

BUSINESS DEVELOPMENT COMMITTEE MEETING AGENDA

October 16, 2025
1:00 PM – 2:30 PM
Self-Help Credit Union
Community Room
900 Crows Landing Rd.
Modesto, CA 95351
www.stanworkforce.com

Committee Members

Kris Helton, Chairman
Jennifer Shipman, Vice-Chair
Jason Maggard
Billy Meyers
Dillon Olvera
Maryn Pitt
Tim Roos
Christine Schweininger
Lourdes Uranday

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

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

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>
<https://www.stanworkforce.com/workforce-board/#committees>

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

The agenda is divided into two sections:

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

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

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

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

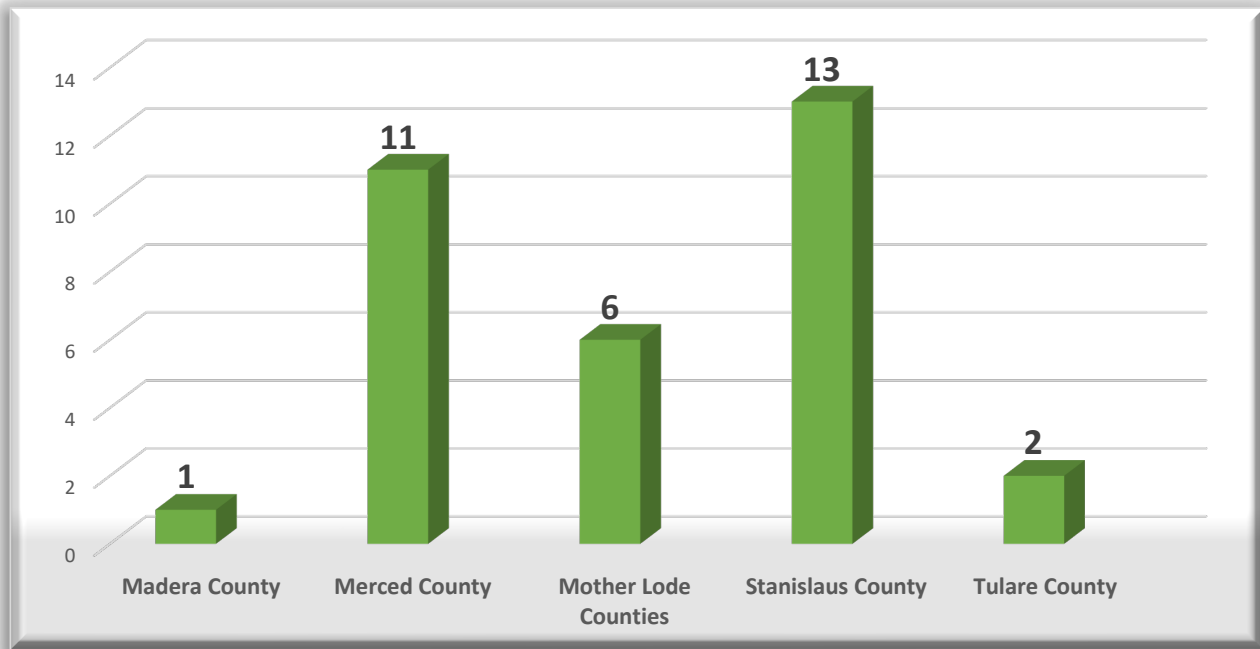
NOTICE REGARDING NON-ENGLISH SPEAKERS: Business Development Committee meetings are conducted in English. Language assistance request should be made by noon the Monday before the meeting by contacting the Clerk at 209-595-0556.

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

1. Call to Order
 2. Introductions
 3. Conflict of Interest
 4. Public Comment Period
 5. Presentation – Central Valley Business Expo; Fred Rasuli, Business Partner - BBSI
 6. Department Report
 - A. Update
 - B. HR Hotline Reports
 - C. 2025 – 2026 Stanislaus County Workforce Development In-Demand Occupation List
 - D. One-Stop Business Update
 - E. Annual Report
 7. Business Services Update
 - A. Business Services Division Quarterly Report – Chris Hancock, Business Services Manager
 - B. Sector Updates – Angie Young, Workforce Coordinator
 1. Farm Bureau – Agriculture
 2. HealthForce Partners – Healthcare
 3. Manufacturing Council of Central Valley – Manufacturing
 4. Warehouse/Transportation
 5. Workforce Pathway Solutions – Construction
 6. Underserved
 - Stanislaus Latino Chamber of Commerce
 - Stanislaus Equity Partners
 - Modesto Chamber of Commerce
 - Ceres Chamber of Commerce
 8. Consent Items
 - A. Approve the Minutes of the April 17, 2025 Business Development Committee Meeting
 - B. Approval of the 2026 Dates, Location, and Times for the Business Development Committee Meetings
 9. Discussion and Action Items
 - A. Recommendation to the Stanislaus County Workforce Development Board to adopt a definition of a “Small Business” as any business with nine (9) or fewer employees as it pertains to Workforce Development programs within Stanislaus County.
 10. Future Topic(s), Discussion, Announcements
- Next Meeting: Upon Committee Approval
April 9, 2026
1:00 – 2:30 PM
Self-Help Credit Union

Central Valley Hotline Report

7/1/2025 - 6/30/2026 Summary of Calls



County	July	August	September	October	November	December	January	February	March	April	May	June
Madera County	0	1										
Merced County	6	5										
Mother Lode Counties	2	4										
Stanislaus County	7	6										
Tulare County	1	1										
TOTAL	16	17	0	0	0	0	0	0	0	0	0	0

Madera County	1
Merced County	11
Mother Lode Counties	6
Stanislaus County	13
Tulare County	2
Total Calls	33

Madera County Hotline Report 2025 - 2026

Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June	Total	Potential Liability	Total Exposure
Benefits													0	\$ 80,000.00	\$ -
Employee Relations													0	\$ 40,000.00	\$ -
EDD/UI/DLSE													0		\$ -
Handbooks/Policies													0	\$ 50,000.00	\$ -
Hiring													0	\$ 13,500.00	\$ -
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws		1											1	\$ 10,000.00	\$ 10,000.00
Poster/Records/Forms													0		\$ -
Surveys/Outreach/Other													0		\$ -
Termination													0	\$ 45,000.00	\$ -
Training													0		\$ -
Wage & Hour													0	\$ 27,500.00	\$ -
Work Comp/OSHA													0		\$ -
TOTAL	0	1	0	0	0	0	0	0	0	0	0	0		Total	\$ 10,000.00

Mother Lode Hotline Report 2025 - 2026

Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June	Total	Potential Liability	Total Exposure
Benefits													0	\$ 80,000.00	\$ -
Employee Relations	1												1	\$ 40,000.00	\$ 40,000.00
EDD/UI/DLSE													0		\$ -
Handbooks/Policies													0	\$ 50,000.00	\$ -
Hiring													0	\$ 13,500.00	\$ -
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws		1											1	\$ 10,000.00	\$ 10,000.00
Poster/Records/Forms			1										1		\$ -
Surveys/Outreach/Other													0		\$ -
Termination													0	\$ 45,000.00	\$ -
Training													0		\$ -
Wage & Hour	1	3											4	\$ 27,500.00	\$ 110,000.00
Work Comp/OSHA													0		\$ -
TOTAL	2	4	1	0	0	0	0	0	0	0	0	0		Total	\$ 160,000.00

Stanislaus County Hotline Report 2025 - 2026

Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June	Total	Potential Liability	Total Exposure
Benefits	3												3	\$ 80,000.00	\$ 240,000.00
Employee Relations	1												1	\$ 40,000.00	\$ 40,000.00
EDD/UI/DLSE													0		\$ -
Handbooks/Policies		1											1	\$ 50,000.00	\$ 50,000.00
Hiring			1										1	\$ 13,500.00	\$ 13,500.00
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws	1	4											5	\$ 10,000.00	\$ 50,000.00
Poster/Records/Forms													0		\$ -
Surveys/Outreach/Other			1										1		\$ -
Termination	1												1	\$ 45,000.00	\$ 45,000.00
Training													0		\$ -
Wage & Hour		1	3										4	\$ 27,500.00	\$ 110,000.00
Work Comp/OSHA	1		1										2		\$ -
TOTAL	7	6	6	0	0	0	0	0	0	0	0	0		Total	\$ 548,500.00

Tulare County Hotline Report 2025 - 2026

Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June	Total	Potential Liability	Total Exposure
Benefits													0	\$ 80,000.00	\$ -
Employee Relations			1										1	\$ 40,000.00	\$ 40,000.00
EDD/UI/DLSE													0		\$ -
Handbooks/Policies													0	\$ 50,000.00	\$ -
Hiring			1										1	\$ 13,500.00	\$ 13,500.00
Investigation													0	\$ 10,000.00	\$ -
ADA/Leave Laws			1										1	\$ 10,000.00	\$ 10,000.00
Poster/Records/Forms													0		\$ -
Surveys/Outreach/Other			4										4		\$ -
Termination													0	\$ 45,000.00	\$ -
Training													0		\$ -
Wage & Hour	1		2										3	\$ 27,500.00	\$ 82,500.00
Work Comp/OSHA		1											1		\$ -
TOTAL	1	1	9	0	0	0	0	0	0	0	0	0		Total	\$ 146,000.00

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List



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

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List

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

2025-2026 Stanislaus County Workforce Development In-Demand Occupation List



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

2025-2026 Stanislaus County Workforce Development Occupation List

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



ANNUAL REPORT 2024 - 2025

COMMUNITY | CAREER | CONNECTION

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MISSION

Stanislaus County Workforce Development works 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.

ON THE COVER

Pictured are graduates from the MC3 Pre-Apprenticeship Readiness Program. They are working on disconnecting pipes with a propane torch. Special thank you to ValleyBuild for organizing the training.



It is once again my honor to present the Stanislaus County Workforce Development's Annual Report for 2024-2025. This past year has been one of challenges, transformation, resilience, and progress as we continued to navigate the evolving needs of our economy, workforce, and communities.

Our goal remains clear: to build an inclusive, future-ready workforce that supports economic mobility and meets the demands of the Stanislaus County labor market. Guided by equity, innovation, and partnership, we have expanded access to high-quality training, strengthened regional collaborations, and aligned efforts with emerging industries — from agriculture and healthcare to advanced manufacturing and construction.

I am proud of the strides we have made to close opportunity gaps, especially for historically underserved businesses. Through

strategic investments in apprenticeships, upskilling programs, and youth employment initiatives, we are laying the foundation for a workforce system that works for everyone.

This report highlights not only our achievements but also the challenges that remain. As we look to the future, our commitment is unwavering: to ensure that everyone has a fair chance of succeeding in a rapidly changing world of work.

Thank you to our many partners across government, education, labor, business, and community organizations. Your collaboration is the engine behind our forward progress.

Together, we are building a stronger, more equitable community — one career, one opportunity, and one innovation at a time.

Doris Foster
DIRECTOR



WORKFORCE DEVELOPMENT BOARD

The Stanislaus County Workforce Development Board (SCWDB) 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 SCWDB is responsible for shaping and strengthening local and regional workforce development efforts to support small, medium, and large business job growth. Additionally, they develop and support programs that benefit job seekers through educational training and work based training programs.



The SCWDB received the distinction of being a High Performing Board from the California Workforce Development Board.



BILL O'BRIEN 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.

BOARD MEMBERS

BILL O'BRIEN | Chairman
General Manager of O'Brien's Market, Inc.

CECIL RUSSELL | Vice-Chair
CEO of Sylvan Financial & Advisory Group

JENNIFER SHIPMAN | Secretary / Career Development Committee Chair
Community Partnerships and Communications of The Wine Group

ERIKA ANGEL
Staff Services Manager of the California Department of Rehabilitation

ROSS BRILES†
Owner of Funworks

MARGARITA CABALBAG
Employment Program Manager of EDD

DEAN FADEFF
District Representative of Operating Engineers Local #3

MANI GREWAL
Board of Supervisors District 4
Owner of Various Commercial Businesses

KRIS HELTON | Business Development Committee Chair
Business Partner of Barrett Business Services, Inc. (BBSI)

JESSICA HILL
Director of Community and Economic Development for the City of Modesto

WILL KELLY
Executive Director of the North Valley Labor Federation

KARI KNUTSON MILLER
Dept. of Child & Adolescent Studies, California State University, Stanislaus

SCOTT KUYKENDALL
Superintendent of Schools of Stanislaus County Office of Education

MARY MACHADO | Youth Development Committee Chair
Owner of Machado & Sons Construction, Inc.

