

BOARD MEETING AGENDA

June 2, 2025
12:00 PM – 2:00 PM
Self-Help Credit Union
Community Room
900 Crows Landing Rd.
Modesto, CA 95351
www.stanworkforce.com

Board Members

<i>Bill O'Brien, Chairman</i>	<i>Dr. Kari Knutson Miller, Ph.D.</i>
<i>Cecil Russell, Vice-Chair</i>	<i>Scott Kuykendall</i>
<i>Jennifer Shipman, Secretary</i>	<i>Mary Machado</i>
<i>Erika Angel</i>	<i>Doug Murdock</i>
<i>Margarita Cabalbag</i>	<i>Maryn Pitt</i>
<i>Dean Fadeff</i>	<i>Sam Romeo, MD</i>
<i>Supervisor Mani Grewal</i>	<i>Chris Savage</i>
<i>Jessica Hill</i>	<i>Steve Stevenson</i>
<i>Kris Helton</i>	<i>Doug Van Diepen</i>
<i>Will Kelly</i>	

The Stanislaus County Workforce Development Board welcomes you to its meeting, your interest is encouraged and appreciated.

The Workforce Development Board complies with all provisions of the Brown Act and the Conflict of Interest Code on file with the Stanislaus County Department of Workforce Development. See links below.

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>

<https://www.stanworkforce.com/workforce-board/>

PUBLIC COMMENT PERIOD: Matters under the jurisdiction of the Board, and not on the posted agenda, may be addressed by the general public at the beginning of the regular agenda and any off-agenda matters before the Board for consideration. However, California law prohibits the Board from taking action on any matter which is not on the posted agenda unless it is determined to be an emergency by the Board. Any member of the public wishing to address the Board during the "Public Comment" period shall be permitted to be heard once for up to 5 minutes unless the Chairperson of the Board sets a different time limit. Please complete a Public Comment Form and give it to the Clerk of the Board. If you would like to provide a written comment, please email your comment form to the Clerk of the Board at ixtak@stanworkforce.com by 4:00 p.m. on the Friday prior to the meeting. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/public-comment-forms/>. Your written comment will be distributed to the Board and kept on file as part of the official record of the Board meeting.

The agenda is divided into two sections:

CONSENT ITEMS: These matters include routine financial and administrative actions. All consent items will be voted on as a single action at the beginning of the meeting under the section titled "Consent Items" without discussion. If you wish to discuss a consent item, please notify the Clerk of the Board prior to the beginning of the meeting or you may speak about the item during Public Comment Period.

DISCUSSION AND ACTION ITEMS: These items will be individually discussed.

ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE BOARD ON A MATTER ON THE AGENDA: Please raise your hand or step to the podium at the time the item is announced by the Board Chairperson. In order that interested parties have an opportunity to speak, any person addressing the Board will be limited to a maximum of 5 minutes unless the Chairperson of the Board sets a different time limit.

BOARD AGENDAS AND MINUTES: Board agendas, Minutes, and copies of items to be considered by the Workforce Development Board are typically posted on the Internet on Thursday afternoons preceding a Monday meeting at the following website: https://www.stanworkforce.com/workforce-board/#current_agenda.

NOTICE REGARDING NON-ENGLISH SPEAKERS: SCWD Board meetings are conducted in English. Language assistance request should be made by noon the Friday before the meeting by contacting the Clerk at 209-595-0556.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Board at (209) 595-0556. Notification 72 hours prior to the meeting will enable the Department to make reasonable arrangements to ensure accessibility to this meeting.

1. Call to Order
2. Introductions
3. Conflict of Interest
4. Public Comment Period
5. Presentation
 - A. Dawn Perez Bonsu, Director of Business Operations - Stanislaus Regional Housing Authority
 - B. Transfr Presentation – Dulce Piceno
6. Committee Reports
 - A. Business Development Committee – Kris Helton
 1. Statistics Report presented at the April 17th Committee meeting
 - B. Career Development Committee – Jennifer Shipman
 1. May 8th Committee meeting update
 - C. Youth Development Committee – Mary Machado
 1. Statistics Report presented at the April 8th Committee Meeting
7. Department Report
 - A. Director's Update
 1. "Workforce Wins" - Julie Orona, Community Outreach & Marketing Manager
 2. Budget
8. Consent Items
 - A. Approve the Minutes of the March 3, 2025 Stanislaus County Workforce Development Board Meeting
 - B. Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$200,000 of Workforce Innovation and Opportunity Act Dislocated Worker 2024-2025 Program Year Funds to the Workforce Innovation and Opportunity Act Adult Fund Category
9. Discussion and Action Items
 - A. Approval to Request the Board of Supervisors Proclaim September 2025 as Workforce Development Month in Stanislaus County
 - B. Approval of Contract Renewals for Existing Service Providers and New Contracts for Workforce Innovation and Opportunity Act Services to Underserved Businesses, Sector Strategy, Youth Services, One Stop Operator, Human Resource Services and Digital Skill Needs for the 2025-2026 Program Year
 - C. Approval of the 2025-2026 Sectors and In-Demand Occupation List
 - D. Approval for Workforce Development Board Chair to Sign an MOU Between La Cooperativa Campesina de California and The Stanislaus County Workforce Development Board
 - E. Approval of the Stanislaus County Workforce Development Board Strategic Priorities and the 2025-2028 Stanislaus County Workforce Development Board Local Plan Alignment Analysis

10.Future Topic(s), Discussion, Announcements

Next Meeting: September 8, 2025
12:00 PM – 2:00 PM
Self-Help Credit Union

Business Services Division Quarterly Report

Employer Engagement Activities	July 2024 to Mar 2025	July 2023 to Mar 2024	Percent Change
Total Employers Served	416	531	-22%

Employer Engagement Activities	July 2024 to Mar 2025	July 2023 to Mar 2024	Percent Change
Total Services Provided	2,013	2,797	-28%
• Networking Activities	335	687	-51%
• Job Posting/ Recruiting	493	815	-40%
• Referral Assistance	17	17	0%
• Technical Asst./ LMI	5	56	-91%

**Can be same business served multiple times*

Work-based Training Activities	July 2024 to Mar 2025	July 2023 to Mar 2024	Percent Change
On-the-Job Training	11	41	-73%
Transitional Jobs	22	66	-67%
Paid Work Experience	94	43	+119%
Community Service Program	47	25*	+88%

** Temp. CSP placement due to funding*

Employer Upskill Activities	July 2024 to Mar 2025	July 2023 to Mar 2024	Percent Change
Incumbent Worker Training	0	21	-100%
Customized Training	0	0	0%

** Represents individuals trained through IWT*

Employer Job Placement Activities	July 2024 to Mar 2025	July 2023 to Mar 2024	Percent Change
Positions Filled/ Clients Hired	412	298	+38%

** Includes On-the-Job Trainings*

Business Services Division Quarterly Report

Rapid Response Activities

1st Quarter 2024-2025			
Total WARNS/ Notifications	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
7	8	8	179

2 nd Quarter 2024-2025			
Total WARNS/ Notifications	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
7	10	0	0

3rd Quarter 2024-2025			
Total WARNS/ Notifications	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Provided Services
6	8	3	73

Sector Strategy Updates

- **Agriculture Sector:** The first sector meeting for this program year took place on 11/5/24, and the second meeting is currently scheduled for 4/29/25 with special guest speaker, Sheriff Dirkse. Farm Bureau and SCWD is also conducting one-on-one meetings with 8 different industry partners throughout the program year.
- **Underserved Business Sector:** Agreements with Modesto Chamber of Commerce, Stanislaus Latino Chamber of Commerce, and Stanislaus Equity Partners are to be signed and executed for the 2025-2026 fiscal year. These organizations will be focusing on working with Underserved Businesses within specific zip codes or a specific focus area (such as women-owned businesses). SCWD is also exploring the addition of Ceres Chamber of Commerce taking on an additional zip code.
- **Healthcare Sector:** Continued evolution into a region-wide sector partnership has proved successful. Several new programs have been initiated and are on track to produce good results. Programs like HOPE and the San Joaquin Behavioral Health Workforce Partnership have

delivered consistent, measurable outcomes. The HOPE Program enrolls 30 healthcare professionals per cohort. It has enabled more than 100 local healthcare worker roles such as medical assisting, nurse assisting and phlebotomy to become registered nurses. Similarly, the Behavioral Health Workforce Partnership has placed more than 60 master's level students in local internships leading to graduation and entry into the workforce as licensed social workers. Both initiatives are preparing workers for immediate employment and long-term career growth.

- **Manufacturing Sector:** The development of the manufacturing sector continues to move forward under the umbrella of the Stanislaus 2030 manufacturing and talent development initiative. For the past 12 months subcommittees have spent substantial time researching and planning career pathways, apprenticeship designs, and marketing and branding efforts for the sector. We will begin the process of contracting a Convening Authority and issuing requests for proposals for organizations to step forward and implement these plans.
- **Construction Sector:** We have an agreement with Workforce Pathway Solutions to be the Convening Authority for the Construction Sector and the first partnership meeting is scheduled for 5/20/25. Partnership planning is underway, and a full report will be available in Q1 of the 2025/ 26 program year.
- **Warehouse/Logistics–** SCWD continues to explore Convening Authority options within this sector as well as overall design and implementation. Efforts will be underway soon to initiate a strategic implementation process.

