



SPECIAL SESSION

Executive Committee Meeting

July 15, 2026
8:00 a.m.

KERN EMPLOYERS'
COUNTY TRAINING
RESOURCE
A proud partner of America's Job Center

1600 E. Belle Terrace
Bakersfield, CA 93307

Kern, Inyo & Mono Counties
Executive Committee
Special Session Meeting Agenda
July 15, 2026

Location: 1600 E. Belle Terrace, Bakersfield, CA
2nd Floor Conference Room

Time: 8:00 a.m.

Dial-in: (831) 296-3421

Access Code: 869 828 278#

Page No.

I. Introduction

II. Public Comments

This portion of the meeting is reserved for persons to address the Committee on any matter not on this agenda but under the jurisdiction of the Committee. Committee members may respond briefly to statements made or questions posed. They may ask a question for clarification, make a referral to staff for factual information, or request staff to report back to the Committee at a later meeting. Also, the Committee may take action to direct the staff to place a matter of business on a future agenda. Speakers Are Limited to Three Minutes.

III. New Business

- | | |
|------|---|
| 1 | A. Approve California Aeronautical University (CAU) as an Automatic Addition to The Workforce Development Board's List of Local Providers as An Institute of Higher Learning – Action Item |
| 2 | B. Approve Inclusion of Associated Builders and Contractors to The Workforce Development Board's Local Provider List – Action Item |
| 3 | C. Conduct Hearing for Mexican American Opportunity Foundation's Appeal the Workforce Development Board Denial Decision for Inclusion on its Local Board Provider List – Action Item |
| 4 | D. Approve Retroactive Transitional Job Individual Training Account Agreement with Kern Alliance of Business in the Amount of \$150,000 – Action Item |
| 5-18 | E. Kern, Inyo, and Mono Counties AJCC System Annual OSO Report FY 2025-2026 |

IV. Committee Member Comments

V. Adjournment

Disabled individuals who need special assistance to attend or participate in a meeting of the Workforce Development Board may request assistance at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, California, or by calling (661) 336-6849. Every effort will be made to reasonably accommodate individuals with disabilities by making meeting materials available in alternative formats. Requests for assistance should be made at least three (3) working days in advance whenever possible. All agenda items supporting documentation is available for public review at Employers' Training Resource, 1600 East Belle Terrace, Bakersfield, 93307 during regular business hours, 8:00 a.m. - 5:00 p.m., Monday through Friday, following the posting of the agenda. Any supporting documentation that relates to an agenda item for an open session of any regular meeting that is distributed after the agenda is posted and before the meeting will also be available for review at the same location. Please remember to turn off all cell phones, pagers, or electronic devices during the meeting.



July 15, 2026

Executive Committee
Kern Inyo Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

**APPROVE CALIFORNIA AERONAUTICAL UNIVERSITY (CAU) AS AN AUTOMATIC
ADDITION TO THE WORKFORCE DEVELOPMENT BOARD'S LIST OF LOCAL
PROVIDERS AS AN INSTITUTE OF HIGHER LEARNING**

Dear Committee Member,

When the Workforce Development board adopted the use of the Local Board Determination policy last summer, The board made a provision that Institutions of Higher Learning would automatically be included on the board's list of local providers. Staff provided a list of local institutions. At that time, California Aeronautical University (CAU) was not included on that list because staff expected CAU to be added to the State's Eligible Training Provider List. To date, that has not happened.

CAU, as an Institution of Higher Learning, offers an Aviation Maintenance Technology Program (AMTP) that staff believes would be beneficial to the Kern County community.

Therefore, IT IS RECOMMENDED that your committee approves CAU's Aviation Maintenance Technology Program as an automatic addition to the Workforce Development Board's list of local providers as an Institution of Higher Learning on behalf of the Workforce Development Board and refers the approval to the board for ratification.

Sincerely,

Brandon J. Evans
Chief Workforce Development Officer

BJE:js



July 15, 2026

Executive Committee
Kern Inyo Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

**APPROVE INCLUSION OF ASSOCIATED BUILDERS AND CONTRACTORS TO
THE WORKFORCE DEVELOPMENT BOARD'S LOCAL PROVIDER LIST**

Dear Committee Member,

At the May 27, 2026, Workforce Development Board (the board) meeting, members were made aware of an application that was received from Associated Builders and Contractors (ABC) for inclusion on the board's Local Provider List. Inclusion on this list allows the board to use Workforce Innovation and Opportunity Act funds on training providers that are not on the State of California Eligible Training Provider List. The board was also made aware that the Review Committee referred ABC's application back to staff for additional questions due to committee concerns.

