WORKFORCE INVESTMENT BOARD MEETING AGENDA

Wednesday, November 18, 2026 | 7:30 a.m. – 8:30 a.m.

Workforce Investment Board of Tulare County
309 W. Main Street, Suite 130, Visalia, CA

REMOTE ACCESS: To participate remotely, please join the meeting via Zoom Webinar: Join the WIB Webinar

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1. **CALL MEETING TO ORDER**

2. **PUBLIC COMMENTS: Three minutes per speaker; fifteen minutes total for general public comment.** Any member of the public wishing to address the Workforce Investment Board of Tulare County on a matter within its jurisdiction may do so during the general public comment period. The Board may not discuss or take action on items not listed on the Agenda. For items listed on the Agenda, public comment will be taken when the item is considered. Speakers are asked to state their name for the record. The Chair may limit the total time for public comment as needed.

3. **SWEARING-IN OF WORKFORCE INVESTMENT BOARD MEMBERS**

4. **SUCCESS STORY:** youth@work

5. **CONSENT ITEMS:** Items listed under the Consent Calendar are considered routine and will be approved by a single motion. A Board member or member of the public may request that an item be removed for separate discussion and possible action. Items removed from the Consent Calendar will be considered under Regular Items at the direction of the Chair.

   a. Workforce Investment Board Meeting Minutes
   Approve September 16, 2026, Board Meeting Minutes and October 7, 2026, Board Annual Meeting Minutes.

   b. Employment Connection Committee Nominations
   Approve the following nominations for the Employment Connection Committee: Chelsea Cushing for the College of the Sequoias, Caed Clark for America Works of California, Inc., and Gicel Angeles for the Workforce Investment Board of Tulare County.

   c. Employment Connection Partner Handbook
   Accept the recommendation from the Employment Connection Committee to approve the revised Employment Connection Partner Handbook.

d. Workforce Investment Board Directive TUL 26-04, Eligible Training Provider List and Policy Procedures
Approve Workforce Investment Board Directive TUL 26-04, Eligible Training Provider List and Policy Procedures.

e. Agreement with Stanislaus County Workforce Development Board for Regional Equity and Recovery Partnerships Grant Modification
Approve an amendment to the agreement with Stanislaus County Workforce Development Board to increase Regional Equity and Recovery Partnerships funding by $53,327.14, from $762,744 to $816,071.14, contingent on receipt of funds.

6. REGULAR ITEMS

a. Agreement with Proteus, Inc. for Workforce Innovation and Opportunity Act Title I In-School Youth Leadership, Education, and Pathways to Employment Program for Calendar Year 2027
Approve the renewal of the agreement with Proteus, Inc., contingent upon a recommendation for approval from the Program and Evaluation Committee (PEC), to provide Workforce Innovation and Opportunity Act (WIOA) Title I In-School Youth (ISY) services through the Leadership, Education, and Pathways to Employment (LEAP) program for calendar year 2027 (CY 27), in an amount not to exceed $693,000, to serve students at the following high schools:

   i. Dinuba High School
   ii. Orosi High School
   iii. Woodlake High School
   iv. Tulare Union High School

b. Agreement with College of the Sequoias Training Resource Center for Ammonia Operator I Training
Approve an agreement with College of the Sequoias Training Resource Center for Ammonia Operator I training, in an amount not to exceed $75,700, funded through the Good Jobs Challenge.

c. Request for Quotes for Website Accessibility Assessment and Implementation Guidance
Approve the release of a Request for Quotes to solicit proposals from qualified contractors to assess website accessibility and provide implementation guidance for the Workforce Investment Board of Tulare County and Employment Connection websites.

7. INFORMATION/DISCUSSION ITEMS

a. 34th Annual Tulare County Job Fair Update

b. INNOVATORS by Design

c. Agreements Executed by the WIB Executive Director Between $5,000 and $20,000

d. Workforce Data Newsletter – Volume 12, Issue 9 – September 2026

e. Tulare County Workforce Snapshot and Metropolitan Statistical Area – September 2026

f. Workforce Investment Board Press and Media Highlights

8. WIB COMMITTEE REPORTS

a. Employment Connection Committee

b. Program and Evaluation Committee

c. Youth Committee

9. GOOD OF THE ORDER/ADJOURN

ACCOMMODATIONS: In compliance with the Americans with Disabilities Act (ADA), if you require special assistance to participate in this meeting, please contact Laura Gonzalez at (559) 713-5200 or laura.gonzalez@tularewib.org during normal business hours. Requests made at least 48 hours in advance will help ensure appropriate accommodations can be arranged.

AGENDA MATERIALS: Agenda packets and supporting documents related to items on this agenda are available at www.tularewib.org and for public inspection at the Workforce Investment Board office, 309 W. Main Street, Suite 120, Visalia, CA, during normal business hours.

WORKFORCE INVESTMENT BOARD

OF TULARE COUNTY

MEETING MINUTES

September 16, 2026

WIB Directors Present: Colby Wells – Chair, Joe Hallmeyer – Vice Chair, Randy Baerg – Treasurer/Secretary, Amy Shuklian, Brent Calvin, Gamaliel Aguilar, Graciela Soto, Miguel Mora, Rodney Wilson, Yolanda Valdez

WIB Directors Absent: Brandon Lovenburg, Esbeydy Ruvalcaba, Jake Piland, Thomas Geiger

1. **Call to Order:** Colby Wells, Chair, called the meeting to order at 7:35 a.m.

2. **Public Comment**: Colby Wells, Chair, called for public comments; there were no public comments.

3. **Success Story:** Career Services Success Story – Frank is a veteran from Tulare who was working as a security guard for a hospital. He realized that what he really wanted to do was to help people. After working with Employment Connection and getting a scholarship to attend nursing school, Frank now works full-time as a nurse. He serves people every day who need his help and skills.

4. **Consent Items:**

    a. Workforce Investment Board Meeting Minutes
    Approve August 12, 2026, Board Meeting Minutes.

    b. Employment Connection Committee Nomination
    Approve the nomination of Inez de Ocio to serve as the Department of Rehabilitation representative on the Employment Connection Committee.

    c. Eligible Training Provider Contract with HealthStaff Training Institute
    Approve an Eligible Training Provider Contract with HealthStaff Training Institute from September 16, 2026, through June 30, 2029.

d. Transfer of Funds Request to Employment Development Department
Approve the transfer of $1,000,000 in Dislocated Worker formula funds to Adult formula funds.

e. Workforce Investment Board Procurement Policy Manual
Approve the updated Workforce Investment Board Procurement Policy Manual.

f. Workforce Investment Board Monitoring Procedures Manual
Approve the updated Workforce Investment Board Monitoring Procedures Manual, contingent upon completion of the 30-day comment period without receipt of comments that require substantial changes.

A motion was made by Joe Hallmeyer and seconded by Gamaliel Aguilar to approve the Consent Items. The motion carried by unanimous vote.

5. Regular Items:

a. Workforce Investment Board of Tulare County Board of Directors Appointments
Recommend two appointments to the Workforce Investment Board of Tulare County Board of Directors in the noted categories, contingent upon approval by the Tulare County Board of Supervisors.

- Kerissa Chapman, Executive Director, Tulare County Farm Bureau – Business Representative, term expiration date June 30, 2030
- Inez de Ocio, Supervisor I, Department of Rehabilitation – Title I of the Rehabilitation Act Representative, term expiration date June 30, 2028

A motion was made by Graciela Soto and seconded by Joe Hallmeyer to approve the Workforce Investment Board of Tulare County Board of Directors Appointments. The motion carried by unanimous vote.

6. Information/Discussion Items:

a. 2023 Quality Jobs, Equity, Strategy, and Training Disaster Recovery National Dislocated Worker Grant Highlight

b. INNOVATORS by Design Conference 2026

c. Agreements Executed by the WIB Executive Director Between $5,000 and $20,000

d. Workforce Data Newsletter – Volume 12, Issue 7 – July 2026

e. Tulare County Workforce Snapshot and Metropolitan Statistical Area – July 2026

7. WIB Committee Reports:

a. Youth Committee

b. Employment Connection Committee

8. Good of the Order/Adjourn: There being no further business, Colby Wells, Chair, adjourned the meeting at 8:40 a.m.

Minutes submitted for approval by Randy Baerg, Secretary.

_____ _____

Randy Baerg, Secretary Date Approved

WORKFORCE INVESTMENT BOARD

OF TULARE COUNTY

ANNUAL MEETING MINUTES

October 7, 2026

WIB Directors Present: Colby Wells – Chair, Joe Hallmeyer – Vice Chair, Randy Baerg – Treasurer/Secretary, Brent Calvin, Esbeydy Ruvalcaba, Gamaliel Aguilar, Graciela Soto, Miguel Mora, Rodney Wilson, Thomas Geiger, Yolanda Valdez

WIB Directors Absent: Amy Shuklian, Brandon Lovenburg, Jake Piland

1. **Call to Order:** Colby Wells, Chair, called the meeting to order at 8:11 a.m.

2. **Public Comments:** Colby Wells, Chair, called for public comments; there were no public comments.

3. **Regular Items:**

    a. Annual Report of Workforce Investment Board Activities for Program Year 25-26

    A motion was made by Joe Hallmeyer and seconded by Graciela Soto to accept the annual report of Workforce Investment Board activities for Program Year 25-26, in accordance with the Workforce Investment Board Bylaws. The motion carried by unanimous vote.

4. **Adjourn:** There being no further business, Colby Wells, Chair, adjourned the meeting at 8:14 a.m.

Minutes submitted for approval by Randy Baerg, Secretary.

_____

Randy Baerg, Secretary Date

INTEROFFICE MEMORANDUM

TO: **David McMunn, Deputy Director of Administration**

FROM: **Edith Hernandez, One-Stop Partnership Coordinator**

DATE: **November 5, 2026**

SUBJECT: **Employment Connection Committee Nominations**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve the following nominations for the Employment Connection Committee: Chelsea Cushing for the College of the Sequoias, Caed Clark for America Works of California, Inc., and Gicel Angeles for the Workforce Investment Board of Tulare County.
Summary	In accordance with the Workforce Investment Board of Tulare County (WIB) Bylaws, the Employment Connection Committee (ECC) serves as a standing committee of the Board. The ECC provides guidance and input on operational matters related to the Employment Connection One-Stop System and supports continuous improvement in service delivery, partner coordination, and system operations. Committee representatives are appointed from organizations that have executed a Memorandum of Understanding (MOU) with the WIB as Employment Connection partners. Each partner agency may designate one representative to serve on the committee. **<u>Employment Connection Committee Designee Updates</u>** The following Employment Connection partner agencies have submitted nominations to update their designated representatives on the ECC: **College of the Sequoias (COS)** • **Nominee***:* Chelsea Cushing, Dean, Industry & Technology, Career and Technical Education (CTE) and Workforce Development • **Replacing:** Jonna Schengel • **Programs Represented:** Carl Perkins Career Technical Education

	America Works of California, Inc. • **Nominee:** Caed Clark, Site Director • **Replacing:** Nuvia Varela • **Programs Represented:** Ticket to Work, Farmworker Rural Individuals Equity to Service **Workforce Investment Board of Tulare County (WIB)** • **Nominee:** Gicel Angeles, Workforce Services Program Manager • **Replacing:** Mary Rodarte • **Programs Represented:** Workforce Innovation and Opportunity Act (WIOA) Title I – Adult, Dislocated Worker, and Youth Programs
Fiscal Impact	No fiscal impact to the agency.
Alternative(s)	The Board may choose not to approve one or more nominations and request alternative designees.
Involvement of Other Stakeholder(s)	None
Attachment(s)	Employment Connection Committee Designee Nomination Forms: College of the Sequoias, America Works of California, Inc., and Workforce Investment Board of Tulare County.

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Workforce Investment Board of Tulare County
Employment Connection Committee Designee Nomination

An Employment Connection Committee shall be designated as a standing committee of the Workforce Investment Board of Tulare County (WIB) and will provide information and assist with operational and other issues relating to the Employment Connection Career Center System. The Employment Connection Committee will provide the means by which the local Employment Connection partners will have opportunities for input regarding the operations of the Employment Connection Career Center System.

The Employment Connection Committee representatives shall be from WIB partners which have successfully negotiated a Memorandum of Understanding with the WIB. Each partnering agency shall have no more than one (1) representative on the Employment Connection Committee.

Our agency designates the following representative(s) to be a member of the WIB Employment Connection Committee.

