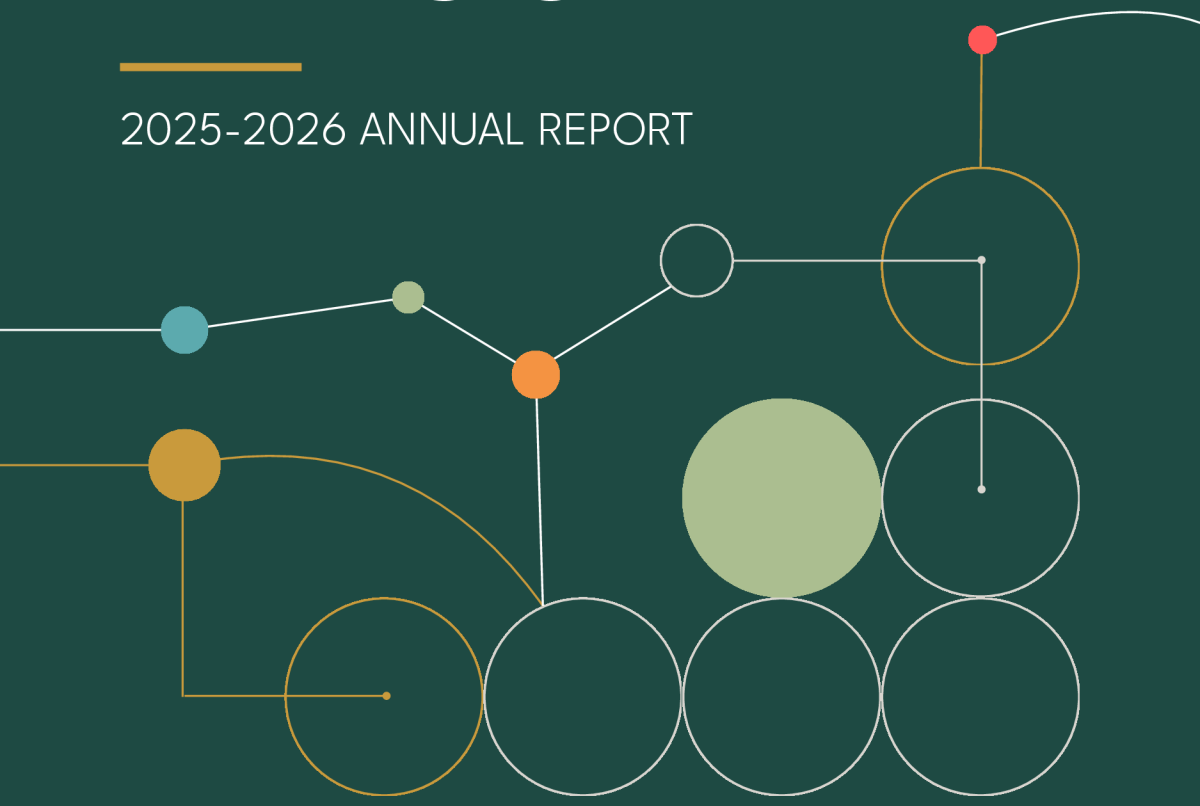
THE WORKFORCE INVESTMENT BOARD of Tulare County

CONNECTED BY DESIGN

2025-2026 ANNUAL REPORT



Removing Barriers. Building Connections. Creating Opportunity.

Theory of Change

Guiding the partnerships, investments, and services we build to create a workforce system that is collaborative, responsive, and centered on the needs of workers, businesses, and our communities.



Board Members

Former Member
who served during 2025-26

Colby Wells CHAIR	Southern California Gas Company
Joe Hallmeyer VICE CHAIR	Ken's Stakes & Supplies
Gil Aguilar	Pine, Pedroncelli & Aguilar, Inc.
RANDY BAERG SECRETARY/TREASURER	Warren & Baerg Manufacturing, Inc.
Danielle Beckett	Employment Development Department
Brent Calvin	College of the Sequoias
Thomas Geiger	Local Union #27
Jeffery Hudson-Covolo	Sierra View Medical Center
Ronny Jungk	IBEW Local 100
Robert Kleyn	Department of Rehabilitation
Brandon Lovenburg	U.S. Local #246
Miguel Mora	VF Outdoor
David Pena	Local Union #104
Jake Piland	Local Union #100
Esbeydy Ruvalcaba	Employment Development Department
Amy Shuklian	Tulare County Board of Supervisors
Graciela Soto	Altura Centers for Health
Tricia Stever Blattler	Tulare County Farm Bureau
Yolanda Valdez	Cutler-Orosi Joint Unified School District
Rodney Wilson	Electric Motor Shop

Letter from the Director



Jennie Bautista
Executive Director

The title of this year's report, Connected by Design, captures something I believe deeply about workforce development: strong systems don't happen by accident. They are built through intentional relationships, listening, shared responsibility, and a willingness to rethink how we work when something isn't serving our community well.

For us, that means listening to and understanding the needs of our rural communities and partnering with trusted community-based organizations to create nine new service locations. Through those partnerships, nearly 300 people connected to services in communities including Earlimart, Farmersville, and Orosi.

Listening matters, but listening is only meaningful when we take what we hear from workers, businesses, staff, and partners and use it to build better services, stronger partnerships, and smarter investments.

You'll see that approach throughout this report. Industry feedback helped us rethink our job fairs, leading to our first Healthcare Job Fair and a new Navigator Station designed to better prepare job seekers for meaningful conversations with employers.

Years of collaboration among workforce, education, labor, and industry partners also resulted in Tulare County's first Multi-Craft Core Curriculum pre-apprenticeship cohort, creating a new pathway into construction and the building trades.

The WIB's greatest value isn't in what we can accomplish alone. It's in what becomes possible when we bring the right people together around a shared challenge. As we look ahead, I want us to continue strengthening that role: listening closely to our communities and businesses, connecting partners who bring different resources and expertise to the table, and using what we learn to improve how our workforce system serves people.

That also means being willing to ask hard questions about our own work. What's working? Where are people still encountering barriers? Where could our partnerships be stronger? And where do we need to change our approach? Ultimately, the measure of our work is whether these intentional connections lead to better experiences and better opportunities for the people and businesses we serve.

What to Expect

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01

Building A Better Workforce System

One Network, Shared Purpose

The Employment Connection system makes it easier for individuals and families to navigate services and achieve their goals.

No single organization can meet every need a customer may face. That is why the Employment Connection (EC) System brings workforce education, human services, and community partners together with a coordinated “No Wrong Door’ approach. By working as one connected network, partners make it easier for individuals and families to access the services, resources, and support they need.

During Program Year 2025–2026, the Employment Connection Partners focused on:

- **Expanding Access.**
- **Strengthening Partnerships.**
- **Creating Pathways.**

- Strengthening relationships among partners
- Improving customer experience and referral coordination
- Expanding professional development opportunities

The partners launched workgroups to develop new tools, processes, and strategies to improve service delivery and strengthen outcomes for shared customers.

When organizations work as one connected network rather than as separate programs, customers experience a workforce system that is easier to navigate, more responsive to their needs, and better equipped to help them achieve long-term success.