On June 12, 2026, the Review Committee met to discuss ABC's responses to the additional questions. As a result, the committee had more questions that were submitted to ABC. ABC provided answers to those questions.

On July 9, 2026, the Review Committee met, discussed, and scored ABC's application. The committee's review focused only on ABC's Truck Driving Program due to demand and past success of the program. The committee did not score or consider other ABC programs. ABC's scores met the passing threshold of 75%.

Therefore, IT IS RECOMMENDED that your committee approve the inclusion of ABC's Truck Driving Program to the Workforce Development Board's Local Board Provider list on behalf of the board and refer the approval to the board for ratification.

Sincerely,

Brandon J. Evans
Chief Workforce Development Officer

BJE:js



July 15, 2026

Executive Committee
Kern Inyo Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

**CONDUCT HEARING FOR MEXICAN AMERICAN OPPORTUNITY FOUNDATION'S
APPEAL THE WORKFORCE DEVELOPMENT BOARD DENIAL DECISION FOR
INCLUSION ON ITS LOCAL BOARD PROVIDER LIST**

Dear Committee Member,

At the May 27, 2026, Workforce Development Board (the board) meeting, the board upheld the Review Committee's denial of the applications of Mexican American Opportunity Foundation's (MAOF) Bookkeeping and Clerical programs. The board also authorized staff to notify MAOF of its decision.

On June 11, 2026, MAOF was notified of the board's decision. Included in the notification was the process for appealing that decision. MAOF had 10 business days to notify the Chief Workforce Development Officer of its desire to appeal to the Executive Committee. A hearing must be scheduled within 30 days. At the hearing, MAOF has 10 minutes to present facts to the Executive Committee that it believes were not considered by the Review Committee in its initial scoring. A vote is not required at the hearing. MAOF will be notified in writing of the Executive Committee's decision within 30 days.

Therefore, IT IS RECOMMENDED that your committee conduct the hearing for MAOF's appeal of the board's decision.

Sincerely,



Brandon J. Evans
Chief Workforce Development Officer

BJE:js



July 15, 2026

Executive Committee
Kern Inyo Mono
Workforce Development Board
1600 E. Belle Terrace
Bakersfield, CA 93307

APPROVE RETROACTIVE TRANSITIONAL JOB INDIVIDUAL TRAINING ACCOUNT AGREEMENT WITH KERN ALLIANCE OF BUSINESS IN THE AMOUNT OF \$150,000

Dear Committee Member,

When the Workforce Development board (WDB) adopted the use of the Local Board Determination policy last summer, Kern Alliance of Business (KAB) was included as an automatic provider due to its unique structure and being the only Transitional Jobs training program available. Unlike traditional barriers that most of our participants face, Transitional Jobs are defined as training for those individuals that have been chronically unemployed and typically have a harder time gaining employment. Last year's agreement was for \$200,010. When seeking approval for an agreement last year, the committee was informed that it was for one year and that staff would provide an update upon seeking approval the following year.

During this past year, we have spent less than anticipated and are seeking a contract amount of \$150,000. We believe we can accomplish our goals with this smaller amount. Additionally, will be presenting programmatic information that we believe will satisfy any questions about this program moving forward.

Therefore, IT IS RECOMMENDED that your committee retroactively approve a Transitional Job Individual Training Account Agreement with Kern Alliance of Business in the amount of \$150,000 for the period of July 1, 2026, on June 30, 2027, on behalf of the Workforce Development Board and refers to the board for ratification at its next meeting.

Sincerely,

Brandon J. Evans
Chief Workforce Development Officer

BJE:js

Kern, Inyo, and Mono Counties AJCC System Annual One-Stop Operator Report

Fiscal Year 2025-2026

July 1, 2025 - June 30, 2026

*Prepared by Gary Beaudette, One-Stop Operator
Beaudette Consulting, Inc.*

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1. Executive Summary

This annual report summarizes activities, milestones, partner participation, system improvements, and continuing challenges for the Kern, Inyo, and Mono Counties America's Job Center of California (AJCC) system during Fiscal Year 2025-2026. The reporting period covers July 1, 2025 through June 30, 2026.

Beaudette Consulting, Inc. continued to serve as the One-Stop Operator. The One-Stop Operator facilitated monthly partner meetings, maintained partner communication, supported meeting agendas and follow-up, advanced the electronic referral system, promoted cross-training resources, and worked with partners to improve participation and alignment across the workforce system.

