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

**INTRODUCTION**

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**LOCATIONS**

**DEMOGRAPHICS**

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**EMPLOYER SERVICES**

**JOB SEEKER SERVICES**

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**SPECIAL GRANTS**

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**SUCCESS STORIES**
MESSAGE FROM THE WORKFORCE INVESTMENT BOARD CHAIRS

Welcome to the Kern, Inyo and Mono Counties Workforce Investment Board’s Annual Report for 2011-2012. The past year has been very busy for our staff and partner agencies, so we would like to share some highlights with our stakeholders and the public.

In order to continue to offer quality services and training opportunities for customers with a range of skills and barriers to employment, Employers’ Training Resource (ETR) applied for numerous special grants to offset a decrease in WIA formula funding for Program Year 2011-12. ETR was awarded more than 16 special grants bringing in over $8.6 million in additional funding to help serve customers throughout Kern, Inyo and Mono counties. ETR partnered with San Joaquin Valley Partnership, La Cooperativa Campesina de California, Central California Workforce Collaborative, California Workforce Association and the Department of Human Services CalWORKS program to create additional opportunities for our customers. ETR was also awarded three National Emergency Grants to help long-term Dislocated Workers and assist employers hiring new workers using On-the-Job Training contracts.

ETR has also modified entry requirements, added work experience offerings and directed a higher percentage of our resources to Individual Training Accounts and On-the-Job Training in order to obtain unsubsidized employment in the evolving local economy and to ensure that all activities align with and contribute positively toward meeting or exceeding our performance objectives.

We would like to express profound appreciation for the expertise, support and dedication shown by the three counties’ Boards of Supervisors, Workforce Investment Board members, Career Services Center partners, agencies providing training and services, employers and the staff who bring it all together.

This report illustrates the commitment we have made to sustain the viability of our workforce and to prepare innovatively for our future economy. On behalf of the entire Board, we hope you will find it interesting and informative and look forward to many more years of serving Kern, Inyo and Mono Counties.

Allen Lyda, Chair - 2011
Workforce Investment Board

Philip Halpin, Chair - 2012
Workforce Investment Board
## Workforce Investment Board

### Business
- Mike Allen .................. American General Media
- Paul Anthony .................. Anthony Design
- Leo Bautista .................. Rain for Rent
- Tracy Chitwood ................. Southern Sierra General Engineering
- Les Clark ....................... Independent Oil Producers’ Agency
- Morgan Clayton ............... Tel-Tec Security Systems, Inc.
- Chris Gardner ................. GAF Elk Corporation
- Rupert Gregorio ............... Morgan Stanley Smith Barney
- Dean Haddock ................. Comm. Counseling & Psychological Serv. Inc.
- Philip Halpin ................. GAF Elk Corporation
- Dave Iadarola ................. SolarGen USA LLC
- Karen King ..................... Golden Empire Transit District
- Allen Lyda ..................... Tejon Ranch
- Gregory McGiffney ............ Chemical Performance Services
- Ali Morris ..................... Kern County Black Chamber of Commerce
- Dan Murray ................... Evergreen Healthcare
- Danny Ordiz .................. Ordiz-Melby Architects
- Anita Peters .................. Borton Petrini, LLP
- Brent Rush ..................... Rio Tinto Minerals-Borax
- Joel Seal ....................... B.W. Implement Co.
- Jay Tamsi ..................... Kern County Hispanic Chamber of Commerce
- Alissa Thome ................. Jaco Oil Company
- Marie Walker .................. Fiberset, Inc.

### Labor
- Jim Elrod ..................... Intl. Brotherhood of Electrical Workers Local 428
- Steven Gomez ................. Plumbers & Steamfitters Local 460
- Michael Rock ................. Plumbers & Steamfitters Local 460
- John Spaulding ............... KIM Central Labor Council
- Donny Williams .............. CA School Employees Association
- Carl Wyatt ..................... Operating Engineers Local No. 12

### Economic Development
- Angelica Castro .............. City of Delano
- Richard Chapman ............. Kern Economic Development Corporation

### Community-Based Organizations
- Magda Menendez ............. Mexican American Opportunity Foundation
- Jeremy Tobias ............... Community Action Partnership of Kern
One-Stop Partners
Pat Cheadle Department of Human Services
Verna Lewis Employers’ Training Resource
Brooks Lockhart California Indian Manpower Consortium
Diane McClanahan Department of Rehabilitation
Rebecca Mendibles SER- Jobs for Progress
Norma Rojas-Mora Housing Authority of Kern
Shelly Tarver Employment Development Department

