

Annual REPORT 2020-2021



COMPREHENSIVE ONE-STOP CENTERS

BAKERSFIELD

1600 E. Belle Terrace
Bakersfield, Ca 93307

DELANO

1816 Cecil Ave.
Delano, Ca 93215

RIDGECREST

540 Perdew Ave., Suite B-2
Ridgecrest, Ca 93555

2020-2021 WORKFORCE PARTNERS

- Bakersfield Adult School
- Bakersfield College
- California Indian Manpower Consortium, Inc.
- Cerro Coso Community College
- Community Action Partnership of Kern
- Cornerstone Solutions, Inc. -Job Corps Services
- Delano Joint Union High School District
- Department of Rehabilitation
- Employers' Training Resource
- Employment Development Department
- Farmworker Institute of Education & Leadership Development
- Housing Authority of the County of Kern
- Inyo County Health & Human Services
- Kern Community College District
- Kern County Behavioral Health & Recovery Services
- Kern County Department of Human Services
- Kern County Superintendent of Schools
- Kern County Veterans Services Department
- Kern High School District
- Latino Coalition of Community Leadership
- Mono County Social Services
- Proteus Incorporated
- SER -Jobs for Progress, Inc.
- Taft College (West Kern Community College District)
- Tehachapi Unified School District

AJCC AFFILIATE SITES KERN COUNTY

Business Center

1129 Olive Drive, Suites C & D
Bakersfield, Ca 93308

EPIC Center (Young Adult Center)

2211 H Street Bakersfield 93301

Lake Isabella

5500 Lake Isabella Blvd., Suite E-3
Lake Isabella, Ca 93240

Lamont

8300 Segrue Road
Lamont, Ca 93241

Mojave

2300 Highway 58
Mojave, Ca 93501

Oildale

1129 Olive Drive, Suite H
Bakersfield, Ca 93308

Shafter

115 Central Valley Highway
Shafter, Ca 93263

Taft

119 North 10th Street
Taft, Ca 93268

AJCC AFFILIATE SITES MONO COUNTY

Mammoth Lakes

1290 Tavern Road, Suite 229
Mammoth Lakes 93546

Walker

107384 South Highway 395
Walker 96107

AJCC AFFILIATE SITES INYO COUNTY

Bishop

1360 N. Main Street
Bishop, Ca 93514

MESSAGE FROM the WDB BOARD CHAIR

During the program year 2020-2021 our Kern, Inyo & Mono Workforce Development Board (KIM WDB) continued to provide services to the businesses and job seekers in our community throughout the COVID pandemic. Safety precautions for all customers, staff and partners were set in place at each of our service locations to help avoid exposing anyone to COVID-19.

Our staff and partners adapted to tele-working from home or splitting schedules at the offices to minimize any exposure to COVID-19. Many of our services were newly offered on-line to continue to help those that were looking for employment or assistance with hiring. Orientations, workshops, assessments, certifications and one-on-one consultations with Career Planners, Case Managers and Job Developers were all done on-line as well as any staff training.

During this time, we continued our great services to Adults, Dislocated Workers, Youth, and Farmworkers through our regular formula funded Workforce Innovation and Opportunity Act (WIOA) grants, as well as special grants for these populations. We also served CalWorks/TANF participants through local partnerships and justice-involved participants through Public Safety Re-Alignment (AB109) and Prison-to-Employment (P2E) grants. We continued services to those affected by the earthquakes of 2019 in the eastern areas of Trona and Ridgecrest and to Veterans through our Disability Employment Assistance grant.

We also continued our partnership with the County of Kern and Kern County Libraries to promote the Kern Recovers Programs for both businesses and non-profit organizations to apply for forgivable loans and to supply them with needed Personal Protection Equipment (PPE) for their staff and customers so that they could continue to keep their doors open for business.

We offered additional promotion of recruitments for employers through our websites and social media pages as well as our weekly segments on Facebook Live Job Squad, KGET TV 17 Job Corner, KBAK TV 29 Putting You to Work Wednesdays, and the Scott Cox radio show on KERN 1180 AM. We look forward to returning to our offices post-pandemic, but we will continue our extra efforts to provide safety precautions for customers from COVID-19 while we serve everyone and strive to meet all of our grant program goals.