STANISLAUS COUNTY YOUTH WORKFORCE SUMMARY

American Community Survey: 2023 ACS 5-Year Estimates, Civilian Population 16 to 24

Percent of Stanislaus County's
population that are youth
(Age 16 - 24 yrs)

12.4%

Total Stanislaus County Population
552,250
Total Population (Age 16 to 24)
68,688

32,370 Youth
(16 - 19 yrs)



36,318 Youth
(20 - 24 yrs)



Percent of Stanislaus County's
labor force that is youth
(Age 16 - 24 yrs)

14.9%

Total Stanislaus County Labor Force (16+ yrs):
260,768

38,802 Youth (16 - 24 yrs) able to
work or seeking employment

11,491 Age (16 - 19 yrs)

27,311 Age (20 - 24 yrs)

Employment rate for Stanislaus
County Youth
(Age 16 - 24 yrs)

87.3%

33,863 Total Employed
Youth (16 - 24 yrs)

4,939 Total Unemployed
Youth (16 - 24 yrs)

16.6%
Youth Unemployment
Rate (16 - 19 yrs)

11.1%
Youth Unemployment
Rate (20 - 24 yrs)

**TOTAL YOUTH POPULATION
IN STANISLAUS COUNTY:**
(Age 16 - 24 yrs)

68,688

INCOME Median Income in the Past 12 Months (2023 Inflation-Adjusted Dollars)

HOUSEHOLD INCOME BY AGE OF HOUSEHOLDER	STANISLAUS COUNTY	CALIFORNIA
15 - 24 YEARS	\$56,310	\$51,149
25 - 44 YEARS	\$82,135	\$105,081
45 - 64 YEARS	\$98,199	\$112,886
65 YEARS AND OVER	\$56,817	\$69,431

PERCENT BELOW POVERTY LEVEL

17.7%
Under 5 years

16.7%
5 to 17 years

12.4%
18 to 34 years

DISABILITY STATUS

Disability related survey information was received for 549,358 individuals

AGE	WITH A DISABILITY	PERCENT
UNDER 5 YEARS	158	0.4%
5 TO 17 YEARS	5,763	5.2%
18 TO 34 YEARS	8,579	6.6%

EDUCATION

POPULATION IN STANISLAUS COUNTY (18 - 24 yrs) **51,350**

% OF TOTAL YOUTH EDUCATED	EDUCATIONAL ATTAINMENT
10.9%	Less than high school
41.0%	High school graduate (includes equivalency)
41.7%	Some college or associate's degree
6.4%	Bachelor's degree or higher

Board Meeting Minutes

Monday, March 3, 2025

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

12:00 p.m. – 2:00 p.m.

Members in attendance:

Bill O'Brien, Chair	Scott Kuykendall
Erika Angel	Mary Machado
Margarita Cabalbag	Sam Romeo
Dean Fadeff	Chris Savage
Supervisor Grewal	Jennifer Shipman
Jessica Hill	Steve Stevenson
Will Kelly	Doug Van Diepen
Kari Knutson Miller	

Members Excused

Kris Helton	Maryn Pitt
Doug Murdock	Cecil Russel

Staff in attendance:

Doris Foster	Sara Redd
Kris Ixta	Donya Nunez

6 additional guests were present

1. Call to Order Bill O'Brien, Workforce Development Board Chair, called the meeting to order at 12:04 p.m.
2. Chairman O'Brien announced that long standing board member Greg Vincelet had retired and was no longer a member of the Board.
3. Swearing in of new board members Erika Angel, Will Kelly, Sam Romeo, and Steve Stevenson.
4. Introductions
5. Conflict of Interest
Chairman O'Brien outlined the Conflict of Interest Policy.
6. Public Comment Period
Chairman O'Brien gave information on the Public Comment Period. There were no comments.

7. Committee Reports

A. Business Development Committee

In Kris Helton's absence, Doris Foster, Workforce Development Director, shared the Business Services Division Quarterly Report which included employer engagement activities, work-based training activities, employer upskill activities, and employer job placement activities. Additionally, she reviewed the quarterly Rapid Response activities and Sector Strategy updates. Director Foster then reviewed the quarterly report for the Business Services division which included program comparisons of October 2023-December 2023 to October 2024-December 2024. There was also information provided for participants within specialty populations for the 2024 program year.

B. Career Development Committee

Jennifer Shipman, Career Development Committee Chair, reported that there had been two committee meetings since the last board meeting. The committee has had presentations from Modesto City Schools on their Career and Technical Education programs and from Stanislaus 2030 on their manufacturing strategy. Jennifer updated the Board on the progress of the In-Demand Local Training Provider list and that they are working on a career pathways list. She explained in more detail what that list is and how they plan to use it moving forward.

C. Youth Development Committee

Mary Machado, Youth Development Committee Chair, reported that at the last committee meeting they had a presentation on the Juvenile Justice System by David Costa from Stanislaus County Probation. She said that there was discussion on the Summer Youth program and that they have begun planning for this year's STANDOUT! youth event that will take place in July.

8. Department Report

A. Director's Update

Doris Foster, Workforce Development Director, reported the following:

- Enrich & Employ Program overview and update.
- AJCC Quarterly Report for Q2. We will be looking for a new One-Stop operator for next year.
- Department and Job Center Hours were approved by the Board of Supervisors.
- The final Local Area Subsequent Designation and Local Board Recertification Application for Program Year 2025 – 2027 application was submitted to the Board of Supervisors for approval was included in the board agenda packet at the Board's request.
- "Workforce Wins" Presentations: MC3 Training participant - Julie Orona, Community Outreach & Marketing Manager
- Marketing strategies presentation – Julie Orona, Community Outreach & Marketing Manager
- The 2nd Central California Workforce Collaborative meeting of the Directors and Board chairs for the region will be held next month.
- WIOA reauthorization update was provided.

9. Consent Items

Consent items adopted. J. Shipman / D. Fadeff

- A. Approve the Minutes of the October 7, 2024 Stanislaus County Workforce Development Non-Quorum Board Meeting
- B. Approve the Minutes of the October 24, 2024 Stanislaus County Workforce Development Board Meeting
- C. Authorization for the Workforce Development Board Chair to Sign the Workforce Innovation and Opportunity Act America's Job Center of California Partnership Memorandum of Understanding Stanislaus County Prior to Submission to the State
- D. Approval to Request Authorization from Stanislaus County Board of Supervisors for the Director of Workforce Development, or Designee, to Sign All Workforce Innovation and Opportunity Act-Related Grants, Sub-Grant Agreements, Request for Proposals, Contracts and Any Modifications or Adjustments as Required for Program Year 2025-2026

10. Discussion and Action Items

- A. Approval of Stanislaus County Workforce Development's Local Plan and San Joaquin Valley and Associated Counties Regional Plan for Program Years 2025-2028
M. Grewal / S. Kuykendall
- B. Approval of the Stanislaus County Workforce Development Department Goals Aligned with Stanislaus County Workforce Development Board Priorities
Fadeff / M. Machado
- C. Requesting the Opinion of Workforce Development Board Members to Include in an Agenda Item to the Board of Supervisors to Reclassify Seat #3 of the Stanislaus County Workforce Development Board from "Governmental" to "Other Representative".

There were two (2) motions made by Chris Savage:

- 1. Recommend back to the Board of Supervisors not to add an "other" member to the Board

and
- 2. That staff provide a detailed explanation back to the Board as to the Governmental restrictions to the sizing and composition of this Board that supports motion one (1)

Both motions were seconded by Jennifer Shipman. Supervisor Grewal abstained. The motions were passed.

11. Future Topic(s), Discussion, Announcements

There were none.

Meeting adjourned: 1:49 p.m.

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 8.B.
AGENDA DATE: June 2, 2025

CONSENT: ☒

SUBJECT:

Approval of Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$200,000 of Workforce Innovation and Opportunity Act Dislocated Worker 2024-2025 Program Year Funds to the Workforce Innovation and Opportunity Act Adult Fund Category

STAFF RECOMMENDATION:

Approve Stanislaus County Workforce Development to submit a request to the State to transfer \$200,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker 2024-2025 Program Year funds to the WIOA Adult fund category.

DISCUSSION:

The transfer of funds between Adult and Dislocated Worker funding categories is a permissible action under the Workforce Innovation and Opportunities Act as necessary to meet local needs. Under WIOA, up to 100% of funds may be transferred between Adult and Dislocated Worker funding streams. The transfer request requires completion and submission of a Transfer Request form (Attachment 1), a new Participant Plan (Attachment 2) and a Budget Plan revision (Attachment 3).

Stanislaus County Workforce Development is requesting approval to transfer \$200,000 of the Program Year 2024-2025 allocation from Dislocated Worker funds to the Adult Services fund. Approval of this transfer will allow the Department to spend Fiscal Year 2024-2025 Dislocated Worker funds during the period of availability that ends June 30, 2026.

The period of availability to use Adult and Dislocated Worker funds is for a term of 24 months that starts on July 1 of the Fiscal Year, with the requirement to spend 80% of the allocation the first year. Therefore, all the funds should be expended by June 30, 2026. Demand for Adult services is slightly higher than Dislocated Worker services, however this is starting to change with the number of layoffs in Stanislaus County. The transfer of funds will allow Stanislaus County Workforce Development to serve a greater percentage of the adult population without negatively impacting services to dislocated workers.

