### 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 Avenue  
Delano, CA 93215  
661.721.5800 • Fax 661.721.5850  

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### MONO COUNTY  
AJCC AFFILIATE SITES  
452 Mammoth Road, Ste. 305  
Mammoth Lakes, CA 93546  
760.924.1788 • Fax 760.924.5431  
107384 Highway 395  
Walker, CA 96107  
530.495.1262 • Fax 530.495.1483  

### INYO COUNTY  
AJCC AFFILIATE SITE  
920 N. Main Street  
Bishop, CA 93514  
760.872.1394, Fax 760.872.4950  

### KERN COUNTY - AJCC AFFILIATE SITES  
200 China Grade Loop  
Bakersfield, CA 93308  
661.336.6700 • Fax 661.393.8724  

6401 Lake Isabella Boulevard  
Lake Isabella, CA 93240  
760.379.2074 • Fax 760.379.4746  

8300 Segrue Street  
Lamont, CA 93241  
661.635.4029 • Fax 661.635.4002  

2300 Highway 58  
Mojave, CA 93501  
661.824.7800 • Fax 661.824.7801  

119 N. 10th Street  
Taft, CA 93268  
661.763.0214 • Fax 661.763.0293  

1400 N. Norma Street, Ste. 105  
Ridgecrest, CA 93555  
760.446.2595 • Fax 760.446.5108  

115 N. Central Valley Highway  
Shafter, CA 93263  
661.746.8416 • Fax 661.746.8402
In this Kern, Inyo and Mono Counties Workforce Investment Board Annual Report for PY 2014 - 2015, we are pleased to share highlights of our accomplishments of this past year.

Employers’ Training Resource (ETR), a proud partner of America’s Job Center of California (AJCC), collaborated with local businesses, educators and One-Stop partners to develop strategic plans to close the skills gaps between job seekers and positions needing to be filled by employers. Since many employers expressed that job candidates were missing “Soft Skills” from their list of qualifications, we formed a collaborative team amongst our One-Stop partners to develop special training and workshops to cover the Top 10 identified “Soft Skills” to assist local employers in finding better trained and fully qualified job candidates to hire.

Due to the California drought and lower oil prices, over 50 local employers were forced to lay off staff or close their businesses. ETR’s Rapid Response staff assisted these employers in transitioning the displaced employees to other employment or training opportunities in the community.

Business engagement remained a strong priority. Local employers successfully utilized our On-The-Job Training program when hiring new employees, saving these businesses over $200,000 collectively for the year.

In addition to receiving Workforce Investment Act formula funding, ETR received special grant funding for National Emergency Jobs Driven and Long-Term Unemployed, Dislocated Agricultural Workers, Early Released Inmates, Drought Housing and Assistance, and Transitional Aged Youth funds that assisted those with special barriers to employment, long term unemployment and people who had suffered a job loss due to the drought.

The “Outlets at Tejon Ranch” opened this year in Kern County, and ETR staff and AJCC partners provided employer recruitments and special job fairs to assist all of the new stores in meeting their hiring needs. It was very exciting to be a part of a new complex that brought many businesses and job opportunities to Kern County.

This Annual Report illustrates our efforts to train and upskill Kern, Inyo and Mono Counties workforce to meet the ever changing needs of our local economy.

