



WORKFORCE DEVELOPMENT BOARD

WORKFORCE DEVELOPMENT BOARD

December 11, 2024
7:00 A.M.



1215 Olive Dr.
Recruitment Center
Bakersfield, CA 93308



Kern, Inyo & Mono Counties Workforce Development Board Agenda December 11, 2024

Location: 1215 Olive Drive – Recruitment Center
Time: 7:00 a.m.
Dial-in: (831) 296-3421
Access Code: 618 845 560#
Page No.

- I. Call to Order**
- II. Flag Salute**
- III. Introductions**
- IV. Public Comments**

This portion of the meeting is reserved for persons to address the Board on any matter not on this agenda but under the jurisdiction of the Board. Board members may respond briefly to statements made or questions posed. They may ask questions for clarification, refer to staff for information, or request staff to report back to the Board at a later meeting. Also, the Board may take action to direct the staff to place a matter of business on a future agenda. Speakers are limited to three minutes.

- V. Presentation**

- New Members Introduction

- VI. Consent Agenda**

If a member of the audience wishes to comment on or ask questions about an item or items on the consent agenda, they may do so prior to a vote on the agenda. A member of the Board may remove any item from the consent agenda, and it will be considered in the listed sequence, with an opportunity for any member of the public to address the Board concerning the item before action is taken.

- 1-4 A. Approval of the September 25, 2024, Meeting Minutes
- 5-6 B. Authorization to Issue Request for Refunding for Workforce Innovation and Opportunity Act Comprehensive Youth Programs for The Program Year 2025 – 26
- 7-8 C. Authorization to Issue Request for Refunding for Workforce Innovation and Opportunity Act Adult, Dislocated Worker, and Combined Programs for Program Year 2025 – 2026
- 9 D. Request for Retroactive Approval to Apply for The Farmworkers Advancement Program – Program Year 2024 – 25
- 10 E. Request for Retroactive Approval to Apply for the Opportunity Young Adult Career Pathways Program – Program Year 2024 – 25
- VII. New Business**
- 11 A. Election of Workforce Development Board Officers – **Action Item**
- 12-18 B. Workforce Development Board Composition and Membership Changes – **Action Item**
- 19 C. Approval of the Proposed Kern, Inyo, and Mono Workforce Development Board and Committees' Meeting Schedule Calendar Year 2025 – **Action Item**

- 20-21 D. Request to Increase the Kern High School District's WIOA Subgrant Agreement Budget and Participant Plan for the Careers 4 Success Program – **Action Item**
- 22-25 E. Workforce Innovation and Opportunity Act Performance Goals for Program Years 2024 and 2025
- 26-27 F. Local and Regional Plans for Program Years 2025 – 2028
- VIII. Department Updates**
- A. Employers' Training Resource/America's Job Center of California Update
- B. One-Stop Operator Report – Gary Baudette
- C. Marketing Presentation
- IX. Board Member Comments**
- A. Economic Development Report
- B. Open Discussion
- X. Miscellaneous Filings**
- 28-29 A. Status of Subgrantee Monitoring Reports
- 30 B. Status of Subgrantee Audits
- 31 C. First Quarter Enrollment Plan vs. Actual September 2024
- 32-34 D. Draft Program and Business Services Committee November 7, 2024, Meeting Minutes
- 35-38 E. Draft Youth Committee November 13, 2024, Meeting Minutes³⁹
- 39-41 F. Draft Executive Committee November 21, 2024, Meeting Minutes
- 42 G. Workforce Development Board and Committees' Travel Budget Report
- 43-46 H. Kern, Inyo and Mono Workforce Development Board and Committee's Attendance Reports

Disabled individuals who need special assistance to attend or participate in a meeting of the Workforce Development Board may request assistance at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, California, or by calling (661) 336-6849. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance whenever possible.

All agenda item supporting documentation is available for public review at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, 93307 during regular business hours, 8:00 a.m. - 5:00 p.m., Monday through Friday, following the posting of the agenda. Any supporting documentation that relates to an agenda item for an open session of any regular meeting that is distributed after the agenda is posted and before the meeting will also be available for review at the same location.

Please remember to turn off all cell phones, pagers, or electronic devices during the meeting.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
DISCUSSION AND ACTION ITEMS
SEPTEMBER 25, 2024**

Members Present: Kelly Bearden, Mike Beaumont, Cody Brooks, Richard Chapman, Bryan Forrest, Brian Holt, Ian Journey, Greg Knittel, Brenda Mendivel, John Moralez, Alissa Reed, Christina Garza, Jeremy Tobias, Chris Gonzalez, Todd Yopez, Michelle Warren

Members Absent: Laura Barnes, Anita Martin, Steven Gomez, Randy Martin, Dean McGee, Clare Pagnini, Lizette Patterson, Norma Rojas-Mora, Jay Tamsi, Priscilla Varela, and Trudy Gerald.

Staff Present: Michael Saltz, Brandon Evans, Scott Couture, Anne Meert, Valerie Toliver, Bernice Nunez, Marsha Manos, Danette Williams, Karla Wong, and Jeremy Shumaker.

Guests Present: Magda Menendez, Carolina Aldaco, Erica Maldonado, Krysty Thorpe, Yovani Jimenez, Lita San Pedro, Jim Keene, Karine Kanikkeberg, Scott Odlin, Season Susko, and Katie Rivera.

* Unexcused

Ian Journey called the meeting to order at 7:05 a.m.

Introductions

Staff and guests introduced themselves.

Public Comments

There were no public comments.

Presentation

Employers' Training Resource, Chief Workforce Development Officer – Brandon Evans

Consent Agenda

- Approval of the May 1, 2024, Meeting Minutes
- Board and Committee Member Travel Budget For 2024-2025

Brenda Mendivel made a motion to approve the consent agenda. Michelle Warren seconded the motion. All ayes. The motion carried.

Workforce Development Board and Standing Committees' Composition - Resignations and Nominations

Anne Meert notified the Board that on May 2, 2024, Business member Jay Tamsi with the Kern County Hispanic Chamber of Commerce submitted his letter of resignation from the WDB, and the Clerk of the Kern County Board of Supervisors posted his vacancy. Alex Haver with Buttonwillow Warehouse Co. has expressed an interest in serving on the WDB as a Business member. The Kern Economic Development Corporation nominated Mr. Haver. If appointed, Mr. Haver would fill the vacancy left by Mr. Tamsi, and his term would end on December 31, 2026.

On June 26, 2024, Business member Clare Pagnini with Driltek Operating LLC submitted her resignation from the WDB, and the BOS Clerk posted her vacancy. Ms. Pagnini has requested to be replaced with Season Susko, the current Director of Human Resources at Driltek Operating LLC, with a term end date of June 30, 2025. The KEDC has nominated Ms. Susko. Anne also mentioned that the WDB will maintain its Business majority by filling the two Business vacancies.

On May 3, 2024, Education member Dr. Dean McGee with Kern High School District submitted his resignation from the WDB effective June 30, 2024. The Clerk of the BOS posted Dr. McGee's vacancy. Dr. McGee has requested to be replaced with Scott Odlin, Assistant Superintendent, Kern High School District, with a term end date of December 31, 2026.

Employers' Training Resource Chief Workforce Development Officer Aaron Ellis retired on September 20, 2024. The ETR Director is an ex-officio member of the WDB, serves as its Executive Secretary, and represents the category of One-Stop Partner. Mr. Ellis has been replaced by Brandon Evans, who will serve on all standing committees of the WDB and have a term end date of June 30, 2025.

On the advice of Counsel, members were asked to vote on the items individually.

Brenda Mendivel moved to accept Jay Tamsi's resignation. Gregory Knittel seconded the motion. All ayes. The motion passed.

Jeremy Tobias made a motion to accept the nomination of Alex Haver. Todd Yepez seconded the motion. All ayes. The motion passed.

Greg Knittel made a motion to accept Clare Pagnini's resignation. Mike Beaumont seconded the motion. All ayes. The motion passed.

Brenda Mendivel made a motion to approve Season Susko's nomination. Todd Yepez seconded the motion. All ayes. The motion passed.

Brenda Mendivel made a motion to accept Dr. Dean McGee's resignation. Michelle Warren seconded the motion. All ayes. The motion passed.

Brenda Mendivel made a motion to accept Scott Odlin's nomination. Todd Yepez seconded the motion. All Ayes. The motion passed.

Brenda Mendivel motioned to accept Aaron Ellis' resignation and replace him with Brandon Evans as an ex-officio member of the Board. Todd Yepez seconded the motion. All ayes. The motion carried.

On-Site Visit Scheduled for Board Members – EPIC

Jeremy Shumaker informed the Board that the next on-site visit is scheduled for the Envision-Plan-Innovate-Connect (EPIC) Center. The site visit will be on Wednesday, October 9, 2024, at 1:00 p.m. and is located at 2211 H Street. Jeremy also said a sign-up sheet was available for the members if they wanted to RSVP at today's meeting. He

also indicated that they could contact Anne Meert via email if they needed to review their calendars first. Ian Journey encouraged the members to visit all of the sites if they had the time and added that the EPIC site was a refreshing office to see as it didn't present as overly governmental.

