

Reaching New HEIGHTS

Annual Report 2014-2015



Fresno Regional
**Workforce
Investment Board**[®]

A proud partner of America's Job Center of CaliforniaSM network.



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Message from the EXECUTIVE DIRECTOR

“How to get the best of it all? One must conquer, achieve, get to the top; one must know the end to be convinced that one can win the end - to know there’s no dream that mustn’t be dared.”

– George Mallory in his work “Climbing Everest.”

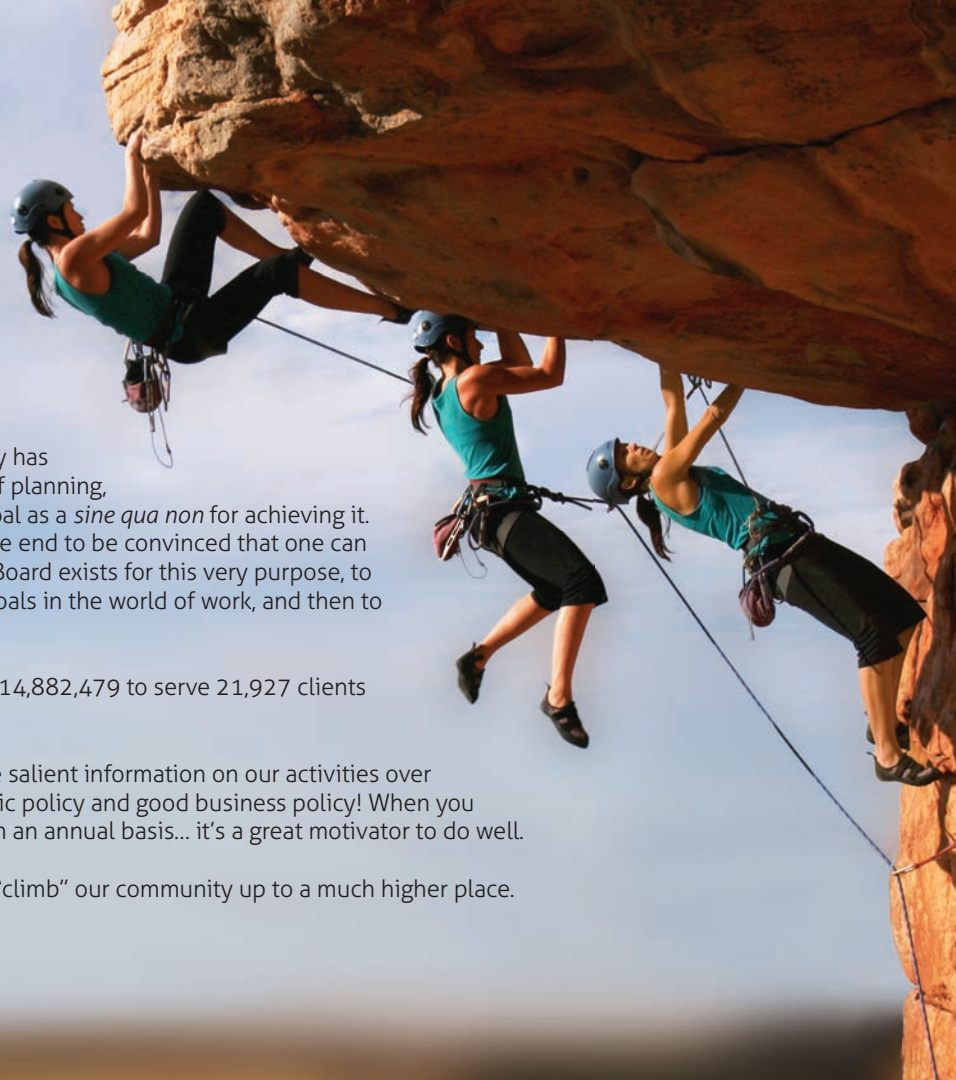
This quote from noted British mountaineer George Mallory has always stuck in my mind. Mallory was a huge proponent of planning, and most importantly on the necessity of knowing your goal as a *sine qua non* for achieving it. This is what he means where he writes “one must know the end to be convinced that one can win the end.” The Fresno Regional Workforce Investment Board exists for this very purpose, to help our youth and adult clients to ascertain achievable goals in the world of work, and then to help them plan out the means to achieve those ends.

