



AGENDA

WORKFORCE DEVELOPMENT BOARD

October 6, 2021
7:00 A.M.



America's Job Center of California - Bakersfield
Microsoft Teams Meeting
Dial In: (831) 296-3241
Conf. ID:243 783 106#



**AGENDA
KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
OCTOBER 6, 2021**

Location: Microsoft Teams
Time: 7:00 a.m.
Dial-in: (831) 296-3421
Access Code: 243 783 106#

Page No.

- | | |
|-------|---|
| I. | Call to Order |
| II. | Salute to the Flag |
| III. | Introductions |
| IV. | Public Comments
<p>This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board. Board 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 Board at a later meeting. Also, the Board may take action to direct the staff to place a matter of business on a future agenda. SPEAKERS ARE LIMITED TO THREE MINUTES.</p> |
| V. | Presentation <ul style="list-style-type: none">• Recycling Lives Video Presentation |
| VI. | Consent Agenda
<p>If a member of the audience wishes to comment or ask questions regarding an item or items on the consent agenda, they may do so prior to a vote being taken on the consent agenda. A member of the Board may remove any item from the consent agenda and it will be considered in the listed sequence with an opportunity for any member of the public to address the Board concerning the item before action is taken.</p> |
| 1-5 | A. Approval of the June 9, 2021 Meeting Minutes. |
| 6 | B. Board and Committee Member Travel Budget For 2021-2022 |
| 7-9 | C. Workforce Development Board and Standing Committee Composition |
| VII. | New Business |
| 10-17 | A. Pandemic Waiver Applications Approval And Policy Bulletin Transitional Jobs For Adults And Dislocated Workers – Action Item |
| 18-23 | B. Recommended Funding For Short-Term Job Readiness & Transitional Jobs Programs Under The Workforce Innovation & Opportunity Act And Other Funding Streams – Action Item |
| 24-25 | C. Subsequent Local Area Designation and Local Board Recertification Application - Approved |
| 26-29 | D. Workforce Innovation and Opportunity Act Performance Goals for Program Year 2021 |
| 30-32 | E. Approval of the Local and Regional Plans for Program Years 2021 – 2024 |
| | F. CWA Meeting of The Minds – Oral Report |

- G. Budget Update – **Oral Report**
- H. Legislative Update – **Oral Report**
- VIII. **Director's Report**
 - A. America's Job Center of California Activity Report
 - B. America's Job Center of California Location Update
 - C. Marketing Presentation
 - D. One-Stop Operator Report
- IX. **Board Member Comments**
 - A. Economic Development Report
 - B. Open Discussion
- X. **Miscellaneous Filings**
 - 33 A. Status of Subgrantee Monitoring Reports
 - 34 B. Status of Subgrantee Audit
 - 35-37 C. Draft Program and Business Services Committee September 16, 2021, Meeting Minutes
 - 38 D. Special Session Executive Committee June 24, 2021, Meeting Minutes
 - E. Draft Executive Committee September 30, 2021, Meeting Minutes - **Handout**
 - 39-46 F. Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Reports
 - 47 G. Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021

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All agenda item supporting documentation is available for public review at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, 93307 during regular business hours, 8:00 a.m. - 5:00 p.m., Monday through Friday, following the posting of the agenda. Any supporting documentation that relates to an agenda item for an open session of any regular meeting that is distributed after the agenda is posted and prior to the meeting will also be available for review at the same location.

Please remember to turn off all cell phones, pagers, or electronic devices during the meeting.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
DISCUSSION AND ACTION ITEMS
JUNE 9, 2021**

Members Present: Laura Barnes, Leo Bautista, Richard Chapman, Stacy Ferreira, Mike Frey, Steven Gomez, Chris Gonzalez, Greg Gutierrez, Nick Hill, Teresa Hitchcock, Ian Journey, Karen King, Gregory Knittel, Dr. Dean McGee, Anita Martin, Randy Martin, John Means, Brenda Mendivel, Clare Pagnini, Alissa Reed, Rick Schowengerdt, John Spaulding, Jay Tamsi, and Todd Yepez.

Members Absent: Kelly Bearden, Diane McClanahan, Shelly Tarver*, Jeremy Tobias, and Michael Vogenthaler.

Staff Present: Elaine Basham, Jeremy Shumaker, Candy Cline-Gettman, Anne Meert, Danette Williams, Marsha Manos, Jana Webb, Sarah Woodman, and Michael Saltz.

Guests Present: Brian Holt, Lita San Pedro, Jim Keene, Karine Kannikeberg, Nathan Ross, and Yvette Quevedo.

This virtual meeting was called to order at 7:02 a.m. by Alissa Reed via Microsoft TEAMS.

INTRODUCTIONS

Marsha Manos did a roll call of members. Staff and guests introduced themselves.

PUBLIC COMMENTS

There were no public comments.

PRESENTATIONS

California State University, Bakersfield - Dr. S. Aaron Hegde, PhD

CONSENT AGENDA

Karen King made the motion to approve the following consent agenda items:

- Approval of the March 17, 2021 meeting minutes.
- Pandemic Waiver Applications Offer Additional Assistance To Employers
- Workforce Development Board And Standing Committee Composition

Jeremy Tobias seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

PRELIMINARY FUNDING RECOMMENDATIONS FOR NATIONAL FARMWORKER JOBS PROGRAM FOR PROGRAM YEAR 2021-2022

Jana Webb informed the Board that on June 2, 2021, ETR was notified by the DOL that the NFJP funding amount for PY 2021-2022 would be \$2,415,085 a reduction of \$77,942 from the current PY. Jana said that ETR staff were currently working on the grant plan and budget and documents must be submitted by June 15, 2021. On March 30, 2021, ETR released a Request for Refunding for Year Two Under the WIOA National Farmworker Jobs Program for Program Year 2021-2022 The Kern High School District; Proteus, Inc.; and California State University, Bakersfield Auxiliary for Sponsored Programs. All four of the programs were determined eligible for refunding with the total recommended funding at \$623,940. Karen King made the motion to approve staff's

recommendation to authorize the distribution of WIOA NFJP funds as indicated: (1) California State University, Bakersfield for \$25,000; (2) Kern High School District for \$268,960; and (3) Proteus, Inc. for \$329,980. Brenda Mendivel seconded the motion. Marsha Manos polled the members for their votes. Dr. Dean McGee abstained from the vote. All ayes. The motion carried.

PRELIMINARY FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT ADULT, DISLOCATED WORKER, AND COMBINED PROGRAMS AND SERVICES FOR PROGRAM YEAR 2021-2022

Anne Meert informed the Board that On March 19, 2019, Employers' Training Resource issued an RFP to procure WIOA Adult, Dislocated Worker, and combined programs and services for Program Year (PY) 2019-2020 for Kern County. Your WDB approved the continued use of the Request for Refunding (RFR) process for PY 2021-2022, year two under the RFP, at your December 9, 2020 meeting. The RFR was issued on March 25, 2021.

On May 14, 2021, the State released WIOA formula allocations for PY 2021-2022 for the Workforce Development Areas. Kern, Inyo and Mono Counties PY 2020-2021 Adult and Dislocated Worker allocations totaled \$10,615,455; the PY 2021-2022 allocations total \$9,617,788. This is a reduction of \$997,667 or 9.4%.

A total of \$1,437,046 in funding is being recommended. Approximately \$1,923,555 of Adult and Dislocated Worker funds will need to be spent to meet the 30 percent training expenditure requirement. With the recommended training funding of \$413,920, that leaves a minimum of \$1,509,635 is available for ITAs and OJTs.

Anne also mentioned the following:

- The Kern High School District's Paid Work Experience program was unable to operate due to potential liability concerns brought upon by COVID-19. It is recommended that should the District not resume this program by the end of the first quarter, that the agreement be terminated and the funds are reallocated where needed.
- Proteus' Office Automation Program was removed from the ETPL by the Tulare Workforce Development Board. As a result, ETR cannot use WIOA funds for the training.
- Proteus' On-the-Job Training Program - If the state approves a 2021-2022 COVID waiver request for small businesses to be reimbursed up to ninety percent for an OJT on or about July 1, 2021, this funding recommendation may be revisited to increase the employer reimbursement budget.
- The Mexican American Opportunity Foundation's Bookkeeping program was recommended for six months only funding for PY 2020-2021 and converted to the ITA model beginning January 1, 2021. MAOF filed an appeal which was denied by the Executive Committee of your Board but heard by the Kern County Board of Supervisors on July 14, 2020, and on August 18, 2020. ETR agreed to the six-month model with an 80% enrollment metric and the ability of the program to be

“refunded” for another six months should the metric be met. The metric was not met by December 31, 2020; however, due to unprecedented business and school closures, stay-at-home orders, and fear of contracting COVID, fewer clients accessed local WIOA services during the pandemic resulting in fewer new enrollments in all programs. Your Board approved the agreement be refunded for an additional six months through June 30, 2021. In its RFR application, MAOF requested an increase of \$80,000 for the Bookkeeping program.

This PY, there have been 14 new enrollments in the Bookkeeping. The enrollment goal for the year is 50. In addition, it is estimated that ETR paid \$21,000 in advertising costs to promote MAOF’s Bookkeeping program during this program year. The 25% increase in funding is not recommended and maintaining the 80% enrollment metric for continuing to operate under a reimbursement contract is recommended.