POLICY ISSUE:

Under Workforce Innovation and Opportunity Act (WIOA) section 133(b) (4), local areas have the authority to transfer up to 100% of funds between Dislocated Worker

and Adult funds. Per Employment Development Department's Directive WSD22-09, all transfer of funds requests must be approved by the Local Workforce Development Board.

FISCAL IMPACT:

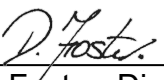
There is no overall impact on the Department's budget as Adult and Dislocated Worker funds are fully interchangeable. Transferring these funds from Dislocated Worker to Adult funds will allow the Department to spend all Fiscal Year 2024-2025 funds by June 30, 2026.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Diverse and Strategic Funding*. By transferring funds, it will allow greater services through the Adult funding.

STAFFING IMPACT:

There are no staffing impact associated with this item.



Doris Foster, Director

Transfer of Funds Request

1. Local Area Stanislaus County

2. Subgrant Number AA411041 3. Request Date 6/2/2025

4. Program Year 2024/2025 5. Transfer Request No 1

6. Direction of Transfer (Check One):

Adult to Dislocated Worker

Dislocated Worker to Adult

☐ 201 → 299☐ 501 → 499☐ 202 → 200☒ 502 → 500

7. Amount of Transfer \$200,000

8. Contact Person Doris Foster

9. Contact Person's Telephone Number 209-558-2100

10. All transfer requests must be approved and signed off by the Local Board.

Date of Local Board meeting to discuss transfer 6/2/2025Date of Local Board meeting to approve transfer 6/2/2025

11. By signing below, the Local Area Administrator/Designee requests a transfer of funds and certifies that this transfer request was approved at the Local Board Meeting on the date indicated above.

Signature _____

Name Doris FosterTitle DirectorDate 06/2/2025

12. Taking into account the factors described under the Transfer of Funds Procedures section on page 5 of the directive, describe the Local Board's reasoning to request a transfer of funds.

Historically, the need for Adult funding needs have outpaced the need for Dislocated Workers funding and this trend is continuing in the current fiscal year. Stanislaus County

Workforce Development projects there to be enough funds to service the Dislocated Worker need. Dislocated Worker expenditures on average are quite a bit lower than the Adult programs. The transfer of funds will allow Stanislaus County Workforce Development to better serve the Adult population, without negatively impacting services to the Dislocated Workers.

Transfer of Funds Request Participant Plan

Local Area: Stanislaus CountyPrepared Date 6/2/2025

Enter the number of individuals in each category.

TOTALS FOR PY 20__	ADULT	DW
1. Registered Participants Carried in from PY 2023	424	20
2. New Registered Participants for PY 2024	552	68
3. Total Registered Participants for PY 2024 (Line 1 plus 2)	976	88
4. Exiters for PY 2024	280	48
5. Registered Participants Carried Out to PY 2025 (Line 3 minus 4)	696	40

PROGRAM SERVICES		
6. Career Services	976	88
a. Basic Career Services	976	88
b. Individualized Career Services	976	88
7. Training Services	23	2

Sara Redd, Assistant Director

209-558-2100

Contact Person, Title**Telephone Number****Comments:**

Transfer of Funds Request Budget Plan

Local Area Stanislaus CountyDate Prepared 5/27/2025

Subgrant Number AA511041
 Year of Appropriation 2024/2025

Grant Code	Adult to DW	DW to Adult
<input type="checkbox"/> 201 → 299	<input type="checkbox"/> 501 → 499	
<input type="checkbox"/> 202 → 200	<input checked="" type="checkbox"/> 502 → 500	

FUNDING IDENTIFICATION	ADULT	DW
1. Formula Allocation	2,560,693	1,794,670
2. Prior Adjustments - Plus or Minus		
3. Previous Amounts Transferred		
4. Current Amount to be Transferred	200,000	(200,000)
5. TOTAL FUNDS AVAILABLE (Lines 1 through 4)	2,760,693	1,594,670

TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (Lines 6a through 6c)	2,484,624	1,435,203
a. Career Services (WIA Core Services / Intensive Services)	1,297,526	749,495
b. Training Services	828,208	478,401
c. Other	358,890	207,307
7. Administration	276,069	159,467
8. TOTAL (Lines 6 plus 7)	2,760,693	1,594,670

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative)		
9. September 2024	503,411	0
10. December 2024	1,300,478	548,131
11. March 2025	1,753,067	843,054
12. June 2025	1,914,593	993,377
13. September 2025	2,076,118	1,143,700
14. December 2025	2,237,643	1,294,023
15. March 2026	2,399,168	1,444,346
16. June 2026	2,760,693	1,594,670
17. September 20__		
18. December 20__		
19. March 20__		
20. June 20__		

COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10.00%	10.00%

Doris Foster

209-558-2100

Contact Person, Title

Telephone Number

Comments

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.A.
AGENDA DATE: June 2, 2025

DISCUSSION AND ACTION: ☒

SUBJECT:

Approval to Request the Board of Supervisors Proclaim September 2025 as Workforce Development Month in Stanislaus County

STAFF RECOMMENDATION:

1. Staff are requesting the Board's approval to request the Board of Supervisors Proclaim September 2025 as Workforce Development Month in Stanislaus County

DISCUSSION:

Created in 2005 by the National Association of Workforce Development Professionals (NAWDP), Workforce Development Month raises awareness about the importance of the workforce industry to a growing national economy. Originally celebrated in May, NAWDP moved the designation to September in 2012.

The Department proposes to formally recognize September 2025 as Workforce Development Month in Stanislaus County. This designation would highlight the critical role that workforce development programs play in supporting local employers, job seekers, and the overall economy. The month would serve as an opportunity to promote awareness, celebrate successes, and encourage engagement in workforce development initiatives.

Workforce development programs are essential in preparing individuals for in-demand careers and supporting businesses in meeting their talent needs. By designating September as Workforce Development Month, Stanislaus County Workforce Development will align with national and state efforts to recognize the importance of these programs and encourage community-wide participation.

As part of the process, Workforce Development staff will submit an Agenda Item on August 26, 2025, to the Board of Supervisors to receive approval to declare September 2025 as "Workforce Development Month". Additionally, the Agenda Item would request approval to give a presentation at the following Board meeting. If approved by the Board of Supervisors, the declaration and presentation would take place at the September 9, 2025, Board meeting. This meeting would be the day after staff bring the Annual Report to the Workforce Development Board on September 8, 2025.

POLICY ISSUE:

Approval of the Board of Supervisors is required to make a local proclamation to recognize September 2025 as "Workforce Development Month".

FISCAL IMPACT:

No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Outreach & Engagement* by increasing awareness of and engagement with Stanislaus County Workforce Development throughout the community and among business partners.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.B.
AGENDA DATE: June 2, 2025

DISCUSSION AND ACTION: ☒

SUBJECT:

Approval of Contract Renewals for Existing Service Providers and New Contracts for Workforce Innovation and Opportunity Act Services to Underserved Businesses, Sector Strategy, Youth Services, One Stop Operator, Human Resource Services and Digital Skill Needs for the 2025-2026 Program Year

STAFF RECOMMENDATION:

1. Approve contract renewals for existing service providers and new Contracts for Workforce Innovation and Opportunity Act Services to Underserved Businesses, Sector Strategy, Youth Services, One Stop Operator, Human Resource Services, and Digital Skills Needs for the 2025-2026 Program Year.

DISCUSSION:

Stanislaus County Workforce Development utilizes contract services in order to provide greater services to the community that can be leveraged by creating outside partnerships. The Department is recommending the renewal and development of the following contracts.

Services to Underserved Businesses

At the April 8, 2024 Workforce Development Board meeting, the Board adopted a new structure going forward to align services to meet the needs of the businesses. The Board approved contracting with community agencies, to develop initiatives and engagement tailored to the specific challenges faced by the underserved businesses within the community. Staff issued a Request for Proposal process for the different geographical areas that would identify a convening authority. The convening authority would engage underserved businesses and hold meetings to identify business needs. The identified four areas were: Patterson/Newman, West Modesto, South Modesto/Ceres, and South Turlock.

During the Request for Proposal (RFP) process, the evaluation committee did not identify a qualified contractor(s), and it was therefore determined to be a failed RFP. As a result, staff reached out to local agencies to provide the identified need for

underserved businesses.

Staff were able to negotiate \$20,000 contracts to coordinate Sector Partnerships meetings for no less than 25 businesses two times a year. Due to the lateness of executing the contracts, the agreements are until June 30, 2026.

Contracts that have been established to date are with:

- Stanislaus Latino Chamber of Commerce to provide services in zip codes 95328 (Keyes), and 95380 (South Turlock).
- Stanislaus Equity Partners to provide services in zip codes 95351 (West Modesto),
- Modesto Chamber of Commerce to provide services to women-owned businesses
- Ceres Chamber of Commerce to provide services in zip codes 95307 (Ceres) and 95351 (South Modesto)

The new providers were approved by the Business Development Committee at the April 17, 2025 meeting. The above agencies are requested to present to the Business Development Committee about their organization and update on the contracted services to businesses.

Sector Strategy

Sector Strategies is a systems approach to workforce development that targets in-demand industries as identified by the Workforce Development Board. Staff would like to renew the following existing contracts:

- Farm Bureau – The convening authority for the Agricultural Sector
- Workforce Pathway Solutions – The convening authority for the Construction Sector
- Healthforce Partners – The convening authority for the Health Sector
- Manufacturing Council of Central Valley – The convening authority for the Manufacturing Sector

The Farm Bureau and Workforce Pathway Solutions are funded through the Workforce Innovation and Opportunity Act. The contracts with Healthforce Partners and the Manufacturing Council of Central Valley are funded through other sources.

