



# AGENDA

## WORKFORCE DEVELOPMENT BOARD

MARCH 17, 2021  
7:00 A.M.



America's Job Center of California - Bakersfield

Microsoft Teams Meeting

Dial In: (831) 296-3421

Conf. ID: 328 536 062#



# **AGENDA** **KERN, INYO AND MONO** **WORKFORCE DEVELOPMENT BOARD** **MARCH 17, 2021**

**Location:** Microsoft Teams  
**Time:** 7:00 a.m.  
**Dial-in:** (831) 296-3421  
**Access Code:** 328 536 062#

## **Page No.**

	I.	<b>Call to Order</b>
	II.	<b>Introductions</b>
	III.	<b>Public Comments</b> 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. <b>SPEAKERS ARE LIMITED TO THREE MINUTES.</b>
	IV.	<b>Presentation</b> <ul style="list-style-type: none"> <li>• Bitwise Industries – Amy Thelan</li> </ul>
	V.	<b>Consent Agenda</b> 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.
1-7		A. Approval of the December 9, 2020 meeting minutes.
8-14		B. Workforce Development Board and Standing Committee Composition
	VI.	<b>Executive Committee Special Meeting</b>
15-16		A. Authorization To Provide Services At County's Vaccination Site As Part Of A Layoff Aversion And Rapid Response Strategy – <b>Action Item</b>
17-18		B. Additional Funding Recommendations For Workforce Innovation And Opportunity Act Contracted Training Programs For Program Year 2020-2021 – <b>Action Item</b>
	VII.	<b>New Business</b>
19-32		A. Subsequent Local Area Designation and Local Board Recertification – <b>Action Item</b>
33-34		B. Local and Regional Plans
35-45		C. Workforce Innovation and Opportunity Act Final Performance Results For Program Year 2019
46-49		D. Grants Update
50		E. California Employment Development Department for The National Health Emergency Phase II: Disaster Recovery National Dislocated Worker Grant
		F. State Library Taskforce – <b>Oral Report</b>
		G. Legislation Update – <b>Oral Report</b>

- 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
- IV. **Board Member Comments**
  - A. Economic Development Report
  - B. Open Discussion
- X. **Miscellaneous Filings**
  - 51 A. Status of Subgrantee Monitoring Reports
  - 52 B. Second Quarter One-Stop Operator Report
  - 53-55 C. Grant Summary Report
  - 56-58 D. Executive Committee February 11, 2021, Special Session meeting minutes
  - 59-61 E. Draft Executive Committee March 4, 2021 meeting minutes
  - 62-65 F. Draft Program and Business Services Committee February 18, 2021, meeting minutes
  - 66-71 G. Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Reports
  - 72 H. Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021

Disabled individuals who need special assistance to attend or participate in a meeting of the Workforce Development Board may request assistance at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, California, or by calling (661) 336-6893. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance whenever possible.

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  
DECEMBER 9, 2020**

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**Members Present:** Laura Barnes, Leo Bautista, Kelly Bearden, Richard Chapman, Jim Elrod, Stacy Ferreira, Michael Frey, Gregory Gutierrez, Teresa Hitchcock, Karen King, Anita Martin, Randy Martin, Diane McClanahan, John Means, Dean McGee, Brenda Mendivel, Clare Pagnini, Alissa Reed, Norma Rojas-Mora, Rick Schoengerdt, John Spaulding, Jay Tamsi, Shelly Tarver, Jeremy Tobias, Michael Vogenthaler and Todd Yopez.

**Members Absent:** Eric Cooper\*, Steven Gomez, Chris Gonzalez, Joseph Sumlin, Ian Journey

**Staff Present:** Elaine Basham, Aaron Ellis, Aisia Fulmer, Candy Cline-Gettman, Anne Meert, Michael Saltz, Luanne Santos, Danette Scarry Sarah Woodman, Jeremy Shumaker, and Marsha Manos.

**Guests Present:** Martha Guerra, Karine Kanikkeberg, Jim Keene, Rosendo Flores, Quirino Banuelos, Kristen Beall-Watson, Marek Gootman Joe Cantu and Stephanie Bouey.

\*Unexcused Absence

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This virtual meeting was called to order at 7:03 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**

Kendra Devejian with Unite-Us gave a presentation about the Connected Community Network (CCN) in Kern County

**CONSENT AGENDA**

Karen King made a motion to approve the consent agenda that included the Kern, Inyo and Mono Workforce Development Board Discussion and Action Items August 26, 2020, Authorization to Issue Request For Refunding For Workforce Innovation and Opportunity Act Adult, Dislocated Worker, Farmworker and Combined Programs For Program Year 2021-22, Authorization to Issue Request For Refunding For Workforce Innovation and Opportunity Act Youth Programs For Program Year 2021-22 and the Request For Proposals (RFP) – Comprehensive One-Stop Operator John Spaulding seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

### **PROPOSED KERN, INYO AND MONO WORKFORCE DEVELOPMENT BOARD AND COMMITTEE'S MEETING SCHEDULE CALENDAR YEAR 2021**

Teresa Hitchcock reviewed the proposed schedule of meetings for the calendar year 2021. Dean McGee made a motion to approve the proposed calendar. John Spaulding seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

### **ELECTION OF WORKFORCE DEVELOPMENT BOARD OFFICERS**

Jeremy Shumaker informed the Board Members that Alissa Reed and Leo Bautista expressed an interest in continuing to serve as officers of the Workforce Development Board for 2021 and informed the Members that other nominations would be considered. Jim Elrod made a motion to accept the election of Alissa Reed and Leo Bautista as officers of the Board. Brenda Mendivel seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

### **WORKFORCE DEVELOPMENT BOARD AND COMMITTEES COMPOSITION – NOMINATION, RESIGNATION AND REAPPOINTMENTS**

Elaine Basham informed the Board that staff had reached out to the Indian Manpower Consortium and unfortunately learned that Board Member Eric Cooper had passed away in April 2020 which is why he had not been attending the meetings. Staff also contacted the current President of the Kern County Black Chamber of Commerce, Mr. Nick Hill III about serving on the WDB and the Executive Committee approved the recommendation to appoint Mr. Hill at its December 3, 2020 meeting. Elaine also noted that the terms of some WDB and YC members will expire on December 31, 2020. The staff has contacted these members to determine their interest in continuing to serve. As of this meeting date, members that indicated they wish to continue to serve another three-year term, ending December 31, 2023, are Dale Countryman, Leticia Perez, Jayme Stuart, David Villarino, Ian Journey, Diane McClanahan, Leo Bautista, Richard Chapman, Alissa Reed, Laura Barnes, Greg Gutierrez, Greg Knittel, Anita Martin, Randy Martin, Dr. Dean McGee, Jay Tamsi and Shelly Tarver. Teresa Hitchcock made a motion to accept staff's recommendation to (1) to fill Mr. Cooper's vacancy with a representative from CIMC; (2) accept the YC resignation of Ms. Vega; (3) reappoint YC members Dale Countryman, Leticia Perez, Jayme Stuart and David Villarino with terms ending December 31, 2023; and (4) reappoint WDB members to the standing committee(s) they serve on as listed in the table provided in the agenda and, to recommend to the Kern County Board of Supervisors that it: (1) accepts the nomination of Mr. Hill III with a term end date of December 31, 2023; and (2) reappoint the WDB members in the referenced table with terms ending December 31, 2023. Stacy Ferreira seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

### **REQUEST FOR APPROVAL TO BE ADULT AND DISLOCATED WORKER CAREER SERVICES PROVIDER**

Anne Meert informed the Board that in 2017, the WDB applied and was granted this four-year designation to provide such services in our local Workforce Development Area (Kern, Inyo and Mono Counties) and that it is time again to apply to continue providing these services, and the State Employment Development Department (EDD) has issued guidance on the application process. Anne reviewed the role of the Career Services Provider which includes:

- Providing basic career services including but not limited to participant intake, orientations, initial assessments, employment services, and referrals to other partners and services.
- Providing individualized career services including but not limited to comprehensive and specialized assessments, case management, individual employment plans, career planning, and vocational counseling.
- Managing the daily operations in coordination with local fiscal agents for the lease, utilities, and other property activities in support of AJCC premises.
- Managing the hours of operation for AJCCs.

Anne also told the Board that to request approval, the local CEO must submit the application and provide supporting documentation to the California Workforce Development Board (CWDB) by March 1, 2021, and provided the Members with a draft of the application for their review. If the request is approved, the designation will be effective immediately. John Spaulding made a motion to accept staff's recommendation to approve the "Request for Approval – America's Job Center of California Adult and Dislocated Worker Career Services Provider" application for the Kern, Inyo, Mono Counties Workforce Development Area; that the WDB Chair sign the application; and that the application be submitted to the Kern County Board of Supervisors and the California Workforce Development Board for approval. Jim Elrod seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

#### **WIOA FUNDING FOR JOB READINESS/WORK EXPERIENCE PROGRAM**

Teresa Hitchcock informed the Board that ETR was proposing a pilot program with Mexican American Opportunity Foundation (MAOF) that would take their clerical program and would combine a job readiness component with basic clerical skills (keyboarding, email, accessing the Internet, phone etiquette, etc.), soft skills such as conflict resolution, dressing for success, punctuality and other lessons needed to succeed on a job and pair it with a work-experience program.

The proposed program would cost \$160,000. The enrollment goal would be 20 participants, and the program could serve Adults, Dislocated Workers and Combined clients, which may include those enrolled under the National Farmworker Jobs Program (167 grant). The contract would be retroactive to September 1, 2020, and run through March 31, 2021. Jim Elrod made a motion to accept staff's recommendation to approve WIOA funding for the MAOF Job Readiness/Work Experience Program for \$160,000 retroactive from September 1, 2020, through March 31, 2021, subject to approval by the Kern County Board of Supervisors. Teresa clarified that this funding was for a pilot program for what was the previous clerical program and that it is separate from MAOF's Bookkeeping program which was approved for a six-months of funding and if met it the minimum requirements it could be extended beyond December 31, 2020. Jim Elrod made a motion to approve staff's recommendation to approve WIOA funding for the MAOF Job Readiness/Work Experience Program for \$160,000 retroactive from September 1, 2020, through March 31, 2021, subject to approval by the Kern County Board of Supervisors. John Means seconded the motion. Marsha Manos polled the members for their votes. Kelly Bearden and Todd Yopez abstained from the vote. All ayes. The motion carried.

## **WORKFORCE INNOVATION AND OPPORTUNITY ACT PERFORMANCE GOALS FOR PROGRAM YEARS 2020 AND 2021 AND NEW STATE POLICY ON PERFORMANCE**

Anne Meert explained to the Board that Employers' Training Resource had received their performance goals for Program Year 2021. Anne reviewed the attached chart and also informed the Board that in addition to the Performance Goals ETR had also been informed of a new State Policy on Performance EDD Directive WSD20-02 "Calculating Local Area Performance and Nonperformance" issued on September 18, 2020. The directive 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.

