

AGENDA

YOUTH COMMITTEE

December 1, 2021 3:00 P.M.





AGENDA KERN, INYO AND MONO WORKFORCE DEVELOPMENT BOARD YOUTH COMMITTEE DECEMBER 1, 2021

Location: Microsoft Teams

Time: 3:00 pm.

Dial In: (831) 296-3421 Access Code: 744 850 918#

Committee Members:

Norma Rojas-Mora, Chair Karine Kanikkeberg Jayme Stuart Dale Countryman Diane McClanahan Greg Terry Teresa Hitchcock Clare Pagnini David Villarino Ian Journey Leticia Perez Todd Yepez

Page No.

- I. Introductions
- II. Public Comments

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

- III. New Business
- 1-3 A. Approval of the May 19, 2021, Meeting Minutes **Action Item**
- B. Proposed Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2022 **Action Item**
- 5-6 C. Recommendation To Issue Request For Refunding For Workforce Innovation And Opportunity Act Youth Programs For Program Year 2022-23 **Action Item**
- 7-8 D. Standing Committee Composition **Action Item**
- 9-10 E. Notification Of Opportunity To Attend California Workforce Association's Annual Youth Symposium
- 11 F. Youth Agency Quarterly Projection Update
 - G. EPIC Center Update
 - IV. Committee Member Comments
 - V. Miscellaneous Filings
- 12-13 A. Status of Youth Subgrantee Monitoring Reports
- 14-15 B. Youth Committee Attendance Report
- 16 C. Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2021

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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 Yepez.

Members Absent: Jim Elrod*, 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.

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-School 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 \$5,598,757 and ETR would be carrying over \$5.5 mil.

All of the eligible agencies applied for refunding. For ISY, these included Delano Joint Union High School District, Kern County Superintendent of Schools, Kern High School District, and Tehachapi Unified School District. For OSY, these include Kern Community College District on behalf of Bakersfield College, KHSD, TUSD, and West Kern Adult Education Network JPA. 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 was \$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, the hope is 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 requirement to obligate at least 80% of their Workforce Innovation and Opportunity Act formula funds. Employers' Training Resource 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, groundskeepers, maintenance workers, maintenance electricians, maintenance carpenters, building services workers, air conditioning mechanics, and maintenance plumbers. 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 sees 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.

PROPOSED KERN, INYO AND MONO WORKFORCE DEVELOPMENT BOARD AND COMMITTEES' MEETING SCHEDULE CALENDAR YEAR 2022

Program and Business Services Committee

America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

Thursday, February 3, 2022, 8 a.m.

Thursday, May 12, 2022, 8 a.m.

Thursday, September 1, 2022, 8 a.m.

Thursday, November 10, 2022, 8 a.m.

Youth Committee

America's Job Center of California – Oildale Affiliate, 1129 Olive Dr. – Recruitment Center, Bakersfield

Wednesday, February 16, 2022, 3 p.m.

Wednesday, May 18, 2022, 3 p.m.

Wednesday, September 14, 2022, 3 p.m.

Wednesday, November 30, 2022, 3 p.m.

Executive Committee

America's Job Center of California – Bakersfield, 1600 East Belle Terrace, Bakersfield, Second Floor

Thursday, March 17, 2022, 4 p.m.

Thursday, May 26, 2022, 4 p.m.

Thursday, September 29, 2022, 4 p.m.

Thursday, December 8, 2022, 4 p.m.

Workforce Development Board

America's Job Center of California – Oildale Affiliate, 1129 Olive Dr. – Recruitment Center, Bakersfield

Thursday, March 31, 2022, 7 a.m.

Thursday, June 9, 2022, 7 a.m.

Thursday, October 13, 2022, 7 a.m.

Thursday, December 22, 2022, 7 a.m.

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



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

RECOMMENDATION TO ISSUE REQUEST FOR REFUNDING FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT YOUTH PROGRAMS FOR PROGRAM YEAR 2022-23

Dear Committee Member:

One of the primary functions of the Youth Committee is to identify and recommend funding for eligible providers of services and training programs for youth activities under the Workforce Innovation and Opportunity Act (WIOA). It is time to begin this process for Program Year (PY) 2022-23.