Alissa Reed
WDB Board Chair



Teresa Hitchcock
Assistant County Administrative Officer



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

Laura Barnes
Associated Builders and
Contractors

Leo Bautista
Kern Oil & Refining Co.

Stacy Ferreira
Clinica Sierra Vista

Greg Gutierrez
Truitt Oilfield Maintenance

Nick Hill III
Kern County Black Chamber of
Commerce

Karen King
Golden Empire Transit

Greg Knittel
Centralize HR

Anita Martin
Kern Health Systems

Clare Pagnini
Macpherson Oil Company

Alissa Reed
Kern Oil & Refining Co

Jay Tamsi
KC Hispanic Chamber of
Commerce

Todd Yepez
PCL Industrial Services, Inc.

ECONOMIC DEVELOPMENT

Kelly Bearden
CSUB Small Business
Development Center

Richard Chapman
Kern Economic Development
Corporation

EDUCATION and TRAINING

John Means
Kern Community College District

Dean McGee
Kern High School District

LABOR

Steven Gomez
Plumbers & Pipefitters
Local 460

Chris Gonzales
SMART Sheet Metal Local
#105

John Spaulding
Kern, Inyo, Mono Building
Trades Council

John Moralez
Teamsters Local Union

COMMUNITY-BASED ORGANIZATIONS

Jeremy Tobias
Community Action
Partnership of Kern

Randy Martin
Covenant Community
Services

ONE-STOP PARTNERS

California Indian Manpower
Consortium, Inc.