22
Employment Connection partners

1,971
Referrals across the network



Workforce & Employment

- California Department of Rehabilitation (DOR)
- Employment Development Department (EDD)
- San Jose Job Corps
- SER Jobs for Progress, Inc.
- Tule River Indian Tribe of California
- Workforce Investment Board of Tulare County (WIB)



Education & Career Training

- College of the Sequoias
- Cutler-Orosi Adult School
- Farmersville Adult School
- Porterville Adult School
- Porterville College
- *NEW* Porterville Developmental Center
- Tulare Adult School
- Visalia Adult School

Specialized Populations & Other Community Partners



- *NEW* Able, Inc.
- America Works of California, Inc.
- Community Services and Employment Training (CSET)
- Parenting Network, Inc.
- Porterville Sheltered Workshop (PSW)
- Proteus, Inc.
- Sequoias Adult Education Consortium (SAEC)
- Tulare County Health & Human Services

Building Capacity Through Learning

Investing in staff, leaders, and board members creates a stronger workforce system for everyone it serves.

This year, the WIB expanded its professional development strategy by investing in learning opportunities that strengthen staff at every level of the workforce system.

Preparing New Staff
The monthly EC System Overview & Cross-Training helped Employment Connection, youth@work, and partner agency staff better understand the workforce system and the resources available throughout Tulare County. Staff learned about partner services, referral processes, and how organizations collaborate, giving them a stronger foundation for connecting customers with the right resources.

Investing in Existing Staff
At the annual Navigate Summit, staff kicked off the program year by building skills, exchanging ideas, and strengthening connections. The WIB also introduced a Train-the-Trainer series that equipped



Employment Connection and youth@work leaders with structured training on new directives and program requirements, enabling them to confidently train their own teams, strengthen accountability, and provide consistent information.

Leadership Development
Learning also extended to the WIB's governance. The WIB launched a new Board Member Orientation that provided foundational knowledge about workforce development, board governance, nonprofit responsibilities, and the programs and services overseen by the WIB. By connecting board members with WIB staff and building foundational knowledge, the training helps members participate with greater confidence and make informed decisions throughout the year.

Investing in staff, leaders, and board members strengthens every part of the workforce system. As knowledge grows across organizations, so does the system's ability to deliver consistent, high-quality service to the people and businesses that depend on it.

- **Building Knowledge.**
- **Developing Leaders.**
- **Strengthening Systems.**









Equipping Leaders

8

Board members completed leadership orientation.

60

Staff members participated in overview and cross-training.

28

Staff members participated in the Train-the-Trainer series.

110

Staff members participated in the 2025 Navigate Summit.

Designing a Workforce System Around Community Needs

A new regional service structure is creating a more coordinated, accessible, and responsive workforce system across Tulare County.

During Program Year 2025–2026, the WIB introduced a new East and West regional service structure that aligns Adult, Dislocated Worker, and Youth services within two geographic regions. The WIB used data analysis, community feedback, and focus groups to rethink how workforce services are organized and delivered. The new structure created a more coordinated approach to service delivery while simplifying contracts, emphasizing local partnerships, and improving consistency for both customers and providers.

By reducing administrative complexity and aligning services within each region, staff can focus more time on building local partnerships, expanding access to workforce services, and responding to the unique needs of residents and employers.

Ultimately, the new regional structure provides a stronger foundation for the future—one that gives service providers the flexibility to respond to local needs while ensuring the workforce system can continue evolving alongside the communities it serves.

- **Increasing Efficiency.**
- **Improving Consistency.**
- **Expanding Access.**

System Simplification



9 → 5

Contracts

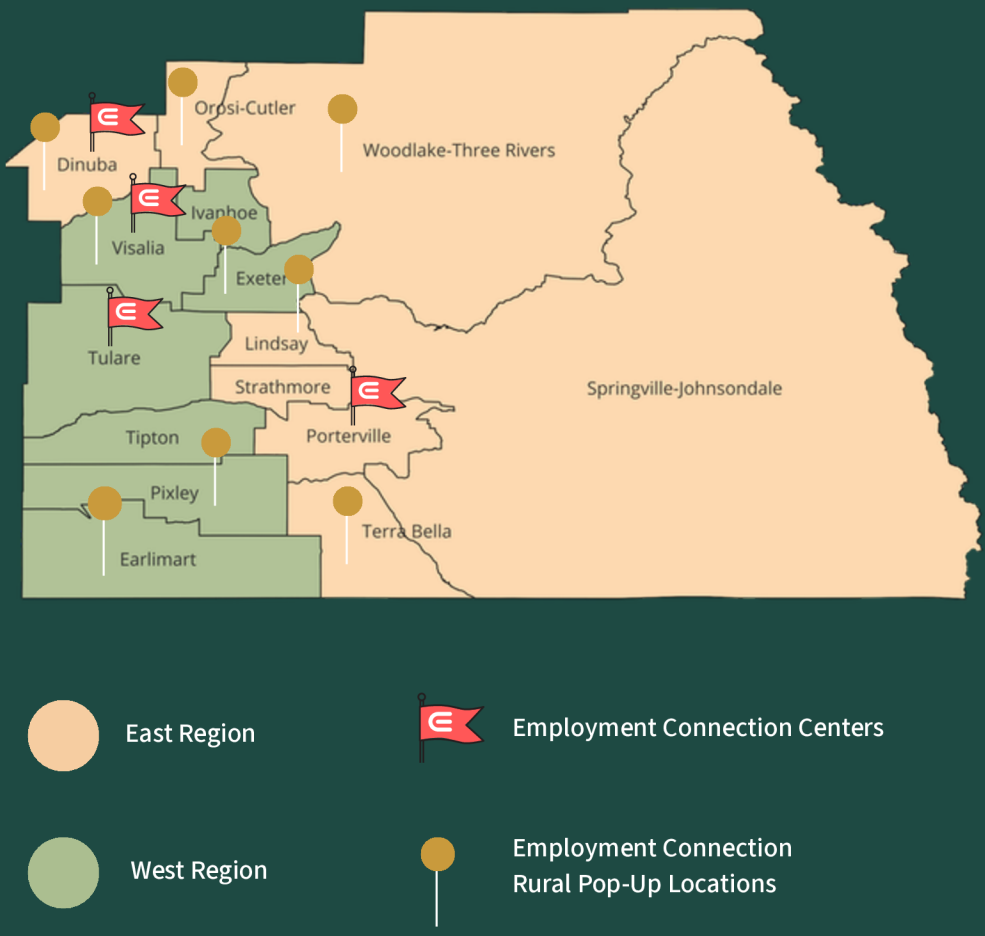


5 → 2

Service Areas

Increasing Access to Services

New rural service initiatives are delivering employment services and resources directly to the communities that need them most.



Meeting Communities Where They Are

Redesigning how workforce services are delivered by bringing workforce resources directly into communities.

For many residents living in rural communities, accessing workforce services can be challenging. Distance, transportation, work schedules, and limited resources often make it difficult to visit a traditional Employment Connection Center. Rather than expecting customers to overcome those barriers, the WIB piloted a new approach: bringing workforce services directly into the communities where people live.