Certification Process for Comprehensive, Affiliate, and Specialized AJCCS Under the Workforce Innovation and Opportunity Act

Michael Saltz informed the Board each Local Workforce Development Board (LWDB) must conduct an independent and objective evaluation of the comprehensive, affiliated, and specialized America's Job Center of California (AJCC) One-Stop Centers in their local workforce development area (LWDA) once every three years. For the certification, your Board must certify its one (1) comprehensive and eight (8) affiliate and specialized AJCC One-Stop Centers. The Baseline AJCC Certification ensures that every comprehensive, affiliate, and specialized AJCC follows key WIOA statutory and regulatory requirements. The AJCC Certification Indicator Assessment is intended to encourage continuous improvements by identifying areas where an AJCC meets certain quality and expectations standards and areas where improvements are needed. The Affiliate/Specialized AJCC Certification Matrix Baseline Criteria and the AJCC Certification Indicator Assessment for each comprehensive, affiliate, and specialized AJCC by November 1, 2024. The Ad-Hoc committee, including Ian Journey, Brenda Mendivel, Alissa Reed, and Leo Bautista, visited the AJCC One-Stop Centers in the KIM WDA to conduct the AJCC Certification Indicator Assessment on September 16, 2024. Due to the timing of this meeting, the Executive Committee has agreed to hold a Special Meeting on October 24, 2024, at 4:00 pm to review further and authorize staff to submit the matrices to KIM WDB's Regional Advisor on or before November 1, 2024.

Budget and Legislative Update – Oral Report

Jeremy Shumaker reminded the Board that ETR got a 1.4 million reduction in WIOA funding in the past fiscal year. Jeremy stated that there were some unexpected charges due to the number of customers served but that ETR was doing a good job of spending less money. Jeremy said that ETR was expecting another hold/harmless waiver.

Director's Report

Gary Beaudette provided the Board with a quarterly report.

Ian Journey gave the Board a report on his experience from the Meeting of The Minds conference and encouraged members to attend various conferences in the future.

Jeremy Shumaker provided the board with a marketing presentation and a PowerPoint presentation with a video.

Board Member Comments

Kelly Bearden updated the Board on the SBA's recent and upcoming events.

Richard Chapman provided the Board an update on the KEDC's recent and upcoming events.

Miscellaneous Filings

The committee was provided with the following documents for review:

- Status of Subgrantee Monitoring Reports

- Status of Subgrantee Audits
- Grants Update
- Kern, Inyo and Mono Counties Workforce Development Board/Committee Travel Budget Report for 2024-2025
- Fourth Quarter Enrollment Plan vs. Actual June 2024
- La Cooperativa Campesina de California 2022-2023 Program Review of Employers' Training Resource US Department of Agriculture Farm and Food Workers Relief Program dated May 24, 2023\
- La Cooperativa Campesina de California 2023-2024 Oversight Review of funded sub-awards under the Workforce Innovation and Opportunity Act and the US Department of Agriculture Farm and Food Workers Relief Program dated June 13, 2024
- Draft Executive Committee May 16, 2024, Special Session Meeting Minutes
- Draft Program and Business Services Committee August 22, 2024, Meeting Minutes
- Draft Executive Committee September 12, 2024, Meeting Minutes
- Kern, Inyo, and Mono Workforce Development Board and Committee's Attendance Reports
- Kern, Inyo, and Mono Workforce Development Board and Committee's Meeting Schedule Calendar Year 2024

As there was no further business, the meeting adjourned at 8:49 a.m.



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

AUTHORIZATION TO ISSUE REQUEST FOR REFUNDING FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT COMPREHENSIVE YOUTH PROGRAMS FOR THE PROGRAM YEAR 2025-26

Dear Board Member:

One of your Board's functions is to authorize the annual procurement process for contracted programs under the Workforce Innovation and Opportunity Act (WIOA). It is time to begin this process for Program Year (PY) 2025-26.

At its November 13, 2024, meeting, your Youth Committee voted to recommend utilizing the more limited Request for Refunding (RFR) process to consider continued funding for current comprehensive programs.

Under current regulations, a complete Request for Proposals (RFP) is required at least once every four years. Therefore, if year one is funded under an RFP process, with your WDB's approval, years two through four can be funded under the more limited Request for Refunding (RFR) process. The RFR process is more streamlined and allows our local area to fund existing programs and services that are still needed and successfully meet their contracted goals.

WIOA Comprehensive In-School and Out-of-School Youth Programs

A complete RFP was issued for Program Year (PY) 2023-2024 for WIOA comprehensive In-School Youth (ISY) programs to serve youth in Community, Continuation, or Court Schools and comprehensive Out-of-School Youth (OSY) programs to provide a full array of services directly or via referral. The RFR process was utilized for PY 2024-2025 (July 1, 2024 – June 30, 2025), and staff is recommending the same RFR process for PY 2025-2026 (July 1, 2025 – June 30, 2026) to consider continued funding the programs (below) approved under the 2023-2024 RFP and the 2024-2025 RFR.

ISY Program

- Kern County Superintendent of Schools (KCSOS)- \$311,521 for 58 participants

- Kern High School District (KHSD) - \$300,000 for 80 participants

OSY Program

- Farmworkers Institute of Education and Leadership Development (FIELD) - \$200,445 for 20 participants
- Kern High School District (KHSD) - \$344,540 for 50 participants
- Proteus, Inc. - \$229,425 for 42 participants
- West Kern Adult Education Network JPA (WKAEN) - \$370,582 for 52 participants

Total \$1,756,513

In responding to the RFR, agencies must submit a proposed budget for PY 2025-2026 and justify any cost increases or program changes. Staff will consider any outstanding monitoring findings and program or performance concerns. RFR funding recommendations will be presented to the youth committee so that recommendations can be made to your board. Final approval will then be obtained from the Kern County Board of Supervisors.

As a caveat, if ETR does have a need to issue an RFP for unanticipated funding or need during the program year, we request your authorization to do so. Your Board will be notified should this occur.

Funding Availability

We anticipate the WIOA formula (Adult, Dislocated Worker, and Youth) allocations for PY 2025-2026 to be released in late spring 2025. WIOA Youth funding for PY 2024-2025 is \$6,568,883, an increase from the previous year.

Therefore, IT IS RECOMMENDED that your Board authorize the following: 1) issuance of an RFR limited to current programs for WIOA Comprehensive Youth programs for Program Year 2025-26; and 2) if needed, an RFP for other workforce funding or needs that may emerge during the year.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BE:jh



December 11, 2024

Kern, Inyo and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

AUTHORIZATION TO ISSUE REQUEST FOR REFUNDING FOR WORKFORCE INNOVATION AND OPPORTUNITY ACT ADULT, DISLOCATED WORKER, AND COMBINED PROGRAMS FOR PROGRAM YEAR 2025-2026

Dear Board Member:

One of the functions of the Program and Business Services Committee is to recommend to your Workforce Development Board (WDB) the annual procurement process for contracted programs under the Workforce Innovation and Opportunity Act (WIOA). "Contracted programs" are those in which providers are reimbursed for expenses via a subgrant agreement. This does not include Eligible Training Provider List (ETPL) providers who are paid on a "per participant basis" nor On-the-Job Training (OJT) contracts in which employers are paid for training potential new employees.

Under current regulations, a full Request for Proposals (RFP) is required at least once every four years. Therefore, if year one is funded under the RFP process, with your Board's approval, years two through four can be funded under the more limited Request for Refunding (RFR) process. The RFR process is more streamlined and allows our Local Area to continue to offer and fund existing programs and services that are still needed in Kern County and successfully meeting their contracted goals.

WIOA Adult, Dislocated Worker, and Combined Programs

A full RFP was issued for Program Year (PY) 2023-2024 for WIOA Adult, Dislocated Worker, and Combined programs. The RFR process was utilized for PY 2024-2025 (July 1, 2024 – June 30, 2025), and staff is recommending the same RFR process for PY 2025-2026 (July 1, 2025 – June 30, 2026) to consider continued funding for the programs and services (below) approved under the 2023-2024 RFP and the 2024-2025 RFR.

- Provider of Career Services at the Delano AJCC, including administering the OJT program (Proteus, Inc.) – PY 2024-2025 contract amount: \$647,073
- Paid Work Experience (Proteus, Inc.) – PY 2024-2025 contract amount: \$134,237
- Paid Work Experience (Kern High School District) – PY 2024-2025 contract amount: \$340,000

Total \$1,121,310

In responding to the RFR, agencies must submit a proposed budget for PY 2025-2026 and justify any cost increases or program changes. Staff would review any outstanding monitoring findings and program or performance concerns. RFR funding recommendations would be presented to the Program and Business Services Committee for consideration and to make a recommendation to your Board. Final approval would then be obtained from the Kern County Board of Supervisors.

As a caveat, if ETR has a need to issue an RFP for unanticipated funding or need during the program year, we request your authorization to do so. Time permitting, the Program and Business Services Committee and your WDB will be notified should this occur.

Funding Availability

We anticipate the WIOA formula (Adult, Dislocated Worker, and Youth) allocations for PY 2025-2026 to be released in late spring 2025. Our WIOA Adult and Dislocated Worker funding for the current year PY 2024-2025 is \$10,444,910, about \$1 million more than the previous year PY 2023-2024. However, the prior year saw about a \$1 million decrease from the year before that. For your information, funding levels in California are determined by the Employment Development Department (EDD), taking into consideration that WIOA prescribes a method to calculate sub-state hold harmless levels, which ensures that each Local Area receives no less than 90 percent of their average percentage share from the two prior years. These hold harmless provisions were established to help minimize year-to-year volatility in funding levels and limit any Local Area's year-over funding increase to 100 percent of their prior year allocation. The Local Areas that receive more than 100 percent of their average percentage share from the previous two years will be proportionately reduced by the amount of total funding necessary to ensure that all Local Areas receive at least 90 percent of their average percentage share from the two prior years.

Your Program and Business Services Committee concurred with the recommendations below at its meeting on November 7, 2024.

