

## Board Meeting

Monday, October 3, 2022

Stanislaus County Office of Education  
Tom Changnon Building, Orestimba Room  
1325 H Street, Modesto, CA 95354  
12:00 p.m. – 2:00 p.m.

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>

<http://stanworkforce.com/board>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at [www.stanworkforce.com](http://www.stanworkforce.com).

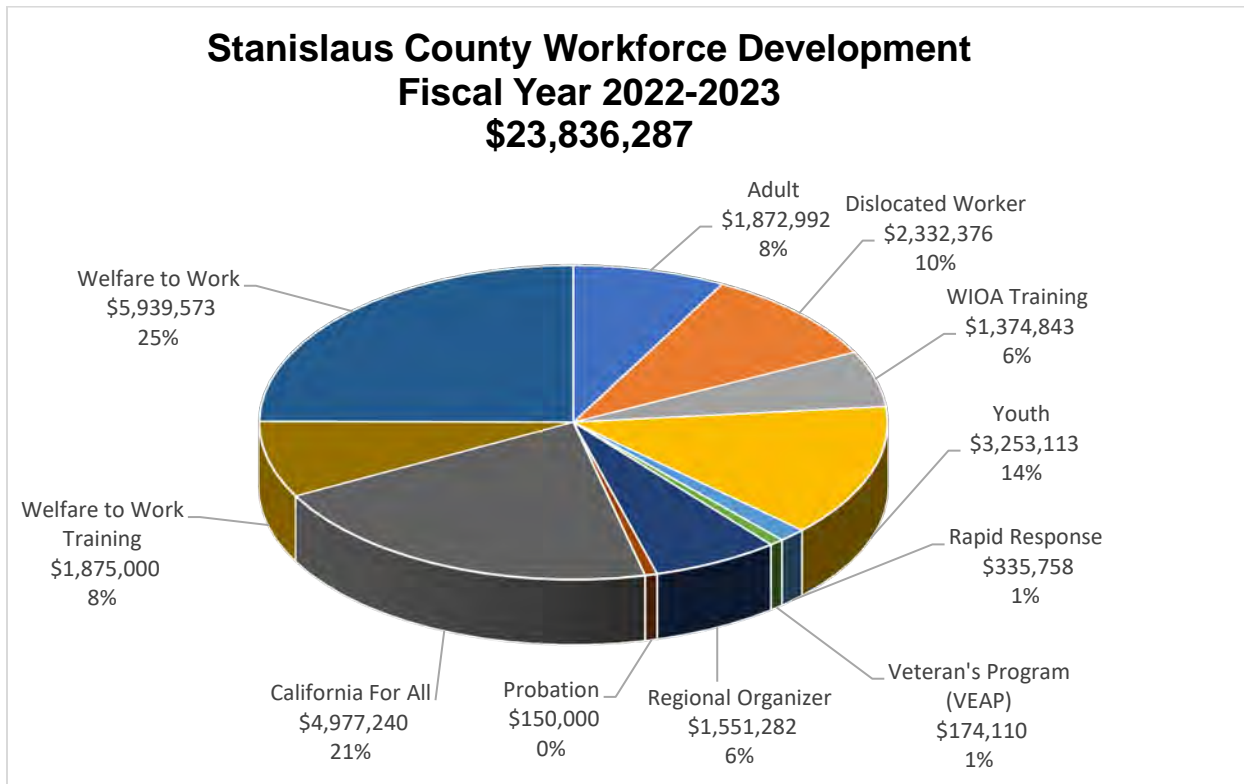
All meetings are conducted in English.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 72 hours in advance of the meeting. Public notice of all Workforce Development Board meetings are posted 72 hours in advance of the meeting on the webpage at <http://stanworkforce.com/board>.

- I. Call to Order and Roll Call
- II. Conflict of Interest
- III. Public Comment Period
- IV. Presentation(s)
  - A. Central Valley Opportunity Center
- V. Committee Reports
  - A. Youth Development Committee – Jennifer Shipman
  - B. Veterans' Development Committee – Charles Dossett
  - C. Business Development Committee – Kris Helton
- VI. Department Report
  - A. Director's Update
    1. California Workforce Association Meeting of the Minds 2022: Courageous Progress! Conference
    2. Allocations at a Glance
    3. Action Plan Update
  - B. Update on Business Services and Client Services
  - C. Regional Organizer/Regional Training Coordinator
    1. Local and Regional 2-Year Modification Plan
- VII. Consent Items
  - A. Approve the Minutes of the July 11, 2022 Workforce Development Board Meeting
  - B. Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$700,000 of Workforce Innovation and Opportunity Act Dislocated Worker Funds to the Workforce Innovation and Opportunity Act Adult Fund Category
  - C. Approval of Youth Development Committee Recommendation to Release a Request for Proposal (RFP) for Workforce Innovation and Opportunity Act



## Item VI-A.2. Allocations at a Glance



### Department Fund Balance of 7/01/2022 - \$5,952,812

Programs	FY 2021-2022 Actuals	FY 2022-2023 Final Budget
<b>Adult</b>	\$ 1,990,762	\$ 1,872,992
<b>Dislocated Worker</b>	\$ 1,506,299	\$ 2,332,376
<b>Adult and Dislocated Worker Training</b>	\$ 1,117,832	\$ 1,374,843
<b>Youth</b>	\$ 2,369,349	\$ 3,253,113
<b>Rapid Response</b>	\$ 375,140	\$ 335,758
<b>Veteran's Program (VEAP)</b>	\$ 75,890	\$ 174,110
<b>Library</b>	\$ 20,000	\$ -
<b>Regional Organizer</b>	\$ 362,965	\$ 1,551,282
<b>Probation</b>	\$ 119,476	\$ 150,000
<b>Prison to Employment</b>	\$ 182,423	\$ -
<b>Fund Balance</b>	\$ 155,879	\$ -
<b>California For All</b>	\$ -	\$ 4,977,240
<b>Welfare to Work Training</b>	\$ 508,240	\$ 1,875,000
<b>Welfare to Work</b>	\$ 5,245,276	\$ 5,939,573
<b>Total</b>	<b>\$ 14,029,531</b>	<b>\$ 23,836,287</b>

**Board Meeting Minutes**

Monday, July 11, 2022  
Martin Petersen Event Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
12:00 p.m. – 2:00 p.m.

Members in attendance:

Bill O'Brien, Chair	Doug Murdock
Ross Briles	Maryn Pitt
Margarita Cabalbag	Cecil Russell
Charles Dossett	Chris Savage
Supervisor Grewal	Greg Vincelet
Kris Helton	Ardria Weston
Pedro Mendez	

Members excused:

Dean Fadeff	Doug Van Diepen
Scott Kuykendall	Jennifer Shipman
Mary Machado	

Staff in attendance:

Doris Foster	Sara Redd
Kris Ixta	Kristen Velarde
Adolph Lopez	

12 additional guests were present.

I. Call to Order and Roll Call

Bill O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:05 p.m., thanked everyone for attending and invited the Board members and staff to introduce themselves. Director Foster introduced new County Council Donya Nunes.

II. Conflict of Interest

Chairman O'Brien outlined the Conflict of Interest Policy.

III. Public Comment Period

Chairman O'Brien gave information on the Public Comment Period. There was one public comment. Miguel Donoso discussed his concerns regarding the 2020-2027 Economic Development Strategy with the Workforce Development Board.

IV. Presentation

A. Labor Market Information – Ardria Weston California Department of Rehabilitation Staff Services Manager and Workforce Development Board Member, provided current labor market information and reviewed the benefits



to employers of hiring more diversely.

B. Ice Cream Co. Presentation – Bonnie Acree from the Ice Cream Company spoke regarding her Enrich and Employ Program.

V. Term Updates - Chairman O'Brien noted that the Workforce Development Board term updates are outlined on the agenda.

VI. Committee Reports

A. Youth Development Committee

Adolph Lopez, Workforce Development Contract & Planning Manager, reported that the 2<sup>nd</sup> annual STAND OUT! Youth Leadership event is being held on July 22<sup>nd</sup>.

B. Veterans' Development Committee

Charles Dossett, Veteran's Development Committee Chair, reported that at the last meeting Ryan Kegley provided an update on Veteran services and that the upcoming job fair being held on October 8<sup>th</sup> was discussed.

C. Business Development Committee

Kris Helton, Business Development Committee Chair, reported that there was much discussion at the last meeting regarding the Business Services Department and their processes. Stanislaus County Office of Education provided a presentation on Logistics and Warehousing. Committee Chair Helton noted that the committee's goal is to follow through on the committees' mission statement, to communicate this information to the community and Board as well as provide guidance to the Workforce Development staff.

VII. Department Report

A. Director's Update

Workforce Development Director Doris Foster reported they we are getting ready to do a 2-year modification to the Local Plan and the Regional Plan.

B. 2022-2023 Budget

Director Foster reviewed the budget for Fiscal Year 2022-2023. She noted that the budget will be presented to the Board of Supervisors in September and a more detailed WIOA budget will be provided at the October Board meeting.

C. Update on Business Services and Client Services

Sara Redd, Workforce Development Assistant Director, provided a summary of the Prison to Employment program which concluded on March 30<sup>th</sup>. Sara added that there has been an increase in numbers in the job centers

D. Regional Organizer/Regional Training Coordinator

Adolph Lopez, Workforce Development Contracts & Planning Manager/SJVAC Regional Organizer, provided an update. He reported that regional staff received cultural intelligence training and has training on several types of analytical skills coming up. The proposal for the Regional Equity Partnership \$4.9M Grant has been submitted. The Department is continuing the HR Hotline

service for business and will continue marketing this product mostly to small business and underrepresented businesses. The Economic and Development Agency (EDA) Grant \$13.5M is still awaiting a response.

#### VIII. Consent Items

Consent items adopted. C. Russell / R. Briles

- A. Approve the Minutes of the April 4, 2022 Workforce Development Board Meeting.
- B. Approve the Minutes of the May 17, 2022 Workforce Development Board Action Planning Meeting
- C. Approve the Business Development Committee's Mission and Vision Statement.
- D. Approve of the updated Mission Statement for the Veterans' Development Committee

#### IX. Discussion and Action Items

- A. Approval of Recommendation made by the Business Development Committee to Engage in the Pre-Employment Assessments of WorkKeys in the Amount of \$55,000 and Job Skills Assessments of \$15,500. Due to a potential conflict of interest Ross Briles, Charles Dossett, and Chris Savage removed themselves from the discussion and abstained from the vote. C. Russell / M. Grewal, unan. Motion passed.
- B. Approve the Calendar Year 2023 Workforce Development meeting dates and locations. M. Pitt / K. Helton, unan. Motion passed.
- C. Approve the 2022-2024 two-year Stanislaus County Workforce Development Board Action Plan. K. Helton / R. Briles, unan. Motion passed.

#### X. Future Topic and Discussion

Chairman O'Brien encouraged Board members to contact Doris with any future topics.

Chairman O'Brien gave his closing remarks.

Meeting adjourned: 1:27 p.m.

Next Meeting: Monday, October 3, 2022  
Location: Martin Petersen Events Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Monday, January 9, 2023  
Location: Martin Petersen Events Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
Time: 12:00 p.m. – 2:00 p.m.