Through a network of community-based "pop-up" service locations, workforce staff provide regularly scheduled services in locations including:

- Farmersville, Library and Boys & Girls Club
- London, Hodges Community Center
- Earlimart, Family Resource Center
- Cutler-Orosi, Family Resource Center
- Pixley, Family HealthCare Network Clinic
- Woodlake, Family Resource Center
- Goshen, Salt & Light Neighborhood
- Lindsay, Healthy Start Family Resource Center
- Richgrove, Nueva Sierra Vista

Reaching More People

9 Rural service locations

293 People enrolled through a rural location

Instead of traveling to a traditional Employment Connection Center, residents can now access career counseling, job leads, training opportunities, supportive services, and referrals to partner services closer to home.

More than adding new service locations, this initiative represents a shift in how workforce services are delivered. By removing barriers to access, increasing awareness of available resources, and meeting customers where they are, the workforce system is becoming more responsive, more equitable, and better connected to the communities it serves. Expanding access isn't simply about opening new locations—it's about ensuring that where someone lives is no longer a barrier to where they can go.

Removing Barriers.

Rethinking Access.

Strengthening Partnerships.

Meeting Opportunity Close to Home



Pedro's Story

Pedro first met his Career Coach, Cristina, during an event in Farmersville, where she introduced him to Employment Connection's new rural pop-up service location. Finally, Pedro could access career coaching and workforce services close to home.

Pedro brought more than 15 years of experience as a self-employed handyman. While he had valuable experience, barriers, including homelessness, transportation challenges, justice involvement, and the loss of his driver's license, made it difficult to secure stable employment.

Working with Cristina, Pedro developed a plan to move forward. He explored his career options, participated in job-readiness workshops, and received supportive services, including interview attire and a bicycle that enabled him to attend appointments and expand his job search. He was also connected to resources that helped address challenges beyond employment.

In March 2026, Pedro achieved his goal by securing full-time employment as a General Laborer with a local engine repair business. Today, he is focused on building financial stability and continuing to grow his career.

By meeting residents where they are, Employment Connection's Rural Services strategy is making it easier for individuals to access the guidance, resources, and opportunities they need to build a better future.

> **Thank you for everything. I truly appreciate all the support and assistance you have provided."**
>
> *—Pedro Silva*

02
Developing Talent

Navigating the Path to Opportunity

Employment Connection helps customers identify where they want to go and map out their next steps.

People come to Employment Connection with different experiences, challenges, skills, and goals. Some are looking for their first job, others want to build new skills or advance into a better career, and some simply aren't sure what their next step should be. Employment Connection staff meet customers where they are, helping them explore possibilities, understand their options, and make informed decisions about their future.

From identifying strengths and addressing barriers to setting career goals, building skills, and connecting to employment, Employment Connection staff provides personalized support throughout the job search journey. The goal isn't simply to help someone find a job, it's to empower customers to navigate the path to the best possible job for their skills, goals, and future. Wherever the journey leads, Employment Connection is a place to start.

A Journey of Support. A Lifetime of Impact.



Turning a Career Goal into a Career Plan



Zena's Story

When Zena came to the Visalia Employment Connection Center in 2024, she wasn't searching for just any job—she wanted to pursue the next step in her healthcare career. Already working as a Certified Nurse Aide (CNA) at Kaweah Health, Zena had a clear goal of becoming a Licensed Vocational Nurse (LVN) but needed additional training and support to achieve it.

Working with her Career Coach, Zena developed a personalized career plan built around her long-term aspirations. Through career exploration activities and one-on-one coaching, she confirmed that a career in nursing aligned with her interests, skills, and the growing demand for healthcare professionals.

As a married mother of four, balancing family responsibilities while attending school presented a significant challenge. Employment Connection staff helped Zena navigate those demands by providing a training scholarship and regular support throughout her educational journey. With her plan in place, she enrolled in the LVN program at Visalia Adult School and successfully completed it in December 2025.

In March 2026, Zena achieved her goal by accepting a position as an LVN with Linwood Meadows. Today, she is already looking ahead, with plans to continue her education and pursue her next goal of becoming a Registered Nurse.

> **Remember where you have been and where you are going. Life is not a race but a journey to be savored along the way."**
>
> *—Zena Saesee*

Career Navigation By the Numbers

Every coaching conversation, assessment, workshop, and training opportunity represents another step in a customer's career journey.

Employment Connection
A proud partner of America's Job Center of California℠ network.

Reached

46,969
Employment Connection visits

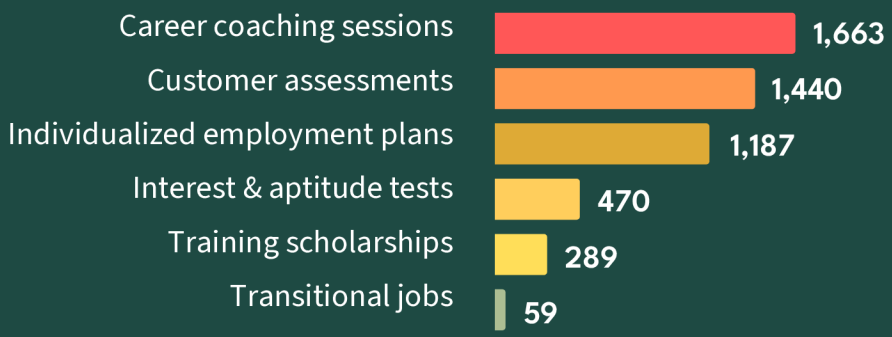
14,048
Distinct Visitors

Engaged

2,080
Enrolled in WIOA Adult and DW services

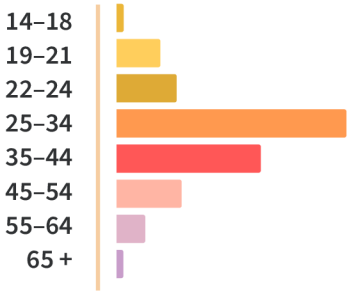
Employment Connection staff helped residents explore careers, build skills, and connect to employment opportunities throughout Tulare County.

Guided



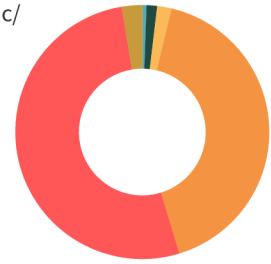
Population Served

Age



Veterans Served **74**

Race



1,441	Hispanic/ Latino
1,150	White
72	Black
51	Asian
37	American Indian/ Alaskan Native
7	Hawaiian Native/ Other Pacific Islander

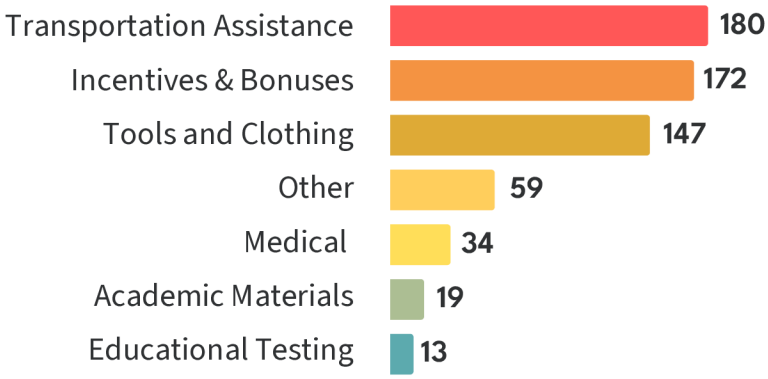
Supportive Services

Removing everyday barriers that stand between a customer and their career goals.

