Kern, Inyo & Mono Counties
2009-2010 Annual Report
Vision Statement

To create the most effective and responsive workforce development system in the country.

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.
Welcome to the Kern, Inyo and Mono (KIM) Counties Workforce Investment Board’s (WIB) Annual Report for 2009-2010. The past year has been very exciting and busy for our staff and partner agencies, so we want to share some highlights with our stakeholders and the public.

Residents of Kern County saw water flowing in the Kern River this past year, which may not seem like a noteworthy event except in our area its bed is usually bone-dry. In planning this annual report, that seemed like an appropriate metaphor for the influx of public funding that flowed into Kern, as well as Inyo and Mono Counties, to stimulate a troubled economy. In addition to on-going Workforce Investment Act (WIA) funds, American Recovery and Reinvestment Act (ARRA) funds streamed through our region, much of it for the purpose of preparing our unemployed and under-employed residents for new careers. Many of those jobs are in innovative industries, such as “green” renewable energy production. In all, we received nearly $39 million in 26 grants during the year.

Our customers are employers seeking to fill openings or needing assistance to train according to their specifications, as well as employers experiencing layoffs who want us to help their employees make the transition to other jobs. Our job-seeker customers vary widely, from young people still in school who get help to complete their educations and begin career paths; to welfare recipients who want to become independent of public assistance; to people who have been previously employed and have lost their jobs but need to upgrade their skills; to farmworkers and their families who want year-round wages.

We have an excellent group of employees who work here to invest in our communities, enacting the old adage that, “It's better to teach a man how to fish than to give him a fish.” Our purpose is to wisely steward taxpayers’ funds, so we can create a vital workforce that in turn become taxpayers.

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.

While there is uncertainty about whether the river and funding will continue to flow at the same levels, our local area will make the necessary adjustments to stay competitive and relevant. This annual 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 corporately to many more years of serving Kern, Inyo and Mono Counties.

Les Clark, Chair – 2009
Workforce Investment Board

Allen Lyda, Chair – 2010
Workforce Investment Board

Verna Lewis, Director
Employers’ Training Resource
Kern, Inyo And Mono Workforce Investment Board Youth Council
July 1, 2009 – June 30, 2010
Kern, Inyo And Mono
Workforce Investment Board
July 1, 2009 – June 30, 2010

Business
Eduardo Anchondo
Human Resource Manager
Oasis Air Conditioning

Paul Anthony
President/CEO
Xtech Industries, Inc.

Edward Arambula
Recruitment Manager
Wm. Bolthouse Farms

Tommy Bathe
President
Domino Plastics
Manufacturing, Inc.

Leo Bautista
Human Resources Recruiter
Rain for Rent

Les Clark
Vice President
Independent Oil Producers’ Agency

Morgan Clayton
President
Tel-Tec Security Systems, Inc.

Chris Gardner
Human Resource Manager
GAF Elk Corporation

Dean Haddock
Executive Director/Chief Psychologist
Community Counseling and Psychological Services, Inc.

Phil Halpin
Plant Manager
GAF Elk Corporation

Frank Herrera
Supervisor
Esparsa Enterprises, Inc.

Roxanne Hicks
Human Resource Manager
Chevron

Karen King
CEO
Golden Empire Transit District

Allen Lyda
Vice President/Chief Financial Officer
Tejon Ranch

Aaron Mitchell
Employment Manager
Wm. Bolthouse Farms

Melissa Montgomery
Human Resource Manager
Target Distribution

Debra Moreno
President/CEO
Greater Bakersfield Chamber of Commerce

Dan Murray
District Administrator
North Kern South Tulare Hospital District

Michael O’Hearn
Operations Manager
FedEx Express

Danny Ordiz
President
Ordiz-Melby Architects

Mary Jo Pasek
Owner
Creative Management Solutions

Joel Seal
Sales Manager
B. W. Implement Co.

Donald Thompson
Manager
Mojave Ace Hardware

Patty Werner
Human Resource Manager
Bright House Networks

Keith Wolaridge
Owner
Touchstone Industrial Supply

Education
Don Carter
Superintendent
Kern High School District

Christine Frazier
Superintendent
Kern County Superintendent of Schools

John Means
Associate Chancellor
Kern Community College District

Labor
Joe Guagliardo
Field Representative
Roofers, Waterproofers and Allied Workers Local 27

Margarita Jaramillo
Chapter Chair
United Domestic Workers Union

Danny Kane
Business Manager
IBEW Local 428

Raymond Morris
Coordinator
Operating Engineers Local No. 12

Michael Rock
Business Manager
Plumbers and Steamfitters Local Union 460

John Spaulding
President
KIM Central Labor Council

Donny Williams
Regional Representative
California School Employees Association

Carl Wyatt
Apprentice Coordinator
Operating Engineers Local No. 12

Community-Based Organizations
Magda Menendez
Administrator
Mexican American Opportunity Foundation

Marcia Becerra
Cluster Manager
Employment Development Department

Jeremy Tobias
Executive Director
Community Action Partnership of Kern

Economic Development
Richard Chapman
President/CEO
Kern Economic Development Corporation

Barry Jung
Executive Director
Community and Economic Development

One-Stop Partners
Irma Chacon
Admissions Counselor
Inland Empire Job Corps

Pat Cheadle
Director
Department of Human Services

Verna Lewis
Director
Employers’ Training Resource

Brooks Lockhart
Workforce Development Coordinator
California Indian Manpower Consortium

Diane McClanahan
Rehabilitation Supervisor
Department of Rehabilitation

Rebecca Mendibles
Executive Director
SER – Jobs for Progress

Norma Rojas-Mora
Resident Initiatives Program Director
Housing Authority of Kern County

Ed Zylman
Social Services Director
Mono County Department of Social Services

At Large
George Lartigue
Psychiatric Social Worker
Bakersfield Parole Office

“As a board member, it is exciting to see services offered to both employers and job seekers with successful outcomes.”

