



AGENDA

WORKFORCE DEVELOPMENT BOARD

June 9, 2021
7:00 A.M.



America's Job Center of California - Bakersfield
Microsoft Teams Meeting
Dial In: (831) 296-3241
Conf. ID: 165 893 28#



**AGENDA
KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
JUNE 9, 2021**

Location: Microsoft Teams
Time: 7:00 a.m.
Dial-in: (831) 296-3421
Access Code: 165 893 28#

Page No.

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|-------|--|-----|--|------|--|-------|---|
| I. | Call to Order | | | | | | |
| II. | Salute to the Flag | | | | | | |
| III. | Introductions | | | | | | |
| IV. | Public Comments

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board. Board members may respond briefly to statements made or questions posed. They may ask a question for clarification, make a referral to staff for factual information, or request staff to report back to the Board at a later meeting. Also, the Board may take action to direct the staff to place a matter of business on a future agenda. SPEAKERS ARE LIMITED TO THREE MINUTES. | | | | | | |
| V. | Presentation <ul style="list-style-type: none">• California State University, Bakersfield - Dr. S. Aaron Hegde, PhD | | | | | | |
| VI. | Consent Agenda
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. <table border="0" style="width: 100%;"><tr><td style="vertical-align: top; padding-right: 20px;">1-7</td><td>A. Approval of the March 17, 2021 meeting minutes.</td></tr><tr><td style="vertical-align: top; padding-right: 20px;">8-13</td><td>B. Pandemic Waiver Applications Offer Additional Assistance To Employers</td></tr><tr><td style="vertical-align: top; padding-right: 20px;">14-18</td><td>C. Workforce Development Board And Standing Committee Composition</td></tr></table> | 1-7 | A. Approval of the March 17, 2021 meeting minutes. | 8-13 | B. Pandemic Waiver Applications Offer Additional Assistance To Employers | 14-18 | C. Workforce Development Board And Standing Committee Composition |
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| 8-13 | B. Pandemic Waiver Applications Offer Additional Assistance To Employers | | | | | | |
| 14-18 | C. Workforce Development Board And Standing Committee Composition | | | | | | |
| VII. | New Business | | | | | | |
| 19-22 | A. Preliminary Funding Recommendations For National Farmworker Jobs Program For Program Year 2021-2022 – Action Item | | | | | | |
| 23-31 | B. Preliminary Funding Recommendations For Workforce Innovation And Opportunity Act Adult, Dislocated Worker, And Combined Programs And Services For Program Year 2021-2022 – Action Item | | | | | | |
| 32-39 | C. Preliminary Funding Recommendations For Youth Programs Funded Under The Workforce Innovation And Opportunity Act For Program Year 2021-2022– Action Item | | | | | | |
| 40-41 | D. Funding Recommendation For The Comprehensive AJCC One-Stop Operator Under The Workforce Innovation And Opportunity Act For Program Year 2021-2022 – Action Item | | | | | | |

- 42-44 E. Update On High Performing Board, Career Service Provider, and Local Area Designation/Board Recertification Application
- F. Budget Update – **Oral Report**
- VIII. **Director's Report**
 - A. America's Job Center of California Activity Report
 - B. America's Job Center of California Location Update
 - C. Marketing Presentation
- IX. **Board Member Comments**
 - A. Economic Development Report
 - B. Open Discussion
- X. **Miscellaneous Filings**
 - 45-47 A. Grant Summary Report
 - 48 B. Local And Regional Plans Update
 - 49-52 C. Draft Program and Business Services Committee May 13, 2021, meeting minutes
 - 53-55 D. Draft Youth Committee May 19, 2021, meeting minutes
 - 56 E. Special Session Executive Committee April 20, 2021, meeting minutes
 - 57-60 F. Draft Executive Committee May 27, 2021, meeting minutes
 - 61 G. Third Quarter One-Stop Operator Report
 - 62-69 H. Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Reports
 - 70 I. 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
MARCH 17, 2021**

Members Present: Laura Barnes, Leo Bautista, Mr. Kelly Bearden, Jim Elrod, Stacy Ferreira, Mike Frey, Steven Gomez, Greg Gutierrez, Teresa Hitchcock, Karen King, Gregory Knittel, Randy Martin, Diane McClanahan, Dr. Carl Dean McGee, Clare Pagnini, Alissa Reed, Norma Rojas-Mora, John Spaulding, Jeremy Tobias, Todd Yopez, Rick Schoengardt

Members Absent: Richard Chapman, Chris Gonzalez, Ian Journey, John Means, Brenda Mendivel, Shelly Tarver, Joseph Sumlin, Anita Martin, Jay Tamsi, Michael Vogenthaler

Staff Present: Elaine Basham, Aaron Ellis, Ricky Esparza, Candy Gettman, Anne Meert, Michael Saltz, Jeremy Shumaker, Danette Williams, Ana Venegas, Maria Villareal

Guests Present: David Baquirizo, Martha Guerra, GK, Joel Kamaaral, Linda Parker, Lita San Pedro, and Amy Thelan, Alex

This virtual meeting was called to order at 7:00 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

Video presentation with Bitwise Industries- Amy Thelan

CONSENT AGENDA

Karen King made the motion to approve the consent agenda to move item B to New Business, add to the consent agenda Authorization To Provide Services At County's Vaccination Site As Part Of A Layoff Aversion And Rapid Response Strategy and Additional Funding Recommendations For Workforce Innovation And Opportunity Act Contracted Training Programs For Program Year 2020-2021. Jim Elrod seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

NEW BUSINESS

Elaine Basham said that the WDB and Standing Committee Composition was moved because the Executive Committee looked at the brochure for recruiting potential Board Members and changes were not incorporated. One of the action items was to prepare information for prospective Members that share information about the Board and the commitment and benefits of Board membership. Staff developed a brochure and asked for feedback before it's finalized.

Teresa Hitchcock informed that Brenda Mendevil had given some feedback and suggestions that she would like to incorporate. The thoughts are that the brochure should possibly highlight a Board Member and have them make comments on their experience with membership. She asked that Board Members send comments to Marsha so that they can be included in the brochure.

Alissa Reed recommended tabling this idea to give board members time to give it some thought and send the suggestions to Marsha.

Elaine Basham said that part of serving on committees is member engagement and currently the Program Business Services Committee is responsible for handling the business services section of the local plan. The majority of that committee should be business members and currently, they are out of compliance. The Executive Committee and Program Business Services Committee discussed potential new Board Members to get them more engaged. Alissa was asked to reach out to Mr. Hill from the Black Chamber of Commerce to see if he would be interested in serving on the committee in addition to serving on the Board.

There are two possible business representatives, the applications were not received in time for the Executive Committee to review them. She asked that the application for Linda Parker be considered to serve as a non Board Member.

Teresa Hitchcock made a motion to accept the staff's recommendation for Linda Parker. Jim Elrod seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

SUBSEQUENT LOCAL AREA DESIGNATION AND LOCAL BOARD RECERTIFICATION

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.

Staff recommended that the Board ratifies the Executive Committee authorization for staff to complete the application; approve or amend the attached draft application; authorize the Board Chair to sign the Application for Subsequent Local Area Designation and Local Board Recertification for PY 2021-2022 and 2022-2023; authorize staff to submit it to the State Board by March 31, 2021; authorize staff to submit the draft to the Board of Supervisors for final approval, and subsequently authorize staff to submit the final application to the State as soon after April 13, 2021 as practicable. John Spaulding made a motion to approve. Jim Elrod seconded the motion. Marsha Manos polled the members for their votes. All ayes. The motion carried.

LOCAL AND REGIONAL PLANS

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.

The Local and Regional Draft Plans, including summaries thereof, are available for review online at www.etronline.com and www.americasjobcenterofkern.com.

Workforce Innovation and Opportunity Act Final Performance Results for Program Year 2019

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 www.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.

GRANTS UPDATE

Workforce Innovation and Opportunity Act (WIOA) Grants

WIOA Dislocated Worker Funds for Underserved COVID-19 impacted individuals

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. 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

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. 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 83K (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. 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. 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. The term of the contract is November 1, 2020 through October 31, 2021.

Non-WIOA Grants

CalFresh Employment and Training Services

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. The MOU expires September 30, 2021

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. The planning grant ends June 30, 2021, and, to date, the State has not budgeted implementation funds.

Public Safety Realignment Act of 2011 (AB109)

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. 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. 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.

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. ETR received \$507,555 from the P2E Grant. 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 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.

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

Employers' Training Resource, 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 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.

STATE LIBRARY TASKFORCE

The State Library Taskforce is to connect Workforce Development Boards to the resources that libraries have and be able to partner to provide better access to the public for workforce services. This Board was selected to look at the best practices throughout the state. The GED test lab at the Beale Library was highly successful. There have been hundreds of people receive their GEDs there. EPIC has outgrown its space at the Beale Library and will be moving to its new location. The library space will be used for the SNAP CalFresh program. Our local library received a grant to strengthen our partnership. The library has language resources for a variety of different languages. We're working with them to provide those resources to our clients free of charge. We are working to get this information to the public.

LEGISLATION UPDATE

Elaine informed the Board that on March 11th, the President signed the American Rescue Plan. Last Friday the House started working on another bill to address infrastructure needs. Early information that's coming out looks like they're considering using tax increases on corporations and high-income individuals over a ten-year period to finance the bill. The additional federal unemployment insurance is \$300 as it was in the December bill. Income levels were reduced for the \$1400 checks for individuals and families. The intent of the funding from state and local governments was to hire rehire teachers that were the largest group of government workers that were laid off.

DIRECTOR'S REPORT

Teresa Hitchcock informed the Board that additional grants are being worked on. One is the follow-up to the Prison to Employment re-entry grant. We have a new partnership with Motherload Fresno and South Bay Workforce Development. We also have a grant that is partnered with Bitwise providing seed money for people coming out cohort. They pay people for work experience. Since work experience sites have been shut down we will be providing Bitwise work experience dollars since they are serving our clients.

America's Job Center Activity Report

Dannette Williams shared the 2019- 2020 Annual Report and Marketing presentation. The report can be found at [https://issue.com/ajcc-marketing/docs/2019-2020 annual report](https://issue.com/ajcc-marketing/docs/2019-2020%20annual%20report). Danette also shared the WDB Member Recruitment Brochure.

BOARD MEMBER COMMENTS

Randy Martin said that the Marketing strategy is paying off. The public learning that there is a Workforce in the community.

David Baquerizo said that they have had quarterly partner meetings and they've shared information with United Way on particular benefits and they've brought back the SBA that gave an update about Covid programs that are available to employers.

Kelly Bearden said that consultants are working with a large number of small businesses, mainly about the key stimulus programs. They've been pushing work toward small and underserved businesses. Plans are to work closely with resource partners. A webinar will be held with the Kern County Hispanic Chamber and Kern County Black Chamber. They will have an SBA expert that will talk about the grant programs to try to get more money to these businesses.

MISCELLANEOUS FILINGS

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

- Status of Subgrantee Monitoring Reports
- Second Quarter One-Stop Operator Report
- Grant Summary Report
- Executive Committee February 11, 2021, Special Session meeting minutes
- Draft Executive Committee March 4, 2021, meeting minutes
- Draft Program and Business Services Committee February 18, 2021
- Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Report
- Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021

As there was no further business the meeting adjourned at 9:13 a.m.

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

PANDEMIC WAIVER APPLICATIONS OFFER ADDITIONAL ASSISTANCE TO EMPLOYERS

Dear Board Member:

The Workforce Innovation and Opportunity Act (WIOA) offers a variety of work-based learning approaches such as on-the-job training (OJT), internships, paid work experience, incumbent worker training, and training via Transitional Jobs. All work-based learning can be utilized to increase the workforce competitiveness of employees and businesses.

