



# BU<sup>LDING</sup>

## FOUNDATIONS

### FINDING SOLUTIONS



Fresno Regional  
**Workforce**  
Investment Board

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## *FRWIB Committee Chairpersons*

Tom Richards,  
*Executive Committee*

Richard Alves,  
*Adult Council*

Alice Saviez,  
*Business & Industry  
Committee*

Dennis Montalbano,  
*Youth Council*

## A MESSAGE

*From the Executive Director*

As we are in the midst of a slow recovery from an acute economic recession, it is tempting to commiserate. However, such commiseration would be a mistake. It would be, in the words of General Powell quoted above, akin to focusing on “the rearview mirror.” Only a forward-looking driver can reach their destination. Staring backwards will end in a crash. As we maintain our focus on the road ahead, we must scan the horizon to identify new employment and training opportunities. Only by identifying such opportunities can we assist the tens of thousands of unemployed and underemployed individuals who flock to our Workforce Connection Centers each year.

The Fresno Regional Workforce Investment Board (FRWIB) is adding value to our community by proving we can do the impossible – “more with less.” Achieving this impossibility is possible through two distinct, yet related, facts. First – the FRWIB Board of Directors has designed and adopted comprehensive policies and procedures which ensure limited resources earn the greatest return on investment.

“  
*Always focus on the front windshield and not the rearview mirror.*  
”

*-General Colin Powell*

Second – FRWIB administrative staff and contractors are highly adept in their roles of implementing such ROI policies and procedures. This creates a winning combination resulting in valuable programs for unemployed and underemployed individuals to gain employment in high-demand positions.

Just as race car drivers do not win races alone, the Fresno Regional Workforce Investment Board would not be successful without our keen board of directors, a dedicated operational staff, and committed community partners. I am confident in our ability to address future challenges for job seekers.

Please peruse this 2013 Annual Report – not to reflect too long on the past – but to embrace the progress being made for the future of the job market in the community we call home.

Blake Konczal  
*Executive Director*

“  
*A pessimist is one who makes difficulties of his opportunities and an optimist is one who makes opportunities of his difficulties.*  
”

*-President Harry Truman*

# INTRODUCTION

*Annual Report 2012-2013*

Over the years, and it still resonates today, the Fresno Regional Workforce Investment Board (FRWIB) has remained the ultimate optimist, as we continue to pursue opportunities in the midst of the difficulties we encounter. The FRWIB entered Program Year (PY) 2012/2013 with hopes of maintaining the status

quo but instead were faced with yet another reduction in funding. This was compounded by the budget sequestration of 2013 which affected individuals currently employed who were then faced with involuntary unpaid time off, also known as furloughs. Some might see our circumstance as restrictive. We see it as an

opportunity to focus. “Focusing” is about the positive change our volunteer directors, management, staff and partners initiated for the diverse workforce and commerce of Fresno County. And to no one’s surprise, it’s about how we can do it on a dime.

## SUCCESSES



But as we look back on the difficulties, we can also focus on our opportunities.

### *High Speed Rail Project*

Development and implementation of a new policy on National Targeted Hiring provisions for federally-funded projects to ensure employment opportunities for disadvantaged and oft-overlooked communities.

### *Fresno4biz.com*

Strengthened our partnership with 11 agencies to create and launch a website that specifically addresses the needs and concerns of local businesses.

### *Pre-Apprentice Training*

Through our partnership with the Fresno/Madera/Tulare/Kings/Building Trades Council, FRWIB has been able to open career paths in the building trades to our clients.

### *Rapid Response Services*

Businesses and job seekers continue to receive transition services to assist them during this volatile time.

### *Youth*

Academic and Career Advisors provided services to youth on six additional high school campuses.

### *Adult Job Seekers*

As a recipient of the Central Valley Back 2 Work Grant the FRWIB continues to work diligently to provide training and assistance to dislocated job seekers to equip them with the proper skills to be able to compete for future job opportunities in the Valley.