Therefore, IT IS RECOMMENDED that your Board authorize the following: 1) issuance of an RFR limited to current programs and services for WIOA Adult, Dislocated Worker, and Combined programs for Program Year 2025-2026; and 2) if needed, an RFP for other workforce funding or needs that may emerge during the year.

Sincerely,


Brandon J. Evans
Chief Workforce Development Officer

BJE:am



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

**REQUEST FOR RETROACTIVE APPROVAL TO APPLY FOR THE FARMWORKERS
ADVANCEMENT PROGRAM – PROGRAM YEAR 2024-25**

Dear Board Member:

This letter is to inform you that Employers' Training Resource (ETR) has applied for grant funding from the Farmworkers Advancement Program (FAP) Program Year (PY) 2024-25 on behalf of the Kern/Inyo/Mono Consortium. This program is being funded by the Workforce Innovation and Opportunity Act (WIOA) Governor's Discretionary funds through the California Employment Development Department (EDD). The purpose of the grant is to research, design, and implement projects that focus exclusively on farmworker needs at a regional level by offering essential skills and upskilling training to either advance in the agricultural industry and/or prepare for advancement outside of the agricultural sector.

Partnering with ETR to provide services for the grant, including the Kern High School District – Bakersfield Adult School and Proteus, Inc. The competitive proposal was due to the EDD on December 9, 2024, and the estimated project start date is March 2025. ETR applied for \$1,000,000 to serve 85 farmworkers. The grant does require a 20% funding match, so ETR plans to co-enroll participants with the WIOA Title I Adult (WIOA 201). The grant period of performance is 18-24 months. At its November 21, 2024 meeting, the Executive Committee concurred with the recommendation below.

Therefore, IT IS RECOMMENDED that your Board retroactively authorize the submission of the grant application and, if awarded, the execution of the required grant documents by the Chief Workforce Development Officer.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE:pg



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

REQUEST FOR RETROACTIVE APPROVAL TO APPLY FOR THE OPPORTUNITY YOUNG ADULT CAREER PATHWAYS PROGRAM – PROGRAM YEAR 2024-25

Dear Board Member:

This letter is to inform your committee that Employers' Training Resource (ETR) has applied for grant funding from the Opportunity Young Adult Career Pathways Program on behalf of the Kern/Inyo/Mono Consortium. This program is being funded by the Workforce Innovation and Opportunity Act (WIOA) Governor's Discretionary funds through the California Employment Development Department (EDD). The grant aims to aid programs in expanding critical services for opportunity young adults (OYA) 18-28 years of age. This program will prepare and place OYAs in living-wage jobs by providing them with services and programs tailored to overcome barriers such as unemployment or underemployment and backgrounds in foster care, homelessness, or the justice system.

Partnering with ETR to provide services for the grant include the Kern High School District – Bakersfield Adult School, Kern Community College District – Bakersfield College, and Kern County Behavioral Health Services. The competitive proposal was due to the EDD on November 4, 2024, and the estimated project start date is January 2025. ETR applied for \$2,000,000 to serve 200 OYAs. The grant does require a 20% funding match, so ETR plans to co-enroll participants with the WIOA Title I Adult (WIOA 201) and/or Youth (WIOA 301). The grant period of performance is 18-24 months. At its October 24, 2024 meeting, the Executive Committee concurred with the recommendation below.

Therefore, IT IS RECOMMENDED that your Board retroactively authorize the submission of the grant application and, if awarded, the execution of the required grant documents by the Chief Workforce Development Officer.

Sincerely,


Brandon J. Evans
Chief Workforce Development Officer

BJE:pg



December 11, 2024

Kern, Inyo and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

ELECTION OF WORKFORCE DEVELOPMENT BOARD OFFICERS

Dear Board Member:

The Workforce Development Board (WDB) Bylaws provide for the election of one Chairperson (Chair) and one Vice Chairperson (Vice Chair) by the members of the Board. These officers serve a one-year term, may serve consecutive terms, and shall be Business representatives. Both the Chair and Vice Chair serve as members of the Executive Committee. The Vice Chair also presides over the Program and Business Services Committee.

Current officers are Ian Journey, WDB Chair; Brenda Mendivel, Vice Chair; and Norma Rojas-Mora, Youth Committee Chair. Both Mr. Journey and Ms. Mendivel have expressed interest in serving another term. At the November 13, 2024, Youth Committee meeting, Ms. Rojas-Mora was re-elected by the Youth Committee members to serve another term.

Therefore, IT IS RECOMMENDED that your Board consider all nominations, including those from the floor, and conduct an election today for your WDB Chair and Vice Chair for calendar year 2025.

Sincerely,


Brandon J. Evans
Chief Workforce Development Officer

BJE:am



December 11, 2024

Kern, Inyo and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

WORKFORCE DEVELOPMENT BOARD COMPOSITION AND MEMBERSHIP CHANGES

Dear Board Member:

Below is an update of your Workforce Development Board (WDB) in terms of composition and recommendations regarding membership changes.

New Board Members

On November 5, 2024, the Kern County Board of Supervisors appointed new WDB members Scott Odlin, Alex Haver, and Season Susko. The current WDB membership list is provided in Attachment A.

Removal of Two Members

Employers' Training Resource (ETR) staff has learned that Education member **Trudy Gerald** (Associate Vice Chancellor, Kern Community College District) has retired. Staff received no response when attempting to contact Ms. Gerald. Therefore, we are recommending that Ms. Gerald be removed from the Board. Per the WDB bylaws, Local Boards must have at least one representative of adult education and one representative of higher education. With this vacancy, Education representation on the Board will include Scott Odlin (Assistant Superintendent, Kern High School District) and Norma Rojas-Mora (Director, Communications and Community Relations, Bakersfield College). Therefore, filling this vacancy is not necessary to maintain the required Education representation on the Board.

Business member **Anita Martin** (Co-Owner/Executive Consultant, Martin and Foster Consulting) has recently moved out of state. On November 21, 2024, Ms. Martin emailed her resignation (Attachment B). Filling this vacancy is not necessary to maintain the required Business representation percentage.

Regarding change of status, please note that the WDB bylaws state, "Local Board members are responsible for notifying the Local Board's Executive Secretary of any change in their status that would affect their eligibility to serve on the Local Board. This includes, but is not limited to, the following:

- Change of employer into a different membership category,

- Change of employment status, including retirement,
- Ceasing to represent the category for which they were appointed to the Board,
- Activities or interests in conflict with the interests of the Board, or
- Other change in status that alters the member's qualifications that were present when appointed.

The WIOA requires that Business members constitute a simple majority of the Local Board, Labor a minimum of 15%, and total Workforce Representatives (which includes Labor) a minimum of 20%. With the two members leaving the Board, and if the WDB did not replace these members, the WDB size would be reduced to 27 members with 14 Business members (51.8%), and the Board would be compliant with WIOA membership requirements.

Employer Change

Season Susko, Business member, informed ETR that she is now employed as HR Director for Truitt Corporation. Ms. Susko was formerly with Driltek Operating, LLC. This employer change will be reported to the Kern County Board of Supervisors.

Executive Committee Recommendation

ETR received a WDB Business member application from **Stephanie Ahlf**, Controller, Driltek Operating, LLC (Attachment C). As the WDB would still meet WIOA compliance with a smaller Board size (from 29 members to 27 members), the Executive Committee, at its meeting on November 21, 2024, recommended that the leaving members' positions not be filled and that nominations such as the one from Ms. Ahlf be retained in a pool for future vacancies.

Recommendation

Therefore, IT IS RECOMMENDED that you recommend to the Kern County Board of Supervisors: 1) the removal of Trudy Gerald from the WDB due to her retirement; 2) the removal of Anita Martin from the WDB due to her resignation; and 3) the reduction of the WDB size from 29 members to 27 members.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE:am

Attachments

- A. WDB Membership List
- B. Anita Martin Resignation
- C. Stephanie Ahlf WDB Application

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD**

BUSINESS:

Ian Journey, Chair
Owner/Engineer
Journey Engineering, Inc.

Brenda Mendivel, Vice Chair
VP of Human Resources
Bakersfield Family Medical Center

Mike Beaumont
HR Manager/Company Liaison
Unified Field Services Corporation

Laura Barnes
President
Associated Builders and Contractors

Kelly Bearden
Director
CSUB Small Business Development Center

Alex Haver
Human Resources Director
Buttonwillow Warehouse Co.

Richard Chapman
President/CEO
Kern Economic Development Corporation

Michele Warren
Director of Human Resources
Golden Empire Transit

Greg Guitierrez
President/CEO
Truitt Oilfield Maintenance

Todd Yopez
Human Resources Manager
PCL Industrial Services, Inc.

Anita Martin
Martin and Foster Consulting
Co-Owner/Executive Consultant

Greg Knittel
President
Centralize HR

Season Susko
Director of Human Resources
Truitt Corporation

Lizette Patterson
CEO
Cazador Consulting Group, Inc.