Under WIOA's OJT, Local Boards may reimburse an employer up to 50 percent of the wage rate of a participant for the extraordinary costs of providing training, additional supervision related to the training, and its resultant effect on productivity. Additionally, Local Boards may use up to 10 percent of their combined WIOA Title I Adult and Dislocated Worker formula funds for the provision of work-based training via Transitional Jobs. California requires that Local Boards expend 30 percent of those allocations on training services. Paid work experience is an Individualized Career Service whose costs cannot be counted towards the training expenditure minimum. Per Workforce Services Directive (WSD) 18-10, Transitional Jobs are an eligible training expenditure.

In order to provide Local Boards with additional flexibility when assisting those affected by the COVID-19 pandemic, the State requested and received from the U.S. Department of Labor two WIOA waivers for work-based training: (1) one waiver allows up to a 90 percent reimbursement of OJT costs for businesses with 50 or fewer employees; and (2) a waiver that allows up to 30 percent of WIOA Title I Adult and Dislocated Worker local formula funds to be used for the provision of Transitional Jobs.

The majority of businesses in California are small businesses, which have drastically modified their service-delivery methods and procedures to adapt to the pandemic. The OJT waiver would allow your Board to provide additional relief to small businesses that may be more risk-averse when it comes to hiring and training new employees during this time of economic instability.

Utilizing Transitional Jobs placements could be a critical service delivery strategy, especially for participants with significant barriers to employment who are struggling to attach or re-attach to the labor market and to gain both income and work experience. It is currently estimated that 24

percent of workers that lost jobs due to the pandemic have been unemployed for 52 or more weeks.

Work-based training via Transitional Jobs provides time-limited work experience, which is wage-paid and subsidized. Jobs can be in the public, private, or non-profit sectors. Eligibility for Transitional Jobs is defined as individuals with barriers to employment who are (1) chronically unemployed or (2) have inconsistent work history, as determined by the Local Board. These jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment. Staff will research and draft a Transitional Jobs policy bulletin for your Board to approve.

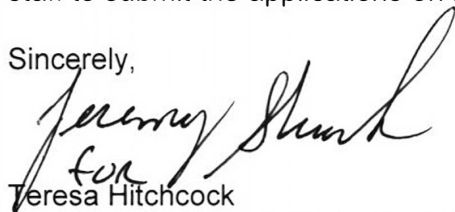
These two types of work-based learning waivers allow your Board flexibility in addressing current workforce needs. Other Local Boards in the Central California Workforce Collaborative (CCWC) have indicated they will apply for both waivers. The waivers are effective for Program Year 2021-2022 (July 1, 2021 through June 30, 2022).

Per the draft directive WSDD-224 issued March 24, 2021, Local Boards choosing to expand options in their employer "toolbox" must submit two separate applications for waivers by Monday, May 31, 2021. Applicants were told the notification should be received by the Local Area by July 1, 2021. As today's Board meeting occurred after the initial due date, the draft application was intended to be approved by the Executive Committee at its May 27, 2021 meeting, and submitted to the state by May 31, 2021. Therefore, a request for retroactive approval of its action would have come to your Board today.

However, after the Executive Committee Agenda was released staff was informed that the draft directive is not finalized yet and that the California WDB intends to move the due date out to Wednesday, June 30, 2021. When the final directive is issued, if the instructions or forms contain changes, the applications will be revised accordingly. If the changes are significant a special meeting of the Executive Committee might be required to approve a revised version prior to the due date.

Therefore, IT IS RECOMMENDED that your Board approve the waiver applications, authorize Assistant County Administrative Officer Teresa Hitchcock to sign the applications, and authorize staff to submit the applications on behalf of your Board by the June 30, 2021 deadline.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:eb

Attachments

WIOA Waiver Application - Transitional Jobs

WIOA Section 134(D)(5): Waiver to allow up to 30 percent of Adult and Dislocated Worker funds to be spent on transitional jobs.

LOCAL WORKFORCE DEVELOPMENT BOARD INFORMATION

Local Workforce Development Board: Kern, Inyo and Mono Counties

Contact Name, Title: Teresa Hitchcock, Asst. County Administrative Officer

Contact Phone Number: 661-336-6893

Contact Email: hitchcockt@kerncounty.com

1. Provide a justification for this waiver request as a separate attachment to this application, answering the following:

- Explain why the current 10 percent cap is too restricting and/or inhibits service delivery.

We have identified three programs that will help transition some of our hardest to employ into long term employment. Target groups for these three programs include homeless, re-entry and long-term unemployed. According to the 2021 Kern Regional Homeless Collaborative report, the County's homeless count increased exponentially this year from 1,580 in 2020 to 2,150 (36% increase) in 2021. In addition, the State of California is planning large releases of incarcerated individuals this year and finally the pandemic has led to large numbers of long-term unemployed. These populations require greater interventions to help them successfully enter the workforce and find sustainable employment. In working with CalWORKS participants in the local area we have found that work experience is an effective way to help barriered populations successfully enter the workforce. We believe for some of our harder to serve populations that the combination of training and work experience offered through transitional work programs will lead to more successful outcomes. Because we are forecasting much higher numbers of homeless, re-entry and long term unemployed than we have previously had in our local area we believe it is important to invest significantly in transitional work programs to assist these populations. The transitional work programs that we have identified offer training specific to information technology, logistics and manufacturing, and general office clerical training. All of these occupations are in high demand in our local area. We are estimating a need to place 82 participants in transitional work programs at a cost of \$1,442,668, which is 15%, and exceeds the 10% cap currently allowed under WIOA.

- Demonstrate how using this waiver aligns with your Regional and Local Plans.

Our regional and local plans prioritize barriered populations and moving participants into pathways that will lead to sustainable wage jobs. The three transitional work programs that we are proposing for homeless, re-entry, and long-term unemployed people within our local area will help us meet this goal. Regional Planning included the development of strategies to assist vulnerable individuals and priority populations in securing

employment within reopening, transitional, and post-pandemic job markets which are likely to be much more competitive than they were during a near full employment economy, which preceded the pandemic.

2. What are the current numbers and percentages of all Adult and Dislocated Worker participants using transitional jobs for Program Year (PY) 2019-20?

Adult

Number of participants: N/A PY19-20

Percentage of participants: N/A

Dislocated Worker

Number of participants: N/A

Percentage of participants: N/A

3. What number and percentage increase in transitional job placement do you anticipate in PY 2021-22 by using this waiver?

Adult

Number of participants: 60

Percentage of participants: Click here to enter text. 14%

Dislocated Worker

Number of participants: 22

Percentage of participants: 5%

4. How do you anticipate this waiver will impact your participants, community, and service delivery? We anticipate that our participants will benefit from greater opportunity and access to higher wage jobs and that our local employers will benefit from better prepared applicants to work for their companies. We believe the more holistic approach afforded through transitional jobs will result in better local outcomes overall.

I request a waiver to allow up to 30 percent of Adult and Dislocated Worker formula funds to be spent on transitional jobs for participants.

Signature:

Date: Click here to enter text.

Submit Waiver Request to CWDBPolicyUnit@cwdb.ca.gov

Subject Line: "WIOA Waiver Request Application"

WIOA Waiver Application – On-Job-Training

WIOA Section 134(c)(3)(H)(i): Waiver to allow a reimbursement of up to 90 percent of on-the-job (OJT) training costs for businesses with 50 or fewer employees.

LOCAL WORKFORCE DEVELOPMENT BOARD INFORMATION

Local Workforce Development Board: Kern, Inyo and Mono Counties

Contact Name, Title: Teresa Hitchcock, Asst. County Administrative Officer

Contact Phone Number: 661-336-6893

Contact Email: hitchcockt@kerncounty.com

APPLICATION

1. Provide a justification for this waiver request as a separate attachment to this application, answering the following:

- Explain how the use of this waiver will align with your Regional and Local Plans.

In both the Regional and Local Plans, OJT's have been identified as a preferred method of training by employers and job seekers. Employers receive the opportunity to train and assess job seekers without incurring a 100% capital commitment, thus reducing risk. Job seekers learn job specific skills while earning livable wages as opposed to being in a classroom environment only. The use of this waiver will free up more capital which provides opportunity for employers to hire and train more members of the community that are seeking to take advantage of this increasingly preferred training method.

2. What are the current numbers and percentages of your OJT placements with small businesses for Program Year (PY) 2019-20?

Adult

Number of participants: 45

Percentage of participants: 81.82%

Dislocated Worker

Number of participants: 10

Percentage of participants: 18.18%

3. What number and percentage *increase* do you anticipate by using this waiver for your OJT placements with small businesses for PY 2021-22?

Adult

Number of participants: 50

Percentage of participants: 10% increase from PY 2019-20

Dislocated Worker

Number of participants: 20

Percentage of participants: 50% increase from PY 2019-20

4. How will you ensure this waiver is being used for small businesses, as defined by businesses with 50 or fewer employees? (e.g. validate employer account number, verify with Dun & Bradstreet Corp, etc.) Signed OJT information form from employer showing their current total number of employees and verified using Dun & Bradstreet Corp.

5. How do you anticipate this waiver will impact your participants, community, and service delivery? This waiver will allow our local workforce development board to market OJT to small businesses most impacted by Covid-19 business restrictions who are having problems filling open job positions in the current labor market. The waiver will provide incentive for these employers to offer employment opportunities to members of the community who are lacking certain skills or experience that the employers traditionally ask of new hires. It will provide an incentive for small employers to broaden their search for employees while providing opportunity to those in the community who are looking to gain skills while being employed full time. Participants will receive career opportunities that would normally require more experience or skills. Overall, the community will benefit from participants earning self sufficient wages while allowing participants to upskill on the job instead of through traditional vocational training. It will also provide financial relief to business owners who are part of the community.

I request a waiver to allow a reimbursement of up to 90 percent of OJT training costs for businesses with 50 or fewer employees.

Signature:

Date: Click here to enter text.

Submit Waiver Request to CWDBPolicyUnit@cwdb.ca.gov

Subject Line: "WIOA Waiver Request Application"

EMPLOYERS' TRAINING RESOURCE

June 9, 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 State Board mandates that a subcommittee comprised of business members make recommendations for the business service portion of the Local 4-Year Plan. This requirement has been met and maintained by including business services in the Program and Business Services (PBS) Committee's functions and by having a majority of its members be Business representatives. In March, PBS was out of compliance with a Business majority. Also, it lacked the two non-WDB members as required by the Workforce Innovation and Opportunity Act (WIOA); therefore, Business members were recruited.

WDB Business member Mr. Nick Hill III has agreed to serve on the PBS Committee, replacing Ali Morris. Non-WDB Business member Linda Parker was appointed to PBS by the WDB at its March 17, 2021 meeting.

WDB and PBS Committee Labor member Mr. Jim Elrod has submitted his resignation due to retirement (attached). Mr. Elrod has served on the WDB since August 2010, and we thank him for his decade of service. With this resignation, the PBS Committee is now in compliance with the Business majority with six (6) Business members and three (3) non-Business members.

Per the WDB Bylaws, a Labor or Apprenticeship vacancy is reported to the appointing agencies so they can nominate replacement members. The Kern, Inyo and Mono Counties Central Labor Council has nominated Mr. Brian Holt to replace Mr. Elrod on the WDB. Mr. Holt is a Business Manager with IBEW 428 with experience in labor relations and apprenticeship training. His application/nomination form is attached.

Therefore, IT IS RECOMMENDED that your Board: (1) accept Jim Elrod's resignation from the WDB and PBS; (2) accept the nomination of Mr. Holt to represent Labor on the Board with a term end date of December 31, 2023; and (3) authorize staff to forward your recommendation that the Kern County Board of Supervisors (BOS) approve the resignation and appoint Mr. Holt to the WDB.

Sincerely,

A handwritten signature in black ink, appearing to read "Teresa Hitchcock", with a stylized flourish at the end.

Teresa Hitchcock
Assistant County Administrative Officer

TH:eb



**INTERNATIONAL BROTHERHOOD
of ELECTRICAL WORKERS**

Teresa Hitchcock
KIM Workforce Development Board
1115 Truxtun Avenue, 5th Floor
Bakersfield, CA 93301

Dear Ms. Hitchcock,

Due to my planned retirement, I would like to officially tender my resignation from the KIM Workforce Development Board and committee appointments, effective May 1, 2021.

