Veterans with disabilities. ETR is conducting outreach and providing information to the business community on the benefits, incentives, tax credits, and services available when hiring people with disabilities. To date, ETR and Kings County have served 31 participants and have placed them into employment. The DEA grant ends on March 31, 2021.

#### California Employment Development Department for the National Health Emergency Phase II: Disaster Recovery National Dislocated Worker Grant, Phase II

On September 20, 2018, ETR, in partnership with Merced County Workforce Investment (MCWI), received the National Health Emergency Phase II: Disaster Recovery National Dislocated Worker Grant. Due to the success of ETR's grant, ETR was awarded an additional grant in the amount of \$371,900 and plans to provide employment and career training services in the treatment of addiction, including supportive services, by enrolling up to 15 participants into the Drug and Alcohol Studies Program (DASP) at California State University, Bakersfield, Extended Education and Global Outreach (CSUB). The CSUB training fulfills the educational requirements for testing for the California Consortium of Addiction Programs and Professionals (CCAPP) Certification as a Registered Alcohol and Drug Technician. Upon successful completion of the CSUB program, participants will be referred to paid and unpaid internship opportunities to obtain the state-mandated 2,080 hours of supervised placement hours. The grant will end on March 31, 2022.

#### La Cooperativa Campesina de California Rapid Response Program

In December 2020, ETR received \$25,000 from La Cooperativa to provide rapid response and dislocated worker activities in Kern County with a focus on dislocated agricultural industry workers. La Cooperativa is a network of agencies, which ETR is a partner, that provides employment and training services in California and also receives State grants which benefit farmworkers. The purpose of Rapid Response is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether. This Rapid Response Program ends on June 30, 2021.



### La Cooperativa Campesina de California Complaint System Awareness & Referral Program

In January 2021, ETR received \$25,000 from La Cooperativa to provide outreach communication strategies to extend the reach, awareness, and referral to the WIOA – Wagner Peyser Employment Services Complaint System. ETR is coordinating with the EDD Complaint Specialist and the EDD Monitor Advocate Office in developing intake forms and materials for outreach, as well as devising the procedures for ETR staff to follow. The term of the contract is November 1, 2020 through October 31, 2021.

### **Non-WIOA Grants**

#### CalFresh Employment and Training Services

For a second time, ETR entered into an MOU with the Kern County Department of Human Services (DHS) to provide an employment and training services program for approximately 166 eligible CalFresh and General Assistance applicants/recipients referred by DHS. ETR received \$350,180 in CalFresh funding to provide a combination of job search training workshops and supervised job search. ETR also evaluates participants for potential placement in appropriate non-paid work experience programs. The MOU expires on September 30, 2021. Due to participation exceptions applied to DHS clients due to COVID-19, very few clients have been enrolled in this program this year.

#### Transformative Climate Communities (TCC) Program

ETR was awarded \$18,450 of Transformative Climate Communities (TCC) grant funds to assist the City of Bakersfield in developing an action plan for the development of neighborhood-level plans involving workforce and economic development, housing, and transportation. In addition to two community workforce outreach events in 2020, ETR participated in a public comment meeting on January 26, 2021. All public meetings were hosted via Zoom. ETR also developed the workforce development portion of a community survey. The results of the surveys, recordings of the public meetings, and the final draft of the Plan can be found at: [www.bakersfieldtccplan.org](http://www.bakersfieldtccplan.org). (Click on “Available Documents” at the top of the page to review the Plan.) While more housing and community development were responded to, economic development in the form of small business development and capitalization were cited. Those who lack a job in the project area face a variety of challenges including the lack of high school education, limited English proficiency, single-parent households, limited access to the Internet and lack of digital literacy. If TCC implementation funds are received by the city, then targeted services such as ESL, GED, childcare, adult education, on-the-job training contracts, etc. may be provided. The planning grant ends in February 2021 and, to date, the State has not budgeted implementation funds.

#### Public Safety Realignment Act of 2011 (AB 109)

ETR receives funds under AB 109 to assist justice-involved individuals with returning to the workforce. For Fiscal Year (FY) 2020-21, ETR received \$528,053 in Base Funds and \$38,220 in “backfill” to help offset statewide reductions and the elimination (at least for this year) of Growth Funds. ETR was allowed to carry forward \$100,744 in AB 109 funding from FY 2019-20. The Base Funds program aims to provide a variety of services to justice-involved individuals referred to ETR by the Kern County Sheriff’s Office and Kern County Probation, as well as providing work-readiness development classes to those still incarcerated within the Lerdo Jail facilities. Our Growth Funds program, which is still operating with previously allocated funds, provides transitional employment (paid work experience) to recently released inmates who have completed

a two-week intensive mentoring program operated by Garden Pathways. In some cases, ETR "reverse refers" participants referred to us by other agencies to the Garden Pathways program. Finally, ETR has \$324,486 in reserved Growth Funds and is seeking approval to utilize these funds to provide transitional employment to any AB 109 client, not limited to those referred by or to Garden Pathways.