Also, 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.

### **COVID-19 and Its Effect on Performance Policy**

EDD received several comments on its new policy from Local Areas. One area stated concern that the SAM and economic conditions which will be used to evaluate performance will not have taken COVID-19 into account. Another area questioned the rationale for adding all programs together to achieve an Overall Program Score. Another area requested delaying the issuance of the Directive until "better direction is provided that could drive performance negotiations in the years that will follow, post-pandemic." The State responded that there will be no change to the guidance.

## **LOCAL PLAN AND REGIONAL PLAN FOR PROGRAM YEARS 2021 – 2024**

Michael Saltz informed the Board that there had been an error on the previous letter and told the members that the Program Years for the plans were from 2021-2024. Michael proceeded to tell the Board that this year, ETR has engaged David Shinder and John Chamberlin to prepare the Local Plan for the Kern, Inyo and Mono Workforce Development Board. Mr. Shinder and Mr. Chamberlin have many years of experience in preparing Local Plans for LWDBs throughout the State. Mr. Shinder and Mr. Chamberlin prepared the 2017 - 2021 Regional Plan for the RPU approximately 4 years ago and the 2019 Biennial Modification to the Regional Plan about 2 years ago. Mr. Shinder and Mr. Chamberlin will be performing the following consulting duties for the fee of \$24,680: Initial

Planning and Work Plan Development; Stakeholder Engagement and Strategy Development; Data Review, Research and Plan Development; and Finalization of the Local Plan. In addition, Mr. Shinder and Mr. Chamberlin have also been engaged by the RPU to prepare the 2021 – 2025 Regional Plan. The Local Plan and Regional Plan due to the State Board by April 30, 2021.

### **WORKFORCE DEVELOPMENT BOARD STRATEGIC PLANNING UPDATE**

Elaine Basham informed the Board that on pages 52-53 in the agenda there was a spreadsheet of tasks that the staff had been working on for the Strategic Plan and that staff had been working toward completing those tasks despite COVID.

### **ANNUAL YOUTH@WORK CONFERENCE**

Jeremy Shumaker notified the Board of the opportunity to attend the annual Youth@Work Conference which was being held virtually January 19-22, 2021. Members who wished to attend were advised the cost of the conference was \$299 per ticket and if members were interested to reach out to staff so that arrangements could be made on their behalf.

### **EPIC @ THE BEALE UPDATE**

Aisia Fulmer informed the Board that EPIC staff are currently teleworking and are still providing services virtually to clients. Intake appointments and orientations are being held online at this time. EPIC has added a staff member and is in the process of moving to a new location.

### **STATUS UPDATE ON JOINT POWERS AGREEMENT, HIGH PERFORMING BOARD APPLICATION, AND BOARD RECERTIFICATION**

Elaine Basham informed the Board of the following:

#### **Joint Powers Agreement**

The State approved the application on August 7, 2015. In the interim, the three counties have been negotiating WIOA implementation including the Memorandums of Understanding between America's Job Centers of California partner agencies. The subsequent Local Area Designation Application was approved by the State Board on June 4, 2019. The JPA is between the chief local elected officials (CLEO) and does not require KIM Workforce Development Board approval, however, the draft was previously provided to the Executive Committee for information. It has now been approved and signed by the CLEO and County Counsel from each county. The Kern County Board of Supervisors approved and signed the JPA on August 18, 2020.

#### **High Performing Board Application**

The State issued Workforce Services Directive (WSD) 19-12 on April 29, 2020, which provided guidance and an application form to submit for High Performing Board (HPB) designation. Previously, the assessment of HPB was conducted as a component of the Workforce Investment Act Local Plan approval process. For this round of certifications, the California Workforce Development Board (CWDB) has chosen to separate the assessment of HPB from the Workforce Innovation and Opportunity Act (WIOA) Local Plan approval process. The application was submitted to the State on May 15, 2020. Staff checked with the CWDB on October 23, 2020 regarding its status. We were informed that "High Performing Board letters have not gone out yet.

### **Application for Recertification of Local Workforce Development Board**

The application for recertification of the Local Board for July 1, 2019, through June 30, 2021, was approved by the State on April 3, 2020. The next Recertification (2021-2023) Directive is being drafted and should be posted soon.

### **LEGISLATION UPDATE**

Elaine Basham provided the Board with the most recent legislation information. She also provided the Board with an update of the continuing resolution that expires on Friday.

### **DIRECTOR'S REPORT**

Teresa Hitchcock welcomed new member Rick Schoengerdt to the Board. Teresa told the Board that ETR has been working with the CWDB and the State Library system to replicate our partnership with the local library in other areas. As the EPIC program transitions, ETR is considering running the SNAP program out of that new location. ETR is still working on the BK3 project.

Danette Scarry gave the Board members an update of the year-end activity through a PPT presentation. The marketing team is currently updating ETR's websites and the Annual Report at this time.

### **BOARD MEMBER COMMENTS**

Kelly Bearden informed the members of several programs that would be ending. Kelly also mentioned that today was the 39<sup>th</sup> webinar Wednesday on Pandemic Relief and the guest speaker will be Erica Balthazar. Next week's meeting will be a discussion on the tax-related consequences due to the pandemic.

Richard Chapman spoke of the Energy Summit that was held the week before this meeting and the video can be found on YouTube. GDP numbers for 2019 came out this morning. Kern is the largest economy in the valley. The annual review will be coming out next month.

### **MISCELLANEOUS FILINGS**

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

- Status of Subgrantee Monitoring Reports
- First Quarter One-Stop Operator Report
- Grant Summary Report
- Draft Program and Business Services Committee November 5, 2020, meeting minutes
- Draft Youth Committee November 18, 2020, meeting minutes
- Draft Executive Committee December 3, 2020, meeting minutes - **Handout**
- Workforce Innovation and Opportunity Act Fiscal and Procurement Review Final Monitoring
- Report for Program Year 2017-18 dated June 12, 2019
- Workforce Innovation and Opportunity Act Fiscal and Procurement Review Final Monitoring
- Report for Program Year 2018-19 dated September 13, 2019

- Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Report

As there was no further business the meeting adjourned at 9:23 a.m.

# EMPLOYERS' TRAINING RESOURCE

March 17, 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:

The attached brochure is an initial effort to address the Workforce Development Board's (WDB) Strategic Planning Action Step 3.a.2 *Member Engagement* by demonstrating the benefit to the community via WDB membership. At its March 4, 2021 meeting, the Executive Committee considered the brochure which is now being presented to your Board for review, possible changes, and/or approval. The brochure would be available for distribution and, as your Board previously approved, a link will be added to the Kern County Board of Supervisors (BOS) webpage *Boards, Commissions and Committee* page which already has a generic application.

Member engagement may also include serving on the Board's standing committees. Currently, the Program and Business Services (PBS) Committee does not have a Business majority which was addressed during its February 18, 2021 meeting. It was recommended that the Board Chair contact new member Nick Hill III to see if he is interested in serving on the PBS Committee and, if so, to appoint him. Per the WDB Bylaws, the Chair shall make appointments to all committees of the Board, except the elected committee Chairs. At its March 4, 2021 meeting, the Executive Committee approved that recommendation.

As you know, 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. Currently, the PBS Committee and the Executive Committee have no non-WDB members. Richard Chapman had two potential non-WDB Business members he contacted to see if they would like to serve on the PBS Committee. They represent Renewable Energy and Finance. Those potential members had not submitted applications in time for the Executive Committee meeting; however, Ms. Linda Parker has submitted hers in time for your Board to review (attached). As the President of Linda Parker Consulting, Ms. Parker has worked with a non-profit trade group for wind energy, previously served on the Board of Trade, and is advising

Kern Community College District on curriculum for the Energy: Technology Transfer and Workforce Development program committee. Non-WDB members are approved by your Board and do not go to the Kern County Board of Supervisors.

As a reminder, non-WDB members may be considered for WDB membership when vacancies arise and, therefore, Business members must meet the same criteria as WDB Business members. That is, they must be an individual with optimum hiring authority and represent businesses that provide employment opportunities in high-quality jobs in targeted in-demand industry sectors. When seeking members, we ask that you remind interested applicants that the Board Bylaws has an attendance policy.

Student Representative Veronica Vega resigned from the Youth Committee (YC). YC members received application/nomination forms to submit applicants to discuss at its February 24, 2021 meeting; however, that meeting was canceled. Additionally, staff sent an application/nomination form to Ms. Sanchez at the California Indian Manpower Consortium (CIMC) to replace Eric Cooper, a member of your Board. In addition to the non-WDB member recruitment listed above, student representative for the YC, and CIMC replacement, the staff has not received any application/nomination forms to submit to the Executive Committee or for your Board to review today.

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 Board updated on the status of its composition.

Therefore, IT IS RECOMMENDED that your Board: (1) approve the attached member recruitment brochure or instruct staff to make changes; (2) if interested, authorize the WDB Chair to appoint Mr. Hill III to the PBS committee in order to attain a Business majority of WDB members; and (3) authorize the WDB Chair to appoint Ms. Parker to the PBS Committee as a non-WDB member.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:eb

Attachments

## BENEFITS OF MEMBERSHIP

1. Networking with community leaders from business, education, labor, government, and community based organizations
2. Working in collaboration to build a talent pipeline that meets the needs of local businesses
3. Addressing systemic challenges to help workers obtain the skills they need in order to find gainful employment
4. Looking for creative solutions to ensure economic prosperity for everyone in our community

## MISSION STATEMENT

To provide expertise and leadership to ensure that the workforce development system prepares people for current and future jobs that improve the economic conditions of the community.

## VISION STATEMENT

To create the most effective and responsive workforce development system in the country.

# WDB

*Kern, Inyo & Mono*

## WORKFORCE DEVELOPMENT BOARD

## MEMBER

## RECRUITMENT

Brochure

If workforce issues are important to you, please consider joining the WDB to help improve our workforce and our community.

If you would like a WDB Member application, please contact Marsha Charles-Manos at:

**(661) 336-6849**

**[charlesm@kerncounty.com](mailto:charlesm@kerncounty.com)**

## MORE INFO:

[etronline.com/wdb-menu.asp](http://etronline.com/wdb-menu.asp)

# Requirements

The Workforce Innovation and Opportunity Act (WIOA) requires that states establish Workforce Development Areas (WDA) and Workforce Development Boards (WDB). Per a joint powers agreement with Inyo and Mono Counties, the County of Kern administers the WDA/WDB.

In addition to filing the Boards, Commissions and Committees application to serve located on the County of Kern website, potential WDB members may be required to file a WDB Statement of Interest and Nomination Form. That form includes WIOA and regulatory eligibility requirements pertinent to WDB membership. Marsha Charles-Manos, Board Liaison, can be reached at [charlesm@kerncounty.com](mailto:charlesm@kerncounty.com) or (661) 336-6849 for that form.

WIOA and its regulations require that the WDB be a majority Business-led collaborative with education and other agencies. Business members of the WDB must: (a) be an owner, chief executive or chief operating officer, or other individual with optimum hiring authority (e.g. Human Resources Director) and (b) represent businesses that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the WDA.