183
People received supportive services

$52,618
Invested in supportive services

Support Provided



Investing in Skills for Tomorrow

Building a stronger workforce means making sure people have access to the training, education, and real-world experience they need to succeed.

Training

$1,879,942

Invested in workforce training

- **Skills**
- **Credentials**
- **Education**

WIB investments helped people gain new skills, earn credentials, and prepare for careers in industries that need skilled workers.

Work-Based Learning

Real-world experience helps customers build confidence, demonstrate their skills, and strengthen connections to employment.

100

Transitional Jobs

$391,266

Wages and benefits

7

OJT Particpants

$42,847

Reimbursements to businesses

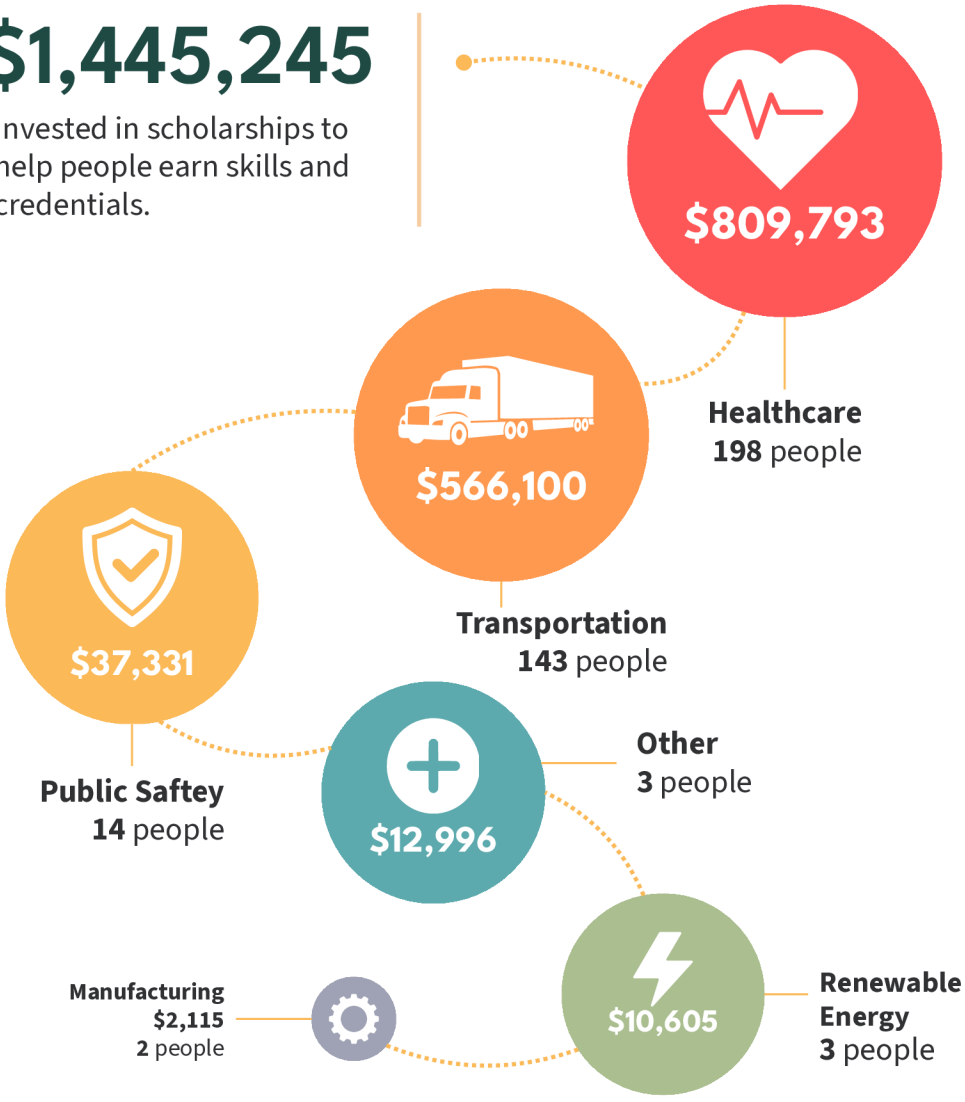
Training Scholarships

367 People received scholarships to build skills and prepare for their next career step.

Building Talent for High-Demand Industries

$1,445,245

Invested in scholarships to help people earn skills and credentials.



Building Pathways into the Trades

Tulare County's first Multi-Craft Core Curriculum (MC3) Apprenticeship Readiness cohort opened new opportunities for residents pursuing careers in the building trades.



After years of planning and partnership development, Tulare County successfully launched its first ValleyBuild MC3 Pre-Apprenticeship cohort, creating a new local pathway into the skilled trades. The program provided residents with the training, certifications, and industry connections needed to begin careers in high-demand construction occupations while helping employers build a stronger pipeline of qualified workers.

The program was made possible through a partnership between the WIB, College of the Sequoias, ValleyBuild, and Employment Connection. Together, this partnership combines industry-recognized training, career coaching, supportive services, and employer connections to help participants prepare for apprenticeships and careers in high-demand building trade occupations.

The results were significant. During Program Year 2025-2026, MC3 met 100 percent of its enrollment goal, serving 30 participants. Every participant received supportive services to help overcome barriers to participation, including transportation assistance and work-related items needed to successfully complete training. Fifteen participants were placed in transitional jobs, while seven secured direct employment opportunities.

- **Building Partnerships.**
- **Developing Talent.**
- **Designing Pathways.**

Beyond the numbers, the program helped participants build confidence and see new possibilities for their future. Through hands-on learning, industry-recognized certifications, and exposure to apprenticeship opportunities, participants gained the skills and knowledge needed to pursue family-sustaining careers in the trades.

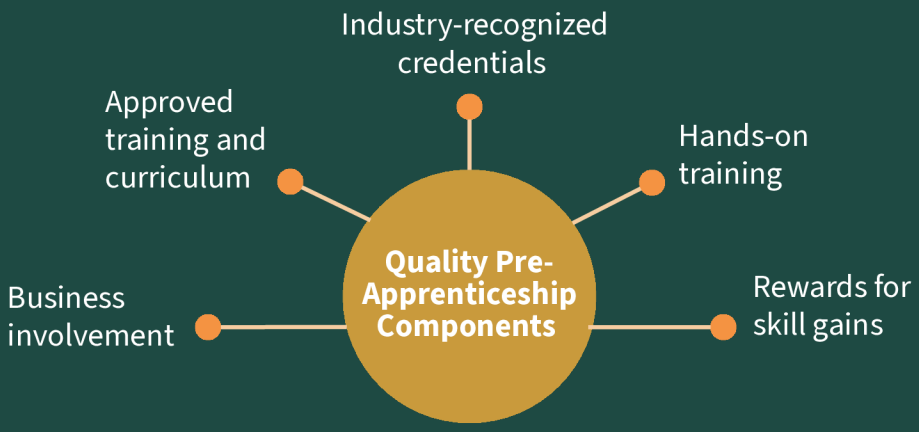
MC3 at a Glance

30 People served

15 Paid work experiences

7 Hired by employers

100% Recieved support services











Breaking Barriers in Skilled Trades



Natasha's Story

Natasha Santeliz came to Employment Connection with a clear goal: to gain the hands-on experience needed to build a career in the electrical trades. Although she had already earned her Electrical Trainee Certificate, she knew that hands-on work experience was essential to launching her career.

