

Board Meeting

Monday, October 4, 2021
Tom Changnon Education Center, 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.

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>.

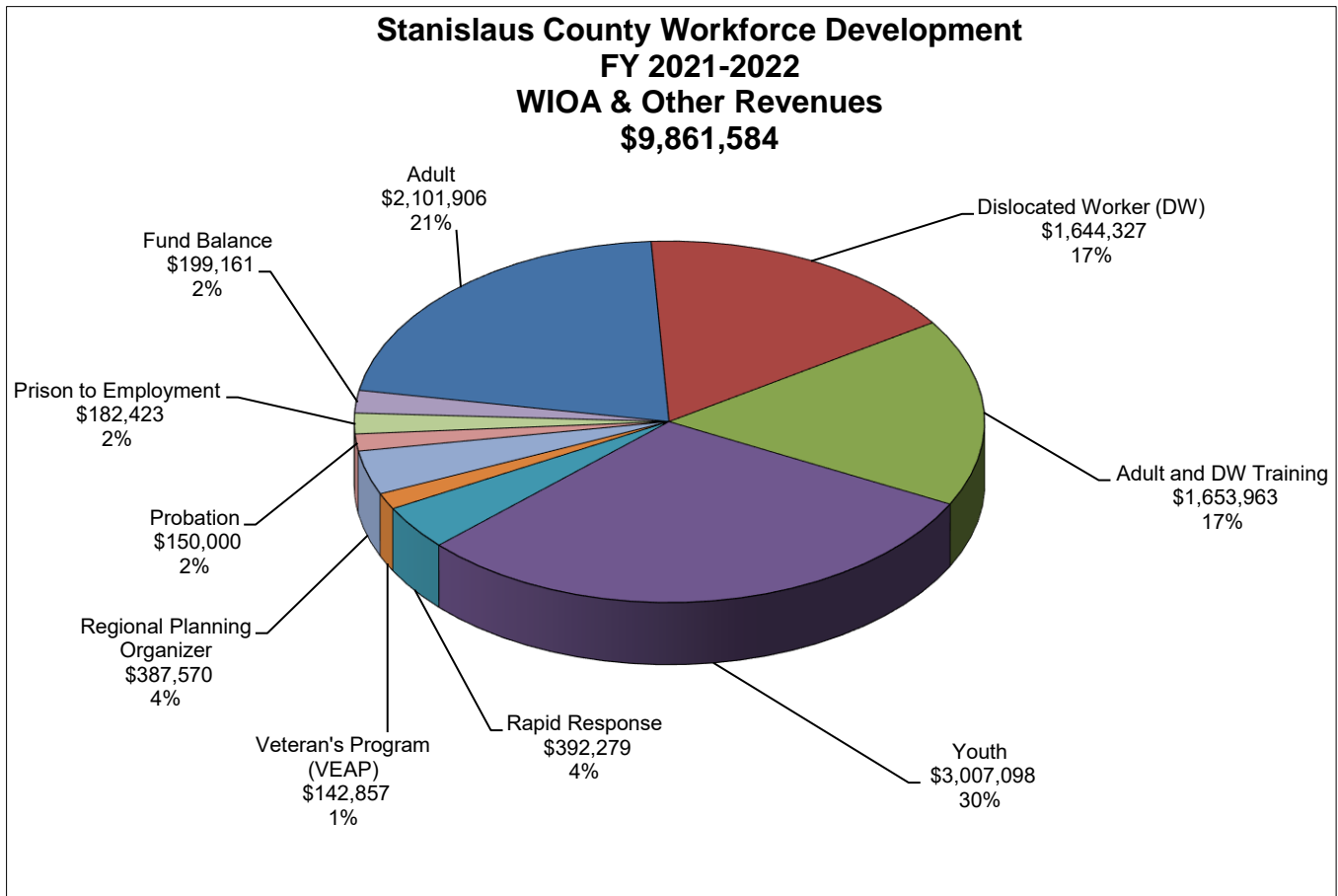
- I. Call to Order and Introductions
- II. Conflict of Interest
- III. Public Comment Period
- IV. Board Report
 - A. Resignation of Board Member Kathy Harwell
 - B. Update on Meeting of the Minds Conference
- V. Presentation
 - A. Contract Provider – Learning Quest- Stanislaus Literacy Center
- VI. Committee Reports
 - A. Youth Development Committee – Jennifer Shipman
 - B. Veterans' Development Committee – Charles Dossett
 - C. Business Development Committee – Kris Helton
- VII. Department Report
 - A. Director's Update
 - Allocations at a Glance
 - B. Update on Business Services
 - C. Update on Client Services
 - D. Update on Regional Organizer/Regional Training Coordinator
- VIII. Consent Items
 - A. Approval of the July 12, 2021 Workforce Development Board Meeting Minutes
 - B. Approval for Workforce Development Board Chair to Sign America's Job Center of California (AJCC) Certification
- IX. Discussion and Action Items

- A. Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2020-2021 Program Year
- X. Future Topic and Discussion

Next Meeting: Date: Monday, January 10, 2022
 Location: Martin Petersen Event Center
 720 12th Street, Modesto, CA 95354
 Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Date: Monday, April 4, 2022
 Location: Martin Petersen Event Center
 720 12th Street, Modesto, CA 95354
 Time: 12:00 p.m. – 2:00 p.m.

Item VII-A: Workforce Innovation and Opportunity Act (WIOA) - Allocations at a Glance



Department Fund Balance as of 7/1/2021 - \$5,623,402

FY 2021-2022 WIOA Allocation	FY 2020-2021 WIOA Carryover	Fund Balance	Probation	Prison to Employment	Total Revenue
\$ 6,389,873	\$ 2,940,127	\$ 199,161	\$ 150,000	\$ 182,423	\$ 9,861,584

Programs	FY 2020-2021 Actuals	FY 2021-2022 Final Budget
Adult	\$ 2,271,110	\$ 2,101,906
Dislocated Worker	\$ 1,471,465	\$ 1,644,327
Adult and Dislocated Worker Training	\$ 657,948	\$ 1,653,963
Youth	\$ 2,250,463	\$ 3,007,098
Rapid Response	\$ 615,524	\$ 392,279
Veteran's Program (VEAP)	\$ 410	\$ 142,857
Regional Planning Implementation	\$ 38,877	\$ -
Regional Organizer	\$ 268,363	\$ 387,570
Probation	\$ 150,000	\$ 150,000
Prison to Employment	\$ 135,057	\$ 182,423
Fund Balance	\$ 246,116	\$ 199,161
COVID-19 Impacted Individuals	\$ 130,263	\$ -
COVID-19 Business Support	\$ 500,000	\$ -
Total	\$ 8,735,596	\$ 9,861,584

Board Meeting Minutes

Monday, July 12, 2021
Martin Petersen Event Center
720 12th Street, Modesto CA 95354
12:00 p.m. – 2:00 p.m.