Youth Services

The Stanislaus County Workforce Development staff released a Request for Proposal (RFP) for Youth Services in February 2023. The Fiscal Year 2023-2024 contracts for youth services were awarded to three contractors:

- Ceres Unified School District (CUSD) was awarded the contract for Youth Career Services;
- Learning Quest was awarded the contract for Youth English Learner Services;
- D.R.A.I.L. was awarded the contract for Youth Disabilities Services

An additional contract was awarded through the RFP process to Modesto Gospel

Mission for Youth Homeless Services. The funding for this contract is through funding other than WIOA.

This RFP allowed for two additional contract renewals after the initial award year, subject to satisfactory performance. Fiscal Year 2024-2025 is the second renewal year for the Youth Services contracts. Due to the uncertainty of Federal funding and reauthorization of WIOA, staff will monitor the federal reporting to determine if an RFP will be issued in the fall of 2026 for the next Youth RFP cycle.

As of the monitoring date of 3/31/2025, Ceres Unified School District has enrolled 124 individuals of a contracted 266. CUSD is also not on track to expend the contracted 20% of referrals in Work Based Learning. Based on underperformance, staff have requested an Improvement Plan for increased enrollment and referrals to work-based learning activities. CUSD has gone through changes this last fiscal year with new staff and an interim Director. It is anticipated that once the new staff understand the program and required services, they will be able to increase performance levels.

Learning Quest and D.R.A.I.L. contracts are based on referrals from Youth Career Services. Due to the lack of referrals, staff have reached out to both providers and will be reducing funding according to the anticipated level of service.

One Stop Operator

The One-Stop Operator serves as the firewall for those local areas that provide Career Services. Their main function is to convene partner meetings and be the point of contact for any issues or concerns around the partner areas of responsibilities. Madera Local Workforce Development continues to serve as the lead agency for the One-Stop Operator. Through the competitive Request for Proposal process, Munoz Group has been selected to provide One-Stop services for the 2025-2026 Fiscal Year. Along with Stanislaus County, areas that are part of the contract are San Joaquin, Kings, and Madera. The contract has increased by \$875 from the 2024-2025 Fiscal Year.

HR Hotline

Stanislaus County employers can use a no-cost to business Human Resource hotline. In 2023-2024 the HR Hotline received 89 calls within Stanislaus County from businesses, both large and small. As of April 2025, the HR Hotline has received 86 calls for assistance. This contract was originally established and paid for through regional funding received from the State. This is the second year the Department has paid for services through formula funds. The HR Hotline contract is with the California Employers Association.

Business Digital Skill Needs

As part of the Sector Strategies, staff want to understand the needs of the businesses in the community. One such area of interest is understanding the Digital Skill needs of the underserved businesses. Yuda is a nonprofit organization in Stanislaus County that has the skills and interest in putting together a plan for the Workforce Development Board. This Plan would identify any workshops or trainings needed for businesses and would also be very beneficial when applying for grants. As part of the contract, Yuda

staff will present the report to the Workforce Development Board.

POLICY ISSUE:

According to Workforce Innovation and Opportunities Act (WIOA) Code of Federal regulations section 679.370, the Local Workforce Development Board, among other responsibilities, must: Develop effective linkages with employers in the region to support employer utilization of the local workforce development system, and select providers of Career Services (if not provided through the One-Stop Operator), and the One-Stop Operator for the local area.

FISCAL IMPACT:

Funding levels for the 2025-2026 Program Year from the Department of Labor have been announced for the States. Funding allocations from the State to the local areas have not yet been announced. The budget for 2025-2026 contract amounts will be determined through contract negotiation and will depend on final State WIOA allocation amounts. Staff expect that funding levels will be in line with the Fiscal Year 2025-2026 allocation. It is anticipated that funding levels to the local areas will be announced soon.

Total funding amount of \$817,504 Fiscal Year 2025-2026 WIOA contracts for services are as follows:

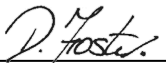
- Stanislaus Latino Chamber of Commerce - \$20,000
- Stanislaus Equity Partners - \$20,000
- Modesto Chamber of Commerce - \$20,000
- Ceres Chamber of Commerce - \$20,000
- Farm Bureau - \$25,000
- Workforce Pathway Solutions - \$20,000.
- Ceres Unified School District - \$590,000
- Learning Quest - \$30,000
- D.R.A.I.L - \$20,000
- Munoz Group – \$14,000
- California Employers Association - \$18,504
- Yuda - \$20,000

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Effective Relationships, Outreach & Engagement and System Alignment and Collective Impact*. By working with other agencies, the Board will have a better understanding of the needs of businesses and provide services in partnership with other contract providers.

STAFFING IMPACT:

Staff will work with the contract providers in negotiating and developing contracts.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.C.
AGENDA DATE: June 2, 2025

DISCUSSION AND ACTION: ☒

SUBJECT:

Approval of the 2025-2026 Sectors and In-Demand Occupation List

STAFF RECOMMENDATION:

1. Approve the 2025-2026 Sectors and In-Demand Occupation list.

DISCUSSION:

The Workforce Innovation and Opportunity Act allows eligible individuals in need of occupational skills training to select the training program that will best meet the individual's employment or career goal with the caveat that the local Workforce Development Board may limit the choices for training to occupations that are In-Demand in the local area. Stanislaus County Workforce Development (SCWD) provides a list of existing and emerging In-Demand Occupations to inform participants of occupations that are most likely to provide viable employment in the local area as required in WIOA Sec. 134(c)(3)(G)(iii).

Lightcast enables the Department to generate reports that show demand in the local area and the ability to identify prospective occupations for the In-Demand list. This data allows Stanislaus County Workforce Development (SCWD) to obtain up-to-date occupational analysis based on the most recent Quarterly Census of Employment and Wages (QCEW) of the previous year. The In-Demand Occupation methodologies were calibrated as follows.

In-Demand Occupation Methodology

The top sectors were identified using 2024 job data and five-year growth projections from Lightcast Data. The top five industries remained consistent with those previously approved by the Workforce Board: Healthcare, Manufacturing, Construction, Transportation and Warehousing and Agriculture. Retail Trade and Accommodation and Food Services were excluded due to salaries and earnings falling below Self-Sufficiency guidelines. Additionally excluded was the Government Sector.

The guidelines were as follows:

1. For each of the five Industry sectors, the top 50 occupations selected with the most jobs in 2024 are:
 - a. Health Care and Social Assistance
 - b. Manufacturing
 - c. Construction
 - d. Transportation and Warehousing
 - e. Agriculture Forestry Fishing and Hunting
2. Selected Occupations with Median Hourly Earnings greater than \$19.16
 - a. 2024 Lower Living Standard Income Level (LLSIL) at 200% for a single adult to determine the rate for self-sufficiency.
 - b. https://edd.ca.gov/siteassets/files/jobs_and_training/pubs/wsd24-02.pdf
3. Selected occupations in projected 5 Year Forecast (2024-2029) with positive growth rate, except for Agriculture. Agriculture occupations did show decreases from 2024 to 2029, but remained higher than 2019, and most earnings were much higher than 200% for a single adult to determine the rate for self-sufficiency.

Attachment 1 includes occupations identified as 2025-2026 In-Demand Occupation List for Workforce Innovation and Opportunity Act (WIOA). Occupations selected are in the top 50 of the industry sectors 2024 jobs and have median annual earnings greater than 200% LLSIL. No occupations with an average wage below 200% LLSIL are included in the In-Demand Occupations list. Vocational Training and Work Based Learning programs, such as transitional jobs and on-the-job training may access all in-demand occupational opportunities, not just those identified in the Targeted Industry Sectors.

On April 17, 2025, the Business Development Committee approved the Recommended Spending Plan of the Workforce Innovations and Opportunity Act Training Fund Requirements 2025-2026. The intent of the spending plan is to guide the approval of training expenditure based on the proposed percentages for the identified in-demand sectors. The approval of the In-Demand Occupation List will deem allowable occupations for eligible WIOA spending.

The Board has discretion to modify the attached In-Demand Occupations list as necessary. The Director of the Department can make exceptions to the In-Demand Occupations list on a case-by-case basis. An example of such an exception is when an employer guarantees a job to an individual pending completion of a training program for an occupation that is not on the list.

POLICY ISSUE:

In-Demand Occupations are occupations that have, or are projected to have, many positions that lead to economic self-sufficiency and/or opportunities for advancement. Workforce Innovation and Opportunity Act (WIOA) section 3(23) (B), states: The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information. While regulations require the Workforce Development Board to approve the In-Demand Sectors, the local Workforce Development Board has previously requested to review and approve the In-Demand Occupations List.