Danny Ordiz
President of Ordiz Melby Architects
Workforce Investment Act (WIA) and American Recovery and Reinvestment Act (ARRA) funds originate from the federal government to states through Congressional allocations, based on economic and demographic formulas. States, in turn, apportion funding to local workforce investment areas (LWIAs), of which Kern, Inyo and Mono Counties (KIM) Consortium is one of 49 in California. Inyo and Mono Counties were each too small to comprise stand-alone LWIAs, so the three counties formed a consortium. Each county’s workforce program is governed separately by its respective Board of Supervisors, while the consortium is governed comprehensively by the Workforce Investment Board (WIB).

LWIAs are mandated to have WIBs, which represent the nexus between local employers’ workforce development needs, with schools and agencies that provide training, labor unions, economic development agencies, and other partner organizations. The overarching purpose of a WIB is to steer development of a qualified workforce to meet the needs of a dynamic local economy. WIBs are required to have a business sector majority and a Youth Council to focus on the needs of youth constituents.

Every LWIA is mandated to have an operational arm, or one-stop(s), that provide services in offices with related partners (hence “one stop” for job seekers), referred to locally as Career Services Centers (CSCs). In addition, an administrative entity oversees the integrity of funds usage under the local “Doing Business As” name of Employers’ Training Resource (or ETR). KIM adopted this DBA to avoid the confusion that had previously occurred when we referred to our agency by its funding source (e.g., “CETA”) which changed periodically as authorizing legislation changed. This provides us with an ongoing brand and goodwill that transcends external shifts.

Drilling down further to the implementation aspects of our purpose, CSCs provide a basic level of services to the general public regardless of their eligibility for WIA or ARRA, called “Core Services.” Job seekers who are eligible under those funding sources may register to receive “Intensive Services” to help them become more employable. Customers who require career or technical education to be employable may receive training under vouchers of up to $5,000 to attend schools under Individual Training Accounts, if they qualify. (These programs and provider agencies are described in more detail in following pages). Other training and services are contracted under subgrants.

If you look at the map on page 8, you will see the odd configuration of the three counties relative to each other, as well as the extreme variations in geography which hugely impact the logistics of delivering services. Kern County has only about 20 miles directly adjacent to Inyo County, and none with Inyo. Between Kern County and its neighbors is a mountain range, bordered by deserts. Roughly two-thirds of the terrain is mountainous, approximately one-quarter is devoted to agriculture and developed land, and the remaining land is desert.

The area abounds in paradoxes: deserts and the food basket of the United States; some of the highest mountains and Death Valley; oil rigs and refineries juxtaposed with renewable solar and wind facilities; historicity with futuristic technology; extreme wealth yet profound poverty. This affects the industries and workforce in our service area.

Kern County, with its significant oil reserves and fertile agricultural lands, has traditionally been known as “recession proof” (although that reputation has been tested during this economic downturn). The Kern River Valley provides some of the best fishing and camping in California. Kern’s desert is home to Red Rock Canyon State Park (site of many movies), the Mojave Spaceport, and several major Naval and Air Force bases. Soon it will spawn extensive solar and wind generating facilities.

Inyo County has the highest mountain peak in the continental United States, Mount Whitney, as well as the lowest point at Death Valley National Park. It is also the home of Owens River, from which water is diverted to southern California, and one of the oldest living trees on earth lives there. Inyo has been home to several Native American tribes for hundreds of years who continue to retain a significant presence there.

Mono County is home to Mammoth Mountain Ski Resort area and Mammoth Lakes recreational area. It is also home to Bodie, California’s official gold rush ghost town. It is bounded by Yosemite National Park on its western edge, and Nevada to its east.
Demographics

One of the most significant features of the KIM region is that the three-county land area comprises 13.7% of California, while its population is only 2.3% of the state's populace. That presents logistical challenges in serving communities that are widespread and remote, compared to other parts of the state.

Population changes between the 2000 Census and 2009 estimates show wide variations in growth between our counties and the state. Kern grew significantly faster than Inyo or Mono Counties, and faster than California as well. Inyo County's population actually diminished during that period: for California was 12.8%, compared to 11.6% in June, 2009. Kern’s was higher at 16% (compared to 14.5% for the year prior), and Inyo’s and Mono's were lower at 9.5% and 10.6% respectively (compared to 9% and 11.4% year over year). So, despite our efforts to help clients in our communities find jobs, the economy was still undergoing challenges in our counties. By comparison, unemployment rates for the country were 9.5% in June of both years, according to Bureau of Labor Statistics data.

One other significant demographic feature is racial composition as shown in the bar chart that follows. It demonstrates wide variation in ethnic groups between the diverse counties in our local workforce investment area. Kern County’s racial composition mirrors that of California, with slightly more residents of Latino origin than of white/not Hispanic. Inyo and Mono Counties remain predominantly white/not Hispanic, but with a larger number of American Indians in Inyo County. Blacks, while a smaller minority throughout, are almost non-existent in the rural two counties. The Asian population in our counties is much lower than California.