John Spaulding made the motion to approve the staff’s recommendation to approve the distribution of \$1,437,046 as indicated. John Means seconded the motion. Marsha Manos polled the members for their votes. Dr. Dean McGee and Todd Yopez abstained from the vote. All ayes. The motion carried.

PRELIMINARY FUNDING RECOMMENDATIONS FOR YOUTH PROGRAMS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT FOR PROGRAM YEAR 2021-2022

Sarah Woodman reminded the Board that at its meeting on December 9, 2020, they approved a Request for Refunding (RFR) process for In- and Out-of-School Youth (ISY and OSY) programs under the Workforce Innovation and Opportunity Act (WIOA) for Program Year (PY) 2021-22. The Kern, Inyo, Mono consortium’s total allocation in youth funding for PY 2021-22 is \$5,598,757, a decrease of \$1,172,775 from our PY 2020-21 funding. Under WIOA, a minimum of 75% of program funds must be expended on services to OSY, and 20% of all program funds must be spent on work experience activities. Funding opportunities were divided into three categories under the PY 2021-22 RFR:

1. Comprehensive ISY programs to serve youth in Community, Continuation, or Court schools.
2. Comprehensive OSY programs providing a full array of services directly or via referral;
3. One Work Experience-Only program to provide the Work Experience component for participants receiving comprehensive services through ETR’s EPIC program.

All of the eligible agencies applied for refunding. The evaluation committee recommended funding all programs at their requested amounts. Leo Bautista made the motion to approve the staff’s recommendation to approve WIOA funding for Program Year 2021-22 in the amount of \$4,450,256. Karen King seconded the motion. Marsha Manos polled the members for their votes. Dr. Dean McGee abstained from the vote. All ayes. The motion carried.

FUNDING RECOMMENDATION FOR THE COMPREHENSIVE AJCC ONE-STOP OPERATOR UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT FOR PROGRAM YEAR 2021-2022

Michael Saltz informed the Board that on February 22, 2021, ETR released a Request for Proposals for the Comprehensive One-Stop Operator for the Kern, Inyo and Mono Workforce Development Area. On March 18, 2021, ETR received two separate electronic Notices of Intent to Submit Proposals and on April 14, 2021, ETR received one Proposal Package from ProPath, Inc. The Evaluation Committee met on April 20, 2021, and reviewed the Proposal Package submitted by ProPath. The Evaluation Committee determined that ProPath did not adequately address the financial criteria as required.

On April 21, 2021, ProPath sent an email to ETR stating: "Please cancel the RFP meeting scheduled for this Friday and please identify my proposal as Non-Responsive." The Evaluation Committee unanimously voted to make a recommendation to the Executive Committee to not award the Comprehensive One-Stop Operator to any Applicant and to consider other available options. Brenda Mendivel made the motion to approve the staff's recommendation. John Spaulding seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

UPDATE ON HIGH PERFORMING BOARD, CAREER SERVICE PROVIDER, AND LOCAL AREA DESIGNATION/BOARD RECERTIFICATION APPLICATION

Elaine Basham informed the Board that the State issued Workforce Services Directive WSD19-12 in 2020 which provided guidance and an application form to submit for High Performing Board designation. The Program Year 2019-20 application was submitted to the State on May 15, 2020. The State amended the local WIOA subgrant contract with our Local Area on April 7, 2021, adding \$3,864.16 signifying that our Board met the HPB designation.

Career Services Provider Application

The Kern County Board of Supervisors approved the local application at its February 9, 2021 meeting, and staff submitted it to the State on February 19, 2021. The State provided a letter on April 21, 2021, informing your Board that the application was approved for the four program years starting July 1, 2021 through June 30, 2025.

Subsequent Local Area Designation and Local Board Recertification Application

State Workforce Services Directive WSD20-06, issued February 22, 2021, provided guidance for submitting the Local Area Subsequent Designation and Local Board Recertification Application for Program Years 2021-2023. The application was due to the State Board by March 31, 2021. Your board approved the application at its March 17, 2021 meeting. The Kern County Board of Supervisors authorized the application at its April 13, 2021 meeting, and the final application was submitted to the State Board. We will update your Board when the designation and recertification application is approved.

BUDGET UPDATE

Jeremy Shumaker informed the Board that the budget had been revised to about 34 million dollars. The budget is quite similar to the previous year and still a work in progress. ETR is looking at realigning some things and expanding some service delivery areas.

DIRECTOR'S REPORT

Teresa Hitchcock informed the Board that ETR is moving forward with Bitwise and they are looking at starting their entrepreneurship in June. Teresa said that Recycling Lives will start its program in June as well. Teresa said that the SB1 MC3 craft training is moving forward also and they should be starting their cohort in the fall. All ETR staff is anticipated to return to work on June 15, 2021. Danette Williams provided the Board with a marketing update and presentation.

BOARD MEMBER COMMENTS

Richard Chapman gave the Board a brief economic update. Richard shared an Energy Fact Sheet with the Board that provided a snapshot of various energy statistics.

MISCELLANEOUS FILINGS

The Board had the opportunity to review the following miscellaneous filings included in the agenda:

- Grant Summary Report
- Local And Regional Plans Update
- Draft Program and Business Services Committee May 13, 2021, meeting minutes
- Draft Youth Committee May 19, 2021, meeting minutes
- Special Session Executive Committee April 20, 2021, meeting minutes
- Draft Executive Committee May 27, 2021, meeting minutes
- Third Quarter One-Stop Operator Report
- Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Reports
- Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021

As there was no further business the meeting adjourned at 8:57 a.m.

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

BOARD AND COMMITTEE MEMBER TRAVEL BUDGET FOR 2021-2022

Dear Board Member:

In 2015, your Workforce Development Board (WDB) adopted a travel policy that applies to Board and Committee Members. The policy requires the WDB to approve a travel budget annually. On August 20, 2020, your Board approved a travel budget of \$10,000. It is now time to set the budget for 2021-2022, and at its meeting on September 30, 2021, your Executive Committee concurred with the staff's recommendation of a budget of \$10,000.

During the past year, no members attended conferences. This is understandable due to the COVID-19 pandemic. However, conferences are starting to resume, and the California Workforce Association (CWA) Meeting of the Minds was held recently in Monterey. Last year, the conference was virtual. The next CWA conferences should be the Youth @ Work Conference in January 2022 and the WORKCON Conference in spring 2022. When more information is available on these conferences and others – whether offered in person or virtually – they will be shared with Board and Committee Members.

As a reminder, members must adhere to the Board and Committee Member Travel Policy guidelines to request cost reimbursement for travel/conference expenses. Requests must be approved by your Executive Committee (if time permits) or the WDB Chairperson. Final approval may also be subject to approval by the County Administrative Office and the Kern County Board of Supervisors.

Therefore, IT IS RECOMMENDED that your Board approve the Board and Committee Member travel budget of \$10,000 for 2021-2022.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:am

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

WORKFORCE DEVELOPMENT BOARD AND STANDING COMMITTEE COMPOSITION

Dear Board Member:

Resignation

Kern County Superintendent of Schools (KCSOS) Education member Mr. Michael Vogenthaler has relocated to San Luis Obispo and submitted a resignation from the Workforce Development Board (WDB) and the Youth Committee (YC). His resignation is attached.

The Workforce Innovation and Opportunity Act (WIOA) requires that Local Boards include a minimum of two (2) Education and Training Providers on the Board representing: (a) *WIOA Title II Adult Education and Literacy* and (b) *Institution of Higher Education*. Currently those requirements are met by: (1) Dr. Dean McGee, Kern High School District and (2) Mr. John Means, Kern Community College District.

Optionally the Board may include *Other Education or Community-Based Organizations (CBO)* with demonstrated experience in addressing the employment needs of those with barriers to employment. Your Board authorized a *Change of Status* when Ms. Norma Rojas-Mora moved from One-Stop Partner Program at the Kern County Housing Authority to Bakersfield College, representing *Higher Education* as well. Mr. Vogenthaler replaced Dr. Rob Arias in the third optional membership category *Other Education or CBO*. Although the YC has yet to be informed of the resignation, they currently have a second representative from KCSOS Ms. Jayme Stuart.

As you know, the WIOA requires a Business majority, a Labor minimum of 15%, and total Workforce Representatives (which includes Labor) of 20%.

- Prior to this resignation, the WDB size was 32: Business at 53.1%, Labor at 18.8%, and Labor plus other Workforce Representatives 25%.
- With Mr. Vogenthaler's resignation, the WDB size will be 31: Business at 54.8%, Labor at 19.4%, and Labor plus other Workforce Representatives 25.8%.

Whether this Education member is replaced or not, your Board would remain in compliance.

Per the WDB Bylaws, a vacancy may not necessarily be filled if the required composition of the WDB can be maintained without it. As you know your Board has chosen to reduce its size via attrition and has struggled to maintain a Business majority, generally being one Business member resignation away from compliance. Currently, the WDB has the two (2) required Education members. In keeping with your Board's expressed desire to reduce the Board size, the Executive Committee, at its September 30, 2021 meeting, recommended that your Board accept the resignation and that Mr. Vogenthaler not be replaced.

Program and Business Services Committee Request to Labor

Mr. Brian Holt, representing Labor, has been appointed to the WDB by the Kern County Board of Supervisors to replace Jim Elrod. Resignations of Labor or Apprenticeship members are reported to the appointing agencies so they can nominate replacement members. When a WDB member resigns, their replacements are not automatically assigned to any committees. Therefore, although Brian Holt replaced Jim Elrod on the WDB, he was not presented as a candidate for the Program and Business Services (PBS) Committee.