In Program Year (PY) 2014-2015, we used our budget of \$14,882,479 to serve 21,927 clients for this purpose.

In this annual report, we have attempted to present all the salient information on our activities over the last year. Transparency is concurrently both good public policy and good business policy! When you know that all your actions and results will be on display on an annual basis... it’s a great motivator to do well.

Thank you for your interest in our program. Together let’s “climb” our community up to a much higher place.

Blake Konczal
Executive Director





Introduction

Our **MISSION**

The Fresno Regional Workforce Investment Board (FRWIB) is dedicated to leading a results-oriented, performance-driven, fully integrated service delivery system that helps businesses meet their workforce needs by providing recruiting, training and outplacement services.

About Us

The FRWIB is a Joint Powers Authority between the City of Fresno and the County of Fresno. The FRWIB oversees the optimal administration of Workforce Investment Act (WIA) funds for the Fresno County region to deliver workforce services with business viewed as our primary customer. We strive to foster economic and workforce development in Fresno County as the most effective way of developing jobs and a healthy tax base.

Under the direction of our Board of Directors, represented by private businesses, elected officials, labor representatives and public entities, our number one goal is to add to the economic vitality of Fresno County. We do this by sticking to the basics – by helping employers develop their businesses with well-trained and uniquely-qualified employees, and by supporting committed individuals in search of employment. Our funds are utilized to provide employment and training programs which assist adults, dislocated workers, at-risk youth (14-21 years old) and local employers. We are laying the foundation for growth and success for our individual job seekers – most importantly, in the community where we live.



Transitioning from Workforce Investment Act to Workforce Innovation and Opportunity Act

As of July 1, 2015, the Workforce Innovation and Opportunity Act (WIOA) is the first reauthorization of the public workforce system in 15 years, superseding the Workforce Investment Act (WIA). As a result of the reauthorization, we began developing strategies and implementing changes to better address the employment and skills needs of job seekers and employers. We will document the adjustments to our system as a result of the reauthorization in our next annual report.

“Our goal is to add to the economic vitality of Fresno County.”





Business

SERVICES

Linking Businesses to the Next Level

Our mantra continues to be “Business is Our Primary Customer” – because without thriving businesses, there are no jobs. So we continue to develop innovative strategies and services that assist local and regional companies in the creation and retention of a qualified and competitive workforce. We do this to strengthen our local economy and to provide greater opportunities for gainful employment for our job seekers.

At our Business Services Center (BSC), start-ups and existing employers have access to services and resources that are beneficial to conducting business, such as:

- Informational workshops on a variety of business topics
- Confidential human resource advice hotline
- Professional environment to conduct business meetings
- Temporary office and conference room spaces, and the use of office equipment

In addition, employers can access Fresno4biz.com – a web-based referral system – to connect directly to our partners, comprised of 12 local non-profit/public organizations. Our partners provide assistance from start-up through retention, financial guidance, expansion, layoff aversion, transition strategies and everything in between.

Stats at a Glance



59

workshops
conducted



368

people attended
workshops



55

businesses accessed
human resource advice hotline



125

businesses utilized
Fresno4biz.com partner services

2014 Fresno Regional

EMPLOYMENT STUDY

This study is an extensive employment and training skills gap analysis utilizing data collected from **1,420** businesses in six (6) high-growth, high-wage industries in healthcare, agile manufacturing, logistics/distribution, construction/trades, automotive technology and information technology. The results indicated that businesses projected a small increase in employment demand over the next three (3) years, although many are still struggling with a multitude of issues that impair their ability to thrive, expand and hire.

Stats at a Glance

Fresno businesses identified the top three (3) barriers to conducting business as:



We will continue to work in conjunction with public educational partners and other training providers to determine how to fill the gaps in training availability, and to create programs that address broad skill development. Our joint efforts will ultimately provide better support of business needs by educating job seekers in order to meet employer requirements.





Pre-Apprentice, Multi-Craft Training Programs – “The Fresno Model”

To expose trainees to different building trades and prepare them for employment opportunities related to the **\$36 billion** in Central Valley public infrastructure projects.

