

REFLECTIONS



Fresno County
Workforce
Investment Board

ANNUAL REPORT 2007-2008



CHANGE. NEW. TRANSITION.

For many of us, these words make us think about what lies ahead. A change in direction, a new opportunity for success, the transition from one chapter to the next. But some of us think about how we arrived and the things we have accomplished.

We stop and reflect.

This past year has proven difficult for thousands of families who have lost their jobs all across the nation as a result of the recession. Fresno County is especially feeling the fallout, as the unemployment rate has risen throughout the region.

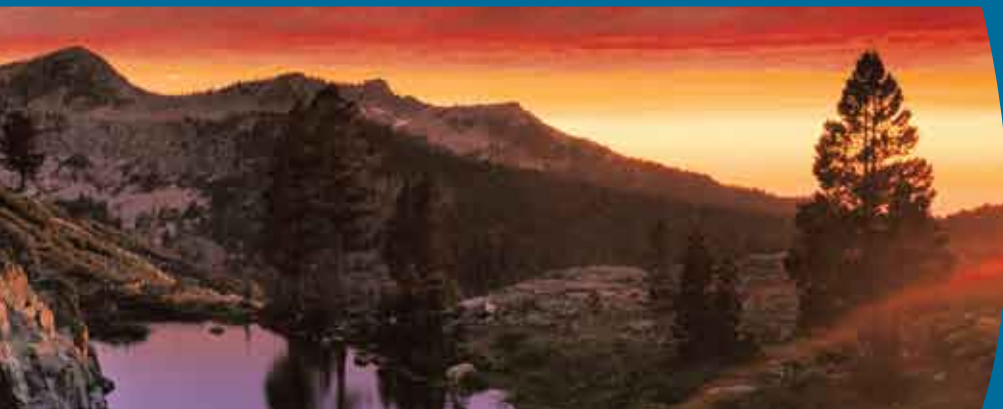
But as we look back on the struggles, we also reflect on our successes.

This year, we've developed a stronger regional presence and we have increased our Fresno County presence by opening more satellite locations. We are focusing on providing a more prepared and qualified workforce for county businesses, so when job seekers find employment, they are better equipped for any upcoming challenges.

One of our biggest achievements of the year was the creation of Careersinthevalley.com, a comprehensive web site for both employers and those looking for employment. During a time when so many Central Valley residents are out of work, this web site has proven to be a lifeline for those who need to get back on their feet. It's also been effective for those who've looked back on their careers and decided it was time for a change.

Academic and Career Advisors (ACAs) have been placed on high school campuses throughout Fresno County to help at-risk youth succeed. ACAs encourage the youth to evaluate their skills and help plan their futures. Our partnership with Pacific Gas & Electric (PG&E) to provide specific job training to recently released veterans has also provided new civilians a chance to assess their skills and dive into exciting new careers.

As we reflect on our achievements from Program Year 2007-2008, we are hopeful that we will continue to find success in the future, and create new opportunities for our community.



FRESNO COUNTY WORKFORCE INVESTMENT BOARD (FCWIB) MEMBERS 2007-2008

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Morel Bagunu	Fashion Fair Mall
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Jim Boone	New England Sheet Metal Works, Inc.
Ken Boyd	The Boyd Company
Tom Crow	State Center Community College District
Michael Dozier	City of Clovis
Robert Fain, Jr.	Field Ironworkers Apprenticeship & Training
Larry Fortune	Fortune Associates
Steve Geil	Economic Development Corporation
Harry S. Gill	Gill Insurance Agency
Frank Gornick	West Hills Community College District
Jeffrey Hensley	Hensley Associates
Terry Holcomb	Betts Spring Company
Julie Hornback	Fresno County Department of Employment & Temporary Assistance
Kirk Hunter	Southwest Transportation Agency
John Hutson	National Electrical Contractors Association, Inc.
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Arthur Lopez	California Department of Rehabilitation
Samuel Lucido	Lucido Properties
Kurt Madden	Fresno Unified School District
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Sam Norman	The Rios Company
Joe Olivares	California State University, Fresno, ACT Center
Roger Palomino	Fresno County Economic Opportunities Commission
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Daisy Rush	American Association of Retired Persons (AARP)
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Jim Simonian	Simonian Fruit Company
Andrew Souza	City of Fresno
Ray Vargas	State Employment Development Department
Kirk Vogt	United Food and Commercial Workers (UFCW) Local 1288
Bob Waterson	Fresno County Board of Supervisors
Blong Xiong	Fresno City Council
Lydia Zabrycki	Quad Knopf
Blake Konczal	Director