Per the Bylaws, Local Board and committee members will be notified about resignations during meetings so that they may recruit as well as inform their nominating agencies about vacancies. The Chair shall make appointments to all committees of the Board, except the elected committee Chairs.

On September 16, 2021, the PBS Committee discussed the resignation of the Labor member and indicated it prefers to keep a Labor member on its committee. Adding a Labor member to the committee without adding an additional Business member will still maintain the Business majority. The Executive Committee discussed potential Labor members to serve on this committee and Labor member John Spaulding may have a candidate to propose at the WDB meeting.

Therefore, IT IS RECOMMENDED by the Executive Committee that your Board recommend to the Kern County Board of Supervisors that it: (1) accept the resignation of Education member Michael Vogenthaler and (2) does not post a vacancy since the resignation maintains the regulatory composition of the WDB.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

Attachment

TH:eb

Marsha Charles-Manos

From: Michael Vogenthaler <mivogenthaler@kern.org>
Sent: Friday, June 4, 2021 9:36 AM
To: Marsha Charles-Manos
Subject: Resignation

CAUTION: This email originated from outside of the organization. Do not click links, open attachments, or provide information unless you recognize the sender and know the content is safe.

Hello Marsha,

I have relocated to San Luis Obispo and have accepted a new position in Paso Robles. Thank you for the opportunity to serve on the WDB. Please accept my resignation and thank the members for their continued support of job development in the region.

Sincerely,

Mike Vogenthaler

Mike Vogenthaler

Director I - College and Career Initiatives

Office: (661) 636-4556

Fax: (661) 636-4329

Kern County Superintendent of Schools

Office of Mary C. Barlow

1300 17th St. - City Centre • Bakersfield, CA 93301-4533

"Advocates for Children"

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

PANDEMIC WAIVER APPLICATIONS APPROVAL AND POLICY BULLETIN FOR TRANSITIONAL JOBS FOR ADULTS AND DISLOCATED WORKERS

Dear Board Member:

Wavier Applications

As your Board knows, the State requested and received from the U.S. Department of Labor two Workforce Innovation and Opportunity Act (WIOA) pandemic waivers for work-based training: increasing reimbursement of on-the-job training (OJT) costs for small businesses and increasing the percent of WIOA Title I Adult and Dislocated Worker local formula funds that can be used for the provision of Transitional Jobs.

Local Boards choosing to utilize the waivers had to submit two separate applications by June 30, 2021, and your Board approved the applications at its June 9, 2021 meeting. Staff submitted them to the State on June 29, 2021.

On July 22, 2021, the State Board staff issued the attached e-mails notifying your Board that both waiver requests were approved for the current program year. Staff verified with the State that the OJT waiver was retroactive to the start date of July 1, 2021 (also attached). Staff currently estimates that as many as ten (10) small employers may qualify for the OJT waiver. When they are confirmed, staff will contact each employer to see about adjusting the reimbursement rate to the waiver "up to 90 percent" rate.

Transitional Jobs for Adults and Dislocated Workers

When staff notified the Board about the waiver applications, we noted that a policy for Transitional Jobs was being drafted for Board approval. If using transitional jobs, local areas are required to have a Transitional Jobs policy in place which includes the local definition of "chronic unemployment" and "inconsistent work history," the duration (i.e. limits on minimum or maximum number of weeks), wage rate, number of hours, etc. The attached Policy Bulletin is guidance for staff and service providers operating Transitional

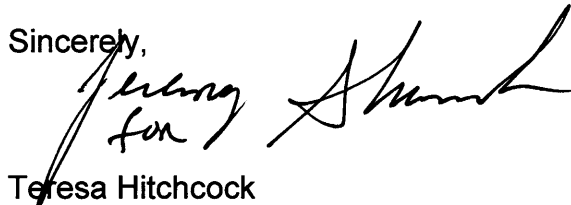
Jobs programs using formula Adult and Dislocated Worker funds. It was developed in conjunction with the waiver application and the Request for Proposals (RFP) seeking operators of Transitional Jobs Training (TJT) programs.

The attached draft Policy Bulletin was circulated to staff for review and in preparation to provide the TJT programs from the RFP. Staff will keep your Board informed on its implementation, including updates on funding TJT providers via the RFP, including the RFP funding recommendations being considered today.

At its meeting on September 30, 2021, the Executive Committee discussed the draft Policy Bulletin and requested that staff review Item 10 on page 3 of the policy regarding regulatory prohibition against using WIOA funds for sectarian activities including training and construction. They agreed to accept the draft Policy as is, with the caveat that Item 10 might be removed or amended in the draft presented to your Board. If changes are made, the attached copy will be replaced via email to WDB members, available to the public at this meeting, and displayed as a replacement during this meeting today.

Therefore, IT IS RECOMMENDED by the Executive Committee that your Board approve the attached Transitional Jobs for Adults and Dislocated Workers Policy Bulletin, with the caveat that Item 10 on page 3 may be removed or amended.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

Attachments

TH:eb

Attachment 1

From: Anglesey, Ashley@CWDB <Ashley.Anglesey@cwdb.ca.gov>
Sent: Thursday, July 22, 2021 4:10 PM
To: Elaine Basham <bashame@kerncounty.com>
Cc: ETR XTeam <ETRXTeam@kerncounty.com>; Anne Meert <meerta@kerncounty.com>
Subject: RE: COVID waiver question

Yes, the approval is retroactive to July 1, 2021!

Attachment 2

From: Anglesey, Ashley@CWDB <Ashley.Anglesey@cwdb.ca.gov>
Sent: Thursday, July 22, 2021 1:52 PM
Subject: OJT Waiver Approval

Good afternoon,

We received your application for a waiver of Workforce Innovation and Opportunity Act Section 134(c)(3)(H)(i), which allows up to a 90 percent reimbursement of on-the-job training costs for businesses with 50 or fewer employees, as outlined in the Workforce Services Directive WSD20-13. Your application has been approved and the waiver can be utilized for Program Year 2021-2022. If you have any questions, please let us know.

Thank you,

Ashley L. Anglesey

Pronouns: She, Her, Hers

WIOA Research & Policy Analyst
 State Plan and Policy Development Team
 California Workforce Development Board
www.cwdb.ca.gov

Attachment 3

From: Anglesey, Ashley@CWDB <Ashley.Anglesey@cwdb.ca.gov>

Sent: Thursday, July 22, 2021 1:45 PM

Subject: Transitional Job Waiver Approval

Good afternoon,

We received your application for a waiver of Workforce Innovation and Opportunity Act Section 134(d)(5), which allows up to 30 percent of Title I Adult and Dislocated Worker local formula funds to be used for the provision of transitional jobs, as outlined in the Workforce Services Directive WSD20-13. Your application has been approved and the waiver can be utilized for Program Year 2021-2022. If you have any questions, please let us know.

Thank you,

Ashley L. Anglesey

Pronouns: She, Her, Hers

WIOA Research & Policy Analyst
State Plan and Policy Development Team
California Workforce Development Board
www.cwdb.ca.gov

EMPLOYERS' TRAINING RESOURCE
1600 E. Belle Terrace
Bakersfield, CA 93307

POLICY BULLETIN: #ETR 32-21

TO: All ETR and ETR Providers of Service

FROM: Teresa Hitchcock
Assistant County Administrative Officer

DATE:

SUBJECT: Transitional Jobs for Adults and Dislocated Workers

**This Policy Bulletin Supersedes Any Previously Issued Policy Statements
Concerning Transitional Jobs**

The Workforce Innovation and Opportunity Act (WIOA) offers a variety of work-based learning approaches such as on-the-job training (OJT), internships, paid work experience, incumbent worker training, and training via Transitional Jobs. WIOA Section 134(c)(3)(D) includes work-based Transitional Jobs as an allowable Training Activity. Local Workforce Development Boards (WDB) may set aside up to 10 percent of their annual allocation of WIOA Adult and Dislocated Worker funds to provide transitional jobs. California requires that each WDB expend 30 percent of those WIOA allocations on training services and, per Workforce Services Directive (WSD) 18-10, transitional jobs are an eligible expenditure. Participants must concurrently receive Career and Supportive Services.

Per 20 CFR 680.190, a transitional job is one that provides time-limited work experience, which is wage-paid and subsidized, and is in the public, private, or non-profit sectors for individuals with barriers to employment who are: (1) chronically unemployed or (2) have inconsistent work history, as determined by the Local Board. These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment.

Transitional job placements could be a critical service delivery strategy, especially for participants with significant barriers to employment who are struggling to attach or re-attach to the labor market and to gain both income and work experience.

Unlike on-the-job training (OJT), there is no requirement that the employer retains the individual upon completion of the transitional job, but job retention is an ideal outcome. Targeted populations for transitional jobs could include individuals who are long-term unemployed, ex-offenders, parents ordered to pay child support, individuals who are currently receiving or have exhausted TANF benefits, and individuals with disabilities.

Transitional jobs must be limited to the period of time required for a participant to establish a work history, demonstrate success in the workplace, and develop the skills needed to enter unsubsidized employment. Transitional jobs may range from 4 weeks to 26 weeks. The exact duration will be set as appropriate for the participant's employment goals, background and skill level as reflected in the individual employment plan. Transitional jobs must provide at least 20 hours of work a week, but no more than 40 hours a week.