Cody Brooks
Executive Director
K.C. Chapter National Electric Contractors

EDUCATION AND TRAINING:

Dr. Trudy Gerald
Assoc. Vice Chancellor, Economic
and Workforce Development
Kern Community College District

Norma Rojas-Mora
Director, Communications & Community Relations
Bakersfield College

Scott Odlin
Assistant Superintendent
Kern High School District

WORKFORCE REPRESENTATIVES:

A. Labor and Apprenticeships

Bryan Forrest
Apprenticeship Coordinator
Operating Engineers Local 12

Steven Gomez
Business Agent
Plumbers & Pipefitters Local 460

Chris Gonzales
Business Agent
SMART Sheet Metal Local 105

Alissa Reed
Executive Secretary
KIM Building Trades Council

John Morales
Secretary - Treasurer
Teamsters Local Union No. 87

Brian Holt
Business Manager
IBEW Local 428

B. Community-Based Organizations:

Randy Martin
CEO
Covenant Community Services

Jeremy Tobias
Executive Director
Community Action Partnership of Kern

GOVERNMENT & ECONOMIC OR COMMUNITY DEVELOPMENT:

A. Economic Development - see Business*

B. Government: Wagner-Peyser

Christina Garza
Deputy Division Chief
Employment Development Department

**C. Government: Vocational
Rehabilitation:**

Priscilla Varela
Staff Services Manager
Department of Rehabilitation

ONE-STOP PARTNER PROGRAMS:

Brandon J. Evans
Chief Workforce Development Officer
Kern County Employers' Training Resource



November 21, 2024

Marsha Manos
Office Services Coordinator
Employers' Training Resource
1600 E. Belle Terrace
Bakersfield, CA 93307

Dear Marsha:

Please accept this as my resignation from the Workforce Development Board. When beginning my consulting business late last year, I expected to be working around the country but spending at least half of my time in Bakersfield. While I have spent time in Bakersfield for business, I am spending the majority of my time with a client in South Carolina. We have rented a home here and expect we will continue to spend most of our time in South Carolina.

I have enjoyed the past 14 years being on the WIB/WDB and watching the impact the Board has had in our community. I wish you and the Board much favor in your endeavors to impact the underserved and at-risk population in Kern County.

Thank you,

A handwritten signature in black ink, appearing to read "Anita Martin". The signature is fluid and cursive, with a large, sweeping initial "A" and a long, horizontal flourish extending to the right.

Anita Martin



KERN, INYO, MONO COUNTIES CONSORTIUM
LOCAL WORKFORCE DEVELOPMENT BOARD
NOMINATION AND STATEMENT OF INTEREST FORM

Please check one or both boxes:

- Interest in being Workforce Development Board Member [checked]
Interest in being non-Workforce Development Board Member [] (member of a subcommittee only)

NOMINEE INFORMATION

Date: 11/04/2024

Name: Stephanie Ahlf Job Title: Controller

Business/Agency Name: Driltek, Inc.

Business/Agency Address: 901 Tower Way Ste. 102 Bakersfield, CA 93309
(Street) (City) (Zip)

Phone: 661-327-3021 Email: stephanie.ahlf@driltek.com

Preferred method of contact? Email

RESPONSIBILITIES OF A WORKFORCE DEVELOPMENT BOARD (WDB) MEMBER

- Provide joint responsibility, along with the Board of Supervisors, for Workforce Innovation and Opportunity Act (WIOA) activities in Kern, Inyo and Mono Counties
Serve a three (3) year term
Attend quarterly Committee (usually at 8:00 a.m. or 3:00 p.m.) and Board meetings (usually at 7:00 a.m.), as assigned
Bring a level of expertise in specific areas to advise staff and other board members on issues pertaining to workforce development
Represent a particular group (or groups), as required under WIOA

NOTE: Some nominees may be considered for "non-Board member" positions on WDB Committees (Program and Business Services, Executive and Youth). Non-Board members may vote on matters at the Committee level only. They may be considered for vacancies on the WDB.

SPECIFY GROUP TO BE REPRESENTED

Nominees may represent one or more. Please check all that apply.

Table with 4 columns and 7 rows of checkboxes for categories: Business (Small, Mid, Large), Labor, Education and Training (Adult, Youth, Higher), Workforce Representative (CBO, Other), Government/Economic/Community Development (Economic/Community, Wagner-Peyser, Vocational Rehabilitation), One-Stop Partner, and Other.

If nominated for Business Representative:

(1) Does nominee represent business that reflects the employment opportunities of the local area? Yes [x] No []

(2) Is the nominee's position that of owner, chief executive or operating officer or other business executive or employer with "optimum policymaking or hiring authority?"
Yes [x] No [] Please explain below:

(3) Has business nominee been nominated by local business organization or business trade association? Yes [x] No [] *Nominating organization must be completed below.

If nominated for Labor Representative:

(1) Has nominee been nominated by local labor federation or a member of a labor organization or a training director from a joint-labor management apprenticeship program, or other such program? Yes [] No [] *Nominating organization must be completed below.

ALL NOMINEES: STATEMENT OF INTEREST

Explain why you wish to serve on the WDB (include interests, qualifications, etc.).

I am eager to support economic growth and workforce readiness. As the Controller of Driltek, Inc., I bring firsthand knowledge of industry challenges and workforce needs. My experience in managing operations, compliance, and financial processes equips me to contribute strategic insights and solutions that align with the board's mission. I am committed to fostering training programs and policies that benefit both employees and employers, ensuring a resilient and skilled workforce for Kern County.

All NOMINEES: WORKFORCE DEVELOPMENT EXPERIENCE

List specific experience with employment, training and/or education programs.

Diverse finance professional with a Master of Science in business administration and 15 years of experience in the oil and gas industry. Prior professional positions include accountant, financial analyst, purchasing specialist and now controller of a mid-sized integrated oil and gas service provider. Diversified individual with formal training and experience in human resources (HR). Possesses in-depth proficiency administering certified payroll and thorough knowledge of Davis-Bacon and California Department of Industrial Relations (DIR) guidelines and regulations. A self-motivated, results-oriented team member, with passion for innovating ways to add value for clients.

I understand the expectations of a WDB member/non-member and volunteer to serve.

Date: 11/04/2024 Nominee Signature: Stephanie Ahlf

***NOMINATING ORGANIZATION (Required for Business and Labor Representatives)**

Name of Organization: Kern Economic Development Corporation
Type of Organization: Economic Development
Nominating Person's Name/Title: Richard Chapman, President & CEO

Date: 11/15/24 Signature: [Signature]

Qualified nominees will be considered by the WDB. Final appointments are made by the Board of Supervisors.

**DRAFT KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD AND
COMMITTEES' MEETING SCHEDULE
CALENDAR YEAR 2025**

Program and Business Services Committee

America's Job Center of California – Bakersfield
1600 East Belle Terrace, Bakersfield, Second Floor
Thursday, January 16, 2025, 8 a.m.
Thursday, April 24, 2025, 8 a.m.
Thursday, August 14, 2025, 8 a.m.
Thursday, November 6, 2025, 8 a.m.

Youth Committee

America's Job Center of California – Oildale Affiliate
1215 Olive Drive Recruitment Center
Wednesday, January 22, 2025, 3 p.m.
Wednesday, April 30, 2025, 3 p.m.
Wednesday, August 20, 2025, 3 p.m.
Wednesday, November 12, 2025, 3 p.m.

Executive Committee

America's Job Center of California – Bakersfield
1600 East Belle Terrace, Bakersfield, Second Floor
Thursday, February 6, 2025, 3 p.m.
Thursday, May 15, 2025, 3 p.m.
Thursday, September 11, 2025, 3 p.m.
Thursday, December 4, 2025, 3 p.m.

Workforce Development Board

America's Job Center of California – Oildale Affiliate
1215 Olive Drive Recruitment Center
Wednesday, February 19, 2025, 7 a.m.
Wednesday, May 28, 2025, 7 a.m.
Wednesday, September 24, 2025, 7 a.m.
Wednesday, December 17, 2025, 7 a.m.



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

REQUEST TO INCREASE THE KERN HIGH SCHOOL DISTRICT'S WIOA SUBGRANT AGREEMENT BUDGET AND PARTICIPANT PLAN FOR THE CAREERS 4 SUCCESS PROGRAM

Dear Board Member:

This letter is to request approval to amend the Program Year 2024-25 Kern High School District Workforce Innovation and Opportunity Act (WIOA) subgrant agreement to add additional funding for the Careers 4 Success program. Careers 4 Success is a work experience program that allows participants to learn skills in various in-demand occupations while earning a wage. The work experience sites are with public, private, or non-profit employers and will align with client skills. The goal is to allow the participants to attain skills and develop appropriate work habits that will enable them to secure and retain unsubsidized employment and become self-sufficient.

The current budget for the Careers 4 Success program is \$340,000, providing services for 20 participants. Many of the slots for Careers 4 Success are utilized by Medical Assistant and Licensed Vocational Nursing students. Employers' Training Resource (ETR) requests to increase the funding to add additional slots for participants from other grants, which include the La Cooperativa Dislocated Agricultural Worker Program, Farmworker Advancement Program, and the Displaced Oil and Gas Workers Fund. ETR proposes to add \$114,102 to the current program budget, which will provide for an additional 15 participants with a total cost of \$454,102. Of the \$114,102 budget increase, \$75,000 is for participant wages, currently capped at \$5,000 per participant. The total funding for the KHSD WIOA subgrant agreement is presently \$984,540, and with the additional funding for the Careers 4 Success program, the contract total will be \$1,098,642. As this is a recent development, ETR was not able to bring this before a Workforce Development Board committee.

Therefore, IT IS RECOMMENDED that your Board approve amending the Kern High School District's WIOA subgrant agreement to provide additional funding for the Careers 4 Success program, which will increase the number of participant slots from 20 to 35 and the funding by \$114,102, to a total not to exceed \$454,102.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE: jw



December 11, 2024

Kern, Inyo and Mono
 Workforce Development Board
 1600 E. Belle Terrace
 Bakersfield, CA 93307

WORKFORCE INNOVATION AND OPPORTUNITY ACT PERFORMANCE GOALS FOR PROGRAM YEARS 2024 AND 2025

Dear Board Member:

In September of 2024, the California Employment Development Department (EDD) negotiated local Workforce Innovation and Opportunity Act (WIOA) performance goals with each Workforce Development Area (WDA) for their Adult, Dislocated Worker and Youth programs for Program Years 2024 and 2025. Per the State's guidance, "once negotiations are completed, the goals are final, and second-year goals cannot be renegotiated."