In short, PY 2012-2013 represents the efforts of many whose goals were not solely on filling jobs but also about fulfilling people. Through it all, a simple truth about humanity surfaced: when we each focus our attention on the needs of others, the benefits to the community are exponential.

# BUSINESS SERVICES

*Business Support Collaboration At Its Best*

Armed with a desire to address the needs of Fresno County businesses, 12 agencies collaborated to develop aggressive goals, align individual services, leverage resources and communicate with a unified voice on various business topics.



*This innovative partnership launched Fresno4biz.com to provide businesses with:*

- A one-stop, one-click web based referral process for businesses to access one or all of the partners.
- Over 1,000 customized on-line tools designed to address the needs of businesses based on where they are in the business lifecycle.

- A platform for partners to share information on trends impacting businesses, issues on the horizon, and brainstorm solutions.
- Employer forums on specific industry and permitting issues.

- A virtual, shared community business calendar highlighting business partners' workshops and events.

- Timely and relevant business consultations that may be offered as an alternative to downsizing or closure.

## *High Speed Rail Brings Many Opportunities*

When it became apparent that construction of the country's first bullet train would begin in Central California – one of the most impoverished regions in the U.S. – leadership at the Fresno Regional Workforce Investment Board (FRWIB) set to work on ensuring that struggling communities would benefit from the groundbreaking project. The primary obstacle to overcome was the proposed focused hiring policies that were initially dismissed by the U.S. Department of Transportation, which opined that “Targeted Hire” provisions were not allowed on federally-funded projects. “Targeted Hire” provisions ensure employment opportunities for disadvantaged and oft-overlooked communities. After years of work, and strategic partnerships, the FRWIB crafted a revised policy that encompasses impoverished areas throughout the country and individuals with a range of employment barriers. This policy was approved and in turn adopted by the California High Speed Rail Authority. This led to a grant from California Governor Brown to fund training for potential workers.

The High Speed Rail is a win-win for the Central Valley and job seekers. For many, this will be a life-changing opportunity that will provide the required training to be able to compete for the many jobs that will be created by the High Speed Rail project.



**Pre-Apprentice, Multi-Craft Training**

The FRWIB, in conjunction with the Fresno/Madera/Tulare/Kings (F/M/T/K) Building Trades Council, continues the development and implementation of the “Fresno Model” of pre-apprentice, multi-craft training.

This training program prepares job seekers for employment opportunities related to the \$36 billion in Central Valley public infrastructure projects identified in a study commissioned by the FRWIB and the Central California Workforce Consortium.

The pre-apprentice, multi-craft program exposes trainees to eight different building trades within F/M/T/K Building Trades Council which shares the FRWIB’s goals of developing a diverse workforce that is prepared to meet employers’ needs.

Several cohorts of the FRWIB’s pre-apprentice, multi-craft training have been funded by a grant from Governor Brown’s office for the FRWIB’s Central Valley Infrastructure Employment Project.

**Rapid Response**

The number of businesses requesting services from our Rapid Response team decreased by 53% . A total of 9 companies requested services in comparison to 19 the previous program year, serving a total of 1,518 dislocated workers throughout the County.



# JOB SEEKERS

**Finding Solutions**

Unlike the previous program year, the number of job seekers utilizing our One-Stop system of universal services increased by 15% in PY 2012-2013. With nearly 27,930 job seekers accessing our universal services, our Workforce Investment Act (WIA) funding only allowed us to enroll and provide staff assisted services to a total of 2,106 job seekers. Successful employment was a result for 954 adults and 215 youth.

**Creating Opportunities**

The FRWIB, in partnership with the Stanislaus Alliance, the Kings County Job Training Office, and the Kern/Inyo/Mono Workforce Investment Board, were awarded a \$2.5 million State of California Additional Assistance/Central Valley Back 2 Work Grant to provide job seekers with assessments, work readiness, technical skills training, customized training, and supportive services.

As of June 30, 2013, a total of 30 participants were enrolled and 13 were receiving training. The FRWIB will continue to recruit and train additional jobseekers to compete for upcoming employment opportunities in the Valley.