The employer of record may be the host employer, a training provider, a partner organization, or the WDB. If an entity other than the WDB serves as the employer of record, that entity may be entitled for reimbursement up to 100% of wages.

Subrecipient agencies seeking to provide Transitional Jobs programs, including developing worksites, will be procured and would act as the Employer of Record for Transitional Jobs worksites. The Employer of Record will be responsible for applicable insurance (including Workers' Compensation), payroll services and the submission of payroll taxes, as well as compliance with the Affordable Care Act and California's Healthy Workplace, Healthy Families and the provision of State's required Sexual Harassment training.

The WDB requires a written, signed agreement between the WDB and the host employer or other employer of record prior to the start of work. A single agreement may be written for a group with a single site provided the working conditions, job description, training plan, wage rates, and terms of the agreement are the same for all participants covered by the agreement.

Participants enrolled in a paid transitional job shall be compensated at an hourly wage not less than the State or local minimum wage. Participants shall only be paid for the hours worked during the transitional job period and documented on the participant's Transitional Jobs Training Contract timesheet. Transitional job participants cannot be paid for lunch breaks or vacation time and are not authorized to work overtime. Exceptions to the scheduled hours per week and maximum activity hours may be made at the discretion of the director of ETR or the Chief Administrative Office Manager on a case-by-case basis. However, the maximum hours per week will not exceed 40 and the total duration of the activity will not exceed 1,040 hours.

The transitional jobs agreement must comply with the following regulations and standards:

1. Health and safety standards established under Federal and State law otherwise applicable to working conditions of employees are equally applicable to working conditions of participants engaged in transitional jobs.

2. Workers' compensation insurance must be provided to participants engaged in transitional jobs.

3. The host employer is in compliance with Federal and State laws including those laws pertaining to nondiscrimination based on race, color, sex, religions, national origin, age, disability, sexual orientation, and marital status.

4. The host employer is not experiencing abnormal labor conditions such as strikes, lockouts, or layoffs.

5. The participant will not displace (including partial displacement, such as reduction in the hours of non-overtime work, wages, or employment benefits) any currently employed employee at the date of participation.

6. The participant will not be employed in or assigned to a job as a result of a layoff from the same or any substantially equivalent job; a result of termination of the employment of any regular, unsubsidized employee; or that in any way infringes on the promotional opportunities of currently employed workers at the date of participation.

7. In order to avoid a conflict of interest - The staff employee that is a relative of a participant may not enroll, case manage or supervise any aspect of that participant's activities. In addition, no individual may be placed in a WIOA employment activity if a member of that person's immediate family is directly supervised by or directly supervises that individual.

For this policy, the definition of "relative" (i.e. family) was taken from the Kern County Administrative Policy and Procedures Manual's Nepotism Policy, Attachment E. A relative is a relative by blood, marriage, or adoption, including the following relationships: spouse, child, stepchild, parent, stepparent, grandparent, grandchild, brother, sister, half-brother, half-sister, aunt, uncle, niece, nephew, parent-in-law, daughter-in-law, son-in-law, brother-in-law, sister-in-law, and first cousin.

8. No funds provided are to be used to employ the participant in a position involving political activities.

9. No funds provided are to be used to directly or indirectly assist, promote or deter union organizing.

10. No funds provided are to be used in the employment or training of participants/trainees involved in the construction, operation, or maintenance of a facility which is used for religious instruction or worship (sectarian activities).

11. The transitional job is not impairing existing contracts for services or collective bargaining agreements.

DOCUMENTATION

The individual's case file must document the justification for transitional jobs and the supportive services and career services provided in combination with transitional jobs. The individual case file must also contain a copy of the transitional job agreement. Documentation is subject to WDB's Policy Bulletin #25-18 Handling and Protection of Personally Identifiable Information (PII).

MONITORING

WIOA program staff must ensure regular and on-going monitoring and oversight of the transitional jobs program. Monitoring may include on-site visits and phone/email communication with the employer/trainer and participant to review the participant's progress in meeting training plan objectives. Any deviations from the agreement should be dealt with promptly.

Transitional Job program participant's training and payroll records may be reviewed by Federal, State and WDB Kern fiscal and program monitors. These entities have the right to access, examine and inspect any site where any phase of the Transitional Job program is conducted. Proper transitional job program documentation must be maintained in such a way as to facilitate an audit. Program training and payroll records must be maintained for five (5) years after the participant's conclusion of WIOA enrollment activities.

DEFINITION OF KEY TERMS

Chronic Unemployment is extended periods of unemployment that re-occur throughout an individual's work history. The Kern, Inyo and Mono local definition of extended period is 15 weeks or more in length. Further, Chronic Unemployment often presents as gaps in employment where the individual's time unemployed is greater than their time gainfully employed.

Inconsistent Work History is one that is characterized by jobs that are generally short term in nature, whether due to them being temporary jobs, the individual not being a good fit, quitting or being fired, or the individual frequently moving from job to job of their own accord. An Inconsistent Work History often consists of a patchwork of jobs with no clear path towards a specific career goal and or long term stable permanent employment. The transitory nature of an Inconsistent Work History can shift the focus away from the individual's history of work and lead to questions of their commitment to employment/working.

Persistent Cyclical Unemployment is defined as multiple jobs within one year interspersed with periods of unemployment.

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

RECOMMENDED FUNDING FOR SHORT-TERM JOB READINESS & TRANSITIONAL JOBS PROGRAMS UNDER THE WORKFORCE INNOVATION & OPPORTUNITY ACT AND OTHER FUNDING STREAMS

Dear Board Member:

At your meeting on December 9, 2020, the Workforce Development Board (WDB), approved a request to authorize a Request for Refunding (RFR) for Workforce Innovation and Opportunity Act (WIOA) Adult/Combined programs, as well as Requests for Proposals (RFPs) for any other workforce, needs that should arise during Fiscal Year (FY) 2021-2022.

On August 13, 2021, Employers' Training Resource (ETR) issued an RFP for Short-Term Job Readiness and Transitional Jobs Training, making up to \$1,200,000 available for three awards of up to \$400,000 each, with funding comprised of WIOA and other funding streams depending upon each participant's eligibility. Contract terms will be from January 1, 2022, through March 31, 2023, including up to three months of "ramp up" activity and at least twelve months of active service to participants.

Transitional Jobs, by definition under the WIOA, requires that participants be chronically unemployed, have an inconsistent work history and have additional severe barriers to employment such as being an ex-offender, receiving or having exhausted benefits under Temporary Aid to Needy Families, or being an individual with a disability. Transitional Jobs also require a clear and close tie-in between job readiness activities and the work component. The work component is not simply an opportunity to earn a wage with a randomly selected employer after completing job readiness activities but is expected to be highly supervised, supportive, and a hands-on application of the competencies being developed. Applicants were asked to design programs that included industry or job-specific work-readiness instruction and to establish core competencies, describing how these would be measured and met. ETR expressed a strong preference for cohort-based, instructor-led programs as well as for programs serving rural/underserved communities and/or ex-offenders. To make it easier for potential applicants to serve ex-offenders, and to ensure compliance with various state and federal labor laws, ETR arranged for a third

party Human Resources/Payroll Service to serve as Employer of Record for all programs funded under this solicitation.

Applicants were asked to refrain from including any identifying information in their proposal narrative/application section, and ETR staff assigned random codes to each proposal. Any identifying information inadvertently appearing in each proposal was redacted. A committee comprised of two evaluators from the community reviewed all proposals “blind” to the identity of each applicant. This was done to eliminate any bias or appearance of bias, for or against any applicant based on a reviewers’ knowledge of or perceptions about, any proposer. Reviewers were instructed not to consider the presence of redactions when rating proposals.

Reviewers scored each proposal on the following criteria:

Criteria	Points
Capabilities and Demonstrated Ability	25
Location and Accessibility	10
Program Design and Planned Approach	30
Enrollment Goals and Outcomes	20
Budget Summary and Justification	15
TOTAL POINTS	100

Proposals were due on September 8, 2021 and six were received. All of the proposals were passed on to the reviewers for scoring, and all received scores of 80 or higher, above the minimum threshold of 75 that is generally applied, and the three highest-scoring proposals have been recommended to receive awards.

Note that because participant wages and costs of the third party HR/payroll service will be contracted directly and paid by ETR, actual amounts awarded to each selected agency will be \$400,000 minus the amount needed for those third party services. Once approved, our third-party provider will work with agencies to determine an official quote for their services including Workers’ Compensation rates using actual job classifications and agencies will have the opportunity to adjust the number of participants and/or hours of paid work to meet the budget and not trigger full-time benefits for the Employer of Record. These complexities were understood to be impossible to finalize before the selection of training providers, and both applicants and reviewers were aware that planned enrollments and work hours might require negotiation after selection.

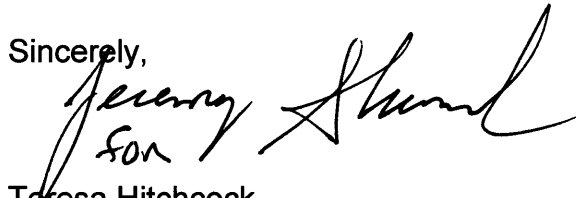
Finally, although the reviewers were only able to recommend three applicants for selection, they have suggested that your board and ETR establish a program for providing comprehensive Technical Assistance to community-based organizations (CBOs) that are engaging in truly innovative activities to serve the hard to reach, hard to serve, but currently lack the expertise/programmatic capacity to compete successfully for this type

of award. This will require collaboration between ETR and various stakeholders/community partners but will help increase opportunities to develop workforce opportunities that foster equity and diversity.