Priscill Varela
Department of Rehabilitation

Teresa Hitchcock
Employers' Training Resource

Shelly Tarver
Employment Development
Department

YOUTH BOARD

Rob Arias
Kern County Superintendent of Schools

John Means
Kern Community College District

Dale Countryman
Retired School Administrator

Leticia Perez
Kern County Board of Supervisors

Jim Elrod
IBEW Local 420

Norma Rojas-Mora
Bakersfield College

Teresa Hitchcock
Employers' Training Resource

Jayme Stuart
KC Network for Children

Ian Journey
Baskine Mechanical

Greg Terry
Bakersfield Police Department

Karine Kanikkeberg
Kern High School District, CRD

Veronica Vega
Student Representative

Traco Matthews
Kern County Superintendent of Schools

David Villarino
Farmworker Institute of Education &
Leadership Development

Diane McClanahan
Department of Rehabilitation

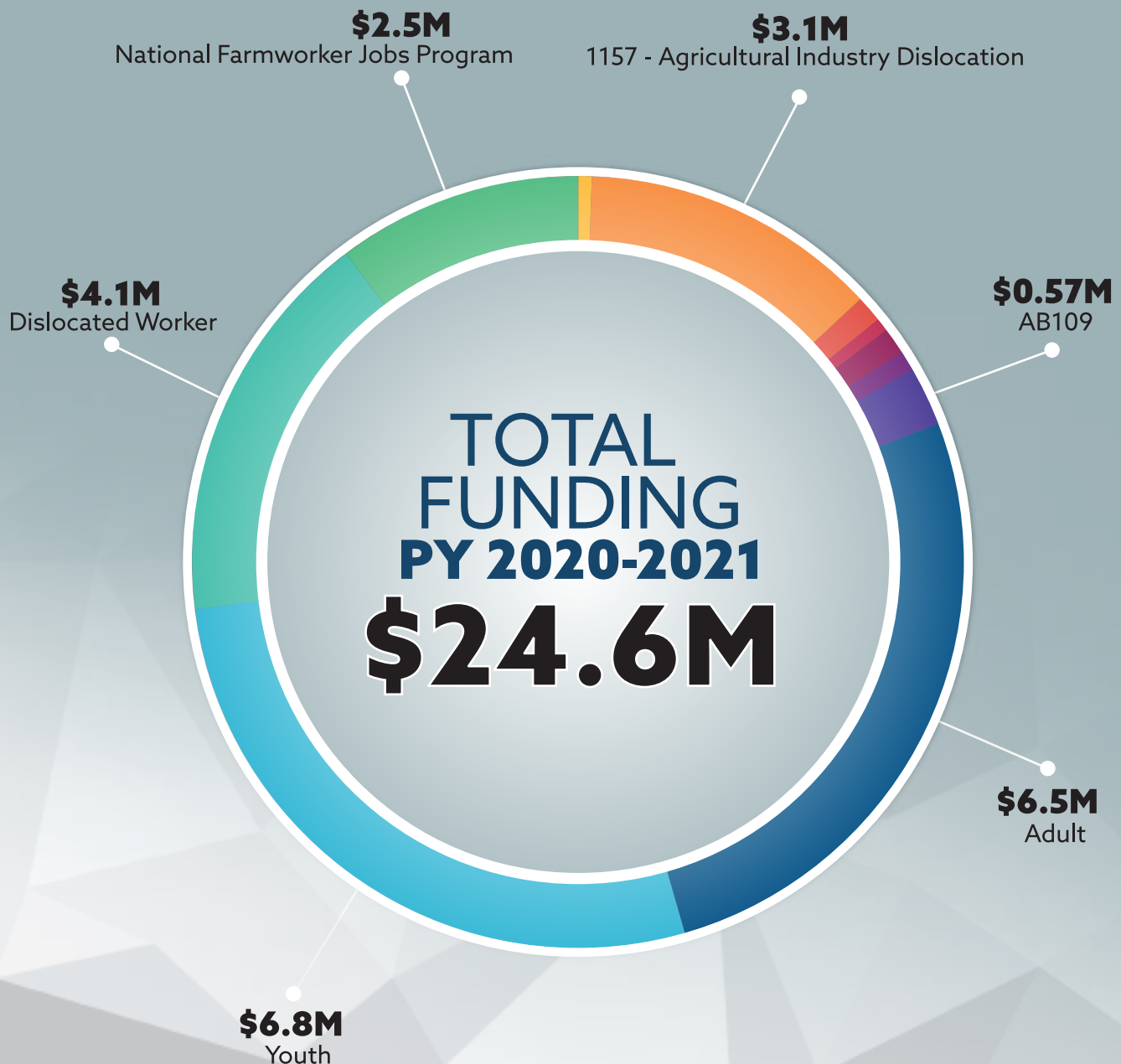
Todd Yepez
PCL Industrial Services, Inc.

WORKFORCE DEVELOPMENT BOARD FUNCTIONS



YEAR IN REVIEW REPORT

- 1152 - Disability Employment Assistance PY 2018-19 - **\$150,659** - Carryover
- 1157 - Agricultural Industry Dislocation 25% AA - **\$3,076,162**
- 2286 - P2E Supportive Services / Earn and Learn - **\$304,062** - Carryover
- 2287 - P2E Direct Services - **\$135,706** - Carryover
- 1162 - KIM - Ridgecrest Earthquake and COVID-19 AA Grant - **\$262,332** - Carryover
- 1187 - Underserved COVID-19 Impacted Individuals Grants - **\$244,591** - Carryover
- AB109 - Public Safety Realignment Act - **\$566,273**
- Adult - **\$6,543,573**
- Youth - **\$6,771,532**
- Dislocated Worker - **\$4,094,353**
- National Farmworker Jobs Program - **\$2,493,027**



PROGRAM YEAR 2020-2021

ADULT (201)

PERFORMANCE	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
NEGOTIATED TARGET	73.2%	66.0%	\$6,000	60.0%	50.0%
ACTUAL	75.4%	68.8%	\$7,749	79.0%	80.2%

DISLOCATED WORKER (501)

PERFORMANCE	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
NEGOTIATED TARGET	76.0%	72.5%	\$7,300	60.0%	45.0%
ACTUAL	74.1%	75.1%	\$7,816	81.0%	66.0%

YOUTH (301)

PERFORMANCE	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
NEGOTIATED TARGET	71.0%	71.0%	\$3,800	60.0%	56.4%
ACTUAL	60.9%	57.2%	\$4,860	68.1%	63.7%

Reported from CWA/State Annual Report PY2020

NATIONAL FARMWORKER (167)