*# of job seekers who were placed in the following industries:*

	PY 12/13
Healthcare	123
Agile Manufacturing	68
Logistics & Distribution	126
Trades/Construction	29
Automotive Technology	17

**Other Positions**

Business	234
Finance	33

	PY 12/13
Avg. annual wage at FRWIB enrollment	\$19,531
Avg. annual wage after exit from the FRWIB	\$24,586
Avg. annual wage gain	\$5,055
# Adults placed in jobs	954

*Total # of job seekers assisted with training funds/scholarships*

	PY 12/13	
#Adult & Dislocated Workers	307	\$745,230

# YOUTH SERVICES

## Building Foundations

In PY 2012-2013, a total of 1,592 youth enrolled in youth services - 591 were older youth, ages 19-21 and 1,001 were younger youth, ages 14-18. With 29.3% of Fresno County's population under the age of 18, our Youth Council members are adamant that we continue to utilize our "Academic Excellence" model to equip them with the necessary tools to be able to compete in today's job market. Youth are held accountable to achieve the mandatory tenth-grade reading and math levels or a minimum improvement of two-grade levels.

The FRWIB provided a total of \$33,422 in supportive service funds to assist youth with items necessary to secure a job, such as gas, tools and interview clothing (decrease of \$16,955 from last PY).

## Youth Goals Attained

	Total	Younger (14-18)	Older (19-21)
# Who entered post secondary education	268	225	43
# Who attained a Vocational Certificate	33	4	29
# Who attained Basic Skills	346	237	109
# Who attained Occupational Skills	79	66	13
# Who attained Work Readiness	243	154	89

## Skills preparation and number of WIA youths trained:

	Total	Younger (14-18)	Older (19-21)
# Who received H.S./GED	395	350	45
# Who gained Work Experience	419	269	150
# Who were placed in Jobs	215	99	116
# Who improved their Math and/or Reading	346	237	109

## Subjects and number of WIA youth tutored

	Total	Younger (14-18)	Older (19-21)
Reading Comprehension	264	195	69
Math Comprehension	296	198	98

## OPPORTUNITIES

### Incarcerated Youth Program

The FRWIB's Youth Council continues to dedicate time and resources to provide services to youth ages 14-18 inside the Fresno County Juvenile Justice Center (JJC). Our goal is to help incarcerated youth realize a brighter future. Attainment of a high school diploma/GED and/or vocational training to gain skills will increase their opportunities for employment and build their self-esteem.

Eighty-six incarcerated youth participated in this comprehensive program which offers Building/ Trades classes, academic tutorials, job readiness workshops, vocational goal setting, and personal development activities. The program successfully assisted 13 youth attain high school GED's and an additional 10 youth were placed in employment/secondary education.



## YOUTH TESTIMONIALS

### *Academic Career Advisors (ACA)*

Academic Career Advisors are co-located on 24 high school campuses throughout Fresno County serving a total of 436 students.

ACAs collaborate with school counselors and faculty to gain a better perspective on the specific areas of need to provide the proper direction. The number of high school locations increased to 24 from 18 in the previous program year. As a result, many youth are exiting the program with an increased self-confidence, improved skills, and a clear view of where they are headed.

“I was beginning my senior year at Central East High School when I came to AYOS. My grades had slipped after a rough year and a bunch of moves. After I enrolled, I went to all of my program activities and tutorials, and my grades picked up, plus I found my calling through my work experience: social work. After graduation, I enrolled at Fresno City College where I now study Sociology and Communication, and Human Studies, while working as a care provider at two adult care facilities. Thanks to AYOS, I could finally see myself as a more mature, organized and professional person.”

*-Elishia Fields*



For Laquita Pearson, life hasn't always been easy. Although, at seven months old, she was placed in a loving and caring foster care home, she still faced challenges along the way. Particularly, trying to determine what choices were available to her after high school graduation. She credits the Bridge Program and her dedicated and supportive counselor for helping her map out her path to success. The career assessment process helped her gain self-confidence, identify her interests and in 2008 to enroll at Fresno City College. She is currently working as a certified nursing assistant at a local rehabilitation hospital and attending Clovis Adult School's licensed vocational nursing program with an expected graduation date of June 2014.