A list of agencies along with scores, recommendations, and program details is provided in Attachment A, with more detailed program descriptions given in Attachment B. Appeals, if any, must be filed in writing with ETR no later than close of business on October 13, 2021. Appeals will be decided by your Executive Committee.

Therefore, IT IS RECOMMENDED that your WDB approve the distribution of funds as indicated in Attachment A for contracts beginning January 1, 2022 and ending on March 31, 2023.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:kb

Attachments

- A) Funding Recommendations
- B) Description of Proposed Programs

RECOMMENDATIONS FOR AWARD
SHORT-TERM JOB READINESS & TRANSITIONAL JOBS
JANUARY 1, 2022 through March 31, 2023
THRESHOLD FOR FUNDING 75%; ALL MET

Agency	Score	Recommended for Funding?	Service Loc/AnalPop (All serving chronically unemployed/no consistent work history)	Cohort Based or Open Entry/Exit	Instructor/ Led or Self-Paced* Person/Remote	Job Readiness & Work Sequential or Concurrent?	Total Request**	Estimated Cost of Work Component*	Total Participants to be served	Cost Per Participant	Length of Program
BHWiss Industries											
Pre-Apprenticeship Developer (Tech/Tech Adjacent jobs)	85.0	NO	Downtown Bakersfield; Marginalized & Underserved; willing to serve ex-offenders	Cohort	Instructor-Led, currently 100% remote due to Covid-19 precautions	Concurrent	\$400,000	\$160,424	30	\$13,333	13 weeks per cohort
CityServe											
Re-Entry Employment Success (Warehouse Worker/Clerk)	94.0	YES	Central Bakersfield; specifically targets ex-offenders	Cohort	Instructor Led, In-Person	Concurrent	\$400,000	\$169,519	16	\$25,000	6 months per cohort
Kern High School District											
Café 1600 Culinary Arts	91.5	YES	Southeast Bakersfield; underserved; willing to serve ex-offenders	Cohort	Instructor Led, In-Person	Concurrent	\$400,000	\$317,847	30	\$13,333	6 months per cohort
Labors of the Harvest											
Food Recovery, Distribution, Warehousing, Transportation, Public Health to act as fiscal agent	81.5	NO	Taft/West Kern; homeless, ex-offenders and indigenous Oaxacan	Cohort	Instructor Led, In-Person	Concurrent	\$400,000	\$317,847	30	\$13,333	6 months per cohort
Mexican American Opportunity Foundation											
Office Occupations/Administrative Support	88.5	NO	Downtown Bakersfield; underserved; willing to serve ex-offenders	Open Entry/Exit	Mix of Self-Paced & Instructor-Led; In-Person with Remote options; provided curriculum	Sequential as all competencies are met	\$400,000	\$203,203	38	\$10,526	Not cohort based; 30 hrs/wk classroom until Core Competencies met, then mix of classroom and work for separate host employers.
Proteus, Inc.											
General Office Clerk	96.0	YES	Delano/North Kern; underserved ind farm workers; willing to serve ex-offenders	Cohort	Mix of Self-Paced & Instructor-Led; In-Person	Sequential with new classroom cohorts beginning while previous cohorts are working	\$400,000	\$246,511	24	\$16,667	6 weeks classroom (195 hours) plus 320 hours of work for separate host employers (8-16 weeks dep on hrs/wk)

*RFP stated programs should be cohort-based rather than Open Entry/Exit but clarified during pre-proposal meeting that those proposing Open Entry/Exit or Self-Paced instruction would not be disqualified.

**Final participant numbers and/or paid hours may require adjustment to correct for budgeting errors and/or differences between work component estimates and actual quotes.

***Hours per week or length of paid work may require adjustment to avoid triggering full-time benefits.

DESCRIPTION OF PROGRAMS REQUESTING FUNDING FOR SHORT-TERM JOB READINESS & TRANSITIONAL JOBS

BitWise Industries

(Location/Service Area: Downtown Bakersfield but program delivered on a 100% remote basis)

Pre-Apprenticeship Developer: 13- week course (20 hrs/week) covering computer basics, internet and web basics, HTML and CSS fundamentals, using code editor to write and debug code, learning to use CSS to style web pages, build lists, and nav bars, learning to use Git and Github, CSS Flexbox, BootStrap, JavaScript and other tools/processes to create mobile-friendly websites with various functions.

Not Recommended.

CityServe

(Location/Service Area: Downtown/Central Bakersfield but open to recruiting in outlying areas)

Re-Entry Employment Success: RES is a six month program targeted for formerly incarcerated ex-offenders. RES will actively recruit participants from rural and underserved areas of Kern County. CityServe will act as both the Job Readiness and Transitional Job host. Jobs will be in a warehouse operated by CityServe where donated goods are distributed to affiliate organizations. Training will include hands-on as well as online instruction with preparation for positions as Warehouse Workers or Clerks. Participants will receive industry-recognized certificates in forklift operation. Job Readiness services will be focused on the needs of the re-entry population. CityServe has been serving this population since 2017 and is currently operating re-entry services under a grant from the Board of State and Community Corrections.

Recommended.

Kern High School District

(Location/Service Area: Southeast Bakersfield)

Café 1600: The Café 1600 Culinary Arts program has been in operation for several years, providing participants with the opportunity to learn both front and back operations in a working restaurant setting (the cafeteria at the Southeast AJCC). The program couples cooking and restaurant operations training with life and employability skills, but is not a paid work experience program. Under this grant, participants would gain the opportunity to earn a wage during participation, making this training accessible to those who need to earn at least a modest wage in order to meet their basic needs and/or terms of their release, in the case of re-entry participants.

Recommended.

Laborers of the Harvest

(Location/Service Area: Taft/West Kern)

Food recovery and distribution: The proposed program will empower disadvantaged groups such as the homeless and recently incarcerated to gain experience in food recovery and distribution just as SB 1383 takes effect, a law mandating food recovery

that will create a need for new workers trained in these processes. Training will be primarily hands-on, on the job, but will include classroom time. Industry-specific skills learned will include gleaning, food handling, warehousing, and redistribution as well as administrative skills. Certifications in safe food handling, forklift, word processing and spreadsheets, as well as truck driving may be available as partnerships are developed. Curriculum development contingent upon funding.

Not Recommended.

Mexican American Opportunity Foundation

(Location/Service Area: Downtown Bakersfield)

Office Occupations: This program will be operated as an Open Entry/Open Exit program with a combination of Self-Paced and Instructor-Led activities. Participants will be required to complete five Core Competencies (typing 35 wpm, learning filing systems, virtual meeting platforms, safe operation of basic office machines and basic Excel spreadsheets) before being placed at a work site for the paid work component. Participants will continue with the classroom training needed to earn their Certificate of Completion.

Not Recommended.

Proteus, Inc.

(Location/Service Area: Delano; Delano, McFarland, Lost Hills, Shafter and Wasco)

General Office Clerk: This program will help participants develop both the vocational and soft skills needed for employment in the clerical field. Participants may earn two certificates—keyboarding and/or 10-key—if benchmark proficiencies are met. 195 hours of classroom training over a six-week period will be followed by transitional employment at host employer sites with a maximum of 320 hours of paid work, full or part time depending upon the needs of the employer and participant. Total program length is 14 weeks. Agency participates in a variety of community partnerships that create visibility and outreach opportunities throughout the communities of North Kern.

Recommended.

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

SUBSEQUENT LOCAL AREA DESIGNATION AND LOCAL BOARD RECERTIFICATION APPLICATION - APPROVED

Dear Board Member:

We are pleased to report that the application for subsequent designation of our Local Workforce Development Area (Local Area) and the recertification of your Workforce Development Board (WDB) for Program Years 2021-2022 and 2022-2023 has been approved. The application was reviewed at your March 17, 2021 meeting, approved by the Kern County Board of Supervisors on April 13, 2021, and then submitted to the State. Attached is the notification of that approval.

As a reminder, eligibility requirements for subsequent designation and recertification were the following:

WIOA Section 106 requires the Governor to approve a request made for subsequent designation by any Local Area if the area did the following:

- Performed successfully
- Sustained fiscal integrity
- Engaged in the regional planning process.

In accordance with WIOA Section 107(c)(2), the State Board will recommend recertification of a Local Board if it has:

- Met WIOA membership requirements
- Met or exceeded performance accountability measures
- Achieved sustained fiscal integrity.

We will continue to keep your Board updated on matters such as this.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

Attachment



Dr. Angelo Farooq, Chair ■ Tim Rainey, Executive Director ■ Gavin Newsom, Governor

June 29, 2021

Kern, Inyo, Mono Workforce Development Board
Teresa Hitchcock, Executive Director
1600 E Belle Terrace
Bakersfield, CA 93307

SUBJECT: Application for Subsequent Designation of Local Areas and Recertification of Local Workforce Development Board (Local Board)

Dear Ms. Hitchcock,

The California Workforce Development Board (State Board) has received and carefully assessed your application requesting subsequent designation of local area and recertification of the Local Board under the Workforce Innovation and Opportunity Act (WIOA).