Economic Conditions

At one point during last decade’s “housing bubble,” Bakersfield was the fastest-growing community in the United States, with its low home prices attracting buyers from southern and coastal California. Historically, however, it has been referred to as the West Coast’s Appalachia because of its large percentage of low-income residents, low educational levels, poor access to health care, and other challenges. The bars in the chart below depict how much higher Kern’s 2008 percentage of the population was below the poverty level, compared with California and the U.S. The outlying counties demonstrate lower poverty levels than any of the other entities.

Income figures for 2008 reveal a wide disparity between California as a whole and our three featured counties.

Kern County has traditionally, and continues to have, much higher unemployment than California or its other consortium counties. For the month of June, 2010, the unemployment rate for California was 12.8%, compared to 11.6% in June, 2009. Kern’s was higher at 16% (compared to 14.5% for the year prior), and Inyo’s and Mono’s were lower at 9.5% and 10.6% respectively (compared to 9% and 11.4% year over year). So, despite our efforts to help clients in our communities find jobs, the economy was still undergoing challenges in our counties. By comparison, unemployment rates for the country were 9.5% in June of both years, according to Bureau of Labor Statistics data.

When economic development agencies try to promote their areas to prospective new companies, educational levels can play a major role. This indicates the necessity of our Workforce Investment Board business partners communicating their workforce needs to educational and training agencies, to tailor their curricula accordingly. Kern County has the lowest ratios of residents who have earned both high school and college degrees, separately and cumulatively. However, Mono County compares favorably with more high school and college graduates than the other counties, California, or the United States, as shown below.
Proudly serving Kern, Inyo and Mono Counties

Resource Room Centers

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

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

8300 Segrue Rd.
Lamont, CA 93241
661.655.4029, Fax 661.655.4002

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

145 East Ridgecrest Blvd.
Ridgecrest, CA 93555
760.446.2595, Fax 760.446.5108

2300 Highway 58
Mojave, CA 93501
661.824.7800, Fax 661.824.7801

Career Service Centers

Kern County

1600 E. Belle Terrace
Bakersfield, CA 93307
661.325.HIRE, Fax 661.635.2768

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

1816 Cecil Ave.
Delano, CA 93215
661.721.5800, Fax 661.721.5850

Mono County

107384 Highway 395
Walker, CA 96107
530.495.1262, Fax 530.495.1483

452 Old Mammoth Rd., Suite 305
Mammoth Lakes, CA 93546
760.924.1788, Fax 760.924.5431
Services and Training Partners

Advanced Institute of Pest Technology
Advanced Truck Driving School
Airstreams Renewables, Inc.
Arbor Employment & Training, LLC (ResCare)
Bakersfield Adult School
Bakersfield Barber College
California College of Vocational Careers
California State University, Bakersfield
City of Ridgecrest
Dasmesh Truck Driving School
Delano Adult School
Delano Joint Union High School District
Employment Development Department
Farmworker Institute for
  Leadership and Development
Federico's Career College
Goodwill Industries
Instituto Hispano Americano
John Lopez Welding School
Kaplan College
Kern Community College District
Kern County Superintendent of Schools
Kern High School District
Liberty Career College
Lyle’s Bakersfield College of Beauty
Mexican American Opportunity Foundation
Pain Management Institute
Proteus, Inc.
Safety Seminars
Safeway Truck Driving School
San Joaquin Valley College
Santa Barbara Business College
Taft College
Tehachapi Unified School District
Union Truck Driving School
Western Truck School
West Side Consortium
WESTEC
Zoom Graphics
On-the-Job Training
The On-the-Job Training Program (OJT) enables businesses to hire and train new employees who qualify, and the employer will be reimbursed up to 50% of that employee’s wages during the training contract.

Rapid Response
The Rapid Response team establishes a connection with the employer to provide immediate response at the employer’s facility or alternate location to provide information and support to employees who are about to lose their jobs due to company downsizing, relocation or closure.

Layoff Aversion
Layoff aversion is about keeping companies in business by providing strategic alternatives to keep workers in their present jobs or quickly move them into comparable new jobs. With the need to retain companies and industries that might be viable in the future and to retain the skilled workforce, it is important to utilize layoff aversion tools. Layoff Aversion has identified and assisted businesses at-risk of failure as a means of averting closures and retaining jobs.

Enterprise Zone/Tax Credits
The Enterprise Zone Program offers businesses located within designated economic boundaries, the opportunity to receive tax credits over a period of time for operating in the Enterprise Zones and hiring individuals living within the zones.

Labor Market Information
Statistics that offer comparisons and standards for wages, salaries and job information in demand occupations within Kern, Inyo and Mono Counties.

“The OJT training program has been instrumental in allowing our small business to continue to grow during a struggling economic environment. OJT permits us to hire someone with basic skills and allows us to enhance their abilities in a specialized industry making them an asset to our business.”

Tracy Chitwood, MBA CEO
Southern Sierra General Engineering, Inc.
Employer Services

**Job Fairs and Employer Recruitments**
Employers who utilize a Career Services Center will have opportunities to participate in job fairs and customized recruitments, helping to find the right employee for their company.

**Applicant Pre-Screening**
Applicants are screened by staff to find the best candidates with the necessary skills required by the employer.