The year began with steady but limited partner participation. Attendance across required partner agencies averaged approximately 26% for the fiscal year, with the first eleven months averaging approximately 22%. During May and June 2026, the One-Stop Operator increased direct outreach to required partner agencies through emails, phone calls, and Zoom meetings. That outreach appears to have contributed to a major improvement at the June 16, 2026 partner meeting, where attendance increased to 15 of 23 required partner agencies, or approximately 65%.

The 65% June attendance rate exceeded the initial SMART goal of increasing required partner attendance from approximately 25% to at least 50%. The next target is to sustain the improvement and move toward 80% required partner attendance in FY 2026-2027.

Beyond attendance, the year included meaningful progress in four major areas:

- The partner group moved from general meeting updates toward measurable system Key Performance Indicators (KPIs).
- The electronic referral system progressed from prototype and partner feedback to testing and soft launch.
- The cross-training video library continued to support onboarding, staff training, and improved referral awareness.
- Partner meetings began to include more practical content, including guest speakers, ETR performance dashboard review, grant opportunities, continuous improvement discussion, and partner service updates.

The core conclusion of the year is direct: the KIM AJCC partner system works better when the right partners are in the room. The June meeting showed that attendance can improve when expectations are clear, outreach is direct, and the meeting has practical value.

2. System Context and Purpose

AJCC System Role

The KIM AJCC system brings together workforce development, education, human services, rehabilitation, adult education, community-based organizations, and other required One-Stop partners serving Kern, Inyo, and Mono Counties. The purpose of the partnership is to improve access to workforce services for job seekers, employers, students, veterans, individuals with disabilities, and other customers who may need coordinated support.

The Local Plan identifies the one-stop partner framework required under WIOA and describes the MOU partners representing core and required programs, including WIOA Title I, WIOA Title II, Wagner -Peyser, Vocational Rehabilitation, Carl Perkins Career Technical Education, Job Corps, SCSEP, Community Services Block Grant, HUD employment and training, TANF/CalWORKs, Second Chance Act, and other related partner programs.

MOU Expectations

The 2025 KIM AJCC MOU reinforces that AJCC partners are jointly responsible for the workforce and economic development, education, and resource service programs that make up the local One-Stop system. The MOU and Local Plan emphasize partner participation in joint planning, service coordination, partner cross-training, system design, and shared responsibility for making services available through the One-Stop delivery system.

For this report, meeting attendance is treated as a practical system health indicator. Attendance is not just a compliance issue. It affects service awareness, referral quality, partner relationships, customer handoffs, and the ability of the system to solve problems across agencies.

Purpose of Partner Meetings

AJCC partner meetings are the primary coordination forum for the KIM system. The meetings are intended to allow partners to:

- Share program, staffing, event, and service updates.
- Discuss challenges that affect service delivery or partner coordination.
- Identify opportunities for collaboration, grants, events, and shared outreach.
- Coordinate activities to reduce duplication and improve customer handoffs.
- Review metrics, outcomes, KPIs, and system improvement priorities.
- Support partner onboarding, cross-training, and understanding of available services.

3. Annual Objectives and SMART Goals

The work of the One-Stop Operator and partner group during FY 2025-2026 aligned to the following annual objectives.

Increase demand-driven skills attainment: Support discussion and coordination around training, education, credentials, career pathways, employer needs, and workforce pipeline opportunities.

Improve upward mobility: Maintain partner communication around services for job seekers, veterans, youth, individuals with disabilities, low-income individuals, dislocated workers, and customers facing barriers to employment.

Align, coordinate, and integrate programs and services: Use monthly meetings, partner updates, cross-training videos, and referral system development to reduce silos and improve handoffs.

Strengthen technology and referral infrastructure: Continue development of the Fillout/Zite and Airtable-based electronic referral process so partners can refer customers more efficiently and track referrals more consistently.

Move the partner meetings toward performance-based operation: Establish SMART goals and KPIs so the group can track improvement instead of relying only on discussion.

SMART Goal Focus: Attendance

A primary SMART goal was established around required partner attendance. The goal was to improve monthly attendance from an average near 25% to at least 50%. By June 2026, the partner meeting exceeded that goal with 15 of 23 required agencies represented, or approximately 65%.

Additional KPI Areas

During the year, the partner group also discussed or advanced the following KPI areas:

- Percentage of required partners attending monthly AJCC meetings.
- Number of continuous improvement ideas implemented per quarter or per month.
- Number of referrals generated through the electronic referral system.