This letter is to inform you that the Kern, Inyo, Mono WDB met the eligibility requirements for subsequent designation and recertification. This determination was made by applying the criteria and evaluating the specific requirements included in Directive WSD 20-06, dated February 22, 2021.

Therefore, your application for initial designation for the period of July 1, 2021, through June 30, 2023, has been approved.

If you have any questions, please contact your Employment Development Department Regional Advisor.

A handwritten signature in black ink, appearing to read 'Tim Rainey'.

Tim Rainey, Executive Director
California Workforce Development Board

cc: Carlos Bravo, California Workforce Development Board
Yvette Quevedo, Employment Development Department

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

WORKFORCE INNOVATION AND OPPORTUNITY ACT PERFORMANCE GOALS FOR PROGRAM YEAR 2021

Dear Board Member:

Workforce Innovation and Opportunity Act Formula Grants

In 2020, 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."

National Farmworker Jobs Program

As a Department of Labor (DOL) National Farmworker Jobs Program (NFJP) grantee, the DOL provided Employers' Training Resource with its NFJP goals for Program Year 2021 (July 1, 2021 through June 30, 2022). Despite the ongoing COVID-19 pandemic and high local unemployment rates, DOL increased goals for three of the five Adult and three of the five Youth measures. The charts below show each goal comparison from the previous year as well as the most recently available performance. As you can see, we have exceeded all Adult and Youth goals for Program Year 2020-21.

NFJP ADULT	Program Year 2020-21 Goal	Program Year 2021-22 Goal	Net Change	Program Year 2020-21 Qtr. 4 Actual Performance
Employment Rate 2 nd Quarter After Exit	64.62%	69.75%	↑7.94%	69.6%
Employment Rate 4 th Quarter After Exit	60.77%	65.73%	↑8.16%	66.3%
Median Earnings 2 nd Quarter After Exit	\$4,664	\$4,901.48	↑5.09% +\$237.48	\$5,710
Credential Attainment Within 4 Quarters After Exit	53.18%	52.90%	↓0.53%	93.8%
Measurable Skill Gains	59.15%	58.27%	↓1.49%	66.7%

NFJP YOUTH	Program Year 2020-21 Goal	Program Year 2021-22 Goal	Net Change	Program Year 2020-21 Qtr. 4 Actual Performance
Employment/Placement in Education or Training Rate 2 nd Quarter After Exit	64.37%	69.81%	↑8.45%	77.5%
Employment/Placement in Education or Training Rate 4 th Quarter After Exit	60.96%	65.44%	↑7.34%	68.3%
Median Earnings 2 nd Quarter After Exit	\$4,675.24	\$4,967.97	↑6.26% +\$292.73	\$6,088
Credential Attainment Within 4 Quarters After Exit	53.53%	53.16%	↓0.07%	77.8%
Measurable Skill Gains	58.78%	58.35%	↓0.07%	77.8%

Concerns with EDD's Evaluation of Performance Success for Adult, Dislocated and Youth Programs

Of great concern continues to be EDD Directive WSD20-02 "Calculating Local Area Performance and Nonperformance" issued on September 18, 2020 which provides new guidance and establishes the procedures by which local area performance will be calculated and outlines the State's nonperformance policy.

According to the directive, "At the end of the PY [Program Year], the actual performance numbers for that year will be adjusted using the SAM [Statistical Adjustment Model], which will factor in data on the economic conditions of the Local Area and the populations served by the program(s) during that year. This will determine the adjusted levels of performance for the PY, against which the Local Area's actual results will be compared." The State will calculate and provide Local Area's outcomes for the most recent completed Program Year via an Information Notice by December 31.

In addition, the State will evaluate Individual Indicator Score, Overall Program Score, and Overall Indicator Score. To perform successfully, a Local Area must meet each of the following, and nonperformance occurs if one or more of the outcomes are not reached:

- Individual Indicator Score of 50% or higher
- Overall Program Score of 90% or higher
- Overall Indicator Score of 90% or higher

Sanctions

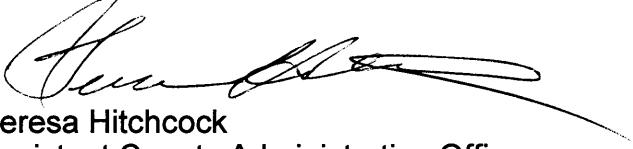
Nonperformance outcomes may lead to sanctions ranging from technical assistance in Year One, to ineligibility for discretionary grants or High Performing Board funds in Year Two, to having to reorganize (e.g., appointment and certification of a new Local WDB) and prohibition of using eligible providers and partners that have been identified as achieving poor levels of performance in Year Three.

Program Year 2020-21 Performance Results

When Program Year 2020-21 performance results are official, we will share them with your Board.

We will continue to keep your Board informed on performance. We have prepared a Program Year 2021 Performance Goals "card" (attached) for the WIOA formula grants and the NFJP. The card provides an easy reference of the goals and definitions for each of the performance measures.

Sincerely,

A handwritten signature in black ink, appearing to read "Teresa Hitchcock", with a long, sweeping horizontal flourish extending to the right.

Teresa Hitchcock
Assistant County Administrative Officer

Attachment

PERFORMANCE GOALS

Program Year 2021-2022

WIOA ADULT PERFORMANCE MEASURES	ADULT (201)	DISLOCATED WORKER (501)	NATIONAL FARMWORKER (167)
Employment Rate 2nd Quarter After Exit	73.2%	76.0%	69.75%
Employment Rate 4th Quarter After Exit	66.0%	72.5%	65.73%
Median Earnings 2nd Quarter After Exit	\$6,000	\$7,300	\$4,901.48
Credential Attainment within 1 Year After Exit	60.0%	60.0%	52.90%
Measurable Skill Gains	50.0%	45.0%	58.27%

WIOA YOUTH PERFORMANCE MEASURES	YOUTH (301)	NATIONAL FARMWORKER (167)
Employment/Placement in Education or Training 2nd Quarter After Exit	71.0%	69.81%
Employment/Placement in Education or Training 4th Quarter After Exit	71.0%	65.44%
Median Earnings 2nd Quarter After Exit	\$3,800	\$4,967.97
Credential Attainment within 1 Year After Exit	60.0%	53.16%
Measurable Skill Gains	56.4%	58.35%

Workforce Innovation and Opportunity Act (WIOA) PERFORMANCE MEASURES DEFINED

Employment Rate – 2nd Quarter After Exit - The percentage of participants who are in unsubsidized employment during the second quarter after exit from the program. (For Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the second quarter after exit.)

Employment Rate – 4th Quarter After Exit - The percentage of participants who are in unsubsidized employment during the fourth quarter after exit from the program. (For Youth, the indicator is the percentage of participants in education or training activities, or in unsubsidized employment during the fourth quarter after exit.)

Median Earnings – 2nd Quarter After Exit - The median earnings of participants who are in unsubsidized employment during the second quarter after exit from the program.

Credential Attainment - The percentage of those participants enrolled in an education or training program (excluding those in OJT and customized training) who attain a recognized postsecondary credential or a secondary school diploma, or its recognized equivalent, during participation in or within one year after exit from the program.

Measurable Skill Gains - The percentage of program participants who, during a program year, are in an education or training program that leads to a recognized postsecondary credential or employment and who are achieving measurable skill gains, defined as documented academic, technical, occupational, or other forms of progress, towards such a credential or employment.

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

APPROVAL OF THE LOCAL AND REGIONAL PLANS FOR PROGRAM YEARS 2021 - 2024

Dear Board Member:

The Workforce Innovation and Opportunity Act (WIOA) required the Local Workforce Development Area, which is the Kern, Inyo, Mono (KIM) Counties Consortium, to prepare a Local Plan. In addition, WIOA also required the Regional Planning Unit (RPU), which is the San Joaquin Valley and Associated Counties to prepare its Regional Plan. The San Joaquin Valley and Associated Counties include the counties of Kern, Inyo, Mono, Fresno, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare. The purpose of preparing Local and Regional Plans is to keep them consistent with the policy direction of the State Plan. The Local and Regional Plans (collectively referred to as "Plans") cover Program Years (PY) 2021 – 2024 (July 1, 2021 to June 30, 2024).

The Plans were filed with the California Workforce Development Board (CWDB) by the deadline of April 30, 2021.

The Plans were reviewed by a team of readers that included representatives from the CWDB, Employment Development Department Regional Advisors, and other state partners, such as the State Board of Education, the California Department of Education, the Department of Rehabilitation, and the Chancellor's Office.

In August 2021, CWDB approved the Plans as reflected in the attached letters.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:ms

Attachments



August 11, 2021

Teresa Hitchcock
Kern, Inyo, & Mono Workforce Development Board

SUBJECT: Local Plan for PY 2021-2024

Dear Director Hitchcock,

The Local Plan you have submitted for Program Year (PY) 2021 - 2024 has been reviewed and evaluated for compliance with the Regional and Local Plan requirements outlined in Workforce Services Directive WSD20-05.

On behalf of the California Workforce Development Board (CWDB), your Local Plan has been approved. We want to thank you for your efforts to meet the goals outlined in the California Unified Strategic Workforce Development Plan by facilitating a planning process that ensures greater coordination and collaboration with our strategic partners.

If you have any questions, please contact your Employment Development Department Regional Advisor.