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.
BOARD MEMBERS

BUSINESS
Mr. Paul Anthony
Anthony Design
Ms. Laura Barnes
Associated Builders and Contractors
Central California Chapter
Mr. Leo Bautista
Wonderful Company
Tamara Chapman
Johasee Rebar, Inc.
Mr. Les Clark
Independent Oil Producers’ Agency
Mr. Morgan Clayton
Tel-Tec Security Systems, Inc.
Mr. Matthew Cauthron
Weatherford International
Ms. Chelsea Esquibias
Wonderful Company
Ms. Stacy Ferreira
Clinica Sierra Vista
Mr. Phil Halpin
GAF
Ms. Deborah Hess
Southern California Edison
Mr. Ian Journey
Journey Air Conditioning Co.
Ms. Michele Anne Kehoe
Gazelle Transportation, Inc.
Ms. Karen King
Golden Empire Transit
Mr. Allen Lyda
Tejon Ranch
Ms. Anita Martin
Kern Health Systems
Mr. Gregory McGiffney
California Electric Supply
Mr. Ali Morris
INTEG Enterprises LLS
Mr. Keith Newsome
Chevron
Ms. Clare Pagnini
Macpherson Oil Company
Clint Wright Phillips
Walter Mortensen Insurance/INSURICA
Mr. Jay Tamsi
KC Hispanic Chamber of Commerce
Ms. Alissa Thome
Kern Oil & Refining Co.
Keith Wolaridge
K Cornell Capital & Consulting
Mr. Todd Yepez
PCL Industrial Services, Inc.
EDUCATION
Dr. Christine Frazier
Kern County Superintendent of Schools
Mr. John Means
Kern Community College District
Mr. Dean McGee
Kern High School District
LABOR
Mr. Jim Elrod
IBEW Local 428
Mr. Steven Gomez
Plumbers & Steamfitters Local 460
Mr. Bryan Mathews
Laborers-Employers Cooperation and Education Trust Southwest
Ms. Roy Monsibais
Southern California Laborers Apprenticeship
Mr. John Spaulding
Kern, Inyo, Mono Building Trades Council
Mr. Donny Williams
Central Labor Council
COMMUNITY-BASED ORGANIZATIONS
Ms. Magda Menendez
Mexican American Opportunity Foundation
Mr. Jeremy Tobias
Community Action Partnership of Kern
ECONOMIC DEVELOPMENT
Mr. Kelly Bearden
CSUB Small Business Development Center
Mr. Richard Chapman
Kern Economic Development Corporation
ONE-STOP PARTNERS
Mr. Eric Cooper
California Indian Manpower Consortium, Inc.
Ms. Diane McClanahan
Department of Rehabilitation
Ms. Rebecca Mendibles
SER – Jobs for Progress
Ms. Norma Rojas-Mora
Housing Authority of Kern County
Ms. Teresa Hitchcock
Employers’ Training Resource
MS. Shelly Tarver
Employment Development Department
AT-LARGE
Mr. George Lartigue
Bakersfield Parole Office
Mr. Michael Rock
Retired
YOUTH COUNCIL

Ms. Karen Blake
STEMdelivered.org

Ms. Angela Carrizales
Tehachapi State Prison

Mr. Les Clark
Independent Oil Producers’ Agency

Mr. Tom Corson
Kern County Network for Children

Mr. Dale Countryman
Retired

Mr. Jim Elrod
IBEW Local 420

Dr. Christine Frazier
Kern County Superintendent of Schools

Mr. Christopher Gerry
City of Bakersfield, City Manager’s Office

Mr. Adan Gomez
Inland Empire Job Corps Center

Ms. Connie Grumling
South High School

Ms. Teresa Hitchcock
Employers’ Training Resource

Mr. Ian Journey
Journey Air Conditioning Co.

Mr. Gregory McGiffney
California Electric Supply

Mr. John Means
Kern Community College District

Mr. Brian Mendiburu
Bakersfield High School

Ms. Magda Mendoza
MAOF

Dr. Mark Novak
Cal State University Bakersfield

Ms. Clare Pagnini
MacPherson Oil

Ms. Leticia Perez
Kern County Board of Supervisors

Ms. Ngoc Pham
Airstreams Renewables

Ms. Norma Rojas-Mora
Housing Authority of Kern County

Mr. Greg Terry
Bakersfield Police Department

Ms. Veronica Vega
Student Representative

Mr. David Villarino
FIELD

Mr. Todd Yepez
PCL Industrial Services, Inc.

BOARD OF SUPERVISORS

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
Martk Tillemans - District 4
Matt Kinsley - District 5

MONO COUNTY

Larry Johnston - District 1
Fred Stump - District 2
Tim Alpers - District 3
Tim Fesko - District 4
Byng Hunt - District 5

ONE-STOP PARTNERS

Kern High School District

Employers’ Training Resource

EDD Employment Development Department

DOR Department of Rehabilitation

Bakersfield Adult School

Cerro Coso Community College

Taft College

Mental Health Department

MAOF Mexican American Opportunity Foundation

BC Bakersfield College

Human Services

PROTEUS Inc.