I am grateful for having had the opportunity to serve on the board and offer my best wishes for its continued success.

Sincerely,

A handwritten signature in cursive script, reading "James S. Elrod".

James S. Elrod



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

NOMINEE INFORMATION

Date: 5/1/21

Name: Brian Holt

Business Name: IBEW 428 Position: Business Manager

Business Address: 3921 N Silliest Bakersfield CA 93308

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

Phone: 661.323.2979 Fax: 661.323.1839 E-mail: brian@ibew428.org

Preferred method of contact? E-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	<input checked="" type="checkbox"/> 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 [] 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 [] No []

Please explain below:

STATEMENT OF INTEREST

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

To help serve the workforce needs of the community with my experience in labor-management relations and workforce training (apprenticeship).

WORKFORCE DEVELOPMENT EXPERIENCE

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

Labor-management Trustee/Committee member for a State Indentured Building Trades Apprenticeship.

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

Dated: 4/7/21

[Signature]
(Signature)

NOMINATING ORGANIZATION

Name of Organization: Kern, Inyo & Mono Counties Central Labor Council

Type of Organization: Labor

Nominating Person/Title: President

(Name)

(Title)

Comments:

Dated: 4/22/2021

[Signature]
(Signature)

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

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

Dear Board Member:

Employers' Training Resource (ETR) applied for and received Workforce Innovation and Opportunity Act (WIOA) Section 167 National Farmworker Jobs Program (NFJP) grant funding from the U.S. Department of Labor (DOL) for Program Years (PY) 2020-2024. The competitive grant provides career and training services for Kern County migrant and seasonal farmworkers and their dependents for four years (July 1, 2020 – September 30, 2024). Program Year 2021-2022 is the second year of the four-year grant.

On June 2, 2021, ETR received word from the DOL that ETR's NFJP grant funding amount for PY 2021-2022 will be \$2,415,085. This is a reduction of \$77,942 from the current PY 2020-2021 funding of \$2,493,027. ETR staff is currently working on the grant plan and budget documents that must be submitted to the DOL by June 15, 2021.

Written into the DOL grant application were services provided under contract by partner agencies including the Kern High School District – Farmworker Opportunity Program; Proteus, Inc. – Farmworker Outreach and Placement, and Targeted Work Experience/On-the-Job Training; and California State University, Bakersfield Auxiliary for Sponsored Programs – Migrant Book Assistance Program. A description of these programs, current funding, any changes to the program for PY 2021-2022, and recommended funding levels for PY 2021-2022 is in the attached Funding Recommendations for the National Farmworker Jobs Program for Program Year 2021-2022.

On March 30, 2021, ETR released a Request for Refunding (RFR) for Year Two Under the WIOA National Farmworker Jobs Program for Program Year 2021-2022 (July 1, 2021 through September 30, 2022). The Kern High School District; Proteus, Inc.; and

California State University, Bakersfield Auxiliary for Sponsored Programs were eligible for refunding and submitted applications.

A committee of ETR staff reviewed the applications in terms of the following:

- Necessity and reasonableness of costs;
- Proposed changes to current program and/or budget;
- Program adaptations made due to COVID-19;
- Any improvements or changes to the program planned in PY 2021-2022;
- Significant monitoring findings;
- Continued need for the training/and or service;
- Demonstrated success in the provision of services, participant outcomes and goals; and
- Issues or problems reported by ETR staff.


All four of the programs were determined eligible for refunding with the total recommended funding at \$623,940.

As a reminder, while these recommendations are for farmworker-only programs, farmworker clients have access to the full array of programs and services that are available to all other WIOA clients. This includes on-the-job training, vocational training with providers on the Eligible Training Provider List, classroom training, youth services, etc. The PY 2020-2021 enrollment goal for the NFJP is 420 clients, and to date we have served 241 (57% of goal).

At its meeting on May 13, 2021, the Program and Business Services Committee concurred with the funding recommendations below.

Therefore, IT IS RECOMMENDED, dependent upon the amount of funding ETR receives for the NFJP for Program Year 2021-2022, that your Board authorize the distribution of WIOA NFJP funds as indicated in the attachment to the following: (1) California State University, Bakersfield in the amount not to exceed \$25,000; (2) Kern High School District in the amount not to exceed \$268,960; and (3) Proteus, Inc. in the amount not to exceed \$329,980, with all awards subject to negotiations, conditions noted in the attachment, funds available, and approval by the Kern County Board of Supervisors.

Sincerely,


 FOR
 Teresa Hitchcock
 Assistant County Administrative Officer

TH:jw

Attachment

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

CSUB Auxiliary for Sponsored Programs Administration Migrant Book Assistance Program

This program provides outreach and recruitment of National Farmworker Jobs Program (NFJP) students by offering career development supplies, access to career development resources, one-on-one career counseling, and referrals to ETR for supportive services to purchase required books and/or materials. Emphasis is on education until the participant completes college. Clients are referred to ETR for job search assistance prior to graduation.

Changes proposed for PY 2021-2022: There will be additional activities to increase college retention and degree completion; current and new students will be contacted over the summer to review academic progress and develop academic progress plans.

PY 2020-2021 funding - \$25,000

Recommended PY 2021-2022 funding - \$25,000

Kern High School District Farmworker Opportunity Program

This program enrolls eligible participants that would benefit from a planned, structured learning experience into paid work experience. Clients who have completed training but lack work experience or are job searching after training are ideal for this activity.

Note: Due to the COVID-19 pandemic, the Kern High School District was unable to provide the services this program year. ETR has been notified that this program should be operational for July 2021. If, however, as of September 30, 2021, the Kern High School District is still unable to provide the services due to the pandemic, ETR will look at rescinding and redirecting funds for this program.

Changes proposed for PY 2021-2022: Fewer clients served due to the increase in minimum wage in January and also the increase in maximum work experience hours from 240 to 320. Number of clients to be served in PY 2020-2021 is 33; for PY 2021-2022 the plan is to serve 22.

PY 2020-2021 funding - \$268,960

Recommended PY 2021-2022 funding - \$268,960

Proteus, Inc.
Farmworker Outreach and Placement

This program reaches farmworkers in Northern Kern County and enrolls them into career services and training activities available through ETR and the Delano America's Job Center of California. Placement services include job search assistance, resume preparation, and referrals to job openings. The budget for this activity includes use of Proteus' Mobile Employment Center and driver for outreach events in Kern County.

Changes proposed for PY 2021-2022: Budget increase due to staff salaries/benefits and supplies.

PY 2020-2021 funding - \$109,570
 Recommended PY 2021-2022 funding - \$113,980

Proteus, Inc.
Targeted Work Experience/On-the-Job Training

This program provides paid work experience (WEX) and on-the-job training opportunities for farmworkers to enhance their ability to gain employment. This program operates out of the Delano America's Job Center of California.

Changes proposed for PY 2021-2022: Requested additional funding due to the increase in work experience wages and hours and staff salaries/benefits. Total number of clients to serve was 25 in PY 2020-2021 and for PY 2021-2022 remains at 25.

PY 2020-2021 funding - \$205,854
 Recommended PY 2021-2022 funding - \$216,000

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

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

Dear Board Member:

Under the Workforce Innovation and Opportunity Act (WIOA), a full Request for Proposals (RFP) is required at least once every four years to procure providers of services. On March 19, 2019, Employers' Training Resource (ETR) issued an RFP to procure WIOA Adult, Dislocated Worker, and combined programs and services for Program Year (PY) 2019-2020 for Kern County. The RFP stated, "upon approval of the Workforce Development Board (WDB), funded programs may be eligible for refunding for up to three subsequent program years before another RFP is issued." Your WDB approved the continued use of the Request for Refunding (RFR) process for PY 2021-2022 (July 1, 2021 through June 30, 2022), year two under the RFP, at your December 9, 2020 meeting. The RFR was issued on March 25, 2021 to three agencies representing six programs and services.

Request for Refunding Process

Keeping in mind that currently funded programs and services were already thoroughly evaluated by members of your WDB and other non-ETR staff during the RFP review, the abbreviated RFR application requires applicants to provide updated threshold documents, descriptions of any proposed changes, PY 2021-2022 participant goals and proposed budgets. The RFR also recognized the impact of the COVID-19 pandemic on service delivery noting that some programs were not able to fully operate or had to adjust to comply with COVID-19 guidelines. Agencies were asked to address this in their application.

Applications were reviewed by a committee of ETR staff in terms of the following:

- necessity and reasonableness of costs;
- proposed changes to current program and/or budget, including COVID-19 pandemic adaptations;
- significant monitoring findings;
- continued need for the training and/or service;

- demonstrated success in the provision of services, participant outcomes and goals; and
- issues or problems reported by ETR staff.

Programs were either recommended for refunding, recommended for refunding with changes, or not recommended. Funding levels were also determined for consideration.

RFR Programs and Services

RFR applications were received for the following six programs and services:

PROVIDER OF CAREER SERVICES FOR DELANO AJCC AND ON-THE-JOB TRAINING (OJT)

- Proteus, Inc. - Provider of Career Services
- Proteus, Inc. – OJT

PAID WORK EXPERIENCE

- Proteus, Inc.
- Kern High School District

CONTRACTED TRAINING

- Proteus, Inc. - Office Automation Training
- Mexican American Opportunity Foundation - Bookkeeping Training

Training programs were required to be current on the state's Eligible Training Provider List (ETPL) and be in good standing.

Attachment A – Descriptions of Programs and Services describes each program, proposed program and/or budget changes, and the recommendation. Attachment B – Preliminary Funding Recommendations include enrollment and budget comparisons.

Preliminary Funding Recommendations

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

A total of \$1,437,046 is being recommended at this time (Attachment B). In order to meet the 30 percent training expenditure requirement for Adult and Dislocated Worker funds, and assuming ETR meets the maximum leveraging amount of 10 percent, approximately \$1,923,555 of Adult and Dislocated Worker funds will need to be spent on training -- contracted training, Individual Training Accounts (ITAs), and OJT contracts with employers. With the recommended training funding of \$413,920 (Bookkeeping's \$320,000 and OJT's employer reimbursement of \$93,920), that leaves a minimum of \$1,509,635 available for ITAs and OJT's.

Significant Recommendations

Several significant recommendations are noted below:

- The **Kern High School District's Paid Work Experience** program (Careers 4 Success) was unable to operate due to potential liability (i.e., workers' compensation) concerns brought upon by COVID-19. According to the District's application, worksite agreements are being updated so that when the restrictions are no longer in place, then the work experience program can resume quickly. It is recommended that should the District not resume this program by the end of the first quarter (September 30, 2021), that the agreement be terminated and the funds be reallocated where needed.
- **Proteus' Office Automation Program** was removed from the ETPL by the Tulare Workforce Development Board. As a result, ETR cannot use WIOA funds for the training. However, should this program be reinstated on the ETPL, ETR would be able to refer clients under an ITA agreement and pay on a per-participant basis.
- **Proteus' On-the-Job Training Program** - If the state approves a 2021-2022 COVID waiver request for small business (50 or less employees) to be reimbursed up to ninety percent for an OJT on or about July 1, 2021, this funding recommendation may be revisited to increase the employer reimbursement budget.
- The **Mexican American Opportunity Foundation's Bookkeeping** program was recommended for six months only funding for PY 2020-2021 and converted to the ITA model beginning January 1, 2021. MAOF filed an appeal which was denied by the Executive Committee of your Board but heard by the Kern County Board of Supervisors on July 14, 2020 and on August 18, 2020. ETR agreed to the six-month model with an 80% enrollment metric and the ability of the program to be "refunded" for another six months should the metric be met. The metric was not met by December 31, 2020; however, due to unprecedented business and school closures, stay-at-home orders, and fear of contracting COVID, fewer clients accessed local WIOA services during the pandemic resulting in fewer new enrollments in all programs. Your Board approved the agreement be refunded for an additional six months through June 30, 2021.