- Number of participants enrolled in training or education programs tied to in-demand occupations.
- Number of participants earning industry-recognized credentials.
- Number of customers successfully placed into employment.

4. Year-at-a-Glance Results

Measure	Result	Notes
Monthly partner meetings held	12	Meetings were held each month from July 2025 through June 2026.
Required partner attendance - annual average	Approx. 26%	71 required partner-agency attendances out of 276 possible agency-month slots.
Required partner attendance - June 2026	65%	15 of 23 required partner agencies attended the June 16, 2026 meeting.
Initial attendance SMART goal	50%	June attendance exceeded the goal by approximately 15 percentage points.
Next attendance target	80%	Recommended target for FY 2026-2027.
Electronic referral system status	Soft launch	Moved from prototype, to testing, to partner soft launch by June 2026.
Cross-training video library	Continued use	20 agency video library continued to support onboarding and partner education.

Annual attendance improved sharply in June, but the overall yearly average remains low. The system should treat the June result as proof of concept, not as a finish line.

5. Quarterly Meeting Summaries

Q1: July - September 2025

Q1 represented a steady start to the new program year. The monthly meetings continued virtually and provided a forum for partner updates, shared issues, and early collaboration opportunities. Attendance fluctuated, but the agencies present contributed to system coordination and kept communication open across Kern, Inyo, and Mono Counties.

Major Q1 themes included continued use of the 20-agency Cross-Training Video Library, discussion of EDD Priority of Service Training, JobFest event planning, grant coordination ideas, and ongoing development of the electronic referral system prototype.

The EDD Priority of Service Training was scheduled and discussed as a key training activity for partners. The training supported consistent understanding of priority of service requirements for veterans and eligible individuals. Kern DHS also shared JobFest planning for Mojave, Ridgecrest, and Taft, and partners discussed ways to help promote employment events and regional workforce activities.

The referral system remained in prototype and feedback mode during Q1. Partners provided input on functionality, privacy, workflow, and governance. The system had not yet launched, but the work established a foundation for later testing and soft launch.

Q2: October - December 2025

Q2 continued the focus on monthly coordination and partner visibility. Partner meetings included structured updates on staffing, service capacity, program changes, outreach events, and customer service challenges. Attendance remained below target, but the meetings produced meaningful information sharing and highlighted the importance of keeping partners connected.

October included updates from EDD, DHS, DOR, ETR, Proteus, Job Corps, and the Independent Living Center of Kern County. DHS reported strong JobFest activity in Mojave and Ridgecrest and promoted the

Taft event. EDD discussed RESEA and regional workforce support. ETR raised the need to modernize partner referrals and supported movement away from paper-based and informal referral processes.

November was a shorter meeting focused on partner status updates, staffing issues, JobFest results, and operational changes. Partner updates continued to show that staffing constraints, housing instability, and capacity limitations affected customer service and referral follow-through across agencies.

December included a featured workforce development presentation focused on Generation Z workforce readiness, wellbeing, and performance. Partners responded positively to the learning component, which supported the idea that future meetings should include short, practical, high-value presentations that make attendance more worthwhile.

Q2 also included representation and reporting to the Workforce Development Board on December 17, 2025, where the One-Stop Operator provided updates on partner engagement, system activities, and continuous improvement priorities.

Q3: January - March 2026

Q3 was the turning point from general partner coordination toward measurable system performance. The partner group began formalizing system-level Key Performance Indicators, including partner attendance, continuous improvement ideas, career pathway participation, employment outcomes, and eventual referral tracking measures.

January served as a reset and direction-setting meeting. Attendance was discussed directly as a system issue. The One-Stop Operator introduced the need for shared, trackable goals and emphasized that attendance affects the entire system, not just the meeting roster. The meeting also included a presentation on the Rural Health Transformation Grant and regional healthcare workforce needs, including workforce shortages, technology gaps, geographic barriers, and the need for pipeline alignment with education providers.

February focused on operationalizing the KPI discussion. Partners discussed attendance, continuous improvement, referral tracking, career pathway participation, use of guest speakers, and the need to avoid duplicative data collection. A major gap was identified: the system lacked a standardized way to track referrals between partner agencies and lacked visibility into whether customers were successfully connected to services.

March continued the discussion around SMART goals, JobFest outcomes, and referral system development. The Bakersfield JobFest 2026 results were significant: 137 employers participated, 4,657 job seekers attended, one employer reported 41 immediate hires, and outreach exceeded 1.8 million impressions. These results demonstrated strong employer and job seeker engagement and gave the partner group a measurable workforce success to reference.

