COMPREHENSIVE ONE STOPS

✦ America’s Job Center - Bakersfield
  1600 E. Belle Terrace
  Bakersfield, CA 93307
  661.325.HIRE, Fax 661.635.2768

✦ America’s Job Center - Delano
  1816 Cecil Ave.
  Delano, CA 93215
  661.721.5800, Fax 661.721.5850

✦ America’s Job Center - Ridgecrest
  1400 N. Norma St. Suite 105
  Ridgecrest, CA 93555
  760.446.2595, Fax 760.446.5108

MONO COUNTY AJCC AFFILIATE SITES

✦ 452 Mammoth Rd., Ste 305
  Mammoth Lakes, CA 93546
  760.924.1770 • Fax 760.924.5431
  861.868.7300 Fax 530.495.1483

✦ 107384 Highway 395
  Walker, CA 96107
  530.495.1262 • Fax 530.495.1483

KERN COUNTY AJCC AFFILIATE SITE

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

✦ 8300 Segrue Street
  Lamont, CA 93241
  661.635.4029 • Fax 661.635.4002

✦ 115 N. Central Valley Hwy.
  Shafter, CA 93263
  661.746.8416 • Fax 661.746.8402

✦ Kern County Veteran Service Dept.
  1120 Golden State Avenue
  Bakersfield, CA 93301
  (For Veterans Only)
  661.868.7300 • Fax 661.631.0519

INYO COUNTY AJCC AFFILIATE SITE

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

California’s Job Center - Bakersfield
1550 E. Belle Terrace
Bakersfield, CA 93304
661.325.HIRE, Fax 661.635.2768

California’s Job Center - Delano
1816 Cecil Ave.
Delano, CA 93215
661.721.5800, Fax 661.721.5850

California’s Job Center - Ridgecrest
1400 N. Norma St. Suite 105
Ridgecrest, CA 93555
760.446.2595, Fax 760.446.5108

Kern County Veteran Service Dept.
1120 Golden State Avenue
Bakersfield, CA 93301
(For Veterans Only)
661.868.7300 • Fax 661.631.0519
Welcome to the Kern, Inyo and Mono Counties Workforce Investment Board’s Annual Report for 2012-2013. The past year has been very busy for staff and partner agencies, and we would like to share some of the highlights with stakeholders and the public.

The Kern, Inyo and Mono Counties Workforce Investment Board was tasked with developing a Workforce Investment Act Five-Year Strategic Plan that would focus workforce development efforts on effectively addressing local employers’ needs for a high-quality, appropriately skilled workforce in demand industries and also support job seekers’ needs for well-paid, steady work. Staff worked diligently throughout the year on this project so that it could be implemented beginning July 1, 2013. Four industry clusters were identified as “high-demand, high-wage” industries in Kern, Inyo and Mono Counties. The four identified were Energy & Natural Resources, Healthcare Services, Logistics & Manufacturing, and Public Sector Infrastructure/Construction.

With the new Five-Year Strategic Plan, our efforts will focus on meeting with employers to assess their current and future job skill needs and workforce challenges. Our goal will be to assist employers as they identify skills gaps, react to changes in technology in their particular industries, and weather the often tumultuous economic conditions in the region. Ultimately, we will be able to prepare job seekers to fill the needs of the local employers. Both employers and job seekers are discovering that today’s job market requires new, different and more specifically-applicable job skills. Job candidates are challenged to demonstrate their readiness for work as employers increasingly seek capable, reliable, well-motivated, and well-skilled workers who can add value to their businesses.

In preparing to meet these goals, Employers’ Training Resource began by modifying entry requirements for those job seekers that would benefit from a high demand industry training opportunity. Additionally, a higher percentage of our resources was directed to Individual Training Accounts and On-the-Job Training opportunities to prepare job seekers for the “high-demand, high-wage” positions in the four identified industry clusters.

This annual report illustrates the commitment we have made to improve the viability of our local workforce and to prepare innovatively for our future economy. On behalf of the entire Board, I hope you find it informative. We look forward to seeing tangible results from these efforts in the coming years.