FISCAL IMPACT:

There is no fiscal impact associated with this item; however, approval of the In-Demand Occupations List allows funds to be expended on vocational skills training and work-based training targeting occupations that will result in greater employability of participants.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Development of a Skilled Workforce* by collaborating with and building with, a skilled workforce responsive to the needs of the in-demand business community.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Health Care and Social Assistance	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1141	Registered Nurses	10.5%	\$62.90	4,038	3,866	4,045	179	4.6%	Bachelor's degree		
31-9092	Medical Assistants	4.3%	\$22.39	1,301	1,603	1,747	144	9.0%	Postsecondary nondegree award		
43-6013	Medical Secretaries and Administrative Assistants	3.5%	\$23.17	1,227	1,306	1,387	81	6.2%	High school diploma or equivalent		Moderate-term on-the-job training
31-1131	Nursing Assistants	3.5%	\$20.97	1,502	1,300	1,432	132	10.2%	Postsecondary nondegree award		
29-2061	Licensed Practical and Licensed Vocational Nurses	2.6%	\$34.88	939	964	1,050	86	8.9%	Postsecondary nondegree award		
31-9091	Dental Assistants	2.2%	\$23.06	832	800	879	79	9.9%	Postsecondary nondegree award		
11-9111	Medical and Health Services Managers	1.9%	\$62.89	532	715	844	129	18.0%	Bachelor's degree	Less than 5 years	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.4%	\$30.38	447	517	600	83	16.1%	Bachelor's degree		
21-1093	Social and Human Service Assistants	1.3%	\$22.62	497	492	550	58	11.8%	High school diploma or equivalent		Short-term on-the-job training
29-1123	Physical Therapists	1.0%	\$58.32	282	379	444	65	17.2%	Doctoral or professional degree		
25-2011	Preschool Teachers, Except Special Education	1.0%	\$23.44	301	362	403	41	11.3%	Associate's degree		
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.0%	\$31.96	386	359	377	18	5.0%	High school diploma or equivalent	Less than 5 years	
43-9061	Office Clerks, General	1.0%	\$20.99	539	354	372	18	5.1%	High school diploma or equivalent		Short-term on-the-job training
43-3021	Billing and Posting Clerks	0.9%	\$22.61	430	339	358	19	5.6%	High school diploma or equivalent		Moderate-term on-the-job training
29-2099	Health Technologists and Technicians, All Other	0.9%	\$27.95	249	319	365	46	14.4%	Postsecondary nondegree award		
29-1292	Dental Hygienists	0.9%	\$56.50	287	316	355	39	12.3%	Associate's degree		
29-1171	Nurse Practitioners	0.9%	\$78.12	202	316	398	82	25.9%	Master's degree		
29-2042	Emergency Medical Technicians	0.8%	\$20.96	186	309	330	21	6.8%	Postsecondary nondegree award		
21-1013	Marriage and Family Therapists	0.8%	\$23.10	400	302	321	19	6.3%	Master's degree		Internship/residency
29-2034	Radiologic Technologists and Technicians	0.8%	\$61.99	226	279	294	15	5.4%	Associate's degree		
29-2072	Medical Records Specialists	0.7%	\$24.99	251	274	285	11	4.0%	Postsecondary nondegree award		

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Health Care and Social Assistance	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1229	Physicians, All Other	0.7%	\$148.06	196	257	261	4	1.6%	Doctoral or professional degree		Internship/residency
11-9151	Social and Community Service Managers	0.7%	\$36.41	249	246	274	28	11.4%	Bachelor's degree	Less than 5 years	
29-2018	Clinical Laboratory Technologists and Technicians	0.7%	\$36.62	271	244	263	19	7.8%	Bachelor's degree		
29-1021	Dentists, General	0.7%	\$83.52	171	244	265	21	8.6%	Doctoral or professional degree		
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.6%	\$23.72	326	237	249	12	5.1%	High school diploma or equivalent		Short-term on-the-job training
29-2053	Psychiatric Technicians	0.6%	\$29.25	80	206	232	26	12.6%	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training
21-1022	Healthcare Social Workers	0.6%	\$42.37	174	206	234	28	13.6%	Master's degree		Internship/residency
29-1215	Family Medicine Physicians	0.5%	\$79.36	158	203	207	4	2.0%	Doctoral or professional degree		Internship/residency
21-1021	Child, Family, and School Social Workers	0.6%	\$22.93	295	203	225	22	10.8%	Bachelor's degree		
29-1071	Physician Assistants	0.5%	\$82.48	151	202	237	35	17.3%	Master's degree		
29-1126	Respiratory Therapists	0.5%	\$50.19	188	193	209	16	8.3%	Associate's degree		
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.5%	\$24.06	197	166	174	8	4.8%	Some college, no degree		Moderate-term on-the-job training
11-1021	General and Operations Managers	0.4%	\$49.37	207	164	192	28	17.1%	Bachelor's degree	5 years or more	
21-1023	Mental Health and Substance Abuse Social Workers	0.4%	\$29.80	80	162	183	21	13.0%	Master's degree		Internship/residency
13-1199	Business Operations Specialists, All Other	0.4%	\$30.85	139	162	177	15	9.3%	Bachelor's degree		
31-9097	Phlebotomists	0.4%	\$23.09	158	161	173	12	7.5%	Postsecondary nondegree award		
29-2055	Surgical Technologists	0.4%	\$39.0	168	156	163	7	4.5%	Postsecondary nondegree award		
43-4051	Customer Service Representatives	0.4%	\$21.33	184	156	165	9	5.8%	High school diploma or equivalent		Short-term on-the-job training
29-1122	Occupational Therapists	0.4%	\$58.96	81	150	186	36	24.0%	Master's degree		
31-9099	Healthcare Support Workers, All Other	0.4%	\$22.03	122	146	154	8	5.5%	High school diploma or equivalent		
31-2021	Physical Therapist Assistants	0.4%	\$39.29	151	144	177	33	22.9%	Associate's degree		

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Manufacturing	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-9111	Packaging and Filling Machine Operators and Tenders	8.2%	\$24.36	1,677	1,951	2,087	136	7.0%	High school diploma or equivalent		Moderate-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	5.0%	\$20.67	995	1,197	1,269	72	6.0%	No formal educational credential		Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	3.8%	\$22.86	844	892	952	60	6.7%	No formal educational credential		Short-term on-the-job training
51-1011	First-Line Supervisors of Production and Operating Workers	3.3%	\$35.22	630	790	840	50	6.3%	High school diploma or equivalent	Less than 5 years	
49-9041	Industrial Machinery Mechanics	3.1%	\$35.63	583	732	841	109	14.9%	High school diploma or equivalent		Long-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	2.1%	\$22.86	520	509	539	30	5.9%	High school diploma or equivalent		Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2.0%	\$36.51	569	477	500	23	4.8%	High school diploma or equivalent		Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	2.0%	\$24.07	433	467	485	18	3.9%	Postsecondary nondegree award		Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	1.8%	\$25.67	367	430	460	30	7.0%	High school diploma or equivalent		Moderate-term on-the-job training
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	1.7%	\$28.28	269	407	416	9	2.2%	High school diploma or equivalent		Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Inventory Clerks	1.7%	\$19.85	347	402	404	2	0.5%	High school diploma or equivalent		Short-term on-the-job training
51-9199	Production Workers, All Other	1.5%	\$22.24	245	350	366	16	4.6%	High school diploma or equivalent		Moderate-term on-the-job training
51-9198	Helpers--Production Workers	1.3%	\$21.82	488	308	310	2	0.6%	High school diploma or equivalent		Short-term on-the-job training
11-1021	General and Operations Managers	1.3%	\$49.37	299	303	325	22	7.3%	Bachelor's degree	5 years or more	
11-3051	Industrial Production Managers	1.2%	\$56.30	217	283	300	17	6.0%	Bachelor's degree	5 years or more	
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1.0%	\$25.60	145	249	268	19	7.6%	High school diploma or equivalent		Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	1.0%	\$27.56	196	247	260	13	5.3%	High school diploma or equivalent		Moderate-term on-the-job training
19-4013	Food Science Technicians	0.9%	\$23.05	133	217	231	14	6.5%	Associate's degree		Moderate-term on-the-job training
43-9061	Office Clerks, General	0.9%	\$20.99	229	217	218	1	0.5%	High school diploma or equivalent		Short-term on-the-job training
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	0.8%	\$22.99	333	180	194	14	7.8%	High school diploma or equivalent		Moderate-term on-the-job training
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0.7%	\$21.62	107	176	186	10	5.7%	High school diploma or equivalent		Moderate-term on-the-job training
11-2022	Sales Managers	0.7%	\$45.79	152	172	180	8	4.7%	Bachelor's degree	Less than 5 years	
51-7011	Cabinetmakers and Bench Carpenters	0.7%	\$21.52	172	172	181	9	5.2%	High school diploma or equivalent		Moderate-term on-the-job training

Attachment 1 con't

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Manufacturing	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-4041	Machinists	0.7%	\$26.40	226	169	170	1	0.6%	High school diploma or equivalent		Long-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	0.7%	\$27.99	199	156	161	5	3.2%	High school diploma or equivalent		Moderate-term on-the-job training
51-3023	Slaughterers and Meat Packers	0.6%	\$19.76	645	149	150	1	0.7%	No formal educational credential		Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.6%	\$30.26	82	145	154	9	6.2%	High school diploma or equivalent	Less than 5 years	
43-4051	Customer Service Representatives	0.6%	\$21.33	128	144	146	2	1.4%	High school diploma or equivalent		Short-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	0.6%	\$23.15	121	139	149	10	7.2%	High school diploma or equivalent		Moderate-term on-the-job training
11-9199	Managers, All Other	0.6%	\$45.90	128	133	138	5	3.8%	Bachelor's degree	Less than 5 years	
13-2011	Accountants and Auditors	0.6%	\$39.16	92	133	141	8	6.0%	Bachelor's degree		
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.5%	\$43.07	97	129	137	8	6.2%	High school diploma or equivalent	Less than 5 years	
53-3033	Light Truck Drivers	0.5%	\$19.64	159	124	131	7	5.6%	High school diploma or equivalent		Short-term on-the-job training