Partner Organization	College of the Sequoias
Partner Program/Funding (Example: WIOA Title I-B)	Carl Perkins Career Technical Education
Name and Title of Designee	Chelsea Cushing
Address	4999 E BARDSLEY AVE
City, State, Zip	TULARE, CA 93274
Telephone Number	559-688-3044
E-mail Address	CHELSEAC@COS.EDU

Authorized Signature

10-26-26
Date

Brent Calvin
Print Name

Superintendent/President
Title

College of the Sequoias
Agency Name

Telephone Number

915 S. MOONEY BLVD VISALIA, CA 93277
Agency Address

BRENTC@COS.EDU
E-mail Address

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Workforce Investment Board of Tulare County
Employment Connection Committee Designee Nomination

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The Employment Connection Committee representatives shall be from WIB partners which have successfully negotiated a Memorandum of Understanding with the WIB. Each partnering agency shall have no more than one (1) representative on the Employment Connection Committee.

Our agency designates the following representative(s) to be a member of the WIB Employment Connection Committee.

Partner Organization	America Works of California, Inc.
Partner Program/Funding (Example: WIOA Title I-B)	Ticket to Work, Farmworker Rural Individuals Equity to Service
Name and Title of Designee	Caed Clark Site Director
Address	1477 E Shaw, Suite 100
City, State, Zip	Fresno, CA 93710
Telephone Number	(559) 234-2849
E-mail Address	cclark@americaworks.com



Authorized Signature

10/13/2026
Date

Dr. Lee Bowes
Print Name

Chief Executive Officer
Title

228 E 45th St, New York, NY 10017
Agency Address

lbowes@americaworks.com
E-mail Address

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Workforce Investment Board of Tulare County
Employment Connection Committee Designee Nomination

An Employment Connection Committee shall be designated as a standing committee of the Workforce Investment Board of Tulare County (WIB) and will provide information and assist with operational and other issues relating to the Employment Connection Career Center System. The Employment Connection Committee will provide the means by which the local Employment Connection partners will have opportunities for input regarding the operations of the Employment Connection Career Center System.

The Employment Connection Committee representatives shall be from WIB partners which have successfully negotiated a Memorandum of Understanding with the WIB. Each partnering agency shall have no more than one (1) representative on the Employment Connection Committee.

Our agency designates the following representative(s) to be a member of the WIB Employment Connection Committee.

Partner Organization	Workforce Investment Board of Tulare County
Partner Program/Funding (Example: WIOA Title I-B)	WIOA Title I – Adult, Dislocated Worker, Youth Programs
Name and Title of Designee	Gicel Angeles
Address	309 West Main Street, Suite 120
City, State, Zip	Visalia, CA 93291
Telephone Number	(559) 713-5217
E-mail Address	gicel.angeles@tularewib.org

Authorized Signature

October 15, 2026
Date

Jennie C. Bautista
Print Name

Executive Director
Title

Workforce Investment Board of Tulare County
Agency Name

(559) 713-5200
Telephone Number

309 West Main Street, Suite 120, Visalia, CA 93291
Agency Address

jennie.bautista@tularewib.org
E-mail Address

INTEROFFICE MEMORANDUM

TO: **David McMunn, Deputy Director of Administration**

FROM: **Edith Hernandez, One-Stop Partnership Coordinator**

DATE: **November 5, 2026**

SUBJECT: **Employment Connection Partner Handbook**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Accept the recommendation from the Employment Connection Committee to approve the revised Employment Connection Partner Handbook.
Summary	The Employment Connection (EC) Partner Handbook serves as a shared resource for the EC System partners, outlining expectations for customer service, professional standards, partner coordination, and center operations. The handbook complements the EC Partner Memorandum of Understanding (MOU) by providing practical guidance to support consistent and coordinated service delivery across the EC System. The handbook, last revised in September 2023, underwent a comprehensive review and was updated to reflect current operations, strengthen shared expectations, and incorporate feedback from EC partners. The review process included input from colocated partners at the Visalia and Porterville EC Centers, the EC Partner Relationship Building Workgroup, which consists of staff from EC partners, and the Employment Connection Committee (ECC). The revised handbook includes the following key updates: • Systemwide Collaboration and Customer Experience • Professional Standards and Shared Spaces • Center Operations and Partner Coordination • Safety and Customer Management • Accessibility, Privacy, and Resources These revisions reflect partner input and lessons learned through daily center operations and ongoing system improvement efforts. The updated handbook is intended to

	strengthen accountability, improve communication and coordination among partners, support staff onboarding, and promote a consistent, professional, and customer-centered experience throughout the EC System. On November 12, 2026, the ECC reviewed the revised handbook and recommended it for approval by the Workforce Investment Board.
Fiscal Impact	No fiscal impact to the agency.
Alternative(s)	The WIB may choose not to approve the revised handbook and request additional revisions.
Involvement of Other Stakeholder(s)	None
Attachment(s)	Employment Connection Partner Handbook

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EMPLOYMENT CONNECTION

Partner Handbook

A shared guide to working together across the Employment Connection System

WORKING TOGETHER • SERVING TULARE COUNTY

Consistent, coordinated, customer-centered workforce services.

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1 | WELCOME & ABOUT THE EMPLOYMENT CONNECTION SYSTEM

Welcome to the Employment Connection System!

The Employment Connection (EC) System is a network of workforce development, education, human services, and community-based organizations (CBOs), as well as other community partners, working together to provide coordinated, customer-centered services to job seekers and businesses throughout Tulare County. Through collaboration and referrals, partners help customers access employment, education, training, and supportive services that support their career goals and economic self-sufficiency.

About the Employment Connection System

Employment Connection is the local Tulare County brand for the workforce system and is part of the America's Job Center of California (AJCC) network. The AJCC designation reflects the statewide one-stop workforce system; EC is the local identity customers see and experience in Tulare County.

Understanding Our Roles

- **Workforce Investment Board (WIB):** Oversees the EC System, coordinates partnerships, and supports the implementation of shared workforce system strategies, operations, and service delivery.
- **Employment Connection Center Staff:** Staff from all partner organizations, including subrecipient staff, who work at an EC Center and provide direct services or support daily center operations.
- **Employment Connection System Staff:** Staff from all EC partner organizations, whether co-located at an EC Center or providing services at another location, contribute to the coordinated delivery of workforce services.
- **WIOA Title I Subrecipient Staff:** Staff employed by organizations contracted to deliver WIOA Title I Adult, Dislocated Worker, and Youth program services throughout the EC System and, in most cases, are also EC Center Staff.

How to Use This Handbook

This handbook establishes shared expectations for all EC System partners and provides operational guidance for staff working at the EC Centers.

Handbook Sections	Who It Applies To
Section 1-6: System Overview, Shared Expectations, and Customer Services	All EC System staff, including colocated and non-colocated partners
Section 7-9: Center Operations, Professional Standards, and Shared Spaces	All EC System staff colocated at or utilizing the EC Centers, as applicable

Section 10-12: Safety, Communications & Resources	All EC System staff, with center-specific requirements applying where relevant

EC System leadership should use this handbook to support staff onboarding, communication, and coordination. Staff should refer to the "Current References sections" throughout the handbook for applicable directives, procedures, and resources.

Our Centers

Center	AJCC Designation	Address
Porterville Employment Connection	Comprehensive	1063 W. Henderson Ave
Visalia Employment Connection	Comprehensive	4025 W. Noble Ave, Suite B
Dinuba Employment Connection	Affiliate	400 W. Tulare St.
Tulare Employment Connection	Affiliate	155 N. K St.

The WIB oversees the EC System and coordinates with partners and service providers to support integrated workforce services throughout Tulare County.

Current References

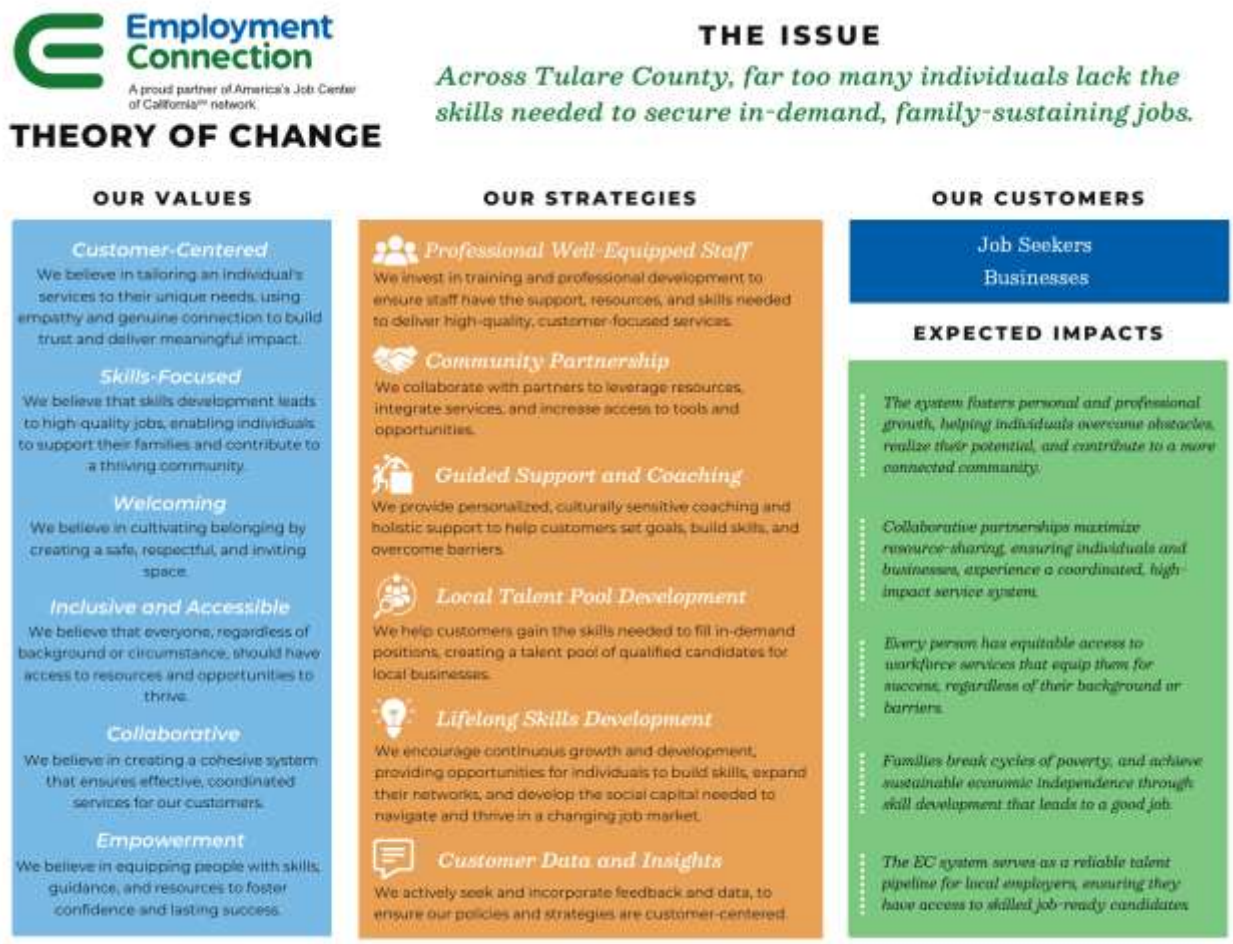
Employment Connection Partner MOU	www.tularewib.org/ecsystem
EC Partner Guide	www.employmentconnect.org/partner-resources

2 | OUR THEORY OF CHANGE

How We Work Together

The EC Theory of Change (ToC) provides a shared framework for how partners work together as a workforce system. It connects the challenge we are working to address with the values that guide our work, the strategies we use, and the impact we seek to achieve for job seekers, businesses, families, and the broader community.

Through our network of EC System partners, customers have access to a range of workforce, education, training, employment, and supportive services. Each partner contributes unique resources and expertise, while our shared values and strategies guide how we coordinate services, support customers, and strengthen our system.



Putting Our Theory of Change into Practice

The EC ToC is reflected in the shared expectations and practices outlined throughout this handbook. All EC System partners contribute by:

- **Creating a consistent customer experience** through welcoming, professional, and accessible services (Sections 3, 5-6).
- **Connecting customers to resources and opportunities** through informed referrals and coordination across partner organizations (Section 4).
- **Strengthening partner collaboration** through communication, cross-training, shared knowledge, and participation in systemwide initiatives.
- **Supporting continuous improvement** by sharing feedback, identifying service gaps, and working together to improve customer experience.