Members in attendance:

Bill O'Brien, Chair
Ross Briles
Supervisor Grewal
Kathy Harwell
Kris Helton
Mary Machado

Doug Murdock
Maryn Pitt
Tim Robertson
Chris Savage
Maryn Pitt
Doug Van Diepen

Members in attendance by phone:

Jennifer Shipman

Members excused:

Josh Bridegroom
Margarita Cabalbag
Lynis Chaffey
Dean Fadeff

Richard Hagerty
Scott Kuykendall
Pedro Mendez
Raul Mendez
Cecil Russell

Staff in attendance:

Andy Fiskum
Doris Foster
Doug Gee

Adolph Lopez
Nghien Nguyen
Angelique Prendez

11 Additional guests were present

- I. Call to Order and Introductions
Bill O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:02 p.m., thanked everyone for attending and invited the Board members and guests to introduce themselves.
- 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 of Hispanic Task Force relayed that he had a great meeting with

Director Foster and Manager Lopez. Mr. Donoso also commented on the impact of Executive Order 13-985 on underserved communities, and issues regarding race, equality and inclusion.

IV. Presentation

A. Contract Provider- City Ministry Network

City Ministry Network staff presented a slideshow of the history of the faith-based organization that incorporated in 2005, and how the future will look after separating into two organizations, Community Development Corporation and City Ministry Network. They also shared the work they are doing with underserved businesses under the Workforce Development contract.

V. Committee Reports

A. Youth Development Committee

Youth Development Committee (YDC) Chair, Jennifer Shipman reported that the YDC, along with CUSD's Project YES program and the Summer Youth Employment Program (SYEP), are working on the STAND OUT! Youth Leadership Event that will be held on July 23, 2021 at the Martin G. Petersen Events Center. This will be the first time that the Committee has planned an event for the local program youth that are between 18-24 years old. STAND OUT! will feature keynote speaker, Jeremy Bates and his team, Tru Hope. They are motivational speakers that come from similar backgrounds as the youth that Project YES and the SYEP programs serve. The event goal is to motivate and inspire these youth that have significant barriers, to overcome obstacles and maneuver through challenges that they face to develop those life skills that they will need for success.

B. Veterans' Development Committee

Reporting for Veterans' Development Committee (VDC) Chairman Richard Hagerty, Director Foster reported that the VDC met June 24, 2021 at the Stanislaus County Veterans' Center with many interested veteran individuals and organizations in attendance, including the Veterans' Chamber of Commerce. There was discussion of how the Veterans' Employment Assistance Program (VEAP) grant, that was awarded to Stanislaus County Workforce Development, would be implemented. There is an upcoming item on today's agenda to address Committee Chairman Hagerty's replacement as he is moving out-of-state. A conversation was started regarding whether to continue on with the Veterans' Development Committee, and there was overwhelming support to continue the very interactive Committee.

C. Business Development Committee

Business Development Committee (BDC) Chairman, Kris Helton reported he and Director Foster are working on formation of the Committee, and identifying prospective members to serve on the Committee. After members are selected, goals will be set, and discussion regarding ways to support Workforce Development on a long-term basis, which have benchmarks moving forward. By the next meeting, the Committee should be formed, and have more information to bring to the Board.

VI. Department Report

A. Director's Update

Director Foster reported that Learning Quest was awarded the contract for working with the Justice-Involved participants starting July 1, 2021. Karen Williams will be giving a presentation at the October Board meeting.

Director Foster has been meeting with two Board members each month to find out what is working and not working, and what changes they would like to see at the Workforce Development Board meetings. So far, it seems that the presentations are working well. One Board member talked about the cost of living in Stanislaus County, so we started doing research and looked at the increase in wages and how that compares to the cost of living in our area compared to Alameda County and San Joaquin County. When all the numbers are analyzed, we will come back to the Board with a report.

The Department funding was reduced by \$892,013 for the 2021-2022 Program Year. Of this, \$467,531 was in Youth programs. The Department carried over funding, and were short by \$82,000, so the Youth contract was reduced by \$100,000 with the understanding that the cost of youth training of those over 18 would be paid out of Adult and Dislocated Worker training funds. The State put out a directive that allowed the Department to carry over more than the 20% normally allowed.

In the Adult and Dislocated Worker programs, we were able to carry over more funds, which worked out for us. We did a lot of work with the EOC and with the grants. We received funding to pay for staff time, and so we ended up having a large salary savings. This leaves us short \$100,000.

Additionally, we underspent training dollars of \$230,000. We are using operating costs from 2020-2021. Director Foster reached out to the state and this will result in a corrective action which we will complete.

The Department is still waiting on our allocation for Rapid Response and Lay off Aversion. Additionally, we are still finalizing carryover numbers. We will be bringing the final budget to the Board of Supervisors in September and to the Workforce Development Board at the October meeting, and project that the Department will have good carryover coming into the upcoming fiscal year.

Director Foster thanked the Board members that have already had their pictures taken for the Department website's Board page, and reminded them that if they still need their pictures taken there will be another opportunity after this meeting.

As Mr. Donoso mentioned earlier, there was some concern addressed at the last Board of Supervisor's meeting regarding inclusion and diversity, specifically that we do not identify a lot of demographics in our Local Plan, including the ethnic background of the clients we serve. Although changes can no longer be made to the Local Plan, when the two-year Local Plan update is started, we will be including more data regarding demographics, race, equity and diversity. We

also will be bringing more to our Board meetings about who it is that we are serving.

At the next meeting in October we will be bringing our Annual Report, as we are just finalizing the numbers right now. In that report will be data on who we are serving, and are also working on providing training on diversity and inclusion including staff members.

Manager Adolph Lopez gave an overview of the content that is in our Local and Regional Plans. He shared that in the Regional Plan there are three foundational priorities. The first priority is to foster demand driven skill attainment, the second is enabling upward mobility for all Californians, and the third is to align, coordinate and integrate services. These priorities recommend promoting equal access, and workforce system commitment to equity.

- B. Update on Businesses Services
Workforce Development Manager, Doug Gee provided an update on Business Services.
- C. Update of Client Services
Workforce Development Manager, Sara Redd provided an update on Client Services.
- D. Regional Organizer/Regional Training Coordinator
SCWD Regional Organizer/Regional Training Coordinator, Adolph Lopez provided an update on regional activities.