Education
Don Carter Kern High School District
Christine Frazier Kern County Superintendent of Schools
John Means Kern Community College District

At Large
George Lartigue Bakersfield Parole Office

WIB Youth Council
Tom Corson, Chair Kern County Network for Children
Adam Alvidrez Chevron Corporation
Gary Chaffin Land Liquidation
Pat Cheadle Department of Human Services
Les Clark Independent Oil Producers’ Agency
Morgan Clayton Tel-Tec Security Systems, Inc.
Dale Countryman West Side Regional Occupation Program
Jim Elrod Intl. Brotherhood of Electrical Workers Local 428
Veronica Felix Student Representative
Christine Frazier Kern County Superintendent of Schools
Rupert Gregorio Morgan Stanley Smith Barney
Connie Grumling Independence High School
Lizzette Ibarra Student Representative
Mercedes Licea Student Representative
Gregory McGiffney Chemical Performance Services
John Means Kern Community College District
Brian Mendiburu Bakersfield High School
Magda Menendez Mexican American Opportunity Foundation
Claudia Navidad Inland Empire Job Corp
Karen Goh Kern County Board of Supervisors
Norma Rojas-Mora Housing Authority of the County of Kern
Greg Terry Bakersfield Police Department
David Villarino Farmworker Institute for Education and Leadership Development

BOARD OF SUPERVISORS
KERN INYO & MONO COUNTIES (2011-2012)

Kern County
Jon McQuiston District 1
Zack Scrivner District 2
Mike Maggard District 3
Ray A. Watson District 4
Karen Goh District 5

Inyo County
Linda Arcularius District 1
Susan Cash District 2
Rick Pucci District 3
Marty Fortney District 4
Richard Cervantes District 5

Mono County
Larry Johnston District 1
Duane “Hap” Hazard District 2
Vikki Bauer District 3
Tim Hansen District 4
Byng Hunt District 5
PROUDLY SERVING KERN, INYO & MONO COUNTIES

KERN COUNTY
CSC PARTNER REFERRAL SITES

1120 Golden State Avenue
Bakersfield, CA 93301
(For Veterans Only)
661.868.7300, Fax 661.631.0519

6401 Lake Isabella Blvd.
Lake Isabella, CA 93240
760.379.2074, Fax 760.379.4746

8300 Segrue St.
Lamont, CA 93241
661.635.4029, Fax 661.635.4002

2300 Highway 58
Mojave, CA 93501
661.824.7800, Fax 661.824.7801

113 N. Central Valley Hwy.
Shafter, CA 93263
661.746.8400, Fax 661.746.8402

119 N. 10th St.
Taft, CA 93268
661.763.0200, Fax 661.763.0293

200 China Grade Loop
Bakersfield, CA 93308
661.336.6700, Fax 661.393.8724

MONO COUNTY
CSC PARTNER REFERRAL SITES

107384 Highway 395
Walker, CA 96107
530.495.1262, Fax 530.495.1483

452 Mammoth Rd., Ste 305
Mammoth Lakes, CA 93546
760.924.1770, Fax 760.924.5431

920 N. Main Street
Bishop, CA 93514
760.873.7185, Fax 760.873.3989

INYO COUNTY
CSC PARTNER REFERRAL SITE

8300 Segrue St.
Lamont, CA 93241
661.635.4029, Fax 661.635.4002

2300 Highway 58
Mojave, CA 93501
661.824.7800, Fax 661.824.7801

113 N. Central Valley Hwy.
Shafter, CA 93263
661.746.8400, Fax 661.746.8402

119 N. 10th St.
Taft, CA 93268
661.763.0200, Fax 661.763.0293

200 China Grade Loop
Bakersfield, CA 93308
661.336.6700, Fax 661.393.8724

PROUDLY SERVING KERN, INYO & MONO COUNTIES
During the last decade (2001-2011), the county’s annual average number of private sector jobs rose to 15%.

In 2011, about 219,000 individuals were employed in private sector jobs. These private sector employees make up 79% of all employed persons in Kern County.