...for Education, Employment and Community Services
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 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 and WIN Solutions

TRAINING PROGRAMS

- Air Conditioning & Heating
- Animation
- Computer Aided Drafting
- Auto Mechanics
- Barber & Cosmetology
- Bookkeeping
- Certified Nursing Assistant
- Child Development
- Computer Specialist
- Construction Safety
- Corrections
- Criminal Justice
- Culinary Arts
- Customer Service
- Dental Assisting
- Diagnostic Medical Sonography
- Dietetic & Child Nutrition Services
- Emergency Medical Technician
- Forklift Certification
- General Office Worker/ Clerical
- Graphic Design
- Healthcare Worker
- Healthcare Insurance Specialist
- Human Services
- Industrial Technology
- Licensed Vocational Nursing
- Manufacturing Technology
- Medical Assistant
- Medical Billing/Coding
- Office Specialist
- Oil Field Operator
- On-The-Job Training
- Paralegal Studies
- Petroleum Safety & Health Preparation
- Pharmacy Technology
- Radiology Technology
- Registered Nurse
- Solar Photovoltaic
- Surgical Technologist
- Truck Driving
- Web Design
- Weatherization Training
- Welding/Metal Fabrication
- Wind Turbine Technician

AJCC TRAFFIC

FIRST TIME VISITORS
11,556

ACTIVITIES (UNITS OF SERVICE)
187,609

UNIQUE CUSTOMERS SERVED
25,885

WIA CUSTOMERS ENROLLED
2,590

WIA CUSTOMERS PLACED
727
Funding for Youth Program is provided under WIA for youth ages 14-21. We serve those that are In-School and Out-of-School.

**ADULT** 468 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** 428 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** 413 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** 438 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.

- La Cooperativa Dislocated Agricultural Worker Program
- The Energy Efficient and Renewable Energy Grant
- La Cooperativa Drought Housing Rental Subsidies Prog.
- Job Driven National Emergency Grant
- Long Term Unemployed Project Grant
- Central Valley Infrastructure Employment Project
**CALWORKs / Welfare-To-Work (WTW)**

**TOTAL CLIENTS: 1417**
**EMPLOYED: 243**

The CalWORKs Welfare-to-Work Program is designed to help participants prepare for work and find a job that will enable them to become self-sufficient and able to care for their families independently. Social Service Workers provide participants assistance with child care, transportation, and work or training expenses to help in preparing them for full time employment.

**CALWORKs / Paid Work Experience (PWEX)**

**CLIENTS REFERRED: 621**
**TOTAL PLACED IN WORK EXPERIENCE: 515**

CalWORKs participants are assigned a worksite to do real work for pay through a subsidized employment program. They are given assignments and projects to teach them how to work for businesses and are held to the same expectations as all other employees. Work experiences are designed to promote exposure for participants to careers and jobs; development of pre-employment and work maturity skills; and building of occupational knowledge and technical skills. The workplace supervisor conducts evaluations based on workplace expectations and performance to provide feedback and encourage participants to obtain other permanent employment.

*CALWORKS IS A PROGRAM THAT GIVES CASH AID AND SERVICES TO ELIGIBLE NEEDY CALIFORNIA FAMILIES*

Participants are assigned by their case workers to work with Job Developers with Employers’ Training Resource to find permanent, full-time employment opportunities.

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**GRANT FUNDING**

<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Adult Grant</td>
<td>$3,339,047</td>
<td>$3,367,829</td>
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<tr>
<td>Dislocated Worker Grant</td>
<td>$3,448,927</td>
<td>$3,234,545</td>
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<tr>
<td>Youth Grant</td>
<td>$3,454,757</td>
<td>$3,492,536</td>
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<tr>
<td>Farmworker Grant</td>
<td>$1,994,279</td>
<td>$2,044,165</td>
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<tr>
<td>Rapid Response</td>
<td>$371,293</td>
<td>$361,991</td>
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<tr>
<td>Special Grants</td>
<td>$1,640,688</td>
<td>$1,739,896</td>
</tr>
<tr>
<td>CalWorks/TANF*</td>
<td>$3,265,000</td>
<td>$3,922,335</td>
</tr>
<tr>
<td><strong>TOTALS</strong></td>
<td><strong>$17,513,991</strong></td>
<td><strong>$18,163,297</strong></td>
</tr>
</tbody>
</table>
Workforce Services for EMPLOYERS

• 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

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.