TIM RAINEY, Executive Director
California Workforce Development Board

cc: Yvette Quevedo, Regional Advisor



August 10, 2021

Doris Foster
Adolph Lopez
San Joaquin Valley and Assoc. Counties Regional Planning Unit

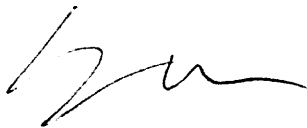
SUBJECT: Regional Plan for PY 2021-2024

Dear Doris and Adolph,

The Regional Plan you have submitted for Program Year (PY) 2021 - 2024 has been reviewed and evaluated for compliance with the Regional and Local Plan requirements outlined in Workforce Services Directive WSD20-05.

On behalf of the California Workforce Development Board (CWDB), your Regional Plan has been approved. We want to thank you for your efforts to meet the goals outlined in the California Unified Strategic Workforce Development Plan by facilitating a planning process that ensures greater coordination and collaboration with our strategic partners.

If you have any questions, please contact your Employment Development Department Regional Advisor.



TIM RAINEY, Executive Director
California Workforce Development Board

cc: Yvette Quevedo, Regional Advisor

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

STATUS OF SUBGRANTEE MONITORING REPORTS

Dear Board Member:

The following reports have recently been completed and are being filed with your Board.

Monitoring reports with no findings:

California State University, Bakersfield (5/17/21) Program report.
California State University, Bakersfield (6/23/21) Fiscal report.
Inyo County (9/16/21) Program report.
Kern High School District (6/7/21) Fiscal report.
Mono County (7/28/21) Fiscal report.
Proteus, Inc. (5/5/21) Program report.
Proteus, Inc. (6/7/21) Fiscal report.

Monitoring reports with findings:

Mexican American Opportunity Foundation (MAOF) (5/19/21) Fiscal report. Finding was for salaries in excess of the Federal salary cap.

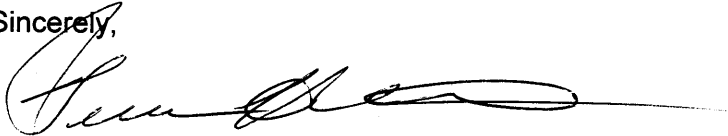
In response, MAOF reimbursed Employers' Training Resource (ETR) the amount charged that was over the Federal cap. This finding is closed.

Mexican American Opportunity Foundation (MAOF) (6/21/21) Program report. Finding was for emailing unencrypted participant data containing Personally Identifiable Information (PII).

In response, MAOF has conducted staff training on sending encrypted emails when PII is included. This finding is closed.

Copies of these reports are on file and available for review by Board Members.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:lm

EMPLOYERS' TRAINING RESOURCE

October 6, 2021

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

STATUS OF SUBGRANTEE AUDITS

Dear Board Member:

Employers' Training Resource has received an audit from the following agencies for which there were no findings related to Workforce Innovation and Opportunity Act programs.

<u>ENTITY NAME</u>	<u>AUDIT PERIOD</u> (Year Ended)
Inyo County	June 30, 2019
Kern High School District	June 30, 2020
Proteus, Inc.	June 30, 2020

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:brd

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
PROGRAM AND BUSINESS SERVICES COMMITTEE
DISCUSSION AND ACTION ITEMS
SEPTEMBER 16, 2021**

Members Present: Leo Bautista, Richard Chapman, Nick Hill, Teresa Hitchcock, Diane McClanahan, Linda Parker, Alissa Reed, and Jeremy Tobias.

Members Absent: Stacy Ferriera.

Staff Present: Elaine Basham, Marsha Manos, Aaron Ellis, Michael Saltz, Anne Meert, Jeremy Shumaker, and Candy Gettman.

Guests Present: None.

The meeting was called to order at 8:03 a.m. by Leo Bautista through Microsoft Teams.

*Unexcused Absence

Introductions

Marsha Charles took a roll call vote of the Committee.

Public Comments

There were no public comments.

Approval of May 13, 2021, Meeting Minutes

Teresa Hitchcock made a motion to approve the May 13, 2021, meeting minutes. Alissa Reed seconded the motion. All ayes. The motion carried.

Recycling Lives

Michael Saltz provided the Committee with an update on the Recycling Lives (RL) project. Michael informed the Committee that in 2018 it was determined that Kern Alliance of Business was determined to be in a better position to operate this program due to its connection to ETR and its partners. RL transferred its assets to KAB, and in 2019 KAB applied and received the Community Block Development Grant of \$435,000. Marsha Manos played a video of the Recycling Lives program for the Committee and guests. Michael stated that the RL program was on its second cohort and they were scheduled to graduate in November.

Update on the AJCC One-Stop Operator under the Workforce Innovation and Opportunity Act for Program Year 2021-22

Michael Saltz informed the Committee on June 24, 2021, the Executive Committee unanimously approved the engagement of Beaudette Consulting, Inc. (BCI) to be the One-Stop Operator for the Comprehensive AJCC Centers located in the Kern, Inyo, and Mono (KIM) Workforce Development Area. Beaudette Consulting, Inc. is on the California

Workforce Association's California Training Initiative list for training and consulting services and has extensive experience in Project Management, Lean Six Sigma, and High-Performance Teams Training and Implementation. Michael stated that the One-Stop Operator had attended the Partner Meeting the previous Tuesday and that he would be making a presentation at the full Board meeting in October.

Approval of the Local and Regional Plans for Program Years 2021 – 2024

Michael Saltz said on the plans were filed with the California Workforce Development Board (CWDB) by the deadline of April 30, 2021. They were reviewed by a team of readers which included representatives from the CWDB, the State Board of Education, the California Department of Education, the Department of Rehabilitation, the Chancellor's Office, and Employment Development Department Regional Advisors. In August 2021, the California Workforce Development Board approved the Plans.

Transitional Jobs RFP

Teresa Hitchcock informed the Committee that Employers' Training Resource (ETR) released a Request for Proposals for Short-Term Job Readiness and Transitional Jobs programs on August 13, 2021. Proposals were due on September 8, 2021, and six were received and they were from City Serve, Bitwise, Labors of the Harvest, Kern High School District, MAOF, and Proteus, Inc. Teresa stated that all of the proposals looked and that ETR had only planned to fund 3 of them. Teresa the RFP's were in review and that funding recommendations would be going to the Board on October 6, 2021, and appeals if received would be due by October 13, 2021.

Workforce Development Board and Standing Committee Composition

Anne Meert presented this item on behalf of Elaine Basham who was having connection issues. Anne informed the Committee that with the addition of business member Mr. Nick Hill III and non-WDB Business member Linda Parker this committee is now in compliance with regulations. Anne stated that Mr. Brian Holt, representing Labor, has been appointed to the WDB by the Kern County Board of Supervisors but not to this committee. Staff continues to recommend that Committee members engage in recruitment by speaking with their peers about the benefits of serving as a non-WDB Business member. Alissa noted that there is not a Labor representative on the Committee and Elaine stated that having a Labor Representative was not a requirement for this Committee.

Pandemic Waiver Applications Approved

Elaine Basham informed the Committee that on July 22, 2021, the State Board staff issued the attached e-mails notifying your Board that both waiver requests were approved for the current program year. Staff verified with the State that the OJT waiver was retroactive to the start date of July 1, 2021 (also attached). Staff currently estimates that as many as ten (10) small employers may qualify for the waiver. When they are confirmed, staff will contact each employer to see about adjusting the reimbursement rate to the waiver 90 percent rate. The TJT Policy Bulletin has been drafted and is being reviewed by staff. The policy will go to the Board at its October 6, 2021 meeting for approval.

Budget Update

Jeremy Shumaker informed the Committee that this year our proposed budget was just short of approximately \$36 million. There was an increase of 9 positions. We increased ITA and OJT budgets. ETR is looking at purchasing some Capital Assets this year also.

Director's Report

Teresa Hitchcock informed the Committee of the attack on the AJCC building in the Delano location. ETR is potentially looking at other colocation sites for our services. The Delano staff has temporarily been relocated due to the damage and having to close the office.

Teresa also informed the Committee of the incident at the EPIC location in which a homeless man attacked the security guard, a staff member and a member of the public. ETR is potentially looking at having armed guards at their sites for a limited time. Teresa told the Committee that ETR would potentially be eligible to receive the EDA Grant. The application is due in January and we are in the preliminary stages. Teresa and Richard Chapman provided a brief update on B3K and Bakersfield College's internship program. Teresa also spoke briefly about an upcoming Cal Trans Roadside Grant opportunity.

Marketing Presentation

Danette Williams was not present at the meeting and there was no report given.

Committee Member Comments

Richard Chapman said that a portal is being created for employers and potential interns to meet.

Miscellaneous Filings

- A. Program and Business Services Committee Attendance Report
- B. Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule Calendar Year 2021

The meeting was adjourned at 9:36 a.m.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
DISCUSSION AND ACTION ITEMS
SPECIAL SESSION
JUNE 24, 2021**

Members Present: Leo Bautista, Teresa Hitchcock, Karen King, Brenda Mendivel, Alissa Reed, Norma Rojas-Mora, John Spaulding and Todd Yopez.

Members Absent: Norma Rojas-Mora.

Staff Present: Michael Saltz, Jeremy Shumaker, and Marsha Manos.

Guests: Martha Guerra

The virtual meeting was called to order at 4:09 p.m. by Alissa Reed via Microsoft TEAMS.

***UNEXCUSED ABSENCE**

INTRODUCTIONS

Committee members, staff and guests introduced themselves.