DOUG MURDOCK
Apprenticeship Coordinator of Stanislaus County Mfg. / Maintenance Joint Apprenticeship Committee

MARYN PITT
Executive Director of Manufacturers Council of the Central Valley

SAM ROMEO
CEO, Cofounder Seity Health

STEVE STEVENSON
Training Coordinator of Central Valley-Motherlode Plumbers, Pipe and Refrigeration Fitters

DOUG VAN DIEPEN
Project Manager of Paradigm Construction Management

CHRIS SAVAGE
VP of Environmental Health and Safety of E.J. Gallo Winery

GREG VINCELET
Training Coordinator of Central Valley Pipe Trades Local 442

†In Memoriam, October 2024

COMMITTEES

BUSINESS DEVELOPMENT COMMITTEE

The Business Development Committee is dedicated to collaborating 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.



KRIS HELTON | Business Development Committee Chair

Kris Helton is a Business Partner at BBSI. He has been in business management or ownership for the past 20+ years. Kris has been a SCWDB member for over 5 years and has been the SCWD Business Development Committee Chair since its inception in 2021.

Committee Members:

Kris Helton, Chairman
Jennifer Shipman,
Vice-Chair
Jack Deliddo

Jason Maggard
Billy Meyers
Dillon Olvera
Maryn Pitt

Tim Roos
Christine Schweininger
Lourdes Uranday

CAREER DEVELOPMENT COMMITTEE

The Career Development Committee is dedicated to maximizing opportunities to promote and support a workforce system in Stanislaus County dedicated to economic prosperity for the unemployed and underemployed by providing priority training, education, and opportunities for successful skills attainment based on business needs.



JENNIFER SHIPMAN | Career Development Committee Chair

Jennifer Shipman handles the Community Partnerships and Communications 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 Board for 10+ years.

Committee Members:

Jennifer Shipman, Chair
Dr. Aubrey Priest,
Vice-Chair
Bonnie Acree
Rachelle Barkus

Tiffani Burns
Timothy Burns
Richard Carnes
Kevin Fox
Johnny Garcia

Kris Helton
Ryan Kegley
Kendra Mitchell
Steve Stevenson
Cecil Russell

YOUTH DEVELOPMENT COMMITTEE

The purpose of the Youth Development Committee is to enhance the competitiveness of the region by preparing Stanislaus County's young adult workforce with the skills necessary to achieve self-sufficiency.



MARY MACHADO | Youth Development Committee Chair

Mary Machado is the owner of Machado and Sons Construction, Inc. Mary, a member of the Stanislaus County Workforce Development Board for over 5 years, brings with her a deep interest and years of involvement in our youth within our County.

Committee Members:

Mary Machado, Chair
John Bettencourt
Fallon Ferris

Bob Housden
Nancy Martinez
Khoa Nguyen

Dallas Plaa
Carmen Wilson



Leadership Team

SUCCESS THROUGH CHANGE

This year, Workforce Development has focused on expanding services and reaching new areas of our community. Underserved business engagement grew from one contract to four, with outreach extending into additional rural zip codes and extending the definition of underserved businesses to include women-owned businesses.

In 2024–2025, programs embraced innovation to meet both evolving program requirements and the needs of Stanislaus County. The Department intentionally pursued grant opportunities and cultivated partnerships with community-based organizations to expand access to services for local job seekers. The commitment to being a collaborative and responsive partner opened the door to new opportunities and moved Workforce Development beyond a “one-size-fits-all” model—ensuring each individual receives tailored support on their path to employment.

ACHIEVEMENTS AT-A-GLANCE



4,201
INCOMING CALLS



1,144
INVOICES ISSUED



67
CONTRACTS



2,584
TIMECARDS
VERIFIED



3,264
WORK EXPERIENCE
CHECKS



20
MONITORING
REPORTS

WHO WE ARE & WHO WE SERVE

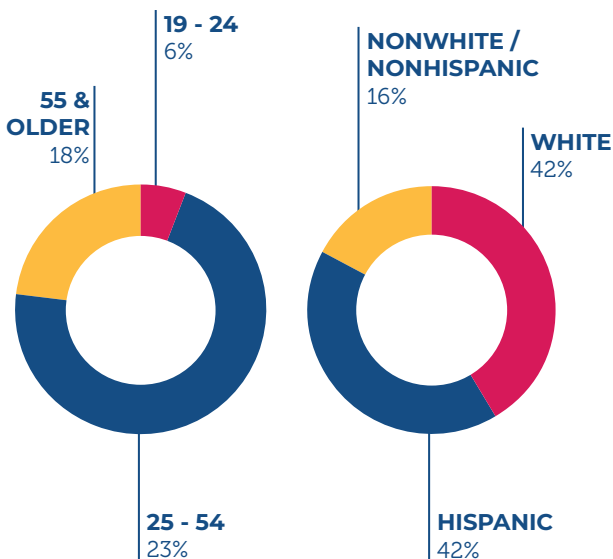
Workforce Development encourages and values diversity, equity of services, and inclusion in the businesses and clients served. The demographic information shown represents Workforce Development clients enrolled for the program year 2024-2025. Enrollees voluntarily supply this information. Some programs administered by Workforce Development may not be included if clients were not co-enrolled in WIOA services.

At Workforce Development, the Department strives to:

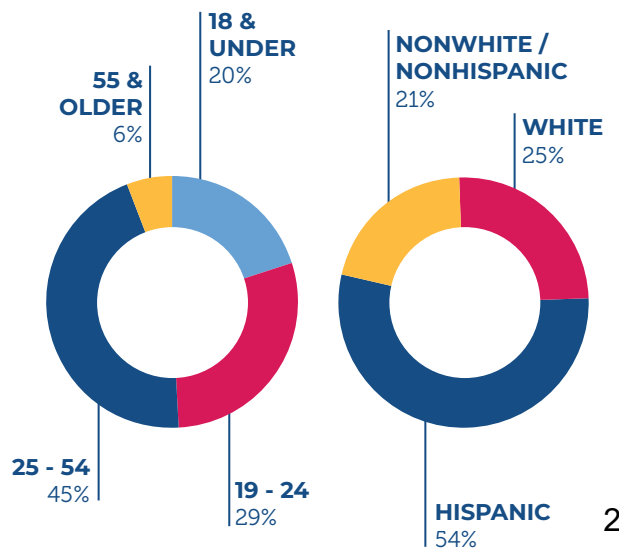
- Create a culture that encourages, supports, and celebrates the voices of our employees
- Provide each employee with a collection of Emotional Intelligence training to embrace our values
- Participate in Countywide cultural celebrations during October to support an inclusive environment
- Celebrate differences and educate the workforce through the Multi-Cultural Committee established by employees from all backgrounds and cultures



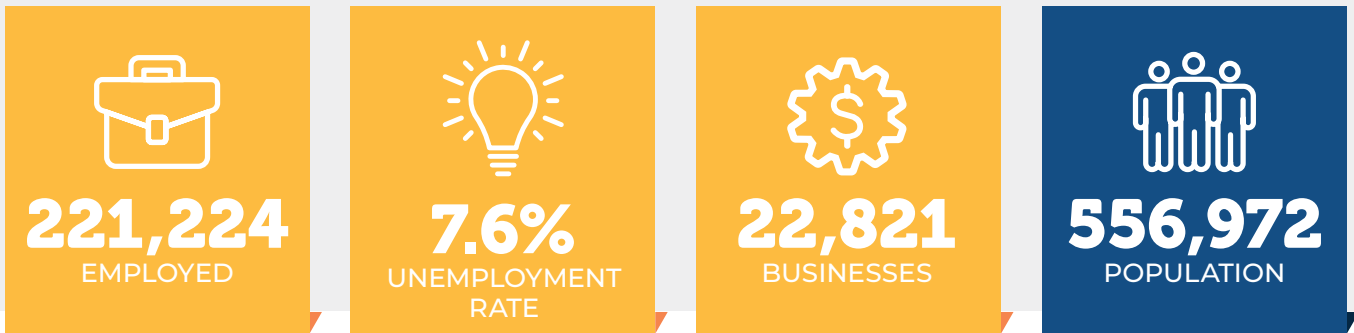
STAFF



CLIENTS



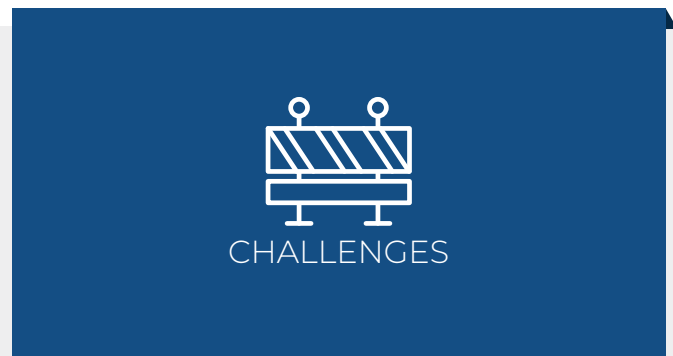
WORKFORCE FACTS 2025 of Stanislaus County



% OF TOTAL EMPLOYMENT



TOP OCCUPATIONS



12.6%
PERSONS IN POVERTY

19.9%
PERSONS AGE 25+ WHO ARE NOT HIGH SCHOOL GRADUATES

HIGHLIGHTS OF THE YEAR

\$2,246

Average cost per businesses and clients served

4,210

Cumulative attendance for reoccurring workshops that developed job readiness skills



Kicked-off Construction Sector

24

Completed Apprenticeship Trainings



Oakdale and Patterson Job Centers closed one day a week allowing appointments for WIOA eligibility close to home



Staff speak 5 languages: Spanish, Dari, Farsi, Hindi, Punjabi

Translation Services	TOTAL
Farsi	51
Arabic	8
Russian	2
Spanish	54
French	1
Other Non-English	20



REGIONAL PLANNING

SCWD IS THE
LEAD ORGANIZER
FOR THE REGION!

In alignment with federal and state directives, San Joaquin Valley and Associated Counties Regional Planning Unit developed a four-year Regional Plan to guide workforce strategies for Program Years (PY) 2021–2024 (July 1, 2021 – June 30, 2025). A Biennial Modification was completed to ensure the plan remains responsive to changing regional needs. The Plan outlines the region’s economic and workforce landscape and coordinates Local Workforce Development Areas (LWDAs). It provides a framework for aligning goals and advancing shared objectives to strengthen the regional workforce system.

The approved
Regional Plan is
available online



KEY COMPONENTS OF THE REGIONAL PLAN



- Regional Analysis: Overview of the region’s economy and workforce trends.
- Performance Indicators: Metrics of partner coordination and regional progress.
- Equity and Job Quality: Principles promoting equity and job quality.
- Support for English Language Learners: Strategies to expand ELL access to services and employment.
- Demand-Driven Skills Attainment: Aligns training with industry needs to ensure employer demands are met.
- Program and Service Alignment: Coordination of programs and services to better serve regional populations.
- Regional Collaboration and Innovation: Ongoing focus on partnership-based strategies and innovative programs, including:
 - Central California Workforce Collaborative
 - Central Valley Industry Engagement Roundtable
 - Regional and Sub-Regional Grant Initiatives
 - Prison to Employment (P2E) Program
 - Regional Equity and Recovery Partnerships (RERP)
 - Regional Scaling of Best Practices

This approach ensures the region remains responsive to the evolving workforce.

LOCAL PLAN & STRATEGIC ALIGNMENT

The Stanislaus County Workforce Development Board supports the priorities of the Stanislaus County Board of Supervisors by advancing a strong local economy and delivering effective public services. As required by WIOA, the Board develops a Local Plan outlining strategic operations within the local workforce area. This plan aligns with the Regional Plan and the California State Plan. Reviewed and updated every two years, the Local Plan remains responsive to workforce shifts.

The approved
Local Plan is
available online



SUPPORTING BUSINESS GROWTH

- Promoted equity and inclusion in business development.
- Expanded industry sector representation to better reflect the local population.
- Provided employers with HR services via the HR Hotline.
- Maintained a focus on high-demand sectors to align training with economic needs.
- Added Construction as a priority sector to reflect regional employment trends.

STRATEGIES AND OUTCOMES

- Expanded outreach to underserved groups, including individuals with disabilities, English Language Learners, immigrants, and refugees.
- Enhanced demographic data collection—focusing on race and ethnicity—to support equity-based planning.
- Supported immigrant integration through strategic partnerships and programs.
- Improved internal systems to enhance client access to workforce services.
- Coordinated grant-funded projects, including pre-apprenticeship programs, to better serve individuals facing barriers to employment.