VII. Consent Items

Consent items adopted. R. Briles / K. Helton

- A. Approved the Minutes of the April 12, 2021 Workforce Development Board Meeting

VIII. Discussion and Action Items

- A. Approved Selection of a Member of the Workforce Development Board to Serve as Chair of the Veterans' Development Committee and Approved for the Chair to take Necessary Action of Managing the Committee.
M. Pitt / C. Savage, unan. Motion passed.
Director Foster shared that the current VDC Chair, Richard Hagerty is moving away, and unable to continue serving. Charles Dossett was nominated by M. Pitt to serve as the Chair of the Veterans' Committee.
- B. Approved the Definition of Transitional Jobs and Expending up to Thirty Percent (30%) of Workforce Innovation Opportunity Act (WIOA) Funds for the Provisions of Transitional Jobs (Work Experience), during Fiscal Year 2021-2022.
C. Savage / M. Machado, unan. Motion passed.

Director Foster shared the details of a Directive from the State that allows more dollars to be expended on Transitional Jobs (Work Experience) during Fiscal Year 2021-2022. This fits well with the homeless population that the Department serves, in such programs as Downtown Streets. Director Foster also asked Board members if they had any changes in the Definition of Transitional Jobs. No changes were presented.

- C. Approved the 2022 Workforce Development Board Meeting Dates
M. Grewal / M. Pitt, unan. Motion passed.

IX. 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: 1:44 p.m.

Next Meeting: Monday, October 4, 2021
Location: Stanislaus County Office of Education (SCOE)
Tom Changnon Building, Orestimba Room
1325 H Street, Modesto CA 95354
Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Monday, January 10, 2022
Location: Martin Petersen Events Center
720 12th Street, Modesto CA 95354
Time: 12:00 p.m. – 2:00 p.m.

October 4, 2021

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Approval for Workforce Development Board Chair to Sign America's Job Center of California (AJCC) Certification Documents to be Submitted to the State

II. ITEM NUMBER: VIII-B

III. ITEM TYPE: Consent

IV. STAFF RECOMMENDATION:

Approve an independent and objective evaluation of the AJCC Comprehensive site and for the Workforce Development Board Chair to sign America's Job Center of California (AJCC) Certification documents that must be submitted to the State.

V. POLICY ISSUE:

Workforce Services Directive (WSD) 20-08 provides guidance and establishes procedures regarding certification of comprehensive and affiliate/specialized America's Job Center of California (AJCC) locations. The Local Board Chair must sign the completed certification documents for submission to the State Regional Advisor by November 1, 2021.

VI. DISCUSSION:

On March 1, 2021, the State Employment Development Department (EDD) released Workforce Services Directive (WSD) 20-08 to provide guidance and establish the procedures for the certification of Comprehensive AJCC locations in all Local Workforce Development Areas (LWDAs).

In accordance with WIOA Section 121(g), Local Boards must conduct an independent and objective evaluation of the AJCCs in their Local Areas once every three years. The initial AJCC certification process was conducted during Program Year 2017-2018 and took effect Program Year 2018-2019. The Comprehensive AJCC is the only center that needs to be certified, as other service locations do not meet the criteria as an affiliate or a specialized center. The AJCC Certification procedure was previously conducted by ProPath, Inc. as part of the Hallmark of Excellence effort by the State. While the Hallmark of Excellence program is no longer applicable, certification and development of a continuous improvement plan is mandated. To facilitate this process, Workforce Development has competitively procured the services of Mr. Jaskaran Dhesi to conduct an independent evaluation and develop the continuous improvement plan. Mr. Dhesi was involved in the development of the previous Hallmarks of Excellence plan, and is familiar with WIOA

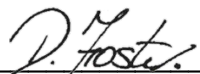
requirements regarding AJCC Certification. Mr. Dhesi currently works for an agency not affiliated with Workforce Development.

There are two components of AJCC Certification: Baseline Criteria Matrix, and the Certification Indicator Assessment. The Baseline AJCC Certification is intended to ensure that every comprehensive AJCC is in compliance with key WIOA statutory and regulatory requirements. The Certification Indicator Assessment is intended to encourage continuous improvement by identifying areas where an AJCC may be exceeding quality expectations, as well as areas where improvement is needed. Both of these certification documents must be signed by the Board Chair, and submitted to the State by November 1, 2021.

A third component, the Continuous Improvement Plan, must be developed based on the findings and observations in the Baseline Criteria Matrix and the Certification Indicator Assessment. The Continuous Improvement Plan is not required to be submitted to the State or signed by the Chair of the Workforce Development Board, but the state must be notified of completion, and it must remain on file and is subject to monitoring. The Continuous Improvement Plan must be completed by December 31, 2021.

The certification process for comprehensive and affiliate/specialized AJCCs must be conducted during Program Year (PY) 2021-2022, will take effect January 1, 2022, and Certification will expire June 30, 2025.

VII. ADMINISTRATIVE BUDGET IMPACT: Approximately \$10,500.



Doris Foster, Director

October 4, 2021

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2020-2021 Program Year

II. ITEM NUMBER: IX-A

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Acceptance of the Annual Report for Stanislaus County Workforce Development for all programs in the 2020-2021 Program Year.

V. POLICY ISSUE:

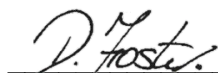
WIOA Section 121 (a) establishes performance accountability measures that apply across the core programs to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by those programs. These metrics and more are included in the Departmental Annual Report.

VI. 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 2020-2021 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 Specialized Services. This information provides an accurate description of the activities undertaken to strengthen the workforce in the local area through the COVID-19 pandemic year.

VII. ADMINISTRATIVE BUDGET IMPACT: None



Doris Foster, Director

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COMMUNITY



CAREER



CONNECTION



DIRECTOR'S LETTER DORIS FOSTER

The 2020 – 2021 Program Year was one of change as we navigated through the COVID-19 pandemic. Stanislaus County Workforce Development really stepped up this year to assist Businesses and Job Seekers with their greatest needs and concerns. This year saw many of us move from improvising through the unknown to developing and evolving ourselves. With a combination of working from home, following safety in the office, or working through a hybrid model, we all gained experience in managing change.

The Department played a critical role in helping employers and job seekers recover from the economic damage caused by COVID-19. From the earliest days of the pandemic, staff created a website and a Business Resource Center to work closely with businesses to identify the specific challenges they faced, while providing residents with the career services, resources, and support they needed. Workforce Development provided uninterrupted online and virtual assistance to anyone looking for work. The majority of the time was providing grant services to businesses and job seekers with the greatest needs.