Below is a chart showing our Program Years 2022 and 2023 goals and our newly negotiated Program Years 2024 and 2025 goals. California's goals are provided for reference.

WIOA PROGRAMS	Program Years 2022 and 2023 Negotiated Local Goals	Program Years 2024 and 2025 Negotiated Local Goals	Program Years 2024 and 2025 California Goals
ADULT			
Employment Rate 2 nd Quarter After Exit	73.0%	78.0%	67.5%
Employment Rate 4 th Quarter After Exit	68.0%	77.0%	65.5%
Median Earnings 2 nd Quarter After Exit	\$7,800	\$8,600	\$7,800
Credential Attainment Within 4 Quarters After Exit	73.0%	66.0%	66.0%
Measurable Skill Gains	79.0%	82.0%	60.0%
DISLOCATED WORKER			
Employment Rate 2 nd Quarter After Exit	71.0%	76.0%	71.0%
Employment Rate 4 th Quarter After Exit	70.0%	73.0%	71.0%
Median Earnings 2 nd Quarter After Exit	\$7,800	\$8,800	\$9,500
Credential Attainment Within 4 Quarters After Exit	71.1%	72.0%	71.5%
Measurable Skill Gains	75.0%	80.0%	60.0%

WIOA PROGRAMS	Program Years 2022 and 2023 Negotiated Local Goals	Program Years 2024 and 2025 Negotiated Local Goals	California Program Years 2024 and 2025 Goals
YOUTH			
Employment/Placement in Education or Training Rate 2 nd Quarter After Exit	67.7%	68.0%	72.0%
Employment/Placement in Education or Training Rate 4 th Quarter After Exit	64.5%	67.0%	71.0%
Median Earnings 2 nd Quarter After Exit	\$4,800	\$5,250	\$4,500
Credential Attainment Within 4 Quarters After Exit	64.2%	60.5%	60.5%
Measurable Skill Gains	70.0%	73.0%	61.0%

Program Year 2022 Performance Results

Program Year 2022 (July 1, 2022 through June 30, 2023) is the most recent year in which the State published raw performance results in comparison to the negotiated goals (see attachment), and Program Year 2023 performance results should be available soon.

EDD's Evaluation of Performance Success

As a reminder, the State's policy for evaluating success and nonperformance went into effect during Program Year 2020. According to EDD Directive WSD20-02 Calculating Local Area Performance and Nonperformance, "At the end of the PY [Program Year], the actual performance numbers for that year will be adjusted using the SAM [Statistical Adjustment Model], which will factor in data on the economic conditions of the Local Area and the populations served by the program(s) during that year. This will determine the adjusted levels of performance for the PY, against which the Local Area's actual results will be compared."

Nonperformance outcomes may lead to sanctions ranging from technical assistance in Year One to ineligibility for discretionary grants or High Performing Board status in Year Two, to having to reorganize (e.g., appointment and certification of a new WDB and prohibition of using eligible providers and partners that have been identified as achieving poor levels of performance) in Year Three.

Program Year 2022 Final Performance Scores

PY 2022 performance scores for each WDA were published in EDD's Information Notice WSIN23-33, issued on March 12, 2024. [Note: This information was shared at your WDB meeting on May 11, 2024.] Per the notice, the Department of Labor (DOL) was only requiring states to achieve a performance score of 50% or higher for the following performance measures, and the State applied the same requirement to the WDAs:

- Employment Rate 2nd Quarter After Exit
- Employment Rate 4th Quarter After Exit
- Median Earnings
- Credential Attainment

Nonperformance occurs when the performance score is below 50% for any measure.

Below are California's PY 2022 final performance scores by program, along with the scores for our WDA. Both the State and our WDA scored above the 50% threshold for all measures for all three programs: Adult, Dislocated Worker, and Youth.

CALIFORNIA WIOA PY 2022	Employment Rate 2nd Quarter After Exit Performance Score	Employment Rate 4th Quarter After Exit Performance Score	Median Earnings Performance Score	Credential Attainment Performance Score
Adult	104.0%	106.8%	114.3%	111.6%
Dislocated Worker	107.1%	110.9%	95.9%	103.8%
Youth	101.4%	107.7%	112.3%	109.2%

KERN, INYO, MONO WIOA PY 2022	Employment Rate 2nd Quarter After Exit Performance Score	Employment Rate 4th Quarter After Exit Performance Score	Median Earnings Performance Score	Credential Attainment Performance Score
Adult	101.9%	106.2%	146.8%	83.3%
Dislocated Worker	96.5%	105.4%	94.9%	96.5%
Youth	98.1%	120.0%	100.6%	85.1%

We will continue to keep your Board informed on WIOA performance.

Sincerely,


 Brandon J. Evans
 Chief Workforce Development Officer

BJE:am

Attachment

PY 2022 WIOA Local Workforce Development Area Performance Tables

Kern/Inyo/Mono Consortium

Title I Adult

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	1,229	815	N/A	N/A
Training Services	872	581	N/A	N/A
Total Local Area	1,229	815	12.4%	7.6%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	73.0%	68.0%	\$7,800	73.0%	79.0%
Total Local Area	82.3%	80.4%	\$11,633	58.2%	90.5%

Title I Dislocated Worker

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	257	160	N/A	N/A
Training Services	160	103	N/A	N/A
Total Local Area	257	160	13.5%	24.9%

Performance	Employment Rate (Q2)	Employment Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	71.0%	70.0%	\$7,800	71.1%	75.0%
Total Local Area	76.1%	73.9%	\$8,395	64.4%	81.5%

Title I Youth

Service Type	Participants Served	Participants Exited	Percent Training-Related Employment	Percent Enrolled in More than One Core Program
Career Services	894	448	N/A	N/A
Training Services	257	75	N/A	N/A
Total Local Area	894	448	9.1%	2.5%

Performance	Youth Employment / Education / Training Rate (Q2)	Youth Employment / Education / Training Rate (Q4)	Median Earnings	Credential Rate	Measurable Skill Gains
Negotiated Target	67.7%	64.5%	\$4,800	64.2%	70.0%
Total Local Area	70.0%	72.4%	\$5,128	59.2%	73.6%



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

LOCAL AND REGIONAL PLANS FOR PROGRAM YEARS 2025-2028

Dear Board Member:

The Workforce Innovation and Opportunity Act (WIOA) requires the Local Workforce Development Area, being the Kern, Inyo, and Mono (KIM) Counties Consortium and the Regional Planning Unit (RPU), which is the San Joaquin Valley and Associated Counties, to prepare the Local and Regional Plans. The San Joaquin Valley and Associated Counties include the counties of Kern, Inyo, Mono, Fresno, Kings, Madera, Merced, San Joaquin, Stanislaus, and Tulare. Each plan serves four years during Program Years 2025-2028 (July 1, 2025, to June 30, 2029) and must be submitted to the California Workforce Development Board on or before April 27, 2025. The CWDB has extended the due date.

The KIM Counties Consortium held a virtual Stakeholder and Community Engagement – Local Planning Forum on November 13, 2024, from 8:30 a.m. to 11:30 a.m. There were 71 attendees at the Local Planning Forum, which covered the following topics:

- How Local Partners will be braiding resources & coordinating services for English Language Learners, foreign-born & refugees.
- How the Department of Human Services will coordinate services to individuals who access CalFresh Employment & Training Services.
- How Child Support Services will align services for non-custodial parents.
- How Jobs First will address environmental sustainability with local partners.

As part of the planning process, the RPU held a virtual Southern Regional Community and Stakeholder Engagement Forum on December 5, 2024, from 9:00 a.m. to 10:30 a.m., on the following topic:

- The Changing Landscape of Jobs and the Economy.

Kern, Inyo, and Mono Counties attendees could participate in the Southern Regional Community and Stakeholder Engagement Forum through Zoom.

The Local and Regional Planning Forums had meaningful stakeholder involvement and community engagement, with many attending, including employers, labor organizations, WIOA partners, community-based organizations, KIM Workforce Development Board members, governmental agencies, and educational partners.

We will advise your Board of any local and regional plans updates.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE: ms

December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

STATUS OF SUBGRANTEE MONITORING REPORTS

Dear Board Member:

The following reports have recently been completed and are being filed with your Board.

Monitoring reports with no findings:

Career Team (10/31/24) Program Report.

Kern County Superintendent of Schools (KCSOS) (5/1/24) Program Report.

Proteus, Inc (10/31/24) Program Report.

Monitoring reports with findings:

California State University, Bakersfield (CSUB) (10/10/24) Program Report. Findings were for not writing case notes in a timely manner and not notifying Employers' Training Resource (ETR) of a participant graduating. Due to ETR not receiving the National Farmworker Jobs Program grant, ETR is no longer contracting with CSUB. CSUB was notified that should they contract with ETR in the future, they should follow the provisions of their contract, including timely case notes and notifying ETR of graduating participants. The findings are closed.


Kern Community College District (KCCD) (3/26/24) Fiscal Report. Findings were for Operator Expense Reports (OER) not being submitted on time and for not ensuring that fuel cards were only used to purchase fuel. In response, KCCD stated that they would work with their district office to ensure OERs were submitted on time and reimbursed Employers' Training Resource (ETR) \$2,500.00 in disallowed costs. The findings are closed.