WDB members serve a three-year term

Will adhere to the Board Bylaws including its Attendance Policy

Will adopt and adhere to a Code of Conduct and a Conflict of Interest Policy, including timely filing a Form 700 economic disclosure statement as required by law. Members will attend an initial Ethics Training and biennially thereafter.

WDB members are expected to:

01

Attend a New Member Orientation within 60 days of being appointed

02

Regularly attend quarterly WDB meetings, scheduled in advance annually

03

Come prepared for board meetings – materials are available 72 hours or more in advance of WDB and Standing Committee meetings

04

Board members should use local Workforce Development resources for screening, training and hiring, promoting the America's Job Center of California no-cost employer services

05

Participate in at least one of the following annually:

- Industry specific forums
- Sector committee meetings
- Training or education providers site visits
- Review applications submitted for WDA Requests for Proposals
- Conferences

**KERN, INYO, MONO COUNTIES CONSORTIUM  
LOCAL WORKFORCE DEVELOPMENT BOARD  
STATEMENT OF INTEREST AND NOMINATION FORM**

**NOMINEE INFORMATION**

Date: 3/10/21

Name: Linda Parker

Business Name: Linda Parker Consulting, Inc. Position: President

Business Address: 4725 Panama Lane, Suite D3-112, Bakersfield, CA 93313

(Street) (Suite) (City) (State) (Zip)

Phone: 661-831-1038 Fax: \_\_\_\_\_ E-mail: lparker@lindaparkerconsulting.com

Preferred method of contact? Email, Phone or Mail

**RESPONSIBILITIES OF A WORKFORCE DEVELOPMENT BOARD (WDB) MEMBER**

- Provide joint responsibility, along with the Board of Supervisors, for Workforce Innovation and Opportunity Act (WIOA) activities in Kern, Inyo and Mono Counties
- Serve a three (3) year term
- Attend Committee and Board meetings (usually quarterly at 7:00 a.m.)
- Each member will bring a level of expertise in specific areas to advise staff and other board members on issues pertaining to workforce development
- Each member will represent a particular group and be assigned to represent that area (Please select one or more groups below)

**SPECIFY GROUP TO BE REPRESENTED**

**Nominees may represent one or more. Please check selection(s)**

Business	Small 1-50	Mid 51-250	Large >250
Education and Training	Adult	Higher	Other
Workforce Representative	Labor	CBO	Youth
Government, Economic or Community Development	Econ Dev	Agency	
One-Stop Partner			
Other: list			

**If nominated for Private Business Sector Representative:**

- (1) Does nominee represent business that reflects the employment opportunities of the local area? Yes [ X ] No [ ]
- (2) Is the nominee's position that of owner, chief executive or operating officers or one of "optimum policy making or hiring authority?" Yes [ X ] No [ ]

Please explain below:

Having been in the Renewable Energy Industry since 1995, I have partnered and participated in the development of numerous training programs and curriculum. Currently, I am the Advisory Chair for the Bakersfield College, Energy :Technology Transfer & Workforce Development (TT&WD) program, starting the discussion with numerous energy professionals to develop innovative strategies and workforce opportunities for the region, especially, Eastern Kern County.

### **STATEMENT OF INTEREST**

Explain why you wish to serve on the Workforce Development Board (Include interest, qualifications, etc.)

With California's adoption of Senate Bill 100 (DeLeon) for 100% renewables by 2045 and 60% by 2030, our industry will need training programs that will provide existing and potential workers with the skills to complete tasks needed for our growing industry. This also will benefit workers themselves, giving them the proper tools to be successful and competitive in the workplace. Because of the State policies, and now Federal policies requiring 100% renewables, we need to start this process now.

I believe that I have the knowledge and the industry and community contacts to assist in formulating good, strong policy that promotes and benefits both the industry and the worker. With many years of strategic planning, policy development, and oversight, I would be an asset to your Board. Please give this Statement of Interest your highest consideration when making your decision.

### **WORKFORCE DEVELOPMENT EXPERIENCE**

List specific experience with employment, training and/or education programs:

- Renewable Energy Consultant/Linda Parker Consulting, Inc., 2008-Present
- Kern Wind Energy Association, Executive Director, 1995-2008
- Director, Kern County Board of Trade—2005 to 2018 (Promotes tourism & filming in Kern County)
- Kern Economic Development Foundation Advisory Board, 2014 to 2020
- Alliance for Women in Energy, Past Chair, Advisory Board Member, 2012-2016
- American Heart Association, Executive Leadership Committee, GO RED WOMEN, 2013-14
- PG&E Connect Stakeholder Advisory Committee—2015-Present
- Independence High School, Energy Utility Career Academy, Advisory Board, 2008-Present
- Director, Tehachapi Chamber of Commerce--Board of Directors 2001 to 2008

I understand the expectations of a WDB member and volunteer to serve.

Dated: 3/10/2021

Linda Parker

(Signature)

**NOMINATING ORGANIZATION**

Name of Organization: Kern Economic Development Corporation

Type of Organization: Economic Development

Nominating Person/Title: Richard Chapman President & CEO

Comments:

Dated: 3/9/2021



# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

## **AUTHORIZATION TO PROVIDE SERVICES AT COUNTY'S VACCINATION SITE AS PART OF A LAYOFF AVERSION AND RAPID RESPONSE STRATEGY**

Dear Board Member:

**NOTE:** On February 11, 2021, at a special session of your Executive Committee, "Authorization to Provide Services at County's Vaccination Site as Part of a Layoff Aversion and Rapid Response Strategy" was approved by the Committee on behalf of your Workforce Development Board (WDB). Per your Bylaws, the Executive Committee may act on matters requiring expediency and function for the full Board between Local Board meetings. In instances where urgency and time constraints do not permit items to be acted upon by the full Board, the Executive Committee takes necessary actions on behalf of the Local Board. All such actions shall be subject to ratification by the full Board at its next regularly scheduled meeting.

For your information, below is the agenda item presented to and approved by your Executive Committee, and further below (in bold) is the recommendation that your Board ratify the action taken by the Executive Committee.

The Kern County Public Health Department has recently opened a COVID-19 mass vaccination site at the Fairgrounds. The facility started with a soft launch on January 20, 2021, with 330 vaccinations given and will eventually be able to handle 5,000 people per day. The County has reached out to its departments and employees seeking assistance in this worthwhile endeavor. At full capacity, it is expected that 500 people will be needed to operate the facility as well as schedule appointments, screen patients, record information, monitor patient flow, etc. The site may be necessary for up to five months.

Employers' Training Resource (ETR) inquired to the Employment Development Department (EDD) about the allowability of assisting at the site as a function of layoff aversion. Below is EDD's response:

These services would be in alignment with Title 20 CFR 682.340(a) ..."in order to conduct layoff aversion activities...a State or designated entity may devise rapid response strategies or conduct activities that are intended to minimize the negative impacts of dislocation on

workers, businesses and communities and ensure rapid re-employment for workers affected by layoffs."

These services should be provided based on a Local Board decision (not a Local Board staff decision), and there should be written documentation (such as within the minutes of a Local Board meeting) documenting that the purpose of using staff time that is paid for by WIOA Rapid Response funding is specifically "to minimize the negative impacts of dislocations on workers, businesses..." e.g. by shortening the time (vaccination allows people to go back to work...and employers have employees, can open their doors, etc.)

ETR receives yearly Rapid Response and Layoff Aversion funding. Program Year 2020-2021 funding allocations for these were \$361,616 and \$85,836, respectively. In addition, we just received \$25,000 of Rapid Response funding from La Cooperativa Campesina de California. Through December 31, 2020, ETR has spent approximately 30 percent of these funds; however, we expect spending to accelerate as more businesses realize the economic effects of this pandemic.

ETR would like your Committee, acting on behalf of the Workforce Development Board, to authorize staff to work at the Fairgrounds site with an estimated commitment of \$50,000 of Rapid Response and Layoff Aversion funding. Roughly estimating salaries, benefits and other expenses at \$50/hour, ETR would provide approximately 1,000 hours of employee time. This would be the equivalent of five staff for 25 hours per week for eight weeks. More or less staff may be made available, depending on the site's needs. Staff interested would need to volunteer for this special assignment.

In addition, ETR is also working with the Department of Human Services and with our work experience providers to set up the Fairgrounds as a possible work experience site for WIOA and CalWORKs participants.

Therefore, IT IS RECOMMENDED that your Committee, acting on behalf of the Workforce Development Board, authorize the use of Rapid Response and Layoff Aversion WIOA funding for staff time to assist at the County's vaccination site in order to minimize the negative impacts of COVID-19 dislocations on workers, businesses and our community.

**It is recommended that your Board ratify the above action taken by your Executive Committee on February 11, 2021.**

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

## **ADDITIONAL FUNDING RECOMMENDATIONS FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT CONTRACTED TRAINING PROGRAMS FOR PROGRAM YEAR 2020-2021**

Dear Board Member:

**NOTE: On February 11, 2021, at a special session of your Executive Committee, "Additional Funding Recommendations for Workforce Innovation and Opportunity Act Contracted Training Programs for Program Year 2020-2021" was approved by the Committee on behalf of your Workforce Development Board (WDB). Per your Bylaws, the Executive Committee may act on matters requiring expediency and function for the full Board between Local Board meetings. In instances where urgency and time constraints do not permit items to be acted upon by the full Board, the Executive Committee takes necessary actions on behalf of the Local Board. All such actions shall be subject to ratification by the full Board at its next regularly scheduled meeting.**

**For your information, below is the agenda item presented to and approved by your Executive Committee, and further below (in bold) is the recommendation that your Board ratify the action taken by the Executive Committee.**

On June 3, 2020, your Workforce Development Board (WDB) approved funding Workforce Innovation and Opportunity Act (WIOA) programs under the Request for Refunding (RFR) process for Program Year (PY) 2020-2021 (July 1, 2020 through June 30, 2021). The RFR stated that all contracted training classes would convert to Individual Training Accounts (ITAs) beginning PY 2020-2021 after a transitional "six-month" reimbursement contract through December 31, 2020. However, due to an appeal filed by the Mexican American Opportunity Foundation (MAOF) and the involvement of the Kern County Board of Supervisors, Employers' Training Resource (ETR) allowed a six-month extension of these programs if the agencies reached 80 percent of their enrollment goals by December 31, 2020.

The two programs affected by this are listed below:

MAOF Bookkeeping

Six-month budget: \$160,000

Six-month new enrollment goal: 25 participants

80% required for extension: 20 participants

Actual enrollments by December 31, 2020: 8 participants

\*NOTE: Per ETR's Client Services Division, we currently have 13 in the pipeline; MAOF has a weekly orientation and then refers those interested to start the enrollment process.