These shared practices help translate our EC ToC into everyday actions, regardless of where EC System partners provide services.

Current References

Employment Connection Theory of Change	www.employmentconnect.org/partner-resources

3 | EMPLOYMENT CONNECTION CULTURE & CUSTOMER EXPERIENCE

One System, Consistent Customer Experience

Every interaction contributes to the customer's experience of the EC System. Regardless of which organization employs a staff member, customers should experience a welcoming, coordinated, and professional environment.

Our Voice

We Aim to Be	What That Looks Like
Welcoming	Help customers feel they have reached a place where someone will listen and help them identify next steps.
Hopeful	Focus on possibilities, practical next steps, and pathways forward without overpromising.
Empathetic	Listen, acknowledge the customer's circumstances, and respond respectfully.
Simple & Direct	Avoid unnecessary acronyms and program jargon; explain processes in plain language.
Professional	Maintain appropriate boundaries, protect privacy, and communicate consistently.

Terminology

- **Customers:** the preferred external term for individuals and businesses receiving services.
- **Job seekers:** may be used internally when distinguishing individual customers from business customers.
- **Business customers:** businesses and employers receiving workforce services.
- **Employment Connection:** use when referring to the local system, centers, and shared service environment.

How We Relate to Customers

- Greet customers, take initiative to understand their needs, help identify solutions, follow through on commitments, and ensure they understand their next steps.
- Listen and clarify before directing or referring.
- Respect privacy and be mindful of staff conversations within the customer's hearing.
- Ask before providing physical assistance to a person with a disability.

- Do not guarantee eligibility, funding, training, or paid services before the appropriate determination is completed.
- Explain what the customer can expect, what staff will do, and what actions the customer may need to take.

De-escalation & Professional Boundaries

Customers may arrive frustrated, discouraged, or under significant stress. Staff should remain calm, respectful, and focused on resolving the immediate service issue when possible.

- Listen without becoming defensive and acknowledge the concern.
- Set clear, respectful boundaries when behavior becomes disruptive, threatening, or abusive.
- Offer practical next steps or an opportunity to continue the conversation later when appropriate.
- Involve a supervisor, site leadership, or security when safety, disruption, or escalation requires additional support.
- Follow applicable incident-reporting and emergency procedures after significant events.

4 | CONNECTING CUSTOMERS ACROSS PARTNERS

Referrals Are a Shared Customer Experience

A referral should do more than give a customer another phone number. EC System partners work to ensure referrals are appropriate, timely, and actionable, with sufficient information for the receiving partner to respond appropriately.

Referral Expectations

1. Identify the customer's need and explain to the customer why a referral to another partner or service may be helpful.
2. Use the current EC referral method and follow the guidance in the current Referral Process Map and Partner Guide.
3. Provide only the information necessary for the referral and follow privacy, consent, and confidentiality requirements.
4. Receiving partners make reasonable efforts to follow up with referred customers in accordance with their organization's processes.
5. When additional coordination is needed, staff use available Single Point of Contacts (SPOCs) to help address referral questions or barriers.
6. A referral is not complete until the customer is connected.

Current References

Employment Connection Partner Guide	www.employmentconnect.org/partner-resources
Employment Connection Partner Referral Guide	www.employmentconnect.org/partner-resources
Employment Connection Referral Process Map	www.employmentconnect.org/partner-resources
Approved Employment Connection Referral Form / Platform	www.employmentconnect.org/partner-referral

5 | PRIVACY, CONFIDENTIALITY & INFORMATION SECURITY

Protecting Customer Information

Maintaining the privacy and security of customers' personally identifiable information (PII) is a shared responsibility across the EC System. Partner organizations may be subject to additional confidentiality requirements based on the services they provide, including applicable privacy laws for education, healthcare, and workforce programs. Staff must follow their organization's policies and applicable requirements when accessing, maintaining, or sharing customer information.

All EC System staff are expected to:

- Collect and retain only information necessary for the service or program purpose.
- Limit access to individuals who need the information to perform their duties.
- Keep confidential information out of public view and secure paper records when not in use.
- Lock computers when away from the workstation and protect usernames, passwords, and authentication methods.
- Keep login credentials confidential and refrain from sharing accounts or passwords.
- Use approved secure methods for transmitting or storing sensitive information, including PII.
- Dispose of paper containing confidential information through approved secure shredding methods.
- Avoid discussing confidential customer information where unauthorized individuals may overhear.
- Request Social Security numbers only when necessary and authorized.

Current References

TUL 19-03 - Use and Confidentiality of Participants' Personally Identifiable Information (PII)	www.tularewib.org/directives

6 | ACCESSIBILITY, LANGUAGE ACCESS & EQUAL OPPORTUNITY

Welcoming and Accessible Services

EC System partners share a commitment to providing welcoming, inclusive, and accessible services. Staff should know how to connect customers with reasonable accommodation, auxiliary aids and services, language assistance, and applicable Equal Opportunity resources.

- Do not make assumptions about whether a person needs assistance; ask how you can help.
- Use accessible communication practices and available auxiliary aids/services when needed.
- Follow applicable procedures for language assistance and Limited English Proficiency (LEP).
- Know how to direct customers to Equal Opportunity and complaint information.
- Maintain clear paths and customer spaces that support physical accessibility.
- Escalate accessibility barriers to the appropriate site or organizational contact so they can be addressed.

Current References

TUL 17-05 - Nondiscrimination and Equal Opportunity Procedures	https://www.tularewib.org/directives
TUL 18-01 - Limited English Proficiency	https://www.tularewib.org/directives

7 | COLOCATED PARTNER OPERATIONS

Working Together in a Shared Employment Connection Center

Colocation allows customers to access multiple workforce partners in a shared environment. It also requires ongoing coordination related to staffing, schedules, space, equipment, facilities, and other changes that may affect center operations or customer access.

Infrastructure Funding Agreement (IFA)

The EC Partner Memorandum of Understanding (MOU) and Infrastructure Funding Agreement (IFA) establish the requirements and methodology for allocating infrastructure and other shared costs among colocated partners.

Changes that may affect a partner's use of space, staffing, or shared costs should be communicated promptly so they can be reviewed and addressed through the appropriate process.

Communicating Operational Changes

Colocated partners must notify the appropriate EC Site Coordinator or WIB contact in advance of planned operational changes that may affect shared center operations. Unanticipated changes should be communicated as soon as practical.

Change	Who to Notify
Staffing levels: Changes in colocated staffing levels or vacancies that affect occupied space.	WIB
Workplace relocation: Requests to relocate staff or change assigned workspace when the change affects space allocations or cost-sharing arrangements established in the IFA.	WIB
Telephone services: Requests to add, remove, or modify telephone services.	EC Site Coordinator
Furniture and equipment: Requests to reconfigure furniture, equipment, or workspaces, even when the change does not affect the IFA.	WIB
Schedule and services: Changes to operating schedules or service delivery that affect center operations or customer access.	EC Site Coordinator and WIB

Change	Who to Notify
Shared operations: Changes that may affect shared costs, facilities, security, technology, or customer and service delivery.	EC Site Coordinator and WIB

Employment Connection Operations Calendar

The EC Operations Calendar provides EC Center partners with a shared view of center closures, limited coverage days, and service impacts resulting from partner holidays, professional development days, and systemwide events.

Because colocated partners do not operate on the same schedules, the calendar supports coordination among partners and helps staff provide accurate information about center and service availability.

The WIB works with colocated partner leadership annually to identify known holidays, professional development days, systemwide events, and other anticipated service impacts. The EC Operations Calendar is finalized at the beginning of the new year. Once finalized, partners should notify the WIB of significant schedule or service changes that occur during the year so the calendar can be updated.

Technology & Equipment

Technology and equipment that are not included in the IFA remain the responsibility of the individual partner organization unless otherwise arranged with the WIB.

- Each partner is responsible for its staff computers, program-specific equipment, office supplies, and internal technology support.
- Partners should use their own organizational support process for computer, software, or network issues specific to their organization.
- Shared center internet or facility-connectivity issues should be reported to the EC Site Coordinator.

WIB Property

Furniture, equipment, and other property purchased with applicable WIB/WIOA funds must be managed in accordance with current WIB property requirements.

Colocated partners should not remove, dispose of, relocate, or reconfigure WIB property without submitting a request to the EC Site Coordinator. The EC Site Coordinator must follow current WIB property guidance. This includes furniture or equipment assigned to partner workspaces within an EC Center.

Colocated Partner Staffing Changes

To support center coordination, safety, and awareness of who is working within EC Centers, colocated partners should keep the EC Site Coordinator informed of staffing changes that affect the center.

Partners should notify the EC Site Coordinator when:

- A new staff member will begin working at the Employment Connection Center.
- A staff member is reassigned to or from the center.

- A staff member is no longer employed by the partner organization or will no longer be working at the center.
- There are other staffing changes that affect who is regularly assigned to or authorized to work at the center.

Notification helps ensure center leadership and partners have an accurate understanding of who should be working within the center and allows any necessary onboarding, facility access, identification, workspace, or other operational arrangements to be coordinated.

Center Access

The following access, security, and parking expectations apply to all staff. Exceptions may be permitted under special circumstances with prior approval from the EC Site Coordinator. Any approved exception that presents a potential safety or security concern must be closely monitored by staff, with appropriate precautions in place.

- Use designated staff entrances/exits and follow current site security procedures.
- Do not prop open or bypass secured doors.
- After-hours or non-workday access requires the EC Site Coordinator's authorization and must follow the site's current access/sign-in process.
- Customer-priority parking is the first five spaces directly in front of the center entrance. Staff should avoid priority parking.

Current References

Employment Connection Partner MOU & IFA	www.tularewib.org/ecsystem
EC Operations Calendar	www.employmentconnect.org/partner-resources
WIB Property Requirements	https://www.tularewib.org/directives

8 | PROFESSIONAL STANDARDS & WORK ENVIRONMENT

Professional Appearance & Attire

EC Centers are professional, customer-facing environments. Staff are expected to maintain a professional appearance and wear workplace-appropriate attire that reflects the professional nature of the services provided.

This expectation applies to all staff working in the EC Centers or representing the EC System, particularly when interacting with customers, businesses, community partners, visitors, or other members of the public.

Clothing should be clean, neat, and appropriate for the workplace, staff member's role, and work activities. Partner staff remain subject to their respective organizations' dress and appearance policies; however, while working at an EC Center, staff are also expected to maintain the professional standard appropriate for a shared workforce service environment.

Any accommodation, safety, uniform, religious, cultural, or organization-specific requirements should be handled through the staff member's employer and, when needed, coordinated with the EC Site Coordinator.

Professional Conduct in Shared Workspaces

Staff share responsibility for maintaining a professional environment throughout EC Centers. Because customers, businesses, community partners, and visitors may be present throughout the workday, staff should remain mindful of whose conversations, noise levels, and workplace interactions others may experience or overhear.

Staff should:

- Maintain an appropriate volume when speaking with coworkers, customers, or on the telephone.
- Keep personal conversations appropriate, limited, and mindful of customers and others working nearby.
- Discuss customer information discreetly and avoid conversations involving confidential or sensitive information where others may overhear.
- Maintain professional language, tone, and conduct when interacting with coworkers, partner staff, customers, businesses, community partners, and visitors.
- Be mindful that shared and customer-facing areas reflect the Employment Connection System as a whole, regardless of which organization employs the individual staff member.

Identification & Guest Badges

Staff working in EC Centers must wear identification that clearly identifies them as staff. Badges should be visible while working in the center.

Guests and visitors who are not receiving customer services must obtain and visibly wear an EC Guest Badge, available at the front desk. Guest Badges should be returned to the front desk before leaving the center.

Workstations & Shared Spaces

EC Centers are shared professional environments. Staff are responsible for maintaining their assigned workstations and contributing to clean, organized, and clutter-free customer and shared areas:

Workspace Cleanliness & Organization

- Keep workstations, cubicles, and customer-facing areas clean, organized, and of a professional appearance.
- Keep walkways, shared surfaces, and customer areas free of unnecessary items, boxes, supplies, and other clutter.
- Store documents and materials appropriately and keep confidential or sensitive information out of public view.
- Clean shared spaces after use and promptly report facility, cleanliness, or maintenance concerns to the EC Site Coordinator.

Personal Items & Professional Environment

- Keep personal items and decorations reasonable in number and appropriate for a shared professional environment.
- Ensure decorations, displays, signage, and other materials do not interfere with the professional, welcoming, inclusive customer environment.
- Be mindful of strong fragrances, air fresheners, and cleaning products that may affect individuals with respiratory or sensory sensitivities.