The electronic referral system advanced into testing during Q3. The stated Q4 objective was to fully implement the system, train partners, and achieve more consistent usage across agencies.

Q4: April - June 2026

Q4 showed both the problem and the progress. April and May required partner attendance remained low at 5 of 23 required partner agencies, or approximately 22%. However, after targeted partner outreach, June attendance increased to 15 of 23 required partner agencies, or approximately 65%. This was the strongest meeting of the year and exceeded the initial 50% attendance goal.

April focused on partner updates, collaboration opportunities, success stories, and continued KPI discussion. Grant opportunities were shared, including the Minority Serving Institutions Partnership Program, the U.S. National Science Foundation Research Traineeship Program, and the Louis Stokes Alliances for Minority Participation. The group also continued discussing attendance, continuous improvement, and performance measures tied to demand-driven skills attainment.

May included a guest speaker presentation from Danielle York with York Orthopedic Recovery. Partners shared regional workforce updates, Inyo/Mono Workforce Coalition information, and grant opportunities. The May agenda formally listed attendance as a KPI with a 50% goal, 22% actual average, and a negative 28% gap. Continuous improvement was also identified as a monthly goal beginning June 1.

June included a presentation from Danette Williams of Employers' Training Resource on the ETR website and performance dashboard. The dashboard review helped partners understand where to find job seeker resources, employer resources, training information, partner information, policy bulletins, newsletters, and workforce performance data.

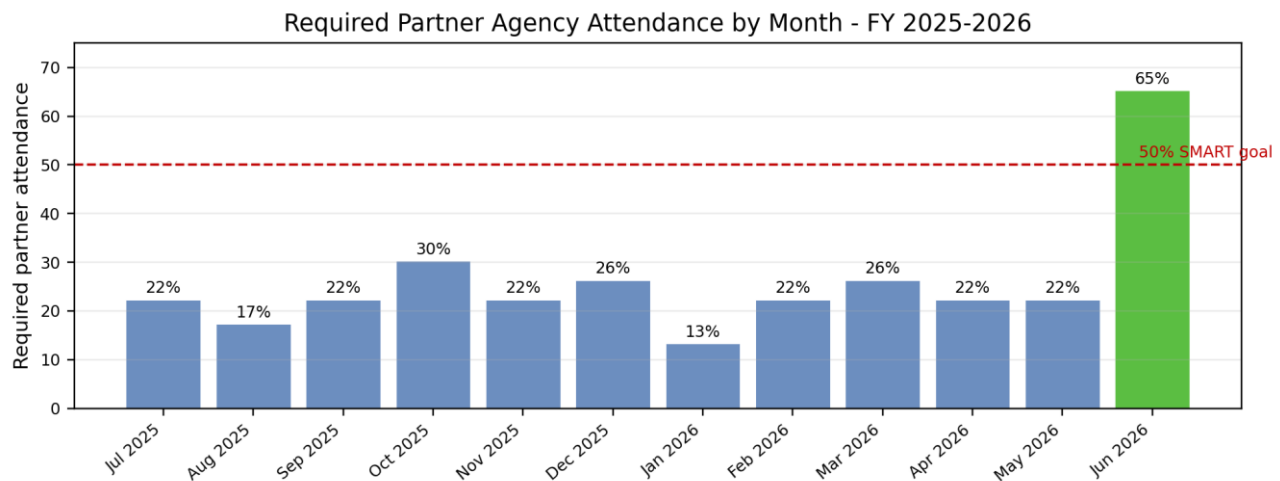
The June meeting also introduced the electronic referral system to the larger partner group as a soft launch. Partners were asked to provide at least two referral notification email addresses per agency. The One-Stop Operator shared the referral form link, the referral email contact spreadsheet, the cross-training video library, and the need for agencies to help test and refine the process.

6. Partner Attendance and Engagement Analysis

Attendance remained the primary system gap during FY 2025-2026. The annual tracker shows that required partner attendance was low for most of the year, then improved significantly in June after targeted outreach and clearer expectations.

Using the current 23-agency tracking list, the system recorded 71 required partner-agency attendances across 276 possible agency-month attendance slots. This results in an approximate annual required partner attendance rate of 26%. The first eleven months averaged approximately 22%, while June reached 65%.

Figure 1. Required partner agency attendance by month



The June increase is significant because it showed that partner attendance can improve when outreach is targeted, expectations are direct, and the meeting offers practical value. The challenge for FY 2026-2027 is to sustain that improvement rather than letting attendance fall back to the previous average.