Job Fairs & Recruitments
AJCC can handle large-scale recruitments for employers when they need to fill multiple positions. These no-fee recruitments can be hosted at any of our comprehensive locations or at the employers location.
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.

72 OJT Participants
26 Employers with OJT Contracts
$202,069 Saved by Employers

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.

50 Employers Served
2,308 Jobs Lost
**Job Fairs & Recruitments**

**Outlets at Tejon Job Fair**
On July 16, 2014, America’s Job Center of California (AJCC) along with its partners, and in cooperation with Kern County 5th District Supervisor, Leticia Perez, hosted a job fair for the soon to open Outlets at Tejon. Job seekers had the opportunity to meet and interview with various employers from the Outlets. Attendees also received information on training opportunities and work experience provided through AJCC.

**Green Industry Training & Resource Fair**
AJCC and partner Proteus, Inc. hosted a Green Industry Training and Resource Fair on August 23, 2014 at the America’s Job Center Oildale Office. Attendees received information on possible training opportunities, tuition assistance and resources available in the green industry (wind, solar, hydro).

**Farmworker Appreciation Events**
America’s Job Center of California in partnership with Employment Development Department and Employers’ Training Resource hosted it’s 2nd Annual Farmworker Appreciation Day and Resource Fair. The purpose of this event was to provide information and express our gratitude for the hard-working men and women who contribute to the growth of our community. More then 250 Farmworkers and their families attended. Farmworkers play a key role in California’s billion dollar agricultural industry.

**Honor a Hero, Hire a Vet**
The 9th Annual Honor a Hero, Hire a Vet Job & Resource Fair took place on June 25, 2015 at the Bakersfield Marriott. The event was put together by the Bakersfield Employment Development Department in partnership with America’s Job Center. It was open to all Job Seekers, Veterans, National Guards and Reservists returning from active duty.

**Highlights**
- Over 560 Job Seekers
- 69 Employers and 14 Resource Providers participated
- 118 Veterans attended and 21 were hired on the spot
- 100% of Employer participants stated they would like to participate the following year
**Employer Recruitments**

- A'Gaci (Outlets at Tejon)
- Allied Barton Security Services
- Applus RTD
- Archer (The Well Company)
- Arrow Materials Services
- Big 5 Sporting Goods (Delano)
- Black Bear Diner
- Blattner Energy
- Boys & Girls Club of Kern Co.
- Brighthouse Networks
- Byer California (Outlets at Tejon)
- California Dept. of Corrections
- Carl’s Jr. (Lebec & Bakersfield)
- Chico’s (Outlets at Tejon)
- Coach (Outlets at Tejon)
- Continental Labor Resources*
- Copper River Seafoods
- Corporate Resource Services*
- Creative Financial Staffing*
- Denny’s
- DMSI Staffing*
- Dollar Tree
- Dr. Pepper Snapple Group
- Elwood Staffing*
- Employers Depot, Inc.*
- Exact Staff*
- Fastrip
- FBI
- Fresh & Easy
- GAF
- Gaines Recruiting*
- Genesis Logistics Inc.
- Golden Empire Transit
- H&M (Outlets at Tejon)
- Human Potential Consultants, LLC*
- IBEW Local 428
- Icicle Seafoods
- IKEA Distribution Center
- KS Industries, LP
- Labor Max Staffing*
- Lantz Security
- LinkUs
- Mannatech
- Maxim Healthcare Services
- Mid Cal Labor Solutions*
- Munger Farms
- New York & Company
- NTS, Inc.
- Ocean Beauty Seafoods
- Office Team & Accounttemps*
- On-Site Staffing*
- Pacific Protection Services
- Pieology Pizzeria
- Placement Pros*
- Premier Building Group
- Pride Staff*
- Railex
- Retail Business Development
- Ross Store (Delano)
- Rue 21
- Select Staff*
- Solar Run
- Spherion Staffing Services*
- Staffmark*
- Sullivan
- Sun Select Produce
- Sunglass Warehouse (Outlets at Tejon)
- Sunrun
- Taco Bell (Delano)
- Tallgrass Talent Group
- The UPS Store
- TJ Maxx
- UniSea, Inc.
- United States Census Bureau
- Vallarta Supermarkets
- VerenGO Solar
- Vitamin World (Outlets at Tejon)
- Volt Workforce Solutions*
- Walmart
- Workforce Staffing*
- Xanterra South Rim, L.L.C.