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Construction	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-2061	Construction Laborers	10.7%	\$24.38	1,774	1,442	1,508	66	4.6%	No formal educational credential		Short-term on-the-job training
47-2111	Electricians	6.0%	\$34.34	752	807	910	103	12.8%	High school diploma or equivalent		Apprenticeship
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5.9%	\$41.94	640	790	827	37	4.7%	High school diploma or equivalent	5 years or more	
47-2141	Painters, Construction and Maintenance	5.2%	\$24.49	790	699	705	6	0.9%	No formal educational credential		Moderate-term on-the-job training
11-9021	Construction Managers	4.9%	\$42.94	532	661	701	40	6.1%	Bachelor's degree		Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	3.6%	\$28.67	374	485	517	32	6.6%	High school diploma or equivalent		Apprenticeship
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3.2%	\$28.71	515	434	471	37	8.5%	Postsecondary nondegree award		Long-term on-the-job training
47-2051	Cement Masons and Concrete Finishers	2.6%	\$30.0	298	345	354	9	2.6%	No formal educational credential		Moderate-term on-the-job training
47-2181	Roofers	2.4%	\$29.47	305	326	340	14	4.3%	No formal educational credential		Moderate-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	2.3%	\$37.89	284	316	336	20	6.3%	High school diploma or equivalent		Moderate-term on-the-job training
11-1021	General and Operations Managers	1.9%	\$49.37	199	251	266	15	6.0%	Bachelor's degree	5 years or more	
13-1082	Project Management Specialists	1.8%	\$46.82	58	247	261	14	5.7%	Bachelor's degree		
11-9199	Managers, All Other	1.8%	\$45.90	251	246	253	7	2.8%	Bachelor's degree	Less than 5 years	
13-1051	Cost Estimators	1.4%	\$38.05	193	190	192	2	1.1%	Bachelor's degree		Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.3%	\$24.07	174	179	187	8	4.5%	Postsecondary nondegree award		Short-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.2%	\$29.79	111	159	165	6	3.8%	High school diploma or equivalent		Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	0.8%	\$24.44	108	101	102	1	1.0%	High school diploma or equivalent		Moderate-term on-the-job training
13-2011	Accountants and Auditors	0.5%	\$39.16	38	74	77	3	4.1%	Bachelor's degree		
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.5%	\$43.07	61	73	77	4	5.5%	High school diploma or equivalent	Less than 5 years	
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	0.5%	\$20.67	75	69	71	2	2.9%	No formal educational credential		Short-term on-the-job training
49-9098	Helpers--Installation, Maintenance, and Repair Workers	0.5%	\$19.85	37	62	65	3	4.8%	High school diploma or equivalent		Short-term on-the-job training
47-2211	Sheet Metal Workers	0.4%	\$29.65	107	57	60	3	5.3%	High school diploma or equivalent		Apprenticeship

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Construction	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
17-2051	Civil Engineers	0.4%	\$49.47	41	55	60	5	9.1%	Bachelor's degree		
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	0.4%	\$33.64	38	55	57	2	3.6%	High school diploma or equivalent		Long-term on-the-job training
47-2231	Solar Photovoltaic Installers	0.4%	\$26.41	56	50	60	10	20.0%	High school diploma or equivalent		Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	0.3%	\$25.67	43	46	49	3	6.5%	High school diploma or equivalent		Moderate-term on-the-job training
49-9052	Telecommunications Line Installers and Repairers	0.3%	\$39.08	41	45	48	3	6.7%	High school diploma or equivalent		Long-term on-the-job training
47-3013	Helpers--Electricians	0.3%	\$24.06	18	43	49	6	14.0%	High school diploma or equivalent		Short-term on-the-job training
47-2071	Paving, Surfacing, and Tamping Equipment Operators	0.3%	\$32.67	43	40	43	3	7.5%	High school diploma or equivalent		Moderate-term on-the-job training
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	0.3%	\$19.67	57	36	40	4	11.1%	High school diploma or equivalent		Short-term on-the-job training

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Transportation and Warehousing	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	22.8%	\$24.07	2,566	2,632	2,792	160	6.1%	Postsecondary nondegree award		Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	13.0%	\$20.67	1,423	1,501	1,756	255	17.0%	No formal educational credential		Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	7.9%	\$22.86	653	907	1,035	128	14.1%	No formal educational credential		Short-term on-the-job training
53-3052	Bus Drivers, Transit and Intercity	4.4%	\$30.96	228	511	563	52	10.2%	High school diploma or equivalent		Moderate-term on-the-job training
53-3033	Light Truck Drivers	4.3%	\$19.64	422	502	552	50	10.0%	High school diploma or equivalent		Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2.5%	\$30.26	240	292	335	43	14.7%	High school diploma or equivalent	Less than 5 years	
43-5071	Shipping, Receiving, and Inventory Clerks	1.8%	\$19.85	186	206	228	22	10.7%	High school diploma or equivalent		Short-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1.6%	\$36.52	197	188	196	8	4.3%	High school diploma or equivalent		Long-term on-the-job training
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1.5%	\$24.58	174	176	180	4	2.3%	High school diploma or equivalent		Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	1.2%	\$49.30	104	134	157	23	17.2%	High school diploma or equivalent	5 years or more	
43-9061	Office Clerks, General	1.1%	\$20.99	150	130	136	6	4.6%	High school diploma or equivalent		Short-term on-the-job training
11-1021	General and Operations Managers	1.0%	\$49.37	106	118	128	10	8.5%	Bachelor's degree	5 years or more	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.8%	\$31.96	91	98	110	12	12.2%	High school diploma or equivalent	Less than 5 years	
43-4051	Customer Service Representatives	0.7%	\$21.33	88	83	92	9	10.8%	High school diploma or equivalent		Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	0.6%	\$25.67	84	74	92	18	24.3%	High school diploma or equivalent		Moderate-term on-the-job training
11-9199	Managers, All Other	0.6%	\$45.90	50	72	79	7	9.7%	Bachelor's degree	Less than 5 years	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.6%	\$24.06	63	65	68	3	4.6%	Some college, no degree		Moderate-term on-the-job training
49-3043	Rail Car Repairers	0.5%	\$31.64	46	63	64	1	1.6%	High school diploma or equivalent		Long-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	0.5%	\$27.56	53	60	71	11	18.3%	High school diploma or equivalent		Moderate-term on-the-job training
53-4031	Railroad Conductors and Yardmasters	0.5%	\$44.37	46	59	68	9	15.3%	High school diploma or equivalent		Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.5%	\$23.72	64	56	59	3	5.4%	High school diploma or equivalent		Short-term on-the-job training
13-1081	Logisticians	0.4%	\$40.05	23	50	61	11	22.0%	Bachelor's degree		
53-4011	Locomotive Engineers	0.4%	\$51.53	37	49	56	7	14.3%	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Transportation and Warehousing	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0.4%	\$29.79	39	48	51	3	6.2%	High school diploma or equivalent		Moderate-term on-the-job training
13-1151	Training and Development Specialists	0.4%	\$37.68	27	48	57	9	18.8%	Bachelor's degree	Less than 5 years	
13-1199	Business Operations Specialists, All Other	0.4%	\$30.85	26	48	57	9	18.8%	Bachelor's degree		
53-7063	Machine Feeders and Offbearers	0.4%	\$21.70	25	47	57	10	21.3%	No formal educational credential		Short-term on-the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.3%	\$43.07	44	40	46	6	15.0%	High school diploma or equivalent	Less than 5 years	
13-1071	Human Resources Specialists	0.3%	\$35.17	23	38	45	7	18.4%	Bachelor's degree		
43-3021	Billing and Posting Clerks	0.3%	\$22.61	22	32	34	2	6.2%	High school diploma or equivalent		Moderate-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	0.3%	\$48.81	13	31	34	3	9.7%	Postsecondary nondegree award		
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.3%	\$22.86	25	29	33	4	13.8%	High school diploma or equivalent		Moderate-term on-the-job training
43-4151	Order Clerks	0.2%	\$21.09	28	27	29	2	7.4%	Some college, no degree		Short-term on-the-job training
15-1299	Computer Occupations, All Other	0.2%	\$41.51	19	24	29	5	20.8%	Bachelor's degree		
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.2%	\$36.51	26	24	28	4	16.7%	High school diploma or equivalent		Moderate-term on-the-job training
13-2011	Accountants and Auditors	0.2%	\$39.16	16	22	25	3	13.6%	Bachelor's degree		
19-5012	Occupational Health and Safety Technicians	0.2%	\$27.46	4	20	25	5	25.0%	High school diploma or equivalent		Moderate-term on-the-job training