Meeting Date	Required Agencies Represented	Attendance Rate	Total Participants	Notes
July 8, 2025	5 of 23	22%	14	Below target; partner outreach needed.
August 12, 2025	4 of 23	17%	8	Below target; partner outreach needed.
September 9, 2025	5 of 23	22%	12	Below target; partner outreach needed.
October 14, 2025	7 of 23	30%	16	Improved but still below 50% target.
November 18, 2025	5 of 23	22%	12	Below target; partner outreach needed.

Meeting Date	Required Agencies Represented	Attendance Rate	Total Participants	Notes
December 16, 2025	6 of 23	26%	13	Improved but still below 50% target.
January 20, 2026	3 of 23	13%	12	Below target; partner outreach needed.
February 17, 2026	5 of 23	22%	16	Below target; partner outreach needed.
March 17, 2026	6 of 23	26%	13	Improved but still below 50% target.
April 21, 2026	5 of 23	22%	11	Below target; partner outreach needed.
May 19, 2026	5 of 23	22%	12	Below target; partner outreach needed.
June 16, 2026	15 of 23	65%	31	Best attendance of the fiscal year; exceeded 50% SMART goal.

Attendance Pattern

The attendance pattern shows three important facts:

- EDD, DHS, ETR, Job Corps, DOR, KCCD, Mono County HHS, and Delano Adult School provided much of the recurring participation during the year.
- Several required partners were absent for most or all of the fiscal year, which limited systemwide coordination.
- Several agencies that had been absent or rarely present returned in June, including Bakersfield College, KHSD/Bakersfield Adult School, McFarland Unified School District, Taft College, and Wasco Union High District.

High-Participation Partners

The strongest attendance came from EDD, DHS, ETR, Job Corps, DOR, and KCCD. EDD attended all twelve meetings. DHS attended eleven of twelve. ETR attended eight meetings. These agencies functioned as anchor partners for the year and helped keep the system moving even when broader attendance was limited.

Low or No-Participation Partners

Several required partners had little or no recorded attendance. Housing Authority of the County of Kern, Tehachapi Unified School District, YouthBuild, and Garden Pathways/LCCL representation had no attendance recorded in the current tracker. Other partners attended only once or twice. These agencies should be prioritized for direct follow-up in the next program year.

7. Major System Accomplishments

1. Monthly Meeting Cadence Maintained

The AJCC partner group met every month during FY 2025-2026. Maintaining this cadence was important because it provided a consistent place for partners to share updates, discuss issues, and align on system priorities. Even when attendance was low, the meetings kept the structure alive and allowed the One-Stop Operator to identify participation gaps more clearly.

2. Transition to Measurable Goals and KPIs

One of the most important shifts during the year was the movement from general discussion to measurable goals. By Q3 and Q4, partner meeting agendas included specific KPIs, including attendance, continuous improvement, referrals, and performance data. This moved the partner group closer to a performance-based model.

3. Electronic Referral System Advanced to Soft Launch

The electronic referral system was one of the strongest system improvement projects of the year. The project moved through several phases: Q1 prototype and feedback, Q2 discussion of referral gaps and the need for modernization, Q3 testing, and Q4 soft launch.

Key features and actions included:

- Web-based referral form built through Fillout/Zite.
- Airtable-based backend for organizing referral data.
- Agency referral notification process.
- Collection of at least two referral email addresses per agency.
- QR code access to the referral form.
- Agency-specific database links for viewing referrals sent to each organization.
- Instructions for staff to access the web-based form and use it internally.

The referral system is still in soft launch and will require training, partner usage, feedback, and refinement. However, the progress made this year moved the system from concept to usable tool.

4. Cross-Training Video Library Continued to Support Partner Onboarding

The 20-agency cross-training video library developed in the prior year continued to support onboarding and staff awareness throughout FY 2025-2026. The videos remain a practical resource for new partner staff and for existing staff who need a quick explanation of what each agency does, who they serve, and when referrals may be appropriate.

The library supports better referrals by reducing the "who does what" confusion that often slows down partner-to-partner coordination. The next improvement is to refresh the video library annually or when major partner programs change.

5. Improved Meeting Value Through Guest Speakers and Practical Topics

The partner group tested and expanded meeting value through guest speakers and targeted presentations. Examples included the Rural Health Transformation Grant discussion, Generation Z workforce readiness presentation, York Orthopedic Recovery presentation, ETR dashboard presentation, grant opportunity discussions, and continuous improvement topics. These segments helped make the meetings more useful than a simple round-robin update.