**81**

Individual employers used our services to hold one or more recruitments

*20 were staffing agencies*
YEAR IN REVIEW REPORT

BUDGET

The Workforce Innovation and Opportunity Act (WIOA) ensures that Federal investments in employment and training programs are evidence-based, data-driven, and accountable to participants and taxpayers. Employers’ Training Resource (ETR) receives funding from a variety of sources. Formula funding under WIOA accounts for 58% of the total funds received. Special grants make up the remaining 42% and include the National Farmworker Jobs Program, CalWORKs and other State and Federal grants.

PERFORMANCE

Over 30,000 people were served by ETR in 2014-15. Each year performance is negotiated in each of the different formula funded programs which include activities for adults, dislocated workers, youth and farmworkers. All programs this year were successful in surpassing all performance goals. The Entered Employment Rate (EER) for adults exceeded the negotiated level by 20%. For dislocated workers the EER was 86.7%, which was 118.8% of our negotiated level. The youth measure, Placement in Employment or Education Success Rate, was 103.2% of our negotiated performance rates. Similar results occurred in all performance measures.

LOOKING AHEAD

The final rules to guide implementation of WIOA were published on June 30, 2016. WIOA gives the opportunity to develop and deepen partnerships among a broad network of workforce, education and human service programs. WIOA will strengthen and improve our nation’s public workforce system and help get Americans, including youth and those with significant barriers to employment, into high-quality jobs and careers, and help employers hire and retain skilled workers.

<table>
<thead>
<tr>
<th></th>
<th>Negotiated Performance Level</th>
<th>Actual Performance Level</th>
<th>Success Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Entered Employment Rate</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>68.0%</td>
<td>81.9%</td>
<td>120.4%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>73.0%</td>
<td>86.7%</td>
<td>118.8%</td>
</tr>
<tr>
<td>Farmworkers</td>
<td>78.48%</td>
<td>81.9%</td>
<td>104.0%</td>
</tr>
<tr>
<td><strong>Retention Rate</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>79.0%</td>
<td>87.2%</td>
<td>110.4%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>82.0%</td>
<td>86.5%</td>
<td>105.5%</td>
</tr>
<tr>
<td>Farmworkers</td>
<td>75%</td>
<td>91.8%</td>
<td>122.0%</td>
</tr>
<tr>
<td><strong>Average Earnings</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adults</td>
<td>$12,700</td>
<td>$14,093</td>
<td>111.0%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>$14,550</td>
<td>$16,732</td>
<td>115.0%</td>
</tr>
<tr>
<td>Farmworkers</td>
<td>$8,214</td>
<td>$8,715</td>
<td>106.0%</td>
</tr>
<tr>
<td><strong>Placement in Employment / Education</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth (14-21)</td>
<td>65.0%</td>
<td>67.1%</td>
<td>103.2%</td>
</tr>
<tr>
<td><strong>Attainment of Degree or Certificate</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth (14-21)</td>
<td>64.0%</td>
<td>87.1%</td>
<td>136.1%</td>
</tr>
<tr>
<td><strong>Literacy or Numeracy Gains</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Youth (14-21)</td>
<td>40.5%</td>
<td>45.1%</td>
<td>111.4%</td>
</tr>
</tbody>
</table>
SUCCESS STORIES

DAVID B.

David had a High School Diploma and extensive work experience in farm labor. He came to America’s Job Center of California (AJCC) with no vocational training or college background. After attending training with AJCC partner Proteus, in Solar Photovoltaic Design, he became certified and was hired by Helio Power as a Solar Panel Installer.

JULIET P.

Juliet came to America’s Job Center with a Masters in Public Administration and 20 years experience as a government employee from her native Philippines. In May of 2015 she completed her training as a Certified Nursing Assistant, and is now employed as a Caregiver with Alternative Care.