Workspace Modification & Equipment

- Use only approved methods for mounting items to walls, cubicle walls, or other shared surfaces to prevent damage to facilities.
- Obtain approval from the EC Site Coordinator before adding personal furniture, appliances, or electrical items, such as space heaters, refrigerators, coffee makers, or similar equipment.

9 | CUSTOMER AREAS & SHARED SPACES

Customer Areas & Center Rules

The EC Center rules are posted to help maintain a safe, respectful, and productive environment. Staff should apply posted rules consistently and make reasonable efforts to address routine rule violations before escalating the matter.

Incident Response and Communication Responsibilities

The following table outlines how different situations are addressed, who takes the lead, and the communication expectations to ensure appropriate coordination among EC staff, partners, and WIB leadership.

For incident communication purposes, the WIB Team includes the Executive Director, Deputy Director of Administration, Deputy Director of Operations, Program Manager, and One-Stop Partnership Coordinator.

Situation	What Happens	Who Takes the Lead	Incident Communication
Noncompliant or Disruptive Customers in Shared Areas	Staff should first make reasonable efforts to address routine rule violations. For repeated noncompliance or an incident requiring additional intervention, notify the EC Site Coordinator, who determines the appropriate next step, including whether the customer should be asked to leave.	Appropriate staff for routine concerns EC Site Coordinator if escalation is needed If unavailable: • EC Alternate Site Coordinator • EDD Manager • WIB Program Manager	EC Site Coordinator determines additional communication based on the nature and severity of the incident: • Colocated Partners, *as appropriate* • WIB Program Manager
Noncompliant or Disruptive Customers in Partner Work Areas	The partner generally addresses incidents involving its customers or service interactions in accordance with its organization's procedures.	Partner Supervisor	The Partner Supervisor notifies the EC Site Coordinator. EC Site Coordinator determines additional communication based on the nature and severity of the incident: *(cont.)*

Situation	What Happens	Who Takes the Lead	Incident Communication
			• Colocated Partners, *as appropriate* • WIB Program Manager
Safety or Security Concern	Staff respond according to established security and emergency procedures. Partner-specific procedures also apply.	EC Site Coordinator/Partner Supervisor, based on where the incident originated. Security responds in accordance with assigned duties and security procedures.	Security or responding staff notifies the EC Site Coordinator as soon as practical. The EC Site Coordinator coordinates additional center-level communication: • Colocated Partners, *as appropriate* • WIB Team
Law Enforcement Contacted	Follow applicable emergency, security, and partner procedures. Partner-specific requirements for contacting law enforcement remain in effect.	Depends on the nature of the incident and where it originated. Emergency/law-enforcement response takes precedence when applicable.	Partner Work Area Incidents – Partner notifies EC Site Coordinator. EC Site Coordinator notifies: • Colocated Partners, *as appropriate* • WIB Team
Immediate Threats or Emergency	Call 911 when appropriate and follow established security/emergency procedures. Do not delay an emergency response to obtain approval.	Emergency response takes priority. EC Site Coordinator or Partner Supervisor coordinates center/partner response as appropriate.	As soon as practical, EC Site Coordinator notifies: • Colocated Partners • WIB Team

Situation	What Happens	Who Takes the Lead	Incident Communication
Customer Asked to Leave for the Day or Banned from the Center	**For the Day:** Customer is required to leave the Center for the day. **Banned from Center:** Customer is prohibited from returning for a defined or indefinite period.	**<u>For the Day</u>** **Shared Area:** EC Site Coordinator **Partner Work Area:** Partner Supervisor in coordination with EC Site Coordinator **<u>Customer Ban</u>:** EC Site Coordinator	For incidents in the Partner Work Area, the Partner Supervisor notifies the EC Site Coordinator. EC Site Coordinator coordinates notification to: • Colocated Partners, *as appropriate* • WIB Team

Customer Bans: The EC Site Coordinator is responsible for determining whether a customer should be banned from the Center, in coordination with the involved Partner Supervisor when applicable. The EC Site Coordinator also determines when a ban may be lifted, in consultation with appropriate leadership and affected partners.

Partner Requirements: Partner organizations must continue to comply with their own incident and law-enforcement requirements. If a partner's organizational procedures require contacting law enforcement when an employee is threatened, those requirements remain.

Incident Reporting: An Incident Report must be completed and submitted to the WIB when a customer is required to leave the Center because of an incident, is banned from the Center, law enforcement is contacted or responds, or an emergency occurs.

The EC Site Coordinator is responsible for ensuring the Incident Report is completed and submitted to the WIB. When the incident occurred within a Partner Work Area, the EC Site Coordinator can coordinate the completion of the Incident Report with the Partner Supervisor.

The Incident Report should document what occurred, actions taken, the outcome, and recommended follow-up and preventive measures to reduce the likelihood or impact of a similar incident.

Role of Security: Security personnel support the safety and security of the Employment Connection Center in accordance with their assigned duties and established security procedures. Security may respond to safety concerns, observe and report incidents, and assist staff and center leadership as appropriate.

Decisions regarding responses to and consequences for general center-rule violations, including whether a customer should be asked to leave for repeated noncompliance, are referred to by the

EC Site Coordinator. When an immediate safety or security concern exists, Security should respond in accordance with established security and emergency procedures.

Conference & Meeting Rooms

Employment Connection meeting rooms may be available for partner meetings, training, recruitment, and other workforce-related activities.

Room Reservations

Visalia Employment Connection:	Submit room reservation requests by email to visalia.reservations@employmentconnect.org.
Porterville Employment Connection:	Contact (559) 788-1400 and request to speak with the EC Site Coordinator to request a room reservation.

When requesting a room, please provide the date, start and end time, purpose of the reservation, expected attendance, and requested room or setup, if applicable.

Room Use Expectations

- Reserve rooms as early as possible. Reservations are subject to room availability and EC Center operations.
- Coordinate after-hours access in advance.
- Follow current room technology, food/catering, cleanup, and sign-in requirements.
- Return the room to its standard setup after use.
- Report any facility, technology, or equipment issues to EC Center staff.

Appropriate Use of EC Facilities & Resources

EC facilities, equipment, telephones, and shared resources are intended to support workforce-system business and activities consistent with the mission and purpose of the EC System.

Political & Sectarian Activities

EC facilities, resources, and services must be used in accordance with applicable federal, state, and local requirements. Partners must ensure that program funds, facilities, and resources are not used for prohibited activities, including:

- **Political Activities:** Use of WIOA-funded resources for political activities is prohibited under federal law.
- **Sectarian Activities:** Use of WIOA funds for religious activities or employment and training of participants in sectarian activities, except as permitted under applicable law.

Partners are responsible for complying with any additional restrictions associated with their respective programs and organizations.

Personal or Unrelated Business

Conducting personal business or other activities unrelated to the Employment Connection mission is prohibited onsite when it interferes with work responsibilities, customer service, center operations, or the appropriate use of public resources.

Telephone & Equipment Use

Staff should limit the use of Employment Connection telephones and equipment for personal business. Occasional personal calls are permissible when reasonably necessary, such as for medical appointments, family matters, emergencies, or similar circumstances. Personal calls should be brief and must not interfere with work responsibilities or customer service.

The WIB may review long-distance telephone usage. . If personal calls to destinations unrelated to the Employment Connection business are identified as inappropriate, the caller may be required to reimburse the WIB for any associated charges.

Current References

WIB Directives, Policies and Forms	https://www.tularewib.org/directives
Posted EC Center Rules / Site Guidance	www.employmentconnect.org/partner-resources
Workforce Innovation and Opportunity Act (WIOA), Section 194(6) – 29 U.S.C. § 3254 (6)	https://www.govinfo.gov/app/details/PLAW-113publ128/related
WIOA, Section 188(a)(3) – 29 U.S.C. § 3248 (a)(3)	https://www.govinfo.gov/app/details/PLAW-113publ128/related
20 CFR § 683.255 - Restrictions on religious activities	https://www.ecfr.gov/current/title-20/chapter-V/part-683/subpart-B/section-683.255

10 | SAFETY, EMERGENCIES, INCIDENTS, GRIEVANCES & COMPLAINTS

Detailed emergency, incident, grievance, and complaint procedures are maintained in applicable WIB directives, partner policies, and site Emergency Action Plans. Staff should know where to find the current procedures and who to contact.

Emergency Preparedness

Emergency Action Plans (EAPs) for each center are located at the entrance and exit doors. The EAP outlines evacuation routes, assembly areas, emergency communication procedures, and procedures for lockdown and other site emergencies.

Incident Reporting

Significant incidents, suspected fraud or abuse, safety events, threats, or other reportable matters must be handled using current organizational and WIB procedures.

Grievances & Complaints

Customers served at the Employment Connection have the right to file a grievance or complaint. Each partner organization is responsible for addressing complaints related to its programs and services in accordance with its established grievance and complaint procedures. EC System staff should assist customers in identifying the appropriate contact or process for submitting a complaint.

Grievances or complaints involving the WIB and its WIOA Title I Adult, DW, and Youth subrecipient staff must be submitted in writing, signed, and dated by the complainant to the WIB in accordance with established procedures.

Partner & Staff Operational Disputes

Staff and partners should first attempt to resolve operational concerns or disputes informally at the lowest appropriate level, beginning with staff and center supervisors involved.

If the issue cannot be resolved, the One-Stop Operator may be asked to facilitate discussion and support resolution. Matters that remain unresolved may be submitted in writing to the One-Stop Operator and, if necessary, appeal to the Workforce Investment Board for the final resolution.

Current References

EC Center Emergency Action Plans	www.employmentconnect.org/partner-resources
TUL 19-01 - WIOA Grievance and Complaint Resolution Procedures	https://www.tularewib.org/directives
TUL 24-07 - Incident Reporting	https://www.tularewib.org/directives

11 | COMMUNICATIONS, MEDIA & CO-BRANDING

Employment Connection Brand

Employment Connection (EC) branding creates a consistent public identity across partner organizations and centers. Materials representing EC or funded through the WIB must comply with current branding, co-branding, accessibility, and funding disclosure requirements.

Media Inquiries

- Partner staff should follow their organization's media policies and Employment Connection/WIB coordination requirements.
- Media inquiries concerning EC operations should be promptly shared with the appropriate WIB Communications Coordinator and EC Site Coordinator.
- Do not speak on behalf of another partner organization without authorization.
- Coordinate public messaging when multiple Employment Connection partners are involved.

Materials & Public Communications

Before publishing materials that represent EC or use WIB funding, staff should verify the current requirements for logos, co-branding, accessibility, Equal Opportunity language, and federal funding disclosures. Do not rely on boilerplate copied from an older Handbook.

Current References

TUL 26-02 - Employment Connection One-Stop System Marketing and Co-Branding Guidelines	https://www.tularewib.org/directives

12 | CURRENT RESOURCES & HANDBOOK MAINTENANCE

Use Live Sources for Current Information

Policies, directives, forms, contact lists, and web links change more frequently than the Handbook. Staff should use current live resources whenever a procedure, requirement, form, or contact may have changed.

Employment Connection	https://www.employmentconnect.org
Workforce Investment Board of Tulare County	https://www.tularewib.org
WIB Directives, Policies and Forms	https://www.tularewib.org/directives
CalJOBS	https://www.caljobs.ca.gov
CareerOneStop	https://www.careeronestop.org
U.S. Department of Labor - WIOA	https://www.dol.gov/agencies/eta/wioa
EDD Policy and Guidance for Workforce Partners	https://edd.ca.gov/en/jobs_and_training/policy_and_guidance/
EDD Workforce Services Directives	https://edd.ca.gov/en/Jobs_and_Training/Active_Directives
O*NET Online	https://www.onetonline.org
EDD Labor Market Information	https://labormarketinfo.edd.ca.gov/
Public Law 113-128 – Workforce Innovation and Opportunity Act	https://www.govinfo.gov/
Code of Federal Regulations	http://www.ecfr.gov

Handbook Review & Updates

The WIB will review the Employment Connection Partner Handbook annually, in collaboration with the EC partners, to ensure it remains accurate, relevant, and aligned with current center operations. Partners will have an opportunity to recommend updates during the annual review process, and feedback will be requested.

Operational information, including contacts, links, and resources, will be reviewed and updated as needed throughout the year. Significant changes affecting shared center operations will be communicated to partners in a timely manner.