DEVELOPING FUTURE TALENT

STRATEGIC PRIORITIES AND GOALS

This Program Year, the Stanislaus County Workforce Development Board committed to building a resilient, comprehensive, and demand-driven workforce system by identifying clear strategic priorities and corresponding departmental goals. The strategic priorities, approved on October 24, 2024, provided a framework for decision-making and collaboration across the workforce development system. On March 3, 2025, the Board adopted specific goals that align with each priority, ensuring measurable progress and accountability across all areas of service and operations. The following section outlines the approved strategic priorities and goals that will guide the Department's work in the years ahead.

STRATEGIC PRIORITIES & GOALS

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

GOAL 1: Increase the number of monthly job placements in high-demand industries and sectors.

GOAL 2: Enhance accuracy, accountability, and follow-through.

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

GOAL 1: Provide excellent customer service and assist clients effectively.

GOAL 2: Establish regular communication with existing businesses and develop a strategy to engage new businesses, ensuring Stanislaus County Workforce Development (SCWD) and its programs remain top-of-mind.

Development of a Skilled Workforce:

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

GOAL 1: Continuously refine processes and procedures at both unit and department levels.

GOAL 2: Develop additional workshops to address skills gaps by collaborating with employers to identify workforce needs.

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

GOAL 1: Business Services staff transition to consultative influencers for business in Stanislaus County.

GOAL 2: In-Demand Sector Partnerships for all five sectors are convening biannually.

GOAL 3: Enhance the website as a valuable resource to encourage repeat visits from clients and businesses while attracting new visitors.

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

GOAL 1: Collaborate with other agencies to streamline operations for efficiency.

GOAL 2: Stay informed about upcoming events, new programs, and program changes.

GOAL 3: Work with economic development organizations across Stanislaus County to align efforts that help current industries and business grow while providing resources and information to out-of-area businesses who are considering relocating here.

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

GOAL 1: Seek opportunities for relevant grant funding that have a valuation of \$10 million per fiscal year.

GOAL 2: Seek funding that furthers the initiatives of the Board and staff that reduces reliance on Workforce Innovation and Opportunity Act funding.

SECTOR STRATEGIES

Stanislaus County Workforce Development made strides in aligning workforce training with the needs of local industries. For the first time, Construction launched a sector partnership with key players from education and business intending to discuss the needs of the industry. In addition, SCWD recognized the need to expand collaborations with local chambers of commerce and community-based organizations to support small businesses, particularly those owned by individuals from underrepresented communities, such as minority owned and women owned.

HEALTHCARE

16.87% **10.56%**
LABOR FORCE PROJ. CHANGE*

HealthForce Partners hosted sector-specific meetings and held in-depth conversations with healthcare employers to better understand hiring challenges and training needs.

MANUFACTURING

10.68% **5.08%**
LABOR FORCE PROJ. CHANGE*

Under the Stanislaus 2030 initiative, Workforce Development continued to support manufacturing. Planning of career pathways and apprenticeship models. The Manufacturers Council of the Central Valley has taken the lead in moving these strategies forward.

AGRICULTURE

6.19% **-7.01%**
LABOR FORCE PROJ. CHANGE*

To support one of the region's cornerstone industries, Stanislaus Farm Bureau hosted sector-specific meetings and held in-depth conversations with agricultural employers to better understand hiring challenges and training needs. As a result, programming was implemented to serve Ag Business.

CONSTRUCTION

6.16% **3.38%**
LABOR FORCE PROJ. CHANGE*

In construction, Workforce Development launched a new partnership with Workforce Pathway Solutions, holding its first sector convening in spring 2025 to begin building strategic alignment and employer relationships.

WAREHOUSE/LOGISTICS

5.20% **11.52%**
LABOR FORCE PROJ. CHANGE*

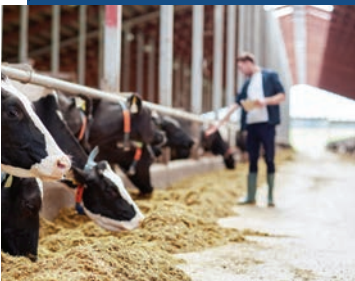
Recognizing the growing importance of the Transportation and Warehousing sector, Workforce Development worked to identify leadership partners and co-design sector strategies that will guide future workforce development efforts.

UNDERSERVED BUSINESSES

7,630 **18.9%**
BUSINESSES IN AVERAGE
IDENTIFIED POVERTY LEVEL
POVERTY AREA

To promote equitable economic growth, Workforce Development expanded collaborations with local chambers of commerce and community-based organizations to support small businesses, particularly those owned by individuals from underrepresented communities, such as women-owned or located in historically underserved neighborhoods.

*Percentage of change from 2024-2029 (5 yrs)



RAPID RESPONSE

Stanislaus County experienced a notable rise in business closures and employee layoffs—disruptions that deeply impacted workers, families, and communities. In response, the Rapid Response Team was on the front lines, offering immediate, hands-on support to help ease the transition for those affected. Whether through layoff aversion strategies, on-site resource sessions, or personalized assistance, the team stood ready to guide impacted employees toward new opportunities. Over the course of the year, staff responded to 42 businesses across the County, assisting 1,688 workers—many from hard-hit sectors like retail and manufacturing.





42
BUSINESSES



1,688
TOTAL EMPLOYEES
OFFERED SERVICES

HR HOTLINE

Stanislaus County employers are able to use a no-cost-to-business Human Resource hotline! In 2024 - 2025 the HR Hotline received 98 calls from businesses within Stanislaus County from businesses, both large and small, looking for human resource guidance.





“

I love it. I honestly love it. I'm so blessed to have reached this path. It's really been great for me.

I did it for my future. For my daughter's future. You know, stable, income, stable career path.”

Regina

LVN Program
CAREER SERVICES

TRAININGS

VOCATIONAL TRAINING

Vocational Training provides enrolled participants with the hands-on skills and certifications needed for in-demand careers. These training programs are designed to align with local labor market needs and prepare job seekers for employment.

40

COMPLETED
TRAININGS

28

REPORTED
EMPLOYMENT

WORK EXPERIENCE

Work Experience (WEX) programs, both paid and unpaid, provide a pathway for job seekers to gain real work experience, develop valuable skills, and build a strong work history. By placing participants directly on employer worksites, these programs teach both hard and soft skills, along with the work ethic needed to succeed long-term.

For employers, the program lowers hiring costs and offers a low-risk way to discover new talent while giving back to the community. Workforce Development is the employer of record.

10

TRANSITIONAL
JOBS (WIOA)

94

PAID WEX
(WTW)

90

UNPAID WEX
(WTW)

MC3 PRE-APPRENTICESHIP TRAINING

The MC3 Program is a multi-craft pre-apprenticeship Training program designed to prepare clients for careers in construction and building trades. Pre-Apprenticeship training is an effort to prepare highly skilled workers for lifelong high paying careers.

20

COMPLETED

20

TOTAL
EMPLOYMENT

16

TOTAL
APPRENTICESHIPS

PRE-APPRENTICESHIP PROGRAM

SCWD's Manufacturing Pre-Apprenticeship Program, in partnership with Manufacturing/Maintenance Joint Apprenticeship Committee, and Modesto Junior College has effectively connected education and industry for the past several years. Graduates have reported a 66% employment rate upon program completion, highlighting the program's effectiveness in preparing participants for high-demand jobs.

4

COMPLETED

OJT TRAININGS

The On-the-Job Training program helps employers offset the costs of training new hires or upskilling promoted employees by reimbursing 50% to 75% of employee wages during the training period.

60

FULL-TIME EMPLOYMENT

INCUMBENT WORKER TRAINING

The Incumbent Worker Training (IWT) Program supports local businesses by funding employee training and upskilling. The program partnered with industry employers and SCWD helped workers meet evolving industry demands to advance their careers.

1

TRAINED IN
MANUFACTURING

7

TRAINED IN
AGRICULTURE

ENRICH AND EMPLOY

The Enrich & Employ program is a partnership with The Ice Cream Co. that aims to serve individuals with disabilities - assisting with increasing employability by providing Occupational Skills Training and job readiness skills in the food service industry. Participants showed strong motivation and made significant progress in developing workplace skills.

13

PARTICIPANTS

2

GAINED EMPLOYMENT



CAREER SERVICES

Stanislaus County Workforce Development is committed to preparing local job seekers with the skills and support needed to meet the demands of today’s workforce. Through Career Services, individuals receive access to a wide range of resources, including personalized career coaching, skill-building workshops, training program pathways, and unpaid work experience opportunities designed to enhance employability.

Workforce Development provides comprehensive, inclusive services to a diverse population—supporting youth, veterans, individuals experiencing homelessness, justice-involved individuals, and those with disabilities. Once participants are job-ready, they are connected with the Business Services team, which provides direct assistance with job matching and employment placement.

By helping job seekers overcome barriers and build in-demand skills, Career Services plays an important role in strengthening the local workforce.

GETTING STARTED

This year the Department implemented a “Getting Started with WIOA” in-person orientation workshop to align the right path of services for the clients’ needs. Clients can then decide if Basic Career Services are better suited by visiting one of the five Job Centers or enrolling in Assisted Career Services.

JOB CENTERS

Basic Career Services can be accessed by the public at any of our five locations throughout Stanislaus County.

Basic Career Services include:

- Computers for job search
- Create and print resumes
- Check email
- Free typing tests and certificates
- Career explorations
- Employment assessments and certificates
- Fax resumes
- Labor market research

Job Center Locations

MODESTO
629 12th Street
Modesto, CA 95354
(209) 558-6135 (Main)

PATTERSON
101 W. Las Palmas Ave.
Patterson, CA 95363
(209) 525-4908

OAKDALE
1405 West F Street Ste. F
Oakdale, CA 95361
(209) 322-3564

TURLOCK
1310 W. Main St.
Turlock, CA 95380
(209) 342-1860

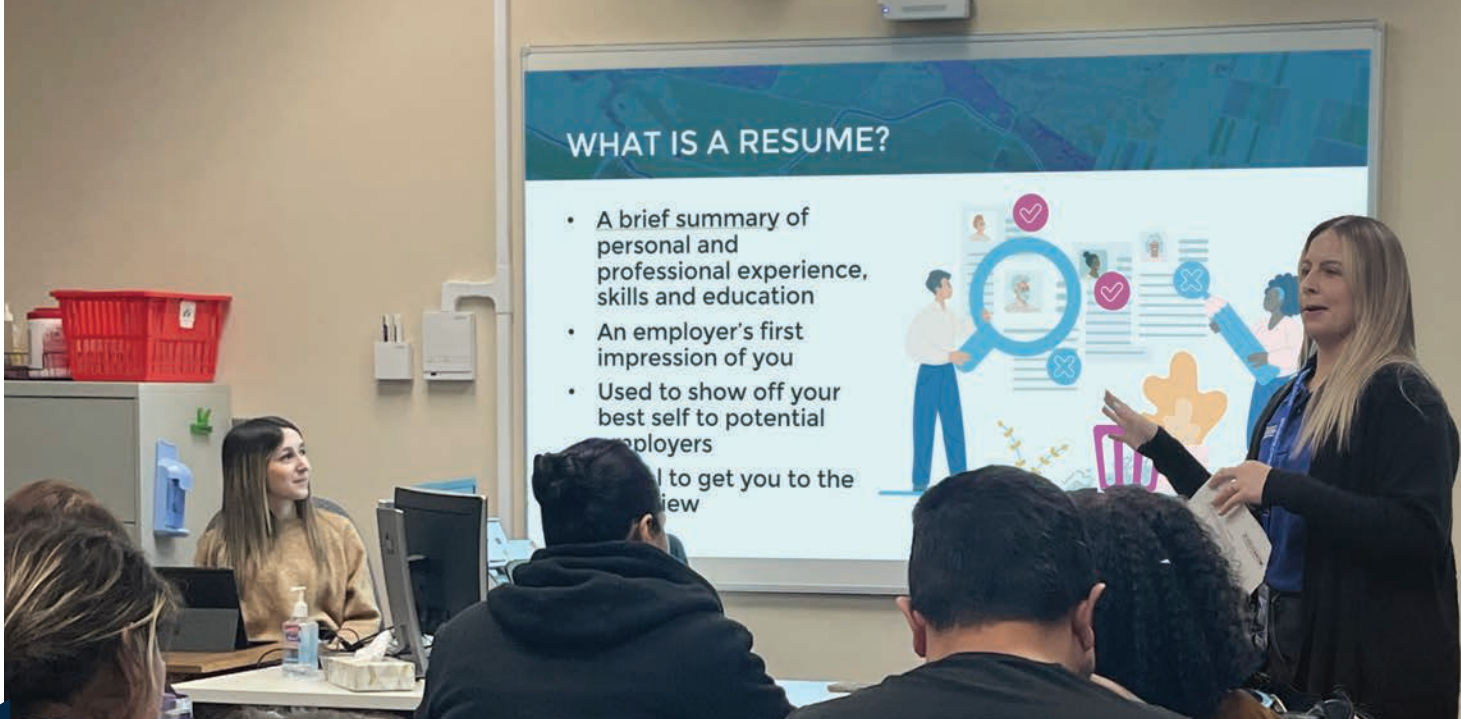
VETERANS CENTER
3500 Coffee Rd, Suite #19
Modesto, CA 95355
(209) 558-7380

** Available for Veterans*

JOB CENTER VISITS	TOTAL	MODESTO	OAKDALE	PATTERSON	TURLOCK
2022-2023	8,801	5,328	797	573	2,103
2023-2024	10,670	6,793	912	614	2,351
2024-2025	11,719	8,638	559	418	2,064

Number of visits from 07/01/2024 through 6/30/2025





PATHWAYS TO SERVICES

Stanislaus County Workforce Development delivers services strategically by braiding multiple funding sources to expand resources and ensure broad community access. This approach allows the Department to offer comprehensive, high-quality support to individuals across all stages of their employment journey.