6. Workforce and Employer Engagement Updates Shared Across the System

Partners continued sharing workforce events, employer engagement updates, grant opportunities, and regional coordination activities. JobFest updates, employer events, K-16 activities, Inyo/Mono workforce discussions, Sierra Jobs First information, healthcare sector opportunities, and adult education updates all helped partners understand the broader workforce landscape.

7. Strong JobFest Results Highlighted System Impact

The 2026 Bakersfield JobFest results were a major workforce engagement highlight. The event included 137 employers and 4,657 job seekers, more than double the prior year. One employer reported 41 immediate hires, and outreach exceeded 1.8 million impressions. These results showed strong employer and job seeker demand and reinforced the importance of partner communication around major workforce events.

8. Partner Contact and Representation Issues Became More Visible

The year exposed outdated contact lists, unclear representatives, and missing agency contacts. While this is a challenge, it is also useful information. By the end of the year, the One-Stop Operator was actively

updating contact lists, identifying missing referral emails, clarifying representation for agencies such as LCCL/Garden Pathways, and asking partners to identify correct meeting representatives and alternates.

8. Challenges and Barriers

Inconsistent required partner attendance: Attendance remained below target for most of the year. Low attendance reduces partner awareness, weakens referral coordination, limits problem solving, and makes it difficult for the system to operate as one network.

Outdated or incomplete partner contact lists: Several agencies had missing or outdated contact information. This affected calendar invites, meeting communication, referral system setup, and attendance tracking.

Unclear agency representation: Some agencies were listed in the MOU, while local service delivery may occur through another organization or intermediary. This required clarification, especially where a local organization may be attending on behalf of an MOU partner.

Referral tracking still in early implementation: The electronic referral system reached soft launch, but full value will depend on partner usage, correct notification emails, training, and consistent follow-up.

Data-sharing and measurement limitations: Partners discussed the need for better metrics, but data remains spread across different systems. The ETR performance dashboard helps reduce duplication, but the partner group still needs a simple, realistic measurement process.

Staffing and capacity constraints: Multiple agencies reported staffing shortages, medical leave, retirements, or changing workload priorities. These constraints affect attendance, responsiveness, and service delivery.

Geographic barriers across Kern, Inyo, and Mono Counties: The KIM region is large and diverse. Virtual meetings help reduce travel barriers, but remote participation still requires consistent communication, correct contacts, and clear expectations.

9. Recommendations for FY 2026-2027

Sustain the attendance improvement and target 80%: Use June 2026 as the new baseline to beat, not as a one-time spike. The next measurable goal should be to reach and sustain 80% required partner attendance.

Require one primary and one alternate representative per agency: Each required partner should identify a primary representative and alternate. This prevents attendance from dropping when one person is unavailable.

Continue direct outreach to absent agencies: Agencies with zero or low attendance should receive direct follow-up. Outreach should include the MOU expectation, the value of the meetings, and the option to assign the correct representative.

Fully launch and train partners on the electronic referral system: The referral system should move from soft launch to regular use. Partners need instructions, training, agency-specific links, referral notification emails, and a simple follow-up process.

Track referral activity monthly: Once the system is in use, the partner group should review the number of referrals generated, receiving agencies, and basic follow-up status. Keep the metric simple at first.

Use the ETR dashboard instead of duplicating performance data: The partner group should reference existing ETR performance dashboard data where possible instead of creating duplicate reporting requirements.

Refresh the cross-training video library: The partner video library should be reviewed annually. Agencies with major program or contact changes should update their videos or provide a short addendum.

Keep agendas practical and measurable: Each meeting should include partner updates, one practical learning item or speaker, one continuous improvement item, attendance tracking, referral system updates, and next steps.

Create a simple continuous improvement log: The One-Stop Operator should maintain a list of problems, improvement ideas, owners, due dates, and status updates. This prevents good ideas from dying in the meeting chat.

Provide quarterly attendance reports to leadership: Attendance should be summarized quarterly and shared with appropriate leadership so participation gaps are visible early, not at year-end.

10. Conclusion

FY 2025-2026 was a year of rebuilding structure, improving measurement, and moving the KIM AJCC partner system closer to practical implementation of shared tools. The year included ongoing monthly meetings, continued use of partner cross-training resources, movement toward measurable KPIs, development and soft launch of the electronic referral system, and significant end-of-year improvement in partner attendance.

