

Workforce Investment BOARD, INC.



Growing The Workforce

Tulare County Workforce Investment Board, Inc.

2002-2003
Annual Report

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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

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Assistant Administrator

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Proteus, Inc.

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Bank of America

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Martha McCurry
Ruiz Foods

Charles McAninch
Job Resources Unlimited

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Tulare Adult School

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Quad Knopf, Inc.

Carolyn Rose
*Community Services &
Employment Training, Inc.*

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*Tulare County Economic
Development Corporation*

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*State of California Department
of Rehabilitation*

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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



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Bank of America*

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State of California Employment
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Tulare County Office of
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Heart Program*

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Business/Education*

*David Maciel
College of the Sequoias*

*Linda Olmedo
Community Services &
Employment Training, Inc.*

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Family Healthcare Network*

*Sondra G. Rester
Tulare County Department of
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*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 System 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 Sequoias
 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)