In its RFR application, MAOF requested an increase of \$80,000 for the Bookkeeping program. The budget justification states "between the increase in the lease payments and the increased janitorial costs, our facilities costs have increased by \$25,000." In addition, MAOF is requesting the addition of an Outreach/Marketing position with overall staff salaries/benefits increasing \$52,697 and marketing materials of \$5,000.

Per ETR's August 18, 2020 letter to the Kern County Board of Supervisors, it is the agencies responsibility to fill classes. "MAOF has been told that due to customer choice, ETR is not responsible for filling seats but will promote the programs through orientations and general advertising campaigns. With fewer clients choosing MAOF's program, and with more training options being made available, and especially under the current economic conditions that have been exacerbated by COVID-19, it is not prudent nor fiscally responsible for ETR to pay for entire classes which are not filled." This PY, there have been 14 new enrollments in the Bookkeeping program despite ETR receiving 83 total referrals from MAOF between September 2020 and today. The enrollment goal for the year is 50 (80% enrollment metric is 40). In addition, it is estimated that ETR paid \$21,000 in advertising costs to promote MAOF's Bookkeeping program during this program year. The 25% increase in funding is not recommended and maintaining the 80% enrollment metric for continuing to operate under a reimbursement contract is recommended.

Notification to Agencies

RFR applicants were provided preliminary funding recommendations and informed of your Board's meeting dates. No applicants nor members of the public commented on the recommendations at the May 13, 2021 Program and Business Services Committee meeting. Agencies have been provided information on the appeal process.

At its meeting on May 13, 2021, the Program and Business Services Committee concurred with the funding recommendations below.

Therefore, IT IS RECOMMENDED that your Board approve the distribution of \$1,437,046 in PY 2021-2022 WIOA funds as indicated in Attachment B to the following: 1) Proteus, Inc. to provide Career Services at the Delano AJCC, OJTs, and Paid Work Experience in the amount not to exceed \$784,503; 2) Kern High School District to provide Paid Work Experience in the amount not to exceed \$332,543; and 3) Mexican American Opportunity Foundation to provide a Bookkeeping Training program in an amount not to exceed \$320,000; and with awards subject to negotiations, enrollment metric and additional conditions stated above, funds available and approval of the Kern County Board of Supervisors.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:am

Attachments:

- A) Description of Programs and Services
- B) Preliminary Funding Recommendations

**ADULT, DISLOCATED WORKER AND COMBINED PROGRAMS
DESCRIPTION OF PROGRAMS AND SERVICES
PROGRAM YEAR 2021-2022**

PROVIDER OF CAREER SERVICES FOR DELANO AJCC AND OJT

Proteus, Inc.:

- 1. Provider of Career Services at the Delano America's Job Center of California (AJCC):** At the Delano AJCC, Proteus, Inc. currently provides comprehensive facilities management, reception/greeting, WIOA registration, resource room coverage, service referrals, job referrals, resume writing, provision of job readiness workshops/Job Club, administration of typing tests, orientation to AJCC services, outreach and recruitment, case management, direct placement, follow-up and other services. Agency estimates enrolling 93 clients. Funding request: \$327,966

Proposed Program Changes: With COVID vaccine access, Proteus expects the Delano AJCC to fully reopen which will increase resource room traffic and increase enrollments. Applicant detailed COVID changes such as safety measures, in-person by appointment only, using Career Hub, Zoom, DocuSign, increased use of text and phone calls, and social media outreach.

Proposed Budget Changes: Increased by \$27,966 (9%) due to rising costs for salary step and subsequent indirect changes, facility expense, supplies and equipment including Career Hub, job development travel, and Insurance/Bonding/Professional Costs based on an analysis of the actual costs over the last year.

Recommendation: Recommended for refunding for \$327,966.

- 2. On-The-Job Training (OJT):** Proteus provides OJTs to clients through the Delano AJCC. This activity provides occupational training by an employer to a participant while the participant gains the knowledge and skills essential to fully and adequately perform the job. Up to fifty* percent of the wage rate of the participant may be reimbursed to the employer by the agency. Funding request: \$340,000

*If the state approves a 2021-2022 COVID waiver for small business (50 or less employees) to be reimbursed up to ninety percent for an OJT on or about July 1, 2021, this funding recommendation may be revisited.

Proposed Program Changes: With COVID vaccine access, in addition to existing employer-partners relationships, Proteus expects more OJT access as businesses reopen. Due to the increases in annual minimum wage, increase in training hours, more OJT upgrades, increased agency costs, agency estimates a reduction in clients served from 41 to 39.

Proposed Budget Changes: Increased by \$15,000 (\$4%) due to January 2022 annual minimum wage increasing employer reimbursement costs, rising costs for salary/indirect, facility, supplies and equipment, and travel.

Recommendation: *Recommended for refunding for \$340,000.*

SUBSIDIZED WORK EXPERIENCE

1. Proteus, Inc.:

Proteus provides paid Work Experience opportunities that are planned, structured learning experiences. Paid work experience gives nine participants the opportunity to attain skills and develop appropriate work habits that will enable them to secure and retain unsubsidized employment and become self-sufficient. Proteus is the employer of record and provides wages, workers' compensation, liability insurance, case management and payroll services. Clients also learn soft-skills necessary to secure long-term employment. Hours are limited to 320, and clients are paid minimum wage. Funding request: \$116,537

Proposed Program Changes: With COVID vaccine access, in addition to existing employer-partners relationships, Proteus expects more access as businesses reopen. Due to the increases in annual minimum wage, increase in work experience hours, and increased agency costs, agency will reduce clients served from ten to nine.

Proposed Budget Changes: Increased by \$6,537 (5%) due to rising costs for salary and indirect costs, facility, supplies and equipment, and travel. There is a slight decrease to funding for participant wages of \$37,471 (PY 2020-2021) to \$36,360 (PY 2021-2022) to serve one less client.

Recommendation: *Recommended for refunding for \$116,537.*

2. Kern High School District:

The Kern High School District (KHSD) Careers 4 Success program provides subsidized work experience to participants coming out of training and those who can benefit from a work experience environment. Participants also receive some work readiness instruction to increase the likelihood of obtaining unsubsidized employment. KHSD is the employer of record and provides wages, workers' compensation, liability insurance, case management and payroll services. Hours are limited to 320, and clients are paid minimum wage. Funding request: \$332,543

Proposed Program Changes: The number of clients to be served will be reduced from 42 to 29.

Proposed Budget Changes: None.

Recommendation: *Recommended for refunding with changes for \$332,543. If the KHSD is unable to resume offering work experience by the end of the first*

quarter (September 30, 2021), the agreement will be terminated and the funds reallocated as needed.

CONTRACTED TRAINING

[Note: Existing contracted classroom training providers were advised to justify, in detail, why the cost of purchasing the entire class versus paying tuition per single client presents the greatest value to the WDB. All providers of training services must be current on the state's Eligible Training Provider List (ETPL) and be in good standing.]

1. **Proteus, Inc.:** The **Office Automation** class includes 14 weeks of classroom training and a four-week externship. During the training, students have the opportunity to acquire necessary basic skills to obtain employment in a general office position.

Proposed Program Changes: Training has been via remote learning; however, current classes are held with safety measures in place in addition to reduced class size. COVID safety measures remain in place until lifted by the state. The instructor took on-line courses to improve the provision of remote learning. Our school has applied for on-line learning approval and if authorized would provide this in addition to classroom training.

Program Year 2020-2021 Funding: \$99,700

Proposed Program Year 2021-2022: \$107,370 (7% increase)

Recommendation: *This program was removed from the ETPL by the Tulare Workforce Development Board. As such, ETR cannot use WIOA funds to pay for clients to attend. Should the program be reinstated on the list, ETR may refer clients using the Individual Training Account (ITA) model and pay on a per-participant basis.*

2. **Mexican American Opportunity Foundation:** MAOF's open entry/open exit **Bookkeeping/Accounting** training prepares students for entry-level positions in Financial Services. The focus is on basic accounting practices and procedures. Students also learn payroll preparation, accounts payable, accounts receivable, income tax preparation and the various systems in use. The program length is seven months (760 hours) which consists of classroom training and a 160-hour non-paid externship.

Proposed Program Changes: MAOF received a grant to purchase laptop computers for students to use in order to provide remote services due to COVID. Students have the choice of working primarily from home with regularly scheduled appointments with their instructor or they can attend class daily. Applicant is considering continuing to offer this hybrid program in order to meet potential students' conflicting schedules. Also, an outreach/marketing staff position (as well as funds for outreach/recruiting) was requested to ensure sufficient enrollments. Agency also states that it is now responsible for janitorial costs. The facilities cost increase is \$25,000.

Program Year 2020-2021 Funding: \$320,000

Proposed Program Year 2021-2022: \$400,000 (25% increase)

Note: This program is on the State's Eligible Training Provider List under MAOF Skill Center – Bakersfield. The program is listed as Bookkeeping/Accounting – a measurable skills gain leading to a credential. The cost is \$5,000, and the course is seven months.

Recommendation: Recommended for refunding with changes for \$320,000. It is also recommended that the agency be required to meet an 80% enrollment metric to continue to be considered for a reimbursement contract in the future. The 25% cost increase is excessive and is not recommended. ETR has a marketing department that promotes all AJCC programs, and targeted advertising specifically for the Bookkeeping program for the current year has cost ETR \$21,000. MAOF is accredited to enroll non-WIOA clients and to charge those clients tuition. It is recommended that MAOF look for other funding sources to leverage its facilities costs.

As has been publicly stated, it is ETR's preference to fund this class as an ITA and pay on a per-participant basis. Due to customer choice, ETR cannot guarantee enrollments. The class has 14 new enrollments (updated through April 2021) with an enrollment goal of 50 (28% of goal). The current cost per participant (year-to-date April expenses \$208,317.59/14 participants) is \$14,879.83.

**PRELIMINARY FUNDING RECOMMENDATIONS
PROGRAM YEAR 2021-2022**

ACTIVITY/AGENCY	PARTICIPANTS			PY 2020-2021 CONTRACT	PY 2021-2022 REQUEST	PY 2021-2022 RECOMMENDED
	Enrollments PY 2020-2021 Thru March 2021	Contracted Enrollments PY 2020-2021	Requested Enrollments PY 2021-2022			
Provider of Career Services for Delano AJCC						
Proteus, Inc. – AJCC Services	All Visitors to the Delano AJCC will be served			\$300,000	\$327,966 (9% increase)	\$327,966
Proteus, Inc. – On-the-Job Training	26	41	39	\$325,000	\$340,000 (4% increase)	\$340,000
Subtotal				\$625,000	\$667,966	\$667,966
Paid Work Experience						
Proteus, Inc.	8	10	9	\$110,600	\$116,537 (5% increase)	\$116,537
Kern High School District	0	42	29	\$332,543	\$332,543 (0% increase)	\$332,543
Subtotal				\$443,143	\$449,080	\$449,080
Contracted Training						
Proteus, Inc. – Office Automation	5 (Stopped enrolling when removed from the ETPL)	25	12	\$99,700 (via two 6-month agreements)	\$107,370 (7% increase)	\$0 - ineligible Removed from the ETPL by Tulare County
Mexican American Opportunity Foundation - Bookkeeping	9 (updated to 14 enrollments through April)	50	60	\$320,000 (via two 6-month agreements)	\$400,000 (25% increase)	\$320,000 (50 enrollments)
Subtotal				\$419,700	\$507,370	\$320,000
TOTAL				\$1,487,843	\$1,624,416	\$1,437,046

ETPL – State's Eligible Training Provider List

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

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

Dear Board Member:

At your meeting on December 9, 2020, this Board approved a Request for Refunding (RFR) process for In- and Out-of-School Youth (ISY and OSY) programs under the Workforce Innovation and Opportunity Act (WIOA) for Program Year (PY) 2021-22.