Proteus' Office Automation

Six-month budget: \$49,850

Six-month new enrollment goal: 12 participants

80% required for extension: 10 participants

Actual enrollments by December 31, 2020: 9 participants

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. During the first six months of this PY, 395 new clients enrolled in WIOA Adult, Dislocated Worker, Youth and Farmworker programs compared to 979 clients during the same period last year. This is a 60 percent reduction in new enrollments overall.

Even though both programs failed to meet the 80 percent new enrollment goals, we are recommending that they be granted a six-month extension. However, both programs will still be expected to meet their 80 percent enrollment goals in order to be considered for reimbursement contracts in the future.

Therefore, IT IS RECOMMENDED that the MAOF Bookkeeping program be funded for an additional \$160,000 and Proteus' Office Automation program be funded for an additional \$49,850 through June 30, 2021.

**It is recommended that your Board ratify the above action taken by your Executive Committee on February 11, 2021.**

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:am

# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

## **SUBSEQUENT LOCAL AREA DESIGNATION AND LOCAL BOARD RECERTIFICATION**

Dear Board Member:

On February 22, 2021, the California Workforce Development Board (State Board) released Workforce Services Directive WSD20-06 providing guidance for subsequent designation of the Local Area and recertification of the Local Board for Program Years (PY) 2021-2022 and 2022-2023. A draft version of the designation/recertification application must be submitted to the State by March 31, 2021.

In order to receive Workforce Innovation and Opportunity Act (WIOA) PY 2021-2022 formula allocation funds, a Local Workforce Development Area's (Local Area) subsequent designation must be achieved. If the application is approved, it will be effective July 1, 2021 through June 30, 2023.

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 Workforce Development Board (Local Board) if it has:

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

Per the directive, some Local Areas may be unable to obtain Chief Local Elected Official (CLEO) approval by the submission deadline (e.g., due to the scheduling of their respective board meetings). If so, the Local Area may submit an unsigned copy of the application with an explanation for the absent signature(s) and the date by which the signed original will be sent. With the approval of the attached draft application by your Board today, staff will submit the draft application with the signature of the Workforce Development Board (WDB) Chair in order to meet the due date. It will likely go before the Kern County Board of Supervisors for final approval on April 13, 2021 and will subsequently be submitted to the State as soon thereafter as possible.

At its March 4, 2021 meeting, the Executive Committee recommended that staff complete the draft application for your review and, pending approval, meet the March 31, 2021 State due date and other actions as listed below.

Therefore, IT IS RECOMMENDED that the WDB: (1) ratify the Executive Committee authorization for staff to complete the application; (2) approve or amend the attached draft application; (3) authorize the Board Chair to sign the Application for Subsequent Local Area Designation and Local Board Recertification for PY 2021-2022 and 2022-2023; (4) authorize staff to submit it to the State Board by March 31, 2021; (5) authorize staff to submit the draft to the Board of Supervisors for final approval; and (6) subsequently authorize staff to submit the final application to the State as soon after April 13, 2021 as practicable.

Sincerely,

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

Teresa Hitchcock  
Assistant County Administrative Officer

TH:eb

Attachment

**Local Area Subsequent Designation and  
Local Board Recertification  
Application for Program Year 2021-23**

**Local Workforce Development Area**

Kern, Inyo and Mono Workforce Development Board

## Application for Local Area Subsequent Designation and Local Board Recertification

This application will serve as your request for Local Workforce Development Area (Local Area) subsequent designation and Local Workforce Development Board (Local Board) recertification for Program Year (PY) 2021-23 under the *Workforce Innovation and Opportunity Act* (WIOA).

If the California Workforce Development Board (CWDB) determines the application is incomplete, it will either be returned or held until the necessary documentation is submitted. Please contact your Regional Advisor for technical assistance or questions related to this application.

### Kern, Inyo and Mono Workforce Development Area

Name of Local Area

1600 E. Belle Terrace

Mailing Address

Bakersfield, CA

93307

City, State

ZIP

3/31/2021

Date of Submission

Jeremy Shumaker, Administrative Services Officer-Administrative Division

Contact Person

661-635-2758

Contact Person's Phone Number

## LOCAL BOARD MEMBERSHIP

The WIOA Section 107(b)(2)(A) through (E) states the requirements for nominating and selecting members in each membership category. The WIOA Section 107(b)(2)(A) requires that business members constitute a majority of the Local Board. The chairperson shall be a business representative, per WIOA Section 107(b)(3).

The local Chief Elected Official (CEO) is required to provide the names of the individuals appointed for each category listed on the following pages, and attach a roster of the current Local Board which identifies each member's respective membership category. ***If an individual represents multiple categories, after the first time s/he is identified (subsequent to the first notation), please asterisk his/her name at all subsequent entries.***

**Business** – A majority of the members must be representatives of businesses in the Local Area who (i) are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policy-making or hiring authority; (ii) represent businesses, including small businesses, or organizations; and (iii) are appointed from among individuals nominated by local business organizations and business trade association (WIOA Section 107[b][2][A]).

Please identify the Local Board chairperson by typing CHAIR after their name.

Name	Title	Entity	Appointment Date	Term End Date
Alissa Reed, Chair	VP Safety & Employee Development	Kern Oil & Refining Co	2/14/2012	12/31/2023
Laura Barnes	President	Associated Builders and Contractors	6/16/2015	12/31/2023
Leo Bautista	HR Manager	Kern Oil & Refining Co	5/16/2006	12/31/2023
Kelly Bearden	Director	Small Business Development Center	4/28/2015	12/31/2023
Richard Chapman	President/CEO	Kern Economic Development Corp.	1/9/2007	12/31/2023
Stacy Ferreira	Interim CEO	Clinica Sierra Vista	2/4/2014	6/30/2022
Mike Frey	Co-Owner	Buttonwillow Land & Cattle	6/12/2020	6/30/2022
Greg Gutierrez	General Manager	Truitt Oilfield Maint.	1/30/2018	12/31/2023
Nick Hill III	President	Kern County Black Chamber of Commerce	1/5/2021	12/31/2023
Ian Journey	Mechanical Engineer	3C Engineering	2/19/2013	12/31/2023
Karen King	CEO	Golden Empire Transit	4/21/2009	6/30/2022
Greg Knittel	President	Centralize HR	3/20/2018	12/31/2023

Anita Martin	Director of HR	Kern Health Systems	12/7/2010	12/31/2023
Brenda Mendivel	VP of HR	Bakersfield Family Medical Center	10/8/2019	6/30/2022
Clare Pagnini	HR Manager	Macpherson Oil Co.	1/28/2014	6/30/2022
Jay Tamsi	President/CEO	Kern Co. Hispanic Chamber of Commerce	2/14/2012	12/31/2023
Todd Yepez	HR Manager	PCL Industrial Services, Inc.	1/28/2014	6/30/2022

**Labor** – Not less than 20 percent of the members must be representatives of workforce within the Local Area who must include (i) representatives of labor organizations who have been nominated by state labor federations; (ii) a member of a labor organization or a training director from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of an apprenticeship program in the area; and may include (iii) representatives of community-based organizations with demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, veterans, or individuals with disabilities; and (iv) representatives of organizations with demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth and/or out-of-school youth (WIOA Section 107[b][2][B]).

*California Unemployment Insurance Code (CUIC) Section 14202(b)(1)* further requires and specifies that at least 15 percent of Local Board members shall be representatives of labor organizations unless the local labor federation fails to nominate enough members. For a local area in which no employees are represented by such organizations, other representatives of employees shall be appointed to the board, but any local board that appoints representatives of employees that are not nominated by local labor federations shall demonstrate that no employees are represented by such organizations in the local area.

Name	Title	Entity	Appointment Date	Term End Date
Jim Elrod	Labor Business Manager	IBEW Local 428	8/17/2010	6/30/2022
Steven Gomez	Labor Business Agent	Plumbers & Pipefitters Local 460	8/17/2010	6/30/2022
Chris Gonzales	Apprenticeship Business Agent	SMART Sheet Metal Local 105	3/28/2017	6/30/2022
Rick Schowengerdt	Labor District Rep. Kern, Inyo and Mono	Operating Engineers Local 12	10/20/2020	6/30/2022
John Spaulding	Labor -Executive Secretary	Kern, Inyo & Mono Building Trades	11/27/2007	6/30/2022
Joseph Sumlin	Apprenticeship Secretary-Treasurer	Teamsters Local Union No. 87	3/28/2017	6/30/2022

Name	Title	Entity	Appointment Date	Term End Date
Randy Martin	Community-Based CEO	Covenant Community Services	10/23/2018	12/31/2023
Jeremy Tobias	Community-Based Executive Director	Community Action Partnership of Kern	8/11/2009	6/30/2022

**Education** – Each Local Board shall include representatives of entities administering education and training activities in the Local Area who must include (i) a representative of eligible providers administering WIOA Title II adult education and literacy activities; (ii) a representative of institutions of higher education providing workforce investment activities; and may include (iii) representatives of local educational agencies, and community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment (WIOA Section 107[b][2][C]).

Name	Title	Entity	Appointment Date	Term End Date
Dr. Dean McGee	Adult Education and Literacy - Asst. Superintendent	Kern High School District	2/10/2015	12/31/2023
John Means	Higher Education Vice Chancellor	Kern Community College District	8/11/2009	6/30/2022
Michael Vogenthaler	Director College/Career Initiatives	Kern County Superintendent of Schools	7/23/2019	6/30/2022
Norma Rojas-Mora	Higher Education Director, Communication & Community Relations	Bakersfield College	10/16/2001	6/30/2022

**Governmental and Economic and Community Development and Additional Members** – Each Local Board shall include representatives of governmental, economic, and community development entities serving the Local Area who must include (i) a representative of economic and community development entities; (ii) a representative from the state employment service office under the *Wagner-Peyser Act*; (iii) a representative of the Vocational Rehabilitation program; and may include (iv) representatives of agencies or entities administering programs serving the Local Area relating to transportation, housing, and public assistance; (v) Representatives of philanthropic organizations serving the Local Area; and (E) individuals or representatives of entities as the local CEO in the Local Area may determine to be appropriate (WIOA Section 107[b][2][D] and [E]).