### *Bridge Program Stats*

30	Total enrollments
34	Total Youth Completed Bridge Program
13	Total Youth completed Bridge Program w/ 12 or more units
27	Total Youth transitioning into Career pathway

Ricky Whitelaw entered the AYOS program at 19 years old, basic skills deficient and with no full-time work experience. With guidance from his counselor and his commitment to succeed, Rickey completed academic upgrades and job readiness skills and earned a Central California Work Readiness Certificate (CCWRC). The CCWRC gave Ricky the opportunity to gain short-term work experience, enroll at Fresno City College and receive a scholarship from the Workforce Investment Board to continue his studies in Heating, Ventilation and Air Conditioning (HVAC). He graduated as a HVAC Technician in 2013 and has found entry-level employment while he continues to look for career path employment.



# FINANCIALS

Fiscal Year 2012-2013

	<i>Expended</i>	<i>% of Total</i>
Adult	\$4,483,781	29%
Dislocated Worker	\$4,144,874	27%
Youth	\$4,586,593	27%
WIA Administration	\$1,312,366	8%
All Other	\$1,031,346	7%
<b>Total</b>	<b>\$15,558,960</b>	<b>100%</b>

## FRWIB Board of Directors

Tom Abshere	Service Employees International Union (SEIU) Local 521	Phil Larson	Fresno County Board of Supervisors
Robert Alcazar	Proteus, Inc.	Keith Lovgren	Pacific Gas & Electric
Richard Alves	Kaiser Permanente	Kurt Madden	Fresno Unified School District
Brian Angus	Fresno County Economic Opportunities Commission	Dennis Montalbano	German Auto Repair
Oliver Baines	Fresno City Council	Tommie Nellon	Unlimited Energy
Paul J. Bauer	Walter & Wilhelm Law Group	Sam Norman	The Rios Company
Deborah G. Blue	State Center Community College District	Joe Olivares	UEI College
Andreas Borgeas	Fresno County Board of Supervisors	Aric Olson	Jain Irrigation, Inc.
Vahagn Bznouni	Citizens Business Bank	Jose Plascencia	AAA of North California, Nevada, Utah
Mee Cha	Anthem Blue Cross	Preston Prince	Housing Authority of the City & County of Fresno
Lee Ann Eager	Economic Development Corporation	Ken Ramos	Wells Fargo Bank
Sally Fowler	Fresno Adult School/Cesar E. Chavez Adult Education Center	Zwi Reznik	State Center Federation of Teachers, AFT Local 1533
Harry S. Gill	Gill Insurance Agency	<b>Tom Richards, Chair</b>	<b>The Penstar Group</b>
Frank Gornick	West Hills Community College District	Chuck Riojas	Just Pictures
Fely Guzman	LifeBridge International	Alice Saviez	Saviez Farms
Gwendolyn Harshaw	Service Employees International Union (SEIU) Local 521	Jim Simonian	Simonian Fruit Company
Jeffrey Hensley	Hensley Associates	Bret Slusser	United Food and Commercial Workers (UFCW) Local 8
Howard K. Himes	Department of Social Services	Al Smith	Greater Fresno Area Chamber of Commerce
Richard Keyes	Richard Heath & Associates	Mary Smith	Service Employees International Union (SEIU) Local 1000
Paula Kinsel	State of California, Department of Rehabilitation	Renena Smith	City of Fresno
Adrianna Kuhnle	State Employment Development Department	Justin Surratt	Schneider Electric
		Lydia Zabrycki	Quad Knopf

## *Partners*

American Association of Retired Persons  
The City of Fresno  
Clovis Unified School District  
The County of Fresno  
Fresno County Economic Opportunities Commission  
Fresno • Madera • Tulare • Kings Central Labor Council  
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