The Kern, Inyo, Mono consortium's total allocation in youth funding for PY 2021-22 is \$5,598,757, a decrease of \$1,172,775 from our PY 2020-21 funding. A small percentage of this funding goes to Inyo and Mono counties as well as to administration leaving approximately \$5 million (plus substantial carryover) to support both Employers' Training Resource (ETR) program expenses and youth provider contracts.

Under WIOA, a minimum of 75% of program funds must be expended on services to OSY, and 20% of all program funds must be spent on work experience activities. Funding opportunities were divided into three categories under the PY 2021-22 RFR:

1. Comprehensive ISY programs to serve youth in Community, Continuation, or Court School (RFR open to the currently contracted providers only);
2. Comprehensive OSY programs providing a full array of services directly or via referral (RFR open to the currently contracted providers only);
3. One Work Experience-Only program to provide the Work Experience component for participants receiving comprehensive services through ETR's EPIC program (RFR open to the current contracted provider only).

Applicants were asked basic questions about their history of success serving the population, any current challenges, proposed program changes, and budget/cost justification. Applicants were also asked how they are meeting the challenges presented by the COVID-19 pandemic and how they plan to meet the challenges if the pandemic continues. As per ETR's procurement policy, RFR applications were reviewed by a committee of ETR staff members. The committee of seven ETR staff members reviewed the RFR applications in terms of the following:

- Necessity and reasonableness of costs;
- Demonstrated success in the provision of services, participant outcomes, and goals;
- Continued need for the service;
- Significant monitoring findings or other issues reported by ETR staff;
- Proposed changes to current program and/or budget; and
- Program adaption made due to the COVID-19 pandemic.

All of the eligible agencies applied for refunding. For ISY, these include Delano Joint Union High School District (DJUHSD), Kern County Superintendent of Schools (KCSOS), Kern High School District (KHSD), and Tehachapi Unified School District (TUSD). For OSY, these include Kern Community College District on behalf of Bakersfield College (KCCD), KHSD, TUSD, and West Kern Adult Education Network JPA (WKAEN). As the only eligible agency, KHSD also applied to provide work experience for ETR's EPIC program.

The evaluation committee recommended funding all programs at their requested amounts. The total recommended funding for youth programs is \$4,450,256. At its meeting on May 19, 2021, your Youth Committee voted to approve and forward these recommendations to your Board.

Total Individual program funding recommendations are listed in the table on Attachment A. Program descriptions appear on Attachment B.

Therefore, IT IS RECOMMENDED that your Board approve WIOA funding for Program Year 2021-22 in the amount of \$4,450,256 to the following: 1) Delano Joint Union High School District to provide comprehensive services to 6 ISY participants in the amount not to exceed \$67,000; 2) Kern County Superintendent of Schools to provide comprehensive services to 66 ISY in the amount not to exceed \$269,663; 3) Kern High School District to provide comprehensive services to 125 ISY participants in the amount not to exceed \$441,789; 4) Tehachapi Unified School District to provide comprehensive services to 12 ISY in the amount not to exceed \$55,411; 5) Kern Community College District on behalf of Bakersfield College to provide comprehensive services to 75 OSY in the amount not to exceed \$500,000; 6) Kern High School District to provide comprehensive services to 350 OSY in the amount not to exceed \$1,872,529; 7) Tehachapi Unified School District to provide comprehensive services to 30 OSY in the amount not to exceed \$230,620; 8) West Kern Adult Education Network JPA to provide comprehensive services to 35 OSY in the amount not to exceed \$263,244; and 9) Kern High School District to provide work experience-only services to 75 participants in the amount not to exceed \$750,000 with awards subject to negotiations, funds available, and approval of the Kern County Board of Supervisors.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:sw

Attachments:

- A) Funding Recommendations –Youth for Program Year 2021-22
- B) Description of Proposed Programs

FUNDING RECOMMENDATIONS
WORKFORCE INNOVATION & OPPORTUNITY ACT - YOUTH PROGRAMS
JULY 1, 2021 THROUGH JUNE 30, 2022

AGENCY/ACTIVITY	Criteria Met	Funding Stream	Youth Funding Rec'd PY 2020-21	PY 2020-21 Planned Participants	PY 2021-22 REQUESTED	Net Change in 2021-22 Request	Proposed # Participants	Proposed Cost per Participant	PY 2021-22 RECOMMENDED Funding	% of Requested Funding	RECOMMENDED # Participants	RECOMMENDED Cost Per Participant
Request for Refunding - In-School Youth Programs												
Delano Joint Union High School District			\$48,310	8	\$67,000	\$18,690	6	\$11,167	\$67,000	100%	6	\$11,167
WIOA In-School Youth	Yes	In-School Youth	\$48,310	8	\$67,000	\$18,690	6	\$11,167	\$67,000	100%	6	\$11,167
Kern County Superintendent of Schools			\$238,186	65	\$269,663	\$31,477	66	\$4,086	\$269,663	100%	66	\$4,086
Jobs Plus!	Yes	In-School Youth	\$238,186	65	\$269,663	\$31,477	66	\$4,086	\$269,663	100%	66	\$4,086
Kern High School District			\$441,789	125	\$441,789	\$0	125	\$3,534	\$441,789	100%	125	\$3,534
Quest 4 Success	Yes	In-School Youth	\$441,789	125	\$441,789	\$0	125	\$3,534	\$441,789	100%	125	\$3,534
Tehachapi Unified School District			\$50,000	10	\$55,411	\$5,411	12	\$4,618	\$55,411	100%	12	\$4,618
Comprehensive In-School Youth/TUSD WIOA	Yes	In-School Youth	\$50,000	10	\$55,411	\$5,411	12	\$4,618	\$55,411	100%	12	\$4,618
Totals In-School			\$778,285	208	\$833,863	\$55,578	209	\$3,990	\$833,863	100%	209	\$3,989.78
Request for Refunding - Out-of-School Youth Programs												
	Criteria Met											
Kern Community College District-Bakersfield College			\$307,700	40	\$500,000	\$192,300	75	\$6,667	\$500,000	100%	75	\$6,667
Student Outreach and Academic Re-Engagement	Yes	Out-of-School Youth	\$307,700	40	\$500,000	\$192,300	75	\$6,667	\$500,000	100%	75	\$6,667
Kern High School District			\$2,597,529	425	\$2,622,529	\$25,000	425	\$6,171	\$2,622,529	100%	425	\$6,171
Kern @ Work - ETR EPIC referrals	Yes	Out-of-School Youth	\$725,000	75	\$750,000	\$25,000	75	\$10,000	\$750,000	100%	75	\$10,000
Kern Works!	Yes	Out-of-School Youth	\$1,872,529	350	\$1,872,529	\$0	350	\$5,350	\$1,872,529	100%	350	\$5,350
Tehachapi Unified School District			\$215,102	30	\$230,620	\$15,518	30	\$7,687	\$230,620	100%	30	\$7,687
TUSD WIOA-Comprehensive OSY	Yes	Out-of-School Youth	\$215,102	30	\$230,620	\$15,518	30	\$7,687	\$230,620	100%	30	\$7,687
West Kern Adult Education Network JPA			\$200,000	20	\$263,244	\$63,244	35	\$7,521	\$263,244	100%	35	\$7,521
West Kern Youth@Work	Yes	Out-of-School Youth	\$200,000	20	\$263,244	\$63,244	35	\$7,521	\$263,244	100%	35	\$7,521
Totals Out-of-School			\$3,320,331	515	\$3,616,393	\$296,062	565	\$6,401	\$3,616,393	100%	565	\$6,400.70
Total Youth			\$4,098,616	723	\$4,450,256	\$351,640	774	\$5,750	\$4,450,256	100%	774	\$5,750

Out-of-School% 81%
In-School % 19%

BRIEF DESCRIPTION OF PROPOSED WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA) YOUTH PROGRAMS FOR PROGRAM YEAR 2021-2022

Comprehensive In-School Youth (ISY) Programs

1. Delano Joint Union High School District – Valley High School

Funding Request: \$67,000

Proposed Number to Serve: 6

Areas served: Delano

WIOA In-School Youth: Delano Joint Union High School District WIOA ISY program serves continuation high school students at its Valley High School location where 95% of the students are socio-economically disadvantaged. This program provides education, training, supportive services, and opportunities for employment. Job skills training courses include Agriculture Business and Mechanics, Welding, Fashion Design, Food and Nutrition, Autobody, Marketing, Building Skills and Construction, and Patient Care. During the COVID-19 pandemic, work experience was offered at school sites.

Recommended at full amount of request.

2. Kern County Superintendent of Schools

Funding Request: \$269,663

Proposed Number to Serve: 66

Areas served: Court and Community Schools in Bakersfield and throughout Kern County

Jobs Plus!: The primary goal of the program is to prepare high-risk youth who have been expelled from home schools, parenting youth, foster youth, homeless youth, or incarcerated youth with 21st Century Employment Readiness Skills. To reach this goal the program focuses on the following: attainment of basic work-readiness skills, job shadowing to learn more about career options, training programs for specific industry skills (e.g. medical or construction), development of a job portfolio (i.e. resume, additional training certificates), graduation from high school, enrollment in college/trade school or enter an entry-level job and successfully embarking on a career or academic path for the future. During the COVID-19 pandemic, work experience was offered at school sites and will pursue virtual work experience options if the pandemic continues.

Recommended at full amount of request.

3. Kern High School District

Funding Request: \$441,789

Proposed Number to Serve: 125

Areas served: Arvin, Bakersfield (multiple locations), Lamont, and Shafter

Quest 4 Success: This program offers eligible participants attending one of the Kern High School District's continuation schools an opportunity to receive enhanced employability and life skills education followed by subsidized work experience. Participants attend an after-school class providing instruction in employability and life skills for which they earn up to 11 credits per semester. Participants who successfully complete the course are placed in a local worksite to receive subsidized work experience. Upon completion of Quest 4 Success, participants who are not college-bound are provided information and priority access to the Kern High School District's Out-of-School Youth program. KHSD will explore virtual work experience options if the pandemic continues.

Recommended at full amount of request.

4. Tehachapi Unified School District

Funding Request: \$55,411

Proposed Number to Serve: 12

Areas served: Tehachapi, California City, Mojave, and Rosamond

WIOA In-School Youth: Tehachapi Unified School District WIOA ISY program serves continuation high school students. The program prioritizes helping participants overcome barriers that can interfere with obtaining their high school diploma. Participants also have the opportunity to gain industry-recognized certifications and participate in work experience in Kern County's targeted Industry Clusters. Participants also have the opportunity to enroll in certificate programs offered through Cerro Coso Community College via satellite campuses in the area.

Recommended at full amount of request.

Comprehensive Out-of-School Youth (OSY) Programs

1. Kern Community College District - Bakersfield College

Funding Request: \$500,000

Proposed Number to Serve: 75

Areas served: Arvin, Delano, McFarland, Wasco, and Shafter

Student Outreach and Academic Reintegration (SOAR): This program is designed to serve opportunity youth in Wasco, Delano, Southeast Bakersfield, Shafter, McFarland, and Arvin, and address gaps in educational programs for young adults in the northern Kern County region. The program strives to provide students over 18 years of age and with academic and career skills needed to support local industries as well as prepare for post-secondary education. Bakersfield College offers Career Technical Education and has established partnerships with community, educational, and Adult School partners. During the COVID-19 pandemic, work experience was offered at Bakersfield College sites.

Recommended at full amount of request.

2. Kern High School District

Funding Request: \$1,872,529

Proposed Number to Serve: 350

Areas served: Greater Bakersfield, Lamont, Arvin, Shafter, and Kern River Valley

KernWorks!: This program is designed to provide high school graduates and non-graduates with the skills they need to become self-sufficient. Most of these youth are not college-bound, so vocational education is coupled with paid work experience to create a pathway into the workforce. Vocational training programs are developed based on current labor market needs and the interests of the youth with current options including medical front office, auto tech, business services, customer service-retail, and warehousing/logistics. Youth attend vocational training followed by paid work experience after which they attend Job Search "Boot Camp" in preparation for unsubsidized employment, or, alternately, enrollment in post-secondary education or advanced training. During the COVID-19 pandemic, two vocational training programs transitioned to a virtual platform, and KHSD will pursue virtual work experience if the pandemic continues.

