On behalf of the Kern, Inyo and Mono (KIM) Counties Workforce Investment Board, we are pleased to share some of the highlights from PY 2013 - 2014 with stakeholders and the public in this Annual Report. This past year was a very busy year for us and our America’s Job Center of California partner agencies.

In October of 2013, we changed the name of our one-stop centers from Career Services Centers to America’s Job Centers of California in conjunction with the State of California accepting the federal proclamation that all Workforce Investment Service Delivery areas needed to be nationally recognized under one name. Changes were readily made to all documents, materials, signage, and websites to reflect the new name and branding identification throughout the year.

The KIM Workforce Investment Board had developed a Five-Year Strategic Plan to 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. In Kern, Inyo and Mono Counties the following four industry clusters were identified as “high-demand, high-wage”: Energy & Natural Resources, Healthcare Services, Logistics & Manufacturing, and Public Sector Infrastructure/Construction.

Following the guidelines of our Five-Year Strategic Plan, we have been diligent in meeting with employers through quarterly forums to assess their current and future job skills needs and workforce challenges. We have worked with employers to identify skills gaps and react to changes in technology in their particular industries. We are focusing on providing a more prepared and qualified workforce for Kern County businesses, so when job seekers find employment, they are better equipped for any upcoming challenges.

Employers’ Training Resource received special funding grants specifically for dislocated workers, dislocated agricultural workers, and for early released inmates to assist with re-integrating them back into society and into new career fields. We focused our efforts with these job seekers to utilize Individual Training Accounts for specialized training programs and On-the-Job Training opportunities to prepare them for employment in the “high-demand, high-wage” industries identified for our local area.

This annual report illustrates the commitment we have made to improve the viability of our local workforce. There is more to do and we are prepared to lead the way. We hope you find our Annual Report interesting and informative. We look forward to seeing tangible results from these efforts in the coming years and look forward to many more years of serving Kern, Inyo and Mono Counties.

Paul Anthony, WIB Board Chair

**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.
WIB BOARD MEMBERS

Business
Paul Anthony ......................... Anthony Design
Leo Bautista ......................... Rain for Rent
Matthew Cauthren .................. Weatherford International
Les Clark ............................ Independent Oil Producers’ Agency
Morgan Clayton .................... Tel-Tec Security Systems, Inc.
Stacy Ferreira ...................... Clinica Sierra Vista
Rupert Gregorio .................... Morgan Stanley Smith Barney
Philip Halpin ....................... GAF Elk Corporation
Brandon Hawkins ................... Stockdale Podiatry Group
Deborah Hess ...................... Southern California Edison
Ian Journey ......................... Journey Air Conditioning Company
Karen King .......................... Golden Empire Transit District
Allen Lyda .......................... Tejon Ranch
Gregory McGiffney ............... Chemical Performance Services
John T. Miller ..................... MacPherson Energy Corporation
Ali Morris ......................... INTEG Enterprises LLC
Keith Newsome ................... Chervron
Danny Ordiz ...................... Ordiz-Melby Architects
Clare Pagini ..................... Macpherson Oil Company
Anita Peters ...................... Borton Petrin, LLP
Phillip Peters .................... Weatherford International
Jay Tamsi ......................... Kern County Hispanic Chamber of Commerce
Alissa Thome ..................... Jaco Oil Company
Todd Yepez ...................... PCL Industrial Services, Inc.

Labor
Jim Elrod ............................. Intl. Brotherhood of Electrical Workers Local 428
Steven Gomez .................... Plumber, Pipe & Refrigeration Fitter Local 460
Bryan Matthews ................ Laborers-Employers Co-Op & Education Trust SW
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
**Economic Development**
Angelica Castro .................. City of Delano
Richard Chapman ................ Kern Economic Development Corporation

**Community-Based Organizations**
Chelsea Esquibias .................. Goodwill Industries of South Central California
Magda Menendez .................. Mexican American Opportunity Foundation
Jeremy Tobias .................. Community Action Partnership of Kern

**One-Stop Partners**
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 Smith .................. Employers’ Training Resource
Shelley 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**

**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 Arcariusi .................. 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
WORKFORCE SERVICES FOR JOB SEEKERS

- Career Closet
- Case Management
- Community Resource Directory
- Computer Training
- Computers & Printers
- Employment Recruitments
- Internet Access
- Interviewing Techniques
- Job Fair Announcements
- Job Listings from CaJOBS
- 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 and WiN Solutions

AJCC JOB SEEKER TRAFFIC

FIRST TIME VISITORS
11,179

ACTIVITIES (UNITS OF SERVICES)
173,651

UNIQUE CUSTOMERS SERVED
24,721

WIA ENROLLED CUSTOMERS
3,106

WIA CUSTOMERS PLACED
727

TRAINING PROGRAMS

- 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...
WIA CUSTOMER ENROLLMENTS

YOUTH
1,515 ENROLLMENTS
Funding for Youth Program is provided under WIA for youth ages 14-21 or under ARRA for ages 14-24. We serve those that are In-School and Out-of-School.