FCWIB COMMITTEES

Larry Fortune, Chair
Executive Committee

Tom Crow, Chair
Business and Industry Committee

Michael Dozier, Chair
Adult Council

Sam Lucido, Chair
Youth Council



MAKING WAVES

A POWERFUL CHANNEL

The FCWIB is always looking for new ways to create a qualified workforce. Through customized training opportunities for job seekers and our strong relationships with community organizations, we have developed successful programs that benefit both employers and job seekers.

FCWIB found a new channel to build a better-skilled workforce by partnering with PG&E's Power Pathways program to assist in recruiting and conducting in-depth skill evaluations and employment-readiness assessments to potential participants and PG&E job applicants.

The Power Pathways program is designed to prepare and train individuals for high-wage and high-demand positions with PG&E and throughout the energy industry. With a 92 percent attendance rate, the class of 26 participants successfully completed the training program and secured high-wage positions with PG&E in Fresno, Madera, Bakersfield and parts of the Bay Area. In Program Year 2008-2009, the FCWIB will continue to work with PG&E to recruit for two additional training programs.

FRESNO COUNTY REGIONAL ENTERPRISE ZONE

The FCWIB works with Fresno County Regional Enterprise Zone (EZ) to provide local businesses with EZ tax credits throughout Fresno County.



What is the Ez Tax Credit? The EZ tax credit was established by the State of California to provide businesses the opportunity to:

- Create additional jobs;
- Access more resources; and
- Increase overall profitability through tax savings.

Businesses can significantly add to their bottom line by taking advantage of the hiring tax credit, which can save up to \$36,000 per qualified employee.

In addition to hiring tax credits, businesses may also be eligible for:

- Sales and Use Tax Credit
- Business Expense Deduction
- Net Operating Loss Carryover
- Net Interest Deduction for Lenders

(Eligibility is by virtue of location, regardless of business type, number of people employed or years of operation)

To find out more about the tax credits and benefits, visit the following web sites:

www.fresno.gov (businesses within the City of Fresno)

www.fresnocountyez.com (businesses within the County of Fresno)

www.hcd.ca.gov/fa/cdbg/ez/ (businesses outside the County of Fresno)

REFLECTING ON 2007 EMPLOYMENT

In order to determine year-to-year employment trends, the FCWIB surveyed 75 percent of the same employers interviewed for the previous year's study in the following eight industries:

- Agile Manufacturing
- Automotive Technology
- Construction/Trades
- Health Care
- Information Technology
- Logistics/Distribution
- Renewable Energy
- Agri-business



While there were significant differences from year to year, both studies revealed a startling discovery: employers in Fresno County are in need of a more qualified workforce. That's because there's a need to fill the increasing number of open positions projected over the upcoming three years.

THE ECONOMY'S RIPPLE EFFECT

Significant economic changes occurred in Fresno County over the last two-year survey period — some which were due to the tough economic conditions nationwide. These changes involved:

- The agricultural freeze
- New housing construction decline

These dramatic changes in our local economy caused a substantial shift in both the current and future occupational demand in Fresno County. The employment data showed a major correlation between the freeze and housing market collapse with four occupational fields:

- Truck driving
- Logistics
- Manufacturing and agriculture
- New home construction

SUCCESS IN SIGHT

A CLOSER LOOK AT TECHNOLOGY

Careersinthevalley.com — Where Employee Skills Meet Employer Needs!