**October 3, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$700,000 of Workforce Innovation and Opportunity Act Dislocated Worker 2021-2022 Program Year Funds to the Workforce Innovation and Opportunity Act Adult Fund Category

**ITEM NUMBER:** VII-B

**ITEM TYPE:** Consent

**STAFF RECOMMENDATION:**

Approve Stanislaus County Workforce Development to submit a request to the State to transfer \$700,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker 2021-2022 Program Year funds to the WIOA Adult fund category.

**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 WSD15-23, all transfer of funds requests must be approved by the Local Workforce Development Board.

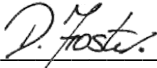
**DISCUSSION:**

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 \$700,000 of the Program Year 2021-2022 allocation from Dislocated Worker funds to the Adult services fund. Approval of this transfer will allow the Department to spend Fiscal Year 2021-2022 Dislocated Worker funds during the period of availability that ends June 30, 2023. 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. Therefore, funds from October 1, 2021 should be expended by June 30, 2023. Demand for Adult services is higher than Dislocated Worker services, thus Adult services can utilize these additional funds. 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.

**ADMINISTRATIVE BUDGET IMPACT:**

There is no overall impact to 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 of Fiscal Year 2021-2022 funds by the deadline date.



\_\_\_\_\_  
Doris Foster, Director

### Transfer of Funds Request

1. Local Area Stanislaus County Workforce Development

2. Subgrant Number AA211041      3. Request Date 10/03/2022

4. Program Year 2021-2022      5. Transfer Request No 1

6. Direction of Transfer (Check One):

Adult to Dislocated Worker

201 → 299

202 → 200

Dislocated Worker to Adult

501 → 499

502 → 500

7. Amount of Transfer \$700,000

8. Contact Person Selina Valdez

9. Contact Person's Telephone Number (209) 558-2104

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

Date of Local Board meeting to discuss transfer \_\_\_\_\_

Date of Local Board meeting to approve transfer \_\_\_\_\_

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 Foster

Title Director

Date \_\_\_\_\_

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.

Service demand for the Adult population continues on an upward trend, and additional funds will help meet the needs of this demand. 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. The transfer of funds will allow Stanislaus County to better serve the Adult population, without negatively impacting services to the Dislocated Workers.

## Transfer of Funds Request Participant Plan

**Local Area:** Stanislaus County Workforce Development

**Prepared Date** 9/26/2022

Enter the number of individuals in each category.

TOTALS FOR PY 2021	ADULT	DW
1. Registered Participants Carried in from PY 2020	226	53
2. New Registered Participants for PY 2021	293	13
3. Total Registered Participants for PY 2021 (Line 1 plus 2)	519	66
4. Exiters for PY 2021	285	48
5. Registered Participants Carried Out to PY 2021 (Line 3 minus 4)	234	18

PROGRAM SERVICES		
6. Career Services	519	66
a. Basic Career Services (WIA Core Services)	519	66
b. Individualized Career Services (WIA Intensive Services)	519	66
7. Training Services	144	12

EXIT STATUS		
8. Entered Employment	175	40
9. Training-Related	110	10
10. Entered Military Service	0	0
11. Entered Apprenticeship Program	10	0
12. Exited for Exclusionary Reasons	7	0

Doris Foster, Director

(209)558-2500

**Contact Person, Title**

**Telephone Number**

**Comments:**

## Transfer of Funds Request Budget Plan

Local Area Stanislaus CountyDate Prepared 9/26/2022Subgrant Number AA210041Year of Appropriation 2022

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	2,415,402	1,943,117
2. Prior Adjustments - Plus or Minus		
3. Previous Amounts Transferred		
4. Current Amount to be Transferred	700,000	(700,000)
5. TOTAL FUNDS AVAILABLE (Lines 1 through 4)	<b>3,115,402</b>	<b>1,243,117</b>

TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (Lines 6a through 6c)	<b>2,803,862</b>	<b>1,118,805</b>
a. Career Services (WIA Core Services / Intensive Services)	2,368,567	824,814
b. Training Services	182,468	149,779
c. Other	252,827	144,212
7. Administration	311,540	124,312
8. TOTAL (Lines 6 plus 7)	<b>3,115,402</b>	<b>1,243,117</b>

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative)		
9. September 2021	509,884	248,037
10. December 2021	1,013,531	724,829
11. March 2022	1,615,289	1,192,234
12. June 2022	2,268,483	544,454
13. September 2022		
14. December 2022		
15. March 2023		
16. June 2023		
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)	<b>10.00%</b>	<b>10.00%</b>

Doris Foster

Contact Person, Title

209.652.2458

Telephone Number

Comments

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**October 3, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of Youth Development Committee Recommendation to Release a Request for Proposal (RFP) for Workforce Innovation and Opportunity Act Funded Youth Employment Services (Project YES) for Fiscal Year 2023-2024.

**ITEM NUMBER:** VII-C

**ITEM TYPE:** Consent

**STAFF RECOMMENDATION:**

Approve Youth Development Committee recommendation to release a Request for Proposal (RFP) for Workforce Innovation and Opportunity Act funded youth employment services (Project YES).

**POLICY ISSUE:**

According to Workforce Innovation and Opportunities Act (WIOA) regulations 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 Youth Services, Career Services (if not provided through the One-Stop Operator), and the One-Stop Operator for the local area.

**DISCUSSION:**

The purpose of WIOA's youth program is to provide high quality services to youth and young adults beginning with career exploration and guidance; continuing support for educational attainment, opportunities for skills training for in-demand industries and occupations; and culminating with a job along a career pathway or enrollment in postsecondary education. WIOA maintains a focus on out-of-school youth and has requirements for work-based learning. Youth program objectives under WIOA are to provide services to eligible youth seeking assistance in achieving academic and employment success, effective and comprehensive activities including a variety of options for improving educational and skill competencies and provide effective connections to employers.

At the October 7, 2019 Workforce Development Board meeting, the Board approved release of an RFP for youth services to be provided in the 2020-2021 Fiscal Year and Ceres Unified School District Youth Program was the awardee. The RFP allowed for two additional contract renewals after the initial award, subject to satisfactory performance.

At the April 4, 2022 Workforce Development Board meeting, the Board approved the third-year renewal recommendation to enter into contracts with Ceres Unified School District Youth

Program to provide workforce services to disconnected and at-risk youth during Fiscal Year 2022-2023. Fiscal Year 2022-2023 is the last renewal year of the RFP cycle.

At the Youth Development Committee meeting held on September 12, 2022, the Youth Development Committee approved a staff recommendation to release an RFP for the next funding cycle.

The Request for Proposal process allows an opportunity for potential youth service organizations in the local area to compete for the ability to deliver services and is consistent with the provisions of the Workforce Innovation and Opportunity Act.

Releasing an RFP offers an opportunity to find new programs and services that would best serve the current needs of youth in Stanislaus County. It is once again the intent to contract out Youth Services for two additional contract renewals after the initial award, based on the performance during the contract cycle.

The approximate timeline for planned activities in support of the Youth Services RFP is as follows:


DATE	RFP Activity
11/07/2022	Release of RFP
12/23/2022	Proposal submission deadline
02/06/2023	Notice of intent to award
07/01/2023	Begin new contracts

As approved by the Workforce Development Board on April 12, 2021, the Work Based Learning requirement will remain at 20% as required by WIOA regulations.

The final outcome of the Request for Proposal will be brought to the Workforce Development Board at the April 3, 2023 Board meeting.

**ADMINISTRATIVE BUDGET IMPACT:**

Workforce Development plans to contract out approximately \$1,800,000 for Youth Services in Fiscal Year 2023-2024 with the goal of increasing or decreasing the contract based on the allocation from the State. Expectations are that funding levels for Fiscal Year 2023-2024 will not have a dramatic fluctuation from FY 2022-2023; however, final funding allocations may not be available until as late as June 2023.



Doris Foster, Director

**October 3, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval to Expand the Veterans' Development Committee to Include Additional Populations in the Community and Become the Career Development Committee

**ITEM NUMBER:** VIII-A

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the recommendation to expand the Veterans' Development Committee responsibilities to include targeted trainings for special populations in the community and change the committee name to Career Development Committee.

**POLICY ISSUE:**

Workforce Innovation and Opportunity Act (WIOA) Section 107(b) (4) stipulates that standing committees must be chaired by a member of the local board. Bylaws approved by the Board of Supervisors on May 5, 2018, Agenda Item 2018-0212, states that the Workforce Development Board may designate and direct the activities of standing committees to provide information and to assist the Board in carrying out workforce development activities.

**DISCUSSION:**

At the April 2, 2018 Workforce Development Board meeting, discussion arose on the topic of adding language to the Bylaws to support Veterans. The Board decided to establish a committee dedicated solely for Veterans services. WIOA Section 107(b)(4) states that the local board may designate and direct the activities of standing committees to provide information and to assist the local board in carrying out activities. It further states that such standing committees shall be chaired by a member of the local board and may include other members of the local board. In addition, the committee shall include other individuals appointed by the local board who are not members of the local board but have appropriate experience and expertise to serve as valuable members on the committee.

The purpose of the Veterans' Development Committee is to provide the Stanislaus County Workforce Development Board (SCWDB) with information and assistance with planning and promoting services for the Veterans in the community. The guidance of the committee will provide valuable recommendations for future engagement and services in Stanislaus County.

Due to the limited population of Veterans' seeking training or employment in Stanislaus County, Workforce Development staff are recommending the expansion of the Veterans' Development Committee responsibilities to include the development of targeted trainings and to assist clients in building pathways to promising and good jobs. As the Business Development Committee reviews the needs of businesses in Stanislaus County and determines the required skills, the new Career Services Committee will be able to recommend training options. Additionally, the Committee would proactively suggest training and create marketing events to recruit appropriate talent. The committee would review existing grants and provide input to staff on grant needs going forward.

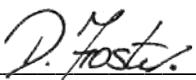
An example of future committee focus in addition to Veteran Services may include:

- English as a Second Language
- Justice Involved Services
- Refugee Assistance
- Youth Apprenticeships

The current committee Chair and members would be requested to remain on the committee with an invitation to others to join the committee. New members would be selected based on the input and direction they would contribute to the success of the committee.

**ADMINISTRATIVE BUDGET IMPACT:**

There is no impact to the budget on the expansion of the responsibilities of the Veterans' Development Committee.



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Doris Foster, Director

**October 3, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the Recommendation Made by the Business Development Committee to Adopt a Tiered Approach Self-Sufficiency Standard

**ITEM NUMBER:** VIII-B

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the recommendation made by the Business Development Committee to adopt a tiered approach Self-Sufficiency Standard.

**POLICY:**

The self-sufficiency standard defines how much income families need to meet basic needs without the help of public or private assistance. Under Workforce Innovation and Opportunity Act (WIOA) section 134(d)(1)(A)(x), local areas have the ability to adjust the standards for self-sufficiency.