Under current regulations (State Employment Development Department Workforce Services Directive WSD17-08), a full Request for Proposals (RFP) is required at least once every four years. Therefore, if year one is funded under an RFP process then, with your Workforce Development Board's approval, years two through four can be funded under the more limited Request for Refunding (RFR) process. The RFR process is more streamlined and allows us to continue to fund existing programs/services that are still needed and successfully meeting their contracted goals.

RFPs were last issued for In-School Youth (ISY) services for PY 2020-21 and for comprehensive Out-of-School Youth (OSY) services for PY 2019-20. Staff is recommending that we utilize the more limited RFR process for PY 2022-23 (July 1, 2022 – June 30, 2023) to consider continued funding for current comprehensive youth programs.

Staff is also in the process of issuing a Request for Information (RFI) to determine what services are potentially available in the marketplace to meet needed WIOA youth requirements including but not limited to adult mentoring, entrepreneurial skills training, financial literacy education, and leadership development opportunities. We request your authorization to issue an RFP if the information gathered from the RFI warrants it or if a need arises due to unanticipated funding or need.

Therefore, IT IS RECOMMENDED that your Committee recommend that the Workforce Development Board authorize the issuance of a Request for Refunding (RFR) for Youth programs for Program Year 2022-23 and, if needed, a Request for Proposals (RFP) for other workforce opportunities that may emerge over the course of the year.

Sincerely,

Teresa Hitchcock

Assistant County Administrative Officer

TH:sw



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

STANDING COMMITTEE COMPOSITION

Dear Committee Member:

Resignations

Labor: Mr. Jim Elrod submitted his resignation earlier this year from the Workforce Development Board (WDB), the Youth Committee (YC) and the Program and Business Services (PBS) Committee due to his retirement. Mr. Elrod has served on the WDB since August 2010, and we thank him for his decade of service. Mr. Brian Holt has been appointed to the WDB by the Kern County Board of Supervisors to replace Mr. Elrod.

When a WDB member resigns, their replacement is not automatically assigned to any committee(s). Therefore, although Mr. Holt replaced Mr. Elrod on the WDB, he was not presented as a candidate for the PBS Committee. On September 16, 2021, the PBS Committee discussed the resignation and indicated it preferred to keep a Labor member on its committee. Resignations of Labor or Apprenticeship members are reported to the appointing agencies so they can nominate replacement members. Labor nominated Mr. Holt be assigned to the PBS Committee. At its October 6, 2021, meeting the WDB concurred and the WDB Chair has made that appointment.

If your committee also chooses to maintain a Labor member, your request will be submitted to the Labor nominating agencies for action at the Executive Committee meeting on December 9, 2021.

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

Optionally, the Board may include *Other Education or Community-Based Organizations* (CBO) with demonstrated experience in addressing the employment needs of those with barriers to employment. The Board authorized a *Change of Status* when Ms. Norma Rojas-Mora moved from One-Stop Partner Program at the Kern County Housing Authority to Bakersfield College, representing *Higher Education* as well. Mr. Vogenthaler replaced Dr. Rob Arias in the third optional membership category *Other Education or CBO*.

Kern County Superintendent of Schools (KCSOS) Education member Mr. Michael Vogenthaler has relocated to San Luis Obispo and submitted a resignation from the WDB and the YC. Per the WDB Bylaws, a vacancy may not necessarily be filled if the required composition of the WDB can be maintained without it. At its October 6, 2021, meeting the WDB accepted the resignation and chose not to replace Mr. Vogenthaler based on being in compliance with Education membership requirements.

Youth: As you know, Student Representative Veronica Vega submitted her resignation from the YC on October 27, 2020. Although WIOA does not require a student or youth to serve on your committee, with our local area having one of the highest disconnected youth rates in the country, it seems prudent to continue this membership.

When your committee discussed this last year, members asked if they could appoint two students to your committee with one each from high school and college. Since that is possible Board Liaison Marsha Charles-Manos sent the Application/Nomination form to your members for assistance in identifying possible applicants. To date, she has not received any student applicants.