Careersinthevalley.com is an exciting new web site for both employers and job seekers. This valuable resource provides access to training services across the San Joaquin Valley, as well as job postings throughout California. Job seekers can easily determine what types of jobs and training are available, all in one stop.



Careersinthevalley.com provides **current** employment information, including:

- Employment studies for each county
- Vocational training by job title for occupations surveyed
- Career research documents
- No-cost job posting and job search

The web site includes more than 80 career ladders detailing comprehensive information about job requirements, promotional career paths, WorkKeys® requirements and potential salaries. Careersinthevalley.com also helps job seekers through searching, by county, posted jobs throughout the region and the state.



A NEW IMAGE

AVVET GRANT (Assisting Veterans Through Vocational Employment And Training)

The AVVET grant provided services to recently released veterans from the Lemoore Naval Air Station, a naval base with 7,200 active military personnel and more than 12,000 family members. The grant is possible through the collaborative efforts of the following:

- FCWIB
- Kings County Job Training Office
- Current Fresno County Workforce Investment Act (WIA) One-Stop service providers
- West Hills Community College
- Fresno and Kings County Veterans' Service Offices
- California Army National Guard

The AVVET program helps recently released veterans make the transition from military to civilian life. The program examines their occupational interests and identifies their military transferable skills while helping them obtain new job-specific skills. This support helps place veterans in leading industry sectors that offer better wages, benefits and career advancement opportunities in Central California.

To date, 56 of 125 targeted veterans have received services and have been placed in one of the following industries:

- Protection services
- Health care
- Manufacturing
- Construction and trades
- Transportation — logistics and distribution



PADDLING FORWARD



Over the last two years, guided by the vision of the FCWIB's Youth Council, the All Youth One System (AYOS) began creating partnerships with local high schools in Fresno County to better connect with more youth in need of additional services. School administrators were open to the idea, and FCWIB Academic and Career Advisors (ACAs) are currently co-located on four high school campuses throughout Fresno County.

ACAs provide young adults ages 14 to 21 with special one-on-one assistance. ACAs give them a crucial academic boost, whether it's helping them improve their grades in order to pass the California High School Exit Exam (CAHSEE), or guiding them in their transition to future careers and training opportunities.



Through this collaborative co-location project, the FCWIB's youth system was able to:

- **Develop** a targeted youth referral system with high schools
- **Connect** directly with youth in need of additional services
- **Establish** and **Maintain** effective relationships with the high schools
- **Leverage** resources to maximize services provided to youth

Opening up the lines of communication between the FCWIB and the school system has made it possible to expand our high school co-locations to a total of 20 by the end of the 2008-2009 program year.

BRIDGE OVER TROUBLED WATER

THE FRESNO COUNTY BRIDGE PROGRAM

The Fresno County Bridge Program targets pre-screened high-risk and incarcerated youth, as well as “aging-out” foster youth ages 18 to 21 who are on their own. The program is designed to provide them with the support and guidance they need to successfully transition into college, a vocational training program and/or full-time employment. However, this assistance comes with the commitment that the youth completes one full-time semester at Fresno City College while co-enrolled in the All Youth One System.

The Bridge Program provides youth with a unique triage of care that consists of counselors from the All Youth One System, Fresno City College and the Department of Children and Family Services. These counselors are with them every step of the way — continuously working together to develop strategies to assist them to complete the program.

All of the youth in the program continue to work with their counselor to develop an educational and/or employment pathway that will lead to a vocational training certificate, associate’s degree, a four-year degree or full-time employment.

“Caroline, my All Youth One System counselor, pushed me to join the Bridge Program. She said I should do what I really want and make my family proud. It’s a great opportunity to learn about college; they help you know what the courses are about. It’s an awesome experience and a way to get connected with other students.”

Kathy Santamaria, *Medical Administrative Assistant Program*

“I wanted to work and get an education. The All Youth One System staff helps you a lot — they’re always supporting you and they’re always there. They really care about you.”