**Mono County (June 2012)**
- Labor Force: 7,971
- No. of Employed: 6,490
- No. of Unemployed: 1,498
- Unemployment Rate: 10.1%
- Median Home Sales Price: $372,334
- Median Household Income (2011): $55,827

**Inyo County (June 2012)**
- Labor Force: 9,340
- No. of Employed: 8,430
- No. of Unemployed: 880
- Unemployment Rate: 9.3%
- Median Home Sales Price: $243,332
- Median Household Income (2011): $40,892

**Kern County (December 2012)**
- Labor Force: 381,400
- No. of Employed: 329,700
- No. of Unemployed: 51,600
- Unemployment Rate: 13.5%
- Median Home Sales Price: $155,000
- Kern County Population Est. (2011): 848,553
- Per Capita Personal Income (2011): $31,400
- Median Household Income (2011): $44,251

**Percent of Private Sector Jobs Contributed by Industry**
(Kern County 2011)

- Agriculture Production & Food Manufacturing: 24%
- Leisure, Hospitality and Other Services: 14%
- Health Care Services: 10%
- Finance, Business & Administrative Support Services: 11%
- Professional, Scientific and Technical Services: 5%
- Wholesale & Retail Trade: 16%
- Construction: 7%
- Transportation, Logistics & Manufacturing: 7%
- Energy, Natural Resources & Utilities: 6%
- Agriculture Production & Food Manufacturing: 5%
- Construction: 16%
BUSINESS OVERVIEW

LOCAL INDUSTRY PROJECTIONS (2008-2018)

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Services</td>
<td>25,000</td>
<td>31,300</td>
<td>25.2 %</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>23,600</td>
<td>33,300</td>
<td>41.1 %</td>
</tr>
<tr>
<td>Transportation / Warehousing</td>
<td>9,600</td>
<td>10,700</td>
<td>11.5 %</td>
</tr>
<tr>
<td>Energy &amp; Natural Resources</td>
<td>10,700</td>
<td>11,400</td>
<td>6.5 %</td>
</tr>
<tr>
<td>Manufacturing</td>
<td>13,700</td>
<td>15,500</td>
<td>13.1 %</td>
</tr>
<tr>
<td>Agriculture</td>
<td>49,600</td>
<td>48,800</td>
<td>-1.6 %</td>
</tr>
</tbody>
</table>

Source: State of California Employment Development Department, January 2012

THE NEW JOBS IN KERN COUNTY

<table>
<thead>
<tr>
<th>Industry / Company</th>
<th>Business Type</th>
<th>New Jobs</th>
<th>Year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dollar General Corporation</td>
<td>Distribution</td>
<td>250</td>
<td>2012</td>
</tr>
<tr>
<td>Caterpillar, Inc</td>
<td>Distribution</td>
<td>150</td>
<td>2011</td>
</tr>
<tr>
<td>enXco</td>
<td>Solar</td>
<td>175</td>
<td>2011</td>
</tr>
<tr>
<td>Maricopa Partners</td>
<td>Solar</td>
<td>500+</td>
<td>2011</td>
</tr>
<tr>
<td>NextEra Energy</td>
<td>Wind</td>
<td>270</td>
<td>2011</td>
</tr>
<tr>
<td>Paramount Citrus</td>
<td>Agriculture</td>
<td>500</td>
<td>2011</td>
</tr>
<tr>
<td>Recurrent Energy</td>
<td>Solar</td>
<td>380</td>
<td>2011</td>
</tr>
<tr>
<td>The Spaceship Company</td>
<td>Aerospace</td>
<td>100+</td>
<td>2011</td>
</tr>
</tbody>
</table>