Workforce Specialists work one-on-one with job seekers to provide a personalized employment plan, designed to address individual barriers and provide the necessary supports to promote life stability and long-term economic self-sufficiency.

WELFARE TO WORK EVALUATION

WTW Evaluation gives referred WTW clients an overview of Workforce Development's services through a workshop, followed by a one-on-one meeting with a Workforce Specialist to assess the client's work readiness and identify next steps. The Workforce Specialist develops a personalized employment plan that addresses barriers, connects the client to community resources, and builds a pathway toward life stability and long-term self-sufficiency.

865

ATTENDED

89%

INCREASE FROM LAST YEAR

ELIGIBILITY

Based on funding requirements, programs may require an application for services. A brief application and interview is completed with staff to determine next steps.

1,912

APPOINTMENTS SCHEDULED

89%

COMPLETED ELIGIBILITY

WORKSHOPS

Workforce Development provides job readiness workshops to job seekers by helping them acquire necessary skills to enhance their job search efforts and secure long-term employment. This year the job readiness workshops were revamped. Two new workshops were created and 10 were updated.

3,422

ATTENDEES

128%

INCREASE FROM LAST YEAR

SUPPORTIVE SERVICES

Supportive Services help remove barriers to employment for program participants. Support may include assistance with transportation, childcare, housing, work-related tools, uniforms, and other essential needs that allow individuals to participate in training or secure and maintain employment.

129

APPROVED

44%

INCREASE FROM LAST YEAR

CO-ENROLLMENT

Clients receiving support through the Welfare-to-Work program are encouraged to co-enroll in WIOA to access additional resources. This combined approach enhances the job search experience and provides greater support on their path toward long-term, self-sustaining employment. Staff engaged clients on the benefits of braiding funding and increased co-enrollment 142% from last fiscal year.

46

CO-ENROLLMENTS

142%

INCREASED CO-ENROLLMENT

TARGETED PROGRAMS



“

I was able to obtain my High School Diploma and be on a path to a career. Mrs. Ramirez has helped me so much. I couldn't do it without her. Thank you for everything. I feel like I can accomplish anything!”

Jesus

Dept. of Child Support Services
/ P2E / WIOA

CAREER SERVICES

ADULT AND DISLOCATED WORKER

Through the Workforce Innovation and Opportunity Act (WIOA), the Adult and Dislocated Worker programs provide individualized career and training services to help job seekers enter, re-enter, or advance in the workforce. These programs serve adults with barriers to employment, including low-income individuals and those receiving public assistance, as well as dislocated workers who have been impacted by business closures.

656

CLIENTS

8,207

PROVIDED SERVICES

12

AVERAGE BARRIERS TO EMPLOYMENT

PRISON TO EMPLOYMENT

Prison to Employment (P2E) program is a state-funded grant designed to support justice-involved individuals as they transition back into the workforce. The program goal is to reduce recidivism by offering job readiness training, skills development, and employment support services. By providing participants with the tools needed to secure and maintain stable, long-term employment, P2E promotes successful reentry.

125

CLIENTS

89

ACTIVE PLACEMENTS

71

JOB PLACEMENTS

Clients can be active while in a job placement.

REGIONAL EQUITY AND RECOVERY PARTNERSHIP

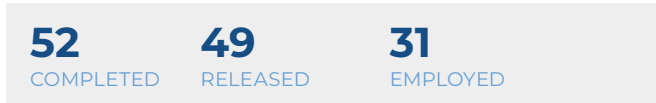
The Regional Equity and Recovery Partnership (RERP) initiative is a collaborative effort between Local Workforce Development Boards and Community College Regional Consortia to build a stronger, more inclusive workforce. RERP focuses on expanding access to quality jobs by aligning education, training, and career. Stanislaus County focused on the Manufacturing sector.

14

CLIENTS

SHERIFF'S DEPARTMENT

The Work Ready program is an impact driven initiative designed to empower incarcerated individuals with job readiness skills, preparing them for successful reentry into society. In its second year, SCWD staff supported justice-involved individuals by aligning employer engagement strategies with direct client services. While job readiness and employment remained central to the program's mission, it also acknowledged the broader challenges clients faced—such as housing insecurity, mental health issues, and substance abuse—and worked to address these barriers through coordinated community resources.



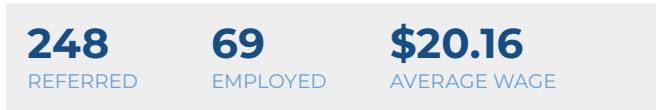
ACCELERATOR 12 FARM TO FLUENCY

Farm to Fluency supports career advancement and job quality for English Language Learners and immigrant workers in the agricultural industry. The Supervisory Development Academy program aimed to empower individuals in the agricultural industry—particularly English Language Learners (ELLs)—with the supervisory skills needed to advance into leadership roles. The 5-session program addressed leadership, communication, conflict resolution, planning, and team building.



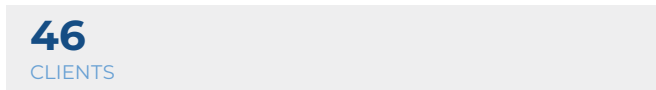
DEPARTMENT OF CHILD SUPPORT SERVICES (DCSS)

DCSS supports non-custodial parents in Stanislaus County who are unemployed or underemployed and have child support obligations. SCWD staff help participants create personalized employment plans, access career services, and connect to resources that address barriers such as housing, transportation, justice-involvement, and limited education—supporting their path to stable employment and financial responsibility.



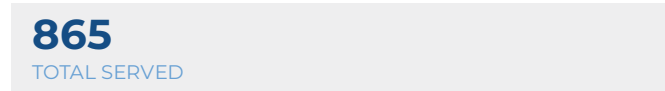
NATIONAL FARMWORKER JOBS PROGRAM (NFJP)

NFJP provides support to unemployed and underemployed farmworkers through vocational training, ELL classes, GED preparation, and job search assistance. Funded by the American Rescue Plan Act and administered through Central Valley Opportunity Center (CVOC), the program helped 46 farmworkers build skills and improve their employment opportunities.



WELFARE TO WORK

The Welfare to Work (WTW) program provides comprehensive employment services to individuals receiving public assistance, with the goal of helping families achieve long-term self-sufficiency. In partnership with the Community Services Agency, the program supports CalWORKs participants through personalized case management, and career goal planning.



VOCATIONAL ENGLISH AS A SECOND LANGUAGE

Vocational English as a Second Language (VESL) helps clients who are learning English build the language skills they need to succeed in the workplace. The program focuses on practical communication, such as understanding instructions, speaking with supervisors and coworkers, and completing work-related tasks.



LEARN TO EARN

Learn to Earn (L2E) provides development of hard and soft skills for clients with multiple barriers to employment prior to transitioning into another activity. The service is designed to be temporary and transitional in order to prepare a client to enter the workforce.



HIGH SCHOOL EQUIVALENCY AND ADULT BASIC EDUCATION

High School Equivalency (HSE) and Adult Basic Education (ABE) programs provide WTW clients with the foundational education needed to succeed in employment and training. HSE helps clients prepare for and earn their high school equivalency diploma, opening doors to better job opportunities and further education. ABE offers instruction in reading, writing, and math to strengthen essential skills for work and daily life.



BUSINESS SERVICES

Over the past year, the Business Services Division embraced a dynamic shift in strategy and evolved its approach to better meet the changing needs of Stanislaus County’s businesses. In previous years, the division primarily engaged businesses by offering On-the-Job Trainings and Paid Work Experiences. While these services proved valuable, changes in the workforce landscape created an opportunity to broaden support for local industries. Staff redefined roles to serve as expert consultants, offering customized solutions rooted in job placement, job development, sector strategies, and real-time labor market information.

This transformation allowed Business Services to build deeper, more strategic relationships with employers. By delivering data-driven insights, personalized talent-matching services and timely information and referral resources, the division positioned itself as a trusted partner in workforce planning and development. As a result, businesses began to engage with Workforce Development not merely as a provider of training subsidies, but as a key resource for navigating hiring, retention, and workforce trends. This consultative approach strengthened connections within the business community and enhanced the division’s ability to support the county’s long-term economic resilience.

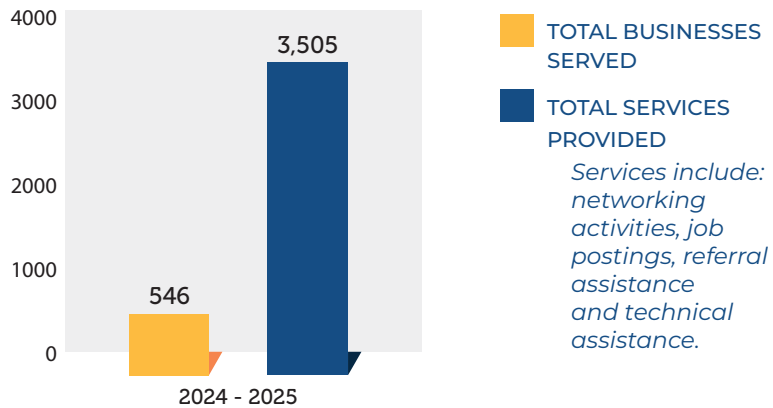


“

The WIOA Program with job search assistance and worksite placement has helped me the most. It helped me refresh my skills and gain new ones while gaining experience with County policy and procedures.”

Shela
WIOA Program

CAREER & BUSINESS SERVICES



BUSINESS ASSISTANCE

In addition to work-based learning and training solutions, Business Services also offers business assistance in:

- Labor Market Information
- Job Postings
- Employer Referrals for Assistance
- Resume Screening
- Job Development
- Employment Assessment
- Workforce Advice
- Sector Strategies
- Pre-Apprenticeships
- Direct Placement



6.4

AVG. # OF SERVICES PER BUSINESS



Pictured (from left to right): Workforce Development: Nasrin Esmaeili, Workforce Specialist; The Salvation Army: Henry Lee, Shelter Monitor; Karol Ballew, Human Resources Coordinator and Reena Rodriguez, Intake Coordinator

One long-standing partner is The Salvation Army Modesto, a nonprofit organization providing critical services to individuals affected by domestic violence, hunger, homelessness, addiction, human trafficking, incarceration, and poverty. Through their youth, adult, and family programs—as well as counseling and health services they offer help.

“The Salvation Army Modesto has worked with Workforce Development for at least 27 years,” says Karol Ballew, Human Resources Coordinator. “Primarily through the Work Experience (WEX)/Welfare to Work program, which has provided us with some of our best long-term employees.”

The WEX program, offered in both paid and unpaid formats, provides job seekers with an opportunity to gain hands-on experience, develop in-demand skills, and build a solid employment history. For employers, WEX is a smart, low-risk way to discover new talent while giving back to the community. Payroll, insurance, and other administrative responsibilities are managed by Workforce Development, making

participation seamless. It’s a win-win that supports individual career growth and meets employer staffing needs.

“

We plan to continue our participation in the WEX program—we’ve benefited greatly and look forward to welcoming more participants.”

-Karol Ballew
Human Resources Coordinator
THE SALVATION ARMY

At The Salvation Army, the WEX program has been a gateway to lasting employment. Several individuals began their journey with short-term work experience placements and have since grown into long-term team members. Just a few examples include: Grants and Contracts Coordinator – 25 years, Intake Coordinator – 14 years, Red Shield Manager – 14 years, Food Warehouse Truck Driver – 8 years, HMIS Coordinator – 6 years, and Shelter Monitor – newly hired.

“Nasrin Esmaeili has been instrumental in placing WEX program recipients with The Salvation Army, and we are so grateful for her dedication,” adds Ballew.