While providing all of these services, Workforce Development was able to create large carryover funding. When the State reduced funding for the 2021-2022 Program Year by \$995,767, the carryover of under \$1 million in funding covered the entire shortfall.

Over the last year, we have learned great things about the flexibility and creativity of hybrid services and the employees who provide them, reinforcing what I've always known about our staff – caring, dedicated and devoted individuals.



Doris Foster
Director
Stanislaus County
Workforce Development

12.9%
UNEMPLOYMENT
RATE IN JULY 2020



After the pandemic hit, the unemployment rate of Stanislaus County was 12.9% in July 2020 (Source:EDD) and has been gradually decreasing to 8.9% in June 2021

HIGHLIGHTS



"Workforce Development has done a phenomenal job **providing services to different organizations especially during the pandemic.**

[Workforce Development Staff] have went above and beyond by marketing our job fairs to different clients, providing assistance at our career fairs and providing resumes for current openings. Keep up the amazing work!"

- Jannette Perez
Graham Packaging

1,574
of calls

from local businesses to
the Business Resource Center

**TOTAL FUNDING AWARDED
TO BUSINESSES:**

\$20,389,728

\$17.67

**AVERAGE WAGE AT EXIT
UP FROM \$16.65 FROM 2019-2020
PROGRAM YEAR**

WORKFORCE DEVELOPMENT BOARD

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

Talent Acquisition Partner 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 / Chief Strategy Officer of Emanuel Medical Center – 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

Kathryn Harwell

Director of Stanislaus County Community Services Agency

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

Assistant Executive Officer of Stanislaus County Chief Executive Office

Doug Murdock

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

Maryn Pitt

Assistant to City Manager for Economic Development & Housing of City of Turlock

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

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). The WDB is responsible for shaping and strengthening local and regional workforce development efforts to support small, medium, and large business job growth.



“When I first reached out to Stanislaus Workforce, I didn’t realize what a big step I was taking in the right direction!”

-César Rubio
Training Client

WHO IS WORKFORCE DEVELOPMENT?

With 92 allocated employees who work within six locations throughout Stanislaus County, with an annual budget of \$18.6 million, Stanislaus County Workforce Development prepares individuals for jobs that are in demand by local businesses and provides businesses with referrals of qualified job applicants.

CLIENT SERVICES

- Job search and placement assistance
- Resume development
- Career counseling
- Occupational skills training

BUSINESS SERVICES

- Workbased Learning
- Labor Market Information
- Job search assistance
- Work Experience

MISSION & VISION

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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LOCAL PLAN

Supporting the priorities of the Stanislaus County Board of Supervisors, the Stanislaus County Workforce Development Board is committed to 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. Stanislaus County's Local Plan, while specific to the local area, is developed in conjunction with the Regional Plan.

Key Priorities in the Local Plan include:

- **Strengthening the Current Workforce**
- **Developing Future Talent**
- **Supporting Business Growth**

Local Workforce Development Boards are responsible for the development of a systemic approach to helping local residents enter the workforce. Workforce systems strategic initiatives include working closely with the WIOA Core partners, including the California Employment Development Department, the Education System, Vocational Rehabilitation, and the Stanislaus County Community Services Agency.

Stanislaus County Workforce Development also works closely with other America's Job Center of California partners, including local Community Based Organizations, School Districts, Housing and Urban Development, Job Corp, Senior Employment Services, Veterans Services Organizations, Probation and Parole, California Indian Manpower, and other County Departments to encourage a systemic approach to services.

Stanislaus County
Workforce Development
is the **LEAD** for
the region

REGIONAL PLAN

Under the terms of Regional Plan Implementation (RPI) 3.0 & 4.0 Funding grants, Stanislaus County Workforce Development fills the role of **Regional Organizer and Regional Training Coordinator for the San Joaquin Valley and Associated Counties (SJVAC)** comprised of eight (8) local Workforce Development Boards: **Fresno, Kern/Inyo/Mono, Kings, Madera, Merced, San Joaquin, Stanislaus and Tulare.**

Primary responsibilities of the Regional Organizer and Regional Training Coordinator include, but not limited to:

- Maintaining momentum towards accomplishing the regional plan goals
- Support ongoing efforts to enhance collaboration of regional workforce leaders
- Support the development and implementation of the Regional Plan
- Work towards accomplishing Technical Assistance Plan goals
- Conduct a regional training needs assessment
- Procure training consultants for regional staff development, and
- Coordinate logistics for training conducted in the region