PERFORMANCE	Employment Rate 2nd Qtr after Exit	Employment Rate 4th Qtr after Exit	Median Earnings 2nd Qtr after exit	Credential Attainment within 1 year after exit	Measurable Skill Gains
NEGOTIATED TARGET	71.0%	71.0%	\$3,800	60.0%	56.4%
ACTUAL	60.9%	57.2%	\$4,860	68.1%	63.7%

In alignment with (TEN 14-21/DOJ) & (W5D20-02/) the State is only requiring local areas to achieve a performance score of 50% or higher for the following performance measures or PY2020:

- Employment Rate 2nd Quarter After Exit
- Median Earnings

EMPLOYER RECRUITMENTS

711 MATERIALS, INC

ADECCO

ADVANCED MICRO RESOURCE

ADVANCED INDUSTRIAL SERVICES

AEROTEK

AGAPE IN HOME CARE, INC.

AIMES

AIR FORCE CIVILIAN SERVICE - EDWARDS AFB

ALTERNATIVE CARE

AMAZON

ARVIN UNION SCHOOL DISTRICT

AROUND the CLOCK COMPANION CARE

A. WHITE, INC.

AXCESS STAFFING SERVICES

BAKERSFIELD ADULT SCHOOL

BAKERSFIELD POLICE DEPARTMENT

BAKERSFIELD COLLEGE ADULT EDUCATION

BAKERSFIELD FAMILY MEDICAL CENTER

BAKERSFIELD FIRE DEPARTMENT

BASIC ENERGY SERVICES

BEHAVIORAL HEALTH CAREER FAIR

BETHLEHEM CONSTRUCTION INC.

BJ's RESTAURANT BREWHOUSE

BLANC VINEYARDS

BOLTHOUSE FARMS

BURTCH CONSTRUCTION

CALIFORNIA DAIRY INC.

CESAR E. CHAVEZ FIELD CORP

CITY of BAKERSFIELD

CLINICA SIERRA VISTA

CONDUENT

CONTINENTAL LABOR

COPPER RIVER SEAFOODS

C.R. ENGLAND

CSS/H&R LABOR

DELANO REGIONAL MEDICAL CENTER

DEPARTMENT of REHABILITATION

DENNY'S

DOLLAR GENERAL

DOMINO'S PIZZA

EI POLLO RIKO

EPIC de CESAR CHAVEZ HIGH SCHOOL

EMPLOYMENT DEVELOPMENT DEPARTMENT

EMPOWER CULINARY STAFFING SOLUTIONS

ESPARZA ENTERPRISES, INC.

EXACT STAFF

EXPRESS EMPLOYMENT PROFESSIONALS

FCC LOMPOC

FEDERAL CORRECTIONAL COMPLEX

FLAME & SKEWERS

FRESCO MEXICAN GRILL

GAF

GE HEALTHCARE

GENERAL PRODUCTION SERVICES (GPS), INC.

GET BUS

GOLDEN VALLEY FARM SUPPLY

GEO GROUP, INC.

GOODWILL

GRAHAM PERSONNEL SERVICES

GREATER BAKERSFIELD LEGAL ASSISTANCE, INC.

GRIMMWAY FARMS

HALL AMBULANCE SERVICE, INC.

HANSEN'S MOVING & STORAGE

HARRISON SECURITY SERVICES

HENRIETTA WEILL MEMORIAL CHILD GUIDANCE

H&R LABOR CONTRACTING

INDUSTRIES of SOUTHERN CA

INDEPENDENT LIVING CENTER of KERN COUNTY

IHOP - DELANO

JACK IN the BOX

KERN BEHAVIORAL HEALTH & RECOVERY SERVICES

KERN COUNTY PROBATION DEPARTMENT

KERN COUNTY SHERIFF'S DEPARTMENT

KERN HEALTH SYSTEMS / KERN FAMILY HEALTH CARE

KERN MEDICAL

KERN REGIONAL TRAINING ACADEMY

KERN VALLEY HEALTHCARE DISTRICT

KVS TRANSPORTATION, INC.

LAMONT PUBLIC UTILITY DISTRICT

LEGACY STAFFING SOLUTIONS, INC.