Under WIOA regulations, 20 CFR, Part 663.230, the criteria used to determine whether an employed worker needs intensive services to obtain or retain employment leading to self-sufficiency is the responsibility of State or Local Boards. The Department of Labor (DOL) provides a minimum threshold for each board known as the Lower Living Standard Income Level (LLSIL). The LLSIL is a poverty measure created by the Bureau of Labor Statistics, and uses a basic family budget approach to determine eligibility of youth participants, eligibility of employed adults for certain services, and self-sufficiency.

**DISCUSSION:**

On January 7, 2019 the Workforce Development Board approved the self-sufficiency standard at 200% of the Lower Living Standard Income Level (LLSIL). Prior to that approval, Workforce Development staff were using the California Budget and Policy Center for a single adult. The change was made to LLSIL for two reasons:

- LLSIL is more recognized and used by the State and more commonly used by other local workforce development areas in the region.

- The poverty rate continued to decline with the California Budget and Policy Center, which negatively impacted the Department's effort to meet the 30% training requirement mandated by the State in Workforce Services Directive 14-1.

The LLSIL self-sufficiency standard considers cost variations based on geography, particularly the size of the family and the cost of housing, childcare, transportation, food and healthcare.

Currently anyone in the community is able to enroll for services at Workforce Development that has the right to work and has registered for selective service. The self-sufficiency standard determines whether or not the Department can place them into individual training agreements, or On-the-Job Training. The self-sufficiency rate does not impact the ability for the Department to provide job search services, workshops, Incumbent Worker training, customized training or pre-apprenticeship services.

Stanislaus 2030 released the 2022 Market Assessment Executive Summary in which they identified a good job starting at \$28.58. As a foundation, a good job means workers earning enough for the family to achieve self-sufficiency and economic mobility.

Jobs in the report were categorized as "good", "promising", or "other" based on earnings, benefits and durability.

#### Good Jobs:

- i. Pay at least the target annual wage, meeting expenses and savings needs without California "safety net" benefits (e.g. SNAP, TANF, Medicaid).
- ii. Provide employer-sponsored health insurance, proxy for likelihood of other benefits like paid leave and retirement contributions; and
- iii. Afford stable career options to continue holding a good job in the future, considering factors like automation and career progressions.

Promising Jobs do not meet all good job criteria but provide career pathways leading most workers to a good job within ten years.

Other Jobs do not qualify as good or promising.

On September 14, 2022 the Business Development Committee adopted and recommended for approval by the Workforce Development Board the following self-sufficiency standards.

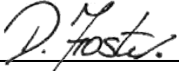
1. Individual Training Agreements – remain at 200% of the LLSIL
2. On the Job Trainings – increase to 300% of the LLSIL
3. Business Services Goal wage – 350% of the LLSIL

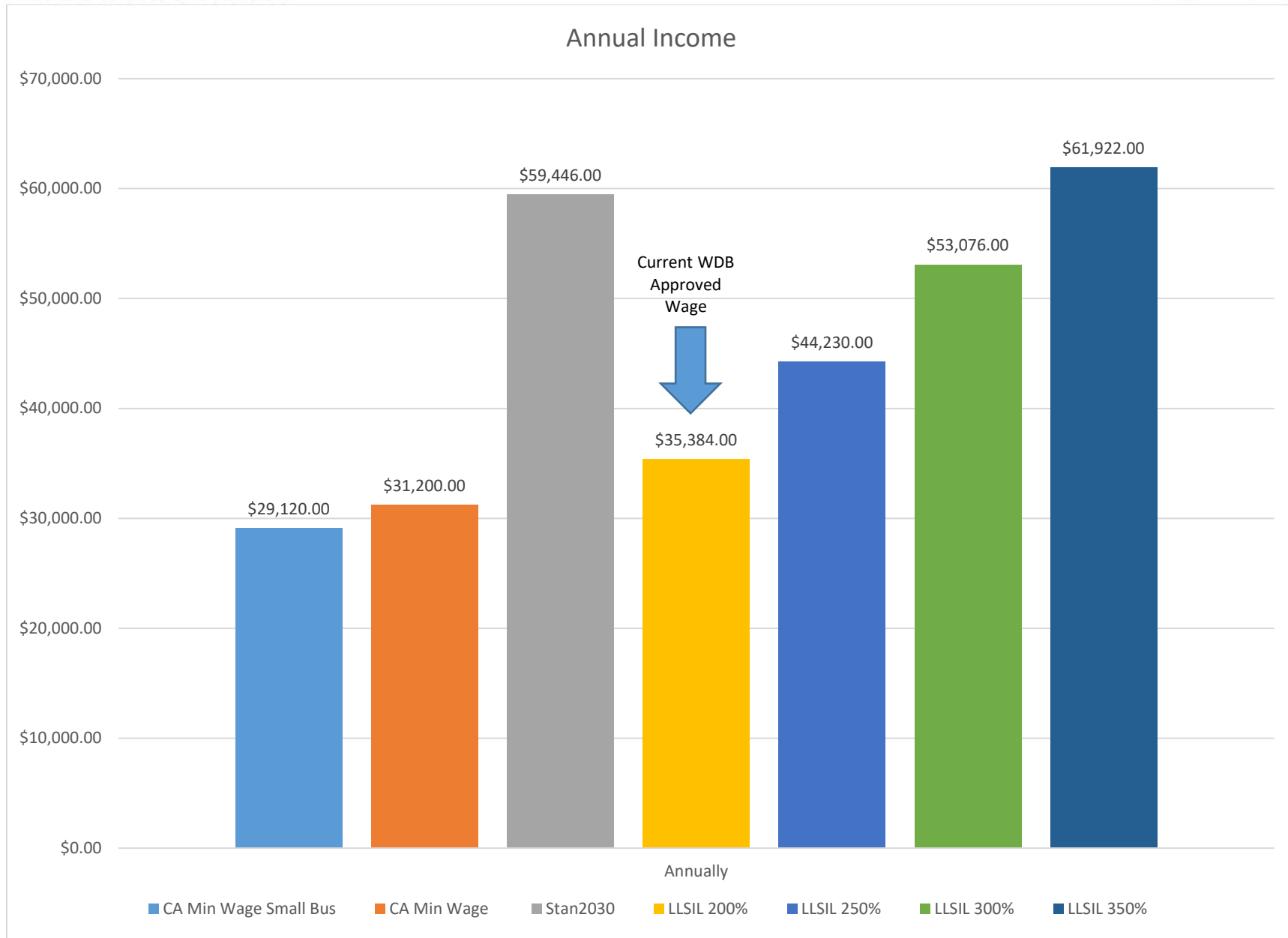
This new tiered approach would allow more employed and underemployed job seekers to improve skills and qualify for jobs with higher earning potential. It would additionally assist Businesses with hiring needs, as well as upskill underemployed workers. Job Seekers will be able to be placed into the pipeline for good and promising jobs that will lead to self-sufficiency.

Attachment 1 to this Agenda Item provides a comparison of California's current minimum wage for business with 25 employees or less, minimum wage for businesses with 26 employees or more, Stanislaus 2030 target wage, and the LLSIL at various rates for comparison.

**ADMINISTRATIVE BUDGET IMPACT:**

There is no additional impact to the budget as training is already included in the Department budget.

  
\_\_\_\_\_  
Doris Foster, Director





**October 3, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2021-2022 Program Year

**ITEM NUMBER:** VIII-C

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Acceptance of the Annual Report for Stanislaus County Workforce Development for all programs in the 2021-2022 Program Year.

**POLICY ISSUE:**

WIOA Section 121 (a) establishes performance accountability measures that apply across the core programs to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by those programs. These metrics and more are included in the Departmental Annual Report.

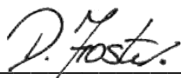
**DISCUSSION:**

Workforce Development would like to present the attached Annual Report to provide the Workforce Development Board with information regarding Workforce Innovation and Opportunity Act programs in the local workforce development area during the 2021-2021 Program Year. Additionally, included this year in the Annual Report are all of the programs that Workforce Development is responsible for. This report represents the achievements for Workforce Investment and Opportunity Act, Welfare to Work, Probation and the contracted programs.

The Annual Report encompasses the Workforce Development Board, Local & Regional Plan, Budget, Performance Metrics, Who We Are vs. Who We Serve, Business Services, Client Services and Targeted Opportunities. This information provides an accurate description of the activities undertaken to strengthen the workforce in the local area through the COVID-19 pandemic year.

**ADMINISTRATIVE BUDGET IMPACT:**

There is no Budget Impact associated with this Agenda Item.



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Doris Foster, Director

# SUCCESS STARTS HERE

2021-2022 Annual Report



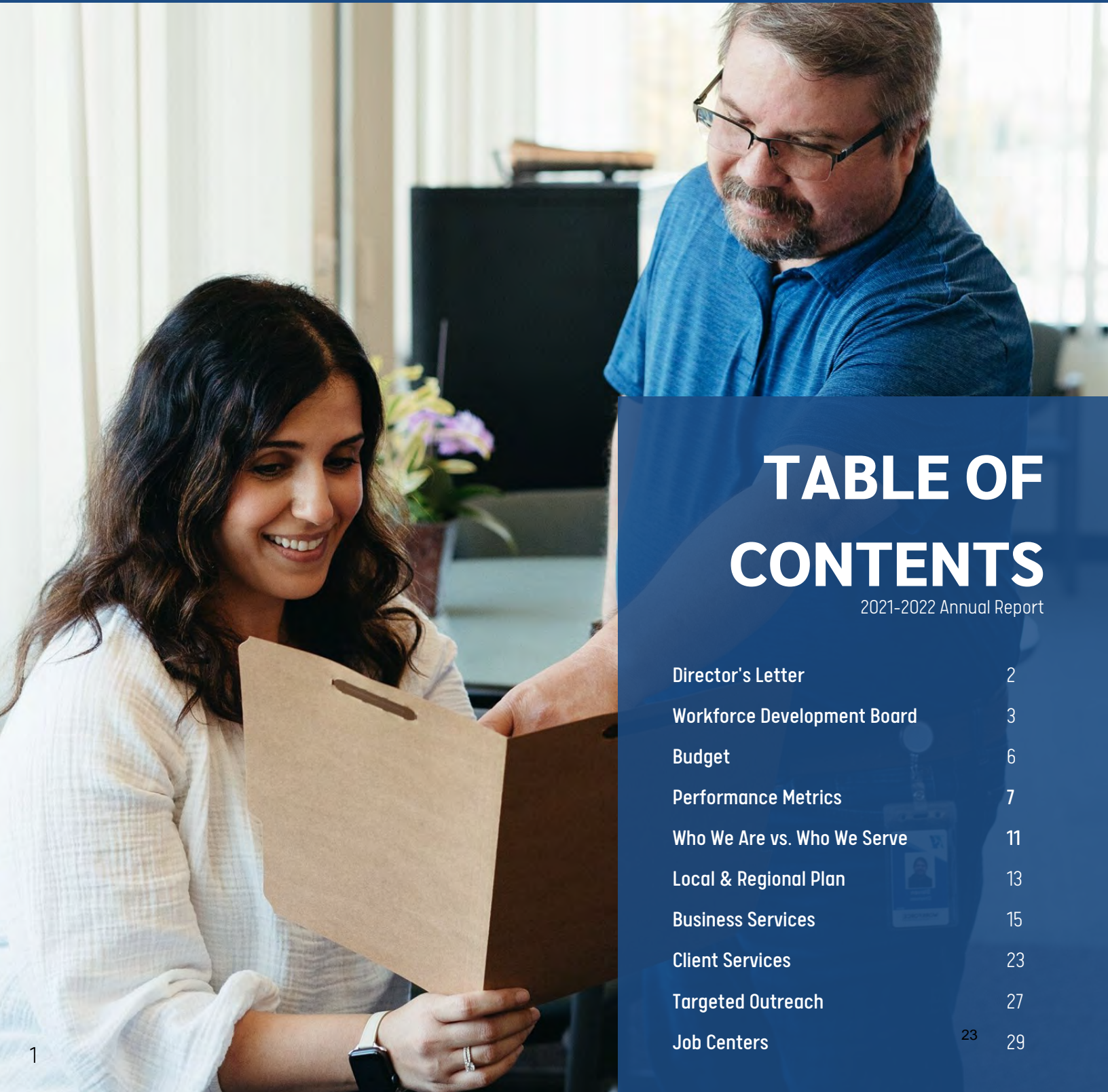
A proud partner of  
**America's JobCenter**  
of California<sup>SM</sup>

STANISLAUS COUNTY  
**WORKFORCE**  
DEVELOPMENT



## OUR MISSION

is to work with businesses to **determine the needs of in-demand occupations** and **develop a skilled workforce** that strengthens businesses and contributes to the economic success of the community.