For your consideration today, you may choose to accept the Labor and Education member resignations without requesting replacements be nominated to your committee. All three resignations have already been acted upon by the WDB, and no further action by your committee is required. Also, you may revisit a discussion about nominating students to serve on your YC.

Therefore, IT IS RECOMMENDED that your committee recommend to the Executive Committee what if any actions you wish to take on replacing the above YC members.

Sincerely

Teresa Hitchcock

Assistant County Administrative Officer

TH:eb



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

NOTIFICATION OF OPPORTUNITY TO ATTEND CALIFORNIA WORKFORCE ASSOCIATION'S ANNUAL YOUTH SYMPOSIUM

Dear Committee Member:

This is to notify you of the opportunity to attend the California Workforce Association's annual Youth Symposium. The symposium features workshops on a variety of topics of importance to youth providers and those who oversee the development and management of youth programs.

The theme for this year's symposium is "Future Proof", and it will be held virtually on February 8-10, 2022. The symposium will bring together youth workforce service providers, youth job coaches, community-based organizations, educational entities, adult schools, youth workforce allies, and youth participants to discuss, network, and ponder what it takes to remain relevant and thrive in the workforce. The cost for non-youth to attend the conference is \$299.00 per ticket. More information is available at https://2022-cwa-youthwork-symposium.heysummit.com.

If you would like to attend under our committee travel policy, please complete the attached application for consideration. We encourage you to take full advantage of this opportunity to increase your knowledge regarding Workforce Innovation and Opportunity Act youth issues.

Sincerety,

Teresa Hitchcock

Assistant County Administrative Officer

TH:sw

Attachment

KERN, INYO, MONO COUNTIES CONSORTIUM WORKFORCE DEVELOPMENT BOARD AND COMMITTEE MEMBERS TRAVEL REQUEST FORM

Name:	Date:
Dhana	
I am a member of: (check all that apply)	 □ Workforce Development Board (WDB) Member □ Youth Committee □ Program and Business Services Committee □ Executive Committee
Agency/Employer I represer	nt:
	nding? (See Travel Policy for definition) Yes No
Event Information Conference/Training/Semina	ar Name:
Travel Location:	
Event Dates:	
Departure Date/Time:	
Return Date/Time:	
If I represent a WIOA part agency/organization will/w	recorder in the requesting any. It is encouraged that costs be paid with other funds or shared prior to be.
Justification for Request:	I wish to attend the above event for the following reasons:
NOTE: If necessary or appr	ropriate, please attach additional information as justification.

Submit to:

Employers' Training Resource
Attn: Teresa Hitchcock
1600 East Belle Terrace, Bakersfield, CA 93307

Fax: 661-336-6855



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

YOUTH AGENCY QUARTERLY PROJECTION UPDATE

Dear Committee Member:

Through September 30, 2020 (25% of the fiscal year), youth agencies have submitted actual and accrued expenditures equal to 9.5% of the total allocated to youth subrecipients. A straight-line projection through June would predict expenditures of 38% of the total allocation to sub-recipients.

Our youth agencies' ability to recruit, enroll, and provide services has been severely hindered by the COVID-19 pandemic. The agencies have started to rebound and enrollment has started to increase. If the current enrollment trend continues, we anticipate expenditures closer to 70% of the total allocation.

We are continuing to work closely with our youth providers to monitor expenditures and track enrollments.

Sincerety,

Teresa Hitchcock

Assistant County Administrative Officer

TH:sw



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

STATUS OF YOUTH SUBGRANTEE MONITORING REPORTS

Dear Committee Member:

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

Monitoring reports with no findings:

Delano Joint Union High School District (8/30/21) Fiscal report. Kern County Superintendent of Schools (8/9/21) Fiscal report. Tehachapi Unified School District (8/26/21) Fiscal report. West Kern Adult Education Network (5/19/21) Fiscal report. West Kern Adult Education Network (7/19/21) Program report.

Monitoring reports with findings:

Delano Joint Union High School District (DJUHSD) (9/15/21) Program report. Findings were: two participants had no case notes for four months and two participants did not complete Sexual Harassment Prevention Training within the required timeframe.

