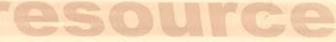
Workforce Investment BOARD, INC.



Growing The Workforce

Tulare County Workforce Investment Board, Inc.

2002-2003 Annual Report







The past year has been one of continued examination and close inspection for the Tulare County Workforce Investment Board, Inc. and its members. Charged in recent years with changing roles, and challenged with looking at new ideas, initiatives, and priorities, the Board has invested considerable time, energy and effort into this process. Working within the structure of facilitated strategic planning sessions, the Board has defined and developed their new roles and priorities. The outcome and message is clear—it is time for the workforce to GROW.

Working behind the scenes to facilitate that growth and ensure that the resources are available, the Board determined early in the year that its three primary goals would be to: 1) provide leadership on critical workforce issues, 2) support and enhance collaborative alliances, and 3) strengthen internal performance and external awareness. These objectives are and will be accomplished in a variety of ways that will also continue to be reviewed and evaluated.

LEADERSHIP

While the Board has always provided the leadership necessary to run effective workforce investment programs, the focus has changed direction. Increasingly, the Board feels the need to lead the community in issues of importance on workforce development—issues beyond hiring and training. Under the Workforce Investment Act, the Board was charged with ensuring that its customer was identified not only as the unemployed or underemployed worker, but as the local business community as well. Well before this national directive was given, the TCWIB was looking at ways to be more inclusive of its business partners. In the past year and longer, the TCWIB has begun to look at ways of identifying and including more services that are not being provided to those business partners. Just finding an employee with the appropriate qualifications is not enough. Making sure that businesses keep pace with changes, helping them remain competitive, and



providing accurate information has now taken center stage.

In order to step up to the plate in this new leadership arena, the Board is prepared to identify key industry leaders and establish the connections that foster a sense of collaboration and helpfulness. In the past year, it has taken the initiative to build on strong existing relationships and establish new ties with key community leaders. Meeting the needs of the business community has been the incentive behind meetings held specifically with its local business partners—the chambers of commerce, the cities, the Business Incentive Zone, the Small Business Development Administration, and the Business Finance Center. Wherever the opportunity presents itself, the TCWIB has stepped forward to make connections and build relationships.

The leadership role takes on a new look, too, with the "Leader of Change" Award, presented by the U.S. Department of Labor. In a unique and creative program of mentorship, the TCWIB will take the role of mentor to other Workforce Investment Boards across the nation. The TCWIB will be leading by example in the area of successfully providing business services to the community. As one of only 20 WIB's identified out of more than 600 nationwide, the Tulare County WIB once again, makes history and sets an example of community leadership. The new program will most certainly focus new and desirable attention on our local community.

COLLABORATION

Although the TCWIB has partnered with agencies to offer services through the one-stop system—the Tulare County Employment Connection—for many years, a new level of collaboration is rising to the surface. Despite on-going promotion, marketing, and awareness campaigns, the progress to inform the community of its services is also an on-going challenge. Recent polls and surveys indicate that, across the nation, the awareness factor among employers is less than satisfactory. Larger employers



are more likely than smaller ones to have heard of one-stop centers and used their services.

The TCWIB is committed to change those figures. A campaign designed specifically to educate the public and invite them into the facilities is being implemented and will continue to be expanded. Every opportunity to meet with the business community or to host them in the facilities will be encouraged with excitement.

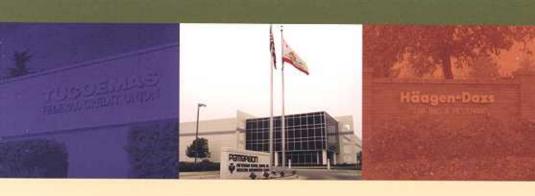
AWARENESS

At the same time that the Board will be looking to enhance collaboration with its business partners, it will be looking at opportunities to increase the general awareness among all of its customers. The Tulare County WIB and its partners have taken seriously the responsibility to adequately identify the customer and reach out to them. In like fashion, they will be looking for new opportunities to tell their story—placing an emphasis on the many successes that are known.

Reporting practices and tools will continue to be perfected—telling the Board exactly who it is serving and how it is doing. Continuing improvement building on an already successful system can only mean providing the best possible services to the community. The community deserves the best and the TCWIB is committed to providing it to them.

THE FUTURE

This past year has seen visits from the General Accounting
Office and the Department of Labor, awards and complimentary
designations, and assistance to thousands of customers. The
future will hold the same, and much more. The Tulare County
Workforce Investment Board, Inc. is excited about the prospects for
the future and is proud to provide services for local residents. The
Board is committed to "grow the workforce" in Tulare County.