Through the MC3 Pre-Apprenticeship Program, Natasha earned seven industry certifications and gained valuable hands-on classroom training. She then completed a Transitional Job with Self-Help Enterprises, applying her skills in a real-world work environment.

During her time with MC3, the Employment Connection team provided career coaching, job-readiness support, transportation assistance, and work attire to help her stay focused on her goals.

Natasha's hard work and determination culminated in an invitation to attend an all-women's conference in San Jose focused on empowering women in the skilled trades, where she built valuable professional connections and gained additional confidence as she pursued her career goals.

Natasha found full-time employment as a Low Voltage Technician. During the hiring process, she successfully negotiated a higher starting wage, demonstrating the confidence and professionalism she developed throughout her journey.

> **Build a career you are proud to wake up to, because success means more when your work reflects who you are. The MC3 program played a major role in building the foundation for my electrical career. As a female in a traditionally male-dominated field, the program also helped me build confidence in my abilities. I've worked hard to open doors for myself, and I hope others see that they can do it too.**
>
> *—Natasha Santeliz*

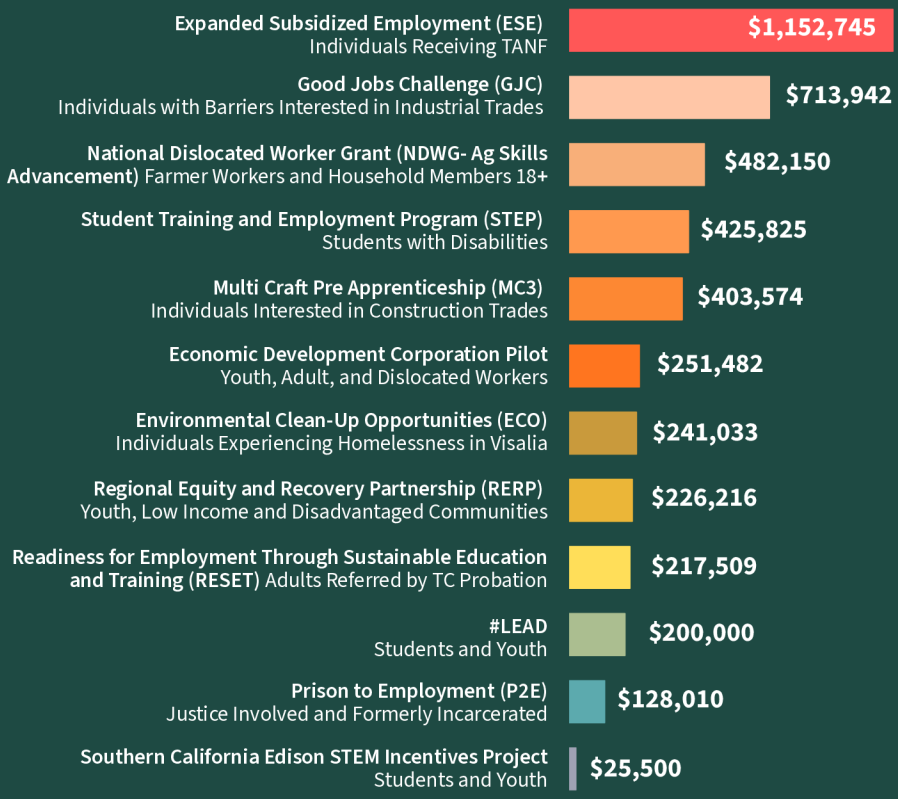
Investing Beyond Core Services

Special grants allow the WIB to respond to emerging workforce needs, expand career pathways, and invest in targeted solutions beyond traditional workforce services.

$4,467,986
Invested through special grants

1,092
People served

Targeted Solutions



Building the Next Generation of Talent

Youth@work helps young people discover their strengths, explore career possibilities, and build the skills needed for future success.



Choosing what comes after high school or entering the workforce for the first time can be a big decision. Youth@work helps youth and young adults ages 16–24 discover a path that fits their interests and goals, whether that means employment, college, occupational training, or a combination of opportunities. Through personalized guidance, young adults explore careers, build workplace skills, prepare for education and training, and connect with the support they need along the way.

A defining part of youth@work is the opportunity to learn by doing. Paid work experiences allow young adults to earn wages while developing real-world skills, building confidence, and connecting with employers. Combined with career exploration and individualized support, these experiences help young people make informed decisions about their future and begin turning their interests into a pathway toward a meaningful career.

By helping young adults discover their potential before they enter the workforce, youth@work is creating opportunities that will benefit individuals, employers, and the community for years to come.

Charting A Path for the Future



Building Confidence Through Experience



Christopher's Story

When Christopher enrolled in youth@work, he already knew he wanted to become a licensed cosmetologist. While attending Cosmetology School, he was eager to gain real-world experience that would help him develop both his technical skills and the confidence to succeed in the beauty industry.

Working with a Career Coach, Christopher developed a plan to build the experience employers value. Although he was naturally shy and reserved, youth@work helped him prepare for the workplace through career coaching, job readiness activities, and by providing him with professional work attire and cosmetology tools.

Christopher participated in a Work Experience (WEX) at The Salon Ave in Visalia, where he worked alongside experienced professionals. As he applied the techniques he was learning in school to real clients, he gained valuable experience in customer service and learned the day-to-day operations of a successful salon. Over time, his confidence grew, and he became more comfortable interacting with clients and working as part of a professional team.

Recognizing his dedication and potential, The Salon Ave invited Christopher to remain on staff after completing his WEX.

Today, Christopher is focused on growing his client base and launching a career in the beauty industry. His journey demonstrates how real-world work experience, combined with personalized coaching and encouragement, can help young people transform their passion into a profession.

> "I am learning more about the business from the front-and-back end."
>
> *— Christopher Flores Enciso*

Expanding Horizons Through LEAP



The LEAP program is helping students explore careers, discover new possibilities, and build confidence in their future.

Planning for life after high school can feel overwhelming, especially when students have had limited exposure to the opportunities available to them. Launched in January 2026, the Leadership, Education, and Pathways (LEAP) to Employment program helps bridge that gap by connecting students from Dinuba, Woodlake, Orosi, and Tulare Joint Union High Schools to experiences that make future possibilities more tangible, including:

- College visits
- Career exploration
- Job shadowing
- Paid work experience

Since the launch, students have participated in paid work experiences. These experiences give students opportunities to explore their interests, meet professionals, and see firsthand what different education and career pathways can look like.