Source: Kern EDC 2012 Market Overview

TOP PRIVATE EMPLOYERS

<table>
<thead>
<tr>
<th>Company</th>
<th>Business Type</th>
<th># of Emp.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grimmway Enterprise</td>
<td>Agriculture</td>
<td>4,600</td>
</tr>
<tr>
<td>Giumarra Vineyards</td>
<td>Agriculture</td>
<td>3,500</td>
</tr>
<tr>
<td>Mercy &amp; Memorial Hospitals</td>
<td>Health Care</td>
<td>3,053</td>
</tr>
<tr>
<td>Wm. Bolthouse Farms</td>
<td>Agriculture</td>
<td>2,350</td>
</tr>
<tr>
<td>San Joaquin Comm. Hospital</td>
<td>Health Care</td>
<td>2,100</td>
</tr>
<tr>
<td>Chevron</td>
<td>Oil Production</td>
<td>1,500</td>
</tr>
<tr>
<td>State Farm Insurance</td>
<td>Insurance</td>
<td>1,269</td>
</tr>
<tr>
<td>Paramount Citrus</td>
<td>Agriculture</td>
<td>1,000</td>
</tr>
<tr>
<td>Aera Energy LLC</td>
<td>Energy</td>
<td>950</td>
</tr>
<tr>
<td>Kaiser Permanente</td>
<td>Health Care</td>
<td>850</td>
</tr>
<tr>
<td>Rio Tinto Minerals-Borax</td>
<td>Chemicals</td>
<td>813</td>
</tr>
<tr>
<td>Sun World</td>
<td>Agriculture</td>
<td>800</td>
</tr>
<tr>
<td>Target Distribution</td>
<td>Retail Distribution</td>
<td>661</td>
</tr>
<tr>
<td>Frito Lay</td>
<td>Food Processing</td>
<td>632</td>
</tr>
</tbody>
</table>

Source: Kern EDC 2012 Market Overview
NO-FEE SERVICES FOR EMPLOYERS

- Access to Skilled Labor
- CalJOBS Information
- Community Outreach
- Customized Job Fairs
- Graduates from Training Programs
- Enterprise Zone / Tax Credits
- Employer Recruitments
- Employer On-Site Testing
- Job Corner / Radio Spots
- Job Squad Announcements
- Labor Market Information
- Layoff Aversion
- Online Announcements (Website / Facebook)
- On-the-Job Training
- Rapid Response
- Referrals to Job Openings
- Scheduling of Interviews
- Screening for Qualifications
- WorkKeys & WIN Solutions

On-the-Job Training Program (OJT)

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
</tr>
</thead>
<tbody>
<tr>
<td># OJT’s Written</td>
<td>85</td>
</tr>
<tr>
<td># of Employers with OJT Agreements</td>
<td>37</td>
</tr>
<tr>
<td>Amount of ($) Saved By Employers</td>
<td>$303,582.00</td>
</tr>
</tbody>
</table>

CSC Traffic / Job Orders / Wages

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Time Visitors</td>
<td>26,495</td>
</tr>
<tr>
<td>Activities (Units of Service)</td>
<td>218,941</td>
</tr>
<tr>
<td># of Employers with Job Openings</td>
<td>867</td>
</tr>
<tr>
<td># of Job Openings</td>
<td>11,297</td>
</tr>
<tr>
<td># of Job Orders</td>
<td>3,213</td>
</tr>
<tr>
<td>Lowest Wage</td>
<td>$8.00 / Hour</td>
</tr>
<tr>
<td>Highest Wage</td>
<td>$60.00 / Hour</td>
</tr>
<tr>
<td>(%) of Jobs that Paid DOE</td>
<td>58%</td>
</tr>
</tbody>
</table>

Rapid Response / Layoff Aversion

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Job Losses</td>
<td>4479</td>
</tr>
<tr>
<td># of Employers Affected</td>
<td>54</td>
</tr>
</tbody>
</table>
NO-FEE SERVICES FOR JOB SEEKERS

- Career Closet
- Case Management
- Community Resource Guide
- Computer Training
- Computers & Printers
- Employment Recruitments
- Internet Access
- Interviewing Techniques
- Job Fair Announcements
- Job Listings from CalJOBS
- Job Referrals
- Job Related Faxing and Copying
- Job Search Classes
- Job Squad
- Master Applications
- Networking
- On-the-Job Training
- Paid Family Leave Forms
- Resume Workshops
- State Disability Forms
- Telephone Access
- Typing Certificates
- Unemployment Insurance Forms
- Work Experience Opportunities
- WorkKeys Assessment and WIN Solutions

TRAINING PROGRAMS

- Air Conditioning & Heating Technician
- Auto Mechanics
- Barber
- Bookkeeping
- Certified Nursing Assistant
- Child Development
- Computer Specialist
- Cosmetology
- Dental Assisting
- Emergency Medical Technician
- Environmental Horticulture
- General Office Worker / Clerical
- Healthcare Worker
- Industrial Technology - Solar/ Wind/ Electronics
- Licensed Vocational Nursing
- Manufacturing Technology
- Medical Assistant
- Medical Billing / Coding
- On-the-Job Training
- Petroleum Technician
- Radiology Technology
- Surgical Technologist
- Truck Driving
- Web Design
- Welding / Metal Fabrication
Funding for Youth Programs is provided under WIA for youth ages 14-21 or under ARRA for ages 14-24. We serve people who are in school and/or out of school.