Thank you, Salvation Army, for being a valued partner for nearly three decades—we look forward to continuing this impactful journey together.

YOUTH SERVICES (ages 16 to 30)

Over the past year, the Youth Services Division expanded its team and programs to better support young job seekers in Stanislaus County, especially those facing serious challenges such as homelessness, disabilities, or involvement with the justice system. Backed by new grant funding and strong partnerships with local organizations like the Modesto Gospel Mission, Ceres Unified School District, DRAIL, LearningQuest, and the California Department of Rehabilitation, the division connected more youth to skill-building opportunities and real job prospects. These efforts helped young people gain confidence, prepare for the workforce, and meet the needs of local employers.

YOUTH CAREER SERVICES

The Youth Career Services program helps out-of-school young adults ages 17 to 24 build a path toward stable employment. It offers a mix of education support—like tutoring, mentoring, and diploma or college prep—and career services such as job training, resume help, and paid work experience. Participants can also access vocational programs that lead to recognized certifications and receive support with job search and placement.

YOUTH CAREER SERVICES	2024-2025
Total Enrolled	402
English Language Learners	53
Justice Involved	31
Housing Insecure	30
Individuals with Disabilities	131
Foster Care	48
Work Experience	69
Obtained GED/HSE	70

JUSTICE INVOLVED YOUTH

In partnership with Stanislaus County Probation, Workforce Development offers a hopeful path forward for both in-custody and probationary youth. This program equips participants with the skills, support, and confidence needed to succeed in the workforce and build a better future. Through a 10-week workshop series, youth receive personalized career coaching, job readiness training, and hands-on support. Graduates are awarded Chromebooks to aid in their continued job search, and incentives are given to those who secure employment within a year.

IN-CUSTODY	2024-2025
Referred	33
Graduated	20
Released from Custody	11
OUT-OF-CUSTODY	
Referred	65
Completed	26
Employed	1

BAY VALLEY FOUNDATION DIGITAL SKILLS INTERNSHIP

In partnership with Bay Valley Foundation, youth ages 16 to 30 received free training in digital marketing, web design, software development, IT support, and project management. After completing training, participants gained hands-on experience through 560-hour virtual internships, preparing them with valuable skills for today's digital workforce. The following is for the duration of the grant May 2022-September 2024:

DIGITAL SKILLS INTERNSHIP	2022-2024
Total Applications	283
Eligible Applications	253
Enrolled in Training	210
Completed 560-hr Internship	181
Reported Employment	77
Full Time	41
Part Time	36
Tech Industry	36

STANDOUT YOUTH CONFERENCE

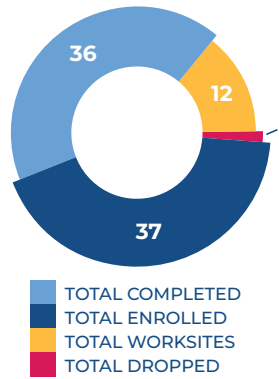
The 4th annual youth conference in July provided information to youth program and service participants to help them navigate their future. Topics included: Inspirational words, fentanyl awareness, career pathways training and financial literacy training.

Resource Providers:

- Digital Nest
- DRAIL
- Behavioral Health and Recovery Services
- Youth Workforce Development
- Youth Career Services
- Modesto Junior College

SUMMER YOUTH DIGITAL SKILLS INTERNS

The Summer Youth Program was created for in-school youth enrolled in Career Technology Education (CTE) courses within the IT industry or college students pursuing IT industry degrees. Participants were eligible for an 8-week internship at a government or non-profit organization, providing them with hands-on experience in the technology field.



YOUTH SERVICE CORPS

The Youth Service Corps grant aims to introduce 100 youth to career opportunities in public service through education and internships across various County departments. By exposing young adults to roles they may not have previously considered, the program encourages exploration of viable careers in the public sector. This initiative supports Workforce Development’s goal of building a stronger, more informed future workforce.

YOUTH SERVICE CORPS	2024-2025
Participants Enrolled	116
Placed into Work Experience	46
Participating Worksites	30

Youth Service Corps grant runs through December 2025. Data provided through June 2025.

STUDENT TRAINING & EMPLOYMENT PROGRAM

Launched in May 2024, the STEP program gives students with disabilities the chance to gain meaningful, hands-on work experience, helping them build the skills and confidence needed for long-term success in the workplace. With an ambitious goal of enrolling 50 students and placing them in 240-hour job experiences, the program quickly proved to be a success.

STEP PROGRAM (Calendar Year 2024)	2024
Students Enrolled	64
Participating Worksites	42



“

Feels incredible, great people and great opportunity. I love work at the store and recommend coming.”

Angel
Summer Youth and STEP Program
YOUTH SERVICES

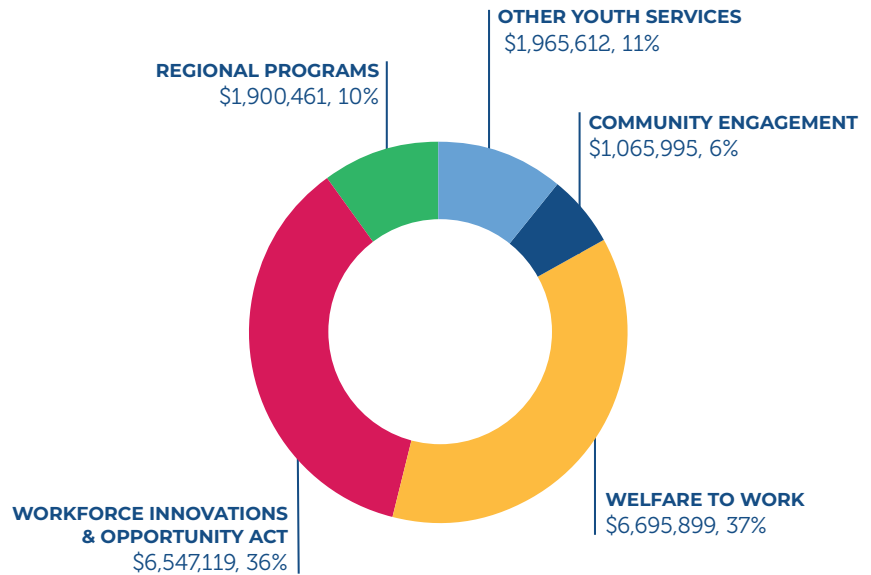


FINANCIALS

In the 2024-2025 fiscal year, Workforce Development managed a total funding of \$18,175,085 across various programs aimed at workforce development, job training, work-based learning and support services. These funds have enabled SCWD to continue delivering critical services and expand reach to vulnerable populations.

STANISLAUS COUNTY WORKFORCE DEVELOPMENT PROGRAM:

\$18,175,085



PROGRAMS	FY 2024 - 2025 ACTUAL	PERCENTAGE
● Welfare to Work Program	\$6,695,899	36.84%
● WIOA Adult, Dislocated Worker, & Youth	\$6,303,770	34.68%
● WIOA Regional Programs	\$1,636,877	9.01%
● Youth Service Corps	\$1,433,730	7.89%
● ARPA Stanislaus 2030	\$553,701	3.05%
● Student Training & Employment Program	\$531,882	2.93%
● Prison to Employment	\$177,696	0.98%
● Sheriff	\$152,561	0.84%
● Probation	\$134,383	0.74%
● WIOA Rapid Response	\$130,352	0.72%
● Homeless Assistance & Prevention Program	\$117,320	0.65%
● WIOA Accelerator	\$105,477	0.58%
● Child Support	\$91,340	0.50%
● Multi-Craft Core Curriculum (Apprenticeship)	\$85,888	0.47%
● Access to Technology	\$16,689	0.09%
● WIOA High Performing Board	\$7,520	0.04%
TOTAL	\$18,175,085	100%

CONTRACT PROVIDERS

SERVICE PROVIDED	PROVIDED BY	CONTRACT AMOUNT
Out of School Youth	Ceres Unified School District	\$590,000
Job Readiness Program	CVOC Farmworkers Program ARPA	\$523,190
Stan2030 Small Business Program Design	Next Street Financial Stan2030	\$300,000
High School Equivalency Modesto & Patterson	Central Valley Opportunity Center (CVOC)	\$276,784
High School Equivalency Oakdale & Turlock	LearningQuest - Stanislaus Literacy Center	\$274,158
Learn to Earn - Oakdale	Center for Human Services	\$258,447
Vocational English - Modesto	Sierra Vista Child & Family Services	\$250,645
Learn to Earn - Modesto	Central Valley Opportunity Center (CVOC)	\$138,392
Learn to Earn - Patterson	Center for Human Services	\$127,295
Out of School Youth	Modesto Gospel Mission - Youth	\$125,000
Out of School Youth	LearningQuest - Stanislaus Literacy Center	\$97,000
Digital Skills	Bay Valley Foundation - Digital Skills Training	\$95,000
Training Adults with Disabilities	Enrich and Employ	\$95,000
Training Public Sector Placed Youth	Stanislaus County Office of Education (SCOE)	\$95,000
Learn to Earn - Turlock	AspiraNet	\$88,740
Vocational English - Turlock	AspiraNet	\$88,739
Out of School Youth	DRAIL - Youth	\$66,000
Vocational English - Farm to Fluency	Modesto Junior College (MJC)	\$26,000
Sector Strategies - Agriculture	Stanislaus Farm Bureau	\$25,000
Vocational English - Farm to Fluency	Central Valley Opportunity Center (CVOC)	\$25,000
Sector Strategies - Construction	Workforce Pathway Solutions	\$20,000
Supervisor Training - Farm to Fluency	AgSafe	\$20,000
Sector Strategies - Women-Owned Businesses	Modesto Chamber of Commerce	\$20,000
Sector Strategies - Underserved Businesses	Stanislaus Equity Partners (STEP)	\$20,000
Sector Strategies - Underserved Businesses	Stanislaus Latino Chamber of Commerce	\$20,000
HR Hotline	California Employers Association	\$17,965
One Stop Operator	Beaudette Consulting	\$13,125
TOTAL		\$3,696,480

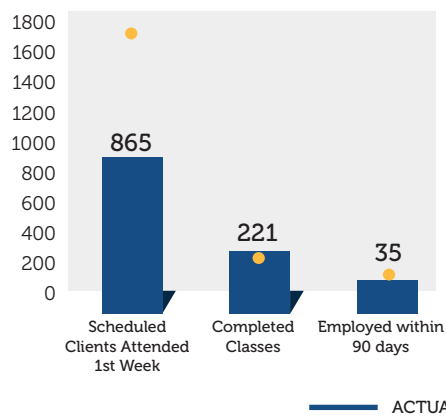


\$2,246
 AVG. COST PER
 BUSINESSES AND
 CLIENTS SERVED

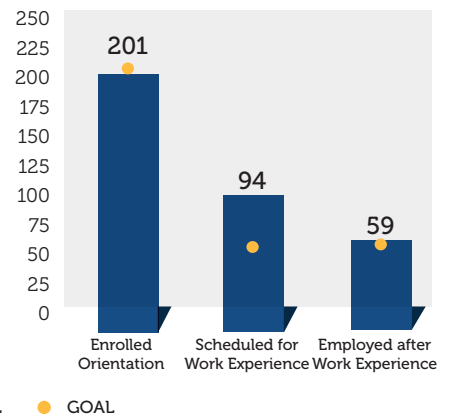
RESULTS

Businesses and Clients Served	2024 - 2025
Businesses Served	546
Sector Strategies Services	89
Business Received HR Services	98
Job Centers - Public Served	4,598
WIOA - Adults & Dislocated Workers - Enrolled	656
Welfare to Work - Clients Enrolled	865
WIOA - Youth Enrolled	433
Youth Services Corp - Youth Enrolled	116
Digital Skills - Youth Enrolled	283
Summer Youth Digital Skills - Clients Enrolled	37
Child Support - Clients Served	248
Probation - Youth Enrolled	46
Sheriff - Clients Enrolled	52
Prison to Employment - Served	125
Regional Equity and Recovery - Clients Served	14
Department of Rehabilitation - Disabled Youth	64
Accelerator 12 - Farm to Fluency - Enrolled	10
Farmworker	46
Total	8,326

