

# COMMUNITY



# CAREER

2022 - 2023 ANNUAL REPORT

# CONNECTION

STANISLAUS COUNTY  
**WORKFORCE**  
DEVELOPMENT

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



## OUR MISSION

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

# TABLE OF CONTENTS

<b>Directors Letter</b>	<b>2</b>
<b>Workforce Development Board</b>	<b>3</b>
<b>Budget</b>	<b>6</b>
<b>Performance Metric</b>	<b>7</b>
<b>Who We Are vs. Who We Serve</b>	<b>10</b>
<b>Local and Regional Plan</b>	<b>11</b>
<b>Outreach</b>	<b>13</b>
<b>Client Services</b>	<b>15</b>
<b>Business Services</b>	<b>21</b>
<b>Youth Services</b>	<b>28</b>



# DIRECTOR'S LETTER

## DORIS FOSTER

As we reflect on the 2022-2023 Program Year, it's clear that we have navigated through unprecedented challenges and remarkable opportunities.

Despite consistent change and disruption stemming from a post pandemic business environment, our commitment to delivering quality workforce services never wavered. I'm proud to present this annual report, which offers an overview of the innovative strategies and initiatives that Stanislaus County Workforce Development implemented over the past year to continue serving our community effectively.

Adapting to the evolving workforce landscape, our dedicated staff has introduced creative solutions, such as strengthening our digital presence, growing our social following, and allowing for potential clients to interact with us in new ways. These improvements were designed to enhance the experience for both businesses and job seekers, making our services more intuitive and informative.

Our esteemed Stanislaus County Workforce Development Board has played a pivotal role in guiding our efforts. They have strategically approved policies that align with our mission to strengthen our local economy and advocate for the well-being and economic advancement of all workers, employers, and job seekers. In conjunction, our workforce committees have introduced systems and processes that have made a substantial impact on Stanislaus County's in-demand business sectors, out of school youth, and available career resources.

As we turn our focus to the upcoming 2023-2024 Program Year, we do so with continued optimism for economic recovery. Stanislaus County Workforce Development staff remains dedicated to delivering comprehensive, top-tier programming tailored to the diverse and constantly changing workforce needs of our community.

We express our gratitude to our invaluable stakeholders, partners, and friends for their unwavering support throughout this journey. Together, we are shaping the future of workforce development in Stanislaus County, and we look forward to another year of collaboration and progress.

Thank you for your continued trust in Stanislaus County Workforce Development.

A stylized, handwritten signature of Doris Foster in white ink, written in a cursive script. The signature is positioned on the left side of the page, overlapping the blue background.

**DIRECTOR**  
Stanislaus County  
Workforce Development



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

**THE SCWDB RECEIVED THE DISTINCTION OF BEING A HIGH-PERFORMANCE BOARD FROM THE CALIFORNIA WORKFORCE DEVELOPMENT BOARD**

MEET THE **CHAIRMAN:**

*Bill O'Brien*



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

**Bill O'Brien | Chairman**  
General Manager of O'Brien's Supermarket, Inc.

**Mary Machado**  
Owner of Machado & Sons Construction, Inc.

**Cecil Russell | Vice-Chair**  
CEO of Sylvan Financial & Advisory Group

**Pedro Mendez**  
Dean of Public Safety / Technical & Community Education of MJC

**Jennifer Shipman | Secretary/Youth Development Committee Chair**  
Community Partnerships and Communications  
The Wine Group