Tulare County Workforce Investment Board, Inc. Directors and Administrators

Joe Daniel Administrator

Kathy Johnson Assistant Administrator

Connie Conway Tulare County Supervisor Liaison to the TCWIB

Bill DeLain, Chair Southern California Edison

Gil Aguilar Pine Langley, & Pedroncelli, Inc.

Robert Alcazar Proteus, Inc.

Peter E. Alvitre Biagro Western

Jackie Berst Sierra Life Star

Sandra Bullard Bank of America

Rosa Carlson College of the Sequoias

John Davis Tulare County Health & Human Services Department

Jeff Fly Turning Point of Central California

Donna Glassman-Sommer Tulare County Office of Education

Joe Hallmeyer Ken's Stakes & Supplies

Mariann Hedstrom Visalia Lumber Co. Martha McCurry Ruiz Foods

Charles McAninch Job Resources Unlimited

Rosemary Mendoza State of California Employment Development Department

Dan Neppel Tulare Adult School

Stephen Peck Quad Knopf, Inc.

Carolyn Rose Community Services & Employment Training, Inc.

Paul Saldana Tulare County Economic Development Corporation

William D. Scott State of California Department of Rehabilitation

Jim Vidak Tulare County Office of Education

David Villarino
Farmworkers Institute

Lola Walker United Domestic Workers of America

Harroll Wiley Tri-Counties Bank

Bobbie Wilson National Diversified Sales

Jackie Witzel Fruit Growers Supply



Tulare County Board of Supervisors

Jim Maples, Chair Connie Conway Lali Moheno William Sanders Steve Worthley

Tulare County Workforce Investment Board, Inc. Youth Council

Donna Glassman-Sommer, Chair Tulare County Office of Education

Robert Alcazar Proteus, Inc.

Sandra Bullard Bank of America

Pansy Ceballos Tulare County Office of Education – Choices

John Dallosta State of California Employment Development Department

Martha Falcon Tulare County Office of Education-SEE & Co.

Juan Guerrero Proteus, Inc.

Candace Hilvers TCOE/School Health Programs

Arlene James Heart Program Ron Johnson Tulare County Organization for Vocational Education

Mary Leavitt Business/Education

David Maciel College of the Sequoias

Linda Olmedo Community Services & Employment Training, Inc.

Isabel Olmos Family Healthcare Network

Sondra G. Rester Tulare County Department of Child Support Services

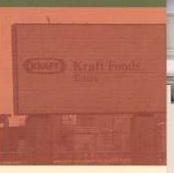
Bea Soxman Visalia Unified School District

Cornelius Van Groningen Education/Juvenile Justice

Randy Wallace Tulare County Office of Education – School-to-Career







TCWIB, Inc. Administered Funding Program Year 2002-2003

PROGRAM	FUNDING
WIA IB - Adult	\$7,227,680
WIA IB - Youth	\$7,486,449
WIA IB - Dislocated Worker	\$6,789,114
WIA IB - Rapid Response	\$1,372,587
Labor Market Grant	\$152,922
Welfare-to-Work 85% Formula	\$3,432,764
Caregiver Initiative Grant State 15% WIA/WTW	\$718,750
WIA IB - Universal Access	\$49,477
TOTAL FUNDING	\$27,229,743
All partners make financial contributions to the One-Stop Sy	stem with non WIA funds.

Partners in the Tulare County One-Stop System are:

FULL PARTNERS

AARP/SCSEP Foundation

ABLE Industries

California Department of Rehabilitation

Community Services and Employment Training (CSET)

Deaf and Hard of Hearing Service Center

Porterville Adult School

Porterville College

Porterville Sheltered Workshop

Proteus, Inc.

Tulare County Department of Child Support Services

Tule River Tribal Council

Turning Point of Central California/REAP

State of California Employment Development Department (EDD)

Synchrony of Visalia

Tulare Adult School

Tulare County Health & Human Services Agency

Tulare County Human Resources & Development

Tulare County Workforce Investment Department

Visalia Adult School

ASSOCIATE PARTNERS

City of Lindsay

City of Porterville

City of Visalia

College of the Seguoias

Porterville Chamber of Commerce

Tulare County Business Incentive Zone

Tulare County Economic Development Corporation

Tulare County Office of Education

Tulare County Organization for Vocational Education (TCOVE)