West Kern Adult Education Network (WKAEN) (5/7/24) Fiscal Report. Findings were for not submitting budget transfer requests when exceeding budgeted line item amounts; gifting clothing and other items; not obtaining approval when purchasing equipment with an acquisition cost of \$5,000 or more; using WIOA funds for building improvements; weak internal controls; and purchasing supportive service items in excess of need. In response,

WKAEN reimbursed ETR \$95,750.18, hired a financial consultant, and stated that they would follow all applicable laws and regulations in the future. The findings are closed.

Copies of these reports are on file and available for review by Board members.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE: sw



December 11, 2024

Kern, Inyo, and Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

STATUS OF SUBGRANTEE AUDITS

Dear Board Member:

Employers' Training Resource (ETR) has received audits from the following agencies for which there were no findings related to Workforce Innovation and Opportunity Act (WIOA) programs.

<u>ENTITY NAME</u>	<u>AUDIT PERIOD</u> (Year Ended)
California State University, Bakersfield	June 30, 2023
CityServe	June 30, 2023
Mono County	June 30, 2023
Proteus, Inc.	June 30, 2023
Tehachapi Unified School District	June 30, 2023

Sincerely,


Brandon J. Evans
Chief Workforce Development Officer

BJE:brd

EMPLOYERS' TRAINING RESOURCE

FIRST QUARTER ENROLLMENT PLAN VS ACTUAL SEPTEMBER 2024

Funding Source	Annual Planned Enrollments	Planned Enrollments Thru Sept 2024	Enrollments Thru Sept 2024	Percentage of Plan
WIOA Adult	764	429	436	101.69%
WIOA Dislocated Worker	180	91	85	93.66%
WIOA Youth	681	307	281	91.61%
National Farmworker Jobs Program (7/1/23-9/30/24)	420	420	453	107.86%
EPIC	252	102	133	130.39%
AB 109 (Public Safety & Realignment)	125	31	33	105.60%
La Coop 167 Housing (7/1/23 - 9/30/24)	79	79	81	102.53%
Displaced Oil & Gas Workers (8/1/24 - 3/31/27)	750	47	14	29.87%
Earmark Valley Build MC3 (11/6/23-9/30/25)	30	16	22	140.00%
HRCC (9/1/23-12/31/25)	105	47	44	94.29%
Regional Equity & Recovery (12/1/22 - 9/30/25)	120	78	94	121.06%
Prison 2 Employment (6/1/23 - 12/31/25)	42	22	38	175.30%
La Coop USDA Farmworker Relief (11/1/22 - 10/31/24)	5,280	4,440	5,280	118.92%
La Coop Dislocated Ag Worker Program (2/1/24-12/31/24)	25	14	30	214.29%
STEP (2/1/24 - 12/31/26)	10	10	6	60.00%
Transformative Climate Communities (9/1/24 - 8/31/29)	27	1	-	0.00%
Farmworkers Advancement Program (2/1/24 - 3/31/26)	24	18	38	211.11%
TOTAL ENROLLMENTS	8,914	6,150	7,068	114.93%
	1ST Qtr Planned	1ST Qtr Actual	YTD Planned	YTD Actual
Total Job Seekers at America's Job Center Combined Youth & Adult***	2,500	3,468	2,500	3,468
Employers Served at America's Job Center***	75	124	75	124

***As the numbers reported for each quarter are non-duplicated customers/employers, the quarters when added will not equal the year-to-date numbers. In addition, as many employers/customers can receive services in all reporting quarters, the year-to-date goals are adjusted for non-duplication of services and may be less than the total of all quarters when added.

Noteable accomplishments this quarter:

Highest paid wage for the 4th quarter is \$129.81/hr for Vice President of Sales. Also notable is \$123.47/hr for a Medical Director and \$100.96/hr for an Executive.

**KERN, INYO & MONO
WORKFORCE DEVELOPMENT BOARD
PROGRAM AND BUSINESS SERVICES COMMITTEE
DISCUSSION AND ACTION ITEMS
NOVEMBER 7, 2024**

Members Present: Brenda Mendivel, Leo Bautista, Alissa Reed, Linda Parker, Brian Holt, and Jeremy Tobias.

Members Absent: Richard Chapman and Arleana Waller.

Staff Present: Anne Meert, Jeremy Shumaker, Marsha Manos, and Danette Williams.

Guests Present: Kathleen Rivera

Brenda Mendivel called the meeting to order at 8:00 a.m.

*Unexcused Absence

Introductions

Members, Staff, and Guests introduced themselves.

Public Comments

Brenda Mendivel asked that the doors on the first floor be unlocked before the meeting so they could enter the building.

Approval of August 22, 2024, Meeting Minutes

Brian Holt motioned to approve the August 22, 2024, meeting minutes. Jeremy Tobias seconded the motion. All ayes. The motion carried.

Draft Kern, Inyo, and Mono Workforce Development Board, and Committees' Meeting Schedule Calendar Year 2025

Jeremy Shumaker asked the committee to review the proposed calendar 2025 and vote as needed. Alissa Reed made a motion to approve the 2025 calendar. Brenda Mendivel seconded the motion. All ayes. The motion carried.

Authorization to Issue Request for Refunding for Workforce Innovation and Opportunity Act Adult, Dislocated Worker, and Combined Programs for Program Year 2025-2026

Anne Meert informed the committee that refunding procurement would be for 2025-2026. Anne said that under current regulations, a complete Request for Proposals (RFP) is required at least once every four years. If year one is funded under the RFP process, with your board's approval, the more limited Request for Refunding process can finance years two through four. The providers are still required to submit the required information. Anne added that in the RFP issued for Program Year (PY) 2023-2024 for WIOA Adult, Dislocated Worker, and Combined programs; they were precise about what they were looking for at that time. Anne said that staff is recommending the same RFR process for PY 2025-2026 to consider continued funding of the programs and services listed below:

- Provider of Career Services at the Delano AJCC, including administering the OJT program (Proteus, Inc.) – PY 2024-2025 contract amount: \$647,073
- Paid Work Experience (Proteus, Inc.) – PY 2024-2025 contract amount: \$134,237
- Paid Work Experience (Kern High School District) – PY 2024-2025 contract amount: \$340,000

Anne added that this procurement would be for career and not training services. Anne also mentioned that this was not for the youth population. Anne also said that if ETR needs to issue an RFP for unanticipated funding or need during the program year, we request your authorization. Your committee and the WDB will be notified should this occur. Brenda Mendivel asked about WEX and whether the healthcare workers' wages were calculated at minimum wage or the current pay rate. Anne explained that WEX was capped at a maximum salary of \$5k, and their specific pay rate determined the hours provided to each participant. There were clarifying discussions on participant hours, rate of pay, and OJTs. Brenda asked if there were numbers available that showed the number of participants who gained employment after completing an OJT. Anne said that the information could most likely come from the case managers. Brenda Mendivel asked who decided to go from the number of hours a participant receives to a maximum amount of \$5k. Jeremy Shumaker responded that he and his staff decided to make that change and explained why. Danette Williams added that OJTs are based on hours, and if the employers needed more time with an employee, they could request more. Anne suggested that employers may be interested in a tiered policy, whereas if the position required a higher pay rate, the employer might be interested in a \$6k cap vs. \$5k. Brenda Mendivel stated that she would be interested in seeing that. Alissa Reed said that evaluating the need and making the changes may be beneficial. There was further conversation about why the wage cap was implemented.

Brian Holt made a motion to approve the staff's recommendation to:

- 1) issuance of an RFR limited to current programs and services for WIOA Adult, Dislocated Worker, and Combined programs for Program Year 2025-2026; and
- 2) if needed, an RFP for other workforce funding or needs that may emerge during the year.

Linda Parker seconded the motion. All ayes. The motion carried.

Local and Regional Plans Program Years 2025-2028

Jeremy Shumaker informed the committee that this item was informational and did not require a vote. Jeremy informed the committee that there is a requirement under WIOA and the RPU to prepare the Local and Regional Plans. Each plan serves four years during Program Years 2025-2028 and must be submitted to the California Workforce Development Board on or before March 31, 2025. Jeremy also said that The KIM Counties Consortium will hold a virtual Local Community and Stakeholder Engagement Forum on November 13, 2024, from 8:30 a.m. to 11:30 a.m. on the topics listed below:

- Braiding resources & coordinating services for English Language Learners, foreign-born & refugees
- Coordinating services with the Department of Human Services' CalFresh Employment & Training customers
- Aligning services for non-custodial parents through Child Support Services

- Addressing environmental sustainability through collaboration

The RPU will hold a virtual Southern Regional Community and Stakeholder Engagement Forum on December 5, 2024, from 9:00 a.m. to 10:30 a.m., on the following topic:

- Opportunities and Challenges for the Workforce Development System

Jeremy said that staff will update the committee on any changes to the local and/or regional plans.

Department Updates

Jeremy Shumaker informed the committee that ETR appealed the decision not to award ETR the farmworker grant, and the department is currently waiting to receive a response from the DOL. Anne added that ETR had received this grant for the last 40 years, and the DOL mentioned that they were looking for new providers to award funds. She also said that the department had been told that there were questions not answered in the application, and the department could show that the questions had been answered.

Danette Williams updated the members on the various activities that the marketing team has been working on.

Committee Member Comments

There were no additional comments.

Miscellaneous Filings

- Program and Business Services Committee Attendance Report
- Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2024

The meeting was adjourned at 8:40 a.m.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
YOUTH COMMITTEE
DISCUSSION AND ACTION ITEMS
NOVEMBER 13, 2024**

Members Present: Norma Rojas-Mora, Brandon Evans, Brian Holt, Karine Kanikkeberg, Priscilla Varela, and Todd Yopez.