Substantive revisions to the Handbook will follow the established review and approval process.

INTEROFFICE MEMORANDUM

TO: **Lisa Martinez, Training Services Program Coordinator**

FROM: **Laura Hernandez Rangel, Training Services Analyst**

DATE: **November 2, 2026**

SUBJECT: **Workforce Investment Board Directive TUL 26-04, Eligible Training Provider List and Policy Procedures**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve Workforce Investment Board Directive TUL 26-04, Eligible Training Provider List and Policy Procedures.
Summary	On February 23, 2026, the Employment Development Department (EDD) issued Workforce Services Directive (WSD) 25-02, California Eligible Training Provider List, to establish updated policies and procedures governing California's Eligible Training Provider List (ETPL) under the Workforce Innovation and Opportunity Act (WIOA). WSD 25-02 supersedes WSD 21-03 and establishes requirements applicable to Local Workforce Development Boards and providers of training services. WSD 25-02 establishes requirements for the initial and continued eligibility of training providers and programs, performance and reporting requirements, reasons for delisting, appeals, Registered Apprenticeship Programs, and the respective responsibilities of EDD, the Workforce Investment Board of Tulare County (WIB), and Eligible Training Providers. The directive requires the WIB to review assigned providers and programs for compliance with state eligibility and performance requirements, ensure the appropriate use and dissemination of the ETPL, and support access to qualified training providers. It also permits Local Boards to establish additional requirements for their local ETPL, including additional information and higher performance standards, consistent with state requirements. WIB Directive TUL 26-04, Eligible Training Provider List and Policy Procedures, provides local guidance that aligns local WIB procedures with WSD 25-02 and establishes the requirements and responsibilities for administering the local ETPL. The directive provides

	guidance for the WIB and Eligible Training Providers regarding provider and program eligibility, application and review procedures, performance and reporting requirements, local ETPL requirements, monitoring and compliance, and appeals. Board approval of this directive will authorize implementation of the updated state and local ETPL requirements, promote access to quality training programs for WIOA participants, and provide consistent guidance for administration of the local ETPL. This directive will supersede WIB Directive TUL 23-04. The directive was released for a 30-day public comment period on October 9, 2026. No comments were received during the public comment period.
Fiscal Impact	No fiscal impact to the agency.
Alternative(s)	No alternatives available.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **John Gonzalez, Deputy Director of Operations**

FROM: **Lisa Martinez, Training Services Coordinator**

DATE: **November 9, 2026**

SUBJECT: **Agreement with Stanislaus County Workforce Development Board for Regional Equity and Recovery Partnerships Grant Modification**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve an amendment to the agreement with Stanislaus County Workforce Development Board to increase Regional Equity and Recovery Partnerships funding by $53,327.14, from $762,744 to $816,071.14, contingent on receipt of funds.
Summary	**Background** The California Workforce Development Board (CWDB) awarded Regional Equity and Recovery Partnerships (RERP) funding to the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit to support partnerships among industry, education, economic development, and community organizations to develop sustainable, quality employment opportunities. Stanislaus County Workforce Development Board serves as the project administrator. The Workforce Investment Board of Tulare County (WIB) initially accepted $683,848 in November 2022. Subsequent funding increases brought the allocation to $700,486, followed by an extension until December 2026 and an additional $62,258 approved in December 2024, bringing the current allocation to $762,744. In Tulare County, RERP focuses on developing workforce skills and connecting individuals to sustainable employment opportunities in three priority sectors: Manufacturing, Transportation and Warehousing, and Construction. The WIB works with industry and community partners to identify workforce needs, coordinate training opportunities, and connect targeted populations to training and employment services through Employment Connection.

RERP Performance

As of September 2026, Tulare County exceeded all contractual performance goals, as shown in Table A.

Table A: Performance Outcomes

Performance Outcomes	Total Planned Goals	Actual	Rate of Plan
Individuals Enrolled	90	154	171 %
Enrolled in Training	60	132	220 %
New Employment	74	103	139 %

RERP Expenditures

As of September 2026, expenditures total $757,172.36 against the current allocation of $762,744, leaving a remaining balance of $5,571.64, as shown in Table B.

Table B: Expenditures

Current Allocation	Expended as of September 2026	Remaining
$762,744	$757,172.36	$5,571.64

Because Tulare County exceeded its RERP performance goals, Stanislaus County has offered an additional $53,327.14 in RERP funding to support continued project activities. This would increase the WIB's total allocation from $762,744 to $816,071.14, as shown in Table C.

The additional funding will support increased WIB staff time to continue program oversight, track participant outcomes, maintain accurate data in the separate CalEGrants reporting system, and complete required reporting and monitoring activities through the remainder of the grant period.

Table C: RERP Proposed Increase

Current Allocation	Proposed Increase	Revised Total Allocation
$762,744	$53,327.14	$816,071.14

Recommendation

Staff recommends accepting the additional $53,327.14 offered by Stanislaus County, increasing Tulare County's total RERP allocation to $816,071.14. The additional funds will support the staff capacity needed to maintain performance tracking, reporting, and grant oversight through project completion.

Fiscal Impact	Approval will increase the RERP funding allocation by $53,327.14, from $762,744 to $816,071.14, contingent upon receipt of funds.
Alternative(s)	If not approved, the RERP allocation will remain at $762,744.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **Gicel Angeles, Workforce Services Program Manager**

FROM: **Diego Lopez, Youth Services Analyst**

DATE: **November 2, 2026**

SUBJECT: **Agreement with Proteus, Inc. for Workforce Innovation and Opportunity Act Title I In-School Youth Leadership, Education, and Pathways to Employment Program for Calendar Year 2027**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve the renewal of the agreement with Proteus, Inc., contingent upon a recommendation for approval from the Program and Evaluation Committee (PEC), to provide Workforce Innovation and Opportunity Act (WIOA) Title I In-School Youth (ISY) services through the Leadership, Education, and Pathways to Employment (LEAP) program for calendar year 2027 (CY 27), in an amount not to exceed $693,000, to serve students at the following high schools: i. Dinuba High School ii. Orosi High School iii. Woodlake High School iv. Tulare Union High School
Summary	On November 12, 2025, the Workforce Investment Board of Tulare County (WIB) approved an agreement with Proteus, Inc. to operate the ISY LEAP program at four partner high schools, with the opportunity to renew for up to two additional years. The CY 26 agreement provides up to $693,000 to serve at least 68 students and provide 34 paid work experience (WEX) placements. **Recommendation** WIB staff recommend renewing the agreement with Proteus, Inc. for CY 27 to continue services at the four partner high schools and build on program performance. Through September 30, 2026, Proteus achieved 100 percent of its planned enrollments and 97 percent of its planned paid WEX placements.

The proposed renewal is scheduled for review by the PEC on November 16, 2026. The committee's recommendation will be provided to the WIB Board at its November 18, 2026 meeting.

Proposed Budget Allocation

WIB staff recommend maintaining the total agreement allocation of $693,000 and reallocating $33,500 from operations to paid WEX wages and fringe benefits. The following table shows the proposed allocation by budget category.

Budget Category	CY 26 Allocation	Proposed CY 27 Allocation	Change
Operations	$566,500	$533,000	−$33,500
WEX Wages and Fringe	$126,500	$160,000	+$33,500
Total Allocation	**$693,000**	**$693,000**	**$0**

In addition, WIB staff recommend increasing the annual enrollment goal from 68 to 73 students and the paid WEX placement goal from 34 to 45. These increases will expand access to program services and practical workplace experience.

The following tables show the proposed CY 27 performance goals by school site:

Performance Goals by School Site

CY 26-27 Enrollment Goals	CY 26	CY 27	Difference	CY 26 to CY 27 % Change
Dinuba High School	17	19	2	12%
Orosi High School	17	18	1	6%
Tulare Union High School	17	18	1	6%
Woodlake High School	17	18	1	6%
Total	**68**	**73**	**5**	**7%**

CY 26-27 WEX Goals	CY 26	CY 27	Difference	CY 26 to CY 27 % Change
Dinuba High School	8	12	4	50%
Orosi High School	8	11	3	38%
Tulare Union High School	8	10	2	25%
Woodlake High School	10	12	2	20%
Total	**34**	**45**	**11**	**32%**

Financial and Program Oversight

To address financial reporting concerns identified in Proteus's single audit, WIB staff will increase oversight throughout CY 27 as follows:

i. Increase reviews of financial reports and expenditures against the approved expenditure plan.
ii. Monitor expenditure trends and the timeliness and accuracy of financial reporting in CalJOBS.
iii. Follow up on identified fiscal concerns and applicable corrective actions.

	iv. Continue monitoring program performance, staffing coverage, and service delivery at each partner high school.
Fiscal Impact	Approval authorizes the renewal of an agreement with Proteus, Inc. and expenditures of up to $693,000 in WIOA Title I Youth funds for CY 27.
Alternative(s)	If the Board does not approve this action, WIB staff will develop an alternative recommendation for providing ISY services.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **John Gonzalez, Deputy Director of Operations**

FROM: **Lisa Martinez, Training Services Coordinator**

DATE: **November 2, 2026**

SUBJECT: **Agreement with College of the Sequoias Training Resource Center for Ammonia Operator I Training**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve an agreement with College of the Sequoias Training Resource Center for Ammonia Operator I training, in an amount not to exceed $75,700, funded through the Good Jobs Challenge.
Summary	On April 12, 2023, the WIB approved entering into an agreement with Fresno County Economic Development Corporation (EDC) to operate the Good Jobs Challenge (GJC), aimed at enhancing and building regional workforce training systems that promote, create, and execute sectoral partnerships. The ultimate goal is to help individuals in Tulare and Kings Counties secure high-quality jobs. The Good Jobs Challenge initiative provides training and support in industrial skills, along with case management and follow-up services, to connect individuals with quality employment opportunities in the Distribution & Logistics and Manufacturing industries. The Tulare-Kings Industrial Partnership (TKIP), supported through GJC, identified Refrigeration Technician as a critical job needed by local industry. However, no local training was available to meet this need. This gap highlighted an opportunity to develop accessible training that prepares individuals for industrial refrigeration positions and supports the workforce needs of local businesses. In response, College of the Sequoias Training Resource Center (COS TRC) is partnering with Certified Industrial Partners to bring Ammonia Operator I training to Tulare County. The course will be offered in Visalia with instruction from an experienced industrial refrigeration trainer. Bringing this specialized training to the region will reduce the need

to travel outside the area and create a local training opportunity directly aligned with an industry-identified workforce priority.

The proposed agreement with COS TRC will provide Ammonia Operator I training for up to 20 eligible GJC participants. The 32-hour, in-person program will take place over four consecutive days at the Training Resource Center in Visalia scheduled to begin January 4, 2027. Participants will develop foundational knowledge of industrial ammonia refrigeration systems, including system operation, safety, preventive maintenance, and emergency response procedures. These skills support employment in manufacturing, food processing, and other industrial settings.

Modules Include:

- Module 100: Safety & Compliance
- Module 101: Fundamentals
- Module 102: The Refrigeration Cycle
- Module 103: Properties of Refrigerants
- Module 104: Saturated Refrigerant Tables
- Module 105: Compressors
- Module 106: Operation & Maintenance of Refrigeration Systems
- Module 107: Lubrication
- Module 108: Evaporators & Defrost
- Module 109: Condensers & HPR
- Module 110: Purging

The training prepares participants for the Certified Assistant Refrigeration Operator (CARO) examination administered by the Refrigerating Engineers & Technicians Association (RETA). The proposed agreement totals an amount not to exceed $75,700 and includes tuition, textbooks, supplies, and the initial certification examination fee. Participants who pass the examination will earn an industry-recognized, entry-level credential demonstrating foundational refrigeration knowledge and safe operating practices.

Training Components	Cost Per	Total for cohort of 20
Tuition for Modules	$2,745	$54,900
Textbooks and supplies	$175	$3,500
RETA Certification Assessment	$865	$17,300
Total	$3,785	$75,700

COS will recruit and register training candidates and refer them to Employment Connection for GJC eligibility determination, program enrollment, and case management in coordination with the WIB. This agreement will expand access to specialized industrial training and provide participants with an opportunity to earn a credential that supports their preparation for quality employment.

Fiscal Impact

Approval will authorize expenditures of up to $75,700 in GJC training funds for Ammonia Operator I training.