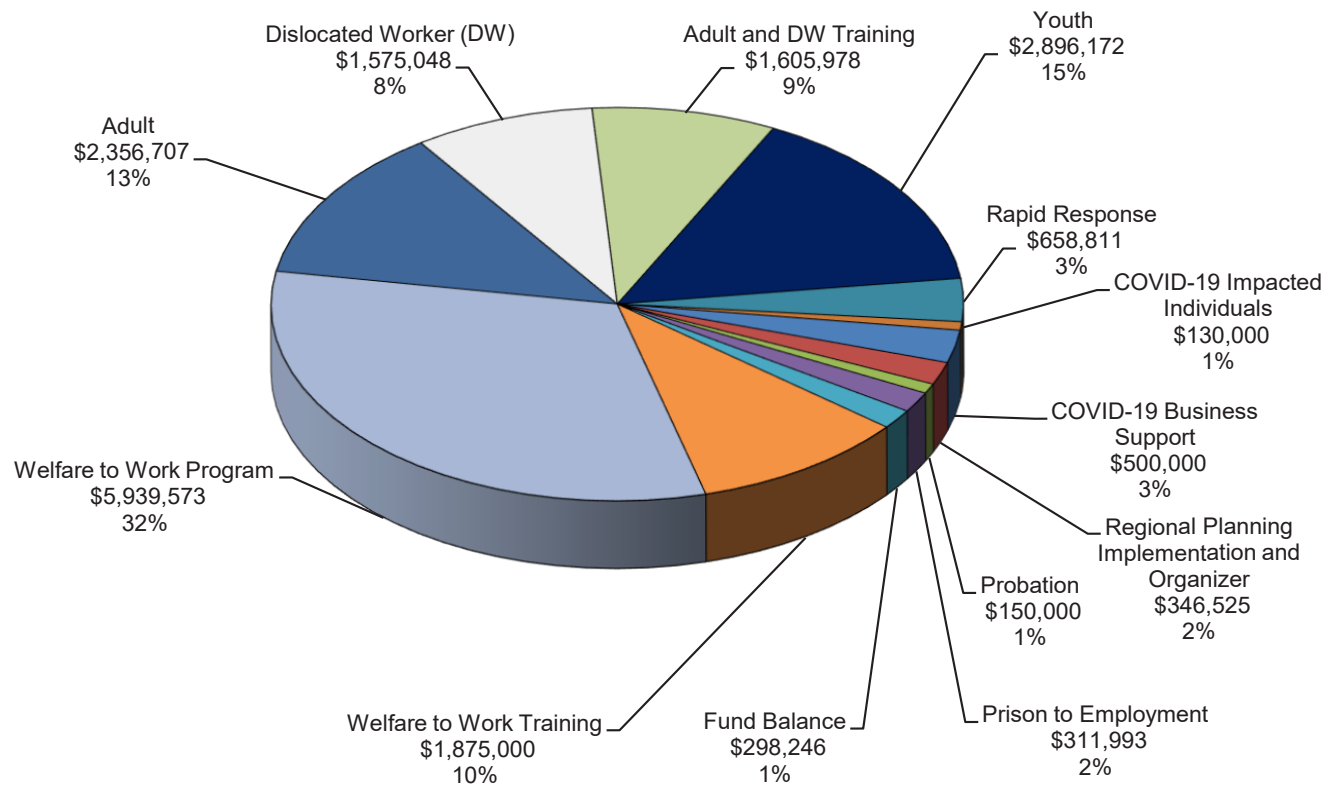


REGIONAL RESULTS DURING PROGRAM YEAR 2020-2021

- Development and Launch of Business inter-faced website www.valleyworks.org to support businesses in the greater San Joaquin Valley region.
- Hosted 10 regional forums in the North and South sub-regions of the Central Valley to support the regional planning process.
- Completed and released the SJVAC Regional Plan 2021-2024.
- Four training topics were offered resulting in 126 regional staff participating in the following trainings: Employer and Business Engagement trainings, Justice Involved training and Project Management training.
- Conducted a region-wide staff training needs assessment resulting in three identified training topics for 2021-2022 program year.

2020-2021 BUDGET & ACTUALS

Stanislaus County Workforce Development FY 2020-2021 \$18,644,053



Programs	FY 2020-2021 Final Budget	FY 2020-2021 Actual	Over/(Under)
Adult	\$ 2,356,707	\$ 2,271,110	\$ 85,597
Dislocated Worker	\$ 1,575,048	\$ 1,471,465	\$ 103,583
Adult and Dislocated Worker Training	\$ 1,605,978	\$ 657,948	\$ 948,030
Youth	\$ 2,896,172	\$ 2,250,463	\$ 645,709
Rapid Response	\$ 658,811	\$ 615,524	\$ 43,287
COVID-19 Impacted Individuals	\$ 130,000	\$ 130,263	\$ (263)
COVID-19 Business Support	\$ 500,000	\$ 500,000	\$ -
Regional Planning Implementation	\$ -	\$ 38,877	\$ (38,877)
Regional Organizer	\$ 346,525	\$ 268,363	\$ 78,162
Probation	\$ 150,000	\$ 150,000	\$ -
Prison to Employment	\$ 311,993	\$ 135,057	\$ 176,936
Veteran's Program (VEAP)	\$ -	\$ 410	\$ (410)
Fund Balance	\$ 298,246	\$ 246,116	\$ 52,130
Welfare to Work Training	\$ 1,875,000	\$ 232,245	\$ 1,642,755
Welfare to Work Program	\$ 5,939,573	\$ 5,536,697	\$ 402,876
Total	\$ 18,644,053	\$ 14,504,541	\$ 4,139,513

PERFORMANCE METRICS

WORKFORCE INNOVATION AND OPPORTUNITY ACT

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.

ADULT	2020-2021	2020-2021 GOALS	
1. Employment Rate (Q2) (Cohort Period: 7/1/2019 - 6/30/2020)	78.0%	74.0%	↑
2. Employment Rate (Q4) (Cohort Period: 1/1/2019 - 12/31/2019)	70.3%	66.0%	↑
3. Median Earnings (Cohort Period: 7/1/2019 - 6/30/2020)	\$ 8,100.20	\$ 6,800.00	↑
4. Credential Rate (Cohort Period: 1/1/2019 - 12/31/2019)	84.4%	60.0%	↑
5. Measurable Skill Gains (Cohort Period: 7/1/2020 - 6/30/2021)	59.1%	50.0%	↑
DISLOCATED WORKER	2020-2021	2020-2021 GOALS	
1. Employment Rate (Q2) (Cohort Period: 7/1/2019 - 6/30/2020)	69.6%	75.0%	↓
2. Employment Rate (Q4) (Cohort Period: 1/1/2019 - 12/31/2019)	77.5%	72.5%	↑
3. Median Earnings (Cohort Period: 7/1/2019 - 6/30/2020)	\$ 8,604.89	\$ 8,500.00	↑
4. Credential Rate (Cohort Period: 1/1/2019 - 12/31/2019)	88.0%	61.0%	↑
5. Measurable Skill Gains (Cohort Period: 7/1/2020 - 6/30/2021)	66.7%	66.0%	↑
YOUTH	2020-2021	2020-2021 GOALS	
1. Employment, Education or Training Placement Rate (Q2) (Cohort Period: 7/1/2019 - 6/30/2020)	71.0%	71.0%	=
2. Employment, Education or Training Placement Rate (Q4) (Cohort Period: 1/1/2019 - 12/31/2019)	71.3%	67.0%	↑
3. Median Earnings (Cohort Period: 7/1/2019 - 6/30/2020)	\$ 3,538.45	\$ 3,200.00	↑
4. Credential Rate (Cohort Period: 1/1/2019 - 12/31/2019)	50.2%	55.0%	↓
5. Measurable Skill Gains (Cohort Period: 7/1/2020 - 6/30/2021)	61.0%	38.0%	↑

LET'S WORK

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.