LR's PIZZA (DELANO)

MAXIM HEALTHCARE SERVICES

McKEE WARD MECHANICAL INC,

The MENTOR NETWORK

MID CAL LABOR SOLUTIONS, INC

MTS

MURRAY FAMILY FARMS

NAVAL FACILITIES ENGINEERING SYSTEMS COMMAND

NEW ADVANCES for PEOPLE with DISABILITIES (NAPD)

NORTH of the RIVER

OLDENKAMP TRUCKING, INC

ORIGINAL ROADHOUSE GRILL

PACIFIC SEAFOOD

PANAMA BUENA VISTA SCHOOL DISTRICT

PARTNERS PERSONNEL

PCL CONSTRUCTION

PERFORMANCE FOOD GROUP

PPG AEROSPACE

PRIMO'S

PUBLIC HEALTH CAREER EXPLORATION EVENT

RANSTAD (NESTLE/DREYER'S)

REICHENBACH'S AUTO BODY & PAINT

ROBERT HALF TALENT SOLUTIONS

ROUND TABLE PIZZA

RUSH 2 LEARNING

RUSTY'S PIZZA PARLOR

SECOND CHANCE for INDEPENDENT LIVING

SELECT STAFFING

STAPLES ENERGY

SUBWAY - LAKE ISABELLA

SUN PEAK SOLAR SERVICES

SUPERINTENDENT of SCHOOLS

SUPERIOR GROCERS

TACO FRESCO

TAILORED BRANDS

TA/PETRO

TASTEFUL SELECTIONS

THOMAS REFUSE SERVICES

TRANS VALLEY TRANSPORT

TRANS-WEST SECURITY SERVICES, INC.

VALLARTA SUPERMARKETS

VALLEY ACHIEVEMENT CENTER

VALLEY CONVALESCENT HOSPITAL

UNI SEA

UNITED STAFFING ASSOCIATES

US DEPARTMENT of AGRICULTURE

US FOREST SERVICES

WELLPATH

WESTEC

WIENERSCHNITZEL

WONDERFUL PISTACHIOS & ALMONDS



SPECIAL GRANTS PROGRAMS

RECYCLING LIVES PROGRAM

Participants who successfully complete this program obtain skills to work in the recycling, warehouse /logistics industries.

- 7 week program
- 29 hours of paid work experience
- 6 hours of classroom training per week



OPIOID GRANT PROGRAM

This training program provided candidates the professional counseling skills needed to assist someone overcoming an addiction.

There were (10) courses in the program open to (10) candidates. Classes were offered through



SUPPORTIVE SERVICES ASSISTANCE PROGRAM

WIOA Dislocated Workers funds for underserved COVID-19 impacted individuals

88 participants benefited from this program

Supportive Services included:

- Housing Assistance
- Utility Assistance
- Transportation Assistance
- Equipment necessary to telework (e.g. Computer, Internet, Tablets)

PRISON to EMPLOYMENT PROGRAM

The Corrections Workforce Partnership Agreement strengthens linkages between the state workforce and corrections systems to improve the process by which the formerly incarcerated and justice-involved individuals re-enter society and the labor force.

- Individualized Job Search Assistance
- Case Management
- Paid Work Experience
- On-the-Job Training
- Job Placement
- Supportive Services
- Vocational Training Opportunities

PRISON to EMPLOYMENT WORK EXPERIENCE OPPORTUNITIES

FOR EMPLOYERS

- ETR screens qualified workers to meet the employers' needs
- Employers interview and choose eligible workers referred by the Paid Work Experience (PWEX) program
- On-the-Job Training is available after PWEX
- Work Opportunity Tax Credits available

ON-the-JOB TRAINING

269

OJT Program participants

\$24.18

Average wage of participants

37

Employers with OJT contracts

\$1.35M

Saved by employers



SPECIAL PROGRAMS

- 75% OJT reimbursement for dislocated workers affected by the Earthquake and Additional Assistance COVID in Eastern Kern County.
- Created new Business hotline to assist employers dealing with COVID and applying for loans.
- Assisted with Kern Recovers COVID Forgivable Business Loans program.
- Assisted with Kern Recovers COVID Forgivable loans for non-profits.
- Partnered with the Kern County Library and County of Kern to hand out PPE supplies (masks, gloves, hand sanitizer, and sanitizing wipes) to businesses throughout Kern County.
- ETR received all order forms, scheduled pick up appointments, and staffed sites at our Business Center, Oildale, Taft, Tehachapi, Ridgecrest, and Lake Isabella for PPE supplies.
- Assisted employers with virtual recruitments.
- Facebook Live Job Squad helped advertise and promote positions and recruitments for businesses hiring during COVID.