In May, students visited California State University, Stanislaus. Following the trip, all of the students reported that the experience increased their confidence in exploring college, and most stated that it changed how they think about their future education or career goals. In June, another group of students participated in a healthcare job shadow with Altura Centers for Health, gaining firsthand exposure to careers in the industry.

44
Students enrolled

9
Paid work experiences

10
Students toured colleges

9
Job shadow experiences



Developing Tomorrow's Workforce

Every conversation, experience, training opportunity, and career connection helps a young adult move toward their future goal.

youth@work
CONNECT EMPOWER ACHIEVE
Workforce Investment Board of Tulare County

Connecting Young Adults to Opportunity

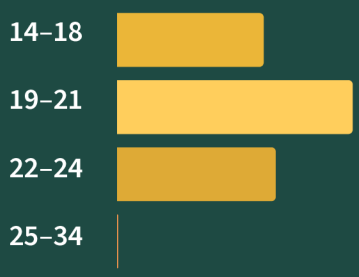
551
Enrolled in WIOA Youth Services



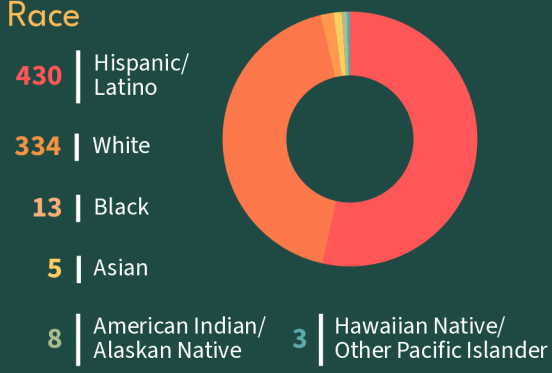
Youth Services

Youth@work helps youth and young adults build the skills, confidence, and experience needed to succeed in education and employment.

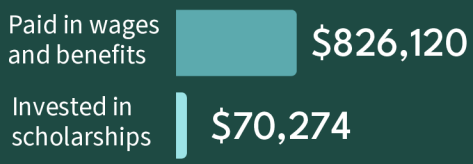
Age



Race



Preparing Young Adults for Careers



188
Gained work experience

27
Received scholarships

03

Partnering with Businesses

Helping Businesses Build a Stronger Workforce

The WIB connects local businesses with the workforce solutions, partnerships, and resources they need to grow, adapt, and succeed.

Strong businesses are the foundation of a strong local economy, but today's employers face increasingly complex workforce challenges. From recruiting qualified talent and developing employee skills to responding to workforce transitions, businesses need flexible, responsive workforce solutions aligned with their goals. The WIB Business Services team helps remove those barriers by serving as a trusted workforce partner for employers throughout Tulare County.



The WIB works closely with employers to understand their workforce needs and connect them with the right resources, programs, and partnerships. By steamlining access to the workforce system and coordinating support around each employer's goals, the WIB helps businesses spend less time navigating programs and more time recruiting talent, developing their workforce, and preparing for what comes next.

- **Building Partnerships.**
- **Developing Talent.**
- **Designing Pathways.**

Business Services



Recruitment Assistance

Connect with qualified candidates through hiring events, recruitment support, and customized outreach.

Employee Training

Invest in your workforce through customized training and upskilling opportunities.



Subsidized Employment

Offset training costs through wage reimbursement programs for eligible new hires.

Rapid Response

Recieve support for your business and employees during layoffs, restructuring, and workforce transitions.



Labor Market Information

Leverage data and analysis to support hiring, wage planning, and business growth.

HR Hotline & Employer Education

Access virtual trainings and no-cost HR guidance and compliance resources by calling toll-free at **1-888-563-2373** | Monday - Friday, 8:00 a.m. - 5:00 p.m. PST

Reimagining Recruitment

Employer feedback helped shape new recruitment strategies that strengthened connections between businesses and job seekers.

Finding qualified candidates remains one of the most common challenges facing businesses across Tulare County. Through job fairs, recruitment events, and targeted hiring initiatives, the WIB helps bridge the gap between businesses seeking talent and individuals seeking employment.

Throughout the year, the WIB worked closely with employers to understand hiring needs and identify opportunities to improve their recruitment experience. This feedback led to new initiatives, including the Job Fair Navigator Station, a pilot project that provided first-time attendees with personalized guidance before meeting with employers. By helping job seekers identify employers of interest, prepare introductions, and navigate the event more confidently, the Navigator Station helped create more meaningful interactions between employers and candidates.

Business and customer feedback also led to the launch of the region's first Healthcare Job Fair. The event connected healthcare employers



directly with individuals interested in entering or advancing within the field. The WIB partnered with local training providers to ensure that recent graduates and students nearing program completion had the opportunity to attend, creating direct connections between emerging healthcare talent and employers seeking qualified candidates. The specialized format helped employers engage with individuals already pursuing healthcare careers while increasing awareness of opportunities in this critical industry.

These innovations demonstrate how recruitment assistance can evolve in response to employer and customer needs. By creating more targeted events and better-prepared candidates, the WIB is helping businesses connect with the talent they need while making every recruitment interaction more meaningful.

- **Testing New Approaches.**
- **Innovating Recruitment.**
- **Strengthening Connections.**

Connecting Businesses with Talent

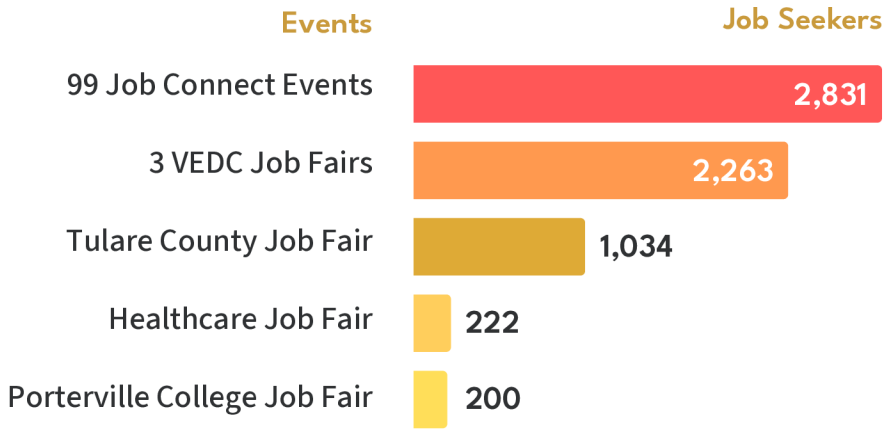
A year of creating meaningful connections between businesses and job seekers.

Building Connections

8,648 Job seekers attended hiring events

230 Businesses participated in hiring events

Bringing Talent and Opportunity Together



Connecting People to Outcomes

Hiring events bring employers and job seekers together to turn connections into careers.

1,174 Job openings → **760** Positions filled

Turning Disruption into Opportunity

Rapid Response services help workers and employers navigate layoffs and business transitions with information, resources, and support.