It should be noted that in-custody services were suspended until recently due to COVID-19 safety measures in place in the Kern County Jail system. Classes have resumed on a limited basis, subject to evolving conditions. Plans for implementing additional in-custody workshops such as Financial Literacy have been suspended indefinitely as our partners at Lerdo work to bring existing programs back as staffing and safety permit. ETR program staff have been working to adapt our post-release service delivery to meet safety requirements and provide as many services via telephone or other virtual and/or socially distanced means as possible. Examples include increased preliminary services via telephone and outreach to the Sober Living Environments outdoors with masking and working with these facilities to make outreach available via virtual platforms.

#### Prison-to-Employment (P2E)

In September 2019, ETR entered into an MOU with San Joaquin Valley and Associated Counties (SJVAC) to provide formerly incarcerated and other justice-involved individuals with Implementation 3. ETR received \$507,555 from the P2E Grant consisting of \$182,380 for Implementation of Direct Services (IDS) and \$325,175 for Supportive Services – Earn and Learn (SSEL) opportunities for justice-involved and the formally incarcerated. The purpose of this grant is to improve California's criminal and juvenile justice systems and reduce recidivism through increased rehabilitation. The source of funding is the State of California General Fund SB 856 awarded by the California Workforce Development Board. ETR will conduct outreach and recruitment efforts, targeting the formally incarcerated and other justice-involved individuals in order to enroll a total of 42 participants. To date, ETR has enrolled 11 participants into IDS and four participants in the SSEL. The term of the agreement is September 1, 2019 through March 31, 2022.

We will continue to keep your Committee and your Board informed as additional funding opportunities and updates are available.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:am



Kern, Inyo & Mono Workforce Development Board PBS Committee Attendance 2020 Qtr 1					
P = Present	U=unexcused	X=Cancelled			
A = Excused Absence					
Member		2/6/20	5/21/20	8/6/20	11/5/20
First	Last	PBS	PBS	PBS	PBS
Leo	Bautista	P	P	P	P
Richard	Chapman	P	A	P	P
Eric	Cooper	A	U	A	U
Jim	Elrod	P	A	P	P
Stacy	Ferreira	A	P	P	P
Teresa	Hitchcock	P	P	P	P
Diane	McClanahan	P	P	P	P
Ali	Morris	U	Resigned 2/28/20		
Alissa	Reed	P	P	P	P
Jeremy	Tobias	P	P	P	P
*Non-WDB					

**DRAFT KERN, INYO AND MONO  
WORKFORCE DEVELOPMENT BOARD AND  
COMMITTEES' MEETING SCHEDULE  
CALENDAR YEAR 2021**

**Program and Business Services Committee**

\*America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, 2<sup>nd</sup> Floor

Thursday, February 18, 2021, 8 a.m.  
Thursday, May 13, 2021, 8 a.m.  
Thursday, September 16, 2021, 8 a.m.  
Thursday, November 18, 2021, 8 a.m.

**Youth Committee**

\*America's Job Center of California – Oildale Affiliate, 1129 Olive Drive, Bakersfield

Wednesday, February 24, 2021, 3 p.m.  
Wednesday, May 19, 2021, 3 p.m.  
Wednesday, September 22, 2021, 3 p.m.  
Wednesday, December 1, 2021, 3 p.m.

**Executive Committee**

\*America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, 2<sup>nd</sup> Floor

Thursday, February 11, 2021, 4 p.m. **Special Session**  
Thursday, March 4, 2021, 4 p.m.  
Thursday, May 27, 2021, 4 p.m.  
Thursday, September 30, 2021, 4 p.m.  
Thursday, December 9, 2021, 4 p.m.

**Workforce Development Board**

\*International Brotherhood of Electrical Workers, 3921 North Sillect Avenue, Bakersfield

Wednesday, March 17, 2021, 7 a.m.  
Wednesday, June 9, 2021, 7 a.m.  
Wednesday, October 6, 2021, 7 a.m.  
Wednesday, December 15, 2021, 7 a.m.

*\*Due to COVID-19, all meetings will take place virtually until further notice.*