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# DELIVERING QUALITY SERVICE

## Director's Letter

The 2021-2022 Program Year started with the anticipation that coming out of the pandemic would result in an increase of clients to meet the needs of businesses. It was surprising to see that the number of available job seekers declined in Stanislaus County, as well as the number of clients that enrolled into services with Workforce Development.

The following report provides an overview of the many strategies Stanislaus County Workforce Development created over the last year to continue delivering quality workforce services despite the unprecedented impact of fewer job seekers. In adapting to new workforce realities staff have implemented creative solutions such as the launch of the new website and online enrollment to make services to both businesses and clients more intuitive and informative.

The Stanislaus County Workforce Development Board continues to strategically approve policies that moves the needle in creating a stronger economy and continues to advocate for the protection and economic advancement of all workers, employers, and job seekers. In April 2021 the Board approved the formation of the Business Development Committee which implemented systems and processes in the 2021-2022 Program Year that have made an impact to the in-demand business sectors in Stanislaus.

Stanislaus County Workforce Development looks to the 2022-2023 Program Year with continued hope for economic recovery and looks forward to delivering comprehensive, state-of-the-art programming to meet Stanislaus County's diverse and evolving workforce needs.



**Doris Foster**  
*Director of Stanislaus County  
Workforce Development*



# STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD

The Workforce Development Board (WDB) of Stanislaus County is a business-led public body whose members are appointed by the Stanislaus County Board of Supervisors to oversee activities funded by the Workforce Innovation and Opportunity Act (WIOA). Although they have jurisdiction over the WIOA programs, these board members have influence over the full breadth of the programs under Workforce Development. The WDB is responsible for shaping and strengthening local and regional workforce development efforts to support small, medium, and large business job growth.

## Meet the Chairman:



Bill O'Brien is the General Manager of O'Brien's Market, Inc. His expertise in local commerce and business strategy has been an incredible resource for the Workforce Development Board. Chairman O'Brien has held this position since the inception of the Workforce Innovation and Opportunity Act in 2016.



### **Bill O'Brien | Chairman**

General Manager of O'Brien's Supermarket, Inc.

### **Cecil Russell | Vice-Chair**

CEO of Sylvan Financial & Advisory Group

### **Jennifer Shipman | Secretary/Youth Development Committee Chair**

Community Relations Manager of The Wine Group

### **Richard G. Hagerty | Veterans' Development Committee Chair**

Co-Owner of Modesto Steel Co. / Modesto Welding Products, Inc.

### **Kris Helton | Business Development Committee Chair**

General Manager of J.M. Keckler Bio Medical Services, Inc.

### **Josh Bridegroom**

CEO of Downtown Modesto Partnership

### **Ross Briles**

Owner of Funworks

### **Margarita Cabalbag**

Employment Program Manager of EDD

### **Lynis Chaffey**

Director of Business Development for Tenet Healthcare

### **Charles Dossett**

President of DOCON, INC.

### **Dean Fadeff**

District Representative of Operating Engineers Local #3

### **Mani Grewal**

Board of Supervisors District 4  
Owner of Various Commercial Businesses

### **Scott Kuykendall**

Superintendent of Schools of Stanislaus County Office of Education

### **Mary Machado**

Owner of Machado & Sons Construction Inc.

### **Pedro Mendez**

Dean of Public Safety / Technical & Community Education of MJC

### **Raul Mendez**

Chief Administrative Officer of Merced County

### **Doug Murdock**

Apprenticeship Coordinator of Stanislaus County Mfg. / Maintenance Joint Apprenticeship Committee & Lawrence Livermore Lab

### **Maryn Pitt**

Executive Director of Manufacturers Council of the Central Valley

### **Tim Robertson**

Executive Director of North Valley Labor Federation

### **Chris Savage**

Sr. Director of Global Environmental Health and Safety of E.J. Gallo Winery

### **Doug Van Diepen**

Project Manager of Paradigm Construction Management

### **Greg Vincelet**

Training Coordinator of Central Valley Pipe Trades Local 442

### **Ardria Weston**

Staff Services Manager of California Department of Rehabilitation



# STANISLAUS COUNTY WORKFORCE DEVELOPMENT COMMITTEES

## Business Development Committee

The Business Development Committee is dedicated to collaborate with businesses to ensure the creation and alignment of programs to address and resolve sector needs and advise the Stanislaus County Workforce Development Board with information and guidance in planning, providing, and promoting services to businesses in the community.

**Meet the Committee Chair:** *Kris Helton*

Kris Helton is the Service Development Director of J.M. Keckler Bio Medical Services, Inc. He has been in business management or ownership for the past 20+ years. Kris has been a Stanislaus County Workforce Development Board member for over 4 years and has been the Stanislaus County Workforce Development Board Business Development Committee Chair since its inception in 2021.

**Committee Members:** Kris Helton, Dan Martin, Jennifer Shipman, Maryn Pitt, Tim Roos, Jack Deliddo, Billy Meyers, Dillon Olvera, Jason Maggard, and Shawn Hemiller



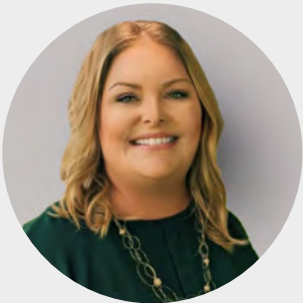
## Youth Development Committee

The purpose of the Youth Development Committee is to provide the Stanislaus County Workforce Development Board assistance with the planning, operational, implementation and performance activities related to the WIOA funded youth services being provided in the Stanislaus County workforce system.

**Meet the Committee Chair:** *Jennifer Shipman*

Jennifer Shipman is the Community Relations Manager of The Wine Group. With a wide range of skills in communications, employer branding, organizational leadership and partnerships, Jennifer has brought her expertise to the Stanislaus County Workforce Development Board for 10+ years. She has led the SCWD Youth Development Committee for over 4 years.

**Committee Members:** Jennifer Shipman, Patrick Cavanah, Mary Machado, Dallas Plaa, Carmen Wilson, John Bettencourt, and Jeremy Pannell



## Veterans Development Committee

The Veterans' Development Committee is dedicated to maximize opportunities to promote and support a workforce system in Stanislaus County dedicated to economic prosperity for unemployed and underemployed veterans by providing priority training, education and opportunities for successful employment.

**Meet the Committee Chair:** *Charles Dossett*

Charles is the President of DOCON, Inc. With his background as a Platoon Leader & Project Engineer in the US Army, Charles brings an expertise of military operations, construction, project engineering, and project management to the Stanislaus County Workforce Development Board. Charles has led the Veterans Development Committee for 1 year.

**Committee Members:** Charles Dossett, Kris Helton, Ryan Kegley, Cecil Russell, Margarita Cabalbag, and Wardee Bruce



# 34,654

Website Views in 3 months

\*New website launched in March 2022

# 86.6%

Increase in visitors to the job centers from 2020-2021 (closed 6 months) to 2021-2022 (closed 3 months)

\*closed due to pandemic

# 7%

Increase in businesses served from 2020-2021 to 2021-2022

# 111%

decrease in number of new clients enrolled

# 43

Staff vacancies filled in 2021-2022 fiscal year



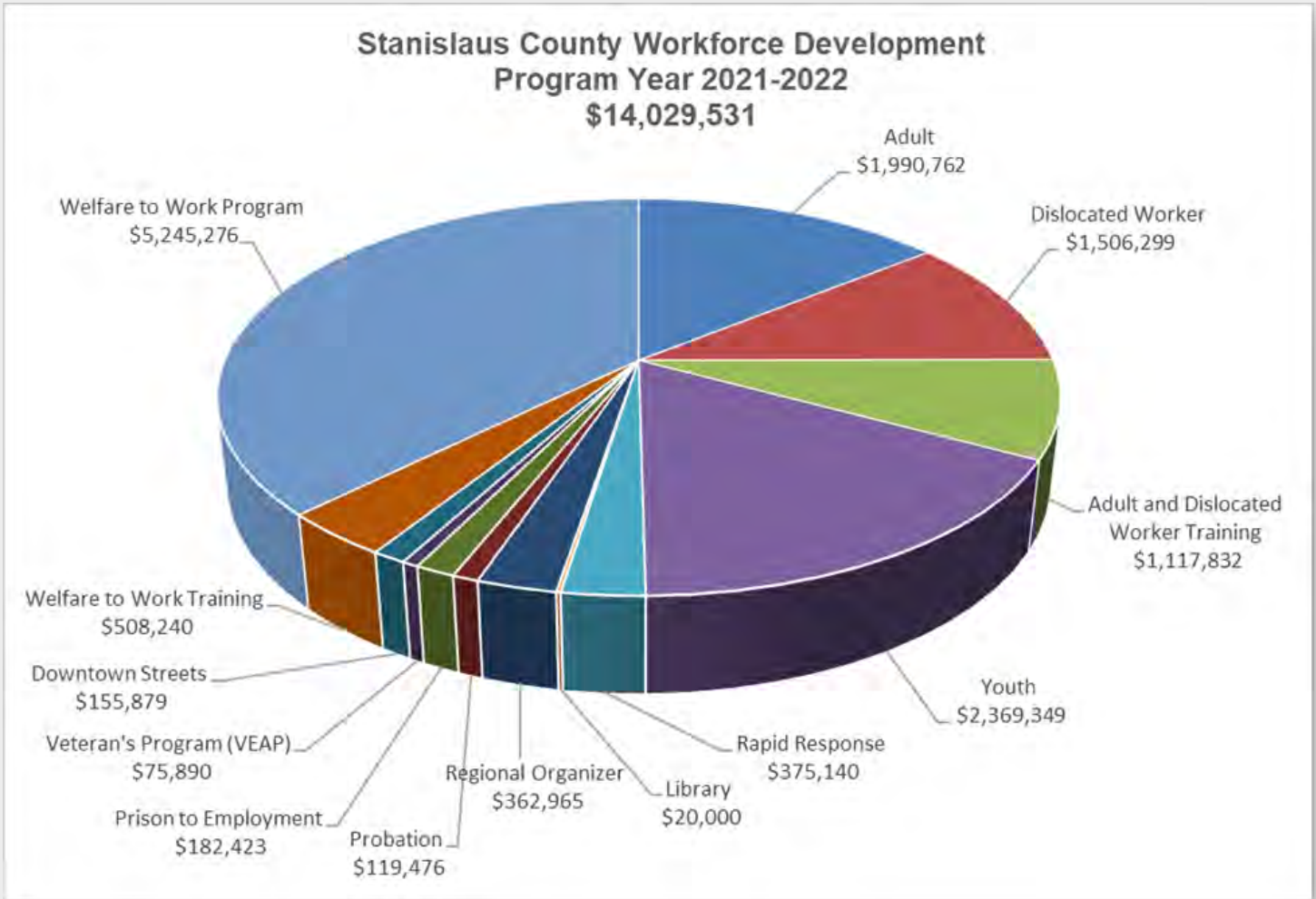
When compared to the prior year, Workforce Development saw a drastic decrease in the number of job seekers available for employment, with an increase in business needs. As the number of clients enrolled in services went down, Workforce Development made the decision to leave positions vacant. In anticipation of more businesses and clients receiving services in Fiscal Year 2021-2022, the Department's Human Resource Division held an unprecedented 24 recruitments and filled 43 positions to become fully staffed.