Funding Recommendation For The Comprehensive AJCC One-Stop Operator Under The Workforce Innovation And Opportunity Act For Program Year 2021-22

Michael Saltz reminded the Committee that at their meeting on April 21, 2021, the Executive Committee unanimously approved the recommendation of the Evaluation Committee to not award the One-Stop Operator to the sole applicant and to consider other available options relative to the One-Stop Operator to fulfill the requirement imposed by WIOA. After exploring several options, ETR recommends the engagement of Beaudette Consulting, Inc. (BCI) to be the One-Stop Operator for the Comprehensive AJCC Centers located in the KIM WDA. BCI has been providing workforce development services to the Stanislaus County Workforce Development for several years in a variety of capacities, including Rapid Response Services, and Workshop and Training Classes. In addition, BCI will be acting as the One-Stop Operator for several workforce development boards in the Regional Planning Unit (RPU), including the counties of Kings, Madera, Merced, San Joaquin, and Stanislaus. It is proposed that BCI would perform certain services as the One-Stop Operator from July 1, 2021 through June 30, 2022, at an hourly rate of \$100 for Mr. Beaudette and \$50 for Mr. Beaudette's assistant, not to exceed the sum of \$50,000, including travel expenses, for the Comprehensive AJCC One-Stop Centers. Karen King made a motion to accept staff's recommendation. Todd Yopez seconded the motion. Marsha Manos polled the Committee for their vote. All ayes. The motion carried.

Committee Member Comments

There were no additional comments.

As there was no further business the meeting was adjourned t 5:00 p.m.

Kern, Inyo & Mono Workforce Development Board PBS Committee Attendance 2021					
P = Present	U=unexcused	X=Cancelled			
A = Excused Absence					
		2/18/21	5/13/21	9/16/21	11/18/21
First	Last	PBS	PBS	PBS	PBS
Leo	Bautista	P	P	P	
Richard	Chapman	P	P	P	
Jim	Elrod	A	A	RESIGNED	
Stacy	Ferreira	P	P	A	
Nick	Hill III		P	P	
Teresa	Hitchcock	P	P	P	
Diane	McClanahan	P	P	P	
Linda	Parker*		A	P	
Alissa	Reed	P	P	P	
Jeremy	Tobias	P	P	P	
*Non-WDB					

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					

Kern, Inyo & Mono Workforce Development Board Youth Committee Attendance 2021					
P = Present		U=unexcused	X=Cancelled		
A = Excused Absence					
Member		2/24/21	5/19/21	9/22/21	12/1/21
First	Last	YC	YC	YC	YC
Dale	Countryman*	X	P	X	
Jim	Elrod	X	A	X	
Teresa	Hitchcock	X	P	X	
Ian	Journey	X	P	X	
Karine	Kanikkeberg*	X	P	X	
Diane	McClanahan	X	P	X	
Clare	Pagnini	X	P	X	
Leticia	Perez	X	A	X	
Norma	Rojas-Mora	X	P	X	
Jayne	Stuart*	X	P	X	
Greg	Terry*	X	P	X	
David	Villarino*	X	P	X	
Michael	Vogenthaler	X	A	X	
Todd	Yepez	X	P	X	
*Non-WDB					

Kern, Inyo & Mono Workforce Development Board Youth Committee Attendance 2020 Qtr 1					
P = Present		U=unexcused	X=Cancelled		
A = Excused Absence					
Member		2/12/20	5/20/20	8/12/20	11/18/20
First	Last	YC	YC	YC	YC
Dale	Countryman*	P	P	P	P
Trista	Carter*	U	U	voted off 6/3/20	
Jim	Elrod	P	P	P	P
Teresa	Hitchcock	P	P	P	P
Ian	Journey	A	P	P	P
Karine	Kanikkeberg*	P	P	P	A
Traco	Matthews*	U	U	RESIGNED	
Diane	McClanahan	P	P	P	P
Clare	Pagnini	P	P	P	P
Leticia	Perez*	A	A	A	A
Norma	Rojas-Mora	P	A	P	P
Jayne	Stuart*	P	A	P	P
Greg	Terry*	P	P	P	P
Veronica	Vega*	A	P	P	P
David	Villarino*	P	P	P	P
Michael	Vogenthaler	A	A	P	P
Todd	Yepez	A	P	A	A
*Non-WDB					

Kern, Inyo & Mono Workforce Development Board Executive Committee Attendance 2021								
P = Present	U=unexcused	X=Cancelled						
A = Excused Absence								
Member		2/11/21	3/4/21	4/20/21	5/27/21	6/24/21	9/30/21	12/9/21
First	Last	SPECIAL	EXEC	SPECIAL	EXEC	SPECIAL	EXEC	EXEC
Leo	Bautista	P	P	P	P	P	P	
Teresa	Hitchcock	P	P	P	P	P	P	
Karen	King	P	P	A	P	P	P	
Brenda	Mendivel	A	P	P	P	P	P	
Norma	Rojas-Mora	P	A	P	P	A	P	
John	Spaulding	P	P	P	P	P	P	
Alissa	Reed	P	P	P	P	P	P	
Todd	Yepez	P	P	P	P	P	P	

Kern, Inyo & Mono Workforce Development Board Executive Committee Attendance 2020 Qtr 1

P = Present		U=unexcused		X=Cancelled			
A = Excused Absence							
Member		2/20/20	5/28/20	6/25/20	8/5/20	8/20/20	12/3/20
First	Last	EXEC	EXEC	Special Session	Special Session	EXEC	EXEC
Leo	Bautista	P	P	P	P	P	P
Teresa	Hitchcock	P	P	P	P	P	P
Karen	King	U	P	A	P	P	P
Brenda	Mendivel	P	P	P	A	P	P
Alissa	Reed	P	P	P	P	P	P
Norma	Rojas-Mora	P	U	P	P	P	A
John	Spaulding	A	P	P	A	P	P
Todd	Yepez	P	P	P	P	A	P
*Non-WDB							

Kern, Inyo & Mono Workforce Development Board Attendance 2021					
P = Present		U=unexcused	X=Cancelled		
A = Excused Absence					
Member		3/17/21	6/9/21	10/6/21	12/15/21
First	Last	WDB	WDB	WDB	WDB
Laura	Barnes	P	P		
Leo	Bautista	P	P		
Kelly	Bearden	P	A		
Richard	Chapman	P	P		
Jim	Elrod	P	RESIGNED		
Stacy	Ferreira	P	P		
Michael	Frey	P	P		
Steven	Gomez	P	P		
Chris	Gonzales	A	P		
Greg	Gutierrez	P	P		
Nick	Hill III	A	P		
Teresa	Hitchcock	P	P		
Ian	Journey	A	P		
Karen	King	P			
Greg	Knittel	P	P		
Anita	Martin	A	P		
Randy	Martin	P	P		
Diane	McClanahan	P	A		
Dean	McGee	P	P		
John	Means	A	P		
Brenda	Mendivel	A	P		
Clare	Pagnini	P	P		
Alissa	Reed, Chair	P	P		
Norma	Rojas-Mora	P	A		
Rick	Schoengerdt	P			
John	Spaulding	P	P		
Joseph	Sumlin	U	U		
Jay	Tamsi	U	P		
Shelly	Tarver	U	U		
Jeremy	Tobias	P	U		
Michael	Vogenthaler	A	A		
Todd	Yeppez	P	P		

Kern, Inyo & Mono Workforce Development Board Attendance 2020 Qtr 1					
P = Present		U=unexcused	X=Cancelled		
A = Excused Absence					
Member		2/26/20	6/3/20	8/26/20	12/9/20
First	Last	WDB	WDB	WDB	WDB
Laura	Barnes	A	U	U	P
Leo	Bautista	P	P	P	P
Kelly	Bearden	P	P	P	P
Richard	Chapman	P	P	P	P
Tamara	Chapman	A	A	RESIGNED	
Eric	Cooper	A	U	U	Deceased
Jim	Elrod	P	P	P	P
Stacy	Ferreira	P	P	P	P
Michael	Frey				P
Steven	Gomez	U	P	P	A
Chris	Gonzales	A	A	P	P
Gregory	Gutierrez	P	P	A	P
Teresa	Hitchcock	P	P	P	P
Ron	James	P	A	RESIGNED	
Ian	Journey	P	P	P	P
Karen	King	P	A	P	P
Gregory	Knittel	P	P	P	P
Anita	Martin	P	A	P	P
Randy	Martin	P	P	P	P
Diane	McClanahan	P	P	P	P
Carl Dean	McGee	P	P	P	P
John	Means	A	A	P	P
Brenda	Mendivel	P	P	P	P
Ali	Morris	A	Resigned 2/28/20		
Clare	Pagnini	P	P	P	A
Alissa	Reed, Chair	P	P	P	P
Norma	Rojas-Mora	P	P	P	P
Rick	Schoengerdt				P
John	Spaulding	P	P	P	P
Joseph	Sumlin	A	A	A	A
Jay	Tamsi	P	P	P	p
Shelly	Tarver	A	P	A	A
Jeremy	Tobias	P	P	P	P
Todd	Yopez	P	P	A	P
Michael	Vogenthaler	A	P	P	P

**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, 2nd 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, 2nd Floor

Thursday, February 11, 2021, 4 p.m. Special Session
Thursday, March 4, 2021, 4 p.m.
Tuesday, April 20, 2021, 2 p.m. Special Session
Thursday, May 27, 2021, 4 p.m.
Thursday, June 24, 2021, 4 p.m. Special Session
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.*