Rapid Response / Layoff Aversion

PY 7/2020 - 6/2021	WARN Letters	# of Affected Employees	Rapid Response Orientations
July - September 2020	16	862	47
October - December 2020	5	150	3
January - March	5	226	0
April - June	4	67	0
TOTALS	30	1305	50

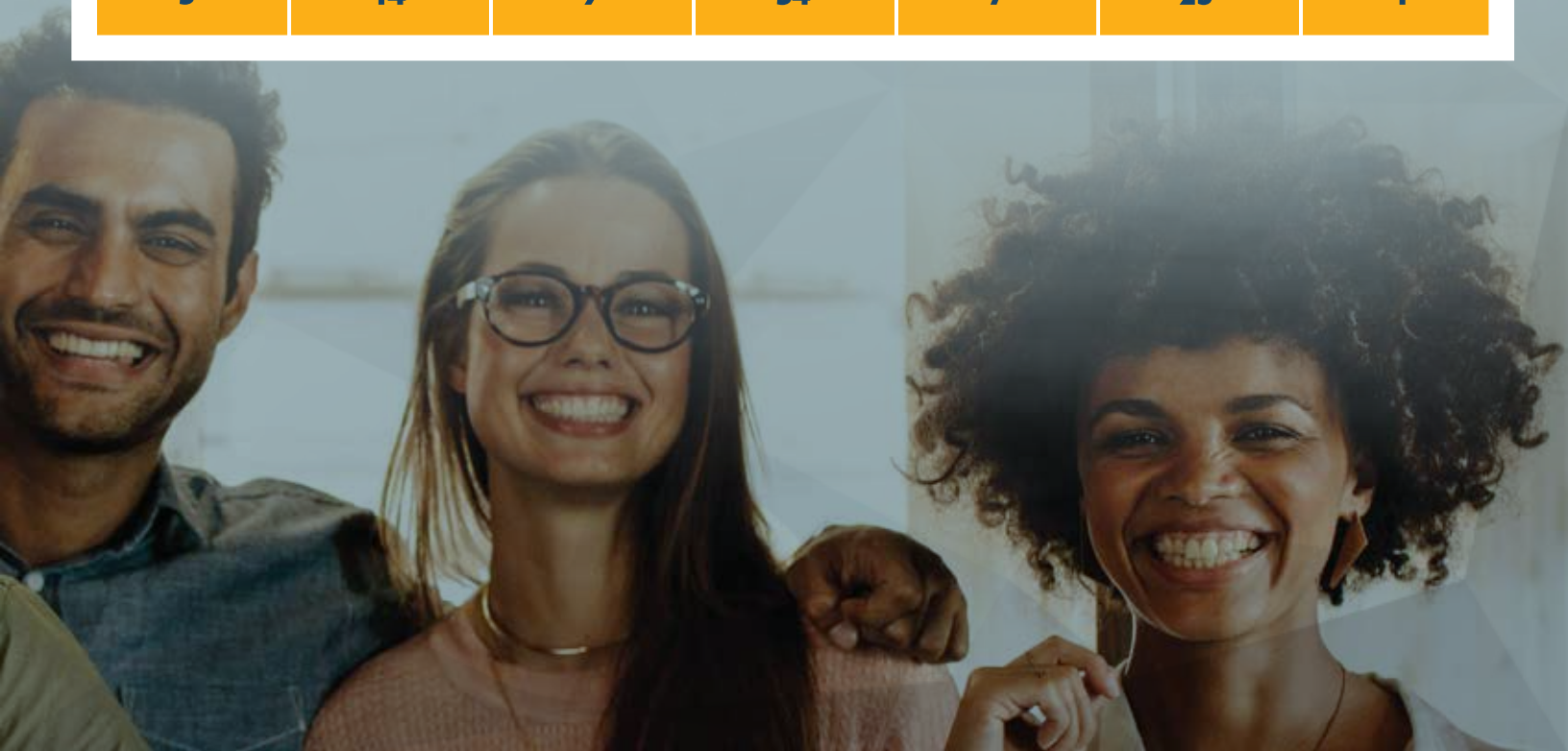
GRANT

National Farmworker Jobs Program (NFJP) 167	WIOA Adult 201	WIOA Youth 301	WIOA Dislocated Worker 501	KIM Ridgecrest Earthquake and COVID-19 Additional Assistance Grant 1162	KIM Additional Assistance Grant RD 2 1134	Dislocated Agricultural Industry 1157
# Enrolled 277	# Enrolled 792	# Enrolled 340	# Enrolled 399	# Enrolled 6	# Enrolled 3	# Enrolled 71
# Employed at Exit 197	# Employed at Exit 567	# Employed at Exit 194	# Employed at Exit 281	# Employed at Exit 6	# Employed at Exit 3	# Employed at Exit 48



ENROLLMENTS

Prison to Employment Supportive Services / Earn and Learn 2286	Prison to Employment Direct Services 2287	Disability Employment Assistance PY 2018 - 19 1152	Underserved COVID-19 Impacted Individuals Grants 1187	Underserved COVID-19 Impacted Individuals Grants (UCII Grants) 2051	Public Safety Realignment Act AB109	WAF Adult 2042
# Enrolled 5	# Enrolled 14	# Enrolled 14	# Enrolled 73	# Enrolled 20	# Enrolled 26	# Enrolled 1
# Employed at Exit 5	# Employed at Exit 14	# Employed at Exit 9	# Employed at Exit 54	# Employed at Exit 7	# Employed at Exit 23	# Employed at Exit 1





EMPLOYER WORKFORCE SERVICES & RESOURCES

Post Job Openings

CalJOBS is an internet-based virtual job center available 24 hours a day, 7 days a week. Post unlimited job listings, search resumes, contact potential applicants and gain maximum exposure for your available jobs. For more information, visit www.caljobs.ca.gov.

Targeted Industry Trainings

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

Work-Ready Recruits

We can coordinate and schedule candidate interviews and assist with pre-screenings, skills assessments and information on candidate background checks.

Layoff Aversion

We can assist you to coordinate services and strategize cost-saving alternatives to avoid downsizing or closing your business.