**Doug Murdock**  
Apprenticeship Coordinator of Stanislaus County Mfg. / Maintenance Joint  
Apprenticeship Committee

**Kris Helton | Business Development Committee Chair**  
Business Partner - Barrett Business Services, Inc.

**Maryn Pitt**  
Executive Director of Manufacturers Council of the Central Valley

**Ross Briles**  
Owner of Funworks

**Tim Robertson**  
Executive Director of North Valley Labor Federation

**Margarita Cabalbag**  
Employment Program Manager of EDD

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

**Charles Dossett**  
President of DOCON, INC.

**Doug Van Diepen**  
Project Manager of Paradigm Construction Management

**Dean Fadeff**  
District Representative of Operating Engineers Local #3

**Greg Vincelet**  
Training Coordinator of Central Valley Pipe Trades Local 442

**Mani Grewal**  
Board of Supervisors District 4  
Owner of Various Commercial Businesses

**Scott Kuykendall**  
Superintendent of Schools of Stanislaus County Office of Education

**Ardria Weston**  
Staff Services Manager of California Department of Rehabilitation

## 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.

### MEET THE COMMITTEE CHAIR:

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

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



*Kris Helton*

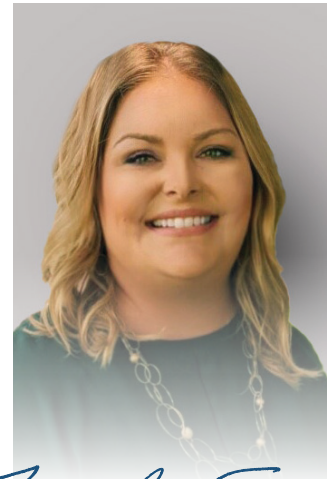
## YOUTH DEVELOPMENT COMMITTEE

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

### MEET THE COMMITTEE CHAIR:

Jennifer Shipman is 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 Stanislaus County Workforce Development Board for 10+ years. She has led the SCWD Youth Development Committee for over 5 years.

**Committee Members:** Jennifer Shipman, Fallon Ferris, Nancy Martinez, Mary Machado, Dallas Plaa, Carmen Wilson, John Bettencourt, and Jeremy Pannell



*Jennifer Shipman*

## 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.

### MEET THE COMMITTEE CHAIR:

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

**Committee Members:** Charles Dossett, Aubrey Priest, Ryan Kegley, Cecil Russell, Bonnie Acree, Rachelle Barkus, Timothy Burns, Kevin Fox, Johnny Garcia, Pedro Mendez, Kari Knutson Miller, and Kendra Mitchell.



*Charles Dossett*

# HIGHLIGHTS OF THE YEAR

2022 - 2023

In 2022-2023, Workforce Development achieved remarkable success across multiple fronts, underscoring the Department's commitment to empowering individuals and businesses in the community. In both online and in person, the team engaged with more businesses and job seekers than ever before. Workforce Development's emphasis on raising awareness of available programs and services across every layer of Stanislaus County's workforce resulted in increased career and business services rendered, higher workshop attendance, and greater economic impact. This year's achievements are a testament to the team's hard work and dedication, and the Department looks forward to building on this success in the years to come.