PARTICIPANTS	REFERRED	ENGAGED-CLASSROOM	COMPLETED	EMPLOYED	DROPPED	BUSINESS ENGAGEMENT
Out of Custody	24	22	10	4	7	36
In Custody	7	7	n/a	n/a	n/a	n/a

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)

WELFARE TO WORK ACTIVITY	REFERRED	ATTENDED	%
Community Service Program +	14	13	92.9%
Community Service Program + Vocational (ESL)	4	3	75.0%
Spanish Job Readiness	5	3	60.0%
Spanish Welfare to Work Orientation	0	0	0.0%
High School Equivalency/ Adult-Based Learning	33	16	48.5%
English Job Readiness	116	67	57.5%
Community Service Program	17	17	100.0%

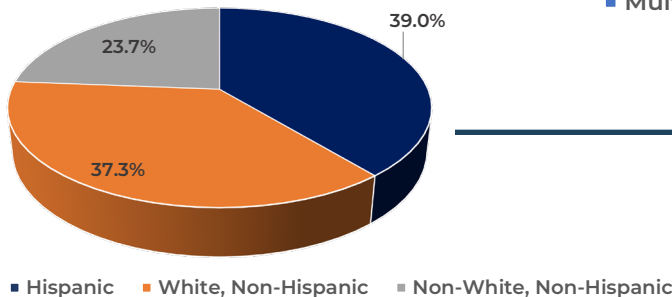
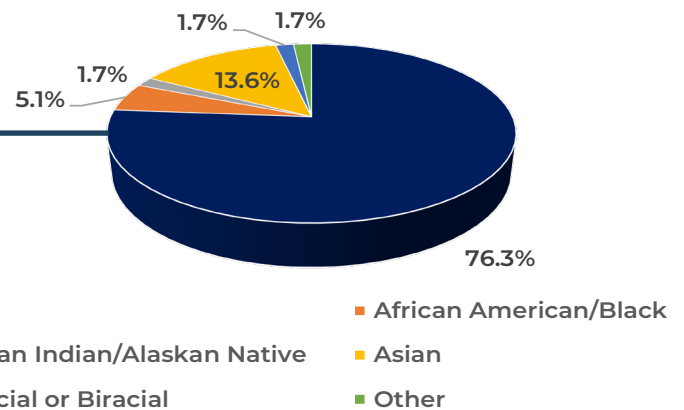


WHO WE ARE

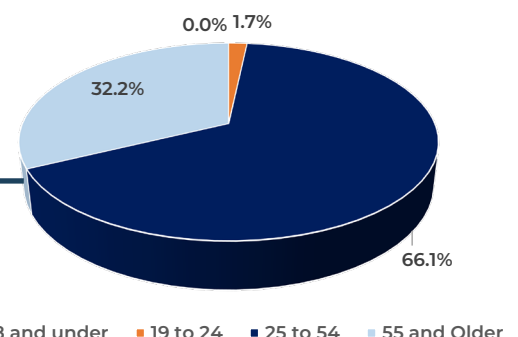
At Workforce Development, we strive to create an **inclusive culture that encourages, supports, and celebrates the diverse voices of our employees.** The Department participates in the County wide cultural diversity celebrations during the month of October to support an inclusive and diverse environment. Because employees have continued to feel empowered to share their experiences and ideas, they have established the Cultural Diversity Committee. **The committee consists of several department employees from all backgrounds and ethnicities to celebrate our cultural differences and educate our workforce year around.** The committee meets regularly and distributes a newsletter bi-monthly on cultural activities celebrated throughout the year. Some highlighted articles include New Years around the world, Womens history month, Juneteenth, Independence Day around the world, Valentines Day traditions, Pride Month, and Black history Month.

STAFF DEMOGRAPHICS

RACE OF STAFF



ETHNICITY OF STAFF

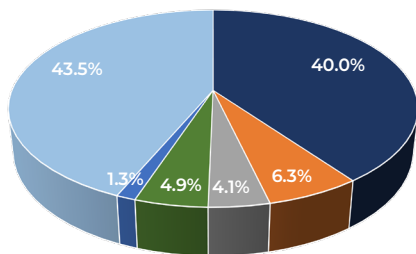


AGE OF STAFF



WHO WE SERVE

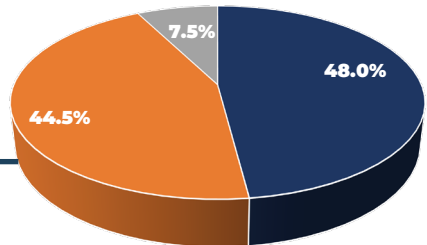
CLIENT DEMOGRAPHICS



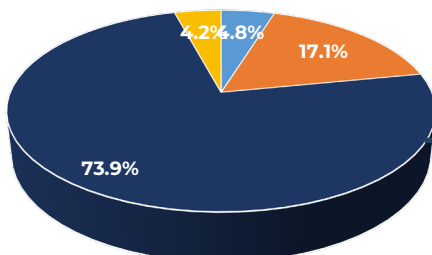
RACE OF CLIENTS SERVED

- White
- African American/Black
- American Indian/Alaskan Native
- Asian
- Hawaiian/Other
- Information Not Provided

ETHNICITY OF CLIENTS SERVED



- Hispanic
- Non-Hispanic
- Information Not Provided



AGE OF CLIENTS SERVED

- 18 and Under
- 19 to 24
- 25 to 54
- 55 and Older

Business Services provides support to local businesses with the following services:

- 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*
- Employer Assistance Program*
- Underserved Business Assistance**

**Services provided by Opportunity Stanislaus*

***Services provided by City Ministries Network*

Business Services provides vital workforce services to local businesses in Stanislaus County. It is by understanding the needs of the businesses that Workforce Development can provide assistance and programs to businesses to obtain a skilled workforce. During this last Program Year, Business Services came along side businesses to assist with pandemic questions and uncertainty.

Upon notification of the COVID-19 health crisis, a website was created for Businesses who had been impacted by COVID-19, along with a Business Resource Center to provide resources, answer questions and give guidance. Additionally, \$20.4 million in grant funding was distributed to business with the greatest needs.

HIGHLIGHTS OF CHANGE

Business Resource Center: The center provides the business community with a singular source for quick and efficient access to critical support resources with updates on COVID-19, sector closures, Federal, State, and Local funding.

Virtual Services: Staff supported businesses virtually to understand industry needs.

Dedicated Website: Staff maintained an up to date website for businesses on available resources.



SUMMARY OF SERVICES

Of the 344 businesses served, 5099 services were provided to businesses. These services included Paid Internships, Job Development/Referrals, Job Listing Assistance, Labor Market Information, Marketing assistance, On-the-Job-Training, Rapid Response/Lay-off Aversion Activities, Resume Referrals to Employers, Tax Credit Programs assistance and , CalJOBS Assistance. The service count can include multiple services to individual businesses.

26

ON-THE-JOB
TRAININGS

27

PAID
INTERNSHIPS

344

TOTAL BUSINESSES
SERVED

RAPID RESPONSE

Rapid Response is a proactive, business-focused program with immediate on-site services designed to assist businesses and workers facing potential layoffs or closures. Rapid Response services are tailored to each business based on the needs of the affected employees. The Business Services team provides affected employees with important information and services that enhance re-employment opportunities. Many times, closures are abrupt and Worker Adjustment and Retraining Notification (WARN) notices are received after a business has closed. Business Services will continue to provide services electronically when the affected employees can still be reached.