**WorkKeys & WIN Solutions**
The WorkKeys is an in-depth skills evaluation and employment readiness tool adopted by 14 counties to measure cognitive abilities such as mathematics, reading and locating information. Clients can increase their scores by using a program called WIN Solutions to reach their desired levels of competency. Upon completion, a Work Readiness Certificate is issued. Employers may request client referrals with specific scores for their review.

**CalJOBS**
The Employment Development Department's CalJOBS internet job search site links or matches employer job listings with jobs or career interests indicated on resumes posted by job seekers. Staff place job orders on a daily basis to seek qualified applicants throughout our centers.
(www.caljobs.ca.gov)

**Careers in the Valley**
A new internet job search site for navigating links for training institutes, current employment data, and wage comparisons for the central valley as well as local job postings and the ability to spider out to over 3,300 internet job boards.
(www.careersinthevalley.com)

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<th>EVENTS/SERVICES/JOB INFORMATION</th>
<th>2008-09</th>
<th>2009-10</th>
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<tbody>
<tr>
<td>Job Fairs Hosted</td>
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<td>Employer Recruitments</td>
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<td>Enterprise Zone Vouchers</td>
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<td>On-the-Job Training Contracts</td>
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<td>Rapid Response Services</td>
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<td>Employers with Job Openings</td>
<td>737</td>
<td>818</td>
</tr>
<tr>
<td>Job Orders Listed</td>
<td>2325</td>
<td>3383</td>
</tr>
<tr>
<td>Job Openings Listed</td>
<td>8255</td>
<td>11223</td>
</tr>
</tbody>
</table>
Job Seeker Services

Career Closet*
Case Management*
Community Resource Guide
Computer Training*
Computers & Printers
Dedicated Unemployment Insurance Phones
Employment Recruitments
Internet Access
Interviewing Techniques*
Job Fair Announcements*
Job Listings: CalJOBS/Careers in the Valley
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
Telephones For Job Search
Typing Certification
Unemployment Insurance Forms
Vocational Training Programs*
Work Experience Opportunities*
WorkKeys Assessment*
And Many More!

* Available to WIA enrolled clients only

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<tr>
<th></th>
<th>2008-2009</th>
<th>2009-2010</th>
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<tbody>
<tr>
<td>Services Provided</td>
<td>214,799</td>
<td>258,544</td>
</tr>
<tr>
<td>Customers Served</td>
<td>119,312</td>
<td>123,265</td>
</tr>
</tbody>
</table>

"I intend on using ETR and the Career Services Center again. The candidates presented were qualified and employable and services offered are of great value."

Larry Burns
Krazan & Associates
Training Programs*

Air Conditioning & Heating Technician  
Auto Mechanics  
Bookkeeping  
Certified Nursing Assistant  
Child Development  
Computer Specialist  
Dental Assisting  
Drug & Alcohol Counselor  
Emergency Medical Technician  
Environmental Horticulture  
General Office Worker  
Green Building  
   Pre-Apprenticeship Program  
Health Care Worker  
Industrial Technology-  
   Solar/Wind/Electronics  
Licensed Vocational Nursing  
Manufacturing Technology  
Medical Assistant  
Medical Billing/Coding  
Network Systems Administrator  
Petroleum Technician  
Radiology Technology  
Registered Nurse- Associates Degree  
Service Occupations  
Surgical Technologist  
Truck Driving  
Web Design  
Welding/Metal Fabrication  
Workers’ Compensation Law-Certificate  
And Many More!

* Available to WIA enrolled clients  
who meet additional qualifications.

"The free employment services and recruiting efforts are a great value to employers during this challenging economy - best value for services offered.”  

Loretta Ehoff  
Triple E Trucking
Youth Programs

Youth programs target youths (ages 14 to 21 under WIA, or 14 to 24 under ARRA) in one or more of the following categories: basic skills deficient; school dropout; homeless, runaway or foster child; pregnant or parenting; offender; or requiring additional assistance to find or retain employment. Youth program providers may serve people who are in school, out of school, or both.

WIA youth programs are expected to be year-round, comprising all or some of the following ten elements of service: tutoring and study skills training; alternative secondary school offerings; summer employment linked to academic and occupational learning; paid or unpaid work experiences, including internships and job shadowing; occupational skills training; leadership development opportunities; supportive services; mentoring; follow-up services; and comprehensive guidance and counseling. Expected outcomes include employment; post-secondary education; attainment of a degree, high school diploma or certificate; and gains in reading or mathematics skill levels.

Arbor E&T
Power
Project CEO/Passport

California State University, Bakersfield
Career Beginnings

City of Ridgecrest
Youth Employment Services (Y.E.S!)

Delano Joint Union High School District
In-School and Out-of-School Youth Programs

Kern County Superintendent of Schools
Jobs Plus!

Kern High School District
Career Training Internship Education & Summer Program (CTIES)
Adolescent Career Training (ACT)
Careers, School, Success (CS2)
Re-Entry Education Attainment Program (REAP)

Mexican American Opportunity Foundation
Kern County Conservation Corps (KCCC)

Tehachapi Unified School District
In-School Youth

West Side Consortium of Kern County
In-School Youth Program

“Enrolling in the Careers, School, Success (CS’) program has given me great opportunities. I learned how to create a resume, complete a job application and to be confident during a job interview. I was also able to take a class in computer and phone answering skills which I needed to become a good employee.”