ADULT
405 ENROLLMENTS
Funding for Adult Program is provided under WIA for Adults 18 years or older. The goal of this program is to increase employment, as measured by entry into unsubsidized employment; increase retention in unsubsidized employment 6 months after entry into employment; and to enhance customer satisfaction for participants and employers.

DISLOCATED WORKERS
506 ENROLLMENTS
Funding for Dislocated Workers is provided under WIA for adults that have been terminated or laid off, displaced homemakers or self employed individuals that are no longer employed. The goal of this program is to assist these individuals to become re-employed through training or staff assistance and increase retention in unsubsidized employment 6 months after entry into employment; and to enhance customer satisfaction for participants and employers.

FARMWORKERS
391 ENROLLMENTS
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 offering education and/or training opportunities to assist them in attaining greater economic stability outside of farm labor.

SPECIAL GRANTS*
199 ENROLLMENTS
Funding from Special Grants is received through state and federal programs. Each grant is designed to assist targeted populations currently in need of special assistance. National, state and local economic conditions provide insight into where assistance is needed and by whom.

• Central Valley Infrastructure Employment Project
• Central Valley Back 2 Work Grant
• Dislocated Ag Worker Program
• Energy Efficiency & Renewable Energy (EERE) Technician Training 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
WORKFORCE SERVICES FOR EMPLOYERS

TARGETED INDUSTRY TRAINING

The AJCC Network, in partnership with education providers, can assist with targeted industry training programs designed to fill employers’ immediate labor needs and help build a pipeline of skilled workers.

BUSINESS SERVICES SPECIALISTS

Housed within the AJCC locations are Business Services Specialists, whose primary focus is providing placement services to all industries, but who specialize in the areas of Healthcare, Energy & Natural Resources, Logistics & Manufacturing and Public Sector Infrastructure (Construction). This team of professionals is available to post job openings, screen applicants and coordinate or schedule interviews. They can also assist with customized job recruitment events to fill multiple positions at once.

EMPLOYER FORUMS

Employer Forums convene industry and education representatives to address workforce skills gaps in the targeted industry clusters of Healthcare, Energy & Natural Resources, Logistics & Manufacturing and Public Sector Infrastructure (Construction). We have achieved 93.8% of our goal to conduct a quarterly forum for each industry cluster and have had 138 unique forum attendees; some choosing to attend multiple forums.

An extension of the forums are employer designed “skills gap surveys” that are being used to gather data from small, medium and large businesses about hiring challenges for new employees. Amongst those challenges are: applicants lacking a high school diploma or GED, limited soft skills, poor work ethic, lack of basic computer skills, and lack of experienced welders. As the data is compiled, we are addressing these concerns within our forums by identifying local solutions and directing those outside of our scope to the appropriate State Departments.
ON-THE-JOB TRAINING (OJT)

Employers can save time and money on their hiring and training costs by utilizing ETRs Business Services Team to help identify Workforce Investment Act qualified candidates for their positions. Once the employer selects their new hire, ETR will establish a training contract with the employer that upon successful completion, will reimburse the employer’s training costs, equal to 50-90% of the new employee’s wages.

NUMBER OF EMPLOYERS WITH OJT CONTRACTS: 23

$178,727 WAS SAVED BY EMPLOYERS THROUGH ON-THE-JOB TRAINING

81% WERE CLUSTER RELATED EMPLOYERS

CALJOBS & LABOR MARKET INFORMATION

WWW.CALJOBS.CA.GOV

CalJOBS is a no-fee, internet-based, virtual job center that links employers with job seekers. Employers can post unlimited job listings, search for qualified employees, view resumes, analyze labor market information and locate business services using this site. At the AJCC, as a service to our employers, we post job listings on a daily basis and can suppress your contact information while pre-screening candidates at our centers and saving you time.