**40,676**

Total Websites visits

**+40.91%**

Increase in Job Center visits from 2021  
- 2022 to 2022 - 2023

**+21.1%**

Increase in businesses helped from  
2021 - 2022 to 2022 - 2023

**+271.1%**

Increase in total career workshop  
attendees from 2021 - 2022 to 2022 -  
2023

**6.8%**

Unemployment Rate

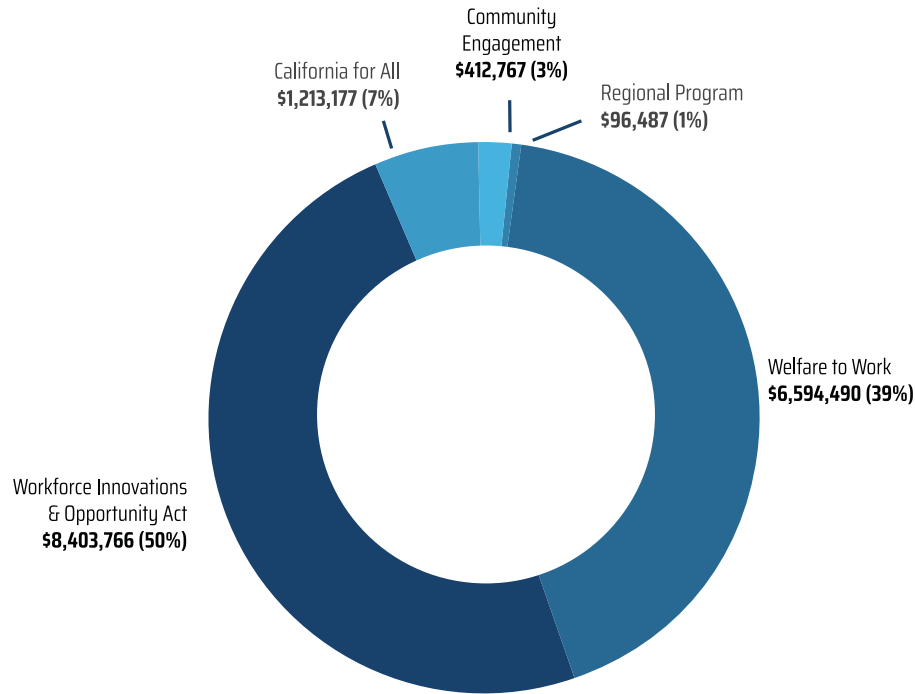




# FINANCIALS

Stanislaus County Workforce Development Program

**\$16,720,687**



PROGRAMS	FY 2021 - 2022 ACTUAL	FY 2022 - 2023 ACTUAL	DIFFERENCE
Welfare to Work Program	\$5,245,276	\$5,931,181	\$685,905
WIOA Adult/Dislocated Worker Program	\$3,497,061	\$3,841,251	\$344,190
WIOA Youth	\$2,369,349	\$3,050,846	\$681,497
California for All	\$-	\$1,213,177	\$1,213,177
WIOA Training	\$1,117,832	\$1,175,911	\$58,079
Welfare to Work Training	\$508,240	\$663,309	\$155,069
Rapid Response	\$375,140	\$335,758	\$(39,382)
Veterans Program	\$75,890	\$173,700	\$97,810
Probation	\$119,476	\$125,402	\$5,926
Access to Technology	\$-	\$113,665	\$113,665
Regional Organizer	\$362,965	\$96,149	\$(266,816)
Regional Equity Resilience Program	\$-	\$338	\$338
Prison to Employment	\$182,423	\$-	\$(182,423)
Library	\$20,000	\$-	\$(20,000)
Downtown Streets	\$155,879	\$-	\$(155,879)
<b>TOTAL</b>	<b>\$14,029,531</b>	<b>\$16,720,687</b>	<b>\$2,005,251</b>

# PERFORMANCE METRICS

## ADULT

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	78.00%	69.20%	▲
Employment Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	82.70%	69.00%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$8,838.06	\$7,900.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	84.90%	79.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	87.10%	67.00%	▲

## DISLOCATED WORKER

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	77.60%	66.90%	▲
Employment Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	87.70%	66.50%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$10,111.81	\$8,519.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	96.20%	79.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	91.70%	72.00%	▲

## YOUTH

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment, Education or Training Placement Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	79.90%	71.00%	▲
Employment, Education or Training Placement Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	72.40%	70.00%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$4,751.86	\$3,900.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	74.70%	57.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	66.80%	55.00%	▲

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



# PERFORMANCE METRICS

## WELFARE TO WORK

PROGRAM	EXPECTED OUTCOME	ACTUAL OUTCOMES
Community Services Program (CSP)	85% of CSA clients who attend the CSP Orientation (CSPO) will be enrolled in the expanded subsidized employment (ESE) program.	80% of clients who attended the CSPO were enrolled in ESE program.
	50% of clients scheduled for CSP/ESE placement will attend their site placement.	95% of clients scheduled for CSP/ESE placement attended their site placement.
	25% of clients who are participating in the CSP/ESE program will find unsubsidized employment.	30% of clients in the ESE program found unsubsidized employment.
Workshops	85% of CSA clients who are scheduled for Workshops will attend the 1st week.	89% of clients scheduled for Workshops attended their first week.
	50% of clients who attend the 1st week of Workshops will complete the activity.	42% of clients attended the 1st week of Workshops and completed.
	25% of clients who attend the 1st week of Workshops will obtain employment within 90 days of completion.	28% of clients who attended the 1st week of Workshops obtained employment within 90 days of completion.