Philip Halpin, Chair - 2012 & 2013
Workforce Investment Board

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

Vision Statement
To create the most effective and responsive workforce development system in the country.
Kern County
Mick Gleason .......... District 1
Zack Scrivner .......... District 2
Mike Maggard .......... District 3
David Couch .......... District 4
Leticia Perez .......... District 5

Inyo County
Linda Arcularius ...... District 1
Jeff Griffiths ......... District 2
Rick Pucci ............ District 3
Mark Tillemans ....... District 4
Matt Kingsley .......... District 5

Mono County
Larry Johnston .......... District 1
Fred Stump ............ District 2
Tim Alpers ............. District 3
Tim Fesko ............. District 4
Byng Hunt ............. District 5

Business
Mike Allen ................ American General Media
Paul Anthony ............ Anthony Design
Leo Bautista ............. Rain for Rent
Matthew Cauthren ....... Weatherford International
Tracy Chitwood .......... Southern Sierra General Engineering
Les Clark ................ Independent Oil Producers’ Agency
Morgan Clayton .......... Tel-Tec Security Systems, Inc.
Rupert Gregorio .......... Morgan Stanley Smith Barney
Philip Halpin ............. GAF Elk Corporation
Brandon Hawkins ....... Stockdale Podiatry Group
Deborah Hess .......... Southern California Edison
Dave Iadarola ............ SolarGen USA LLC
Ian Journey ............. Journey Air Conditioning Company
Karen King ............. Golden Empire Transit District
Allen Lyda ............. Tejon Ranch
Gregory McGiffney .. Chemical Performance Services
John T. Miller .......... Kern County Black Chamber of Commerce
Ali Morris ............ Kern County Economic Development
Keith Newsome ...... Chervon
Danny Ordiz .......... Ordiz-Melby Architects
Louise Palmer .......... Quad Knopf, Inc.
Anita Peters .......... Borton Petrini, LLP
Phillip Peters .......... Weatherford International
Brent Rush ............ Rio Tinto Minerals-Borax
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 .......... Plumber, Pipe & Refrigeration Fitter Local 460
Roy Monsibais .......... Southern California Laborers Apprentice
Michael Rock .......... Plumber, Pipe & Refrigeration Fitter Local 460
John Spaulding .......... KIM Building Trades Council
Donny Williams .......... KIM Central Labor Council
Carl Wyatt ........ Operating Engineers Local No. 12
Bryan Matthews .......... Laborers-Employers Co-Op & Education Trust SW

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
Brooks Lockhart ............. California Indian Manpower Consortium
Diane McClanahan .......... Department of Rehabilitation
Rebecca Mendibles .......... SER - Jobs for Progress
Norma Rojas-Mora .......... Housing Authority of Kern
Daniel C. Smith .............. Employers’ Training Resource
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
Angela Carrizales .......... Tehachapi State Prison
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
Adan Gomez ................. Inland Empire Job Corp
Rupert Gregorio .......... Morgan Stanley Smith Barney
Connie Grumling .......... South High School
Lizette Ibarra .............. Student Representative
Ian Journery ............... Journey Air Conditioning, Inc.
Mercedes Licea .......... Student Representative
Gregory McGiffney ...... Chemical Performance Services
John Means ................. Kern Community College District
Andrea Medina ............ California State University, Bakersfield
Brian Mendiburu .......... Bakersfield High School
Magda Menendez .......... Mexican American Opportunity Foundation
Louis Palmer .............. Quad Kroop, Inc.
Leticia Perez .......... 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
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 PY 2012-2013

142 OJT PARTICIPANTS
55 for PY 2011-2012

37 EMPLOYERS WITH OJT CONTRACTS
37 for PY 2011-2012

$472,974 AMOUNT OF ($) SAVED BY EMPLOYERS
$303,582 for PY 2011-2012

TOP 10 PRIVATE EMPLOYERS

<table>
<thead>
<tr>
<th>Company</th>
<th>Industry</th>
<th>Range of Employees</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grimmway Farms</td>
<td>Value Added Agriculture &amp; Farm</td>
<td>5,000 - 9,999</td>
</tr>
<tr>
<td>Chevron</td>
<td>Energy &amp; Natural Resources</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>Dignity Health</td>
<td>Healthcare Services</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>Nabors Well Services Company</td>
<td>Energy &amp; Natural Resources</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>San Joaquin Community Hospital</td>
<td>Healthcare Services</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>State Farm Insurance</td>
<td>Professional Services</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>Sunview Vineyards</td>
<td>Value Added Agriculture &amp; Farm</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>Sun Pacific Farming</td>
<td>Value Added Agriculture &amp; Farm</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>Rio Tinto Minerals</td>
<td>Energy &amp; Natural Resources</td>
<td>1,000 - 4,999</td>
</tr>
<tr>
<td>WM Bolthouse Farm</td>
<td>Value Added Agriculture &amp; Farm</td>
<td>1,000 - 4,999</td>
</tr>
</tbody>
</table>