RAPID RESPONSE / LAYOFF AVERSION

Our Rapid Response Program encompasses activities to avert a layoff or to plan and deliver services to enable dislocated or under-employed workers to transition to new employment as quickly as possible to manage their careers following a permanent business closure or mass layoff. We provide labor market information, training opportunities and referrals to employers with current job openings for laid off workers. Our Rapid Response team can also come to the aid of employers to explore alternative strategies to layoffs through such avenues as: retaining and/or re-training existing employees or building relationships with other programs, organizations, community resources or other partners.

NUMBER OF EMPLOYERS ASSISTED: 17

NUMBER OF JOB LOSSES: 827

NUMBER OF RAPID RESPONSE EVENTS HELD BY AJCC: 24

LIST OF NO-fee SERVICES

- Access to Skilled Labor
- Business Services Specialists
- CalJOBS Information
- Community Outreach
- Customized Job Fairs
- Graduates from Training Programs
- Employer Recruitments
- Employer On-Site Testing
- Job Corner / Radio Spots
- Job Squad Announcements
- Labor Market Information
- Layoff Aversion & Transitioning
- Online Announcements (Website / Facebook)
- On-the-Job Training
- Rapid Response
- Referrals to Job Openings
- Scheduling of Interviews
- Screening for Qualifications
- Work Opportunity Tax Credits
MAJOR ENERGY COMPANIES IN KERN COUNTY

Aera Energy LLC
Alon USA Energy, Inc.
Baker Hughes
Berry Petroleum Company
Canary, LLC
Chevron Corporation
E&B Natural Resources Management
EDF Renewable Energy
First Solar
GE Energy
Halliburton
Hess Corporation
Kern Oil and Refining Co
Key Energy Services
Macpherson Energy Corporation
MidAmerican Solar
Nabors Industries
Occidental of EIk Hills, Inc.
Pioneer Green Energy
Recurrent Energy
San Joaquin Refining Co., Inc.
Schlumberger Co
Sempra U.S. Gas & Power
Sun Edison
SunPower Corporation
Terra-Gen Power, LLC
Tricor Refining LLC
Venoco Inc.
Vintage Production California

ENERGY & NATURAL RESOURCES
WIA TRAINING PROVIDERS AND PROGRAMS

• Wind Turbine Technician

• Energy Efficiency & Renewable Energy (EERE) Technician
• Solar Photovoltaic

KERN COUNTY IS THE LEADING ENERGY PROVIDER FOR THE STATE OF CALIFORNIA

20,000+ PEOPLE ARE EMPLOYED IN THIS INDUSTRY

* Compiled by Kern EDC (February 2014)
HEALTHCARE

THIS INDUSTRY PROVIDES
24,500 JOBS
PRIMARILY IN SERVICES,
HOSPITALS AND NURSING
CARE FACILITIES IN
KERN COUNTY

KERN’S TOP HEALTH
EMPLOYERS

<table>
<thead>
<tr>
<th>Employees</th>
<th>Providers</th>
</tr>
</thead>
<tbody>
<tr>
<td>3,000</td>
<td>Dignity Health</td>
</tr>
<tr>
<td>1,350</td>
<td>Kern Medical Center</td>
</tr>
<tr>
<td>1,100</td>
<td>San Joaquin Community Hospital</td>
</tr>
<tr>
<td>900</td>
<td>Kaiser Permanente</td>
</tr>
<tr>
<td>500</td>
<td>Delano Regional Medical Center</td>
</tr>
<tr>
<td>450</td>
<td>Ridgecrest Regional Hospital</td>
</tr>
<tr>
<td>350</td>
<td>Bakersfield Heart Hospital</td>
</tr>
<tr>
<td>220</td>
<td>Comprehensive Blood &amp; Cancer Center</td>
</tr>
<tr>
<td>200</td>
<td>HealthSouth Bakersfield Rehabilitation Center</td>
</tr>
<tr>
<td>190</td>
<td>Tehachapi Valley HealthCare District</td>
</tr>
</tbody>
</table>

* Compiled by Kern EDC

WIA TRAINING PROGRAMS

- Administrative Medical Assistant
- Certified Nurses Aide(CNA)
- Dental Assistant
- Dietetic & Child Nutrition Services
- Emergency Medical Technician (EMT)
- Health Care Worker,
- Health Care Insurance Specialist
- Licensed Vocational Nurse (LVN)
- Medical Assistant
- Medical Billing & Coding
- Office Specialist
- Registered Nurse (RN)