Alternative(s)	If not approved, staff could identify alternative methods to provide industrial training to interested individuals.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **Jennie C. Bautista, Executive Director**

FROM: **Nicola Wissler, Communications Coordinator**

DATE: **November 5, 2026**

SUBJECT: **Request for Quotes for Website Accessibility Assessment and Implementation Guidance**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Request	Approve the release of a Request for Quotes to solicit proposals from qualified contractors to assess website accessibility and provide implementation guidance for the Workforce Investment Board of Tulare County and Employment Connection websites.
Summary	The Workforce Investment Board of Tulare County (WIB) maintains two public websites: www.tularewib.org (Wix) and www.employmentconnect.org (HubSpot). To address applicable federal accessibility requirements under the Americans with Disabilities Act (ADA) and Workforce Innovation and Opportunity Act (WIOA), WIB is seeking professional assistance to assess both websites and identify necessary updates. The assessment will use Web Content Accessibility Guidelines (WCAG) 2.1 Level AA standards and include website content, navigation, documents, online forms, and other features. The proposed Request for Quotes (RFQ) will be distributed to qualified vendors previously approved by the County of Tulare. The selected contractor will assess both websites and provide detailed findings, prioritized recommendations, implementation instructions, and accessible templates to help WIB staff make the necessary corrections. The project will focus on accessibility assessment and recommendations rather than website redesign or programming. All findings, recommendations, and templates are expected by April 1, 2027, to allow WIB staff to address identified deficiencies and prepare for applicable federal accessibility compliance deadlines.
Fiscal Impact	No fiscal impact to the agency at this time.

Alternative(s)	The Board may choose not to approve the RFQ and direct staff to explore alternative approaches to obtaining website accessibility assessment services.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **John Gonzalez, Deputy Director of Operations**

FROM: **Monica Andrade, Business Services Coordinator**

DATE: **November 5, 2026**

SUBJECT: **34th Annual Tulare County Job Fair Update**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Summary	The 34th Annual Tulare County Job Fair was held on Wednesday, September 30, 2026, at the Visalia Convention Center and brought together 80 businesses and 974 job seekers. Before entering the job fair, 147 job seekers received preparation and assistance at the Employment Connection station. Volunteers from Employment Connection, Proteus, Inc., Community Services Employment Training (CSET), the Employment Development Department (EDD), Youth at Work, CSET Next Step, CSET Corp Members, and Workforce Investment Board of Tulare County staff supported the event and helped connect job seekers with resources and employment opportunities.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

INTEROFFICE MEMORANDUM

TO: **Jennie C. Bautista, Executive Director**

FROM: **Nicola Wissler, Communications Coordinator**

DATE: **November 4, 2026**

SUBJECT: **INNOVATORS by Design**

Item	Comments
Agenda Date	WIB Meeting – Wednesday, November 18, 2026
Summary	On October 7, 2026, the Workforce Investment Board of Tulare County (WIB) hosted the 2026 INNOVATORS by Design Conference at the Visalia Convention Center. More than 200 attendees participated in the event, which included a buffet breakfast and a plated lunch. Conference highlights included a keynote address by Dr. Saul Jimenez-Sandoval, President of Fresno State University. He shared insights about strengthening the Valley by expanding partnerships to develop new opportunities for students and residents. Following his remarks Dr. Brent Calvin, President of the College of the Sequoias, discussed how the partnership between Fresno State and the College of the Sequoias (COS) could expand opportunities for students to earn a four-year degree in Tulare County. President Jimenez-Sandoval and President Calvin then participated in a conversation moderated by Cutler-Orosi Superintendent of Schools, Yolanda Valdez. Attendees provided positive feedback on the keynote presentation. Many noted that it created an atmosphere of inspiration, curiosity, and innovation that carried through the rest of the conference. Two rounds of breakout sessions followed the keynote presentation. Topics included leadership development, co-design strategies, becoming an effective ambassador, using artificial intelligence (AI) for good, and understanding trauma-informed leadership practices. The conference concluded with the presentation of INNOVATORS by Design awards. These awards recognized 10 individuals and businesses for their perseverance, innovation, and dedication to the workforce system. Each recipient received a plaque and was featured in a short video.

	Survey feedback indicates that the 2026 INNOVATORS by Design conference was highly successful, with attendees responding positively to the breakout sessions, keynote conversation, networking opportunities, and recognition of community partners. The 2026 INNOVATORS by Design conference was sponsored by the Sequoias Adult Education Consortium, Proteus, Inc., College of the Sequoias, and LAUNCH Apprenticeship Network.
Involvement of Other Stakeholder(s)	None
Attachment(s)	No attachments are included with this item at this time.

VOLUME 12, ISSUE 9 | September 2026

WORKFORCE DATA NEWSLETTER

an In-Depth Analysis of Labor Market Information

WIB
Workforce Investment Board of Tulare County
Driving Economic Success

From September 2025 to September 2026...

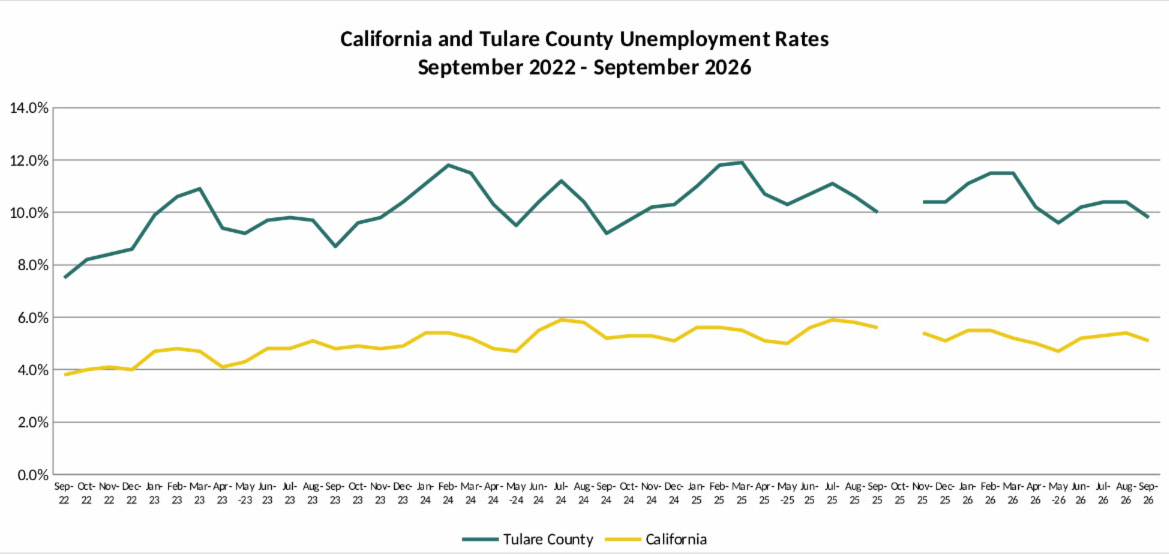


Highlights from the recent report include:

- From September 2025 to September 2026, the labor force decreased by an estimated 4,300 people, continuing a decline that began last year. Over the same period, the unemployment rate decreased from 10.0% to 9.8%.
- Farm and Educational & Health Services led the year's job gains, adding 900 and 800 jobs. Total nonfarm employment held steady, with gains in some industries offset by losses in others.

Employment in Tulare County vs. California

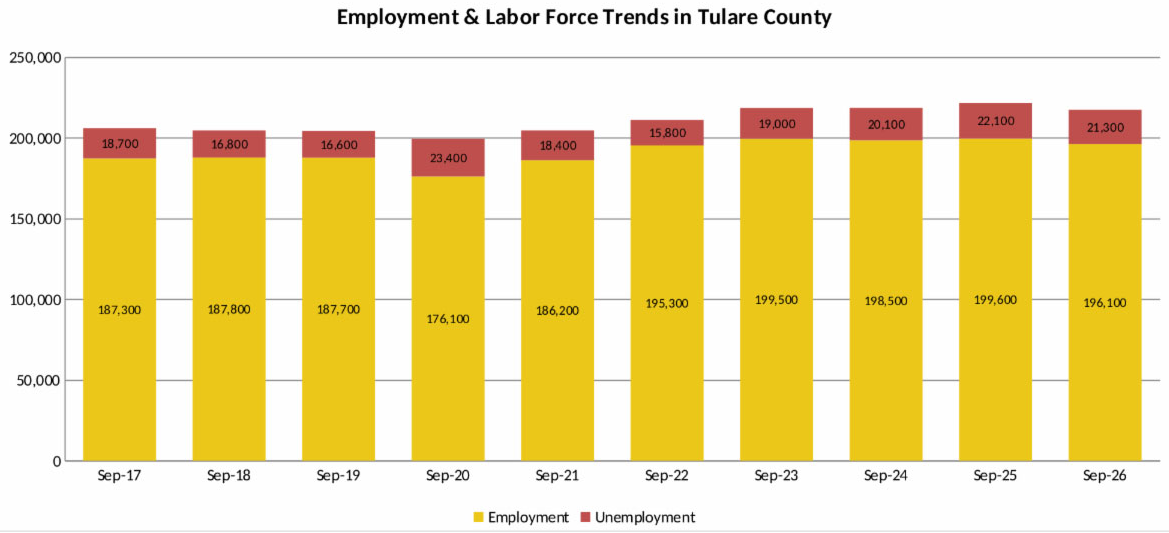
HOW DOES TULARE COUNTY'S UNEMPLOYMENT RATE CHANGE OVER TIME?



Month to month from August to September 2026, the unemployment rate fell from a revised 10.4% to 9.8%. California's unemployment rate was 5.1% in September, down from 5.4% in August and 5.6% a year ago.*

	September 2025	August 2026	September 2026	Month chg	Year chg
Labor Force	221,700	216,200	217,400	1,200	-4,300
Employment	199,600	193,700	196,100	2,400	-3,500
Unemployment	22,100	22,500	21,300	-1,200	-800

The graph below shows September employment and labor force trends over the last 10 years. At 196,100, September employment was down 3,500 from a year ago and was the lowest September level since 2022.



Gains + Losses | The Number of Jobs in Tulare County

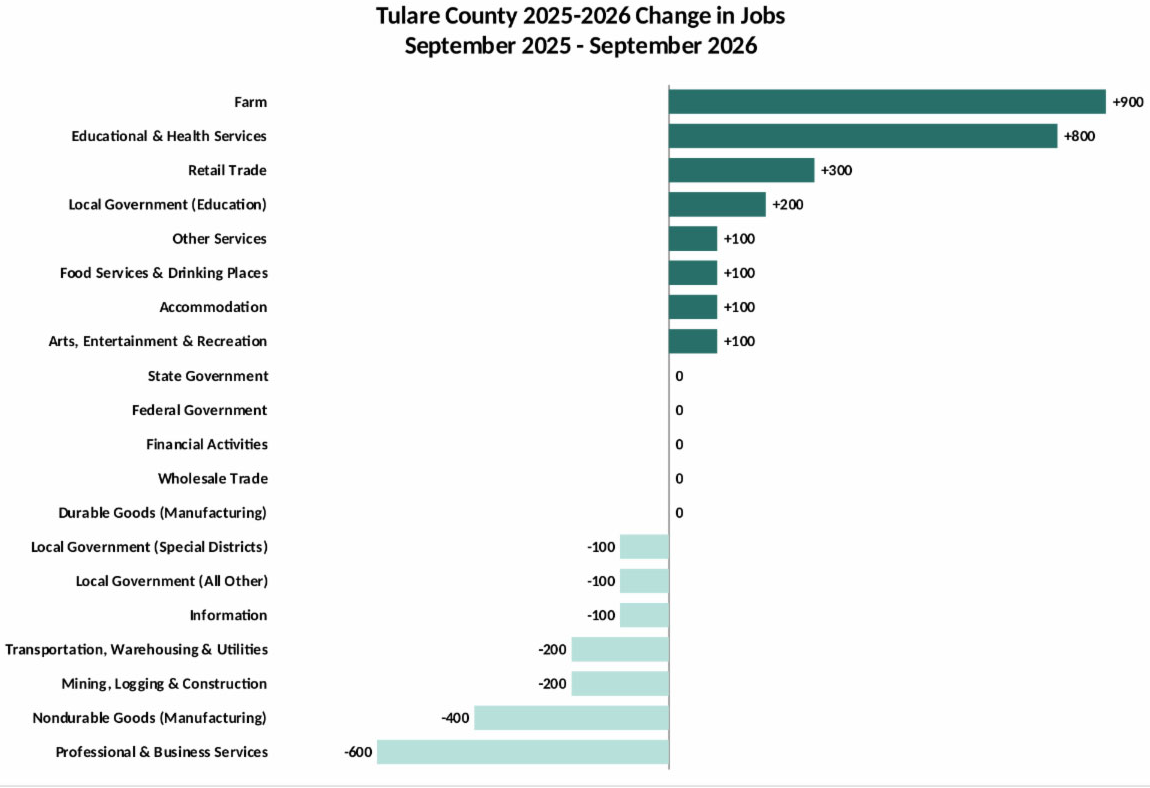
HOW MANY JOBS HAVE COME AND GONE IN THE LAST YEAR & THE LAST MONTH?