2021-2022

# HIGHLIGHTS OF THE YEAR

# BUDGET & ACTUALS

2021-2022



Programs	FY 2021-2022 Final Budget	FY 2021-2022 Actual	Difference
<b>Adult</b>	\$ 2,101,906	\$ 1,990,762	\$ 111,144
<b>Dislocated Worker</b>	\$ 1,644,327	\$ 1,506,299	\$ 138,028
<b>Adult and Dislocated Worker Training</b>	\$ 1,653,963	\$ 1,117,832	\$ 536,131
<b>Youth</b>	\$ 3,007,098	\$ 2,369,349	\$ 637,749
<b>Rapid Response</b>	\$ 392,279	\$ 375,140	\$ 17,139
<b>Library</b>	\$ 20,000	\$ 20,000	\$ -
<b>Regional Organizer</b>	\$ 387,570	\$ 362,965	\$ 24,605
<b>Probation</b>	\$ 150,000	\$ 119,476	\$ 30,524
<b>Prison to Employment</b>	\$ 182,423	\$ 182,423	\$ -
<b>Veteran's Program (VEAP)</b>	\$ 142,857	\$ 75,890	\$ 66,967
<b>Downtown Streets</b>	\$ 199,161	\$ 155,879	\$ 43,282
<b>Welfare to Work Training</b>	\$ 1,875,000	\$ 508,240	\$ 1,366,760
<b>Welfare to Work Program</b>	\$ 5,939,573	\$ 5,245,276	\$ 694,297
<b>Total</b>	<b>\$ 17,696,157</b>	<b>\$ 14,029,531</b>	<b>\$ 3,666,627</b>



# PERFORMANCE METRICS

## WORKFORCE INNOVATION & OPPORTUNITY ACT (WIOA)

### ADULT

Performance Measures	2021-2022 Actual	2021-2022 Goals	
1. Employment Rate (Q2) [Cohort Period: 7/1/2020 - 6/30/2021]	75.5%	74.0%	↑
2. Employment Rate (Q4) [Cohort Period: 1/1/2020 - 12/31/2020]	78.8%	66.0%	↑
3. Median Earnings [Cohort Period: 7/1/2020 - 6/30/2021]	\$8,255.81	\$6,800.00	↑
4. Credential Rate [Cohort Period: 1/1/2020 - 12/31/2020]	79.7%	60.0%	↑
5. Measurable Skill Gains [Cohort Period: 7/1/2021 - 6/30/2022]	74.4%	50.0%	↑

### DISLOCATED WORKER

Performance Measures	2021-2022 Actual	2021-2022 Goals	
1. Employment Rate (Q2) [Cohort Period: 7/1/2020 - 6/30/2021]	56.5%	75.0%	↓
2. Employment Rate (Q4) [Cohort Period: 1/1/2020 - 12/31/2020]	61.8%	72.5%	↓
3. Median Earnings [Cohort Period: 7/1/2020 - 6/30/2021]	\$7,015.18	\$8,500.00	↓
4. Credential Rate [Cohort Period: 1/1/2020 - 12/31/2020]	85.0%	61.0%	↑
5. Measurable Skill Gains [Cohort Period: 7/1/2021 - 6/30/2022]	76.5%	66.0%	↑

### YOUTH

Performance Measures	2021-2022 Actual	2021-2022 Goals	
1. Employment, Education or Training Placement Rate (Q2) [Cohort Period: 7/1/2020 - 6/30/2021]	77.7%	71.0%	↑
2. Employment, Education or Training Placement Rate (Q4) [Cohort Period: 1/1/2020 - 12/31/2020]	72.9%	67.0%	↑
3. Median Earnings [Cohort Period: 7/1/2020 - 6/30/2021]	\$5,007.17	\$3,200.00	↑
4. Credential Rate [Cohort Period: 1/1/2020 - 12/31/2020]	57.0%	55.0%	↑
5. Measurable Skill Gains [Cohort Period: 7/1/2021 - 6/30/2022]	53.2%	38.0%	↑

The Workforce Innovation and Opportunity Act is performance-based legislation. The Federal Department of Labor negotiates performance levels with States, which in turn, negotiate performance levels with the local areas. These indicators are all measured after program participation, and inherently have lag times for reporting purposes. The only real-time indicator is Measurable Skills Gains.

# WELFARE TO WORK (WTW)

Program	Expected Outcomes	Actual Outcomes	
Community Services Program (CSP)	85% who attend CSP Orientation will enroll in Expanded Subsidized Employment (ESE)	39% who attended CSP Orientation did enroll in Expanded Subsidized Employment (ESE)	↓
	50% of those scheduled for CSP will attend ESE site placement	55% of those scheduled for CSP attended ESE site placement	↑
	25% of participants will obtain unsubsidized employment	39% of participants obtained unsubsidized employment	↑
Job Readiness (JR)	85% of those scheduled for JR will attend 1st week	92% of those scheduled for JR attended 1st week	↑
	50% who attended 1st week of JR will complete the activity	64% who attended 1st week of JR completed the activity	↑
	25% of those who attended 1st week of JR will obtain employment within 90 days of completing JR	1% of those who attended 1st week of JR obtained employment within 90 days of completing JR	↓

## WELFARE TO WORK

The StanWORKs Welfare to Work (WTW) program performance is determined by the Stanislaus County Community Services Agency, based on State requirements for the CalWORKS Program. WTW Programs concentrate services on individuals receiving Temporary Assistance to Needy Families (TANF) to provide soft skills training and on-the-job experience to prepare for unsubsidized employment opportunities.

# LET'S WORK (PROBATION YOUTH SERVICES)

Participants	Referred	Attended	Participation Rate	Completed Course
Out of Custody	27	26	96.3%	24
In Custody	37	27	73%	22
<b>Total Employed: 5</b>				

## LET'S WORK (PROBATION YOUTH SERVICES)

The Let's Work program is a contract with the Stanislaus County Probation Department. The performance goal is to place justice involved youth into employment.



# SUCCESS STARTS HERE

*Eli Drumm*



# HEADED NOWHERE FAST

Eli Drumm is a client who came to Stanislaus County Workforce Development to enroll in trainings. This is a letter he wrote to share the success he has had.

My name is Eli Drumm, and up until July of 2021 my life was headed nowhere fast. **I had been in and out of prison and was struggling with a heroin and methamphetamine addiction that I could not get a handle on.** I was arrested yet again on the 4th of July 2021 and put in jail for a parole violation. I went to Nirvana drug and alcohol treatment and completed a 90 day program. I had been networking with Workforce Development for about 6 months prior to that arrest but wasn't really taking it seriously because I was too lost in my addiction.

Shortly thereafter, my fiance and I discovered she was pregnant and it was at this time that I made the decision to get clean and sober, get my life together and be a good father and husband, as I did not want to make the same mistakes I had made in the past with my first child and not being a part of his life due to my addiction. **I reached back out to Workforce and thanks to the tireless efforts and dedicated professionalism of Teresa Brockman, Cynthia Carrillo and Monica Hack I quickly completed the process to get vocational training as a truck driver.**

## HARD HONEST WORK

I enrolled at Western Pacific truck driving School completed the 6-week class and obtained my class A license on May 16th of this year. **On June 8th I was hired full time at Emerald Textiles in Turlock as a truck driver making \$28 an hour.** Since then I have moved into my own apartment, obtained 2 credit cards, pay all my bills and rent legally with money I have made from hard honest work and my fiance and I have brought our daughter home to our own place.

**I am coming up on almost a year of sobriety and none of this I could have imagined in my wildest dreams.**

I owe Workforce Development and Teresa Brockman, Cynthia Carrillo and Monica Hack as well as Stacy Hearn and Jose Gonzalez at Western Pacific truck driving School a debt I don't think I can ever repay I am eternally grateful for all the hard work and dedication they invested in me as well as believing in me and motivating me to accomplish these goals. Again their professionalism, empathy and hard work motivated me to believe in myself and accomplish this, and **if there was more people like them in this world the prison recidivism rate would be a lot lower.** Thank you very much for taking the time to read this.



Eli Drumm

Training Client

# WHO WE ARE

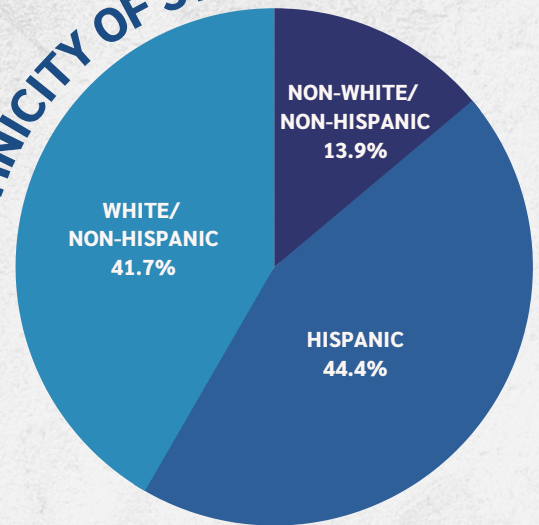
## *staff demographics*

At Workforce Development, we strive to create an inclusive culture that encourages, supports, and celebrates the diverse voices of our employees. To build the foundation of our culture, the Department provides each employee with a collection of Emotional Intelligence training to embrace our values.