WIA PROVIDERS

- Cal State University, Bakersfield
- Cerro Coso Community College
- Kaplan College
- KCCD - Bakersfield College
- KHSD - Bakersfield Adult School
- KHSD - Bakersfield Adult School (Delano Campus)
- San Joaquin Valley College
- Zoom Graphics
PUBLIC SECTOR INFRASTRUCTURE (CONSTRUCTION)

MAJOR CONSTRUCTION PROJECTS IN KERN COUNTY

- Westside Parkway
- SR 58 Gap Closure
- SR 178 / Morning Drive
- SR 99 / Hoskins Ave. Interchange
- Beltway Operational Improvement
- Rosedale Hwy Widening
- SR 99 Aux Lane / Rosedale Off Ramp
- SR 178 Widening
- 24th Street Improvements
- Centennial Corridor
- Hageman Flyover

OVER 15 MAJOR CONSTRUCTION PROJECTS ON MAJOR HIGHWAYS AND BRIDGES WITHIN KERN COUNTY

THOUSANDS OF JOBS IN CONSTRUCTION PROJECTS IN KERN COUNTY
LOGISTICS & MANUFACTURING

OVER 40 MAJOR LOGISTICS DISTRIBUTION CENTERS ARE LOCATED WITHIN 50 MILES OF KERN COUNTY

25,000 EMPLOYED IN LOGISTICS & MANUFACTURING INDUSTRY IN KERN COUNTY

- WAREHOUSE
- DISTRIBUTION
- LOGISTICS
- ROAD
- RAIL
- AIR

MAJOR LOGISTICS DISTRIBUTION CENTERS

American Tires DC
AndrewsAg Inc.
Anthony Vineyards
Bolthouse Farms
Camping World DC
CARQUEST DC
Caterpillar
Delano Farms
Dollar General DC
Famous Footwear DC
Four Star Fruit
Frito-Lay
Garcia Farming
Grimmway Farms
Hillman Group DC
Hure Brothers
IKEA DC
Johnston Farms
Kern Ridge Growers
Kirschenmann Farms
Lucich Farms
M Caratan
Men’s Warehouse
Nestle/Dreyer’s
Pandol Brothers
Paramount Citrus & Farms
Performance Food Group
Prime West Warehousing
Railex DC
Redbank-Malaga
Ross Dress for Less DC
Sears DC
Sierra Farms
Sunridge Nurseries
Sun Pacific
Sun Pacific Tulare
Sun World
Target DC
Thomson International
Wal-Mart DC
SPECIAL EVENTS & ACTIVITIES
(Job Fairs & Recruitments)

200+ Employer Recruitments Were Held Within Our AJCC Centers

84 Employers and 11 Resource Agencies Participated in the “Honor a Hero, Hire a Vet” Job & Resource Fair

47 Employers Participated in the Outlets at Tejon Job & Resource Fair

640 Job Seekers Attended

980 Job Seekers Attended
EMPLOYER RECRUITMENTS

- 7up / Snapple / Dr. Pepper
- AAA Quality Services
- A & B Recruiting *
- Advanced Micro Systems
- Aerotek
- A’Gaci **
- Allied Barton Security Services
- Archer (The Well Company)
- Arrow Material Services
- Atlas Crane & Rigging Inc.
- Avon
- Bering Fisheries
- Big 5 Sporting Goods
- Black Bear Dinner
- Bolthouse Farms
- Boys & Girls Club of Kern County
- Brighthouse Networks
- Byer California **
- California Department of Corrections
- California Mentor
- California Portland Cement
- Calvin Klein Outlet **
- Carl’s Jr. Restaurants
- Catholic Online
- Cesar Chavez Foundation
- Chico’s **
- California City
- Columbia Sportswear **
- Continental Labor Resources *
- Copper River Seafoods
- Corporate Resource Services *
- Creative Financial Staffing *
- Diversity Business Solutions
- Dollar General
- Dollar Tree
- Elwood Staffing *
- Exact Staff *
- Express Employment *
- Fastrip
- Federal Bureau of Investigations
- Fresh and Easy
- GAF
- Gaines Recruiting *
- Golden Empire Transit
- H & M **
- IBEW Local 428
- IKEA Distribution Center
- KS Industries
- Labor Max Staffing *
- Labor Ready *
- Lanzt Security
- LinkUs
- McDonald’s
- Mid Cal Labor Solutions *
- New York & Company **
- NTS Incorporated
- Ocean Beauty Seafoods
- On-Site Staffing *
- Panda Express
- Paramount Citrus (Halos)
- Pacific Protection Services
- Peter Pan Seafoods
- Placement Pro’s *
- Popeye’s Chicken
- Premier Building Group
- Pride Staff *
- Progress Rail Services
- Railex USA
- Rec Solar
- Rezenberger
- Ross Distribution Center
- Ross Store
- Rue 21
- Silva Insurance
- Sears
- Smart & Final Extra!
- Solar Run
- SOS Employment Group *
- Spherion Staffing *
- Staffmark *
- Sullivan Learning
- Sun Select Produce
- Sunglass Warehouse **
- Sunrun
- Surfside Patrol
- Taco Bell
- Tallgrass Talent Group
- Target Distribution
- The Performance Food Group
- The Law Office of Benjamin R. Greene
- Tractor Supply Company
- Union Pacific
- Unisea
- United Farm Workers
- US Census Bureau
- UPS
- Vallarta Supermarket
- Verengo Solar
- Vitamin World **
- Volt Information Science
- Vonage
- Wal-Mart
- Weststar Trucking
- Wholesale Fuels
- WIS International
- WinCo Foods
- Wine Grape Inspection
- Xanterra South Rim