Recommended at full amount of request.

3. Tehachapi Unified School District

Funding Request: \$230,620

Proposed Number to Serve: 30

Areas served: Tehachapi, California City, Mojave, and Rosamond

WIOA Out-of-School Youth: Tehachapi Unified School District serves youth across Southeast Kern in collaboration with community partners throughout the area. The program seeks to address

barriers to employment by providing a fully accredited high school diploma, industry-recognized certifications, and work experience in Kern County's targeted Industry Clusters. Participants in need of a diploma will receive instruction from a qualified instructor. Participants who are basic skills deficient will be co-enrolled in the Tehachapi Adult School. Participants will also have the opportunity to enroll in certificate programs offered through Cerro Coso Community College via satellite campuses in the area. During the COVID-19 pandemic, work experience was offered throughout the community.

Recommended at full amount of request.

4. West Kern Adult Education Network Joint Powers Authority

Funding Request: \$263,244

Proposed Number to Serve: 35

Areas served: Taft, Maricopa, Fellows, Elk Hills, McKittrick, Tupman, Derby Acres, Dustin Acres, and Valley Acres

West Kern Youth at Work: This program provides services to the west side of Kern County where the communities have a high poverty level. The program serves at-risk youth by building upon the capacity of the local areas to expand employment opportunities through work-based learning, work experiences, and educational options. West Kern Youth at Work supports a system strategy that leads to community involvement. During the COVID-19 pandemic, work experience was offered throughout the community.

Recommended at full amount of request.

Work Experience Only for ETR's EPIC Program

1. Kern High School District

Funding Request: \$750,000

Proposed Number to Serve: 75

Areas served: Participants in ETR's EPIC program

Kern@Work: This program provides the Work Experience component to participants enrolled in and referred by ETR's EPIC program. Kern High School District has agreements in place with approximately 345 employers. If the COVID-19 pandemic continues, KHSD will explore virtual work experience options.

Recommended at full amount of request.



June 9, 2021

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

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

Dear Board Member:

The Workforce Innovation and Opportunity Act (WIOA) and its implementing regulations require Local Workforce Development Boards (LWDBs) to select a one-stop operator for the system, to support continuous improvements through the evaluation of the one-stop operator performance, and to competitively procure the operator every four years. Competition is intended to promote the efficiency and effectiveness of one-stop operators by providing a mechanism for LWDBs to regularly examine performance and costs against original expectations. The Comprehensive AJCC One-Stop Operator Agreement (One-Stop Operator Agreement) is for one year (July 1, 2021 – June 30, 2022), with three additional one-year options exercisable by Employers' Training Resource (ETR). The funding under the One-Stop Operator Agreement is for \$50,000 per fiscal year.

On February 22, 2021, ETR released a Request for Proposals (RFP) for the Comprehensive One-Stop Operator for the Kern, Inyo and Mono (KIM) Workforce Development Area (WDA) at the three Comprehensive AJCC One-Stop Centers, identified as Delano - AJCC located at 1816 Cecil Avenue in Delano, California (Delano – AJCC); Ridgecrest – AJCC located at 5401 Perdew Avenue, Suite B2, Ridgecrest, California; and Southeast - AJCC located at 1600 E. Belle Terrace in Bakersfield, California (collectively, Comprehensive AJCC One-Stop Centers). The RFP was available online at www.etronline.com, America's Job Center of California of Kern's website at www.americasjobcenterofkern.com, and America's Job Center of California (AJCC) main offices in Kern, Inyo and Mono Counties. It was also mailed to those on ETR's RFP list.

On March 18, 2021, ETR received two separate electronic Notices of Intent to Submit Proposals and on April 14, 2021, ETR received one Proposal Package from ProPath, Inc. (ProPath). The evaluation period commenced on April 19, 2021 and went through April 22, 2021. The Evaluation Committee met on April 20, 2021, and reviewed the Proposal Package submitted by ProPath in terms of the following:

- Financial viability;
- Responsiveness to the RFP, including, clarity, completeness and general quality;
- Accuracy of the proposed budget;
- Costs that are reasonable, allowable, necessary, fully justified and competitive;
- Technical capability and personal experience; and
- Whether applicant has established sufficient firewalls to minimize any conflicts of interest.

After a complete review of the Proposal Package and a thorough discussion, the Evaluation Committee determined that ProPath did not adequately address the financial criteria as required in the RFP. Specifically, ProPath did not provide copies of its most current and prior two (2) fiscal years of audited financial statements. The audited financial statements should have included a balance sheet and income statement at a minimum which was not included. On April 20, 2021, the Evaluation Committee scheduled an Oral Presentation with ProPath to be held on April 23, 2021. On April 21, 2021, ProPath sent an email to ETR stating in pertinent part: "Please cancel the RFP meeting scheduled for this Friday. And please identify my proposal as Non-Responsive." The Evaluation Committee unanimously voted to make a recommendation to the Executive Committee to not award the Comprehensive One-Stop Operator to any Applicant and to consider other available options relative to the One-Stop Operator to fulfill the requirement imposed by WIOA.

Therefore, IT IS RECOMMENDED that your Board give ETR permission to review and consider other options and provide its recommendation for the selection of the One-Stop Operator to the Executive Committee at a Special Meeting being held on June 24, 2021, at 4:00 pm.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:ms

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

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

Dear Board Member:

High Performing Board Application

The State issued Workforce Services Directive WSD19-12 in 2020 which provided guidance and an application form to submit for High Performing Board (HPB) designation. State law also directs the Governor and the Legislature, as part of the annual budget process, and in consultation with the California Workforce Development Board (CWDB), to annually reserve a portion of the Workforce Innovation and Opportunity Act (WIOA) 15 percent discretionary funds for the purpose of providing incentive funds to Local Boards who are certified as HPB. The Program Year (PY) 2019-20 application was submitted to the State on May 15, 2020. The State amended the local WIOA subgrant contract with our Local Area on April 7, 2021, adding \$3,864.16 signifying that our Board met the HPB designation.

Career Services Provider Application

WIOA allows the Local Workforce Development Board (LWDB) to provide career services at America's Job Center of California (AJCC) locations with the agreement of the Chief Local Elected Official (CLEO) and the Governor. Employers' Training Resource (ETR) staff provide these services directly as well as contracts them out in northern Kern County to Proteus, Inc. Inyo and Mono Counties staff provide these services in their respective counties.

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

Subsequent Local Area Designation and Local Board Recertification Application

In order for the Kern, Inyo and Mono (KIM) Local Workforce Development Area (LWDA) to continue to receive WIOA Adult, Dislocated and Youth formula funds, our LWDA must receive subsequent designation and our LWDB must receive recertification. Per the WIOA, a LWDA and LWDB must have performed successfully, sustained fiscal integrity, engaged in the regional planning process in order to receive subsequent designation, and met membership requirements in order to receive recertification.

State Workforce Services Directive WSD20-06, issued February 22, 2021, provided guidance for submitting the Local Area Subsequent Designation and Local Board Recertification Application for Program Years 2021-2023 (July 1, 2021 through June 30, 2023). The application was due to the State Board by March 31, 2021. Your board approved the application at its March 17, 2021 meeting.

LWDBs who were unable to obtain CLEO approval by the submission deadline (e.g., due to the scheduling of their respective board meetings) could submit an unsigned copy of the application with an explanation for the absent signature(s) and the date by which the signed original would be sent. The Kern County Board of Supervisors authorized the application at its April 13, 2021 meeting, and the final application was subsequently submitted to the State Board. We will update your Board when the designation and recertification application is approved.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

Attachment

TH:eb

April 21, 2021

Teresa Hitchcock
Kern, Inyo, & Mono Workforce Development Board


SUBJECT: Approval for the Local Board to act as Career Service Provider

Dear Director Hitchcock,

The California Workforce Development Board has received and carefully assessed your application to act as the Career Service Provider, in accordance with the criteria established in the Workforce Innovation and Opportunity Act (WIOA) and Workforce Services Directive WSD19-13. We are pleased to inform you that your Local Workforce Development Board has been approved to act as the Career Service Provider, through June 30, 2025.

If you have any additional questions, please contact your Regional Advisor.

Sincerely,



TIM RAINEY, Executive Director
California Workforce Development Board

cc: Yvette Quevedo, Regional Advisor

PY 2020-21 GRANT SUMMARY

Last updated June 3, 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 \$633,550	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 \$428,997	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 2020-21		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 accentuate 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 Juune 3, 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 Briefer-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 buiness impaced by the earthquakes which occurred in Ridgcrest 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 buiness 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
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	02/01/20-05/31/21	Yes
Transformative Climate Communities Program	The development of neighborhoodlevel transformative community plans including workforce development, housing, and transportation.	State Cap-and-Trade Program	\$18,450			Ends 12/31/21	Yes

Last updated Juune 3, 2021

GRANT/CODE	PURPOSE OF GRANT	FUNDING SOURCE	\$ REQUESTED / FUNDED	ETR STAFF	PARTICIPANTS TO BE SERVED	TERM	AWARD?
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

EMPLOYERS' TRAINING RESOURCE

June 9, 2021

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

LOCAL AND REGIONAL PLANS UPDATE


Dear Board Member:

The Workforce Innovation and Opportunity Act 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 – 2024 (July 1, 2021 to June 30, 2025).

Although the public comment period started on March 16, 2021 and continued through April 15, 2021, Employers' Training Resource did not receive any comments from the public regarding the Local Draft Plan, and the San Joaquin Valley and Associated Counties did not receive any public comments for the Regional Draft Plan.

The Local and Regional Plans were submitted to the California Workforce Development Board on April 30, 2021.

Sincerely,



Teresa Hitchcock
Assistant County Administrative Officer

TH:ms

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
PROGRAM AND BUSINESS SERVICES COMMITTEE
DISCUSSION AND ACTION ITEMS
MAY 13, 2021**

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

Members Absent: Linda Parker.

Staff Present: Elaine Basham, Marsha Manos, Aaron Ellis, GK, Michael Saltz, Anne Meert, Norma Dunn, Maria Curiel, Danette Williams, Jeremy Shumaker, and Candy Gettman.

Guests Present: None.

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

*Unexcused Absence

Introductions

Marsha Charles took a roll call vote of the Committee.

Public Comments

There were no public comments.

Approval of February 18, 2020, Meeting Minutes

Jeremy Tobias made a motion to approve the February 18, 2020, meeting minutes. Stacy Ferreira seconded the motion. Marsha Manos took a roll call vote. All ayes. The motion carried.

Preliminary Funding Recommendations For National Farmworker Jobs Program For Program Year 2021- 2022

Anne Meert said that Employers' Training Resource (ETR) applied for and received Workforce Innovation and Opportunity Act (WIOA) Section 167 National Farmworker Jobs Program (NFJP) grant funding from the U.S. Department of Labor (DOL) for Program Years (PY) 2020-2024. The competitive grant provides career and training services for Kern County migrant and seasonal farmworkers and their dependents for four years (July 1, 2020 – September 30, 2024). Program Year 2021-2022 is the second year of the four-year grant.

Written into the grant application were services provided under contract by partner agencies including the Kern High School District – Farmworker Opportunity Program; Proteus, Inc. – Farmworker Outreach and Placement, and Targeted Work

Experience/On-the-Job Training; and California State University, Bakersfield Auxiliary for Sponsored Programs – Migrant Book Assistance Program.