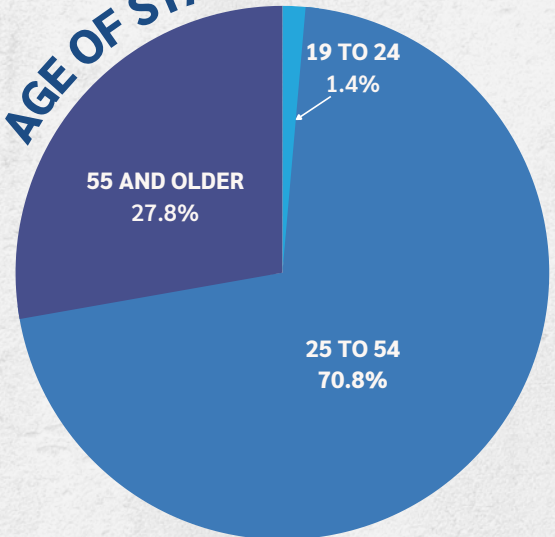
The Department Leadership Team also participates in a series of Emotional Intelligence training inspiring them to "Dare to Lead" bravely with vulnerability, and "Lead as a Coach" with Emotional Intelligence. The Department also participates in County wide cultural diversity celebrations during the month of October to support an inclusive and diverse environment. Employees feel empowered to share experiences and ideas and have established the Cultural Diversity Committee which consist of several County departments and employees from all backgrounds and ethnicities to celebrate cultural differences and educate fellow staff.



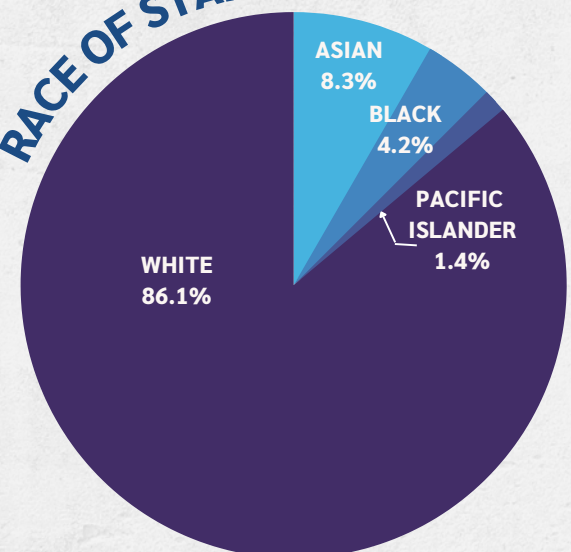
### ETHNICITY OF STAFF



### AGE OF STAFF



### RACE OF STAFF

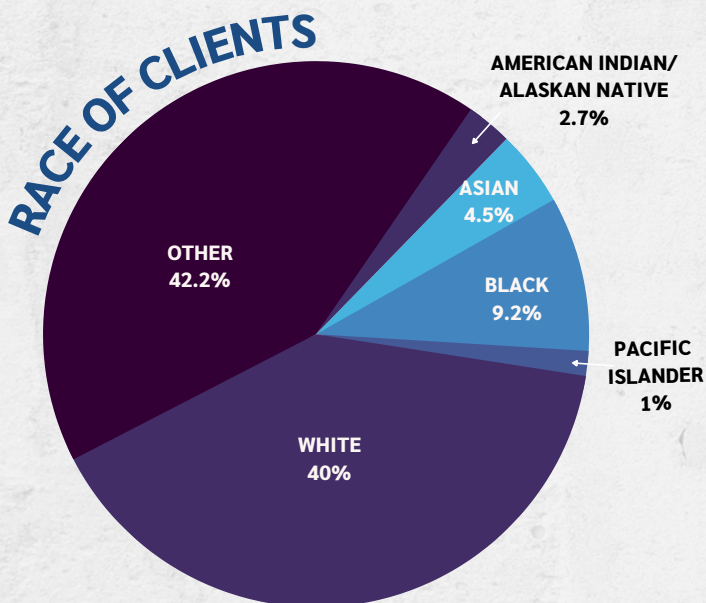
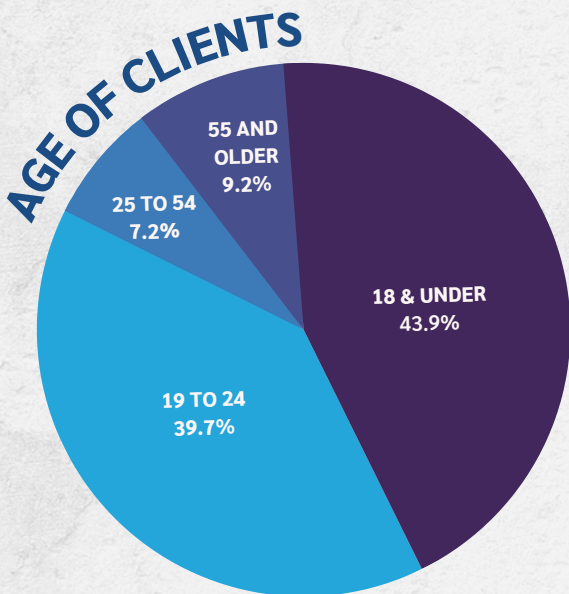
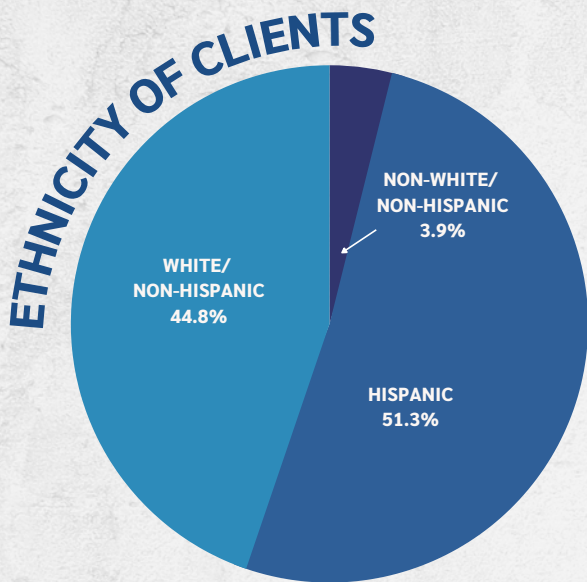




# WHO WE SERVE

## *client demographics*

Workforce Development encourages and values diversity, equity of services, and inclusion in the clients that are served. The demographic information shown represents Workforce Innovation and Opportunity Act and Welfare to Work clients newly-enrolled for the program year 2021-2022. This information is voluntarily supplied by enrollees, and they have the option to answer race demographics as "Other" or "I do not wish to answer the question." Some programs administered by Workforce Development may not be included if clients were not co-enrolled in WIOA services.





# LOCAL PLAN

The Stanislaus County Workforce Development Board is committed to supporting the priorities of the Stanislaus County Board of Supervisors by developing a healthy economy and delivering efficient public services and community infrastructure. Under Workforce Innovation and Opportunities Act (WIOA) regulations, the Stanislaus County Workforce Development Board is charged with developing a Local Plan of strategic operations within the local workforce development area. The Local Plan is developed to align with the Regional and State Plan, and updated every two years.

## STRATEGIES AND OUTCOMES IN THE LOCAL PLAN INCLUDE:

### Strengthening the Current Workforce by:

- Targeting underserved individuals in the local area to provide greater access, equity and inclusion to special population groups
- Adjusting internal systems to braid WIOA services with varying programs to provide more robust services to individuals in programs such as Welfare to Work, Justice Involved, and other specialty populations
- Increasing On-The-Job Training and Incumbent Worker activities in an effort to increase the skill level of the current workforce

### Developing Future Talent by:

- Seeking initiatives/ partnerships to assist immigrants to integrate into the local economy
- Changing internal processes to allow greater access to additional services for clients
- Coordinating special grant opportunities, and pre-apprenticeships to direct much-needed services to the harder-to-serve populations

### Supporting Business Growth by:

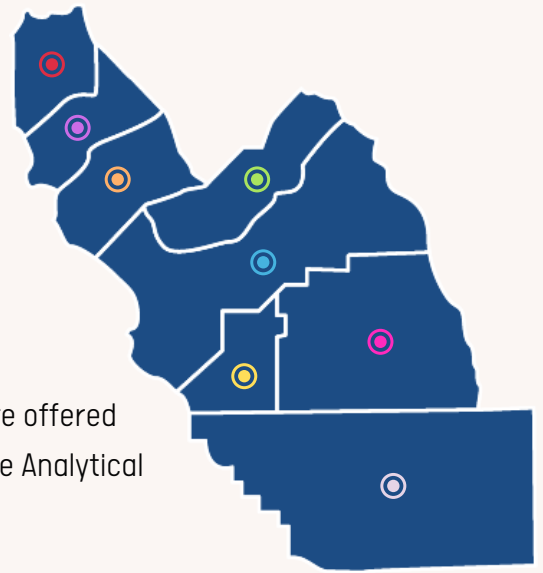
- Focusing on providing equity and inclusion to businesses that are owned by and/or primarily serving underserved populations
- Pursuing optional Waivers that allowed higher On-The-Job Training reimbursements
- Developing new Agricultural Sector representation
- Creating new human resources services for employers through the HR Hotline

The Local Plan is a guidebook toward providing the best services possible, and expanding the availability of services in the Local Area. These strategies and outcomes remain an on-going effort, as Workforce Development continues the pursuit of excellence in serving our constituency.



# REGIONAL PLAN

- Fresno
- Merced
- Kern/Inyo/Mono
- San Joaquin
- Kings
- Stanislaus
- Madera
- Tulare



Stanislaus County Workforce Development is the lead for the region.

## Investment in Regional Staff Development:

In support of professional development in the region, various trainings were offered within three categories: COVID-19 Impacted Related, Equity Related, and the Analytical Skills Series.

### Examples of training topics:

Trauma Informed System Change for Management

Using Data to Drive & Support Decision-Making

Conducting an Effective Virtual Meeting

Managing Conflict through the Lens of Equity

Developing Language of Cultural Intelligence

Critical & Analytical Thinking



## PARTNERSHIPS/INVESTMENTS:

### HR Hotline Services for Business

- Stanislaus County Workforce Development invested \$4,975 towards regional cost of \$70,915 to support local businesses in region

### Region submits \$13.5 M Economic Development Agency Federal Grant application to support Health Care Industry impacted by COVID-19

- Stanislaus County Workforce Development invested \$4,440 towards regional cost of \$27,750 in procuring grant consultant services in the development of grant proposal.

### Region applied for the Regional Equity and Recovery Partnerships (RERP) grant and was awarded \$4.9M.

- Grant funds will focus on addressing occupational and skills gap problems experienced by business in the Central Valley as a result of the COVID-19 pandemic.

## EQUITY STATEMENT

The local boards of the San Joaquin Valley and Associated Counties Regional Planning Unit is committed to equity, diversity, inclusion and access in every aspect of its operations and programs





# BUSINESS SERVICES

Business Services works with local businesses to identify or build a viable and skilled workforce. By partnering with businesses, Business Services attempts to assess services that may be the most beneficial to local businesses and job seekers.