Workforce disruptions can create uncertainty for both employees and businesses. When layoffs occur, workers often face difficult questions about their next steps, while businesses are tasked with managing transitions that affect their workforce and the broader community. Rapid Response helps bridge that gap by providing timely information, resources, and support during periods of change.

For workers facing unexpected job loss, timely access to information and support can make all the difference. Through on-site and virtual orientations, affected employees learn how to access workforce and training services, receive unemployment insurance guidance, get job search assistance, and connect to individualized career support. These services help individuals navigate uncertainty, identify new opportunities, and begin planning for what comes next. For many workers and their families, this support provides a pathway to stability during a challenging period of transition.

At its core, Rapid Response is about helping people, families, and communities move forward. By connecting workers to employment opportunities, training, and supportive resources as quickly as possible, the program helps reduce the long-term impacts of job loss and supports economic stability throughout the region. How a community responds during times of change matters. By helping businesses navigate transitions and quickly connecting workers to new opportunities, Rapid Response strengthens resilience for workers, employers, and the communities they support.

Helping Communities Move Forward

61 Employers served

2,080 People affected

29 Orientations

786 People attended orientations

- **Responding Quickly.**
- **Connecting Resources.**
- **Strengthening Resilience.**

Building Talent Through Partnership

Self-Help Enterprises' Story

Self-Help Enterprises

As Self-Help Enterprise (SHE) continued to expand its residential construction projects throughout Tulare County, the organization sought a practical way to connect with individuals interested in skilled-trade careers while helping develop the region's future workforce. Through its partnership with the WIB, SHE found a workforce solution that supported both its business goals and the community.

Working closely with the WIB, SHE hosted four graduates of Tulare County's first ValleyBuild MC3 cohort through transitional job placements. The WIB coordinated participant referrals, interviews, onboarding, contracts, and ongoing support, while transitional job funding helped offset wage costs as participants gained valuable hands-on experience.

Participants worked alongside experienced construction professionals on Self-Help Enterprises' Mutual Self-Help Housing project in Goshen, where they applied the skills they developed during the seven-week MC3 program in a real-world construction environment.

The partnership demonstrated how workforce development can create value for everyone involved. The success of the collaboration has strengthened the relationship between SHE and the WIB, creating additional opportunities for future MC3 participants to gain hands-on experience in the construction industry.

> "The MC3 participants came to us eager to learn and ready to work. Partnerships like this help us support workforce development while providing meaningful hands-on experience to individuals interested in construction careers."

From Conversation to Collaboration

Sector Partnerships convene employers, educators, and workforce partners to build local talent pipelines.

Tulare-Kings Healthcare Partnership

Healthcare is one of the region's largest and fastest-growing sectors and a cornerstone of community well-being and economic resilience. It offers a broad range of career pathways, from entry-level to specialized roles, many of which provide strong wages, benefits, and advancement opportunities.

Industry Members

HHSA Public Health · Sierra View Medical Center · Dinuba Healthcare · Kaweah Health Medical Group · Altura Centers for Health · True North Healthworks · California Department of State Hospitals Coalinga · California Correctional Health Care Services · Kings County Department of Public Health · FamilyHealthCare Network · United Health Centers · DDS Department of Developmental Services · Porterville Developmental Center · Adventist Health

Tulare-Kings Industrial Partnership

The industrial sector is a key economic driver for Tulare-Kings, supporting long-term career growth, export-focused industries, and workforce mobility across skill levels. As the sector advances from logistics to high-tech manufacturing, it demands agile training systems and strong employer engagement.

Industry Members

Electric Motor Shop · CVM · Ruiz Foods · Warren & Baerg · VF · Walmart Distribution Center · Graphic Packaging International · Del Monte · camfil · AFP · Saputo · Lactalis · JC Automations, Inc. · Premier Trailer Mfg Inc. · Kawneer

Tulare-Kings Ag Skills Partnership

Agriculture is foundational to the Tulare-Kings economy and identity, employing a large share of the workforce and supporting global food systems. As the sector evolves through ag-tech and innovation, expanding the talent pipeline is critical to maintaining competitiveness and promoting equitable access to quality jobs.

Industry Members

California Citrus Association · Schuil Ag Real Estate · ReadyWork · USA Staffing · TRUST Staffing · Greater Kaweah Groundwater Sustainability Agency · Sequoia Riverlands Trust · KRCD · H&R Labor · Porterville Citrus · Rib-Arrow Dairy · AC Foods · SCID · California Bioenergy

Advancing Workforce Solutions

Each sector partnership has achieved important milestones that help build stronger talent pipelines.



Tulare Kings Healthcare Partnership (TKHP)

Built new healthcare career pathways

Supported the development of Community Health Worker training and a Psychiatric Technician apprenticeship pathway.

Expanded career exploration

Piloted Careers in Care Hub curriculum and grew Growing Health Leaders conference attendance 42% to a record 439 students.

Launched the first annual Healthcare Job Fair

Connected 16 healthcare employers with 222 job seekers through an industry-focused hiring event.



Tulare Kings Industrial Partnership (TKIP)

Responded to critical industry needs

Employer demand shaped strategies for Maintenance Technicians, Refrigeration Technicians, and other skilled technical roles.

Strengthened industrial training

Evaluated training equipment proposals, helping guide a $100,000 WIB investment in hands-on industrial automation training at Lemoore College.

Expanded work-based learning pathways

Advanced On-the-Job Training (OJTs), internships, apprenticeships, and employer recruitment to connect training with employment.



Tulare Kings Ag Skills Partnership (TKASP)

Identified agricultural training gaps

Mapped critical occupations with limited local training.

Expanded agriculture talent pipeline strategies

Introduced funding for employers to train & retain talent to close workforce gaps.

Rebuilt an industry-led Ag Career Exploration (ACE) Day

Relaunched event to connect students to diverse ag careers, aligning skills with existing and future career pathways.