Therefore, IT IS RECOMMENDED, dependent upon the amount of funding ETR receives for the NFJP for Program Year 2021-2022, that your Committee recommend that the Workforce Development Board authorize the distribution of WIOA NFJP funds as indicated in the attachment to California State University, Bakersfield in the amount not to exceed \$25,000; to the Kern High School District in the amount not to exceed \$268,960; and to Proteus, Inc. in the amount not to exceed \$329,980, with all awards subject to negotiations, funds available, and approval by the Kern County Board of Supervisors. Alissa Reed made the motion to accept the staff's recommendation, Diane McClannahan seconded. Marcha polled the group, all ayes. Motion carried.

Preliminary Funding Recommendations For Workforce Innovation And Opportunity Act Adult, Dislocated Worker, And Combined Programs And Services For Program Year 2021- 2022

Anne Meert said on March 19, 2019, Employers' Training Resource issued an RFP to procure WIOA Adult, Dislocated Worker, and combined programs and services for Program Year (PY) 2019-2020 for Kern County. The RFP stated, "upon approval of the Workforce Development Board (WDB), funded programs may be eligible for refunding for up to three subsequent program years before another RFP is issued." Your WDB approved the continued use of the Request for Refunding (RFR) process for PY 2021-2022 (July 1, 2021 through June 30, 2022), year two under the RFP, at its December 9, 2020 meeting. The RFR was issued on March 25, 2021 to three agencies representing six programs and services. RFR applications were received for the following six programs and services:

PROVIDER OF CAREER SERVICES FOR DELANO AJCC AND ON-THE-JOB TRAINING (OJT)

- Proteus, Inc. - Provider of Career Services
- Proteus, Inc. – OJT

PAID WORK EXPERIENCE

- Proteus, Inc.
- Kern High School District

CONTRACTED TRAINING

- Proteus, Inc. - Office Automation Training
- Mexican American Opportunity Foundation - Bookkeeping Training

Allisa Reed made a motion to accept staff recommendations. Jeremy Tobias seconded. Marsha polled the Committee, all ayes. Motion carried.

California Employment Development Department For The National Health Emergency Phase II: Disaster Recovery National Dislocated Worker Grant

Michael Saltz said on September 20, 2018, Employers' Training Resource in partnership with Merced County Workforce Investment, applied from the California 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 in the accelerated Drug and Alcohol Studies Certificate Program (DASP) operated through CSUB, Extended Education and Global Outreach. The grant will award ETR the sum of \$364,400.48 to implement the program. 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.

Pandemic Waivers Offer Additional Assistance To Employers

Elaine Basham said under WIOA's OJT, Local Boards may reimburse an employer up to 50 percent of the wage rate of a participant for the extraordinary costs of providing training, additional supervision related to the training, and its resultant effect on productivity. Additionally, Local Boards may use up to 10 percent of their combined WIOA Title I Adult and Dislocated Worker formula funds for the provision of work-based training via Transitional Jobs. California requires that Local Boards expend 30 percent of those allocations on training services. Paid work experience is an individualized Career Service whose cost cannot be counted towards the training expenditure minimum. Per Workforce Services Directory WSD) 18-10, Transitional Jobs are an eligible training expenditure. The State requested and received from the U.S. Department of Labor two WIOA waivers for work-based training: (1) one waiver allows up to a 90 percent reimbursement of OJT costs for businesses with 50 or fewer employees; and (2) a waiver that allows up to 30 percent of WIOA Title I Adult and Dislocated Worker local formula funds to be used for the provision of Transitional Jobs.

Office Work Readiness and PWEX

Teresa Hitchcock informed the Committee that a pilot program was started with MAOF on the office services program. The classroom training counts as work readiness training and will transition those participants to paid work experience. There are currently five participants enrolled. We're putting out an RFP that will require the training to have a hard start and end date. We would like to see the program be shortened so that the participant can transition to work experience.

Budget Update

Jeremy Shumaker informed the Committee that this year our proposed budget is approximately \$35,000,000.00. The numbers will be revised in July. We increased ITA and OJT budgets by around 16% each. More money may be allocated to OJTs during the summer as the budget evolves. Staffing has been increased from 138 to 148 positions.

Director's Report

Teresa Hitchcock informed the Committee that we anticipate additional funds coming for the workforce as the economy opens up. The governor has announced that he is loosening restrictions on California as of June 15th. We are expecting to be at full capacity with staff being back into the office as of June 15th. We expect to be able to spend funds this next year. Unemployment benefits are being reduced across the states, regular

school is opening up soon so we expect to see people looking for work again. Epic, Lake Isabella and Business Centers are now open.

Marketing Presentation

Danette Williams provided an update on the new EPIC, Lake Isabella and The Business Center. The staff is in and working at these locations. Signage is still being worked on at the Business Center. The Inyo center has also moved. Marketing materials are being worked on for the Epic center and the Business Center. There is now an online orientation for the Epic Center. Supportive Services is being promoted to help people with housing, utilities, transportation and telework equipment. The opioid program is being promoted. Soft openings are being planned for the new locations. Billboards are being used to promote the Epic Center. Employer recruitments have been promoted throughout the pandemic. Job Corner has changed the days to Monday at 12:45 pm on Studio 17 Live. Putting You to Work Wednesday is on channel 29 at 6:40 am and the Scott Cox Radio Show is on Mondays at 8:00 am. Marketing is being looked at via Amazon, Roku, mobile phone pop-ups and gaming systems. Facebook Live streaming is going well on Thursdays at 9:00 am. Employers have joined as well. Hosting events are being worked on through new platforms. The new phone tree now directs calls to the various departments when the 325-hire is called. The websites are also being updated and expanded with EPIC, ETR, Business Center and Farmworker services information.

Committee Member Comments

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

Miscellaneous Filings

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

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

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
YOUTH COMMITTEE
DISCUSSION AND ACTION ITEMS
MAY 19, 2021**

Members Present: Dale Countryman, Teresa Hitchcock, Ian Journey, Diane McClanahan, Clare Pagnini, Jayme Stuart, Karine Kanikkeberg, Norma Rojas-Mora, Greg Terry, David Villarino and Todd Yopez.

Members Absent: Jim Elrod* John Means*, Michael Vogenthaler.

Staff Present: Marsha Manos, Sarah Woodman, Sandra Gutierrez-Miller, Aaron Ellis, Jeremy Shumaker, Angel Martinez, and Linda McKinzie.

Guests Present: Joel Kammeraad, Vicki Coffee, Pamela Dobrenan, and Joe Cantu.

The meeting was called to order at 3:02 p.m. by Norma Rojas-Mora via Microsoft Teams.

*Unexcused Absence

INTRODUCTIONS

Committee members, staff, and guests introduced themselves.

PUBLIC COMMENTS

Vicki Coffee spoke to the committee about the Bakersfield College ENCORE Program. ENCORE focuses on providing Out-of-school youth a pathway to self-sufficiency and livable wages through employment opportunities upon completion of a Career & Technical Education (CTE) certificate. To be eligible you must be between the ages of 16-24, reside in Bakersfield, Delano, McFarland, Wasco, Shafter, or Arvin and meet certain criteria.

APPROVAL OF THE NOVEMBER 18, 2020, MEETING MINUTES

Teresa Hitchcock made a motion to approve the November 18, 2020, meeting minutes. Karine Kanikkeberg seconded the motion. All ayes. Motion carried.

PRELIMINARY ALLOCATION AND FUNDING RECOMMENDATIONS FOR YOUTH PROGRAMS FUNDED UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT FOR PROGRAM YEAR 2021-22

Sarah Woodman told the committee that on December 9, 2020, the Workforce Development Board (WDB), approved a Request for Refunding (RFR) process for In- and Out-of-School Youth (ISY and OSY) programs under the Workforce Innovation and Opportunity Act (WIOA) for Program Year (PY) 2021-22. Sarah told the committee that Employers' Training Resource was notified that the total

amount of youth funding was of \$5,598,757 and ETR would be carrying over \$5.5 mil. The funding was divided into three categories under the RFR:

1. Comprehensive ISY programs to serve youth in Community, Continuation, or Court School (RFR open to the currently contracted providers only);
2. Comprehensive OSY programs providing a full array of services directly or via referral (RFR open to the currently contracted providers only);
3. One Work Experience-Only program to provide the Work Experience component for participants receiving comprehensive services through ETR's EPIC program (RFR open to the current contracted provider only).

All of the eligible agencies applied for refunding. For ISY, these include Delano Joint Union High School District (DJUHSD), Kern County Superintendent of Schools (KCSOS), Kern High School District (KHSD), and Tehachapi Unified School District (TUSD). For OSY, these include Kern Community College District on behalf of Bakersfield College (KCCD), KHSD, TUSD, and West Kern Adult Education Network JPA (WKAEN). As the only eligible agency, KHSD also applied to provide the work experience for ETR's EPIC program.

The evaluation committee recommended funding all programs at their requested amounts. The total recommended funding for youth programs is \$4,450,256.

David Villarino made a motion to accept staff's recommendation to: 1) Delano Joint Union High School District to provide comprehensive services to 6 ISY participants in the amount not to exceed \$67,000; 2) Kern County Superintendent of Schools to provide comprehensive services to 66 ISY in the amount not to exceed \$269,663; 3) Kern High School District to provide comprehensive services to 125 ISY participants in the amount not to exceed \$441,789; 4) Tehachapi Unified School District to provide comprehensive services to 12 ISY in the amount not to exceed \$55,411; 5) Kern Community College District on behalf of Bakersfield College to provide comprehensive services to 75 OSY in the amount not to exceed \$500,000; 6) Kern High School District to provide comprehensive services to 350 OSY in the amount not to exceed \$1,872,529; 7) Tehachapi Unified School District to provide comprehensive services to 30 OSY in the amount not to exceed \$230,620; 8) West Kern Adult Education Network JPA to provide comprehensive services to 35 OSY in the amount not to exceed \$263,244; and 9) Kern High School District to provide work experience-only services to 75 participants in the amount not to exceed \$750,000. Diane McClanahan Seconded the motion. Marsha Manos polled the committee for their vote. Norma Rojas-Mora and Karine Kanikkeberg abstained from voting. All other members voted yes. The motion carried.

YOUTH AGENCY QUARTERLY PROJECTION UPDATE

Sarah Woodman explained that through March 31, 2021 (75% of the fiscal year), youth providers have submitted actual and accrued expenditures equal to 17% of the total allocated to youth sub-recipients. A straight-line projection through June would predict expenditures of 22% of the total allocation to sub-recipients. Due to

differences in reporting by individual agencies, if the current trend continues, we anticipate expenditures closer to 30% of the total allocation. Our youth agencies' ability to recruit, enroll, and provide services has been severely hindered by the COVID-19 pandemic and the resulting closures. As the employers of record, many of our agencies have been unable to provide work experience due to the liability outlined in California Senate Bill No. 1159, which states if an employee contracts COVID-19 while employed and not working from home, the employer is liable for workers' compensation benefits. As the pandemic is brought under control and restrictions ease, it is hoped that there will be a significant upturn in enrollment and services.

The unspent funds will not be subject to recapture this program year. The state granted a waiver of the Local Workforce Development Area (Local Area) requirement to obligate at least 80% of their Workforce Innovation and Opportunity Act formula funds. Employers' Training Resource (ETR) anticipates carrying over approximately \$2,930,000.

EPIC PAID WORK EXPERIENCE

Aaron Ellis informed the committee the ETR had been working with the County General Services Department to create work experience sites. ETR will be putting youth to work as auto mechanics, groundskeeper, maintenance worker, maintenance electrician, maintenance carpenter, building services worker, air conditioning mechanic, and maintenance plumber. Aaron stated that the programs will be 30 hours a week or less and a maximum of 520 hours. Jayme Stuart said that she would be interested in a person for the Dream Center.

EPIC @ THE BEALE UPDATE

Sandra Gutierrez-Miller informed the committee that EPIC has moved to its new location at 2211 H Street. Sandra said that EPIC has partnered with the main center to create OJTs for youth. The staff has been attending CWA training. The marketing team has increased the marketing for EPIC. Sandra said that the center is open and seeing clients by appointment and invited the committee members to come and tour the facility.

COMMITTEE MEMBERS COMMENTS

There were no further comments from the committee.