During the program year, Stanislaus County continued to see temporary and permanent business closures due to COVID-19. Current year numbers are similar to the numbers reported from just a year earlier.

Many of the businesses who were forced to close, both temporarily and permanently, were entering this process for the first time.

Because Workforce Development staff were equipped with resources and knowledge, they were able to support businesses and their employees in finding financial assistance, answering regulation and mandate questions, and connecting them with community resources.

26

BUSINESS
CLOSURES

2020-2021

997

EMPLOYEES
AFFECTED

2020-2021

Rapid Response
services are tailored to
each company based
on the needs of the
affected employees

GRANTS AWARDED

SMALL BUSINESS RELIEF PROGRAM

OF BUSINESSES AWARDED: 344

FUNDING: \$3,133,168

SMALL BUSINESS GRANT

OF BUSINESSES AWARDED: 673

FUNDING: \$15,372,798

CITY OF MODESTO

OF BUSINESSES AWARDED: 70

FUNDING: \$1,383,762

WORKSAFE

OF BUSINESSES AWARDED: 79

FUNDING: \$500,000

1,929

APPLICATIONS
RECEIVED

1,166

BUSINESSES
AWARDED

\$20,389,728

TOTAL AWARDED

TYPE OF BUSINESS

Personal Care/Grooming	201
Restaurants	193
Medical	149
Retail Trade	121
Construction/Architecture/Engineering	92
Professional Services	71
Fitness or Health Center	68
Automotive Services/Sales	66
Entertainment	41
Lounges and Clubs	33
Logistics/Manufacturing	29
Agriculture/Landscaping	24
Education	22
Cleaning Service/Laundry/Upholstery	20
Travel/Hospitality	15
Dependent Care	12
Non-Profit	4
House of Worship	3
Banking/Lending	1
Alcohol/Tobacco Establishment	1

26% of Business grant applicants are located in **low income** designated areas of the county

24 businesses awarded employ more than 50 employees each

834 applicants identified as sole-proprietor

11,752 employees employed across all grant awards

SECTOR STRATEGIES

Sector strategies identifies and builds upon strategies for businesses in the four sectors of warehouse/logistics, healthcare, agriculture, and manufacturing. This includes individual business surveys and meetings with businesses within the identified sectors.

SECTOR STRATEGY MEETINGS	
HEALTHCARE	2
MANUFACTURING	3
WAREHOUSE/LOGISTICS	4
AGRICULTURE	3
TOTAL	12

EMPLOYER SURVEYS	
HEALTHCARE	14
MANUFACTURING	41
WAREHOUSE/LOGISTICS	20
AGRICULTURE	25
TOTAL	100

EMPLOYER ASSESSMENT (WORKKEYS)

WORKKEYS 2020/21	INDIVIDUALS SERVED	NUMBER OF ASSESSMENTS
Gallo	1301	2699
VOLT	48	138
Oakdale Irrigation District	13	39
City of Newman	8	32
TOTAL	1370	2908

EMPLOYER ASSISTANCE PROGRAM

Employer Assistance Program provides assistance to employers identified as at-risk businesses and determine those with the highest potential for recovery and job retention. Services included assistance with managing reduction in force, assessment of the needs of and options for at-risk businesses, and the delivery of services to address these needs.

53

TOTAL BUSINESSES SERVED

37

TOTAL JOBS SAVED

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.

148

TOTAL BUSINESSES SERVED

CLIENT SERVICES

Workforce Development Client Services provides comprehensive career services free to the community to connect job seekers to businesses. Job Seekers may include youth, veterans, individuals experiencing homelessness, justice involved individuals, and individuals with disabilities. Client Services offers career services and supportive services to **assist the job seeker in gaining skills to obtain employment.**

HIGHLIGHTS OF CHANGE

Video Orientation: Required in-person orientation workshops are now being offered online at stanworkforce.com.

Virtual Workshops: A conversion of all workshops to a digital format is in progress by the Client Services team.

Lessons & Trainings: All Job Readiness lessons, client training & assignments are now provided virtually.

Client Meetings: Case managers meet with clients individually and in groups in a virtual classroom to discuss progress, answer questions, or conduct mock interview sessions and critiques.

JOB READINESS (WELFARE TO WORK)

Job readiness provides training to learn or improve upon basic job seeking skills, to understand employer expectations, and to learn life skills needed to move toward self-sufficiency.

Due to the impacts of the COVID-19 pandemic, the state allowed clients utilizing good cause exemptions from Welfare to Work participation, which caused a significant drop in the number of clients being directed to Workforce Development for services.

Job Readiness training was conducted virtually for clients. Clients were able to complete the curriculum at their own pace, but also had one-on-one meetings with their workforce specialist.

408

CLIENTS
REFERRED

219

CLIENTS
ENROLLED

146

CLIENTS
COMPLETED COURSE

24

CLIENTS
EMPLOYED

CO-ENROLLMENT

Clients are most effectively served when co-enrolled into more than one program. Workforce Development encourages Welfare to Work, Probation, Prison to Employment and Downtown Streets Team clients to enroll into the Workforce Innovation and Opportunity Act program.

38

CLIENTS
CO-ENROLLED
2019-2020



41

CLIENTS
CO-ENROLLED
2020-2021

CONTRACTED PARTNERS

Aspiranet
Central Valley Opportunity Center
Learning Quest-Stanislaus Literacy Center

Center for Human Services
El Concilio
Sierra Vista Children and Family Services



"I am happy to say that with the assistance of Workforce Development and the excellent training at Modesto Technical College, I am employed at AWI Management Corporation, making \$19 per hour with full benefits, including holiday pay, paid vacation and paid sick leave."

-Claribel, Training Client

ADULT & DISLOCATED WORKERS

(WORKFORCE INNOVATION AND OPPORTUNITY ACT)

**PARTICIPANTS
SERVED**

1,234

TOTAL PARTICIPANTS

576

NEW ENROLLMENTS

194

EXIT DUE TO
EMPLOYMENT

TRAINING CATEGORIES

Training Services are offered to clients to obtain marketable skills directly linked to the employment opportunities deemed in demand in our local area. Training services are designed to help under employed and unemployed adults, youth and dislocated workers to achieve self-sufficiency wages in Stanislaus County.