The most important measurable improvement was June attendance. After months of low participation, the June 16, 2026 meeting reached 15 of 23 required partner agencies, or approximately 65%. This exceeded the initial 50% SMART goal and showed that direct outreach and clearer expectations can move the needle.

The most important system improvement was the electronic referral system. The tool moved from prototype to soft launch and now gives the partner group a practical way to improve referrals, notification, documentation, and future tracking.

The main challenge is sustainability. A strong June meeting does not solve the attendance problem by itself. The next program year should focus on keeping partner attendance high, fully implementing the referral system, maintaining accurate contacts, using existing performance data, and turning partner meetings into a reliable continuous improvement engine for the KIM AJCC network.

Bottom line: the system made real progress, but the work is not done. The next step is to turn the June momentum into a normal operating standard.

Appendix A. Monthly Attendance Summary

This table summarizes required partner agency attendance by month using the current 23-agency OSO attendance tracker.

Month	Meeting Date	Required Agencies Represented	Attendance Rate
Jul 2025	July 8, 2025	5 of 23	22%
Aug 2025	August 12, 2025	4 of 23	17%
Sep 2025	September 9, 2025	5 of 23	22%
Oct 2025	October 14, 2025	7 of 23	30%
Nov 2025	November 18, 2025	5 of 23	22%
Dec 2025	December 16, 2025	6 of 23	26%
Jan 2026	January 20, 2026	3 of 23	13%
Feb 2026	February 17, 2026	5 of 23	22%
Mar 2026	March 17, 2026	6 of 23	26%
Apr 2026	April 21, 2026	5 of 23	22%

Month	Meeting Date	Required Agencies Represented	Attendance Rate
May 2026	May 19, 2026	5 of 23	22%
Jun 2026	June 16, 2026	15 of 23	65%

Appendix B. Required Partner Attendance by Agency

Attendance count equals the number of monthly meetings during FY 2025-2026 in which at least one representative from the agency was recorded as attending.

Partner Agency	FY Attendance Count	Notes
Bakersfield College (BC)	1	Returned in June.
California Department of Rehabilitation (DOR)	5	Participated periodically across the year.
California Indian Manpower Consortium, Inc. (CIMC)	3	Participated in Q2 and Q4, but not June.
Cerro Coso College (CCCC)	2	Participated in March and April.
Community Action Partnership of Kern (CAPK)	2	Participated in October and June.
Delano Adult School (DAS)	4	Participated in Q2 and Q4, but not June.
Kern County Department of Human Services (DHS)	11	Anchor partner; present almost every month.
Employers' Training Resource (ETR)	8	Anchor partner and fiscal/administrative partner.
Employment Development Department (EDD)	12	Present every month.
Farmworker Institute of Education & Leadership Development (FIELD)	2	Participated in May and June.
Housing Authority of the County of Kern (HACK)	0	No attendance recorded.
Inyo County Health and Human Services (Inyo HHS)	1	Participated in August.
Job Corps (Inland Empire)	6	Regular participation across multiple quarters.
Kern Community College District (KCCD)	4	Participated in September, December, March, and June.
Kern High School District / Bakersfield Adult School (KHSD)	1	Returned in June.
McFarland Unified School District (MUSD)	1	Returned in June.
Mono County Health and Human Services (Mono County HHS)	4	Participated in August, December, March, and June.
SER Jobs for Progress, Inc. (SER)	2	Participated in December and June.
Taft College (TC)	1	Returned in June.
Tehachapi Unified School District (TUSD)	0	No attendance recorded.
Wasco Union High District (WUHD)	1	Returned in June.
YouthBuild	0	No local YouthBuild attendance recorded.
Garden Pathways / LCCL representation note	0	Tracked as possible local representative for LCCL; no attendance recorded.

Appendix C. Key Resources and Links

Resource	Link
AJCC Partner Cross-Training / Onboarding Video Library	https://www.youtube.com/playlist?list=PLXGX9OmcMVIIbhyjZOkCFnINnKaYCCq5f
Electronic Referral Form	https://forms.fillout.com/t/foNfUjaZ7us?email=xxxxx
Referral Email Contact Spreadsheet	https://docs.google.com/spreadsheets/d/1eu-

Resource	Link
	Mmosl8mXTGBWNtkk7JKfY2vVjxzaR/edit?gid=1452950497#gid=1452950497
ETR Performance Dashboard	https://www.employerstrainingresource.com/wdb/performance-dashboard-section

Note: The electronic referral form is an internal partner tool. It should be made available to partner agency staff, but it should not be posted publicly as a customer-facing form.