In-School Programs
Aimed at helping those currently enrolled in high school.

The program goals include:
• Improving academic performance
• Earning a high school diploma
• Staying in school
• Developing work-readiness skills
• Providing career awareness and mentoring
• Providing paid and unpaid work experience at real or simulated job sites

** Operated by ETR / CSC. Partner agencies include local school districts, public & private agencies.

Out-Of-School Programs
Aimed at helping those currently not enrolled in high school or those not ready or old enough to enroll in an adult occupation skills training program.

The program goals include:
• Improving academic performance
• Developing the life and work-readiness skills needed to succeed in the workplace

** Many Out-Of-School program offer paid work experience placements and/ or incentives to help participants earn money as they learn. Some programs focus specially on the needs of youth who are “aging out” of foster care to help them make a successful transition into independent living.

Funding for Adult Programs is provided under WIA for Adults 18 years or older. They must be residents of Kern, Inyo or Mono Counties, have right-to-work documents (I-9 Guidelines) and be registered under selective services. (Males born on or after Jan. 1, 1960)

Program Description
The Program is designed to provide quality employment and training services to assist eligible individuals in finding and qualifying for meaningful employment and to help employers find the skilled workers they need to compete and succeed in business

Goals
• Increase employment, as measured by entry into unsubsidized employment
• Increase retention in unsubsidized employment 6 months after entry into employment
• Enhance customer satisfaction for participants and for employers

Services
Services are provided through One-Stop Career Centers. There are three levels of service:

• Core Services - includes outreach, job search and placement assistance.
• Intensive Services - includes more comprehensive assessments, development of individual employment plans & counseling and career planning
• Training Services - customers are linked to job opportunities in their communities, including occupational training and basic skills.

** Additional services include supportive services, & rapid response.
Funding for Dislocated Workers is provided under WIA for Adults 18 years or older. They must be residents of Kern, Inyo or Mono Counties, have right-to-work documents (I-9 Guidelines) and be registered under selective services. (Males born on or after Jan. 1, 1960)

**Definition of a Dislocated Worker**
- Has been terminated or laid off, or has received a notice of termination or layoff from employment
- Is eligible for or has exhausted unemployment insurance
- Has demonstrated an appropriate attachment to the workforce, but not eligible for unemployment insurance and unlikely to return to a previous industry or occupation
- Has been terminated or laid off or received notification of termination or layoff from employment as a result of a permanent closure or substantial layoff
- Is employed at a facility where the employer has made the general announcement that the facility will close within 180 days
- Was a self-employed (including employment as a farmer, a rancher or a fisherman), but is unemployed as a result of a general economic conditions in the community or because of a natural disaster
- Is a displaced homemaker who is no longer supported by another family member.

Since 1981, ETR has successfully competed to obtain federal funding under the National Farmworker Jobs Program (NFJP) for migrant and seasonal farmworkers and their dependents to counter chronic under employment and unemployment by attaining greater economic stability.

**Eligibility Qualifications**
- Must meet general eligibility requirements and
- Be a seasonal or migrant farmworker (or a dependent of) that during any consecutive 12 month period, during the past two (2) years received at least 50% of total income or work time in farm work and they worked at least 25 days in farm work or earned at least $800
  
  and
  
  During the income determination period, was a member of a family receiving public assistance or whose income did not exceed the poverty level during the same time period.