Sandra Naranjo
Youth Student
On-the-Job Training Program

The On-the-Job Training Program (OJT) is a benefit by which employers can hire new employees and receive WIA funding to help offset the expense of training them. Employers have received reimbursements for a portion of the pay rate, typically up to 50%, which is considered payment for extraordinary costs to the employer associated with training a new employee.

The term "on-the-job training" means that a person who is eligible under WIA is trained while engaged in productive work at the employer's work site. In turn, OJT establishes a trained workforce for employers who are willing to provide the training necessary to perform the job and meet their specific employment needs. Contracts are for permanent, full-time employment with employers who meet OJT eligibility guidelines.

OJT is an excellent vehicle for individuals to build their skills, re-establish themselves in new fields, and earn a wage while learning an occupational skill. OJT is intended to provide long-term, productive employment leading to increased self-sufficiency and upward mobility.

An agreement with the employer specifies the duration of training as well as the skills and competencies to be acquired by the participant. The length of the training period depends on the complexity of the job as well as the participant's skills and prior work experience.

This is a tremendous benefit to everyone: the employer who can afford to hire new staff; the person who gets a job; and our community which gains a new taxpayer and consumer.

Sample of On-the-Job Training Employers

- Bakersfield Memorial Hospital
- Bland Solar and Air, Inc.
- Commworld of Kern County
- Domino Plastics Mfg., Inc.
- FAAST Pharmacy
- Grimmway Enterprises, Inc.
- Hall Ambulance Service
- Interim Health Care
- Just Johnson, Inc.
- Pure Energy Systems, Inc.
- Railex, Inc.

Registered Nurse
HVAC/Solar Technician
Engineering Technician
Customer Service Representative
Pharmacy Technician
Maintenance Mechanic
Emergency Medical Technician
Referral Coordinator
CNC Operator
Solar Technician
Forklift Operator/Warehouse Worker

<table>
<thead>
<tr>
<th>ON-THE-JOB TRAINING PROGRAM</th>
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<tbody>
<tr>
<td><strong>PY 08-09</strong></td>
</tr>
<tr>
<td><strong>NUMBER OF CONTRACTS</strong></td>
</tr>
<tr>
<td><strong>AVERAGE WAGE</strong></td>
</tr>
<tr>
<td><strong>ENCUMBERED</strong></td>
</tr>
<tr>
<td><strong>EMPLOYMENT RATE</strong></td>
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Veterans’ Programs

Kern County has a full history of military service dating back to the Civil War. 45,636 Kern veterans receive benefits through the Department of Veterans Affairs, although 100,000 are estimated to reside in the area. The Department of Veteran Affairs determined that the number of veterans residing in Kern County justified the need to establish a Veterans' Center in Bakersfield. The mission of this Center is to provide a broad range of counseling, outreach and referral services to eligible veterans and their families in order to help them make a satisfying readjustment to civilian life. Bakersfield's Veteran Center began seeing combat veterans at the beginning of 2009 and anticipates opening a new facility in early 2011.

In December of 2009 the State awarded Employers’ Training Resource $500,000 to serve veterans in a regional collaborative with Tulare County. The program's goal is to serve 149 veterans in the four-county area by June 2011 and is designed to work with the counties’ respective Veterans' Services Officers and Veterans' Employment Committees to increase the outreach and employment activities for the veterans residing in Kern, Inyo, Mono and Tulare Counties. The program also works with other veteran and military organizations to increase the resources available to assist veterans and provide a holistic approach for those who have served their country.

Furthermore, in March 2010 ETR received $989,982 in funding to train 169 veterans in green industries, in collaboration with San Bernardino County. Several solar and wind energy projects are slated for the deserts encompassing both counties, to take advantage of vast amounts of wind and sunshine prevailing there. This will provide more opportunities for local veterans in progressive occupations.

Veterans today need more help in making the transition to civilian jobs so our agency responded with a specialized workshop. Our workshop instructs veterans to translate their skills into civilian careers; to cross walk those skills into other occupations; to write an appropriate resume for employers; to network and participate in internet job searches; to apply for government positions; and to learn how to make the best impression when interviewing for a potential job.

“I was a client with Career Services Center while looking for work. I attended Job Search Assistance class and learned a lot of new skills. I was told that my resume stood out from the hundreds of applicants that applied for a management position with Safelite Auto Glass. Today I am the Manager with a territory that stretches throughout the Central Valley. I always use Career Services Center to recruit for my open positions and it saves the company money with the free resources that are available to assist with staffing.”

Scott Distefano, Manager
Safelite Auto Glass
Healthcare Programs

Healthcare services have been a growth industry in Kern, Inyo and Mono counties. To meet the growing demand for healthcare-related workers, we endeavored to promote a variety of related training programs through both classroom training and On-the-Job Training (OJT) opportunities.

Kern High School District Career Resources Department
Health Care Worker
This program trains students to handle medical records, insurance information, arrange for hospital admissions and lab work, greet patients, set appointments and manage office communications.

Medical Assistant (MA)—Back Office
This program trains students to take vital signs, prepare patients for examination, and assist the physician with procedures. Experienced MAs may also draw blood and perform injections. At the completion of training, participants must take the State Certified Medical Assistant examination.

Medical Billing and Coding A&B
This program includes Computerized Medical Billing and Coding A; Medical Billing and Coding B to provide participants with the skills necessary for entry level employment in the medical billing field.