We are the experts in:

**TALENT    WORK EXPERIENCE    LAYOFF AVERSION    LABOR MARKET**

Stanislaus County Workforce Development offers business services such as:

- On-the-Job Training
- Paid Internships/Work Experience
- Incumbent Worker Training
- Customized Training
- Pre-Apprenticeships
- Labor Market Information
- Business Related Resources (job posting/marketing, screening resumes)
- Sector Strategies\*
- Employer Assessment\*
- Underserved Business Assistance\*\*

\*Services provided by Opportunity Stanislaus

\*\*Services provided by City Ministries Network



**Business Services worked with over 369 employers and provided 2303 total services to businesses.**

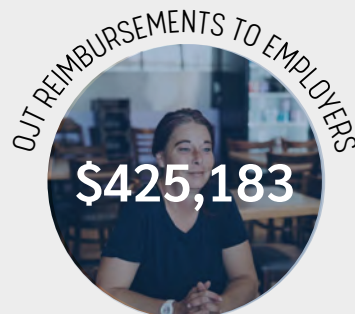
# BUSINESS SERVICES

## ON-THE-JOB TRAININGS

On-The-Job (OJT) training is a way to provide a financial incentive to an employer that allows them to hire a new employee and increase their skill level. The financial incentive is a percentage reimbursement of wages that are paid back to the employer over a specified period of time for the training of specific skills. Workforce Development provided a waiver that allowed for businesses with 50 or fewer employees to be reimbursed up to 90% of the wage rate.

### 2020-2021 RETENTION

- 74% of the employees retained employment 6 months after the OJT ended
- 71% of the employees retained employment at-least 12 months after the OJT ended



## RAPID RESPONSE AND LAYOFF AVERSION

Rapid Response and Layoff Aversion are proactive, business-focused programs which are delivered to assist local companies who may be facing work slow-downs, potential layoffs, or business closure.

The services offered to the more than 650 employees of these impacted businesses included:

- Unemployment Insurance filing assistance
- Local employment opportunities
- Reemployment services (resume writing, interview assistance, etc.)
- Assistance signing up for Covered California
- Referrals to CSA services
- Ongoing follow-up and referrals to affected employees





# BUSINESS SERVICES

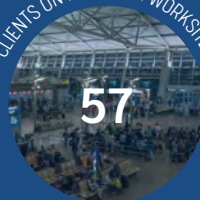


## PAID INTERNSHIPS/WORK EXPERIENCE

A Paid Internship (PI) / Work Experience (WEX) is a partnership between Workforce Development, local business and job seekers. The subsidized employment allows job seekers to be placed on an employer worksite, and earn wage while learning valuable work-based “soft” and “hard” skills, and the work ethic necessary to gain and retain employment. Workforce Development is the “employer of record” and covers the hourly wages, employer taxes and workers compensation insurance.

There is no requirement that the trainee will remain employed with the worksite employer at the close of the Paid Internship.

CLIENTS ON EMPLOYER WORKSITES



AMOUNT OBLIGATED IN PI/WEX WAGES



AVERAGE AGREEMENT AMOUNT



# BUSINESS SERVICES

## SECTOR STRATEGIES\*

Sector strategies identifies and builds upon strategies for businesses in the four sectors of healthcare, manufacturing, warehouse/logistics, and agriculture. This includes individual business surveys and meetings with businesses within the identified sectors. These partnerships are designed to bring together multiple employers within a sector to find shared solutions to common workforce problems. The ultimate goal of sector strategies is to build talent pipelines that impact skills shortages and develop crucial career pathways for each identified industry sector within Stanislaus County.

For the program year of 2021-2022, Opportunity Stanislaus met once with each individual sector and twice with all sectors present for a total of 6 meetings.

## 103 TOTAL SURVEYS



EMPLOYER	TOTAL INDIVIDUALS	TOTAL ASSESSMENTS
City of Newman	28	84
Ball MetalPack	3	6
Gallo	634	1264
Oakdale Irrigation District	31	93
Opportunity Stanislaus	4	12
VOLT	49	139
<b>Total</b>	<b>749</b>	<b>1598</b>

## EMPLOYER ASSESSMENT (WORKKEYS)\*

Employer Assessments are offered to local businesses to configure pre-employment tests from an extensive workplace to measure foundational skills that are required in the workplace.

\*Services provided by Opportunity Stanislaus



# BUSINESS SERVICES

## UNDERSERVED BUSINESS ASSISTANCE\*\*

Services are provided to achieve equity and to perform outreach to At-Risk Businesses. These include the underserved, minority-owned, minority-represented, women-owned businesses and businesses that primarily serve at-risk community members within Stanislaus County.

### TOTAL UNDERSERVED BUSINESSES SERVED: 82

Services Provided	Number of Services
Total Layoff Aversion Activities	62
Employer Networking	94
Referral to Community Resource	95
Other WIOA Services	107
<b>Total Services Provided</b>	<b>362</b>

# BUSINESS SERVICES

## HR HOTLINE HUMAN RESOURCES

888-203-0734

HR Advice on Demand  
Monday-Friday | 8am-5pm PST

## HR HOTLINE

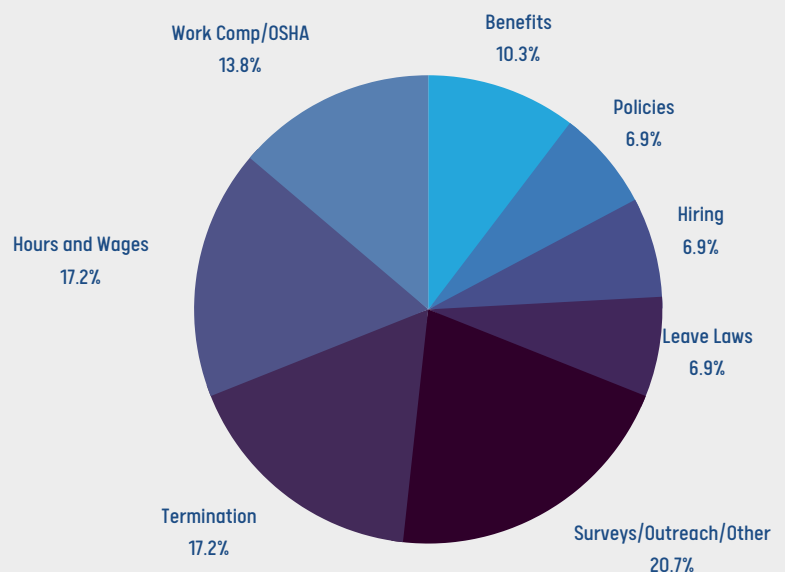
Stanislaus County employers receive a no-cost-to-business Human Resource hotline!

HR Experts provide guidance on:

- Hiring & firing process
- Paid sick leave laws & FMLA
- Breaks, lunches & overtime
- Employee handbooks
- Harassment prevention
- COVID-19 questions

From the launch of the HR Hotline in January 2021, 29 calls within Stanislaus County have been received from businesses, both large and small, looking for human resource guidance.

## REASON FOR CALL







# THE ICE CREAM COMPANY

+

# STANISLAUS COUNTY WORKFORCE DEVELOPMENT



# MORE THAN JUST ICE CREAM...

Enrich & Employ is a local nonprofit that works to remove barriers to employment by providing job skills training in a functioning restaurant.

Pops of color fill your eyeline when you walk through the Ice Cream Company doors to enter into the dining room. From soft lavender to sweet pistachio green, the inviting colors bring a youthful joy to the atmosphere. What a dream come true it must be to be a child walking into this establishment for a sweet treat!

But this establishment is so much more than an inviting and fun ice cream shop and restaurant. Since 2019, the Ice Cream Company has functioned under the non-profit, *Enrich & Employ*, to provide job skills training in a functioning restaurant to those who have barriers to employment.

Those engaged in job skills training may have a special need, recently completed a recovery program, or may be an English Language Learner. The trainees/employees are hired on through a referral process from local non-profits like Learning Quest, United Cerebral Palsy of Stanislaus County, Redwood Family Center, and Downtown Streets Team.

**“We work with non-profits who can work through those first barriers like their drug addiction or homelessness, and then when they are ready to move into employment, we are the next step to their career and more stable employment. That is where we function.”**  
– Bonnie Acree, Executive Director & Former Owner

In order to help facilitate the training program developed by The Ice Cream Company, Stanislaus County Workforce Development has partnered with the company's non-profit, *Enrich & Employ*, to help offset the cost of these services through On-the-Job training (OJT).

**“It takes a little bit longer. It takes two people to train, and that's true with any restaurant and business, but because this is what we do- we have more costs associated with that. Working with Workforce Development is just helping us to be able to cover those costs and stretch our dollars to help more people get trained.”** – Bonnie Acree.

The expected outcome is that the employee will receive stable employment for no less than 12 months after the end of the OJT, and the employer has an employee that has learned new skills that will allow for the business to be competitive. This training can be customized to the needs of the business - just like the Ice Cream Company has done! Through this partnership, the Ice Cream Company employees have been given the opportunity to start learning valuable skills in entry-level positions that help them go on to grow and develop within the restaurant to other positions such as Purchaser, Restaurant Manager, and Food Services Supervisor.

Out of the employees who joined the training program through referrals, 85.7% have successfully finished the program to completion. The Ice Cream Company is much more than just an ice cream shop, it is a training ground to build skills, bring hope, and change lives.

Currently, Stanislaus County Workforce Development is working with the Ice Cream Company and Stanislaus County Office of Education to create a long-term training program to become an Eligible Training Provider for the county.

*On-the-Job Training*





# CLIENT SERVICES

Workforce Development Client Services is more than preparing clients for their next job. Workforce Specialist provide career services to discover their next career.

We are the experts in:

CAREER COACHING

WORKSHOPS & TRAINING

PROVIDING WORK EXPERIENCE

**Stanislaus County Workforce Development provides comprehensive career services to connect job seekers to businesses.**

**Services include:**

- Walking clients through the enrollment process
- Reviewing Resumes & giving career coaching
- Training through skill-building workshops and certified training
- Providing work experience with local employers
- Providing professional vocational training opportunities
- Providing access to computers and printers for job search

## **HIGHLIGHTED CHANGE**

After over a year of being closed to the public for in-person services, the 12th street location opened for business September 2021. Prior to that month, services were only available virtually or by appointment through Job Centers and at the Hackett facility.

Workforce Development continued to offer job seekers workshops virtually until April 2022. The department transitioned back to in-person workshops to allow enhanced hands-on computer guidance for job search. In addition to in-person workshops, the department expanded our workshops from 4 to 12 topics. This allowed all clients, regardless of the program, to attend workshops that were individualized to their specific needs.

Virtual engagement is still available when requested by our enrolled clients.

# CLIENT SERVICES

## PATHWAY TO SERVICES

To ensure robust services are available to all individuals, internal systems were created to braid Workforce Innovation and Opportunity Act funding with additional department resources. Access Employment was created as a process that supports clients on their road to a self-sustaining career. The focus moved to serving individuals using a service path strategy to address multiple barriers to employment by providing support for life stability and economic self-sufficiency.

## WORKSHOPS

Workshops are offered to the community to provide job seekers with the opportunity to gain insight & apply various skills to their job search. In April 2022, the team transitioned the workshops from their temporary state of being conducted virtually back to in-person classes.



Due to COVID-19 Protocols, Welfare-to-Work referrals were severely reduced during the 2021-2022 program year. Welfare-to-Work participants could opt-out for Good Cause if they were adversely affected by the COVID-19 pandemic.