Johanna Lora, *Medical Assistant Program*



From left to right: Kathy Santamaria, Johanna Lora, Joseph Romer

“I graduated through the program and am still going to Fresno City College studying mechanics and working toward my AA. The All Youth One System counselors are helpful, insightful and they guided me on my career path. They treat you as if you’re family, not like a parent but as an equal. They help you open doors and they push you so you can achieve the most that you can.”

Joseph Romer, *Automotive Mechanics Program*

INSTANT REFLECTIONS, IMMEDIATE ANSWERS

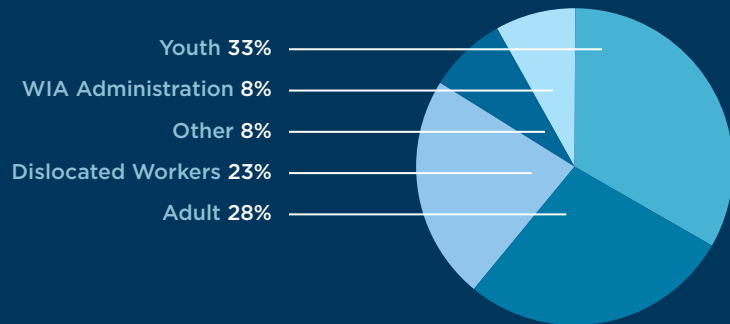


The 2007-2008 program year has been tough on many Fresno County residents who lost their jobs. That's where our Rapid Response Team comes in. This FCWIB service helps eliminate some of the stress of job loss by promptly responding to concerns with compassion — and most important, a plan for the future.

This past year, we made contact with **17 companies** and provided information to **647 displaced workers**. Rapid Response Services address unemployment issues in Fresno County with long-term solutions by creating better-qualified workers who are ready to return to the workforce.

FINANCIAL

FUNDING EXPENDITURES	# SERVED	AMT. EXPENDED	PERCENT
Youth	1,592	\$ 5,637,407	33%
Adult	1,073	4,712,429	28%
Dislocated Workers	732	3,988,345	23%
Universal	23,437	N/A	N/A
WIA Administration	N/A	1,399,978	8%
All Other	N/A	1,302,813	8%
TOTAL EXPENDED FUNDS		\$ 17,040,972	100%



ATTACK IN EVERY DIRECTION!

Once with friends, after having then recently toured the Museum at the Palace of the Legion of Honor in San Francisco, we decided to take a walk around the grounds. Somewhere about halfway between the Cliff House and Land's End we discovered a memorial to the USS San Francisco, a heavy cruiser that saw unbelievable action in WWII, especially at the naval battle(s) off of Guadalcanal.

At that memorial they actually have a section of the navigation bridge from the ship. There you can see the holes in its 12-inch thick steel caused by enemy shells. San Francisco native, Rear-Admiral Daniel J. Callaghan, who lost his life in the battle, found his fleet surrounded by larger enemy vessels. He shrewdly ordered:

***“Odd ships fire to starboard,
even ships fire to port!”***

While we are blessedly not confronted by such physical danger, I bring this story up because we are similarly beset by what appear to be insurmountable odds. Our current national economic morass, which has been compared to the Great Depression (but which in reality is more akin to the severe recession of the late 1970s under President Carter) comes on top of local economic conditions which some have compared to Appalachia.

Our response to this “Double-Barreled” economic wallop must be like Rear-Admiral Callaghan’s — to attack in all directions! While we will never have the full amount of resources needed to address the employment and training needs of all Fresno citizens, we can make sure that the resources we have are put to their highest and best use.

Because of the policies and procedures put in place by our Workforce Investment Board, the acumen of our administrative and contractor staff, and with the assistance of both the City of Fresno and the County of Fresno, I am optimistic that we can deal with what the future brings.

Blake Konczal, Director, FCWIB



PARTNERS

The City of Fresno
Clovis Unified School District
The County of Fresno
Employment Development Department
Fresno County Economic Opportunities Commission
Department of Rehabilitation
Fresno Unified School District
Proteus, Inc.
State Center Community College District
West Hills Community College District

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