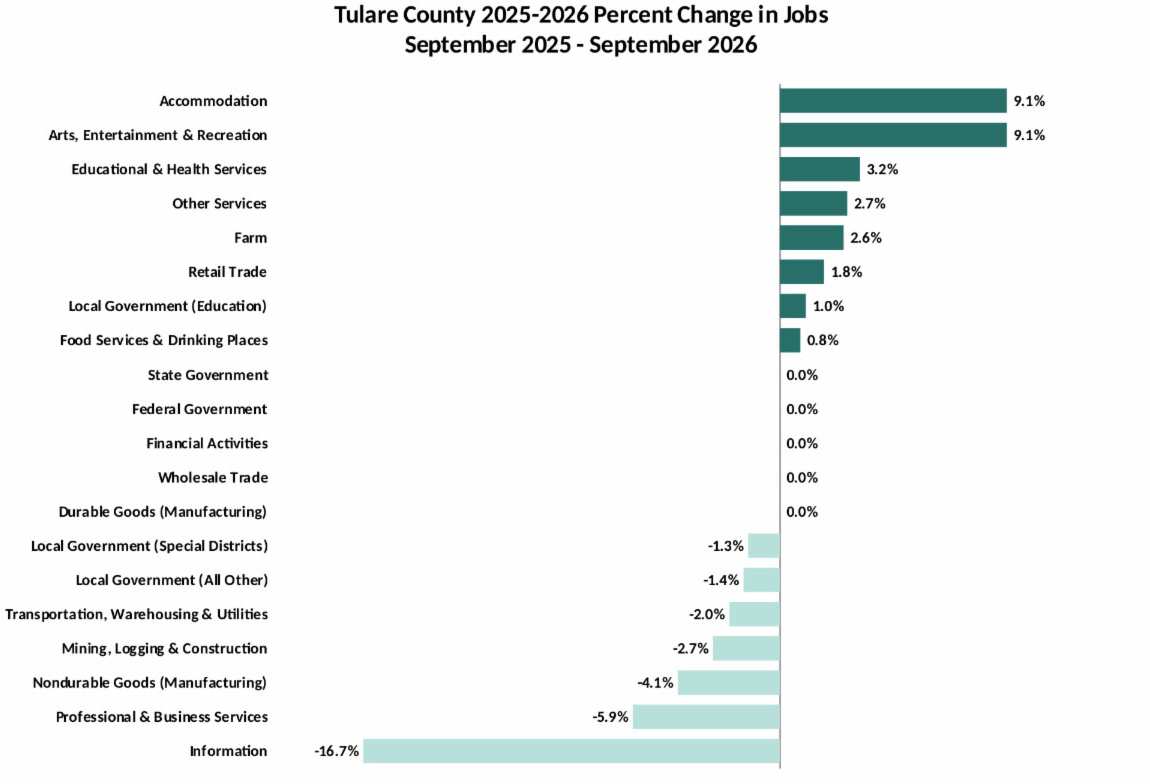
YEAR OVER YEAR | A COMPARISON

From September 2025 to September 2026, Farm (+900) and Educational & Health Services (+800) showed the strongest gains. Retail Trade (+300) and Local Government (Education) (+200) also grew. Accommodation and Arts,

Entertainment & Recreation each added about 100 jobs, the fastest growth in percentage terms (9.1% each).

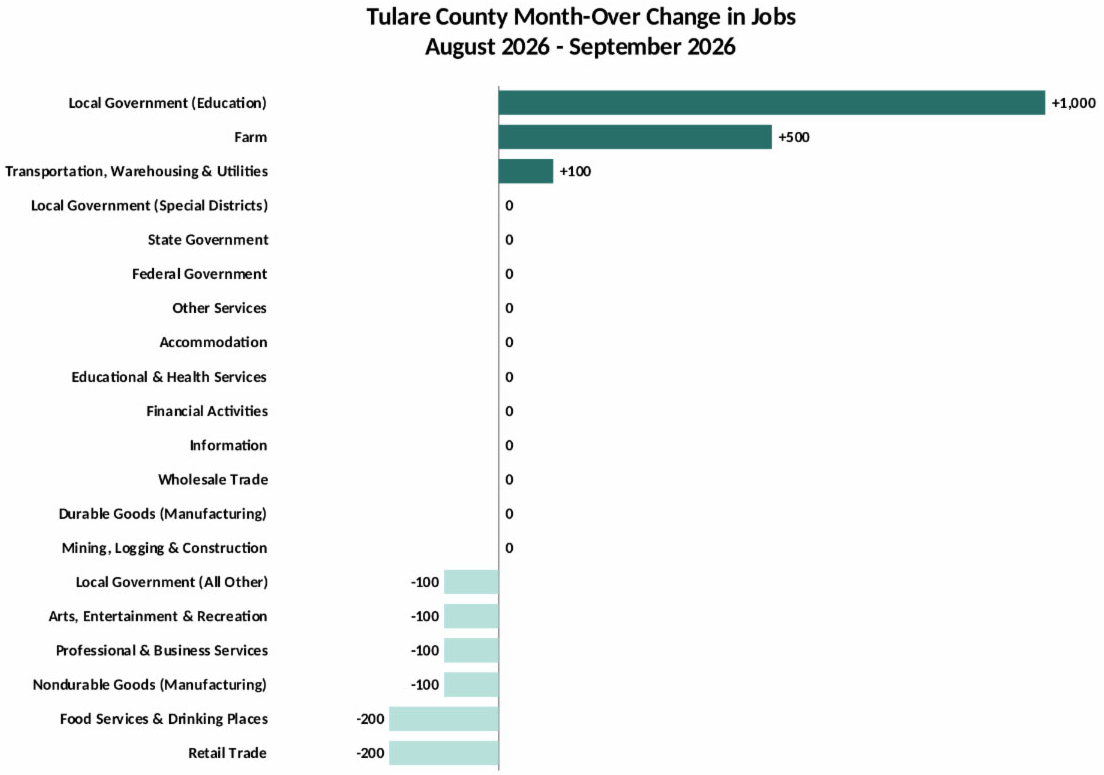
Professional & Business Services had the biggest year-over-year decline (-600). Nondurable Goods (Manufacturing) (-400), Construction (-200) and Transportation, Warehousing & Utilities (-200) also contracted. Information lost 100 jobs, the largest percentage drop of any industry (-16.7%).

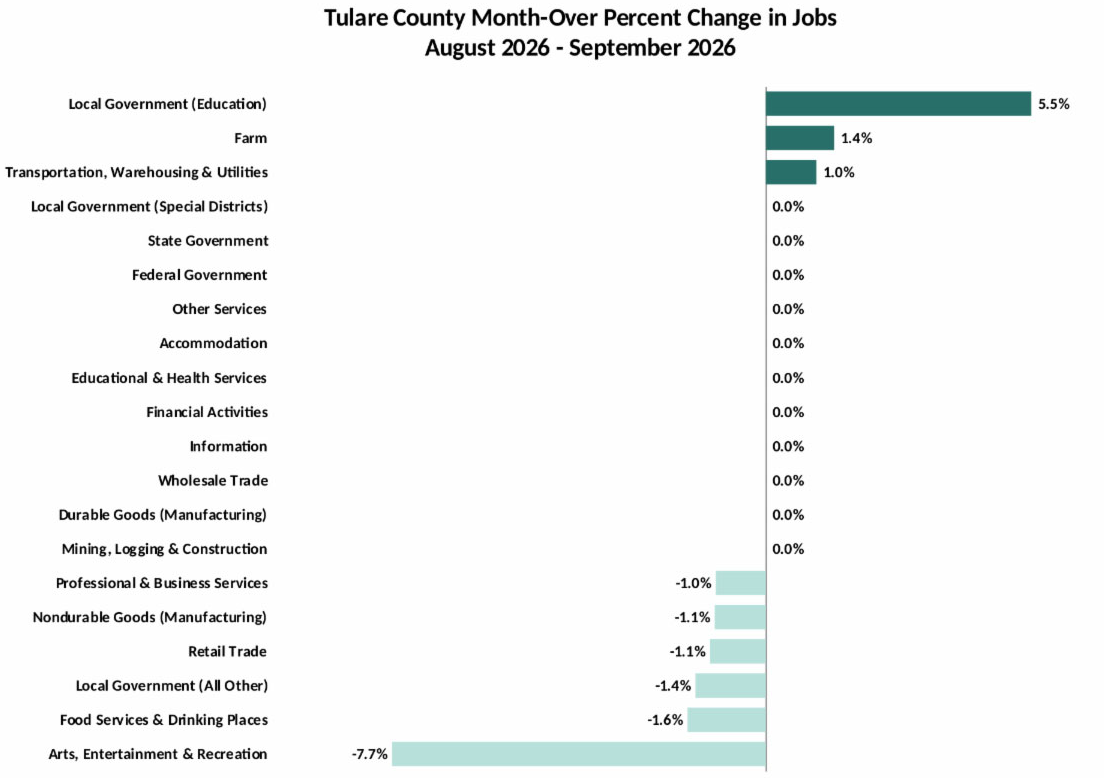




MONTH OVER MONTH | A COMPARISON

On a month-to-month basis, Local Government (Education) added 1,000 jobs (+5.5%), consistent with the start of the school year, and Farm added 500. Retail Trade and Food Services & Drinking Places each lost 200 jobs, and several other industries registered small losses of about 100.

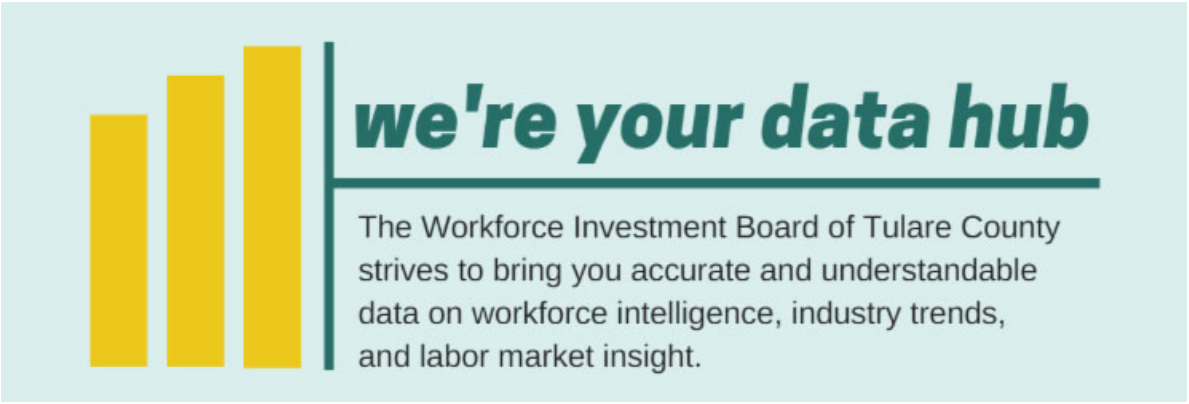




The Tulare County WIB is excited to share our new Economic Overview Dashboard located directly on our website. This interactive tool provides stakeholders, partners, and the public with up-to-date, localized data on employment trends, industry growth, unemployment rates, job postings, and wage information.

We invite you to revisit this dashboard on a regular basis as data sets will be continuously updated with fresh information and insights. If you have further questions or want additional details on all of the labor market information that the Tulare County WIB has to offer, please contact us!

The employment data referenced in this newsletter is provided by the Employment Development Department of California.



Please visit www.tularewib.org to learn more about our initiatives in Tulare County.