**La Cooperativa**
- Several programs are operated using funding from La Cooperativa Campesina de California, a Statewide association implementing WIA farmworker programs.
• ARRA On-the-Job Training National Emergency Grant
• CA Clean Energy Workforce Training Program - “Green Building Pre-Apprenticeship Training”
• CA Clean Energy Workforce Training Program - “Clean Energy Retraining Partnership”
• CCWC National Emergency Grant
• Disability Program Navigator (DPN)
• Dislocated Ag Worker Program
• Desert Green / Veterans Grant
• EDD Assistive Technology Funds / ARRA
• Green Capacity Emergency Grant
• Health Care Sector & Other Emerging Industries
• Rapid Response / Dislocated Workers
• Regional Industry Clusters of Opportunity
• La Cooperativa Housing
• MOU- Homeless Prevention Fund
• San Joaquin Valley Partnership
• Veterans Grant
Total Job Seekers who utilized the One-Stop Career Services Centers: 26,494

- Youth: 1,141
- Dislocated Worker: 870
- Adults: 738
- Farmworker: 534
PY 2011-2012 GRANT FUNDING

<table>
<thead>
<tr>
<th>Category</th>
<th>Funding</th>
</tr>
</thead>
<tbody>
<tr>
<td>YOUTH</td>
<td>$3,566,499</td>
</tr>
<tr>
<td>ADULT</td>
<td>$3,840,692</td>
</tr>
<tr>
<td>DISLOATED</td>
<td>$3,166,490</td>
</tr>
<tr>
<td>WORKER FARM</td>
<td>$2,107,959</td>
</tr>
<tr>
<td>SPECIAL GRANTS</td>
<td>$8,582,422</td>
</tr>
<tr>
<td>TOTAL</td>
<td>$21,264,062</td>
</tr>
</tbody>
</table>

5 YEAR GRANT FUNDING COMPARISON
ETR's annual budget includes formula funding under the Workforce Investment Act (Adult, Dislocated Worker and Youth) as well as competitively awarded funding from the National Farmworker Jobs Program and numerous State and Federal special grants. ETR's funding for PY 2011-12 was 25.4% less than that received for PY 2010-11. 40% of PY 2011-12 funding came from special grants.

Despite significant budget cuts, ETR has continued to meet our responsibilities as the One-Stop Operator for our Local Workforce Investment Area, including the provision of core services and resources to clients who are not eligible for WIA registered services, as well as providing job search and training services to WIA clients.

ETR was able to exceed WIA performance goals for Program Year 2011-12 for both Adults and Dislocated Workers, with success rates of 103.4% and 104.9% respectively for Entered Employment, 103.6% and 106.6% for Employment Retention and 113.6% and 122% for Average Earnings. The success rates for Farm Workers were 88.1% for Entered Employment, 100.5% for Employment Retention and 88.9% for Average Earnings (rates of 80% or better are considered “in compliance”). For Youth, the success rate for Placement in Employment or Post-Secondary Education was 91.9%, Attainment of Degree or Certificate was 78.7% and Literacy/Numeracy Gains was 58.0%. Changes have been implemented to improve youth performance across all indicators and rates have been increasing throughout PY 2012-13.

ETR's ongoing challenge is to develop new ways to deliver quality services that match both employer and customer needs and meet or exceed all performance goals in an economic environment in which our own funding continues to decline while demand for services continues to rise. As ETR adopts the new five year plan mandated by the California Workforce Investment Board, our focus will shift from a customer-demand driven model to one focused on meeting employers' needs and increasing our reliance on partner agencies to deliver an array of services to customers whose needs go beyond what ETR is able to deliver directly.

### WORKFORCE INVESTMENT ACT PERFORMANCE (2011-2012)

<table>
<thead>
<tr>
<th>Industry</th>
<th>Adult</th>
<th>Dislocated Worker</th>
<th>Farmworker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Indicator</td>
<td>Actual</td>
<td>Indicator</td>
<td>Actual</td>
</tr>
<tr>
<td>Entered Employment Rate</td>
<td>67.00 %</td>
<td>69.30 %</td>
<td>72.00 %</td>
<td>75.50 %</td>
</tr>
<tr>
<td>Retention Rate</td>
<td>77.00 %</td>
<td>79.80 %</td>
<td>80.00 %</td>
<td>85.30 %</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>$10,100</td>
<td>$11,475</td>
<td>$12,500</td>
<td>$15,254</td>
</tr>
<tr>
<td>Entered Employment or Education</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Attained Degree or Certification</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Literacy / Numeracy Gains</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
</tr>
</tbody>
</table>