04
The Numbers



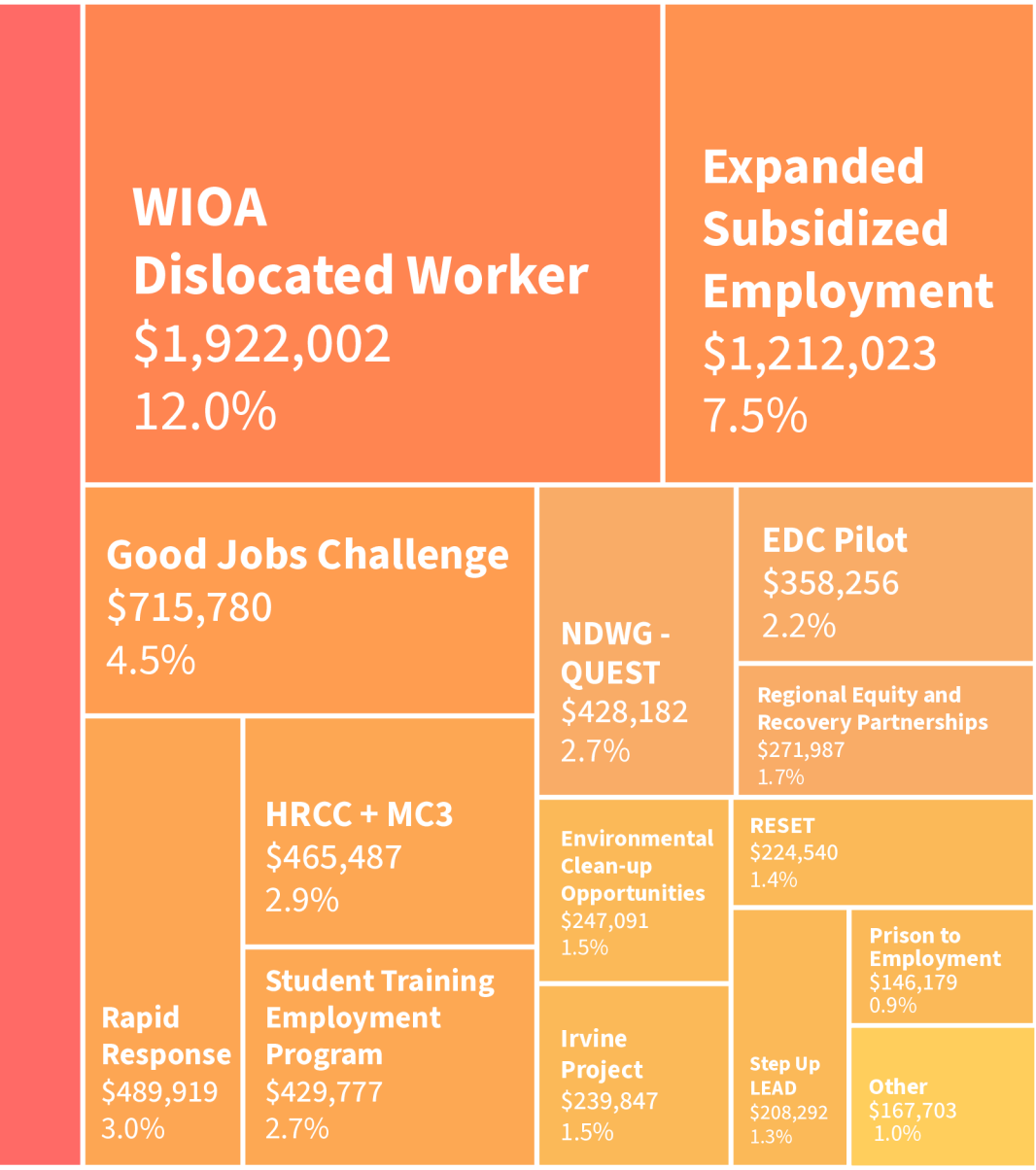
WIOA Adult
$4,482,531
27.9%

WIOA Youth
$4,058,700
25.3%

2025 - 2026 Program Year

$16,068,296

Total Fiscal Expenditures



Tulare County Labor Market Information

2022 - 2026 Changes

Greatest Growth

Occupations		Industries	
+ 2,562	Home Health and Personal Care Aides	+ 3,134	Services for the Elderly and Persons with Disabilities
+ 683	Fast Food and Counter Workers	+ 1,985	Local Government, Excluding Education and Hospitals
+ 461	Retail Salespersons	+ 1,925	Elementary and Secondary Schools (Local Government)
+ 431	Childcare Workers	+ 586	General Warehousing and Storage
+ 406	Stockers and Order Fillers	+ 552	Offices of Physicians (except Mental Health Specialists)

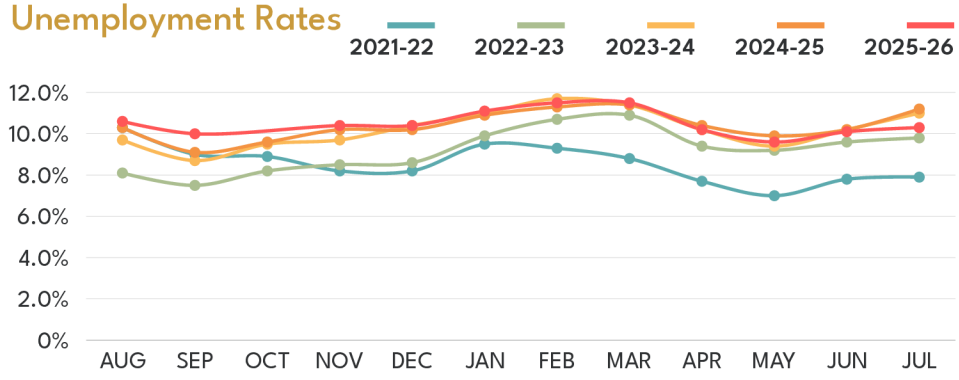
Greatest Decline

Occupations		Industries	
- 2,600	Farmworkers & Laborers, Crop, Nursery, & Greenhouse	- 2,738	Farm Labor Contractors and Crew Leaders
- 480	Industrial Truck and Tractor Operator	- 1,139	Temporary Help Services
- 360	Cooks, Fast Food	- 1,027	Crop Production
- 343	Packers and Packagers, Handlers	- 1,012	Postharvest Crop Activities (except Cotton Ginning)
- 341	Farmers, Ranchers, & Other Agricultural Managers	- 720	All Other General Merchandise Retailers

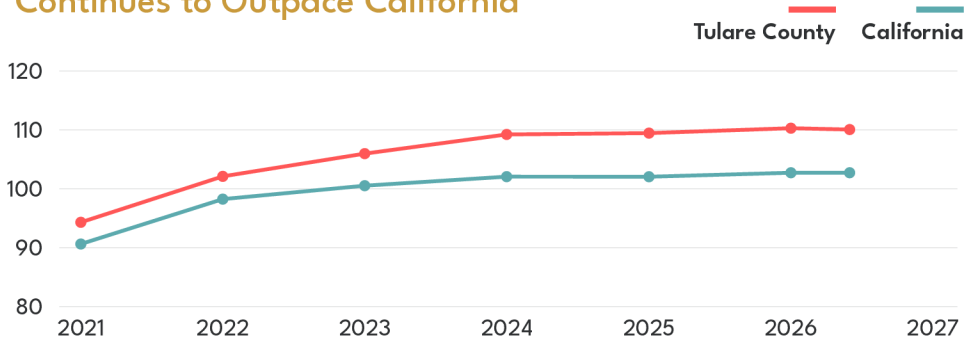
Average Hourly Earnings



Unemployment Rates

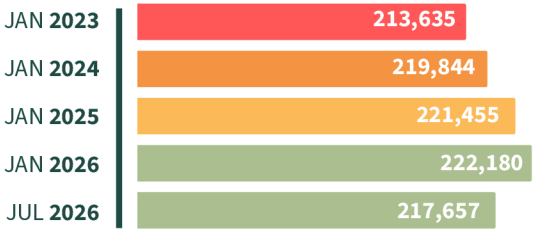


Tulare County Nonfarm Job Growth Continues to Outpace California



Labor Force

From July 2025 to July 2026, the labor force contracted by an estimated 3,500 people, potentially reflecting retirements, migration, fewer people seeking work, and broader global economic and trade conditions.





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