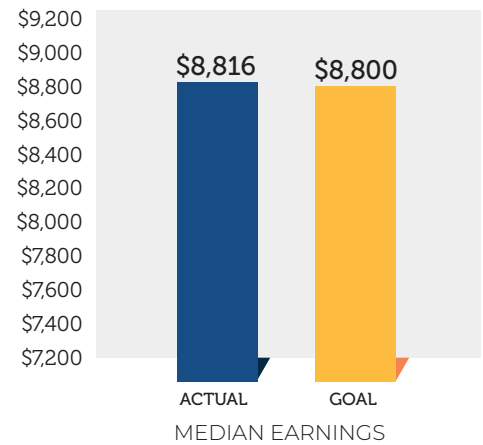
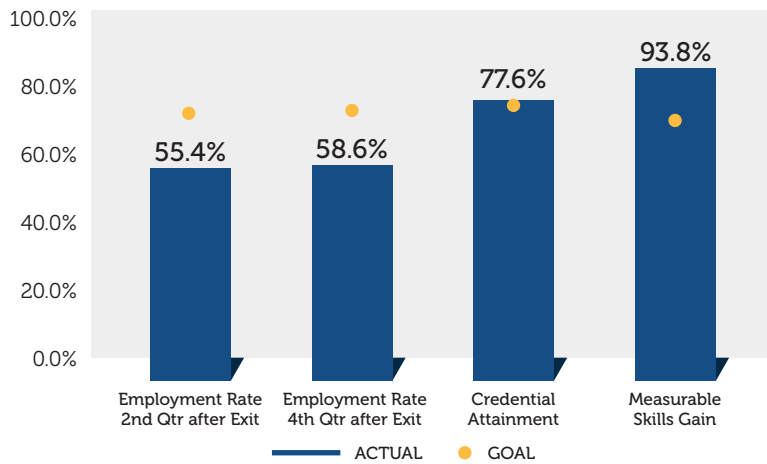
WELFARE-TO-WORK JOB READINESS



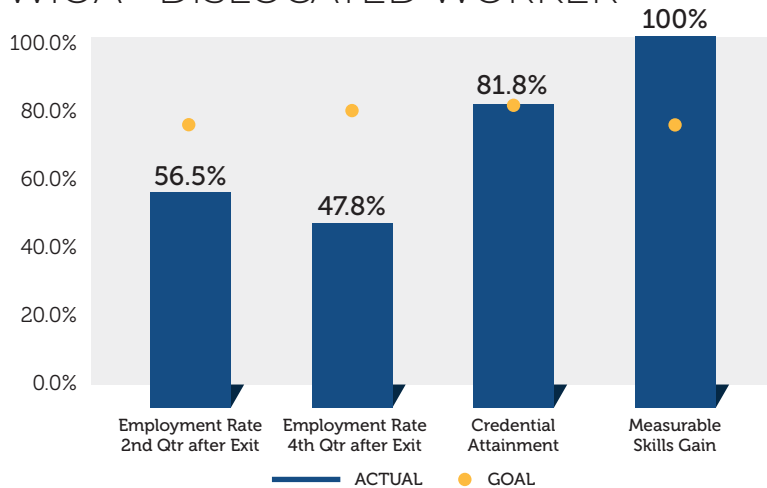
WELFARE-TO-WORK WORK EXPERIENCE



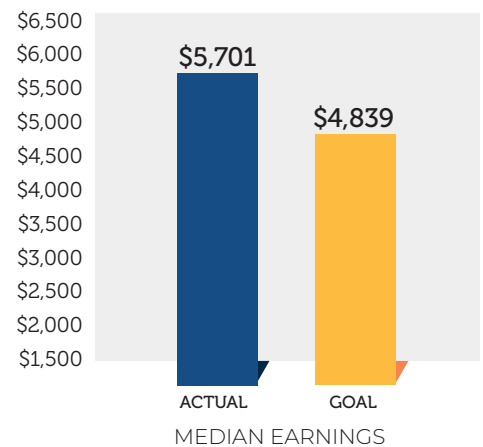
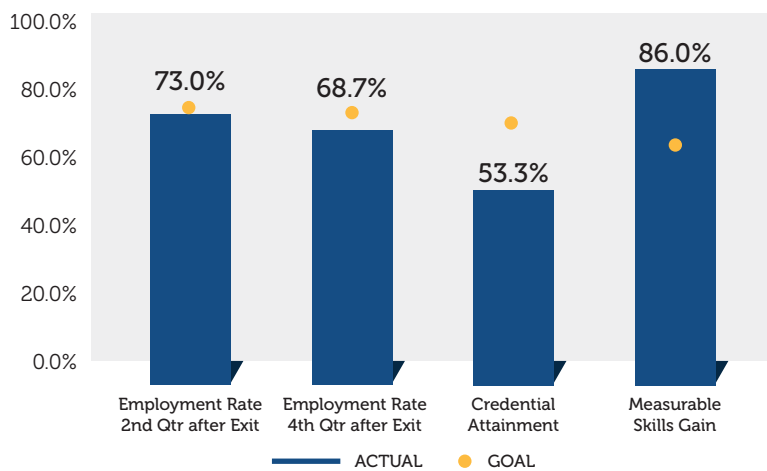
WIOA - ADULT

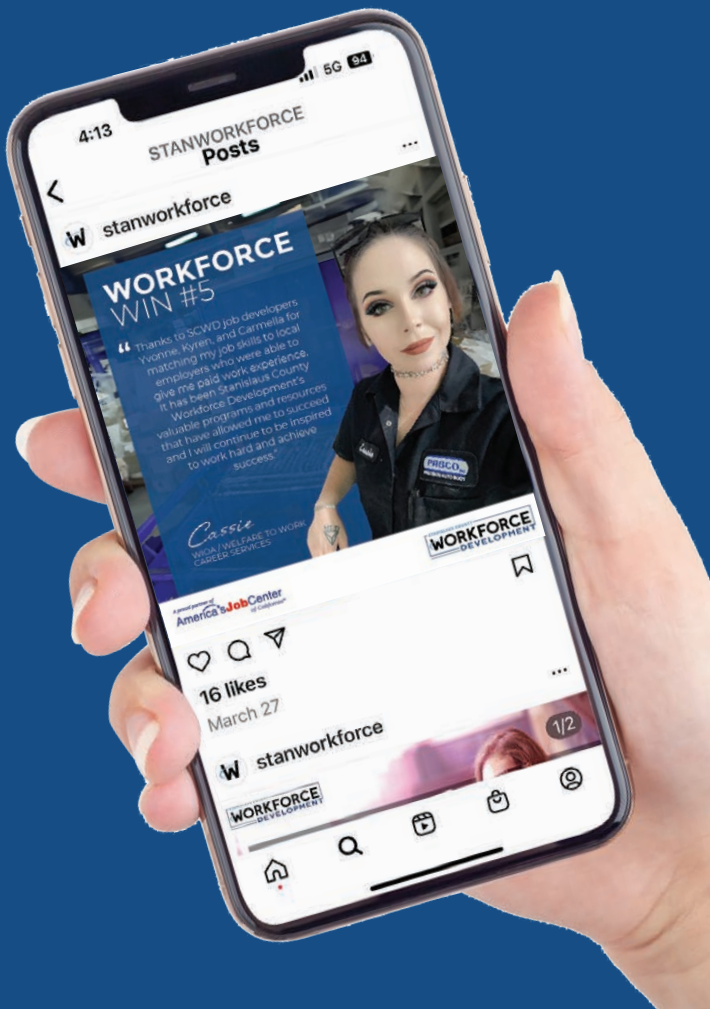


WIOA - DISLOCATED WORKER



WIOA - YOUTH





OUTREACH & COMMUNITY

In the 2024–2025 fiscal year, Stanislaus County Workforce Development (SCWD) reinforced its commitment to fostering economic growth by connecting job seekers with meaningful employment opportunities and supporting businesses in building a skilled workforce. Through innovative campaigns, strategic outreach, and collaborative partnerships, SCWD has made significant strides in enhancing workforce development across the region. These efforts highlight the key initiatives and achievements.

WORKFORCE WINS CAMPAIGN

SCWD launched the “Workforce Wins” campaign to showcase the successes of clients and business partners.

The campaign began with a 30-day social media blitz in September 2024, featuring a different success story each day. Select stories were shared with board members and partners. In the subsequent months, Workforce Wins were highlighted at least once a month. Starting in May, quarterly videos were produced to explore client experiences and program impacts, shared with the board and through social media platforms.

To watch see our Workforce Win Videos



SOCIAL MEDIA STRATEGY

SCWD implemented a social media plan targeting two primary audiences: job seekers and businesses. The content strategy encompassed six key pillars:

1. Success Stories: Highlighting client achievements.
2. Workshop/Training Tips: Providing valuable insights for skill development.
3. Marketing Services: Promoting available resources.
4. Market Data: Sharing relevant industry information.
5. Events & Job Fairs: Announcing upcoming opportunities.
6. Culture, Quotes & Holidays: Engaging content to foster community.

Content was curated, written, and scheduled monthly, ensuring consistent engagement across platforms.

WEBSITE AS A CENTRAL HUB

The SCWD website served as the primary source of information, with continuous updates to reflect current offerings and resources. Multiple channels, including flyers with QR codes, social media posts, videos, and presentations, directed audiences to the website, ensuring centralized access to services and information.

SOCIAL MEDIA FOLLOWERS



TOP 5 VISITED WEBSITE PAGES

Home	35%
Job Seekers	17%
Job Openings	10%
Locations & Partners	5%
SCWD	4.2%

WEBSITE DATA



Data is from July 1, 2024 - June 30, 2025

PROGRESS MAGAZINE FEATURE

SCWD's article was published in the Apr '25 issue of the Modesto Chamber of Commerce *Progress Magazine*, highlighting a training-to-employment success story with Kyle Heiny in the MC3 Pre-Apprenticeship Readiness Program. The article sheds light on the valuable services offered to the community and aims to inspire conversations on how Workforce Development can assist businesses with training and employment needs.

To read the full article in the Apr 2025 issue



41 OUTREACH EVENTS & PRESENTATIONS

COMMUNITY OUTREACH AND ENGAGEMENT

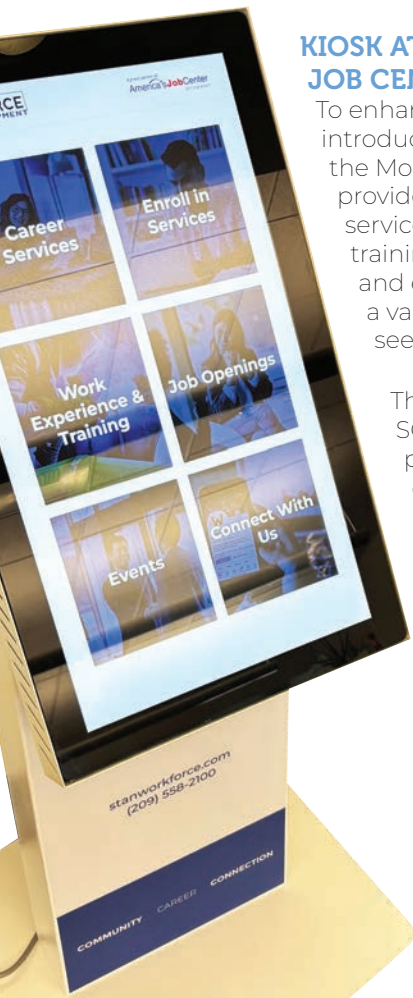
SCWD participated in various events, including back-to-school nights, job fairs, conferences, expos, and community meetings. Staff attended these events, sharing marketing materials and engaging with the community to raise awareness about available services.



KIOSK AT MODESTO JOB CENTER

To enhance service promotion, SCWD introduced a free-standing kiosk at the Modesto Job Center. The kiosk provides information on career services, work experience and training opportunities, job openings, and event calendars, serving as a valuable resource for clients seeking employment.

Through these initiatives, SCWD has demonstrated a proactive approach to workforce development, fostering connections, and supporting both job seekers and businesses in achieving their goals.

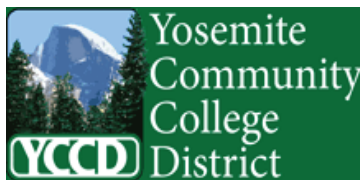
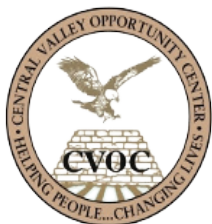


Stanislaus County Value:
We work every day to earn people's TRUST

PARTNERS

A proud partner of
America's JobCenter
 of California™

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. Partners meet quarterly to discuss functions and activities related to services provided through America's Job Center of California.





CLIENT SUCCESS STORY

Stanislaus County Workforce Development (SCWD) offers a variety of programs and services designed to support job seekers and businesses. One of the most impactful is the MC3 Pre-Apprenticeship Readiness Program, delivered in partnership with ValleyBuild. This six-week, full-time program provides hands-on, MC3-certified training in collaboration with local Building Trade Councils. Participants earn industry-recognized certifications like OSHA 10, CPR/First Aid, forklift operation, and hazardous waste awareness. SCWD also provides wraparound services to ensure high employment rates for graduates.