109

INDIVIDUAL EMPLOYERS USED OUR SERVICES TO HOLD 1 OR MORE RECRUITMENTS

16 WERE STAFFING AGENCIES

* Staffing Agency
** Outlets at Tejon
## ETR Grant Funding

<table>
<thead>
<tr>
<th>Grants</th>
<th>PY 2012-2013</th>
<th>PY 2013-2014</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult Grant</td>
<td>$3,404,694</td>
<td>$3,339,047</td>
</tr>
<tr>
<td>Dislocated Worker Grant</td>
<td>$3,370,790</td>
<td>$3,448,927</td>
</tr>
<tr>
<td>Youth Grant</td>
<td>$3,513,286</td>
<td>$3,454,757</td>
</tr>
<tr>
<td>Farmworker Grant</td>
<td>$2,103,971</td>
<td>$1,994,279</td>
</tr>
<tr>
<td>Rapid Response</td>
<td>$423,709</td>
<td>$371,293</td>
</tr>
<tr>
<td>Special Grants</td>
<td>$1,071,553</td>
<td>$1,640,688</td>
</tr>
<tr>
<td>CalWORKS / TANF</td>
<td>$1,553,000</td>
<td>$3,265,000</td>
</tr>
<tr>
<td><strong>Totals</strong></td>
<td><strong>$15,441,003</strong></td>
<td><strong>$17,513,991</strong></td>
</tr>
</tbody>
</table>

*No Carry-Over Funds Included*

---

**Total Kern County Population:** 866,977  
*Source: State of California Department of Finance (July 2013)*

**Total Bakersfield Population:** 358,597  
*Source: U.S. Census Bureau (January 2014)*
YEAR IN REVIEW REPORT

BUDGET
The Employers’ Training Resource (ETR) annual budget includes formula funding under the Workforce Investment Act as well as competitively awarded funding from the National Farmworker Jobs Program and several State and Federal special grants. For Program Year 2013-14, 58% of the total funding was comprised of formula funding and 42% from special and non-WIA sources.

PERFORMANCE
The Workforce Investment Act establishes performance measures or core indicators for adult and dislocated worker, youth, and farmworker activities. ETR successfully exceeded all three performance measures for its Adult program. For the Dislocated Worker program, ETR exceeded the Average Earnings measure and achieved at least 80% on both the Entered Employment Rate and Retention Rate. For the National Farmworker Jobs Program, ETR succeeded in meeting the Entered Employment Rate and Retention Rate and was within 90% of the Average Earnings measurement. Youth performance exceeded the WIA performance goals for Attainment of Degree or Certificate and the Literacy or Numeracy Gains. The Placement in Employment or Education was well within the compliance guidelines of 80% of goal.

LOOKING AHEAD
The Workforce Innovation and Opportunity Act was signed into law in July 2014. This new law is the first legislative reform of the public workforce system in more than 15 years and will replace the existing Workforce Investment Act effective July 1, 2015. The new law makes a number of changes in workforce development delivery that will benefit employers and job seekers.