Implementation of the “Fresno Model” began in PY 2012/2013 with seven (7) planned cohorts, funded by two grants from the State of California. In conjunction with the Fresno/Madera/Tulare/Kings Building and Construction Trades Council, training was provided in various areas of the construction/trade industry and resulted in:



150

participants enrolled



6

cohorts completed



126

participants completed
the program



78%

placement rate for
Fresno participants

1 cohort of 24 participants targeted for completion by mid-PY 2015/2016

Additional cohorts are planned utilizing the “Fresno Model” as we continue to work with other Workforce Investment Boards throughout the Valley. Our goal is to expose more individuals to multi-craft, pre-apprenticeship training programs under the following grants:

The Veterans' Employment – Related Assistance Program (VEAP) Recruiting Veteran trainees in preparation for apprenticeship programs

January/April 2016	Fresno Regional Workforce Investment Board
August 2016	Kern, Inyo, Mono Workforce Investment Board
May 2016	Kings County Job Training Office & Tulare County WIB
April 2016	Merced County Workforce Investment Board

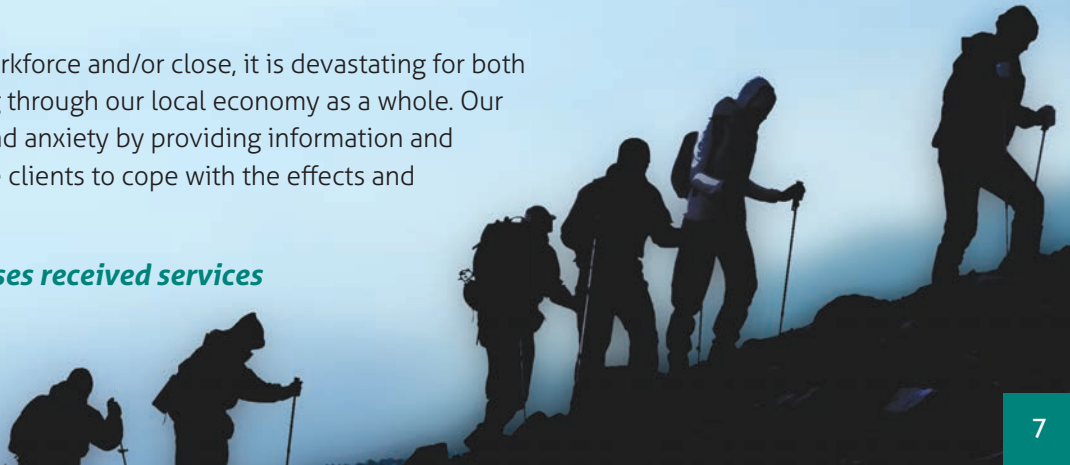
Proposition 39 Program – expands training to three (3) additional counties (*)

July 2016	Tulare County Workforce Investment Board
September 2016	Kings County Job Training Office
October 2016	Stanislaus County Alliance Worknet*
January 2017	Kern County Job Training Office*
February 2017	San Joaquin County WorkNet*

Rapid Response

When a business decides to reduce its workforce and/or close, it is devastating for both the employer and the employees, rippling through our local economy as a whole. Our Rapid Response team lessens that pain and anxiety by providing information and support that will help our Rapid Response clients to cope with the effects and get back to work as quickly as possible.

335 laid-off workers and 21 businesses received services



The **Employer of Excellence Award** is presented to a business who provides a positive work environment that gives employees an opportunity to learn and grow in sustainable careers with benefits.



Stephanie Villanueva,
Business Account Specialist (L)
Adrienne Vanderberg,
Director of HR, Central CA Blood Center (R)

"We have had a great relationship with Workforce Connection for many years. We appreciate that they are mindful of selecting applicants who are not only qualified but are also a good fit for our organization."

Adult/Dislocated Worker SERVICES

Equipping Our Workforce

Stats at a Glance



**Universal services = Self-directed services such as use of computers, copy and fax machines and telephones to conduct job search.*

***OJTs = On-the-Job-Trainings*

We take pride in preparing our job seekers with the skills to compete for the best career paths.

The average annual wage gain increased by 47% for job seekers despite fluctuations in the economy.

Average Annual Wage	2013-2014	2014-2015
At FRWIB enrollment	\$23,462	\$20,257
After exit from the FRWIB	\$28,271	\$29,756
Gain	\$4,809	\$9,499

Youth SERVICES

Providing a Hand Upward

Stats at a Glance



260

entered post-secondary
education



262

gained work experience



170

placed in jobs



303

earned a high school
diploma or GED

\$22,566 in supportive service funds were utilized to assist youth with items necessary to secure a job such as gas, tools and interview clothing.