Monica Hack, Vocational Training Specialist at Workforce Development, shared that these supportive services greatly increase a student's ability to complete the program. These services include transportation assistance, purchasing tools and work gear, and steel-toed boots. As students approach graduation, SCWD helps with resume building, mock interviews, and job searches to position them for success.

Kyle Heiny, a graduate of the second cohort, praised the program's effectiveness: "I feel more confident

in my career path even coming from multiple jobs with a bunch of work experience. This program really dialed in to exactly what we needed to know and gave us the best possible head start before even getting out on the job. Workforce Development made it so easy and seamless to give me all the tools I need to get out there and be the best plumber and pipe fitter I can be."

Kyle, who had applied to the program several times, was finally accepted after connecting with SCWD. Following graduation, he secured a five-year journeyman position with competitive wages and benefits.

As of June 30, two cohorts

have completed the program, totaling 20 students already employed.

“
Workforce
Development
made it so easy and
seamless to give
me all the tools I
need to get out
there and be the
best plumber and
pipe fitter I can be.”
- Kyle Heiny
MC3 Pre-Apprenticeship
Readiness Program
CAREER SERVICES

To watch the video of Kyle's story online





@stanworkforce



Business Services Division Quarterly Report

Employer Engagement Activities	July 2025 to Sept 2025	July 2024 to Sept 2024	Percent Change
Total Employers Served	288	99	+191%

Employer Engagement Activities	July 2025 to Sept 2025	July 2024 to Sept 2024	Percent Change
Total Services Provided	1,358	529	+157%
• Networking Activities	374	69	+442%
• Job Posting/ Recruiting	183	223	-18%
• Referral Assistance	24	0	+100%
• Technical Asst./ LMI	13	1	+1,200%

**Can be same business served multiple times*

Work-based Training Activities	July 2025 to Sept 2025	July 2024 to Sept 2024	Percent Change
On-the-Job Training	0	1	-100%
Transitional Jobs	1	18	-94%
Expanded Subsidized Employment (ESE)	11	56	-80%
Community Service Program (CSP)	62	2	+3,000%

Employer Upskill Activities	July 2025 to Sept 2025	July 2024 to Sept 2024	Percent Change
Incumbent Worker Training	0	0	0%
Customized Training	0	0	0%

** Represents individuals trained through IWT*

Employer Job Placement Activities	July 2025 to Sept 2025	July 2024 to Sept 2024	Percent Change
Positions Filled/ Clients Hired	160	157	+109%

** Includes On-the-Job Trainings*

Rapid Response Activities

1st Quarter 2025-2026			
Total WARNS/ Notifications	Businesses Provided Rapid Response Services	Total Rapid Response Events	Total Employees Impacted
7	12	5	338

Sector Strategy Updates

- **Agriculture Sector:** See Agriculture Sector Partnership Report located in the agenda packet.
- **Underserved Business Sector:** Agreements with Modesto Chamber of Commerce, Stanislaus Latino Chamber of Commerce, Ceres Chamber of Commerce, and Stanislaus Equity Partners are in place for the 2025-2026 fiscal year. These organizations will be focusing on working with Underserved Businesses within specific zip codes or a specific focus area (such as women-owned businesses). SCWD may explore the addition of more partnering organizations if needed to focus on other geographic areas or specific focus groups.
- **Healthcare Sector:** See Healthcare Sector Partnership Report located in the agenda packet.
- **Manufacturing Sector:** Stanislaus County Workforce Development has contracted with the Manufacturers Council of the Central Valley (MCCV) as the convening authority and will begin plans soon to hold their first sector partnership meeting. Also, the requests for quotes process has begun for organizations to step forward and implement the plans that have been identified as crucial to the success of this vital sector through the Stanislaus 2030 initiative.
- **Construction Sector:** See Construction Sector Partnership Report located in the agenda packet.
- **Warehouse/Transportation–** Stanislaus County Workforce Development continues to explore convening authority options within this sector as well as overall design and implementation possibilities. Efforts will be underway soon to initiate a strategic execution process.



Agriculture Sector Partnership Report

10/16/2025

Workforce Development – Agriculture Sector Update

Key Accomplishments

- **Sector Meetings**
 - Hosted two agriculture workforce sector meetings (Nov. 2024 and April 2025) with participation from employers such as Blue Diamond, South Valley Farms, Dickens Ranch, Stewart & Jasper, Alpine Pacific, and Bays Ranch.
 - Strong partnerships developed with organizations including San Joaquin A+, BEAM, CVOC, Center for Land-Based Learning, Modesto Junior College (MJC), and Stanislaus Equity Partners.
- **Training & Capacity Building**
 - **Supervisory Development Academy (SDA):**
 - Entered third consecutive year. Classes held April–May 2025 in both English and Spanish, taught by AgSafe. Graduation held May 2025.
 - Attendance lower than prior years, but program continues to be a valued resource.
 - **English Language Learner (ELL) – “English at Work”:**
 - Developed in partnership with MJC to support Spanish-speaking farmworkers. Secured curriculum and marketing; however, the May 2025 class was cancelled due to enrollment shortfall (13 of required 15).
- **Outreach & Marketing**
 - Postcards, e-news, and social media used to promote events.

- Direct emails, one-on-one outreach, and phone calls proven to be most effective strategies for engaging employers.
- **One-on-One Engagement**
 - Conducted multiple individualized meetings with employers including Oakdale Irrigation District, Modesto Irrigation District, Grizzly Nut, Select Sires, Dave Wilson Nursery, BEARD, and Stewart & Jasper.
 - Meetings helped identify workforce needs and expand awareness of available services.

Best Practices & Lessons Learned

- **Effective Communication:** Direct, personalized outreach (calls, one-on-one meetings) yields better participation than mass communication.
- **Timing Matters:** Scheduling trainings/meetings around farming cycles improves attendance.
- **Collaboration:** Partnerships with organizations like CVOC and Chamber help extend outreach and cross-promote training opportunities.

Challenges

- **Enrollment Requirements:** WIOA requirements remain a barrier, with some employers opting out due to burdensome processes.
- **Attendance:** Declining participation in SDA and cancelled ELL class highlight challenges tied to industry uncertainty (tariffs, commodity pricing and immigration enforcement).
- **Awareness:** Many employers are only familiar with training opportunities; broader WD services need continued communication.

Looking Ahead

- Continue offering SDA, evaluating adjustments to improve enrollment and timing.
- Revisit ELL class planning—seek earlier commitments and explore flexibility in enrollment requirements.
- Expand employer outreach through direct engagement and partner collaboration.
- Strengthen communication about the full range of Workforce Development services available to agriculture employers.



Healthcare Sector Partnership Report

10/16/2025

HealthForce Partners California (HFP) creates sustainable solutions that drive economic mobility, expand career pathways, and strengthen the healthcare sector in regions we serve. Through innovative partnerships and workforce solutions, we catalyze the growth of a skilled and diverse healthcare workforce.

Behavioral Health Workforce Update - In 2023 HealthForce Partners, in collaboration with Behavioral Health Services of San Joaquin County, and with financial support from the San Joaquin County Board of Supervisors, launched the Behavioral Health Workforce Partnership. This collaborative effort has provided much-needed assistance in stabilizing and growing the county's behavioral health workforce. The increased capacity in behavioral health services has enhanced local opportunities for residents hoping to pursue behavioral health careers, started to ease the strain upon emergency rooms, and is potentially reducing medical care costs for patients and medical facilities.

For Stanislaus County, the success of this program led to, among other things, the return of Stanislaus State's Stockton Masters in Social Work (MSW) cohort and more slots in the program at University of the Pacific. Additionally, more than \$1 million in scholarships has been awarded to San Joaquin and Stanislaus County residents pursuing their MSW degrees. Lastly, an investment of \$500,000 was made to HFP by the City of Modesto to lay the foundation of the program here. Because of this investment and expansion of the program, HFP has:

- Contracted with three LCSWs to provide Field Supervision/Practicum Education for 17 students and now has the capacity to provide ACSW Supervision
- Brought on or renewed relationships with 6 CBOS, 2 Hospitals, 1 Hospice, 1 FQHC and 3 educational partners
- Provided 4 stipends to 1 partner CBO and 1 FQHC to offset costs for their staff to provide supervision

HOPE Program Update - The HOPE (Helping Our People Elevate) Program for Nursing started in 2018 and is an accelerated, 18-month registered nursing program designed to

elevate local talent into meaningful healthcare careers. Built through a powerful collaboration of healthcare employers and educators, the program helps working adults and high school students become Registered Nurses (RNs) while staying rooted in their communities. Through the HOPE Program, we're expanding this essential workforce and starting right here at home. This multifaceted approach to addressing the nursing shortage through education and employer collaboration has resulted in over 160 healthcare professionals enrolled in six cohorts. These students have a 92% graduation rate, a 100% NCLEX-RN exam pass rate and amazingly 95% of graduates still employed as RNs in San Joaquin County one year later.

This incredibly successful program has now expanded into Stanislaus County through a pilot project with Sutter Memorial and Modesto Junior College. The pilot cohort of 10 employees is currently in the RN program and has been joined by a second cohort of 10 that started this fall. Kaiser has expressed firm interest in joining the program next year and discussions are ongoing with other hospital partners in the County. HFP is seeking additional funding to support stipends and employer-sponsored education expansion.

Additional Updates –

- Healthcare Capacity Hub - Our online data tool is tailored to better understand the complexities of regional healthcare workforce environments and align resources with regional needs. Informed by education programs, employer demands and workforce data, the Healthcare Capacity Hub informs partner organizations, policymakers, funders and more about the healthcare workforce landscape. It will serve to assist with predicting future job openings and most importantly identify education and training needs to address critical workforce gaps in each region. Work is underway with hopes of completion by end of year
- Support in standing up additional allied health training programs, namely Medical Assistant programs and Radiology Technology program. Funding has been identified and conversations are continuing around adding additional capacity and introducing a fully new program to our area by next year.
- Health Professions Pathways Program, funded by HCAI, has enrolled over 65 participants in soft-skill, resume and application building workshops, BLS, Medical Terminology and HIPAA Trainings, Allied Health programs such as CNA, EKG, Phlebotomy and assisted with job placements. The program is expanding and has offered orientations to over 300 local community members to date.
- NextGen MedPros program is a WeWill grant funded project between HFP, SPIE and MCS. It is in its final year working with 30 high school students to learn from them what they look for when seeking careers, specifically those in healthcare, and what motivations and barriers they have in pursuing them. They are providing invaluable input on the creation of marketing tools and a healthcare pathways website that will be fully youth informed. A blueprint of key learnings and takeaways will be distributed to the community at the culmination of the program in May 2026.



Construction Sector Partnership Report

10/16/2025

Construction Sector Strategy Session – Stanislaus County

The construction sector strategy session, launched this past year, marked a critical step in aligning employers, educators, and workforce development partners around the challenges and opportunities facing this high-demand industry. Our May 20th session brought together contractors, trade associations, educators, and workforce agencies to identify workforce gaps, strengthen partnerships, and begin laying the groundwork for long-term solutions.

Key Themes & Takeaways

Employers emphasized the growing impact of an *aging workforce* and the urgent need to build a stronger pipeline of skilled workers. Early exposure for youth was highlighted as essential, with interest in career technical education (CTE) programs, field trips, and job site tours to inspire students toward construction careers. Employers also cited significant gaps in *soft skills, driver's license readiness, and ESL training*, which continue to limit entry-level workforce effectiveness and retention. At the same time, there was recognition that office staff need training on *public works paperwork and compliance tasks* to reduce administrative strain.

Partnerships & Best Practices

The session strengthened relationships between local contractors, the Stanislaus County Office of Education, and workforce partners. Employers expressed strong interest in co-designing training programs to ensure real-world relevance, embedding *safety certifications* (OSHA, CPR, equipment operation) into high school or CTE curricula, and developing apprenticeship models that align with industry demand. A recurring theme was the importance of building *long-term Business-2-Business partnerships* between employers and workforce partners rather than relying only on short-term, individual connections.

Looking Ahead

A second construction sector strategy session will take place at the Central Valley Business Expo on November 6th, where contractors, educators, and workforce leaders will continue these discussions in breakout format. This session will expand participation, deepen employer

feedback, and refine strategies for early pipeline development, safety education, and soft skills training. The Expo also provides a unique opportunity to showcase construction as a career path directly to high school students attending the event.

The next phase of this work will be the creation of a Construction Industry Advisory Committee, led directly by contractors and business owners. This advisory group will guide priorities, keep discussions grounded in real-world business needs, and ensure that long-term workforce solutions are shaped and owned by the industry itself.