Individualized Recruitments

Let us handle your large-scale recruitments when you need to fill multiple positions. We can do it at any of our comprehensive locations or at your location for no fee.

Transitioning

When strategies to avert layoffs and closures are not enough and downsizing becomes necessary, our Rapid Response Team can help alleviate the impact on your business and your staff with onsite planning and orientations.



JOB SEEKER SERVICES

Providing the services you need

- Resume workshops
- Interviewing techniques
- Job Search Assistance classes
- Career clothing closet
- Typing certificates
- WorkKeys assessment

Information you are looking for

- Access to current job openings
- Job fairs and employer recruitments
- Data on wages and salaries in the labor market
- Entrepreneurial and small business information
- Filing unemployment insurance benefits
- State disability forms

Resources you want

- Computers, printers, internet access
- Telephones for calling about jobs
- Faxing of resumes or applications
- Copying of your resume and certificates
- Referrals to other community resources
- Direct line to file Unemployment Insurance Claim

Training & Assistance

- Individual assessment of skills and interests
- Career counseling and planning
- Extensive job preparation and planning classes
- Career training in occupations with projected growth
- Incentives for businesses to train you while on the job

The logo for the Annual Report 2020-2021 is centered within a white rectangular box with an orange border. The word "Annual" is written in a large, orange, cursive script font. Below it, the word "REPORT" is in a bold, dark blue, sans-serif font. At the bottom, the years "2020-2021" are written in a bold, orange, sans-serif font.

Annual
REPORT
2020-2021

America's  JobCenter
of CaliforniaSM

1600 E. Belle Terrace Bakersfield, CA 93307
AmericasJobCenterofKern.com
661.325.HIRE

The AJCC & WIOA are an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.