Nurse Assistant (NA)/Home Health Aide (HHA)
This two part program consists of a balanced blend of classroom and clinical site training for NA and HHA. The NA portion trains students in bedside care, to gather and deliver supplies, complete patient forms, and communicate with lead nurses. HHA's are trained specially in patient homecare and may provide light housekeeping, meal preparation, errand-running and more to homebound patients.

Mexican American Opportunity Foundation
Medical Assistant
This program teaches special skills involved in medical assisting (CPR, first aid, etc.) as well as front-office clerical duties required by medical, dental and other health care facilities. Phlebotomy Certification is also included.

Bakersfield Memorial Hospital
Registered Nurse (RN) Residency Program
To help meet a critical shortage in Kern County of licensed RN’s in specific medical specializations, Bakersfield Memorial Hospital approached ETR with a proposal to implement a new program. Bakersfield has an average of only 345 RNs per capita (national average 798), so hospitals have had to rely heavily on traveling nurses to fill the need for trained nurses.

Through our On-the-Job training program, we worked with the hospital to train newly educated nurses to prepare them for employment. Employers’ Training Resource reimbursed up to 50% of wages for nurses who required additional skills.

Trainees received training and hands-on experience in areas like Labor and Delivery, ICU, NICU, Pediatrics, Telemetry, Surgery, Family Care and more. Trainees were able to transition from newly graduated students to professional nursing practitioners with the interaction and guidance of instructors, mentors and RN preceptors.

Through Kern County colleges, 19 nursing students were recruited. Of this 18 week/720 hour program, all of the trainees successfully completed their RN residencies and obtained employment.
Farmworker Programs

The recent economic recession has had an adverse effect on the population, and the farmworkers are no exception. Employers' Training Resource (ETR) has faced these challenges by creating meaningful and innovative ways to better help farmworkers and their families.

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. In Program Year 2009-10, 542 Kern County farmworkers and their dependents received services through this grant.

NFJP grants have been making a difference for farmworkers and their families in Kern County. ETR formed a very effective team from all divisions to provide comprehensive services from outreach to retention. Examples of the special activities provided to farmworker families include outreach activities in rural and urban locations with large segments of farmworkers (such as schools, mercados, health clinics, etc.). Some orientations are conducted in Spanish, and Spanish Job Clubs showcase “Industry Spotlights” where employers share valuable insights on their expectations and potential for employment.

To better equip our job seekers, clients are referred to English-as-a-Second Language classes, and classes to obtain a high school diploma or GED certificate. New avenues were created for farmworkers by obtaining safety training certification through WESTEC. Welding training is available in a bi-lingual format. Staff provides extensive soft skills services, such as interviewing, resume-writing, and networking skills to help find and retain employment. Periodic job fairs are also held.

In addition, the Job Loss Coping Skills and Consumer Credit Counseling workshops have helped families deal with layoffs and financial crisis. As a result, 147 farmworkers are better off because they were able to secure stable employment and financial stability.

Furthermore, several programs are operated using funding from La Cooperativa Campesina de California (La Cooperativa), a statewide association implementing WIA farmworker programs. One of them is a housing supportive services program, which provides temporary housing assistance to eligible farmworkers and their dependents. Assistance (up to $450 per client) includes rent and utility payments, referrals to meet other emergency needs, and case management. In 2009-10, 100 farmworker clients received rental and/or utilities assistance. Additional WIA and ARRA funding from La Cooperativa was used to operate two Dislocated Agricultural Worker Programs. In 2009-10, these programs provided employment and training services to 37 dislocated agricultural workers and cannery workers impacted by plant closures.

“The Career Services Center helped me to find employment outside of farm labor. They showed me how to look for work using the computer and offered me supportive services when I really needed them. I am very appreciative of the services I received.”

Maria G. Moreno
Previous Farm Laborer
Green Jobs Programs

During Program Year 2009-10, the KIM Consortium was awarded a variety of grants to promote career opportunities in the realm of renewable “green” energy, which are summarized below:

San Joaquin Valley Green Jobs Corps
This program provided a holistic look at the environmental aspects of energy for youth ages 16-24. These youth experienced soft skills training, a week-long environmental camp, paid work experience, one hundred hours of community service and other activities designed to introduce them to the various jobs available in the green job industry.

Green Building Pre-Apprenticeship
This program gave participants a general introduction to the environmental need for and the career opportunities available in the green job industry. Participants experienced one week with the Kern Community College District (KCCD) touring various green jobs around Kern County and one week with the Sheet Metal Workers Union, where they were introduced to electrical, plumbing and sheet metal skills and techniques.

Green Capacity Building
This program allowed for the purchase of solar trainers for the Independence High School Energy Academy. These trainers were used to teach solar panel installation to students of the academy and to a special farmworker summer class.

La Cooperativa Green Centers
This program helped to educate staff about the green jobs in the valley. Staff participated in tours to better understand what type of jobs will be needed in the industry. They toured the Airstreams Renewable, Inc. facility in Tehachapi, and the newly constructed Sheet Metal Workers, Local 105, training facility. Staff also attended the fourth Green California Summit and Exposition in Sacramento to learn more about the future of the industry. This event was sponsored by the California State and Consumer Services Agency, the Environmental Protection Agency, Siemens, and the Sacramento Municipal Utility Department.

Kern Community College District (KCCD) Clean Energy Retraining Partnerships
This program lead by KCCD provided participants with utility worker training. The participants then had a choice of further training in either utility scale solar or wind energy to prepare them for employment at solar plants and wind farms.