## WELFARE TO WORK

## SUPPORTIVE SERVICES

Supportive Services is an available service to enrolled clients. "Supportive Services" may include transportation, child care, dependent care, housing, and needs-related payments, that are necessary to assist clients to participate in employment activities. Supportive Services also includes assistance for required items for new employment, such as uniforms, tools, etc.



## CO-ENROLLMENT

Clients may be funded through Welfare to Work, Prison to Employment, Probation, California for All and Downtown Streets. Clients are encouraged to enroll in the WIOA program to leverage resource for the maximum benefit for the job seeker. Additional funding provides additional support on the client's road to a self-sustaining career.



# CLIENT SERVICES

WELFARE TO WORK ACTIVITY	REFERRED	ATTENDED	%
<b>COMMUNITY SERVICE PROGRAM +</b>	<b>32</b>	<b>26</b>	<b>81.3%</b>
Aspiranet	1	1	100.0%
Cental Valley Opportunity Center	12	12	100.0%
El Concilio	5	0	0.0%
Center for Human Services	14	13	92.9%
<b>COMMUNITY SERVICE PROGRAM + VOCATIONAL (ESL)</b>	<b>41</b>	<b>31</b>	<b>75.6%</b>
Aspiranet	14	10	71.4%
Sierra Vista Family and Chidrens Centers	27	21	77.8%
<b>HIGH SCHOOL EQUIVALENCY/ADULT-BASED EDUCATION</b>	<b>82</b>	<b>77</b>	<b>93.9%</b>
Learning Quest- Stanislaus Literacy Center	71	66	93.0%
Learning Quest- Spanish HSE/ABE	11	11	100.0%
<b>Totals</b>	<b>155</b>	<b>134</b>	<b>86.5%</b>

## COMMUNITY SERVICES PROGRAM PLUS (CSP PLUS):

CSP Plus provides development of hard and soft skills for clients with multiple barriers to employment prior to transitioning into another activity.

## COMMUNITY SERVICE PROGRAM PLUS (CSP PLUS) VOCATIONAL ENGLISH AS SECOND LANGUAGE (VESL):

CSP Plus VESL is an activity for non-English speaking clients to build essential work related concepts and language skills to obtain a basic working knowledge of written and spoken English that will enable them to be successful in entry level jobs, training programs, work experience at a worksite, or obtain employment.

## HIGH SCHOOL EQUIVALENCY (HSE) AND ADULT BASIC EDUCATION (ABE):

HSE preparation and ABE program is designed to build education and literacy skills in math, language arts, writing, science and/or social studies that are essential in the job market and to prepare participants for the HSE test and certificate attainment.

## JOB READINESS

Job Readiness is a WTW activity that provides client's the skills needed to obtain and retain employment. The curriculum includes:

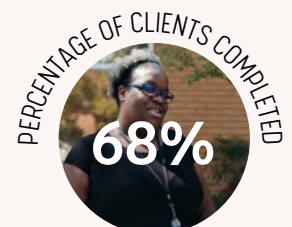
**Job Applications**  
**Resumes**

**Interviewing Skills**  
**Job Search Skills**

**Networking**  
**Life Skills**

**Skill for Retaining Employment**

Job Readiness transitioned from an in person 3-week class curriculum to a virtual Google Classroom due to COVID 19 in 2020. As Stanislaus County continues to navigate back to more personal contact, In April, Job Readiness returned with a new format that allowed clients to enroll in workshops to meet the Job Readiness requirement. Clients now have the opportunity to enroll in workshops that are more specific to their individual needs to gain the skills they need to obtain and retain employment.





# CLIENT SERVICES



## ADULT & DISLOCATED WORKER (WIOA)

### WIOA ADULT

Workforce services for eligible adults are available through one of the six core programs authorized by Workforce Innovation and Opportunity Act (WIOA). The Adult program serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing them with job search assistance and training opportunities.

### DISLOCATED WORKER

The Dislocated Worker program is designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce.

# 556

## Total Participants

491 Adult & 65 Dislocated Workers

# 6,323

## Number of services provided to individuals

# 229

## Exited with Employment

197 Adults & 32 Dislocated Workers

# 316

## New Enrollments

Excerpt from a letter written to a Stanislaus County Workforce Development Staff Member:

"You saw something in me that I did not see in myself you came into my life right on time , You Motivated Me , You Encouraged Me, Not one single time did i feel like you looked down on me. You are a real life angel you dealt with me when I was overwhelmed and felt like giving up but you always had the right words that encouraged me to stay focused, I am really grateful for this program and people like you is absolutely the reason some of us turn out successful."

**Kimberly Murrell**

Adult Client - Client Services Division

# TARGETED OUTREACH

## TRAINING PROGRAM

Training Services are offered to enrolled clients to obtain skills needed for in demand occupations in the local area. Training is designed to help underemployed or unemployed adults, dislocated workers, and youth achieve a self-sustaining wage.

**87 Clients Approved for Training**  
**74 Successfully Completed Training**  
**14 WIOA Enrolled Clients Completed Program**

**Top 3 Categories for training:**  
**#1 Truck Driving/Transportation**  
**#2 Maintenance/Installation/Repair**  
**#3 Welding**

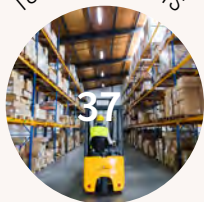
## APPRENTICESHIP

Workforce Development and Valley Build partnered to provide an Apprenticeship Readiness program to allow individuals the opportunity to explore different union trade careers and earn a MC3 certificate. Of the two cohorts, 16 clients were successful in completing their apprenticeship.

## PRISON TO EMPLOYMENT

The Prison to Employment (P2E) program is a state grant-funded regional program designed to assist justice-involved adults & youth to reintegrate into the workforce. The goal of this program is to reduce recidivism by assuring that the re-entry population is trained, equipped with tools to navigate job search activities, and ready to accept employment. This grant ran from 7/1/21-3/31/22.

TOTAL P2E CLIENTS



CLIENTS PLACED IN EMPLOYMENT



AVERAGE WAGE WHEN ENTERING EMPLOYMENT



AVERAGE HOURS WORKING A WEEK



## LEARNING QUEST

Contracted to provide work readiness workshops to our Justice Involved clients. Workshops topics included:

**Job Readiness**

**Interviewing Skills**

**Computers for the Workplace**

**Applying for a Job**

**Job Search**

**Job Retention**

CLIENTS REFERRED



CLIENTS ATTENDED



# TARGETED OUTREACH

## VEAP GRANT

8 New Enrollments  
2 placed in On-the-Job Training  
1 completed training

### VETERANS RECONNECT - VEAP GRANT

Stanislaus County Workforce Development (SCWD) along with numerous community, state and federal organizations offers valuable resources to help veterans transition their skill sets into the local workforce. At SCWD, veterans receive priority service and can access employment resources like on-the-job and vocational training, paid internships and supportive services to assist with transitioning back into the workforce.

### CAREER PATHWAYS - LIBRARY GRANT

Stanislaus County Workforce Development received a \$20,000 grant in partnership with Stanislaus County Library. Workforce Development staff assisted by providing training and training materials to the Library to conduct public workshops. Individuals gained assistance with resume writing, computers access for job search, and referrals to other community partners, as needed.

### LET'S WORK (PROBATION YOUTH SERVICES)

The In-Custody Classes were re-structured in collaboration with Probation Staff to ensure the program focused on soft skills in the workplace and skills needed to find and secure employment.

The Out-Of-Custody classes provide job readiness skills, such as job search strategy, resume writing, online applications, and interviewing basis. Graduates of the program received a chrome notebook upon completion.

### YOUTH PROGRAMS

Our youth program, Project YES - contracted by Ceres School District- helps 17-24 year olds develop their skills to become the job candidates that employers are looking for. Project YES! serves summer youth, in-school and out-of-school youth. Once a year, Workforce Development creates a committee of staff & board members who plan & host an annual STANd Out! Youth Conference which help youth embrace their strengths, build resiliency, and create a motivational atmosphere for their future.

#### CLIENT ENROLLMENT

319 Enrolled  
190 Exited  
120 Employed at Exit  
63% Employed  
\$16.61 Average Wage at Exit

#### NUMBER OF SERVICES PROVIDED

465 Distinct Clients  
3531 Total Services  
7.5 Average Service per Client

#### SUMMER YOUTH

30 Enrolled  
19 Businesses Participated  
21 Youth Placed

#### NUMBER OF TRAININGS

190 Work Experience  
40 Occupational Skills Training  
356 Career Counseling/Planning



Stanislaus County Workforce Development  
Youth Conference | July 23rd, 2021

64 attendees

Rated 4.64 out of 5 stars





# JOB CENTERS

Scan the QR code with the camera app on your phone to watch our job center video!



The America's Job Center of California is a network of local, state and public organizations that offer a variety of services to job-seekers and connect them with businesses seeking qualified individuals.

Our job centers offer self-directed services that are designed as a "one-stop shop" for job seekers to access a comprehensive range of no-cost employment and training services. Job seekers can make an appointment at our Modesto location for assisted services with a staff member. Services and guidance are also provided to veterans, individuals with disabilities, economically disadvantaged workers, recent high school and college graduates.



## LOCATIONS

**Modesto Job Center**  
629 12th Street  
Modesto, CA 95354

**Turlock Job Center**  
1310 W. Main St.  
Turlock, CA 95380

**Patterson Job Center**  
101 W. Las Palmas Ave.  
Patterson, CA 95363

**Oakdale Job Center**  
1405 West F Street Ste. I  
Oakdale, CA 95361

## AMERICA'S JOB CENTER OF CALIFORNIA PARTNERS

The America's Job Center of California is a collective partnership that strives to address workforce needs through a systemic approach. Some program partnerships are mandated through the Workforce Innovation and Opportunity Act, and represent core services to the public. Other partners are not mandated, but share a vision of a systemic community approach to workforce development services.



# RELEARNING SKILLS

It is hard to get a job without having experience in the US, however I had a couple years of experience working in Afghanistan, but there were some other skills that I needed to develop. For instance, typing test which was hard to practice and I practiced for a long time until I got the certificate. Writing resume and cover letter was also hard to develop because the way we learned to write a resume was over 5-10 pages where in the US, it should be 1 page. One day it happened that my son broke my computer and I had to apply for jobs. It was exactly in the beginning of Covid 19 pandemic. I contacted my worker, Lisa Simms, at workforce and she kindly get me a computer through workforce programs. It was really hard to apply job without computer.

All of the [Workforce Development] programs were helpful to me, but the Paid WEX programs that I was introduced to the employer through was really useful because I gained a lot of experience working with CHSS.

I would like to profoundly appreciate the whole workforce team for supporting me, specially Lisa Simms and Rachel Faria who supported and encouraged me to reach where I stand today. I am so grateful for your guidance and encouragement.

I feel very excited and proud for the success that one of main dream came true. I feel excited that our efforts haven't been wasted and moved towards achievement.

*Humayoon Agah*  
**Humayoon Agah**

**Paid Work Experience Client**





[www.stanworkforce.com](http://www.stanworkforce.com)