Members Absent: Dale Countryman*, David Villarino*, Greg Terry*, Leticia Perez*, and Rosa Chipres.

Staff Present: Michelle Pando, Sarah Woodman, Katie Rivera, Jeremy Shumaker, Marsha Manos, Aisia Fulmer, and Jasmine Hernandez.

Guests Present: Katie Rivera and Erica Maldonado

Norma Rojas-Mora called the meeting to order at 3:08 p.m.

*Unexcused Absence

Introductions

Staff and guests introduced themselves.

Public Comments

There were no public comments.

Approval of the April 10, 2024, Meeting Minutes

Karine Kanikkeberg moved to approve the April 10, 2024, meeting minutes. Todd Yopez seconded the motion. All ayes. The motion carried.

Election of Youth Committee Chair for 2025

Jeremy Shumaker informed the committee of the Workforce Development Board on December 13, 2023, that the Workforce Development Board (WDB) approved revisions to its bylaws regarding the election of the Chair to the Youth Committee. Jeremy added that the chair shall serve a one-year and may serve consecutive terms. This term will begin on January 1, 2025. Norma called for other nominations from the committee members, and Todd Yopez made a recommendation to elect Norma Rojas-Mora as the chair of the Youth Committee. Karine Kanikkeberg seconded the motion. Norma abstained from the vote. All ayes. The motion carried.

Draft Kern, Inyo, and Mono Workforce Development Board and Committees' Meeting Schedule Calendar Year 2025

Jeremy Shumaker informed the committee that the calendar for the 2025 schedule of meetings was before them for their review and approval. Todd Yopez made a motion to

approve the proposed calendar. Karine Kanikkeberg seconded the motion. All ayes. The motion carried.

Authorization to Issue Request for Refunding for Workforce Innovation and Opportunity Act Comprehensive Youth Programs for Program Year 2025-26

Jasmine Hernandez said that one of the functions of the Youth Committee is to recommend to the Workforce Development Board the annual procurement process for contracted programs under the Workforce Innovation and Opportunity Act. She also said that a complete Request for Proposals is required at least once every four years under current regulations. If year one is funded under an RFP process, with approval, years two through four can be funded under the more limited Request for Refunding process. Jasmine added that a full RFP was issued for Program Year 2023-2024, and staff recommends the same RFR process for PY 2025-2026. The following programs are being considered for refunding:

ISY Program

- Kern County Superintendent of Schools (KCSOS)- \$311,521 for 58 participants
- Kern High School District (KHSD) - \$300,000 for 80 participants

OSY Program

- Farmworkers Institute of Education and Leadership Development (FIELD) - \$200,445 for 20 participants
- Kern High School District (KHSD) - \$344,540 for 50 participants
- Proteus, Inc. - \$229,425 for 42 participants
- West Kern Adult Education Network JPA (WKAEN) - \$370,582 for 52 participants

Jasmine also said that agencies must submit a proposed PY 2025-2026 budget and justify any cost increases or program changes. Jasmine said that staff anticipates funding allocations for PY 2025-2026 to be released in late spring 2025.

Jasmine recommended that the committee recommend that the WDB authorize the following: 1) issuance of an RFR limited to current programs for WIOA Comprehensive Youth programs for Program Year 2025-26; and 2) if needed, an RFP for other workforce funding or needs that may emerge during the year.

Todd Yepez made a motion to approve the staff's recommendation. Brian Holt seconded the motion. Karine Kanikkeberg abstained from the vote. All ayes. The motion carried.

Workforce Innovation and Opportunity Act Youth Performance Goals for Program Year 2024 and 2025

Jeremy Shumaker said that in September 2024, the California EDD negotiated local Workforce Innovation and Opportunity Act performance goals with each Workforce Development Area for their Adult, Dislocated Worker, and Youth programs for Program Years 2024 and 2025 and that once negotiations are completed, the goals are final. Second-year goals cannot be renegotiated. Jeremy added that Program Year 2022 is

the most recent year in which the State published raw performance results. Program Year 2023 performance should be provided via an EDD Information Notice to the WDAs at the end of December 2024. Jeremy reminded the committee that the state's policy for evaluating success and nonperformance went into effect during the Program Year 2020. Jeremy also said that nonperformance outcomes may lead to sanctions ranging from technical assistance in Year One to ineligibility for discretionary grants or High Performing Board status in Year Two to having to reorganize in Year Three. Jeremy said that Program Year 2022 final performance scores were calculated by the State, published on March 12, 2024, and referenced a chart in the letter. There was further clarifying conversation regarding median earnings.

Youth Wage/Placement Report

Michelle Pando said that at their meeting on April 10, 2024, the committee asked for additional information regarding the youth providers, specifically wages at placement for youth served. Michelle informed the committee that 108 youths obtained unsubsidized employment with an average salary of \$18.28. The top 6 areas for employment are Medical/Dental, Trades/Maintenance, Retail, Office Workers, Hospitality, and Forest Conservation. These jobs accounted for 70.4% of employment in the program year, and the highest wage, \$42.00, was for a Registered Nurse.

Youth Agency Quarterly Update – Year-End

Michelle Pando said that through June 30, 2024 (100% of the fiscal year), youth agencies submitted actual expenditures equal to 80.5% of the total allocation. The Fourth Quarter Progress Report included the following information:

In-School (ISY) providers:

- 89.3% of their allotted funds were expended,
- 71.3% of their participants were enrolled in work experience, and
- 5.8% were placed in unsubsidized employment.

The Out-of-School Youth (OSY) providers:

- 78.7% expended of the allotted funds,
- 42.7% of OSY enrolled in work experience,
- 17.0% enrolled in training,
- 11.1% enrolled in GED,
- 14.2% enrolled in Post Secondary, and
- 15.0% in unsubsidized employment.

Youth Agency Quarterly Update – First Quarter

Michelle Pando said that through September 30, 2024, youth agencies have submitted actual expenditures equal to 15.3% of the total allocated to this year's youth providers. Michelle said that for in-school (ISY) providers, 20% of their allotted funds have been expended, and 40% of their participants have been enrolled in work experience. The Out-of-School Youth (OSY) providers have expended 12.8% of the allotted funds, with

4.4% of OSY enrolled in work experience, 8.9% enrolled in training, 10% enrolled in Post-Secondary Education, and 3.3% in unsubsidized employment.

Department Update

Brandon Evans said that he and Sarah Woodman had begun working on a formula that would make it easy to project enrollment numbers based on how much they anticipated spending in indirect costs. They hoped to have the information available at the next meeting.

Committee Members Comments

There were no additional comments.

Miscellaneous Filings

The Committee was provided with the following:

- Status of Youth Subgrantee Monitoring Reports
- Youth Committee Attendance Report
- Kern, Inyo and Mono Workforce Development Board and Committees' Meeting Schedule for Calendar Year 2024

As there was no further business, the meeting adjourned at 3:32 p.m.

**KERN, INYO AND MONO
WORKFORCE DEVELOPMENT BOARD
EXECUTIVE COMMITTEE
DISCUSSION AND ACTION ITEMS
NOVEMBER 21, 2024**

Members Present: Leo Bautista, Kelly Bearden, Brandon Evans, Ian Journey, Brenda Mendivel, Lizette Patterson, Alissa Reed,

Members Absent: Anita Martin, Norma Rojas-Mora, Kristen Watson, and Todd Yopez.

Staff Present: Jeremy Shumaker, Marsha Manos, Anne Meert, Linda Lara, Michael Saltz, and Rebecca Zepeda.

Guests Present: Kelly King and Gary Baudette.

Ian Journey called the meeting to order at 3:02 p.m.

*UNEXCUSED ABSENCE

Introductions

Committee members, staff, and guests introduced themselves.

Public Comments

There were no additional public comments.

Approval of the September 12, 2024, Meeting Minutes

Lizette Patterson moved to approve the September 12, 2024, meeting minutes. Brenda Mendivel seconded the motion. All ayes. The motion carried.

Approval of the October 24, 2024, Special Session Meeting Minutes

Brenda Mendivel moved to approve the October 24, 2024, meeting minutes. Kelly Bearden seconded the motion. All ayes. The motion carried.

Request For Approval to Apply for The Farmworkers Advancement Program – Program Year 2024-25

Jeremy Shumaker informed the committee that ETR intended to apply for grant funding from the Farmworkers Advancement Program on behalf of the Kern/Inyo/Mono Consortium. This program is being funded by the Workforce Innovation and Opportunity Act Governor's Discretionary funds through the California Employment Development Department. Jeremy said the grant aims to research, design, and implement projects focusing exclusively on farmworker needs. Jeremy also noted that Kern High School District, Kern Community College District, and Proteus, Inc. would be partners on the grant. The anticipated start date is March 2025. Additionally, ETR will apply for \$1,000,000 to serve 85 farmworkers. The grant does require a 20% funding match, so ETR plans to co-enroll participants with the WIOA Title I Adult. The grant period is 18-24 months. There was further clarifying discussion of the current FAP grant and its providers and the changes in the new grant that ETR would be applying for. It

was mentioned that a current partner had lost its ESL instructor, which was the deciding factor restricting the use of that current provider of service. Brenda Mendivel motioned to approve the staff's recommendation to act on behalf of the Workforce Development Board to authorize the Chief Workforce Development Officer to submit the grant application and execute the required grant documents. Alissa Reed seconded the motion. All ayes. The motion carried.