The success of the 1,252 youth ages 14-21 enrolled in our All Youth One System program revolves around more than just good grades. This is evidenced by 500 youth achieving a mandatory tenth-grade reading and math level, or a minimum improvement of two (2) grade levels. Our "Academic Excellence" model continues to prove that the proper preparation empowers our youth to build up their lives and seize opportunities available to them.

Incarcerated Youth Program: Helping Youth Visualize a Better Future

Our Youth Council continues to dedicate time and resources to provide services to youth detained at the Juvenile Justice Center. A total of 101 incarcerated youth (ages 14-18) were enrolled in a comprehensive program that consists of building/trades classes, academic tutorial activities, job readiness workshops, vocational goal-setting and personal development activities. These services are also provided once they are released, to assist them during the transition.



The **Youth Outstanding Achievement Award** is presented to a youth who has demonstrated a commitment to making changes in his or her life to overcome personal barriers in order to achieve professional success.



Josue Cobain (L) Rodney Casillas,
Academic Career Advisor (R)

"Being in the program helped me gain self-confidence and real work experience. I really appreciate the guidance that Rodney gave me."

The **Youth Employer of Excellence Award** is presented to a business who provides a positive work environment that gives employees an opportunity to learn and grow in sustainable careers with benefits.



Tamar Fagin, Business Account Specialist (L)
Warren Edwards, Owner of TekPro (R)

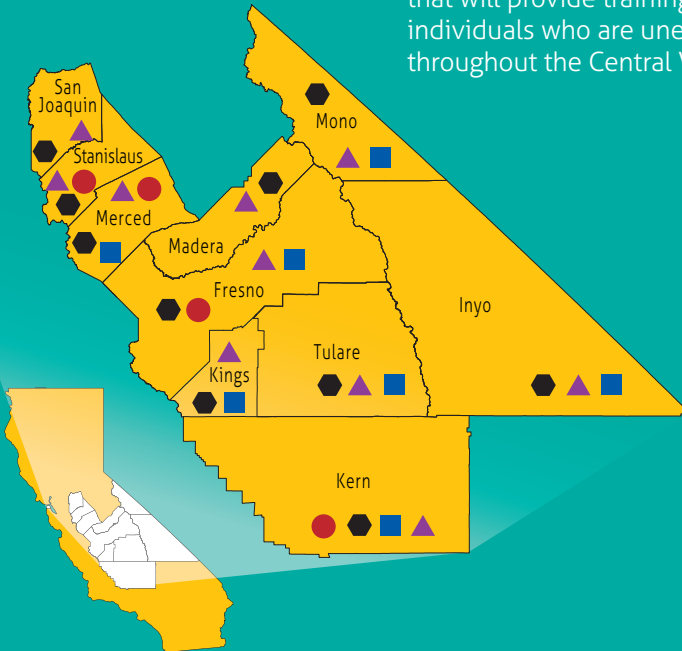
"I can depend on Workforce Connection to send me outstanding candidates who are motivated to work and have a desire to learn."

Grants

Stronger Through Teamwork

Developing and maintaining strong relationships within our community and collaborating with other Workforce Investment Boards (WIBs) throughout the Valley is essential to the success of many of our programs.

As the fiscal agent on a series of grants totaling nearly \$4M, we are collaborating with a consortium of eight (8) WIBs from Stockton through Bakersfield to implement grants that will provide training to veterans, individuals with disabilities, at-risk youth, and individuals who are unemployed and/or underemployed, in various high-growth sectors throughout the Central Valley.



- ▲ **\$850,000 – Proposition 39 Program** will provide training for 160 trainees in “green jobs” within the building and construction trades in preparation for registered apprenticeships.
- **\$1,500,000 – Central Valley Infrastructure Employment Project (CVIEP)** provides pre-apprenticeship and upskill training for public infrastructure related jobs specifically related to the High Speed Rail Project.
- **\$444,444 – Veterans Employment-Related Assistance Program (VEAP)** will provide ongoing training and services for at least 110 veterans in the building trades to prepare them for apprenticeship. The FRWIB has already placed 94 veterans through a similar program.
- **\$1,000,000 – Slingshot Program** prepares Valley residents for employment through the alignment of college training resources to address employer needs in high-growth sectors.