Name	Title	Entity	Appointment Date	Term End Date
Kelly Bearden*	Economic Development - Director	Small Business Development Ctr	4/28/2015	12/31/2023
Richard Chapman*	Economic Development - President/CEO	Kern Economic Development Corp.	1/9/2007	12/31/2023
Shelly Tarver	Employment Services, UI, TAA, Veterans Kern/ Tulare Cluster Mgr.	Employment Development Department	4/17/2012	12/31/2023
Diane McClanahan	Rehabilitation Supervisor	Department of Rehabilitation	9/15/2009	12/31/2023
Jeremy Tobias*	Community Services Block Grantee – Executive Director	Community Action Partnership of Kern	8/11/2009	6/30/2022
John Means*	Perkins Post-Secondary Vice Chancellor	Kern Community College District	8/11/2009	6/30/2022
Teresa Hitchcock	Title I Ad/DW/ Youth & MSFW 167 Grantee Assistant County Administrative Officer	Employers' Training Resource	4/14/2015	6/30/2022

#### PERFORMED SUCCESSFULLY

The Local Area hereby certifies that it has performed successfully, defined as having met 80 percent of their negotiated performance goals in PY 2018-19 or PY 2019-20 for the following indicators:

- Employment Rate 2<sup>nd</sup> Quarter After Exit
- Median Earnings

PY 2019 Performance Goals				
	Adults	Dislocated Workers	Youth	
Employment Rate 2nd Quarter After Exit	66.5%	68.0%	58.0%	Employment or Education Rate 2nd Quarter After Exit
Median Earnings 2nd Quarter After Exit	\$5,550	\$6,300	Baseline	Median Earnings

Our ACTUAL PY 2019 Entered Employment Rate 2nd Quarter After Exit was Adult 80.2% (120.6% of goal), Dislocated Worker 81.9% (120.4% of goal) and Youth 66.6% (114.8% of goal). Our ACTUAL PY 2019 Median Earnings were Adult \$6,438 (116.0% of goal), Dislocated Worker \$7,655 (121.5% of goal) and Youth \$3,794.

## **SUSTAINED FISCAL INTEGRITY**

The Local Area hereby certifies that it has not been found in violation of one or more of the following during PY 18-19 or PY 19-20:

- *Final determination of significant finding(s)* from audits, evaluations, or other reviews conducted by state or local governmental agencies or the Department of Labor identifying issues of fiscal integrity or misexpended funds due to the willful disregard or failure to comply with any WIOA requirement.
- *Gross negligence* – defined as a conscious and voluntary disregard of the need to use reasonable care, which is likely to cause foreseeable grave injury or harm to persons, property, or both.
- *Failure to observe accepted standards of administration* – Local Areas must have adhered to the applicable uniform administrative requirements set forth in Title 2 *Code of Federal Regulations* (CFR) Part 200.

Certify No Violation ☒

## **ENGAGED IN REGIONAL PLANNING**

*Engaged in regional planning* is defined as participating in and contributing to regional planning, regional plan implementation, and regional performance negotiations. The Local Area hereby certifies that it has participated in and contributed to regional planning and negotiating regional performance measures in the following ways:

The parties to the Regional Plan are the eight local WDBs within the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU), which include seven boards representing single counties (Fresno, Kings, Madera, Merced, San Joaquin, Stanislaus and Tulare) and one consortium board representing three counties (Kern, Inyo and Mono). Through their Central California Workforce Consortium (CCWC) network, the WDBs have all been actively involved in the regional planning process by reviewing State guidance, selecting consultants to assist in the process, providing resource documents, organizing regional forums, and meeting regularly with the consultants as a group and individually to share insights, make

decisions, and establish priorities for regional coordination. As the designated lead for the RPU, development of the PY 2021-24 Regional Plan has been managed by the Stanislaus County WDB.

To facilitate the engagement of stakeholders in regional planning for the workforce development delivery system and the development of the PY 2021-24 Regional Plan, the SJVAC RPU [that is three sub-regions: North Valley: Merced, San Joaquin, and Stanislaus counties; Mid-Valley: Fresno, Kings, Madera, and Tulare counties; and South Valley: Kern, Inyo, and Mono counties] hosted a series of ten community and stakeholder forums focused on topics affecting strategies and services across the system. These forums included:

**The Regional Economy – Through the Eyes of Business and the Community:** The Four-Year Regional Plan will include an analysis of regional labor market data, growth industries and demand jobs. Workforce leaders, however, realize that data, no matter how recent, will not tell the full story of the regional economy, as COVID-19 has dramatically changed and continues to alter the economic landscape. As our plan must address the goals of the workforce system from 2021 to 2025, we want to supplement statistics with local experiences told in the voice of workers, businesses, and stakeholders.

This forum was held via Zoom on:

- December 17, 2020 (hosted by San Joaquin County WDB)
- January 7, 2021 (hosted by Madera County WDB)
- January 27, 2021 (conducted in Spanish and hosted by Stanislaus County WDB)

**Accelerating the Development of Career Pathways for Priority Sectors:** Regional stakeholders have worked to develop career pathway programs that are aligned with regional workforce needs and result in industry-recognized credentials. As we embark upon planning for the next four years, we must address how business, education, and the workforce system can work together to strengthen and expand the development of career pathway programs that reflect the needs of industry throughout the region.

This forum was held via Zoom on:

January 6, 2021 (hosted by Stanislaus County WDB)  
January 20, 2021 (hosted by Kern, Inyo, Mono WDB)

**Building a “Big Tent” Workforce System: Leaving no Worker Behind:** While the workforce system serves everyone, individuals with barriers to employment take advantage of the system less often than other Valley Residents. Workforce programs should be easily accessible to all and make certain that everyone has access to a marketable set of skills leading to good jobs that enable self-reliance.

This forum was held via Zoom on:

January 13, 2021 (hosted by Merced County WDB)

January 14, 2021 (hosted by Fresno Regional WDB)

February 3, 2021 (conducted in Spanish and hosted by Merced County WDB)

**Creating a Pathway to the Middle Class:** Imagine a workforce system capable of preparing every job seeker to enter a pathway to the middle class. Such a system would require unique approaches and strategies to eradicate barriers and build skills that businesses need to compete, grow.

This forum was held via Zoom on:

January 21, 2021 (hosted by San Joaquin County WDB)

January 28, 2021 (hosted by Kings County WDB)

In addition to the regional planning forums KIM WDB staff regularly meet with the other Counties included in the SJVAC region as the Central California Workforce Consortium (CCWC). These meetings are held every 6 weeks and are designed to facilitate discussions around areas of common interest throughout the region. Examples of regional coordination and collaboration include staff training coordinated through the regional organizer, the CCWC regional website, and joint grant applications applied for as a region.

KIM WDB staff also actively participate in the Central Valley Industry Engagement Roundtable (CVIER). Business engagement teams from the SJVAC meet through this forum to discuss best practices for industry engagement, layoff aversion and rapid response activities for the region.

We have also had some coordination for our fiscal teams and case managers although less formalized than CVIER.

## **LOCAL AREA ASSURANCES**

Through PY 21-23, the Local Area assures:

- A. It will comply with the applicable uniform administrative requirements, cost principles, and audit requirements (WIOA Section 184[a][2] and [3]).

Highlights of this assurance include the following:

- The Local Area's procurement procedures will avoid acquisition of unnecessary or duplicative items, software, and subscriptions (in alignment with Title 2 CFR Section 200.318).

- The Local Area will maintain and provide accounting and program records, including supporting source documentation, to auditors at all levels, as permitted by law (Title 2 CFR Section 200.508).

Note that failure to comply with the audit requirements specified in Title 2 CFR Part 200 Subpart F will subject the Local Area to potential cash hold (Title 2 CFR Section 200.338).

- B. All financial reporting will be done in compliance with federal and State regulations and guidance.

Highlights of this assurance include the following:

- Reporting will be done in compliance with Workforce Services Directive WSD19-05, *Monthly and Quarterly Financial Reporting Requirements*, (December 4, 2019).
- All closeout reports will comply with the policies and procedures listed in WSD16-05, *WIOA Closeout Requirement*, (July 29, 2016).

Note that failure to comply with financial reporting requirements will subject the Local Area to potential cash hold. (Title 2 CFR Section 200.338)

- C. Funds will be spent in accordance with federal and state laws, regulations, and guidance.

Highlights of this assurance include:

- The Local Area will meet the requirements of the *California Unemployment Insurance Code Section 14211*, to spend a minimum of 30 percent of combined total of WIOA Title I adult and dislocated worker formula fund allocations on training services.
- The Local Area will not use funds to assist, promote, or deter union organizing (WIOA Section 181[b][7]).

- D. The Local Board will select the America's Job Center of California<sup>SM</sup> operator(s), with the agreement of the local CEO, through a competitive process such as a Request for Proposal, unless granted a waiver by the state (WIOA Section 121[d][2][A] and 107[g][2]).

- E. The Local Board will collect, enter, and maintain data related to participant enrollment, activities, and performance necessary to meet all CalJOBS<sup>SM</sup> reporting requirements and deadlines.

- F. The Local Board will comply with the nondiscrimination provisions of WIOA Section 188, including the collection of necessary data.

- G. The Local Area will engage in and contribute to, regional planning and regional plan implementation (for example, Local Area has participated in regional planning meetings and regional plan implementation efforts, and the Local Board and local CEO have reviewed and approved the regional plan and modifications).
- H. The Local Area will participate in regional performance negotiations.
- I. It will comply with CWDB policies and guidelines, legislative mandates and/or other special provisions as may be required under federal law or policy, including the WIOA or state legislation.
- J. Priority shall be given to veterans, recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient for receipt of career and training services funded by WIOA Adult funding (WIOA Section 134[c][3][E] and *Training and Employment Guidance Letter* [TEGL] 10-09, and TEGL 19-16).

### Application Signature Page

**Instructions** – The local CEO and Local Board chair must sign and date this form. Electronic signatures are permitted for the PY 21-23 application.

By signing the application below, the local CEO and Local Board chair request subsequent designation of the Local Area and recertification of the Local Board. Additionally, they agree to abide by the Local Area assurances included in this application.

Local Workforce Development Board Chair

Local Chief Elected Official

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Alissa Reed

\_\_\_\_\_  
Phillip Peters

\_\_\_\_\_  
Name

\_\_\_\_\_  
Name

\_\_\_\_\_  
Chair, Kern, Inyo and Mono Workforce  
Development Board

\_\_\_\_\_  
Chair, Kern County Board of Supervisors

\_\_\_\_\_  
Title

\_\_\_\_\_  
Title

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

## LOCAL AND REGIONAL PLANS

Dear Board Member:

The Workforce Innovation and Opportunity Act (WIOA) requires the Local Workforce Development Area, which is the Kern, Inyo, Mono (KIM) Counties Consortium, to prepare a Local Plan and the Regional Planning Unit (RPU), which is the San Joaquin Valley and Associated Counties, to prepare a 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. Each plan covers Program Years 2021 – 2025 (July 1, 2021 to June 30, 2025) and will be submitted to the California Workforce Development Board on or before April 30, 2021.

As part of the planning process, the KIM Counties Consortium held three Local Planning Forum on the following topics:

January 11, 2021:	Vision for the Local Workforce System
January 27, 2021:	Strengthening the Role of the AJCC. An Access Point for all System Partners
February 3, 2021:	Improving Workforce System Services

The RPU held four Regional Planning Forums in English and two that were in Spanish on the following topics:

January 7, 2021:	The San Joaquin Valley Economy – Through the Eyes of Business & the Community (English & Spanish)
January 14, 2021:	Building a Big Tent Workforce System Services: Leaving No Worker Behind (English & Spanish)
January 20, 2021:	Accelerating the Development of Career Pathways for Priority Sectors
January 28, 2021:	Creating a Pathway to the Middle Class

Our consultant, John Chamberlin moderated the Forums and participation was high for a majority of the Regional and Local Planning Forums.