Farmworker Institute for Education & Leadership Development (FIELD) Industrial Technology Training
This program introduced students to the renewable energy field, with a special emphasis on solar energy. As part of this training, students were provided the opportunity to test for the North American Board of Certified Energy Practitioners (NABCEP) Photovoltaic Entry Level Exam.

“Career Services Center met our needs. Whenever I have called, they have responded quickly and professionally.”

Steve Lopez
Prices Mobile Truck Repair
Snapshots of Success Stories...

FARMWORKER PROGRAM - Mario Lemus
Mario Lemus, a 19 year old son of farmworkers, is an outstanding young man. Following his father’s footsteps, he worked in farm labor himself. Thanks to the encouragement and support of his loving family, Mario was able to finish his high school education and earn his diploma. His proficiency in both Spanish and English gave him the confidence he needed to seek employment outside of the fields. With the help of the Career Services Center he was able to find employment with LaVerne & Son Electrical Air Conditioning & Heating, as an Installer/Helper. His employer states that he is a dependable and hard worker with amazing gratitude for his position which enables him to work outside of farm labor. Although working the land is a noble profession, the conditions, wages, and hours are less than desirable. It is no secret that he is motivated to excel and he continues to reach for a better future for himself and his family.

GREEN JOBS PROGRAM - Matt Zielsdorf
Matt Zielsdorf, a 20 year old young man, lived at home with his parents and had no driver’s license or car, so the public bus and his bike were his primary means of transportation. After completing the Green Jobs program, Matt became employed with Stockdale Aire as an Installation Technician/Sheet Metal Worker. After being hired, he immediately began saving his checks. Within a few months he was able to get his driver’s license and purchase his first car. He now enjoys the daily routine at work which includes building duct work, installing air conditioners, and maintaining the units. The Green Jobs program included a week long stay at a campsite in Yosemite that taught the students about jobs available in the Green Jobs industry. He not only appreciates the experience but is thankful that he gained good friends throughout his time in the program. Matt is thankful for this wonderful opportunity which allowed him to get up on his feet and start a successful career in the air conditioning field. His hope would be that others learn about and take advantage of such a wonderful opportunity. He thinks this training program is highly beneficial because of the amazing changes he has personally experienced in his life.

HEALTHCARE PROGRAM - Deborah Reeves
Debbie Reeves, a struggling single mother from Lake Isabella relocated to Bakersfield in hope of a better future. Although she had prior experience working in the medical field, her opportunities were limited due to lack of training. Through the Career Services Center she enrolled in MAOF’s Medical Assistant training program. During her time in the program she was able to move out of her parents home and take on the task of raising her teenage son who had been living with his father. Although Debbie had to leave the program due to neck and back surgery from a prior accident, she continued with her studies and completed all the training requirements. After a long and intense job search supported by her Case Manager, she was able to find employment with All Home Healthcare as a Care Coordinator. She has been working since July 28, 2010 and loves the work she is doing. Through employment she has been able to serve as an inspiration for her son, which in turn has helped in keeping him out of trouble while providing a roof over his head. Debbie hopes to speak at the Job Roundup meetings in Oildale to share her story and inspire others not to give up. She is a true example of “Paying it Forward”.

...
YOUTH PROGRAM - Blessing Reyes
Blessing Reyes, a foster youth, graduated from high school and appeared to be ‘on the right track’. Upon emancipation, she began hanging out with the wrong crowd, quit working, dropped out of college and became pregnant. One day she realized that she had to change her life or she would fail, not only for herself but for her child.

Through the WIA program she enrolled in a program where she completed a series of life and employability skills workshops and was ready to be placed in a subsidized work experience opportunity. The County of Kern’s Public Defender's office put her to work on a part time basis. After 3 months, Blessing had earned the respect of the department and was able to increase her hours to full time status. At the completion of her work experience hours she was hired as a full time Office Service Assistant.

Blessing has continued her employment with the County of Kern, recently received her driver’s license, is taking care of her child, mentoring other youth and planning to re-enroll in Bakersfield College.

ON-THE-JOB TRAINING PROGRAM - Juan Espinoza
Juan Espinoza, a 34 year old with three kids, had been struggling for many years with a disability. At the age of 18, a bullet got lodged in his spine after being shot. He became paralyzed from the waist down leaving him the option of depression or fighting for a better life. After years of what he describes as being a partier and living the “hood life”, he became interested in employment. Just Johnson, Inc. and Employers’ Training Resource offered him an OJT contract for three months which enabled him to learn how to become a specialized wood painter. He was offered a full-time job with them and continues to be a successful painter after three years. Today, Juan continues to learn new skills on the job and is thankful for having a place to go every day. Being confined to a wheelchair for sixteen years has not been easy, but he recognizes that his current employment has contributed greatly to his success as a working individual. His girlfriend is now also employed with Just Johnson, Inc. and together, they provide a stable home environment for their children. If he had not had this opportunity, he recognizes that perhaps he would still be out on the streets, getting into trouble.
Comparison of Funding Between Prior and Current Years

Most of ETR's funding normally comes from Workforce Investment Act (WIA) allocations. The primary grants, referred to as Adult, Dislocated Worker, and Youth, are distributed based on complex economic and demographic formulas, hence they are called “formula grants.” The formulas are essentially based on factors such as the local area's rates of unemployment, excess unemployment, concentrated unemployment, economically disadvantaged, long-term unemployment, economically disadvantaged youth, and mass layoff statistics.