N/A: Not applicable to this grant
Osazee C. Obamwonyi came to Employers’ Training Resource as he was interested in the Healthcare field and wanted to know what training we could help him with. He was determined eligible and was enrolled in the Certified Nursing Assistant (CNA) class. Charles completed the class and participated in all activities. He even made sure fellow students had a ride if they needed one. The training class included Clinical Training which required being cleared for good health which meant he had to pass a TB skin test and other health issues. After extensive testing by doctors for the presence of TB, he was finally cleared, then given certified documentation and was given clearance to attend his Clinical Training where he did an outstanding job. Charles was also interested in continuing his education to become a Licensed Vocational Nurse (LVN). He was told by ETR that if he worked as a CNA for at least 6 months and met the requirements for entry into the LVN program, we would consider him for funding. He completed the program, became a Certified Nurse Assistant and found employment. Charles contacted Employers’ Training Resource again and shared that he had been selected by Bakersfield Adult School to participate in their LVN program. He enrolled in 2012 and began taking the pre-requisites for the LVN program at Bakersfield Adult School and was able to maintain good grades to help him graduate 22 months later. He is now employed full time at Lifehouse Bakersfield as a Licensed Vocational Nurse. He is making $15.00 per hour and loves his job.

Michael A. Murillo came to Employers’ Training Resource looking for training in Auto Cad. He was 18 years old, a recent High School graduate, and was living with his parents, siblings and pregnant girlfriend. He had no previous work experience or any available resources to help him obtain an education. He researched the Auto Cad program at Bakersfield College and through Employers’ Training Resource was enrolled in January of 2010. During the course of training, which took two years, he and his girlfriend had a baby and he worked for both a temp agency and a local carwash during the summers to provide for his family. Eventually he and his new family moved into their own apartment. Michael worked hard in his classes, maintained a 3.0 GPA and earned his Auto Cad certificate. He enjoyed the classes so much that he decided to continue his education toward a degree in Architecture. Michael overcame a lot of obstacles to obtain an education and to find employment. After completing training and receiving his certificate in Auto Cad in 2012 he obtained a job as a Perforator with Tryad Services Corporation. He is now working full time, making $11.00 per hour and is attending classes at night through Bakersfield College as he was able to receive financial aid through the Board of Governors Grant. Michael has accomplished a lot for an 18 year old without any prior work experience.
Peter Garnica

Peter Garnica enrolled into the National Farm Worker Jobs Program (NFJP) in November of 2010 after being released from being incarcerated. Peter had been in and out of prison for several years. Prior to being in prison he had worked for an agricultural company. When he enrolled into the NFJP program he was living in a men’s rehabilitation home and had no income. He really wanted to make a true change in his life for himself and his family. He wanted to set a good example for his children. His case manager worked closely with him to ensure that he remained active with his job search. He attended WESTEC training to earn his Oilfield Passport, in addition to receiving other certifications. He had prior welding and fabrication experience, but due to his multiple convictions it was difficult for him to find employment. Peter also did not have a driver's license or a vehicle. He did not let this discourage him. He was really motivated to find employment. His first stride was getting a bicycle for transportation. He soon obtained a driver’s license and shortly thereafter secured a vehicle. Peter was gleaming with joy when this happened. Due to being diligent about coming in weekly for job search activities, he obtained full time employment as a General Laborer on July 20, 2011 with a Fabrication Shop making $10.50 per hour. Mr. Garnica remains employed and content to this day.

Jerrena Haslip

Jerrena Haslip was 36 years old with three children and had work experience in the banking industry as a loan processor. When the job market for this field ended, she decided to make a career change. In 2008, she came to us looking for training as a Certified Nursing Assistant. She was enrolled into CNA training through the Kern High School District Career Resource Department and completed with an Achievement Award and an overall A in the class. She quickly obtained an extra help position as a CNA with Kern Medical Center. Jerrena then decided to attend Bakersfield College to complete the pre-requisites for the licensed vocational nursing program on her own while working full time and caring for her family. In 2009, she requested our assistance to attend the LVN program at Bakersfield College and was selected to do so. She worked full time as a CNA at Bakersfield Heart Hospital and attended school full time while raising and caring for her family on her own. In 2011, she passed her state board test and became a Licensed Vocational Nurse. She was still employed at Bakersfield Heart Hospital as a CNA, but then had to leave her position to travel to Bellflower, CA to care for her Grandmother who had fallen and broken her hip. In 2012, she obtained employment as an LVN with Glenwood Gardens/Brookdale Senior Living and recently interviewed for a position at Kern Medical Center for a position in the Well Baby Clinic. She is now attending Bakersfield College to become a Registered Nurse.