The construction sector strategy work is still in its early stages, but momentum is building. Employers, educators, and workforce partners are aligned on the need for stronger pipelines, earlier engagement, and practical workforce readiness programs. The upcoming Expo session and the formation of the industry-led advisory committee will be important milestones in turning these conversations into actionable initiatives that support both business growth and long-term workforce development in Stanislaus County.

Business Development Committee

Meeting Minutes

Thursday, April 17, 2025

Self-Help Credit Union

900 Crows Landing Rd., Modesto, CA 95351

1:00 PM – 2:30 PM

Members in attendance:

Kris Helton, Chair

Billy Meyers

Dillon Olvera

Tim Roos

Christine Schweininger

Lourdes Uranday

Absent:

Jennifer Shipman, Vice-Chair

Jason Maggard

Maryn Pitt

Staff in attendance:

Doris Foster

Sara Redd

Kris Ixta

Chris Hancock

Angie Young

Additional guest present:

There was 1 additional guests present.

1. Call to Order
Kris Helton, Business Development Committee Chair, called the meeting to order at 1:01 PM.
2. Introductions
3. Conflict of Interest
Chairman Helton outlined the Conflict of Interest Policy.
4. Public Comment Period
Chairman Helton gave information on the Public Comment Period. There were no public comments.
5. Department Report
 - A. Update
 1. Director Foster reviewed the following:
 - a. Workforce Development is placing a stronger emphasis on business engagement. The Department will increasingly seek the Committee's input on strategies for collaborating with local businesses.
 - b. The Committee reviewed the HR Hotline reports. Director Foster also provided an overview of the hotline's services, highlighting how it supports employers with human resources guidance.

6. Business Services Update

- A. Business Services Manager, Chris Hancock, reviewed the Business Services Division Quarterly Report which includes statistics on Employer Engagement Activities, Work-Based Training activities, Employer Upskill activities, and Employer Job Placement activities for the period July 2024 – March 2025 compared to July 2023 - March 2024.
- B. Sector Updates
Workforce Coordinator Angie Young reviewed the quarterly Rapid Response report and shared updates across all industry sectors.

7. Presentation

Trish Christensen, President and CEO of the Modesto Chamber of Commerce, met with the Committee to discuss the Chamber's impact on the community, highlighting its work with small business - particularly in supporting women owned businesses.

8. Discussion and Action Item

- A. Approval of the Minutes from the October 3, 2024 Business Development Committee Meeting with the correction to the spelling of committee member Lourdes Uranday's last name.
T. Roos / C. Schweininger
- B. Approval of the Recommendation for Program Year 2025-2026 to Contract with Community Agencies for Underserved Business
D. Olvera / T. Roos
- C. Approval of the Recommended Spending Plan of the Workforce Innovations and Opportunity Act Training Fund Requirements 2025-2026
B. Meyers / C. Schweininger
- D. Acceptance of the Information Provided as Well as Provide Input on the Definition of a Small Business within Stanislaus County. The Committee reviewed the information presented and provided input on defining a "small business" within Stanislaus County. They recommended aligning the definition with Stanislaus 2030, including considerations of operating revenue. This item will be revisited at the October meeting.
- E. Acceptance of the Information and Provide Input on the Development of a Business One-Stop approved with the Fiscal Impact to be increased to \$250,000.
L. Uranday / T. Roos

9. Future Topics, Discussion, and Announcements

10. Adjournment

Chairman Helton adjourned the meeting at 2:43 PM

Next Meeting: October 16, 2025

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT
 BUSINESS DEVELOPMENT COMMITTEE
 AGENDA ITEM**

COMMITTEE AGENDA: 8.B.
 AGENDA DATE: October 16, 2025

DISCUSSION AND ACTION:

SUBJECT:

Approval of the 2026 Dates, Location, and Times for the Business Development Committee Meetings

STAFF RECOMMENDATION:

1. Approve the 2026 dates, location, and times for the Business Development Committee meetings.

DISCUSSION:

At the October 3, 2024 Business Development Committee meeting, Workforce Development staff recommended, and the Committee approved, amending the current quarterly meeting schedule to bi-annual meetings beginning in 2025. The proposed meeting dates for 2026 would be as indicated in the table below:

Date	Time	Location
April 9, 2026	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
October 15, 2026	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351

Once the suggested meeting dates are approved by the Business Development Committee, calendar invites will be sent out to all Committee members.

POLICY ISSUE:

The Stanislaus County Workforce Development Board’s (SCWDB) Bylaws state that the Board shall establish a regular meeting schedule. As such, the Business Development Committee is required to set and approve a regular meeting schedule.

FISCAL IMPACT:

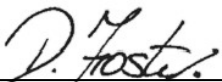
No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

Because the Business Development Committee directly supports the Workforce Development Board, the actions recommended in this agenda item align with all of the Board’s priorities. These include: being *Data Driven* in decision making, communication and thoughtful leadership; inclusively strengthening and maintaining effective relationships across the Workforce Development system, focusing on the in-demand business community and other workforce partners by forming *Effective Relationships*; *Development of a Skilled Workforce* by collaborating with, and building a skilled workforce responsive to the needs of the in-demand business community; Increasing awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners by performing *Outreach & Engagement*; *System Alignment and Collective Impact* by informing and being informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission; and attracting and pursuing funding that fosters innovation and aligns with community needs for *Diverse and Strategic Funding*.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT
BUSINESS DEVELOPMENT COMMITTEE
AGENDA ITEM**

COMMITTEE AGENDA: 9.A.
AGENDA DATE: October 16, 2025

DISCUSSION AND ACTION:

SUBJECT:

Recommendation to the Stanislaus County Workforce Development Board to adopt a definition of a “Small Business” as any business with nine (9) or fewer employees as it pertains to Workforce Development programs within Stanislaus County.

STAFF RECOMMENDATION:

1. Recommend to the Stanislaus County Workforce Development Board to adopt a definition of a “Small Business” as any business with nine (9) or fewer employees as it pertains to Workforce Development programs within Stanislaus County.

DISCUSSION:

At the December 10, 2021 Business Development Committee meeting, during a discussion on the In-Demand Sectors, it was suggested by the Committee that the focus of the Department should be on small businesses. It was further defined as the number of employees of 50% of the businesses. This same agenda item was presented for discussion and action at the April 17, 2025 Committee meeting. During that meeting, the Committee requested staff to identify Stanislaus 2030’s formal definition of a small business and return with findings at the October 16, 2025 meeting. The requested information is included in this agenda item for Committee review and discussion.

The SBA (Small Business Administration), and by extension, workforce development departments, often use a general definition of a small business as an independent business having fewer than 500 employees. However, the SBA also uses industry-specific size standards, meaning the maximum size a business can be to qualify as small can vary depending on the North American Industry Classification System (NAICS) code. The SBA's Table of Size Standards provides definitions for NAICS codes, which vary widely by industry, revenue, and employment (<https://www.sba.gov/document/support-table-size-standards>). Stanislaus 2030 also utilizes the Small Business Administration (SBA) definition of a small business, as outlined above, to guide all relevant planning and implementation efforts.

Workforce development programs often target small businesses to help them with

training, job creation, and other initiatives that benefit the local economy. Data shows that as of July 2025 there are 22,866 businesses within Stanislaus County. Based on this data, 90.40% of businesses (20,627) have nine (9) or fewer employees.

BUSINESS REPORT: Stanislaus County

Source: EconoVue (Dun & Bradstreet Database July 2025 Snapshot)

Businesses by Number of Employees

Ex: There are 45 businesses with 0 employees; 0.20% of all businesses in Stanislaus County have 0 employees.

Number of Businesses	Number of Employees	Percent of Businesses
45	Undetermined (Unknown)	0.20%
20,627	1-9	90.20%
1,803	10-50	7.89%
228	51-100	1.00%
103	101-250	0.45%
36	251-500	0.16%
24	500+	0.10%
22,866		100.00%*

* Rounding may result in totals less than 100%

When a business is labeled with “size = 0,” it means Dun & Bradstreet was unable to verify how many employees it has, due to limited or inconclusive data. EconoVue then converts that “undetermined” status into a numerical value of zero so it can be used in analyses. In Stanislaus County, 45 businesses fall into this category, and 30 of them are in the “Management of Companies and Enterprises” industry.

Number of employees between 0-9 are further defined in the table below.

Number of Businesses	Number of Employees	Percent of Businesses
45	Undetermined (0)	0.20%
6,814	1	29.80%
6,778	2	29.64%
2,610	3	11.41%
1,438	4	6.29%
977	5	4.27%
814	6	3.56%
503	7	2.20%
376	8	1.64%
317	9	1.39%
20,672		90.40%

At the April Business Development Committee meeting, it was reported that there were **21,536** businesses in Stanislaus County.

As of July 2025 (per the chart above), that number has risen to **22,866**, reflecting an increase of **1,330** businesses between January 2025 and July 2025.

74% of that growth is attributable to very small businesses (1–9 employees)

The sectors with the greatest increase in businesses are:

- **Transportation & Warehousing** (+495)
 - Driven by General Freight Trucking and Support Activities for Transportation, likely tied to continued growth in e-commerce and logistics.
- **Retail Trade** (+203)
 - Led by Motor Vehicle and Parts Dealers and other small service-oriented businesses that are easier to start up.
- **Other Services** (+132)
 - Mainly in Personal Care Services (salons, repair, and local services).
- **Construction** (+89)
 - Growth led by Specialty Trade Contractors
- **Health Care & Social Assistance** (+63)
 - mostly in Ambulatory Health Care Services, reflecting population health needs.

Historically, Workforce Development efforts have excluded businesses with zero reported employees. However, after carefully evaluated the broader implications of including these entities and what their inclusion could mean for Stanislaus County's economic landscape. The reasoning for this consideration includes:

- Many of the “zero employee” businesses may still generate revenue, but they are often financially smaller or less likely to appear in payroll/employer datasets.
- They may be important for understanding entrepreneurship, micro-business trends, and underserved business communities (e.g. people from minority groups, immigrants, etc.).
- From a public policy perspective, “zero employee” businesses may need different kinds of support (e.g., help with contracting, access to capital even if no payroll) compared with businesses that have employees.

What “Zero Employees” Businesses Tend to Be

These are businesses that *do not formally report having any paid employees* or whose employee count is not verifiable. Common types include:

1. **Sole proprietorships / single-owner businesses**
Often, the owner runs the business themselves without hiring others. Examples include: consultants, freelancers, and independent service providers.
2. **Partnerships or small family businesses without payroll**
Operated by partners or family members, with no external employees on payroll.

3. **Gig Workers / Independent Contractors**

People who contract their services rather than being on payroll. They may have clients but no employees.

4. **New or early-stage businesses**

Startups or very new businesses that have not yet hired staff but may be operating (perhaps planning to hire in the future).

5. **Nonemployers / businesses with zero payroll**

Defined by the U.S. Census as businesses with no paid employees.

6. **Owner-operated “micro” businesses**

Small-scale operations managed solely by the owner, often part-time or home-based with minimal overhead.

Once that definition is approved, staff will present an Agenda Item to the Workforce Development Board. That adopted definition will guide programming decisions and determine small business classification for the Board’s activities.

POLICY ISSUE:

A clear definition of "small business" is crucial for targeted support, fair competition, and accurate economic analysis, as it helps determine eligibility for programs, ensuring resources reach businesses that need them most. A consistent definition allows for meaningful data collection and analysis, helping policymakers understand the role of small businesses in the economy while also recognizing that different sectors have different characteristics and needs. Small businesses are vital to economic growth, and a clear definition helps ensure that they are able to thrive and contribute to the economy.

Workforce Innovation and Opportunity Act (WIOA) Section 169(C) STUDY OF EFFECTIVENESS OF WORKFORCE DEVELOPMENT SYSTEM IN MEETING BUSINESS NEEDS states: Using funds available to carry out this subsection jointly with funds available to the Secretary of Commerce, the Administrator of the Small Business Administration, and the Secretary of Education, the Secretary of Labor, in coordination with the Secretary of Commerce, the Administrator of the Small Business Administration, and the Secretary of Education, may conduct a study of the effectiveness of the workforce development system in meeting the needs of business, such as through the use of industry or sector partnerships, with particular attention to the needs of small business, including in assisting workers to obtain the skills needed to utilize emerging technologies.

FISCAL IMPACT:

There is no fiscal impact associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board’s priority of *Data Driven, Effective Relationships*, and *Outreach & Engagement* by focusing on, collaborating with, and building a strong workforce with in-demand small businesses within our community as well as increased awareness of, and engagement with Stanislaus County Workforce

Development throughout the community and among business partners.

STAFFING IMPACT:

There is no staffing impact associated with this agenda item.



Doris Foster, Director