The Local and Regional Draft Plans, including summaries thereof, are available for review on-line at [www.etronline.com](http://www.etronline.com) and [www.americasjobcenterofkern.com](http://www.americasjobcenterofkern.com). Furthermore, paper copies of the plans are available at ETR and America's Job Center of California (AJCC) of Inyo County and Mono County. Individuals who do not own computers will be able to gain access to the plans by using public computers through an appointment at any of the twelve public libraries located in

Kern County, six in Inyo County and seven in Mono County. The websites are easily usable by the public and the public has been provided identifiable public comment links to both the Local Plan and Regional Plan.

The public comment period started on March 16, 2021, and will end at 5:00 p.m. on April 16, 2021. Persons who wish to comment on the draft plans can do so during the public comment period by attending a public forum being held during your Board's meeting on Wednesday, March 17, 2021 at 7:00 a.m. through Microsoft Teams. American Sign Language and Spanish interpreters will be available at the meeting or any of the following methods:

Via email:

[WIOALocalPlan@kerncounty.com](mailto:WIOALocalPlan@kerncounty.com) and [WIOARegionalPlan@kerncounty.com](mailto:WIOARegionalPlan@kerncounty.com)

Writing to:

Jeremy Shumaker, Administrative Services Officer – Administrative Division, ETR  
1600 East Belle Terrace, Bakersfield, CA 93307

By telephone:

Jeremy Shumaker at (661) 325-4473

We will keep your Board advised of any updates regarding the Local and/or Regional Plans.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:ms

# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

### 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
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%

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.

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

#### 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				
PROGRAM WIOA Dislocated Worker		TITLE (select one):		
STATE: California		Title I Adult	<input type="checkbox"/>	Title II Adult Education
WIB Code: 06075 – Employers Training Resource		Title I Dislocated Worker	<input checked="" type="checkbox"/>	Title III Wagner-Peyser
REPORTING PERIOD COVERED (Required for current and three preceding years.)		Title I Youth	<input 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	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	Earnings	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	Earnings	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	Earnings	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	Earnings	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	Earnings	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	Earnings	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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#### **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 <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 type="checkbox"/> Title I Adult <input type="checkbox"/> Title I Dislocated Worker <input checked="" 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	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.

<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.

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

#### 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.

# EMPLOYERS' TRAINING RESOURCE

March 17, 2021

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

## GRANTS UPDATE

Dear Board Member:

The following information is provided to update your Board 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, 67 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 July 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 31, 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 32 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 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 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 June 30, 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 Board informed as additional funding opportunities and updates are available.

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:am



March 17, 2021

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

**CALIFORNIA EMPLOYMENT DEVELOPMENT DEPARTMENT FOR THE NATIONAL  
HEALTH EMERGENCY PHASE II: DISASTER RECOVERY NATIONAL DISLOCATED  
WORKER GRANT**

Dear Board Member:

On September 20, 2018, Employers' Training Resource (ETR), in partnership with Merced County Workforce Investment (MCWI), applied from the California Employment Development Department (EDD) to operate the National Health Emergency Phase II: Disaster Recovery National Dislocated Worker Grant (2018 Phase II Opioid NDWG). MCWI was the administrator of the Grant. The grant provided employment and training services, including supportive services, up to 15 participants in the accelerated Drug and Alcohol Studies Certificate Program (DASP) operated through California State University, Bakersfield, Extended Education and Global Outreach (CSUB). The accelerated program was reduced from 18 months to 12 months. ETR enrolled 12 participants and 9 of them completed the training, and found private and public sector employment in the drug and alcohol counseling field.

In December 2020, EDD notified MCWI that due to the successful implementation of the grant by ETR, EDD requested that ETR enroll an additional cohort of up to 15 participants into Phase 2 of the 2018 Phase II Opioid NDWG. The grant will award ETR the sum of \$364,400.48 to implement the program. Participants will tentatively start the accelerated DASP at CSUB on March 23, 2021. The grant will end on March 31, 2022. The DASP provides professional and educational training in the treatment of addiction and fulfilled the educational requirements for testing for the California Consortium of Addiction Programs and Professionals (CCAPP) Certification as a licensed Alcohol and Drug Addiction Counselor.

ETR will continue to play an important role in Kern County by ensuring that there are more Drug and Alcohol Counselors to combat the opioid use disorder through this grant.

Sincerely,

A handwritten signature in black ink, appearing to read "Teresa Hitchcock", is positioned above the printed name and title.

Teresa Hitchcock  
Assistant County Administrative Officer

TH:ms

# EMPLOYERS' TRAINING RESOURCE

March 17, 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:

**Inyo County** (12/18/20) Program report.

**Kern High School District** (1/19/21) Fiscal report.

**Mexican American Opportunity Foundation** (10/20/20) Program report.

**Mono County** (12/18/20) Program report.

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

Sincerely,



Teresa Hitchcock  
Assistant County Administrative Officer

TH:lm



## One Stop Operator - Second Quarter Activity Report

(October 01, 2020 through December 31, 2020)

Prepared by: David Baquerizo, ProPath, Inc.

My activities have been reduced due to COVID-19 and limited access to One Stop Centers and Staff.

Activity: Quarterly AJCC One Stop Partner Meeting - November 05, 2020

Presentation: United Way of Kern County

### Speakers:

Sydney Cullen - Marketing and Campaign Assistant

Gabriel Alvarez - Marketing Manager

Don Harris - IT/Development Manager

Subject: The Speakers shared various information regarding their current program offerings. And information about COVID-19 relief support services available.

Presentation: Small Business Administration (SBA)

Speaker: Victor Bribiesca - Economic Development Specialist

Subject: COVID-19 SBA relief programs and business survival strategies

Activity: Monthly AJCC One Stop Centers Operations Meeting

### Subjects:

Review of an electronic community referral system. Organization: Unite US

Update regarding online soft skills workshops

One Stop partners had the opportunity to share there current service levels under COVID-19. And any program or Staff changes and upcoming events.

Activity: Attended December 09, 2020 KIM Workforce Development Board Meeting

The OSO continues to seek out additional resources and program that are offered in other areas of California and present them to KIM for consideration. The OSO also continually researches and keeps up to date with State and Federal released information which could impact the way KIM provides WIOA services.

# PY 2020-21 GRANT SUMMARY

Last updated March 8, 2021

GRANT/CODE	PURPOSE OF GRANT	FUNDING SOURCE	\$ REQUESTED / FUNDED	ETR STAFF	PARTICIPANTS TO BE SERVED	TERM	AWARD?
AB109	Reintegration of ex-offenders into the workforce community.	State taxes & VLF	Base allocation for PY 2020-21 \$528,053	Jennifer	100	Funded yearly	Yes
AB109 Growth Funds	Identify and compile a directory of service providers for ex-offenders to braid services and leverage funds. Also will fund a work experience program.	CCP	Allocation through 12/20 \$528	Jennifer	28	Must apply every other year	Yes
CalWORKS Placement MOU	Provision of Job Placement Activities for CalWORKS participants.	CalWORKS	\$1,421,344	Anne	1,480	7/1/20-6/30/21	Yes
CalWORKS PWEX MOU	Provide Paid Work Experience Activities for CalWORKS participants.	CalWORKS	\$14,390,502 - 3 Year \$4,796,834 - PY 2019-20	Anne	250	7/1/18-6/30/21	Yes
1103 - Disability Employment Accelerator AKA "Kern EMPLOY" ABILITY Grant"	Design, develop and implement projects that accelerate employment and re-employment strategies for people with disabilities.	EDD, CWDB and LWDA - WIOA discretionary funds	\$275,000	Michael	31 Served; 20 Employed	24 months	Yes
National Farmworker Jobs Program - 167	The purpose of the NFJP is to strengthen the ability of eligible Migrant and Seasonal Farmworkers and their families to achieve economic self-sufficiency.	DOL	\$2,493,027	Anne	431	7/1/20-6/30/21	Yes
Disability Employment Accelerator 1152	The focus of this project is to utilize the job trainings, internships (paid/unpaid), and other WEX in order to acculturate and add to the existing skills of PWDs, particularly PWDs who are veterans or close to graduating from college.	EDD	\$350,000	Michael Saltz/Ryan Rush	30 for KIM, 30 for Kings	5/1/19 - 03/31/21	Yes

Last updated March 8, 2021

GRANT/CODE	PURPOSE OF GRANT	FUNDING SOURCE	\$ REQUESTED / FUNDED	ETR STAFF	PARTICIPANTS TO BE SERVED	TERM	AWARD?
Agriculture Industry Dislocations Project - Grant 1157	To provide employment and training services to dislocated agricultural workers to develop their occupational skills to compete for new and future job opportunities in high demand occupations.	State of CA Additional Assistance	\$6,643,200	Jana	956	04/01/2019-03/31/2021	Yes
NHE Opioid (92) Grant 1139	Serve the formally incarcerated and other justice involved individuals with the overall goal of improving labor market outcomes for the region's justice involved population and strategies for connecting those individuals to the supportive services they need.	EDD	Total: \$507,555.00 (consisting of \$182,380 (IDS) and \$325,175 (SSEL))	Michael Saltz/Karen Brierfer-Gose	13 Participants in the IDS and 29 Participants in the SSEL	09/01/2019 - 03/31/2022	Yes
			\$50,000				
P2E Supp Svs Grant 2286	To improve California's criminal and juvenile justice systems and reduce recidivism through increased rehabilitation	State	\$325,175	Michael	13	09/1/19-03/31/21	Yes
P2E Planning Grant 2287		State	\$182,380	Michael	13	09/1/19-03/31/21	Yes
AA-Ridgecrest Earthquake	To assist business impacted by the earthquakes which occurred in Ridgecrest and Trona on July 4 & 5, 2019	State	\$304,500	Michael	20	06/01/19-03/31/21	Yes
Earthquake and COVID-19 AA	To assist business located in eastern Kern County that have been impacted by the COVID-19 pandemic	State	\$282,237	Michael	20	03/01/20-07/31/21	Yes
COVID Disaster Recovery National DW Grant			\$12,086			04/10/20-03/31/2022	Yes
NFJP Grant	To provide employment training services to farmworkers and their dependents.	DOL	\$2,493,027	Jana	420	07/01/20-06/30/24	N/A
Workforce Studies-AA	Two workforce studies focusing on the effects of a slow down or halt to oil and gas production in Kern County.		\$700,000		N/A	02/01/20-03/31/21	Yes

Last updated March 8, 2021

GRANT/CODE	PURPOSE OF GRANT	FUNDING SOURCE	\$ REQUESTED / FUNDED	ETR STAFF	PARTICIPANTS TO BE SERVED	TERM	AWARD?
Transformative Climate Communities Program	The development of neighborhoodlevel transformative community plans including workforce development, housing, and transportation.	State Cap-and-Trade Program	\$18,450				Yes
National DW COVID-19 Temp jobs Program Grant 1195	Provide temporary jobs to disaster affected workers in Kern County	DOL	\$14,835	Jana	8	04/10/20-03/31/2022	Yes

**KERN, INYO AND MONO  
WORKFORCE DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE  
DISCUSSION AND ACTION ITEMS  
SPECIAL SESSION  
FEBRUARY 11, 2021**

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

Members Absent: Brenda Mendivel.