MISCELLANEOUS FILINGS

The Committee was provided with Status of Subgrantee Monitoring Reports, Youth Committee Attendance Report, and the Kern, Inyo and Mono Workforce Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021.

As there was no further business, the meeting adjourned at 3:31 p.m.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
DISCUSSION AND ACTION ITEMS
SPECIAL SESSION
APRIL 20, 2021**

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

Members Absent: Karen King.

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

Guests: GK

The virtual meeting was called to order at 2:04p.m. by Teresa Hitchcock via Microsoft TEAMS.

*UNEXCUSED ABSENCE

INTRODUCTIONS

Committee members, staff and guests introduced themselves.

Local and Regional Plans

Michael Saltz informed the Committee that the Local Plan and Regional Plan had been completed and that both of the plans had been out for public comment beginning March 16, 2021 through April 15, 2021, and none had been received. Michael said that the purpose of today's meeting was to get approval for the Chair to sign the plans and then submit them to the State. Leo Bautista made a motion to accept the staff's recommendation to approve the 2021 – 2024 Local Plan and 2021 – 2024 Regional Plan on behalf of the Kern, Inyo and Mono Workforce Development Board and further recommend the Chair sign 2021 – 2024 Local and Regional Plans for submittal to the State Board. GK with County Counsel recommended the Committee approve the item in two separate motions in the event that there may be differing votes. Leo amended his motion before the committee to clarify that it was for the Local Plan only. John Spaulding seconded the motion. Marsha Manos polled the Committee for their votes. All ayes. The motion for the Local Plan was approved.

Alissa Reed called for comments or questions on the Regional Plan. Leo Bautista made a motion to approve the recommendation that was presented by the staff. John Spaulding seconded the motion. Marsha Manos polled the Committee for their votes. All ayes. The motion for Regional Plan was approved.

Committee Member Comments

John Spaulding, Leo Bautista, Alissa Reed and Teresa Hitchcock commended Michael on all of his hard work throughout this process. Teresa thanked the members for their participation also.

As there was no further business the meeting was adjourned t 2:15 p.m.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
DISCUSSION AND ACTION ITEMS
MAY 27, 2021**

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

Members Absent: None

Staff Present: Marsha Manos, Elaine Basham, Anne Meert, Candy Cline-Gettman, Aaron Ellis, Jeremy Shumaker, and Danette Williams

Guests Present: Yvette Quevedo

The virtual meeting was called to order at 4:01 p.m. by Alissa Reed via Microsoft TEAMS.

*UNEXCUSED ABSENCE

INTRODUCTIONS

Committee members, staff, and guests introduced themselves.

PUBLIC COMMENTS

There were no public comments.

APPROVAL OF THE MARCH 4, 2021, MEETING MINUTES

Teresa Hitchcock made a motion to approve March 4, 2021 meeting minutes. John Spaulding seconded the motion. Marsha Manos polled the members on their votes. Norma Rojas-Mora Abstained from the vote. All ayes. The motion carried.

APPROVAL OF THE SPECIAL SESSION APRIL 20, 2021, MEETING MINUTES

Teresa Hitchcock made a motion to approve the April 20, 2021 minutes Leo Bautista seconded the motion. Marsha Manos polled the members on their votes. All ayes. The motion carried.

APPROVAL OF THE PROPOSED AGENDA FOR THE JUNE 9, 2021 WORKFORCE DEVELOPMENT BOARD MEETING

Jeremy Shumaker reviewed the proposed agenda for the June 9, 2021, Workforce Development Board meeting. Leo Bautista made a motion to accept the agenda Norma Rojas-Mora seconded the motion. Marsha Manos polled the members on their votes. All ayes. The motion carried.

PANDEMIC WAIVER APPLICATIONS OFFER ADDITIONAL ASSISTANCE TO EMPLOYERS

Elaine Basham informed the Committee that in order to provide Local Boards with additional flexibility when assisting those affected by the COVID-19 pandemic, the State requested and received from the U.S. Department of Labor two WIOA waivers for work-based training: (1) one waiver allows up to a 90 percent reimbursement of OJT costs for businesses with 50 or fewer employees; and (2) a waiver that allows up to 30 percent of WIOA Title I Adult and Dislocated Worker local formula funds to be used for the provision of Transitional Jobs. The waivers are effective for Program Year 2021-2022. When the final directive is issued, if the forms contain changes, the applications will be revised accordingly. The applications must be submitted to the State Board by May 31, 2021. Todd Yepez made a motion to accept the staff's recommendation to authorize staff to submit the applications on behalf of your Board by the May 31, 2021 deadline, and recommend that the Board retroactively approve your actions at its June 9, 2021 meeting. Brenda mendivel seconded the motion. Marsha Manos polled the members on their votes. All ayes. The motion carried.

WORKFORCE DEVELOPMENT BOARD AND STANDING COMMITTEE COMPOSITION

Elaine Basham informed the Committee that WDB Business member Mr. Nick Hill III has agreed to serve on the PBS Committee, replacing Ali Morris. Non-WDB Business member Linda Parker was appointed to PBS by the WDB at its March 17, 2021 meeting. WDB and PBS Committee Labor member Mr. Jim Elrod has submitted his resignation due to retirement and that the Kern, Inyo and Mono Counties Central Labor Council has nominated Mr. Brian Holt to replace Mr. Elrod on the WDB. Mr. Holt is a Business Manager with IBEW 428 with experience in labor relations and apprenticeship training. Karen King made a motion to accepts staff's recommendation to accept Jim Elrod's resignation from the WDB and PBS; accept the nomination of Mr. Holt to represent Labor on the Board, and authorize staff to forward those recommendations to the WDB. John Spaulding Seconded the motion. Marsha Manos polled the members on their votes. All ayes. The motion carried.

FUNDING RECOMMENDATION FOR THE COMPREHENSIVE AJCC ONE-STOP OPERATOR UNDER THE WORKFORCE INNOVATION AND OPPORTUNITY ACT FOR PROGRAM YEAR 2021-22

Jeremy Shumaker told the Committee that on February 22, 2021, ETR released a Request for Proposals (RFP) for the Comprehensive One-Stop Operator for the Kern, Inyo and Mono Workforce Development Area. On March 18, 2021, ETR received two separate electronic Notices of Intent to Submit Proposals and on April 14, 2021, ETR received one Proposal Package from ProPath, Inc. After a complete review of the Proposal Package and thorough discussion, the Evaluation Committee determined that ProPath did not adequately address the financial criteria as required in the RFP. Specifically, ProPath did not provide copies of its most current and prior two (2) fiscal years of audited financial statements. The Evaluation Committee scheduled an Oral Presentation with ProPath to be held on April 23, 2021 and on April 21, 2021, ProPath sent an email to ETR stating in pertinent part: "Please cancel the RFP meeting scheduled for this Friday. And please identify my proposal as Non-Responsive." The Evaluation Committee unanimously voted to make a recommendation to the Executive

Committee to not award the Comprehensive One-Stop Operator to any Applicant and to consider other available options relative to the One-Stop Operator to fulfill the requirement imposed by WIOA. Teresa Hitchcock mentioned that David Baquirizo with ProPath, Inc. was no longer going to be in the business and that ETR staff had a potential provider scheduled for an interview the following week. The interview was scheduled for June 2, 2021. Leo Bautista and Alissa Reed expressed an interest to attend the meeting. John Spaulding made a motion to accept the staff's recommendation to give ETR permission to review and consider other options and come back to the Executive Committee for further recommendations at a Special Meeting. Brenda Mendivel seconded the motion. Marsha Manos polled the members on their votes. All ayes. The motion carried.

STATUS UPDATE ON HIGH PERFORMING BOARD APPLICATION, CAREER SERVICE PROVIDER APPLICATION, AND BOARD RECERTIFICATION

Anne Meert informed the Committee that the California Workforce Development Board reserves a portion of the Workforce Innovation and Opportunity Act (WIOA) 15 percent discretionary funds to provide incentive funds to Local Boards who are certified as HPB. The Program Year (PY) 2019-20 application was submitted to the State on May 15, 2020. Although the WDB never received official notice of the HPB designation the State amended the local WIOA subgrant contract with our Local Area on April 7, 2021, adding \$3,864.16 signifying that our Board met the HPB designation.

The Kern County Board of Supervisors approved the local application to provide career services at America's Job Center of California (AJCC) locations at its February 9, 2021 meeting, and staff submitted it to the State on February 19, 2021. The State provided a letter on April 21, 2021, informing your Board that the application was approved for the four program years starting July 1, 2021 through June 30, 2025.

In order for the Kern, Inyo and Mono Local Workforce Development Area to continue to receive WIOA Adult, Dislocated and Youth formula funds, our LWDA must receive subsequent designation and our LWDB must receive recertification. The application was due to the State Board by March 31, 2021. Your board approved the application at its March 17, 2021 meeting.

LOCAL AND REGIONAL PLANS UPDATE

Jeremy Shumaker informed the Committee the Local and Regional Plans were submitted to the California Workforce Development Board on April 30, 2021.

BUDGET UPDATE

Jeremy Shumaker told the Committee that since submitting the budget ETR has been informed that the formula dollars will be going down by about \$1 million but that there were enough funds in reserve and in saving moving forward that it would not be an issue.

AMERICA'S JOB CENTER OF CALIFORNIA REOPENING UPDATE

Teresa Hitchcock informed the Committee that in light of the Governor's order ETR is poised to reopen its centers on June 15, 2021. Teresa elaborated stating that ETR still has safeguards in place and also encouraging staff to continue to wear masks, and the

staff will be seeing customers by appointment only and ETR will be eliminating teleworking.

LEGISLATIVE UPDATE

Elaine Basham provided the Committee with a federal legislative update.

DIRECTOR'S REPORT

Teresa Hitchcock informed the Committee that ETR was partnering on the SB1 project. The Recycling Lives cohort will be starting on June 15, 2021 with a goal of 8 participants.

COMMITTEE MEMBER COMMENTS

There were no member comments.

MISCELLANEOUS FILINGS

The Committee members received a copy of 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.

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

One-Stop Operator Third Quarter Report (January 01, 2021 through March 31, 2021).

David Baquerizo - ProPath, Inc. - KIM WDB One-Stop Operator

Activities:

Attended Local and Regional Plan Development Meetings conducted online at various WDB locations within California. The meetings were facilitated by John Chamberlin a contracted consultant for the project. Meetings occurred on: 1/14/21, 1/20/21, 1/28/21 and 2/03/21.

3/17/21 - Reviewed Kern, Inyo, Mono WDB Local and Regional 2021- 2024 plans.

Facilitated local One-Stop Center partner meeting 2/18/21.

Presentation was provided by the State Department of Rehabilitation

Subject matter: DOR Disability Access Services (DAS)

Speakers: Valerie Marden - Assistant Section Chief

Karen Taylor - Training Officer

Partner Roundtable: Partner service levels and activity under COVID.

Attended Kern, Inyo, Mono WDB meeting 3/17/21

Presentation by:

Bitwise Industries

Speaker: Amy Thelan

New location in Bakersfield California

Continued to send and have distributed information regarding COVID relief programs.

Most of the information were press releases from the Employment Development Department (EDD) regarding unemployment Insurance Information.

Also Business Relief information mostly provided by the Small Business Administration (SBA)

I continue to suggest best practices wherever possible.

Thank you,

David Baquerizo

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

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

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

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

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

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

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

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

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

Program and Business Services Committee

*America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, 2nd Floor

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

Youth Committee

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

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

Executive Committee

*America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, 2nd Floor

Thursday, February 11, 2021, 4 p.m. Special Session
Thursday, March 4, 2021, 4 p.m.
Tuesday, April 20, 2021, 2 p.m. Special Session
Thursday, May 27, 2021, 4 p.m.
Thursday, June 24, 2021, 4 p.m. Special Session
Thursday, September 30, 2021, 4 p.m.
Thursday, December 9, 2021, 4 p.m.

Workforce Development Board

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

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

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