At the onset of the Recession, the federal government determined that the country would benefit from stimulating the economy, so ETR received a number of new grants targeting innovative workforce preparation under the American Recovery and Reinvestment Act (ARRA). ARRA grants began in March, 2009 and later, and continue for varying durations. The shortest ARRA grants end December, 2010.

The tables below show the difference in all funding between Fiscal Year 2008-09, at $33,487,719, and Fiscal Year 2009-10, at $38,654,215 (an increase of 15.4%). Many of the grants listed were obtained on a competitive basis, based on the quality of proposed programs and ETR's previous programs' performance.

<table>
<thead>
<tr>
<th>2008-09 FUNDS AVAILABLE AND EXPENSES</th>
<th>2009-10 FUNDS AVAILABLE AND EXPENSES</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>On-Going Grants</strong></td>
<td><strong>CalWORKs Placement MOU</strong></td>
</tr>
<tr>
<td>WIA Adult</td>
<td>5,413,505</td>
</tr>
<tr>
<td>WIA Dislocated Worker</td>
<td>4,394,597</td>
</tr>
<tr>
<td>WIA Youth</td>
<td>4,394,597</td>
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<tr>
<td>WIA Rapid Response</td>
<td>323,193</td>
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<td>CalWORKs Placement MOU</td>
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<td><strong>Subtotal</strong></td>
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<tr>
<td><strong>Special Grants</strong></td>
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<tr>
<td>ARRRA Adult*</td>
<td>2,490,231</td>
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<tr>
<td>ARRRA Dislocated Worker*</td>
<td>4,653,346</td>
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<tr>
<td>ARRRA Youth*</td>
<td>5,795,754</td>
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<tr>
<td>ARRRA 25% Rapid Response*</td>
<td>574,941</td>
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<tr>
<td>Disability Navigator Grant</td>
<td>54,511</td>
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<tr>
<td>Kaiser Grant</td>
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<tr>
<td>La Cooperativa Dislocated Agricultural Worker Grant I</td>
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<tr>
<td>La Cooperativa Dislocated Agricultural Worker Grant II</td>
<td>188,141</td>
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<tr>
<td>La Cooperativa Housing Grant</td>
<td>41,862</td>
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<td>Veteran's Grant I</td>
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<tr>
<td>Veteran's Grant II</td>
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<td>WIA Dislocated Worker Economic Stimulus</td>
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<td>WIA Incentive Award</td>
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<tr>
<td>WIA National Farmworker Jobs Program</td>
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<td><strong>Subtotal</strong></td>
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<tr>
<td><strong>TOTAL 2008-09 OPERATING BUDGET</strong></td>
<td>33,487,719</td>
</tr>
</tbody>
</table>
Comparison of Participant Data Prior and Current Years

The green charts labeled “Workforce Investment Act Performance” summarize outcomes of ETR’s primary on-going grants for Adults, Dislocated Workers, Farmworkers and Youth. The Workforce Investment Act sets forth goals for clients enrolled in local programs, which are the categories reflected in these charts. Outcomes are counted for people who complete the programs. Given the state of our economy in 2008-09 and 2009-10, these rates are noteworthy.

The bar charts below depict numbers of people enrolled in all the various grants received during ARRA funding. In many cases clients are enrolled in more than one grant, but these numbers do not include anyone in more than one grant. As these charts show, the number of people served increased significantly between 2008-09 and 2009-10.

### WORKFORCE INVESTMENT ACT PERFORMANCE (PY 08-09)

<table>
<thead>
<tr>
<th></th>
<th>Adults</th>
<th>Dislocated Worker</th>
<th>Farm Worker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entered Employment Rate</td>
<td>75.41%</td>
<td>84.40%</td>
<td>86.00%</td>
<td>N/A</td>
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<tr>
<td>Retention Rate</td>
<td>77.27%</td>
<td>81.94%</td>
<td>65.50%</td>
<td>N/A</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>$1164/mo</td>
<td>$1126/mo</td>
<td>$9.33/hr</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>61.31%</td>
</tr>
<tr>
<td>Attained Degree or Certificate</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>60.26%</td>
</tr>
<tr>
<td>Literacy / Numeracy Gains</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>33.33%</td>
</tr>
</tbody>
</table>

N/A: Not Applicable to this grant

### WORKFORCE INVESTMENT ACT PERFORMANCE (PY 09-10)

<table>
<thead>
<tr>
<th></th>
<th>Adults</th>
<th>Dislocated Worker</th>
<th>Farm Worker</th>
<th>Youth</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entered Employment Rate</td>
<td>69.44%</td>
<td>77.70%</td>
<td>85.80%</td>
<td>N/A</td>
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<tr>
<td>Retention Rate (Preliminary)</td>
<td>73.96%</td>
<td>81.90%</td>
<td>65.50%</td>
<td>N/A</td>
</tr>
<tr>
<td>Average Earnings</td>
<td>$1162/mo</td>
<td>$1133/mo</td>
<td>$9.03/hr</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>64.80%</td>
</tr>
<tr>
<td>Attained Degree or Certificate</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>58.80%</td>
</tr>
<tr>
<td>Literacy / Numeracy Gains</td>
<td>N/A</td>
<td>N/A</td>
<td>N/A</td>
<td>38.13%</td>
</tr>
</tbody>
</table>

N/A: Not Applicable to this grant