Approval of the Proposed Agenda for the December 11, 2024, Workforce Development Board Meeting

Brenda Mendivel motioned to approve the agenda for the December 11, 2024, Workforce Development Board meeting. Alissa Reed seconded the motion. All ayes. The motion carried.

Approval of the Proposed Kern, Inyo, and Mono Workforce Development Board and Committees' Meeting Schedule Calendar Year 2025

Jeremy Shumaker informed the committee that the 2025 calendar of meetings was before them for their review and approval. Brenda Mendivel motioned to approve the 2025 calendar of meetings. Alissa Reed seconded the motion. All ayes. The motion carried.

Workforce Development Board Composition and Membership Changes

Anne Meert reported that staff learned that Education member Trudy Gerald, Associate Vice Chancellor, Kern Community College District, has retired. Staff received no response when attempting to contact Ms. Gerald regarding her retirement and her service on the WDB. Anne also said filling that vacancy was not required to maintain the education representation because another representative was on the board. Anne added that Business member Anita Martin has recently moved out of state. ETR staff received no response when attempting to contact Ms. Martin regarding her move and her service on the WDB. Anne said that the board is in compliance with the business majority recommendation and, therefore, recommended that Ms. Martin be removed from the Board and that not filling her vacancy would reduce the board size from 28 to 27 members. Anne reminded the committee that any changes to the composition needed to be done before the certification timeline. Anne also informed the committee that ETR received a WDB member application from Stephanie Ahlf, Controller of Driltek Operating, LLC. Anne added that Ms. Ahlf may be considered a replacement for Anita Martin, or her nomination could be placed in a pool for future vacancies. Additionally, Season Susko, who was appointed a member of the WDB by the Kern County Board of Supervisors on November 5, 2024, was previously employed by Driltek but is currently not employed. Anne also said that before today's meeting, Season informed staff that she is now the HR director for Truitt Corporation and expressed an interest in remaining on the board. Anne said that staff is recommending that the committee approve the removal of Trudy Gerald and not filling this vacancy, thus reducing the Board size to 28 members; approve the removal of Anita Martin, therefore decreasing the Board size to 27, and decide if it wants to recommend that the WDB fill the Business vacancy with Stephanie Ahlf resulting in a Board size of 28 members or keep her nomination in a pool for future consideration. There was further clarifying discussion among the committee members on whether to add Ms. Ahlf to the board. Alissa Reed made a motion to remove Trudy Gerald and Anita Martin. Brenda Mendivel seconded the motion. All ayes. The motion carried.

Discussion of Election of Workforce Development Board Officers

Jeremy Shumaker informed the committee that the Bylaws provide for the election of one Chairperson and one Vice Chairperson by the board members. These officers serve a one-year term, may serve consecutive terms, and shall be Business representatives. Ian Journey and Brenda Mendivel expressed an interest in serving in their respective capacities.

Local and Regional Plans for Program Years 2025-2028

Michael Saltz said that WIOA requires the Local Workforce Development Area and the Regional Planning Unit to prepare the Local and Regional Plans. The KIM Counties Consortium held a virtual Stakeholder and Community Engagement – Local Planning Forum on November 13, 2024, from 8:30 a.m. to 11:30 a.m. There were 71 attendees at the Local Planning Forum. The RPU will hold a virtual Southern Regional Community and Stakeholder Engagement Forum on December 5, 2024, from 9:00 a.m. – 10:30 a.m. Attendees can participate in the Southern Regional Community and Stakeholder Engagement Forum through Zoom or telephone.

Continuous Improvement Plan for The AJCCs

Michael Saltz informed the committee that in accordance with the Workforce Innovation and Opportunity Act, each Local Workforce Development Board must create a Continuous Improvement Plan for each comprehensive, affiliate, and specialized America's Job Center of California (AJCC) One-Stop Center. The plans were derived from the AJCC Certification Indicator Assessments based on the recommendations and evaluations from the Ad-Hoc Committee, including Ian Journey, Brenda Mendivel, Alissa Reed, and Leo Bautista. The plans have been completed. Members asked that the board be provided with progress information at the next board meeting.

Department Updates

Brandon Evans informed the members that EDD monitors had been on-site reviewing ETR's services, focusing on veterans receiving priority service. Brandon added that ETR has enrolled 87 participants in the Dislocated Oil Workers grant, and the proposal is for 750.

Committee Member Comments

Ian Journey commented that closing the EPIC location had been discussed in previous conversations. He added that he wanted to see that center stay open and thought it was a very inviting facility.

Miscellaneous Filings

- Status of Subgrantee Monitoring Reports
- Workforce Development Board and Committee's Attendance Reports
- Kern, Inyo, and Mono Workforce Development Board and Committee's Meeting Schedule Calendar Year 2024

There was no further business, so the meeting was adjourned at 4:27 p.m.

Kern, Inyo and Mono Counties
Workforce Development Board/Committee
Travel Budget Report for 2024-2025

2024-2025 Budget:	\$10,000
Expenses:	
• Ian Journey Meeting of the Minds, Monterey September 2024	\$1,292
Total Travel Expenses	<u>\$ 1,292</u>
Balance Remaining	<u>\$ 8,708</u>

Kern, Inyo & Mono Workforce Development Board PBS Committee Attendance 2024					
P = Present	U=Unexcused	X=Cancelled			
A = Excused Absence		1/18/24	4/4/24	8/22/24	11/7/24
Member					
First	Last	PBS	PBS	PBS	PBS
Richard	Chapman	X	A	P	A
Brandon	Evans	-	-	-	A
Aaron	Ellis	X	P	P	-
Brian	Holt	X	P	P	P
Linda	Parker*	X	P	P	P
Alissa	Reed	X	P	P	P
Jeremy	Tobias	X	P	P	P
Brenda	Mendivel	X	P	P	P
Arleana	Waller*	X	U	REMOVED	
Leo	Bautista*	-	P	P	P
*Non-WDB					

Kern, Inyo & Mono Workforce Development Board Youth Committee Attendance 2024					
P = Present	U=Unexcused	X=Cancelled			
A = Excused Absence		1/24/24	4/10/24	8/28/24	11/13/24
Member					
First	Last	YC	YC	YC	YC
Dale	Countryman*	P	P	X	A
Rosa	Chipres *	U	U	X	U
Brandon	Evans	-	-	-	P
Aaron	Ellis	P	P	X	-
Brian	Holt	A	U	X	P
Ian	Journey	A	U	X	A
Karine	Kanikkeberg*	P	P	X	P
Leticia	Perez	A	P	X	A
Norma	Rojas-Mora	A	A	X	P
Greg	Terry*	A	A	X	A
Priscilla	Varela	A	P	X	P
David	Villarino*	P	A	X	A
Todd	Yepez	P	P	X	P
Clare	Pagnini	-	RESIGNED	-	
*Non-WDB					

Kern, Inyo & Mono Workforce Development Board Executive Committee Attendance 2024							
P = Present	U=Unexcused	X=Cancelled					
A = Excused Absence		2/1/24	4/18/24	5/16/24	9/12/24	10/24/24	11/21/24
Member						Special Session	
First	Last	EXEC	EXEC	EXEC	EXEC	EXEC	EXEC
Leo	Bautista**	P	A	P	P	A	P
Kelly	Bearden	A	P	A	A	P	P
Brandon	Evans	-	-	-	P	P	P
Aaron	Ellis	P	P	P	P	RESIGNED	-
Ian	Journey	P	A	P	P	P	P
Anita	Martin	P	A	A	A	U	U
Brenda	Mendivel	P	A	P	P	P	P
Clare	Pagnini	A	A	A	RESIGNED		
Lizette	Patterson	U	P	A	A	P	P
Alissa	Reed	A	P	P	P	A	P
Norma	Rojas-Mora	U	P	P	A	A	A
Kristen	Watson*	A	P	P	P	A	A
Todd	Yepez	P	P	P	P	P	A
*Non-WDB							
**Non-WDB as of 10/4/23							

Kern, Inyo & Mono Workforce Development Board Attendance 2024					
P = Present	U=Unexcused	X=Cancelled			
A = Excused Absence		2/7/24	5/1/24	9/25/24	12/11/24
Member					
First	Last	WDB	WDB	WDB	WDB
Laura	Barnes	P	A	A	
Kelly	Bearden	P	A	P	
Mike	Beaumont	P	P	P	
Richard	Chapman	A	P	P	
Brandon	Evans	-	-	P	
Aaron	Ellis	P	P	RESIGNED	-
Bryan	Forrest	A	A	P	
Steven	Gomez	P	A	P	
Chris	Gonzales	P	A	A	
Cody	Brooks	-	-	P	
Greg	Gutierrez	P	U	A	
Brian	Holt	P	P	P	
Ian	Journey, Chair	P	P	P	
Greg	Knittel	P	P	P	
Anita	Martin	U	U	A	
Randy	Martin	P	P	A	
Dean	McGee	P	P	RESIGNED	
Brenda	Mendivel	P	P	P	
John	Moralez	P	P	P	
Clare	Pagnini	A	A	RESIGNED	
Lizette	Patterson	p	U	A	
Alissa	Reed	P	A	P	
Norma	Rojas-Mora	A	P	A	
Jay	Tamsi	U	U	A	RESIGNED
Christina	Garza	p	A	P	
Jeremy	Tobias	P	A	P	
Priscilla	Varela	P	P	A	
Todd	Yepez	P	A	P	
Trudy	Gerald	A	P	A	
Michele	Warren	P	P	P	
Alex	Haver	-	-	-	
Season	Susko	-	-	-	
Scott	Odlin	-	-	-	