JENNIFER J.

Before coming to America’s Job Center, Jennifer was employed for nine years as an Office Manager. She completed the nursing program at Bakersfield College (AJCC partner) and received her State Registered Nurse (RN) license. Jennifer is now employed as an RN at San Joaquin Community Hospital.

MARK P.

Mark has been a United States Army Reservist since May 2013 and had no previous work experience. Through WESTEC he completed the Corrections Core and Firearms Courses, and is now a Correctional Officer with The GEO Group, Inc. in McFarland, California.

TROY C.

Troy came to America’s Job Center with strong mechanical skills and general knowledge of the oil industry. After completing training through the Central Valley Infrastructure Employment Project he was hired as a Rig Operator with Petro-Lud, Inc.

BYRON R.

Before coming to AJCC, Byron was employed in short-term positions at a distribution center, and as a cashier/barista. He completed the barber program with AJCC partner, Bakersfield Barber College, and is now a licensed barber at Chop & Fades Barber Shop.

IRENE L.

Thanks to our On-the-Job-Training Program, along with her Bachelor in Arts degree, Irene was able to land a job as an Administrative Assistant at Pasquini Engineering, Inc.
Mayra Bruno

Mayra came to the United States from Mexico as a toddler. Her parents picked grapes in the fields. At 10, Mayra began to work in the fields picking grapes with her parents as she attended ESL classes at school. At 15, Mayra started a family of her own. After having two daughters, she still managed to finish high school. She then worked in the fields 6 to 7 days a week, but always seasonal and without benefits. Her average wage was $8.25 an hour. Mayra wanted something better for her children. She attended an outreach event by Employers’ Training Resource (ETR) where she learned about the services, programs, and trainings that were available to her as a National Farmworker Jobs Program (NFJP) candidate. She was interested in the Farmworker Opportunity Program (work experience) specifically designed for prior farm workers. Mayra was enrolled and placed at Bakersfield Family Medical Center as a clerical trainee. After she completed her work experience, she was offered an opportunity to work at ETR as a clerical trainee to assist with the Drought Housing Assistance Program. Due to her diligence, work ethic, and professionalism she displayed on the job when the program was completed, Mayra was offered an Extra-Help position at ETR as an Office Services Assistant. She continues to work as an Office Services Assistant working 40 hours per week and earning $12.40 an hour. Her daughters want to work in a field one day that provides a public service just like their mother.

Kevin G.

With a farmworker background and fresh out of High School, Kevin completed the Central Valley Apprenticeship program at AJCC. After actively job searching he was hired by Sheldon Mechanical as a Sheet Metal Apprentice.

Dely A.

Dely’s employment history consisted of retail sales and seasonal farm labor. As a client of America’s Job Center she successfully completed the Bookkeeping training through the Mexican American Opportunity Foundation (MAOF), and is now a Bookkeeper Assistant/Receptionist at Robert Gardner Bookkeeping & Tax Service.

Mayra Bruno

Mayra came to the United States from Mexico as a toddler. Her parents picked grapes in the fields. At 10, Mayra began to work in the fields picking grapes with her parents as she attended ESL classes at school. At 15, Mayra started a family of her own. After having two daughters, she still managed to finish high school. She then worked in the fields 6 to 7 days a week, but always seasonal and without benefits. Her average wage was $8.25 an hour. Mayra wanted something better for her children. She attended an outreach event by Employers’ Training Resource (ETR) where she learned about the services, programs, and trainings that were available to her as a National Farmworker Jobs Program (NFJP) candidate. She was interested in the Farmworker Opportunity Program (work experience) specifically designed for prior farm workers. Mayra was enrolled and placed at Bakersfield Family Medical Center as a clerical trainee. After she completed her work experience, she was offered an opportunity to work at ETR as a clerical trainee to assist with the Drought Housing Assistance Program. Due to her diligence, work ethic, and professionalism she displayed on the job when the program was completed, Mayra was offered an Extra-Help position at ETR as an Office Services Assistant. She continues to work as an Office Services Assistant working 40 hours per week and earning $12.40 an hour. Her daughters want to work in a field one day that provides a public service just like their mother.