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Agriculture, Forestry, Fishing and Hunting	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
45-2099	Agricultural Workers, All Other	4.1%	\$21.04	519	558	534	-24	-4.3%	No formal educational credential		Short-term on-the-job training
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	2.7%	\$24.20	372	369	354	-15	-4.1%	High school diploma or equivalent	Less than 5 years	
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.7%	\$24.07	228	227	220	-7	-3.1%	Postsecondary nondegree award		Short-term on-the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	1.6%	\$20.67	143	219	208	-11	-5.0%	No formal educational credential		Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	1.4%	\$22.86	119	198	188	-10	-5.1%	No formal educational credential		Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.9%	\$24.06	111	119	110	-9	-7.6%	Some college, no degree		Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	0.8%	\$25.67	83	115	111	-4	-3.5%	High school diploma or equivalent		Moderate-term on-the-job training
43-9061	Office Clerks, General	0.8%	\$20.99	90	107	99	-8	-7.5%	High school diploma or equivalent		Short-term on-the-job training
11-1021	General and Operations Managers	0.7%	\$49.37	74	93	89	-4	-4.3%	Bachelor's degree	5 years or more	
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.6%	\$23.72	104	87	78	-9	-10.3%	High school diploma or equivalent		Short-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	0.6%	\$24.36	66	84	65	-19	-22.6%	High school diploma or equivalent		Moderate-term on-the-job training
11-9199	Managers, All Other	0.6%	\$45.90	58	83	80	-3	-3.6%	Bachelor's degree	Less than 5 years	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.6%	\$36.51	81	82	82	0	0.0%	High school diploma or equivalent		Moderate-term on-the-job training
37-3011	Landscaping and Groundskeeping Workers	0.6%	\$19.38	78	79	76	-3	-3.8%	No formal educational credential		Short-term on-the-job training
53-3033	Light Truck Drivers	0.5%	\$19.64	67	68	66	-2	-2.9%	High school diploma or equivalent		Short-term on-the-job training
49-3041	Farm Equipment Mechanics and Service Technicians	0.5%	\$28.04	37	62	58	-4	-6.5%	High school diploma or equivalent		Long-term on-the-job training
51-9199	Production Workers, All Other	0.4%	\$22.24	47	57	55	-2	-3.5%	High school diploma or equivalent		Moderate-term on-the-job training
43-5071	Shipping, Receiving, and Inventory Clerks	0.3%	\$19.85	36	47	42	-5	-10.6%	High school diploma or equivalent		Short-term on-the-job training
13-2011	Accountants and Auditors	0.3%	\$39.16	37	46	43	-3	-6.5%	Bachelor's degree		
19-4012	Agricultural Technicians	0.3%	\$20.67	46	42	41	-1	-2.4%	Associate's degree		Moderate-term on-the-job training
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	0.3%	\$19.28	17	38	38	0	0.0%	High school diploma or equivalent		Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.2%	\$31.96	28	34	33	-1	-2.9%	High school diploma or equivalent	Less than 5 years	

2025-2026 Stanislaus County Workforce Development Occupational List



SOC	Agriculture, Forestry, Fishing and Hunting	% of Industry Jobs (2024)	Median Hourly Earnings	Jobs (2019)	Jobs (2024)	Jobs (2029)	Jobs Change (2024–2029)	% Jobs Change (2024–2029)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.2%	\$22.86	24	33	31	-2	-6.1%	High school diploma or equivalent		Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.2%	\$30.26	13	31	29	-2	-6.5%	High school diploma or equivalent	Less than 5 years	
11-1011	Chief Executives	0.2%	\$88.84	25	31	28	-3	-9.7%	Bachelor's degree	5 years or more	
51-1011	First-Line Supervisors of Production and Operating Workers	0.2%	\$35.22	18	29	27	-2	-6.9%	High school diploma or equivalent	Less than 5 years	
49-9041	Industrial Machinery Mechanics	0.2%	\$35.63	24	28	26	-2	-7.1%	High school diploma or equivalent		Long-term on-the-job training
45-2011	Agricultural Inspectors	0.2%	\$25.48	31	27	25	-2	-7.4%	Bachelor's degree		Moderate-term on-the-job training
43-3051	Payroll and Timekeeping Clerks	0.2%	\$27.98	20	27	24	-3	-11.1%	High school diploma or equivalent		Moderate-term on-the-job training
43-4051	Customer Service Representatives	0.2%	\$21.33	25	26	24	-2	-7.7%	High school diploma or equivalent		Short-term on-the-job training
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	0.2%	\$21.62	7	25	24	-1	-4.0%	High school diploma or equivalent		Moderate-term on-the-job training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	0.2%	\$33.64	35	24	23	-1	-4.2%	High school diploma or equivalent		Long-term on-the-job training
13-1071	Human Resources Specialists	0.2%	\$35.17	14	24	24	0	0.0%	Bachelor's degree		
11-3031	Financial Managers	0.2%	\$67.08	15	23	23	0	0.0%	Bachelor's degree	5 years or more	
53-2012	Commercial Pilots	0.2%	\$48.33	12	22	20	-2	-9.1%	High school diploma or equivalent		Moderate-term on-the-job training
11-2022	Sales Managers	0.2%	\$45.79	18	22	22	0	0.0%	Bachelor's degree	Less than 5 years	
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	0.2%	\$27.99	13	21	20	-1	-4.8%	High school diploma or equivalent		Moderate-term on-the-job training

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.D.
AGENDA DATE: June 2, 2025

DISCUSSION AND ACTION: ☒

SUBJECT:

Approval of Workforce Development Board Chair to Sign an MOU Between La Cooperativa Campesina De California and The Stanislaus County Workforce Development Board

STAFF RECOMMENDATION:

1. Approve the request for the Workforce Development Board Chair to Sign an MOU Between La Cooperativa Campesina De California and The Stanislaus County Workforce Development Board

DISCUSSION:

The Stanislaus County Workforce Development Board functions as the Local Workforce Development Board throughout Stanislaus County. This MOU represents an agreement between the Stanislaus County Workforce Development Board and La Cooperativa Campesina de California.

The purpose of the MOU is to create cooperative working relationships between the two agencies to support respective goals and to define individual roles and responsibilities. Policy objectives include reaching Migrant Seasonal Farmworkers ("MSFW") to assist with funding for housing through the member agencies that compose the Statewide Farmworker Network of La Cooperativa Campesina de California.

The goal of La Cooperativa Campesina de California is to provide housing assistance through Central Valley Opportunity Center with the partnership of the Stanislaus County Workforce Development Board. To accomplish this, the partners will engage in practices and processes that ensure access to assistance for MSFW.

Those practices and processes will be as follows:

- Work with the local La Cooperativa Sub-Recipient. Central Valley Opportunity Center- Stanislaus County.
- Refer MSFW for Housing Assistance services.
- Refer MSFW as well as non - MSFW for additional services.

Workforce Development has previously never engaged in a contract for these services. Referrals have been made on a need's basis. This contract is the requirement from the Department of Government Efficiency (DOGE) to receive \$980,000 across California for housing assistance for Migrant Workers. Stanislaus County will receive \$97,000. This will give \$400 to individual migrant families to cover housing.

This MOU shall go into effect July 1, 2025. The term of this MOU shall be three (3) years and will be reviewed no less than once every three years to identify any substantial changes that have occurred.

This contract is currently in review with County Counsel. Once approved and signed, the Board Chair would then be requested to sign. Without an MOU in place, La Cooperativa Campesina De California would not be able to receive the funding.

POLICY ISSUE:

The Workforce Innovation and Opportunity Act (WIOA) requires that a Memorandum of Understanding (MOU) be developed and executed between the Local Workforce Development Board and La Cooperativa Campesina de California to establish an agreement pertaining to the administration of DOL-NFPJ Housing Grant.

FISCAL IMPACT:

No fiscal impacts are associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Outreach & Engagement* by increasing awareness of and engagement with Stanislaus County Workforce Development throughout the community and among business partners.

STAFFING IMPACT:

No staffing impacts are associated with this agenda item.



Doris Foster, Director

**MEMORANDUM OF UNDERSTANDING BETWEEN LA COOPERATIVA
CAMPESENA DE CALIFORNIA AND THE STANISLAUS COUNTY WORKFORCE
DEVELOPMENT BOARD**

BACKGROUND AND STRATEGIES THE MOU SUPPORTS

The Workforce Innovation and Opportunity Act (WIOA) requires that a Memorandum of Understanding (MOU) be developed and executed between the Local Workforce Development Board and La Cooperativa Campesina de California to establish an agreement pertaining to the administration of DOL -NFPJ Housing Grant.

The Stanislaus County Workforce Development Board ("SCWB") functions as the Local Workforce Development Board throughout Stanislaus County. This MOU represents an agreement between the Stanislaus County Workforce Development Board and La Cooperativa Campesina de California (each a "Party" and collectively the "Parties").

The purpose of the MOU is to create cooperative working relationships between the parties to support their respective goals and to define their individual roles and responsibilities in achieving the policy objectives of reaching Migrant Seasonal Farmworkers ("MSFW") to assist them with Housing Funding through the member agencies that compose the Statewide Farmworker Network of La Cooperativa Campesina de California

The MOU Parties shall work together to provide Housing Assistance to MSFW in Stanislaus County. The goal of La Cooperativa Campesina de California is to provide Housing Assistance through Central Valley Opportunity Center with the partnership of the Stanislaus County Workforce Development Board. To accomplish this, the partners will engage in practices and processes that ensure access to assistance for MSFW. This will not result in additional cost or fees for SCWD.

- Work with the local La Cooperativa Sub-Recipient. Central Valley Opportunity Center- Stanislaus County
- Refer MSFW for Housing Assistance services.
- Refer MSFW as well as Non- MSFW for additional services.

This MOU shall be binding upon each party hereto upon execution by such party and go into effect July 1, 2025. The term of this MOU shall be three (3) years, commencing on the date of execution by all parties. The MOU will be reviewed no less than once every three years to identify any substantial changes that have occurred.

I -Allocation of Costs.-

The Parties assume full responsibility for their respective costs associated with their performance of the terms of this MOU.