Staff Present: Aaron Ellis, Anne Meert, Jeremy Shumaker and Marsha Manos.

Guests: Martha Guerra, Lita San Pedro, Ken Kurts, Magda Menendez and GK

The virtual meeting was called to order at 4:15 p.m. by Teresa Hitchcock via Microsoft TEAMS.

\*UNEXCUSED ABSENCE

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**INTRODUCTIONS**

Committee members, staff and guests introduced themselves.

**Additional Funding Recommendations For Workforce Innovation And Opportunity Act Contracted Training Programs For Program Year 2020-2021**

Teresa Hitchcock informed the Committee that On June 3, 2020, your Workforce Development Board (WDB) approved funding Workforce Innovation and Opportunity Act (WIOA) programs under the Request for Refunding (RFR) process for Program Year (PY) 2020-2021 (July 1, 2020 through June 30, 2021) which includes Proteus and MAOF Book Keeping Programs. Each of the organizations was given a six-month reimbursement contract with performance metrics to meet. Teresa said that both programs had worked diligently to increase enrollments. As of December 31, 2020, MAOF had 8 participants in the program and 13 participants in various stages of the enrollment process which would have given them 21 participants if everyone had gotten enrolled. Proteus had 9 participants enrolled in the Office Automation program. Teresa said that COVID has had a significant impact on ETR's enrollments and that the agency is only at 40% of expected enrollments and if you applied that calculation to both organizations they would have met their enrollment numbers. Teresa said that coming out of the pandemic both of these programs are needed to help place people on jobs. Teresa informed the Committee that ETR is recommending that the MAOF Bookkeeping program be funded for an additional \$160,000 and that they have the same metrics applied for the second half of the year and Proteus' Office Automation program be funded for an additional \$49,850 through June 30, 2021.

Norma Rojas-Mora asked for clarification on the participants that are in the pipeline. Aaron Ellis informed the Committee that the 13 participants are the people who have

completed the WIOA application to start the process and that they now have to complete their assessments.

Leo Bautista asked about the timeline to complete the process and Aaron said that it varies by participants but that it could take about a week.

Norma Rojas-Mora asked if the marketing efforts will continue through December. Teresa said the funding will be through June 30, 2021, and that MAOF had been doing a lot of her marketing but that ETR had been doing radio ads. Magda Menendez informed the Committee that started their FB advertising efforts in October and also tagged agencies that had a similar clientele. She also said that she did flyers with the school district.

Alissa Reed asked Magda to talk about her existing participants. Magda said they prepared for distance learning by buying laptops with a grant that they received from the Patel Foundation. Magda gave the Committee a brief overview of a few of the students in her program and said that everyone comes into the office about once a week.

Ken Kurts with Proteus, Inc. said they have been utilizing a corporate Facebook account to market their program and word-of-mouth advertising. Ken said they have not been doing virtual classes, they have been doing in-person classes on a smaller size.

Teresa reminded the Committee that they would be acting on this item on behalf of the full Workforce Development Board.

John Spaulding made a motion to accept the staff's recommendation. Norma Rojas-Mora seconded the motion. Marsha Manos polled the Committee for their vote. All Ayes. The motion carried.

#### **Authorization to Provide Services at County's Vaccination Site As Part Of A Layoff Aversion And Rapid Response Strategy**

Teresa Hitchcock informed the Committee that ETR was requesting authorization to assist the County at its vaccination sites and call center to inform the public of where vaccinations will be available. At full capacity, it is expected that 500 people will be needed to operate the facility as well as schedule appointments, screen patients, record information, monitor patient flow, etc. The site may be necessary for up to five months. Teresa said that she reached out to the State to verify if this was allowable through WIOA and the State concurred. Based on that information the recommendation before this Committee is to act on behalf of the Workforce Development Board, authorize the use of Rapid Response and Layoff Aversion WIOA funding for staff time to assist at the County's vaccination site to minimize the negative impacts of COVID-19 dislocations on workers, businesses and our community.

Alissa Reed asked Teresa to provide a discussion around the funding of this request. Teresa said this money is allocated to ETR from the Federal Government and is already in the budget. It is specifically for Rapid Response and Layoff Aversion activities. Teresa said that ETR looking at taking \$50k of existing funding and putting it toward this effort.

Leo Bautista asked Teresa where the staffing for the centers would come from. Teresa said that it would come from a combination of open recruitment and departmental staff.

Alissa Reed asked Teresa if there would be a paid work experience component and Teresa said that there would as well as the County hiring extra help staff.

Todd Yepez made a motion to accept the staff's recommendation to authorize the use of Rapid Response and Layoff Aversion WIOA funding for staff time to assist at the County's vaccination site to minimize the negative impacts of COVID-19 dislocations on workers, businesses and our community. John Spaulding seconded the motion. Marsha Manos polled the Committee for their vote. All Ayes. The motion carried.

As there was no further business the meeting adjourned at 4:41 p.m.

**KERN, INYO AND MONO  
WORKFORCE DEVELOPMENT BOARD  
EXECUTIVE COMMITTEE  
DISCUSSION AND ACTION ITEMS  
MARCH 4, 2021**

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Members Present: Alissa Reed, Leo Bautista, Teresa Hitchcock, Karen King, Brenda Mendivel, John Spaulding, and Todd Yepez

Members Absent: Norma Rojas-Mora

Staff Present: Marsha Manos, Elaine Basham, Anne Meert, Jeremy Shumaker, and Danette Williams

Guests Present: Yvette Quevedo and GK

The virtual meeting was called to order at 4:00 p.m. by Alissa Reed via Microsoft TEAMS.

\*UNEXCUSED ABSENCE

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**INTRODUCTIONS**

Committee members, staff, and guests introduced themselves.

**PUBLIC COMMENTS**

There were no public comments.

**APPROVAL OF THE DECEMBER 3, 2020, MEETING MINUTES**

John Spaulding made a motion to approve December 3, 2020, meeting minutes. Teresa Hitchcock seconded the motion. Marsha Manos polled the members on their vote. All ayes. The motion carried.

**APPROVAL OF THE SPECIAL SESSION FEBRUARY 11, 2021, MEETING MINUTES**

Teresa Hitchcock made a motion to approve the February 11, 2021 minutes with the correction of John Spaulding being marked present at the meeting and correcting Brenda Mendivel's unexcused absence to an excused absence. Leo Bautista seconded the motion. Marsha Manos polled the members on their vote. All ayes. The motion carried.

**APPROVAL OF THE PROPOSED AGENDA FOR THE MARCH 17, 2021 WORKFORCE DEVELOPMENT BOARD MEETING**

Jeremy Shumaker reviewed the proposed agenda for the March 17, 2021, Workforce Development Board meeting. John Spaulding made a motion to accept the agenda with the removal of the flag salute until in-person meetings resume. Brenda Mendivel seconded the motion. Marsha Manos polled the members on their vote. All ayes. The motion carried.

**WORKFORCE DEVELOPMENT BOARD AND STANDING COMMITTEE COMPOSITION**

Elaine Basham informed the Committee that due to technical difficulties the WDB brochure was not available to be shown at the previous meeting. Marsha Manos shared the brochure on screen for the member to review. Elaine also informed the Committee that PBS does not have a Business majority and addressed that during its February 18, 2021 meeting by recommending that staff ask your committee to have the Chair contact new member Nick Hill III to see if he is willing to serve on the PBS Committee and if so, to appoint him. Per the WDB Bylaws, the

Chair shall make appointments to all committees of the Board, except the elected committee Chairs and that 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. The PBS and your Committee have no non-WDB members. Non-WDB members may be considered for WDB membership when vacancies arise and, therefore, Business members must meet the same criteria as WDB Business members. Elaine suggested to the Committee that the Chair contact new member Nick Hill III to see if he is willing to serve on the PBS Committee and if so, to appoint him. Per the WDB Bylaws, the Chair shall make appointments to all committees of the Board, except the elected committee Chairs. Teresa Hitchcock made a motion to that staff receive additional input from the Executive Committee on the recruitment tool and revise the WDB brochure according to the input received and to approve the Chair to contact Mr. Hill to see if he is willing to serve on the PBS Committee. Brenda Mendivel seconded the motion. Marsha Manos polled the members on their vote. All ayes. The motion carried.

### **SUBSEQUENT LOCAL AREA DESIGNATION AND LOCAL BOARD RECERTIFICATION**

Anne Meert informed the Committee that the State Board released Workforce Services Directive WSD20-06 providing guidance for subsequent designation of the Local Area and recertification of the Local Board for Program Years (PY) 2021-2022 and 2022-2023. A draft version of the designation/recertification application must be submitted to the State by March 31, 2021. Anne asked Marsha to share the application on the screen for the Committee to view. Anne briefly explained the application and what the requirements for Local Area Designation and Recertification were. Leo Bautista made a motion to accept staff's recommendation to (1) authorize staff to complete the application; (2) and recommend to the Board that they: (a) approve the draft application, (b) authorize the Board Chair to sign the Application for Subsequent Local Area Designation and Local Board Recertification PY 2021-2022 and 2022-2023, (c) authorize staff to submit it to the State Board by March 31, 2021, (d) authorize staff to submit the draft to the Board of Supervisors for final approval, and (e) subsequently authorize staff to submit the final application to the State as soon after April 6, 2021 as practicable. Karen King seconded the motion. Marsha Manos polled the members on their vote. All ayes. The motion carried.

### **LOCAL AND REGIONAL PLANS**

Michael Saltz informed the Committee that the Workforce Innovation and Opportunity Act (WIOA) requires the Local Workforce Development Area, which is the Kern, Inyo, Mono Counties Consortium, to prepare a Local Plan and the Regional Planning Unit (RPU), which is the San Joaquin Valley and Associated Counties, to prepare a 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. Each plan covers Program Years 2021 – 2025 (July 1, 2021 to June 30, 2025) and will be submitted to the California Workforce Development Board on or before April 30, 2021. The Local Forums were held on:

- January 11, 2021: Vision for the Local Workforce System
- January 27, 2021: Strengthening the Role of the AJCC. An Access Point for all System Partners
- February 03, 2021: Improving Workforce System Services

The RPU held four Regional Planning Forums in English and two in Spanish on the following topics:

- January 07, 2021: The San Joaquin Valley Economy – Through the Eyes of Business & the Community (English & Spanish)
- January 14, 2021: Building a Big Tent Workforce System Services: Leaving No Worker Behind (English & Spanish)

- January 20, 2021: Accelerating the Development of Career Pathways for Priority Sectors
- January 28, 2021: Creating a Pathway to the Middle Class

Michael also informed the Committee that the public comment period will start on March 15, 2021, and end at 5:00 p.m. on April 15, 2021 and provided information on how to submit their comments.