Rapid Response / Layoff Aversion

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
<th>PY 2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Job Losses</td>
<td>4,479</td>
<td>4,796</td>
</tr>
<tr>
<td># of Employers Affected</td>
<td>54</td>
<td>25</td>
</tr>
</tbody>
</table>

Source: State of California, Employment Development Department, November 2012
• 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 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

NO-FEE SERVICES FOR Job Seekers

• Air Conditioning & Heating Technician
• Auto Mechanics
• Barber & Cosmetology
• Bookkeeping
• Certified Nursing Assistant
• Child Development
• Computer Specialist
• Construction Safety
• Dental Assisting
• Emergency Medical Technician
• Forklift Certification
• General Office Worker / Clerical
• Healthcare Worker
• Industrial Technology
• Licensed Vocational Nursing
• Manufacturing Technology
• Medical Assistant
• Medical Billing / Coding
• On-the-Job Training
• Petroleum Safety & Health Preparation
• Radiology Technology
• Surgical Technologist
• Truck Driving
• Welding / Metal Fabrication
• Wind Turbine Technician and more....

TRAINING PROGRAMS

“Formerly Career Services Center” of California™

CURRENT JOB OPENINGS

<table>
<thead>
<tr>
<th>Industry</th>
<th>Openings</th>
<th>Average Salary Range ($)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professional Services</td>
<td>3,051</td>
<td>$8.00 - $34.00</td>
</tr>
<tr>
<td>Energy &amp; Natural Resources</td>
<td>459</td>
<td>$8.00 - $31.25</td>
</tr>
<tr>
<td>Healthcare Services</td>
<td>751</td>
<td>$8.00 - $15.50</td>
</tr>
<tr>
<td>Transportation, Logistics &amp; Manufacturing</td>
<td>1,126</td>
<td>$8.00 - $29.00</td>
</tr>
<tr>
<td>Value Added Agriculture</td>
<td>1,599</td>
<td>$8.00 - $21.25</td>
</tr>
</tbody>
</table>

6,986
### GRANT FUNDING

<table>
<thead>
<tr>
<th>Grant Type</th>
<th>PY 2011-2012</th>
<th>PY 2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Grant</td>
<td>$3,840,692</td>
<td>$3,404,694</td>
</tr>
<tr>
<td>Dislocated Worker Grant</td>
<td>$3,163,490</td>
<td>$3,370,790</td>
</tr>
<tr>
<td>Youth Grant</td>
<td>$3,566,499</td>
<td>$3,513,286</td>
</tr>
<tr>
<td>Farmworker Grant</td>
<td>$2,108,679</td>
<td>$2,103,971</td>
</tr>
<tr>
<td>Rapid Response</td>
<td>$381,038</td>
<td>$423,709</td>
</tr>
<tr>
<td>Special Grants</td>
<td>$1,774,646</td>
<td>$1,071,553</td>
</tr>
<tr>
<td>Calworks / TANF</td>
<td>$575,000</td>
<td>$1,553,000</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>$15,410,044</strong></td>
<td><strong>$15,441,003</strong></td>
</tr>
</tbody>
</table>

*NO CARRY OVER FUNDS INCLUDED

### Kern County Population
850,006

Source: State of California, Department of Finance • January 2013

### Bakersfield Population
354,480

Source: State of California, Department of Finance • January 2013
ETR's annual budget includes formula funding under the Workforce Investment Act (Adult, Dislocated Worker and Youth) as well competitively awarded funding from the National Farmworker Jobs Program and numerous State and Federal special grants. 15.5% of PY 2012-13's funding was comprised of special grants of which 61.5% ended by the close of the year.

Despite significant budget cuts, ETR's responsibilities have remained the same: The department is responsible for operation of the One-Stop America's Job Centers of California across the Kern, Inyo and Mono Counties 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 those who are WIA-eligible and count toward performance outcomes. In order to meet increasing budget challenges, ETR has been forced to consolidate services at a smaller number of locations and reduce staff via attrition (retirements) and by strictly limiting the use of Extra Help staff.