II -Reasonable Accommodations.-

The Parties are committed to ensure reasonable accommodations are made with all customers, upon request, in compliance with the Americans with Disability Act of 1990 and the ADA Amendments Act of 2008. Additionally, partners agree to fully comply with the provisions of WIOA, Title VII of the Civil Rights Act of 1964, the Age Discrimination Act of 1975, Title IX of the Education Amendments of 1972, and 29 C.F.R. Part 37 and all other regulations implementing the aforementioned laws

III - Non-Discrimination and Equal Opportunity.-

The Parties certify that they shall not unlawfully discriminate, harass or allow harassment against any employee, applicant for employment, or MSFW applicant due to gender, race, color, ancestry, religion, national origin, veteran status, physical disability, mental disability, medical conditions(s), age, sexual orientation or marital status. The partners agree to comply with the provisions of the Fair Employment and Housing Act (Cal. Gov't Code § 12900 et seq.) and duly promulgated regulations related to same.

IV -Confidentiality.-

The Parties expressly agree to abide by all applicable Federal, State, and local laws regarding confidential information, including personally identifiable information ("PII") from educational records. In addition, in carrying out their respective responsibilities, each Party shall respect and abide by the confidentiality policies and legal requirements of all of the other Parties. Each Party will ensure that the collection and use of any information, systems, or records that contain PII and other personal or confidential information will be limited to purposes that support the programs and activities described in this MOU and will comply with applicable law.

V -Grievance Procedure.-

The Parties agree to establish and maintain a procedure for grievance and complaints as outlined under WIOA. The process for handling grievances and complaints is applicable to customers and partners. These procedures will allow a customer or entity filing the complaint to exhaust every administrative level in receiving a fair and complete hearing and resolution of their grievance. The Parties further agree to communicate openly and directly to resolve any problems or disputes related to the provision of services in a cooperative manner and at the lowest level of intervention possible. If the parties cannot reach consensus on issues regarding the MOU and/or Infrastructure Agreement, a third party will be used to mediate

The Parties agree to establish and maintain procedures for resolving complaints related to Nondiscrimination & Equal Opportunity, Program Grievances, and Incident Reports. The Parties agree to ensure their policies, procedures, programs, and services do not contradict SCWB's Nondiscrimination & Equal Opportunity Policy and do not violate SCWB's Complaint Procedures.

VI-Amendment or Cancellation of Agreement.-

The MOU may be amended at any time in writing and by mutual consent of the Parties. The MOU may be canceled by either party upon thirty (30) days written notice, except where the cancellation is for cause, i.e., a material and significant breach of any of the provisions of this MOU by either Party.

VII-Approval.-

It is mutually understood that this MOU shall not become effective until approved by all Parties. The SCWD Director, the Local Board Chairperson, and La Cooperativa Campesina de California Executive Director must sign.

By signing below, all parties agree to the terms prescribed in this MOU

Doris Foster, Director
Stanislaus County Workforce Development

Date

(Local Board Chairperson)
Printed Name and Title

Date

Marco Cesar Lizarraga, Executive Director
La Cooperativa Campesina de California

Date

APPROVED AS TO FORM

Thomas E. Boze, County Counsel

Donya Nunes
Deputy County Counsel

STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD AGENDA ITEM

BOARD AGENDA: 9.E.
AGENDA DATE: June 2, 2025

DISCUSSION AND ACTION: ☒

SUBJECT:

Approval of the Stanislaus County Workforce Development Board Strategic Priorities and the 2025-2028 Stanislaus County Workforce Development Board Local Plan Alignment Analysis

STAFF RECOMMENDATION:

1. Approval of the Stanislaus County Workforce Development Board Strategic Priorities and the 2025-2028 Stanislaus County Workforce Development Board Local Plan alignment analysis

DISCUSSION:

On August 22, 2024, the Workforce Development Board members, along with Workforce Development Managers, met for its Workforce Development Board Priorities Planning Session. The mission of the planning session was to align the Departments important work with the vision, priority focus areas and initiatives with the County Board of Supervisors.

On October 24, 2024, the Workforce Development Board approved the following Strategic Priorities:

Data Driven: Be data and results driven in decision making, communication, and thoughtful leadership.

Effective Relationships: Inclusively strengthen and maintain effective relationships across the Workforce Development system, with a focus on the in- demand business community and other workforce partners.

Development of a Skilled Workforce: Collaborate with, and build, a skilled workforce responsive to the needs of the in-demand business community.

Outreach & Engagement: Increase awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners.

System Alignment and Collective Impact: Inform and be informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission.

Diverse and Strategic Funding: Attract and pursue funding that fosters innovation and aligns with community needs.

On March 3, 2025, the Workforce Development Board directed staff to ensure that priorities are aligned with the goals outlined in the 2025–2028 Stanislaus County Workforce Development Board Local Plan.

Data Driven: Be data and results driven in decision making, communication, and thoughtful leadership.

Support Local Plan: The Local Plan emphasizes data-informed workforce strategies, including detailed labor market analyses using Bureau of Labor Statistics (BLS) and Lightcast data to understand demographics, unemployment trends, education gaps, and sector-specific demands. The Local Plan discusses using tools like CalJOBS for tracking client data, co-enrollment, and service coordination-supporting decisions with measurable outcomes. Regular analysis of Location Quotients (LQ) and employment projections drive decisions on target industry sectors.

Effective Relationships: Inclusively strengthen and maintain effective relationships across the Workforce Development system, with a focus on the in-demand business community and other workforce partners.

Support Local Plan: The Local Plan reflects strong collaborative networks through Memorandum of Understandings with Title I–IV providers, education institutions, such as Modesto Junior College, school districts, and community-based organizations. The America’s Job Center of California (AJCC) partnership holds regular meetings and cross-trainings to align service delivery and enhance communication among all stakeholders. Business engagement strategies, such as sector strategy meetings, business expos, layoff aversion partnerships, ensure relationships with in-demand industry sectors are active and responsive.

Development of a Skilled Workforce: Collaborate with, and build, a skilled workforce responsive to the needs of the in-demand business community.

Support Local Plan: The Local Plan targets industry sectors with high demand: healthcare, manufacturing, construction, transportation/warehousing, and agriculture. There is robust coordination with education and training providers for occupational training, apprenticeships, and career pathway programs, such as the partnerships with MJC, adult education, and Stanislaus Partners in Education. Strategies like co-enrollment, on-the-job training, and upskilling

directly aim to close skill gaps aligned with employer needs.

Outreach & Engagement: Increase awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners.

Support Local Plan: The Local Plan describes the use of social media, remote job centers, virtual workshops, and multilingual materials to reach diverse populations, including rural and underserved communities. Engagement is strengthened via community partnerships, veteran services, and inclusion of underrepresented groups, such as justice-involved, disabled individuals, English learners, and refugees. The County is active in regional economic strategies, such as Northern San Joaquin Valley THRIVE, to ensure community inclusion in high-value sectors like clean energy and bioeconomy.

System Alignment and Collective Impact: Inform and be informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission.

Support Local Plan: The Local Plan emphasizes collaboration through Memorandums of Understanding (MOUs) with numerous agencies and education providers, such as Community Services Agency, Department of Rehabilitation, and others. This promotes shared service delivery, common case management, and co-enrollment strategies. The Local Plan supports biannual sector partnerships and alignment with regional economic strategies like THRIVE, helping to align workforce training with broader economic development plans in clean energy, advanced manufacturing, carbon management, and circular bioeconomy. It emphasizes relationships with non-traditional and emerging partners to maximize impact across all communities. The Local Plan outlines efforts to reduce duplication, streamline processes, and enhance communication among AJCC partners. This includes shared use of CalJOBS, aligned referral systems, and regular joint planning sessions to improve client outcomes.

Diverse and Strategic Funding: Attract and pursue funding that fosters innovation and aligns with community needs.

Support Local Plan: The Local Plan explicitly calls for seeking grants and non-WIOA funding to support emerging workforce needs, particularly in clean energy, advanced manufacturing, and services to vulnerable populations like refugees and justice-involved individuals. There is a clear objective to diversify funding sources to avoid overdependence on WIOA Title I funds, supporting long-term financial sustainability and operational flexibility. The Local Plan identifies a need to secure relevant grant funding, reinforcing SCWD's commitment to scaling successful programs, launching pilot initiatives, and investing in underserved communities. It supports aligning funding proposals with community-wide goals, such as those outlined in the Stanislaus 2030 Investment Blueprint, ensuring that workforce initiatives are responsive to both economic trends and community needs.

The strategic priorities form the foundation of the Local Plan's structure and

implementation, guiding efforts to improve service delivery, support business growth, and develop a skilled workforce. Together, they help create a workforce development system that is responsive and inclusive.

POLICY ISSUE:

WIOA Section 107 (d) states that the function of the local board includes (6) PROVEN AND PROMISING PRACTICES. —The local board shall lead efforts in the local area to (A) identify and promote proven and promising strategies and initiatives for meeting the needs of employers, and workers and jobseekers (including individuals with barriers to employment) in the local workforce development system.

FISCAL IMPACT:


No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with all the Workforce Development Board's Strategic Priorities. The alignment analysis confirms that the strategic priorities directly support and align with the 2025–2028 Stanislaus County Workforce Development Board Local Plan in multiple, concrete ways.

STAFFING IMPACT:

Existing staff from Workforce Development will execute and monitor this agenda item.



Doris Foster, Director