### **LEGISLATIVE UPDATE**

Elaine Basham updated the committee on three bills pending in Congress: (1) the Relaunching America's Workforce Act which contains a large amount of Workforce Development funds, currently stalled; (2) the economic stabilization bill known as the American Rescue Plan, a COVID relief bill being considered in the Senate today; and (3) an economic stimulus bill focused on infrastructure spending. The second bill is being considered under Budget Reconciliation in the Senate which requires a simple majority to approve; the infrastructure bill will likely also be considered in the same manner. Senate Appropriations Chair Bernie Sanders has indicated that Administration may still issue a federal fiscal year 2022 budget, normally due to Congress in February. She also presented statics regarding the economy such as the Federal Reserve estimate that underrepresentation in the labor force means the real Unemployment Rate is closer to 10 percent.

### **DIRECTOR'S REPORT**

Teresa Hitchcock informed the Committee that the B3K effort was still underway. ETR is working with KCCD project and they were awarded a \$2m project that is partnering with ENRON and other organizations. ETR is also partnering with Bitwise and they will be working on a founders cohort. They will also be presenting at the WDB meeting on March 17, 2021. The new EPIC center will be opening at a new location. The Business Center has moved to the Olive Drive location.

### **COMMITTEE MEMBER COMMENTS**

There were no member comments.

### **MISCELLANEOUS FILINGS**

The Committee members received a copy of the Status of Subgrantee Monitoring Reports, and the Kern, Inyo and Mono Workforce Development Board and Committees Attendance Report and the Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule Calendar Year 2021. ETR was instrumental with the County's PPE program providing much-needed equipment to businesses within Kern County.

As there was no further business, the meeting was adjourned at 5:04 p.m.

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

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

Members Absent: Jim Elrod\*.

Staff Present: Elaine Basham, Marsha Charles, Aaron Ellis, Anne Meert, Ana Venegas, Diane Contreras, Danette Scarry, Jeremy Shumaker, and Luanne Santos, Candy Gettman.

Guests Present: None.

The meeting was called to order at 8:06 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 November 5, 2020, Meeting Minutes**

Jeremy Tobias made a motion to approve the November 5, 2020, meeting minutes. Stacy Ferreira seconded the motion. Marsha Charles took a roll call vote. All ayes. The motion carried.

**Workforce Innovation and Opportunity Act Final Performance Results For Program Year 2019**

Anne Meert informed the Committee that the State has published the Annual Report for Program Year (PY) 2019, Anne reviewed the official results with Board Members, the comparisons between negotiated performance, actual performance, and the percentage of goals achieved. During the last meeting, Anne Reviewed the negotiated goals for Program Year (PY) 2020 the negotiated goals went up significantly. For example, the adult employment rate goal was 66.5% the performance is at 73.2%.

Anne Meert informed the Committee that when the State publishes the Performance Report it includes information for each Workforce Development Area, Anne informed the Committee that the information is included in the packet and she gave a detailed description on pages (7-9) explaining the report. Leo asked if there is a ranking for our WDB against other groups in California, Anne explained that in the past there was a one-page document where it showed everyone side by side and that what was published. But now it's showed on pages (7-9). Teresa added that many of the negotiated goals for the

upcoming year are higher than the goals that were set for the State by the Department of Labor and part of that is because our performance was in the upper half of all Workforce in the State.

### **Standing Committee Composition**

Elaine Basham informed the committee that to meet our need for two non-WDB members on the standing committee to the board, which it was discussed last year on combining your committee with the Youth Committee (YC) which was rejected because we did not want to lose any of the Youth members.

Your committee does have to have a business majority since the business services portion of the local plan is included in your responsibilities per the bylaws.

Elaine reminded the committee of the recent resignation, which leaves the committee at eight board members. Four business and four non-business members, the current industry clusters are (1) Energy and Natural Resources, including Renewables; (2) Non-residential and infrastructure construction; (3) Health Care (4) Aerospace and Defense; (5) Manufacturing which includes value-added at Warehousing and Logistics (distribution centers) and Transportation (excluding passenger Transit).

Your current business members represent Manufacturing – Petroleum, Health Care, and Economic Development. She informed the committee that she reviewed the list and that there are a dozen business members that aren't serving on this committee.

Teresa suggested getting a non-WDB member into the committee, suggesting from the Energy Network including Renewables but a Renewable Energy person. Teresa suggested Linda Parker. Richard Chapman agreed with Teresa's suggestion.

### **Grants Update**

Anne Meert provided an update to the Committee on several grants and Memorandums of Understanding (MOUs). The first grant is (COVID-19) related, it's supportive services and provides \$400 or up to \$800 in total assistance. The grant was to expire on December 31, 2020 however, it has been extended until June 30, 2021. The following grant is a temporary jobs program funding with (La Cooperativa) there were eight openings available all openings are filled and employees were placed with the County (Parks Department). Another grant that is (COVID-19 related), it's attached to the Ridgecrest Earthquake grant it was dated to end March 31, 2021, with plans on requesting an extension.

Additional Assistance Workforce Studies Grant that is tied in with the B3K (Better Bakersfield Boundless Kern Study) an extension was granted to extend the grant through May 30, 2021. Disability Employment Accelerator Grant it has been recorded that 31 participants have been given employment through this grant. Grant is dated to end March 31, 2021.

The Substance Abuse Program was very successful the first time (ETR) was awarded the grant. We have been awarded additional funds, to serve an additional 15 participants in the drug and alcohol studies program at CalState. Working with La Cooperativa ETR received \$25,000 additional rapid response funds.

Anne Meert informed the committee that the next grants are non-WIOA grants. The first one is an MOU with the Kern County Department of Human Services (DHS), to work with CalFresh and general assistance. Due to COVID-19, it has a slow start due to clients not having access to these services.

Climate Communities Program involves a few partner agencies in the community coming together to determine what the needs are for a particular segment of the community in terms of an area. Anne informed the committee that there are a couple more grants that were not mentioned but are included in the packet. Elaine Basham also added that the TCC grant with the City did a small extension through June 30, 2021 however the Governor's administration still has not put those funds in the budget. Teresa also added on the B3K project, she reached out to the State and asked to reprogram the funding to end on December 31, 2021, to facilitate additional activities which have been identified beneficial.

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

Teresa Hitchcock provided an update on the programs at MAOF. ETR and MAOF have a six-month contract that requires MAOF to meet a goal of enrolling 20 participants by December 31, 2020. The enrollment goal was not met, however, there were 8 participants enrolled including 13 participants in various stages of enrollment. A meeting was held with the Executive Committee to take a look at the contract and at what ETR had required in consideration of the impact of (COVID-19), due to MAOF meeting 60% of the enrollments required, the Executive Committee did vote to extend the contract through June 30, 2021.

### **Director's Report**

Teresa Hitchcock informed the Committee about being under-enrolled which we're also under expended and ETR is only allowed to carry over 20% of our funding into the next fiscal year. Teresa explained one of the reasons why we're under-enrolled and under-expended is because some of our partner agencies have not been operating during (COVID-19).

Teresa stated that ETR had a lot of money allocated towards work-based learning and work experience. We did an internal meeting and we do have our RFP going out for employer record services because currently Kern High & MAOF run those programs. ETR is going out to contract for employer's records services through Career Catalyst which is run by the State Community College Foundation. The goal is to develop our work experience sites. ETR already works with the County and has talked with General Services who has a number of opportunities for participants.

Teresa informed the committee that ETR has been contacted by Bitwise who is running an entrepreneurial program to teach people how to be entrepreneurs in the tech industry, they run it as a work experience program. People go into their site and work on projects receiving tutoring and mentorship through the entire process while working at Bitwise.

### **Marketing Presentation**

Danette Williams provided an update on what the marketing team is currently working on. The Earthquake and Covid-19 grant for the Ridgecrest and Lake Isabella areas have

been promoted. Marketing has also been working with Kern Recovers grants with the County and with the non-profit grant, the small business forgivable loan grant, and the PPE Grant all of these grants have ended. The small business forgivable loan program served 937 employers with over 30 Million dollars. The non-profit grant offered over 1 million dollars to the non-profit that were unable to apply for the small business grant. The PPE grant had multiple sites assisting in providing products to employers, 1,900 businesses received PPE 46,000 employees were served 36,000 boxes of masks, 53,000 sanitizers, 53,000 boxes of disinfecting wipes and 35,000 boxes of gloves were given out to our community.

Danette informed the committee that marketing has been working on promoting the Supportive Services Grant that has been extended through June 30, 2021. Anyone that has been affected by (COVID-19) is available to get assistance with housing utilities, transportation and equipment for teleworking.

Marketing will start promoting the Opioid grant that was received. This program is the accelerated drug and alcohol studies certificate program through CalState Bakersfield, there are 15 slots available. This program trains candidates with counseling skills to assist people to overcome addiction. Requirements are High School Diploma or GED, an assessment, a 500-word essay. The program is offered in the evenings from 6:00 pm - 9:00 pm. Orientation is March 9, 2021. Classes begin March 28, 2021.

Marketing has been working with KCCD, Bakersfield College, Kern County Superintendent of Schools, and Kern High School District on a virtual Kern County Career Awareness month.

Marketing is working with Client Services staff to Facebook live stream their Job Squad Forum. Were also working on finalizing our annual report for the program year (2019-2020) results will be shared during our WDB in March. EPIC center is getting close to opening and Marketing has been working on their signage, graphics, and new franchise material. Staff from BTWC will be moving very soon into the Olive Drive Center we have a recruitment center there, marketing is also working on new logos, signage, window graphics, franchise materials, graphics for the interior.

### **Committee Member Comments**

There was no comments.

### **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 9:03 a.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
<b>First</b>	<b>Last</b>	<b>PBS</b>	<b>PBS</b>	<b>PBS</b>	<b>PBS</b>
Leo	Bautista	P			
Richard	Chapman	P			
Jim	Elrod	U			
Stacy	Ferreira	P			
Teresa	Hitchcock	P			
Diane	McClanahan	P			
Alissa	Reed	P			
Jeremy	Tobias	P			

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 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	5/27/21	9/30/21	12/9/21
First	Last	SPECIAL	EXEC	EXEC	EXEC	EXEC
Leo	Bautista	P	P			
Teresa	Hitchcock	P	P			
Karen	King	P	P			
Brenda	Mendivel	A	P			
Norma	Rojas-Mora	P	A			
John	Spaulding	P	P			
Alissa	Reed	P	P			
Todd	Yepez	P	P			

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

P = Present		U=unexcused		X=Cancelled			
A = Excused Absence							
<b>Member</b>		2/20/20	5/28/20	6/25/20	8/5/20	8/20/20	12/3/20
<b>First</b>	<b>Last</b>	<b>EXEC</b>	<b>EXEC</b>	<b>Special Session</b>	<b>Special Session</b>	<b>EXEC</b>	<b>EXEC</b>
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 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

**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.*