Through collaboration with other WIBs and partnerships with the building and construction trade councils, the FRWIB has become a key organization in training today's construction workforce.

Building & Construction Trades Councils Partnerships

- Fresno, Madera, Kings, Tulare Counties
- Stanislaus, Merced, Tuolumne, and Mariposa Counties
- Kern, Inyo, and Mono Counties
- San Joaquin, Calaveras, and Alpine Counties





Financials

Strength in **NUMBERS** – Program Year Expenditure

Adult/Dislocated Workers	Individuals Served		Total Amount
Universal	20,428	N/A	N/A
Adult <i>(Inc. \$530,340, 25% min. training exp.)</i>	859	26%	\$3,921,319
Dislocated Worker <i>(Inc. \$578,674, 25% min. training exp.)</i>	640	26%	\$3,789,888
Total Served	21,927		
Youth	1,252	27%	\$4,020,604
WIA Administration		8%	\$1,213,098
Other – includes:		13%	\$1,937,570
Workforce Accelerator Fund - \$150,000			
Job Driven National Emergency Grant - \$168,376			
Veterans Employment-Related Assistance Program - \$193,763			
Rapid Response Layoff Aversion - \$446,349			
Central Valley Infrastructure Employment Project - \$622,337			
Non-Workforce Investment Act - \$356,745			
TOTAL	23,179	100%	\$14,882,479

FRWIB

Board of **DIRECTORS**

Tom Abshere	Service Employees International Union (SEIU) Local 521	Tommie Nellon	Unlimited Energy
Robert Alcazar	Proteus, Inc.	Sam Norman	The Rios Company
Richard Alves	Kaiser Permanente	Joe Olivares	UEI College
Brian Angus	Fresno County Economic Opportunities Commission	Aric Olson	Jain Irrigation, Inc.
Oliver Baines	Fresno City Council	Brian Pacheco	Fresno County Board of Supervisors
Lenora Lacy Barnes	State Center Federation of Teachers	Andres Pecina	Fresno Adult School, Cesar E. Chavez Adult Education Center
Paul J. Bauer, Chair	Walter & Wilhelm Law Group	Jose Plascencia	AAA of North California, Nevada, Utah
Andreas Borgeas	Fresno County Board of Supervisors	George Railey	State Center Community College District
Vahagn Bznouni	Citizens Business Bank	Tom Richards	Penstar Group
Tony Canales	United Brotherhood of Carpenters	Chuck Riojas	Just Pictures
Mee Cha	Anthem Blue Cross	Jim Simonian	Simonian Fruit Company
Lee Ann Eager	Economic Development Corporation	Bret Slusser	United Food and Commercial Workers (UFCW) Local 8
Harry S. Gill	Gill Insurance Agency	Al Smith	Greater Fresno Area Chamber of Commerce
Frank Gornick	West Hills Community College District	Renena Smith	City of Fresno
Fely Guzman	LifeBridge International	Lydia Zabrycki	Quad Knopf
Tracewell Hanrahan	Fresno Housing Authority		
Jeffrey Hensley	Hensley Associates		
Richard Keyes	Richard Heath & Associates		
Paula Kinsel	State of California, Department of Rehabilitation		
Adrianna Kuhnle	State Employment Development Department		
Keith Lovgren	Pacific Gas & Electric		
Kurt Madden	Fresno Unified School District		
David Mercer	Operating Engineers, Local 3		
Scott Miller	Gazebo Gardens, Inc.		
Dennis Montalbano	German Auto Repair		
Delfino Neira	County of Fresno Department of Social Services		

FRWIB

Committee **CHAIRPERSONS**

Paul Bauer, Chair Executive Committee	Richard Alves, Chair Adult Council
Lydia Zabrycki, Chair Business & Industry Committee	Dennis Montalbano, Chair Youth Council



Partners

The City of Fresno

The County of Fresno

American Association of Retired Persons

Fresno • Madera • Tulare • Kings Central Labor Council

Clovis Unified School District

Fresno County Department of Social Services

Fresno County Economic Opportunities Commission

Fresno Unified School District

Housing Authorities of the City and County of Fresno

Proteus, Inc.

State Center Community College District

State of California Employment Development Department

State of California Department of Rehabilitation

West Hills Community College District



Fresno Regional
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A proud partner of America's Job Center of California™ network.

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