In response, DJUHSD will enter case notes documenting activities no less than monthly and Sexual Harassment Prevention Training will be completed by participants within the first two weeks of employment. These findings are closed.

Kern County Superintendent of Schools (KCSOS) (9/13/21) Program report. Findings were: three participants had no case notes for three months; one case note with medical/disability-related information was not secured separate from the participant file; two instances of work experience training agreements signed after the participant started work; Sexual Harassment Prevention Training was not completed within the required time

frame; four Individual Service Strategies (ISS) did not show evidence of being reviewed for seven quarters; a Service Strategy Modification lacked signatures; and COVID-19 Worksite Safety Checklists were not completed prior to placing participants at worksites and two were not completed within the first two to four weeks of work experience.

In response, KCSOS has provided staff with training on documenting participant case notes and provided all staff with access to CalJOBS; will secure medical information in a separate locked cabinet; ensure all participant documents are signed and training is attended before setting a work start date; ISS forms are now electronic and will be reviewed every quarter; and staff will follow the COVID-19 Worksite Safety Checklist procedures. These findings are closed.

Tehachapi Unified School District (TUSD) (6/16/21) Program report. Findings were: two Individual Service Strategies (ISS) forms in the sample had not been updated for four quarters and one instance of a work experience participant that completed Sexual Harassment Prevention Training after the 30-day requirement.

In response, TUSD staff has implemented a calendar system to update ISS forms quarterly and has added the Sexual Harassment Prevention Training to the required workshops that new participants attend before work experience. These findings are closed.

Copies of these reports are on file and available for review by Committee members.

Sincerety,

Teresa Hitchcock

Assistant County Administrative Officer

TH:lm

Keri	n, Inyo & Mono Wo	rkforce Development	t Board Youth Co	mmittee Attendanc	e 2021
P = Present	U=unexcused	X=Cancelled			
A = Excused Ab	sence				
		2/24/2021 -		9/22/2021-	·.
Member		cancelled	5/19/21	cancelled	12/1/21
First	Last	YC	YC	YC	YC
Dale	Countryman*	X	Р	X	
Jim	Elrod	X	Α	X	
Teresa	Hitchcock	Х	Р	X	
lan	Journey	Х	Р	Х	
Karine	Kanikkeberg*	Х	Р	X	
Diane	McClanahan	Х	Р	Х	
Clare	Pagnini	Х	Р	Х	
Leticia	Perez	X	Α	X	
Norma	Rojas-Mora	Х	Р	Х	
Jayme	Stuart*	Х	Р	Х	
Greg	Terry*	X	Р	Х	
David	Villarino*	X	Р	Х	
Michael	Vogenthaler	X	Α	Х	
Todd	Yepez	X	Р	Х	
*Non-WDB					

P = Present	U=unexcused	X=Cancelled	1	·	
A = Excused Abse	ence		: 1		
Member		2/12/20	5/20/20	8/12/20	11/18/20
First	Last	YC	YC	YC	YC
Dale	Countryman*	Р	Р	Р	Р
Trista	Carter*	U	U	voted off 6/3/20	
Jim	Elrod	Р	Р	Р	Р
Teresa	Hitchcock	Р	Р	Р	Р
lan	Journey	Α	Р	Р	Р
Karine	Kanikkeberg*	Р	Р	Р	Α
Traco	Matthews*	U	U	RESIGNED	
Diane	McClanahan	Р	P	Р	P
Clare	Pagnini	Р	Р	Р	Р
Leticia	Perez*	Α	Α	Α	Α
Norma	Rojas-Mora	Р	Α	Р	Р
Jayme	Stuart*	Р	Α	Р	Р
Greg	Terry*	Р	Р	Р	Р
Veronica	Vega*	Α	Р	Р	Р
David	Villarino*	Р	Р	Р	Р
Michael	Vogenthaler	Α	Α	P	Р
Todd	Yepez	Α	Р	Α	Α

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, November 3, 2021, 7 a.m. Special Session

Thursday, December 2, 2021, 7 a.m. Special Session

Wednesday, December 15, 2021, 7 a.m.

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