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Workforce Investment Board of Tulare County | 309 W. Main St. Suite 120 | Visalia, CA 93291 US

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Tulare County Workforce Snapshot

September 2026 | Key Trends in the Community

Prepared by the Workforce Investment Board of Tulare County

WIB Workforce Investment Board of Tulare County — Driving Economic Success

TULARE COUNTY UNEMPLOYMENT RATE	CALIFORNIA RATE	LABOR FORCE	EMPLOYMENT	FARM JOBS	NONFARM JOBS
9.8%	**5.1%**	**217,400**	**196,100**	**+900**	**0**
Down from 10.0% one year ago		*Down 4,300 year-over-year*	*Down 3,500 year-over-year*	*Year-over-year*	*Year-over-year*

BOTTOM LINE

What You Should Know

- Tulare County's unemployment rate fell to 9.8% in September 2026, still well above the CA rate of 5.1% (not seasonally adjusted).
- The rate improved from both last month and last year, but the labor market remains soft and fewer residents are participating in the labor force.
- Differences in how surveys count (jobs vs people) can result in confusing outcomes with overall employment down but industry specific job totals up.

LABOR MARKET SNAPSHOT

	Sept. 2025	August 2026	Sept. 2026
Labor Force	221,700	216,200	217,400
Employment	199,600	193,700	196,100
Unemployment	22,100	22,500	21,300

From Aug. to Sep. 2026, the unemployment rate fell from 10.4% to 9.8%

MONTH-OVER-MONTH CHANGE

(Aug to Sep 2026)

Local Government (Education)	+1,000
Farm	+500
Four other sectors (each)	-100
Food Services & Drinking Places	-200
Retail Trade	-200

YEAR-OVER-YEAR SECTOR CHANGE

(September 2025 to September 2026)



Largest gain: Farm
Largest decline: Professional & Business Services

EXPLORE THE ECONOMIC OVERVIEW DASHBOARD

Scan to access up-to-date local data on employment trends, industry growth, unemployment rates, job postings, and wages.

• **www.tularewib.org/economicoverview**

Scan Me!

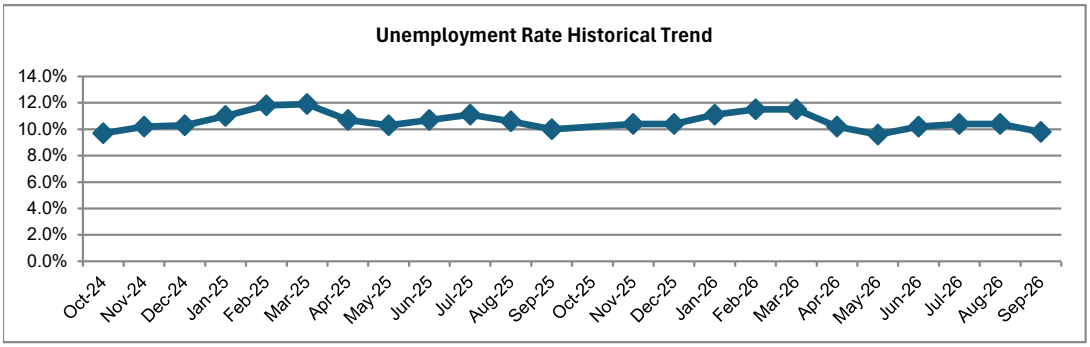
State of California
EMPLOYMENT DEVELOPMENT DEPARTMENT
Labor Market Information Division

October 16, 2026

Contact: LMID RESEARCHERS

IMMEDIATE RELEASE
VISALIA METROPOLITAN STATISTICAL AREA (MSA)
(Tulare County)

The unemployment rate in Tulare County was 9.8 percent in September 2026, down from a revised 10.4 percent in August 2026, and below the year-ago estimate of 10.0 percent. This compares with an unadjusted unemployment rate of 5.1 percent for California and 4.0 percent for the nation during the same period.



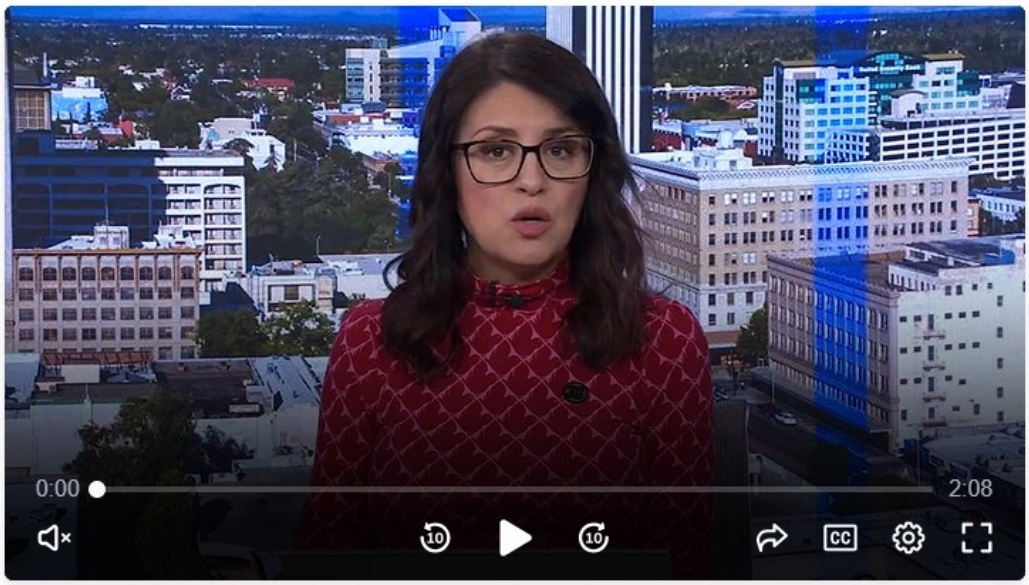
Industry	Aug-2026 Revised	Sep-2026 Prelim	Change		Sep-2025	Sep-2026 Prelim	Change
Total, All Industries	180,700	181,500	800		180,600	181,500	900
Total Farm	35,600	36,100	500		35,200	36,100	900
Total Nonfarm	145,100	145,400	300		145,400	145,400	0
Mining, Logging, and Construction	7,300	7,300	0		7,500	7,300	(200)
Manufacturing	12,600	12,500	(100)		12,900	12,500	(400)
Trade, Transportation, and Utilities	31,500	31,400	(100)		31,300	31,400	100
Information	500	500	0		600	500	(100)
Financial Activities	3,200	3,200	0		3,200	3,200	0
Professional and Business Services	9,700	9,600	(100)		10,200	9,600	(600)
Private Education and Health Services	25,700	25,700	0		24,900	25,700	800
Leisure and Hospitality	14,900	14,600	(300)		14,300	14,600	300
Other Services	3,800	3,800	0		3,700	3,800	100
Government	35,900	36,800	900		36,800	36,800	0

Notes: Data not adjusted for seasonality. Data may not add due to rounding
Labor force data are revised month to month
Additional data are available on line at www.labormarketinfo.edd.ca.gov

[New automation equipment at Lemoore College prepares students for high-demand manufacturing careers - ABC30 Fresno]

MANUFACTURING

New automation equipment at Lemoore College prepares students for high-demand manufacturing careers



An investment in tech at Lemoore College is helping students gain hands-on experience with the same equipment used in modern manufacturing facilities.

By Jessica Harrington
Friday, October 23, 2026

Follow ABC30 on Google | Share

LEMOORE, Calif. (KFSN) -- A major investment in technology at Lemoore College is helping students gain hands-on experience with the same equipment used in modern manufacturing facilities, preparing them for careers in one of the region's growing industries.

Inside the college's automation lab, student Abigail Avila works through troubleshooting exercises and programming challenges on industrial control systems.

"So, now you want to run it," an instructor tells her. "Go ahead and run it and see what happens."

Avila is pursuing a degree in manufacturing automation and says the program has introduced her to a variety of career pathways and technologies.

"I'm working on a little bit of everything, and I can see what I really like," Avila said. "I really enjoy having access to all of these things and even more advanced things."

New automation equipment at Lemoore College prepares students for high-demand manufacturing careers - ABC30 Fresno

Her long-term goal is to become an electrician, and she says she enjoys the challenge of solving problems and seeing projects come to life.

"I just really enjoy being able to make something and have it actually work," she said. "And even if it doesn't, you can still troubleshoot and figure it out."

The equipment Avila is training on is part of the Amatrol Smart Controls Troubleshooting Learning System, which the college recently added through a $100,000 Good Jobs Challenge investment from the Workforce Investment Board of Tulare County.

Industrial Automation Instructor James Rooney said the technology gives students experience with systems they'll likely encounter in the workforce.

"Everything that's done in the lab represents something in industry," Rooney said. "When they're practicing, we try and create muscle memory between our ears."

College leaders say the investment benefits both students and local employers by helping ensure graduates have job-ready skills.

"So it's an opportunity for us to provide students training in a skill area that is going to be a high-demand, high-wage area for them," said Kris Costa, vice president of educational services and chief instructional officer. "It's an opportunity for us to serve our community and our employers, because that's why we're here."

As businesses throughout the region continue to seek workers with technical and automation skills, officials say programs like this one help build a local talent pipeline while creating career opportunities for students.

For Avila, the experience has confirmed she is on the right path.

"I didn't even know that I really enjoyed doing stuff like this," she said. "So I think I'm in the right direction right now."

College officials encourage anyone interested in manufacturing, automation or industrial technology careers to explore the program, which combines classroom instruction with hands-on training designed to prepare students for the workforce.

You can learn more by clicking here.

THE PORTERVILLE Recorder

Students get a chance to check out various trades

BY CHARLES WHISNAND cwhisnand@portervillerecorder.com
Oct 23, 2026

"There's a lot of good, high paying jobs in these fields," was a message that was presented to high school students who participated in Thursday's Trades Day at the Porterville Fairgrounds.

The event presented by the Tulare County Office of Education, Kings County Office of Education, Tulare County Workforce Investment Board and Porterville Unified School District provided a chance for 1,500 students from 49 high schools to receive hands-on experience in various industries. There were about 55 local companies who participated in the event. The College of the Sequoias Technical Education, Ruiz Foods and Tulare County Foundation for Ag Education and Youth served as the event's signature sponsors.

When students began their day at the event they had to attend a brief presentation on safety. "Safety is super important," the students were told.

They were also told when it came to the equipment and tools they were going to use, "Ask before you touch it. Don't touch anything."

They were also told to be aware of their surroundings and to be alert. "Safety is first," they were told.

There were all kinds of trades that were represented, including the beleaguered California High Speed Rail that still provides a great deal of job opportunities. The U.S. Navy was also represented, encouraging students to pursue part-time and full-time careers in the Navy and Navy Reserve. The Navy also stresses pursuing careers in the Navy gives students a chance to earn money for college.

And it's not just skilled workers that are needed in major building and transportation projects when one thinks of the trades. As some students were told "what's going to happen to the world if we don't have sweetner for our Starbucks?" when it comes to the types of trades that are needed.

Lemoore College displayed one of its robots at its exhibit. "Programming a robot is much simpler these days," students were told.

CalFire gave students a chance to sit in their bulldozer and one of the trucks it uses. After Summit Collegiate High School's Mariah Covarrubias took advantage of the chance to sit in the bulldozer she was asked if she could see herself operating a CalFire bulldozer one day and she said, "maybe."

T.J. Velasquez, a student in the Monache Manufacturing and Construction Technology Academy Pathway, was at the COS Construction program exhibit. "I always wanted to do construction," Velasquez said.

"My goal is to become a construction manager and business owner. I just like building. I like to build." Velasquez noted "I need a bachelor's" and maybe even a master's to enter the field he wants.

Fresno State students were showing off the Total Stations that are used for surveying. "These are just fancy cameras when you think about it," said Diego Macias, who's majoring in Geomatics Engineering at Fresno State. Macias said he plans to become a surveyor and a project manager.

Macias said his field definitely has its perk. "It's basically hiking with equipment," he said. "I love this stuff."

Secretary Keith Sonderling and **Stacy Heaton** — in **Visalia, CA.** · Follow
3 days ago ·

California Dairies is a dairy cooperative co-owned by nearly 300 independent and family-owned dairy farms. I toured its Visalia processing facility to learn more about how they deliver delicious dairy products across California and the western United States — and to discuss how the Trump Administration can continue delivering for all American dairy farmers, ensuring American dairy remains the best in the world! See less





Secretary Keith Sonderling
@Sonderling47

Under @POTUS, @USDOL is prioritizing the public-private partnerships that support local Job Creators, strengthen career talent pipelines, and benefit American workers.

This week, as part of those efforts, I met with workforce and education leaders across California's Central Valley to better understand their workforce needs and to see how innovative training programs are preparing the next generation for high-skilled, high-paying jobs.

READ MORE ⬇️
tularewib.org/single-post/u-...

