

“Innovation Is The Key To Advancing Our Economic Recovery”

Bill DeLain - WIB Board Chair



## 2009 Annual Report

## The Road to Recovery

**Our Mission:** Our investments and funding strategies advance Tulare County's economic vitality by growing the skills and talent of our workforce. **Our Vision:** Because of our skilled workforce talent, Tulare County businesses continue to thrive in a global economy.

## American Recovery and Reinvestment Act: Responsible Choices

It's been an unprecedented year for the Workforce Investment Board of Tulare County (WIB), in our efforts to revitalize the economy. We have been entrusted with American Recovery and Reinvestment Act (ARRA) funding to design smart strategies for our community and demonstrate outcomes and accountability. Our Board met these challenges head on and found solutions to invest monies wisely.

ARRA funding is being used to help laid off workers and those underemployed access targeted skills training into high growth industries like healthcare and advanced manufacturing. The WIB is partnering with College of the Sequoias, Porterville College and Reedley Community College to purchase group classes and training for in-demand occupations.

Through the Youth@Work summer employment program, ARRA funding proudly served over 1,800 eligible youth, ages 14-24. The program launched in May 2009, with a series of "Work Readiness" workshops that provided information and tools on the hiring process, success in the workplace, and life skills. In spite of a difficult job market, our youth found great opportunities to learn and grow in the workplace.

The WIB invested in opening two new Employment Connection locations to better meet the demands of our customers, particularly to address high rates of unemployment and provide services to dislocated workers. The Tulare and Dinuba Centers provide full services and bring our total number of centers to four.

We extend our sincere gratitude and appreciation to all of our Board members, staff and Employment Connection partners for their dedication in helping our community on the **road to recovery**.



Adam Peck  
Executive Director



**Our Results: Making it Count**  
Below are our investments in the road to recovery.

### Fiscal Year 2008-2009 Expenditure

WIA Formula Funding Source	Expenditures 2009-2010
Adult	3,091,853
Youth	2,408,830
Dislocated Worker	1,446,742
Rapid Response	122,117
American Reinvestment and Recovery Act (ARRA)	1,952,003
<b>Total</b>	<b>9,021,545</b>

## Investments in our Community:

### Meet our Customers

Our four Employment Connection Centers offer high quality employment and training services to youth, job seekers, dislocated workers and businesses. Our dedicated team of community partners is an incredible resource for these customers. From landing a job to training and mapping out a strategy for a great career, our workforce experts connect customers to a large pool of resources and options in today's highly competitive job market.

### Tammie Grijalva: From Layoff to Triumph

Tammie Grijalva found her way to the Employment Connection after major downsizing in her place of employment led to a layoff. As a mother of two, her concerns were finding a position that could replace her \$15.00 an hour salary, as well as having the skills to compete in an overcrowded job market.

"I quickly learned that replacement of my salary was not an option, as even minimum wage jobs were either scarce or not available, or the employer didn't feel that I had the right skill set. It was a low point for my self-esteem," said Tammie.

**"The Employment Connection was a wonderful resource for me, at a time that I needed it the most"**

Fortunately the Employment Connection was a big boost in getting Tammie hired as an Administrative Assistant at Biagro Western Sales, Inc. A Work Experience contract gave her the opportunity to learn valuable industry-specific skills. When the ARRA contract ended, Tammie became a permanent employee with the company. She continues to be an integral part of the Biagro Western team.

### Aurelio Bernal: Youth@Work

Youth@Work is a summer work experience project that provided over 1833 young people (ages 14-24) with paid work experience. This project focused on improving our county through grassroots community service, beautification projects, weatherization efforts, support to local businesses and staffing of summer educational programs. Work was performed at over 600 sites throughout Tulare County. These sites ranged from extremely rural to places, to places of business, to national parks.

The lives of 1800 young people changed during the summer because of the Youth@Work project, like Aurelio Bernal who lives in the small, rural community of London, in northern Tulare County (an area plagued with a 30% unemployment rate and significant gang activity). Aurelio earned his high school diploma and has attended college, with a focus on computer applications. He volunteered on various community projects, while he looked for a job that could help him pay for college. It was through his volunteer work at Hodges Community Center that Aurelio was encouraged to apply to the Youth@Work summer program.

Starting as a Youth Aide at the Center, Aurelio soon advanced to the director's assistant and has been a huge asset to the success of the Center's summer activities. "This position has given me a new perspective about community involvement and helping others," said Aurelio.

**"If I had participated in this type of program when I was younger, I think that I could have made better choices and stayed out of trouble."**

Aurelio is now interested in becoming a police officer and is researching his options with the help of the Employment Connection.