Despite reduced funding and staff levels, ETR was able to exceed WIA performance goals for Program Year 2012-13 for both Adults and Dislocated Workers, stay within compliance guidelines (85%) for Farm Workers in two out of three performance measures.” Youth Performance levels exceeded WIA performance goals for Placement in Employment or Post-Secondary Education and the Attainment of Degree or Certificate, but fell short on the Literacy/Numeracy Gains rate. However, subsequent to the publishing of final performance rates, the Employment Development Department (EDD) corrected a programming error that had been suppressing Literacy/Numeracy rates for several years. Our current Literacy/Numeracy rate is far exceeding our negotiated rate for the Program Year 2013-14.

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 Strategic 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 (2012-2013)

<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>68.50 %</td>
<td>72.00 %</td>
<td>74.50 %</td>
</tr>
<tr>
<td>Retention Rate</td>
<td>77.00 %</td>
<td>82.70 %</td>
<td>80.00 %</td>
<td>87.20 %</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>$10,100</td>
<td>$12,754</td>
<td>$12,500</td>
<td>$14,991</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
Enrollments....
PY 2012-2013 VS. PY 2011-2012

WIA, NFJP & SPECIAL GRANTS

YOUTH
1,496
1,141
PY 2011-2012

DISLOCATED WORKER
742
870
PY 2011-2012

ADULT
740
738
PY 2011-2012

FARMWORKER
411
534
PY 2011-2012

SPECIAL GRANTS*
317
233
PY 2011-2012

TOTAL 3,666
PY 2011-2012

Special Grants*

- ARRA On-the-Job Training National Emergency Grant
- CCWC National Emergency Grant
- Central Valley Infrastructure Employment Project
- Central Valley Back 2 Work Grant
- CCWC Regional Economic Impact (REI) National Emergency Grant
- Dislocated Ag Worker Program
- Green Jobs Grant
- Rapid Response / Dislocated Workers
- Multi Sector National Emergency Grant
- National Farmworker Jobs Program Grant
- Public Safety Re-Alignment Grant
- San Joaquin Valley Partnership State Energy Sector Grant

Total 3,516
PY 2011-2012

AJCC Traffic / Wages

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
<th>PY 2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>First Time Visitors</td>
<td>14,345</td>
<td>12,898</td>
</tr>
<tr>
<td>Activities (Units of Service)</td>
<td>189,814</td>
<td>180,787</td>
</tr>
<tr>
<td>Unique Customers Served</td>
<td>26,494</td>
<td>26,492</td>
</tr>
<tr>
<td>Highest Wage</td>
<td>$60.00 / Hour</td>
<td>$50.00 / Hour</td>
</tr>
</tbody>
</table>

WIA Enrolled Customers

<table>
<thead>
<tr>
<th></th>
<th>PY2011-2012</th>
<th>PY 2012-2013</th>
</tr>
</thead>
<tbody>
<tr>
<td># of Customers</td>
<td>3,516</td>
<td>3,666</td>
</tr>
<tr>
<td># of Customers Placed</td>
<td>899</td>
<td>880</td>
</tr>
</tbody>
</table>

America's JobCenter of California™
Joaquin Heraldez was nominated and received the National Farmworker Jobs Program (NFJP) Excellence Award for Outstanding Seasonal Farmworker that has been successful in moving out of farm labor into a new career. Joaquin had little education and limited English skills when he moved to the United States so he worked in farm labor for over twenty years, but through the NFJP Program he received training in maintenance and welding and received certifications in Confined Space, Oilfield Passport, Hazmat, Tools, Basic Safety English Vocabulary, and Forklift Operation that helped him obtain employment outside of farm labor. He is currently employed with a local oilfield construction company, KSI as a Well Preparer and is making a much higher wage than he ever did as a farm worker. He has overcome multiple barriers to get where he is today and is glad programs like this were available to help him reach his employment goals. Joaquin is excited about the future in his new career.

Hilton Garden Inn was nominated and received the National Farmworker Jobs Program (NFJP) Excellence Award for Outstanding Non-Agricultural Employer. Hilton Garden Inn has provided a work experience program for NFJP participants for the last 4 years and has hired over 25 Migrant and Seasonal Farmworkers providing them the opportunity to work in a new industry outside of farm labor. They have employed these individuals in positions such as housekeepers, front desk clerks, marketing and sales, banquet servers, groundskeepers, and supervisors. Hilton Garden Inn offers employees competitive wages and full benefits after 90 days on the job. They feel they are helping people that are unemployed/under-employed by providing them an opportunity to learn new skills to enter another industry where they can obtain long-term, permanent employment outside of farm labor. Their employees can expect advancement opportunities with a hotel family that includes the Hyatt, Hilton, Marriott and many others.