WIA/ETR PERFORMANCE

<table>
<thead>
<tr>
<th>Industry</th>
<th>Adult</th>
<th></th>
<th>Dislocated Worker</th>
<th></th>
<th>Farmworker</th>
<th></th>
<th>Youth</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Indicator</td>
<td>Actual</td>
<td>Indicator</td>
<td>Actual</td>
<td>Indicator</td>
<td>Actual</td>
<td>Indicator</td>
<td>Actual</td>
</tr>
<tr>
<td>Entered Employment Rate</td>
<td>72.0 %</td>
<td>73.3 %</td>
<td>76.0 %</td>
<td>75.8 %</td>
<td>80.5 %</td>
<td>81.5 %</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Retention Rate</td>
<td>82.0 %</td>
<td>86.9%</td>
<td>84.5 %</td>
<td>82.8 %</td>
<td>76.5 %</td>
<td>76.5 %</td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>$ 12,700</td>
<td>$ 13,360</td>
<td>$ 15,000</td>
<td>$ 15,662</td>
<td>$ 10,049</td>
<td>$ 9,050</td>
<td>N/A</td>
<td>N/A</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>
<td>N/A</td>
<td>N/A</td>
<td>64.6 %</td>
<td>62.8 %</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>
<td>N/A</td>
<td>N/A</td>
<td>60.0 %</td>
<td>82.4 %</td>
</tr>
<tr>
<td>Literacy / Numeracy Gains</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>25.0 %</td>
<td>45.7 %</td>
</tr>
</tbody>
</table>

N/A: Not applicable to this grant
EMPLOYMENT STATISTICS

According to the Employment Development Department, the unemployment rate for October 2014 in Kern County was 9.0%, up from a revised 8.8 percent in September 2014 and below the year-ago estimate of 10.5 percent. This compares with an unadjusted unemployment rate of 7.9 percent for California and 5.5 percent for the nation during the same period.

Labor Force: 396,100  
No. of employed: 360,500  
No. of unemployed: 35,500  
Unemployment rate: 9.0 %

UNEMPLOYMENT RATE HISTORICAL TREND

TOP 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>WM Bolthouse Farms</td>
<td>Value Added Agriculture &amp; Farm</td>
<td>1,700 - 4,999</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 Wells Service Co.</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>
</tbody>
</table>

Source: America’s Labor Market Information System (ALMIS) Employer Database
EMPLOYER SUCCESS STORY

Through a collaboration of America’s Job Center, Employers’ Training Resource and PCL Industrial Services, Inc., On-the-Job Training (OJT) opportunities are created to provide new jobs for unemployed workers.

PCL is the fifth largest general contractor in North America and their facility in Kern County services major oil and energy producing companies in the Western United States. In addition to field construction services, PCL’s Bakersfield operation fabricates and installs steam generators, ASME pressure vessels, storage tanks, process piping, and skids.

The growing demand for services in the oilfield industries has reduced the pool of qualified candidates and it has become necessary to develop ways to train people in this craft since most local high schools do not offer this training to students. Through our OJT Program, PCL has successfully trained and hired more than 60 new craft employees to help meet the demands of their business in Kern County throughout the years.

Employers’ Training Resource, the local Workforce Investment Act program administrator through Federal funding was able to help pay for the training that offer opportunities for dislocated workers or unskilled individuals to assist them in obtaining their first job as a welder or an oilfield services worker. The relationship between America’s Job Center and PCL has provided in excess of 120 job seekers long-term, full-time employment with the following types of Oilfield Construction positions: shop helper trainee, helper, welder’s helper, rig welder, painter, rigger, utility craftsman trainee, equipment operator, crane operator, etc. These positions, which are high demand occupations, pay higher living wages ranging from $12.00 to $30.00 per hour.

FARMWORKER / JOB SEEKER SUCCESS

Fabian Gonzalez, a seasonal agricultural farm worker came to Employers’ Training Resource (ETR) to receive services to help him get out of the fields and into another career. He spoke mostly Spanish with limited English skills and had not completed his high school education. Fabian knew he had work to do as he did not have any marketable job skills and wanted to learn new skills that would help him to find employment. Through Employers’ Training Resource and Workforce Investment funding he qualified for assistance and was placed into the Auto Mechanic training classes through Instituto Americano. He successfully completed both the training program and learning more English skills that would assist him as an auto mechanic. Soon after he completed his training, he was hired at C & A Motors as an auto mechanic starting at $9.00 per hour. Fabian is happy in his new career and grateful for the opportunities to receive training and education that improved his life and allowed him to work outside of farm labor field work.