CATEGORY	# OF TRAININGS IN EACH CATEGORY
ACCOUNTING/FINANCE/BOOKKEEPING	4
CONSTRUCTION	1
ELECTRICAL	1
INFORMATION TECHNOLOGY - HARDWARE	1
MAINTENANCE/INSTALLATION/REPAIR	9
MEDICAL - NURSING	2
MEDICAL- OFFICE	1
MEDICAL - SUPPORT	2
TRUCK DRIVING/TRANSPORTATION	36
WELDING	6





\$17.66

AVERAGE ADULT
WAGE AT EXIT

\$20.38

AVERAGE DISLOCATED
WORKER WAGE AT EXIT

10,091

SERVICES PROVIDED TO
INDIVIDUALS

707

NUMBER OF WIOA EXITS



America's Job Center of CaliforniaSM

America's Job Center of California facilities are designed to be a 'One Stop' delivery system in which employment-related services and training services are provided to job seekers.

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.

Self-Directed Services:

- Job Search
- Career Exploration
- Employment Assessments
- Labor Market Research
- Create Resumes
- Typing Tests
- eSkill Certificates

Despite the job centers being closed more than half of the year due to COVID-19, the centers garnered **838 visits** from job seekers within our 4 locations.

Number of Visits from 07/01/2020 Through 06/30/2021
Opened By Appointment Only October 2020 Modesto Only
May 2021 Opened All locations

Modesto Comprehensive AJCC	599
Oakdale Job Center	67
Patterson Job Center	29
Turlock Job Center	143
Total	838



YOUTH PROGRAMS

Youth represent the future of the workforce, and as such, require specialized services to prepare to enter the workforce. Many youth have never previously worked, and need options that help them to decide what their future will look like. Eligible Out- of-School youth ages 16-24 are given the options of both vocational skills training, and the ability to earn and learn through work experience, as well as being able to get their High School Diploma, learn Work Maturity Skills, and assistance with finding suitable employment. Stanislaus County Workforce Development contracts the bulk of youth services, with Ceres Unified School District's "Project Yes" as the main funding recipient. In house programs include the Summer Youth Employment Program, and Let's Work, which targets in-custody and out-of-custody youth involved in the Juvenile Justice system.

Youth may only access the Workforce Innovation and Opportunity Act services if they have barriers to employment. These barriers are substantial in nature, and include lacking a High School Diploma or

are basic skills deficient, having a history of justice-involvement, are pregnant and/or parenting, are low-income or part of a family receiving public assistance, have a disability, English Language Learner, homeless, a runaway, or in the foster care system. Overcoming barriers is challenging for youth, and assistance with finding a path forward is critical to their success, and to the success of the future.

2,889
SERVICES
PROVIDED
TO CLIENTS

9
AVERAGE
AMOUNT OF
SERVICES
PER CLIENT

CLIENT ENROLLMENT

ENROLLED	EXITED	EMPLOYED AT EXIT	PERCENT EMPLOYED	AVERAGE WAGE AT EXIT
361	193	104	53.89%	14.91

NUMBER OF SERVICES PROVIDED TO CLIENTS

DISTINCT CLIENTS	TOTAL SERVICES	AVERAGE SERVICE PER CLIENT
329	2889	9

NUMBER OF TRAININGS/WORK EXPERIENCE

WORK EXPERIENCE	OCCUPATIONAL SKILLS TRAINING	CAREER COUNSELING/PLANNING
156	88	705

SUMMER YOUTH

The Summer Youth Workforce program is open to all in-school youth ages 17-21 in Stanislaus County. The Workforce Development Youth Advisors work with candidates to find them a summer job in their field of interest. By joining the Summer Youth Workforce, participants not only earn a paycheck but also gain valuable industry skills, work experience and build their resumes for future employment.

36
YOUTH
ENROLLED

20
LOCAL BUSINESSES
ENGAGED AS WORK
EXPERIENCE SITES

29
ENROLLED YOUTH
PLACED AT BUSINESSES

SNAP BACK

Stanislaus County Workforce Development was awarded \$171,000 in WIOA Dislocated Worker Funds for Underserved COVID-19 impacted Individuals funding by the California EDD and the Labor & Workforce Development Agency. The program was branded Snap Back Assistance for Workers, and designed to help workers “snap back” from the affects of COVID-19 and return to the workforce. The launch of the program saw tremendous demand. Within five days of the May 21, 2020 launch over 1,300 inquiries were submitted through the online pre-application.

1,530

PROGRAM INQUIRIES

375

TOTAL CLIENTS ENROLLED

563

TOTAL PAYMENTS

\$171,000

TOTAL DOLLARS
EXPENDED



“I don’t know if you realize how much of a help this will be, for me and my daughter; and how grateful I am for you, making this such an easy process, and two for this being available to help in the most needed, unprecedented time”

-Veronica, Snap Back Assistance recipient

LET’S WORK

“Let’s Work” focuses on assisting youth in custody and on probation, ages 15-18, with job search and employability skills. The program explores customized career counseling for youth with barriers to employment, work readiness, vocational skills assessment, personal job coaching, labor market information, and job search assistance.

24

REFERRED
YOUTH
IN CUSTODY

7

REFERRED
YOUTH OUT
OF CUSTODY

10

YOUTH COMPLETED COURSE

PRISON TO EMPLOYMENT

The Prison to Employment (P2E) program is a state grant-funded regional program designed to assist justice-involved adults and 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.

23

CLIENTS

4

EMPLOYED

\$16.40

MEDIAN WAGE PER HOUR



DOWNTOWN STREETS TEAM

The Downtown Streets Team is focused on providing support and services to individuals experiencing homelessness in exchange for cleaning up community streets and neighborhoods. The team believes that treating people with dignity and empowering them to be a part of the solution to their struggles is a major factor in their ultimate success. The approach is unique in that they not only challenge Team Members to take an active role in their own recovery but also empower them to create long-term solutions for their peers. By having the opportunity to tell their stories at schools, churches, social organizations, and business associations, Team Members are changing perceptions about homelessness in the community.

Furthermore, the program has the inherent public benefit of a cleaner community as Team Members engage in beautifications projects such as street cleaning and creek restoration through the Award-Winning Work-First Model. As one of the Team Members has said, what we're doing is a "win-win-win" scenario: the Team Member wins, the environment wins and the community wins – it doesn't get much better than that.

**DOWNTOWN
STREETS
TEAM**

71
TEAM MEMBERS SERVED

\$200,000
DOWNTOWN STREETS
BUDGETED CONTRACT
AMOUNT 2020-2021



CONNECT WITH US!



@stanworkforce

Are you hiring? Connect with Business Services



(209) 558-HIRE



business@stanworkforce.com

Looking for a Job? Connect with Client Services



(209) 558-WORK



jobseeker@stanworkforce.com