Youth@Work provided life skills education, work ethic realities, cultural diversity, responsibility to themselves and others and most importantly meaningful work. For many of the youth this was their first job, first pay check, and first time they had their "own" money to spend. This project brought experiences, economic development and a smile to our community!

## Investments in High Growth Sectors: WIB in Action

High growth sector strategies take a multi-firm, regional approach to working with employers within one or more related industries, to help identify and address labor market challenges, including skill challenges and career entrance and mobility across the industry. Moving forward in implementation of cluster industry responsiveness, the WIB launched four industry sector committees: Advanced Manufacturing, Agribusiness, Healthcare and Green Jobs. Committee membership is comprised of private sector representatives who provide direction, perspective, and real world situations as a basis for workforce development training. Expansion of customized training for businesses, targeted labor market analysis, an apprenticeship initiative, and incumbent worker skills development are among deliverables generated from concentrated efforts.



The focus of the cluster initiative is to listen, learn, and leverage. Cluster committees provide analysis based on their industry trends, workforce, and strategic goals. The WIB uses this information to craft training opportunities with various partners (education, labor, industry associations) that strives to meet these needs and increases our community's economic vitality.



The WIB has made serving business a priority in its strategic plan this past year. To invest resources wisely, high growth sector committees were established as a strategic framework for regional workforce and economic development. High growth sector strategies take a multi-firm, regional approach to working with employers within one or more related industries, to help identify and address labor market challenges, including skill challenges and career entrance and mobility across the industry. Strategic partnerships were forged in the WIB's identified sectors including Manufacturing, Agri-Business, Green Jobs, and Healthcare.

To support the sector strategies, the Business Services Team developed a new name for its initiative called Innovate Tulare County which raises awareness about the multitude of employment and training services provided through our many partners. A great success story of this team is the pre-employment hiring assessment process designed for Saputo Cheese & Protein. This customized approach worked with the Saputo HR staff and included research for pertinent occupational profiles, the determination of job rating levels and assessment processes and procedures.

Regional Human Resources Manager, Stephanie Thiessen, Saputo Cheese & Protein said, "Our working relationship with the WIB continues to grow. Their WorkKeys pre-employment assessment service has saved us time and allows us to make a more educated hiring decision."

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**Stephanie Thiessen**  
Regional Human Resources Manager  
Saputo Cheese & Protein

# Board Members

**Bill DeLain** - Region Manager  
Southern California Edison  
(Chair)

**Gil Aguilar** - Partner CPA  
Pine, Pedroncelli & Aguilar, Inc.

**Robert Alcazar** - Farm Workers Division Director  
Proteus, Inc.

**Marcia Becerra** - Manager  
Employment Development Department

**Sandra Bullard**  
Banking, Retired  
(Treasurer)

**Rosa Carlson** - President  
Porterville College

**Timothy Chaney** - Vocational Instructor  
SEIU 1000 District President

**Kevin L. Cole** - Assistant Business Manager  
International Brotherhood of Electrical Workers

**John Davis** - Director  
Health and Human Service Agency

**Randy Dennis** - Fireman  
Fresno Fire Department

**Mike Ennis** - Supervisor  
Tulare County Board of Supervisors

**Jeff Fly** - Chief Executive Officer  
Turning Point of Central California, Inc.

**Gary Germaine** - Director of Operations  
Land O' Lakes

**Ronny Jungk** - Executive Board Treasurer  
International Brotherhood of Electrical Workers

**Carolyn Kehrl, Ed.D.** - Superintendent of General Services  
Cutler-Orosi Joint Unified School District

**George Maness**  
Veterans Employment & Veterans Opportunity Day Committees

**Carolyn Rose** - Executive Director  
Community Services & Employment Training (CSET)

**Paul Saldana** - President/CEO  
Tulare County Economic Development Corporation

**William D. Scott** - Rehabilitation Supervisor  
State of California - Department of Rehabilitation

**William T. Scroggins** - President/Superintendent, COS  
College of the Sequoias

**Tricia Stever** - Executive Director  
Tulare County Farm Bureau

**Jim Vidak** - Superintendent of Schools  
Tulare County Office of Education

**Harroll Wiley** - Vice President  
Tri-Counties Bank  
(Vice Chair)

**Bobbie Wilson**  
Human Resources, Retired

**Mariann Hedstrom** - Owner  
Visalia Lumber Co.

**Joe Hallmeyer** - President  
Ken's Stakes & Supplies

**Barbara Waldron**  
Three Rivers Garden Art Gallery

**Charles McAninch** - President  
Job Resource Unlimited

**Darlene Tyndal** - Administrative Services Manager  
TPG Consulting, Inc.



Workforce Investment Board  
OF TULARE COUNTY  
*Driving Economic Success*

**Workforce Investment Board  
of Tulare County**

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