## LET'S WORK

PARTICIPANTS	REFEREED	ATTENDED	PARTICIPATION RATE	COMPLETED COURSE
Out of Custody	46	36	78.3%	25
In Custody	35	31	88.6%	12

**Total Employed: 9**

**Average Wage: \$16.94**

## ACCESS TO TECH

GOAL	PARTICIPANTS	COMPLETED COURSE
80	74	73

## VETERAN

GOAL	ENROLLED
37	16

## CALIFORNIA FOR ALL

GOAL (2 YEARS)	APPLICATIONS	ENROLLED
180	109 (YEAR 1)	94 (YEAR 1)

# STANISLAUS COUNTY WORKFORCE FACTS 2023

AS OF JUNE 2023

POPULATION <b>551,275</b> 243,300 WORKERS	<b>226,700</b> EMPLOYED % OF TOTAL EMPLOYMENT TOP SECTORS	 <b>6.8%</b> UNEMPLOYMENT
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<b>16.76%</b> HEALTHCARE & SOCIAL ASSISTANCE <b>\$86,138</b> AVE. EARNINGS PER JOB	<b>15.47%</b> GOVERNMENT <b>\$94,309</b> AVE. EARNINGS PER JOB	<b>11.37%</b> RETAIL TRADE <b>\$47,178</b> AVE. EARNINGS PER JOB	<b>11.21%</b> MANUFACTURING <b>\$85,496</b> AVE. EARNINGS PER JOB	<b>9.33%</b> ACCOMMODATION & FOOD SERVICE <b>\$30,186</b> AVE. EARNINGS PER JOB
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## TOP OCCUPATION BY %

PERSONAL CARE AIDE <b>\$14.65</b> AVE. HOURLY EARNINGS	FARMWORKER AND LABORER <b>\$15.21</b> AVE. HOURLY EARNINGS	FAST FOOD WORKER <b>\$16.17</b> AVE. HOURLY EARNINGS	CASHIER <b>\$16.31</b> AVE. HOURLY EARNINGS	REGISTERED NURSE <b>\$66.59</b> AVE. HOURLY EARNINGS
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## EDUCATION

<b>7,106</b> GRADUATES (4-YEAR) <b>89.9%</b> GRADUATION RATE STAN COUNTY HIGH SCHOOLS	<b>21,486</b> ENROLLMENT <b>66%</b> COURSE SUCCESS RATE MODESTO JUNIOR COLLEGE	<b>10,155</b> TOTAL ENROLLMENT <b>2,835</b> TOTAL DEGREES CSU STANISLAUS
<b>9</b> DOCTORATE	<b>322</b> MASTERS	<b>2,504</b> BACHELORS

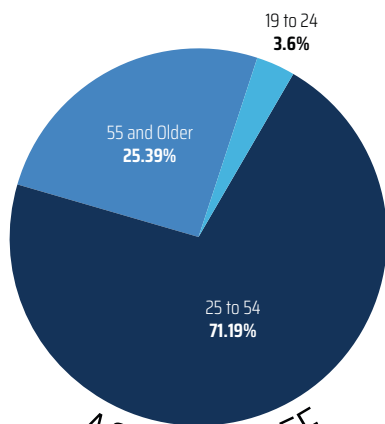
 <b>CHALLENGES</b>	<b>14.1%</b> OF PERSONS IN POVERTY	<b>20.0%</b> PERSONS AGE 25+ WHO ARE NOT HIGH SCHOOL GRADUATES	HOME DATA (SOURCE: Census ACS 2017-2021) <b>\$338,300</b> MEDIAN HOME VALUE (OWNER-OCCUPIED) <b>\$1,315</b> MEDIAN RENT
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# WHO WE ARE *and* WHO WE SERVE

Workforce Development encourages and values diversity, equity of services, and inclusion in the clients served. The demographic information shown represents Workforce Development clients enrolled for the program year 2022-2023. Enrollees voluntarily supply this information. Some programs administered by Workforce Development may not be included if clients were not co-enrolled in WIOA services.

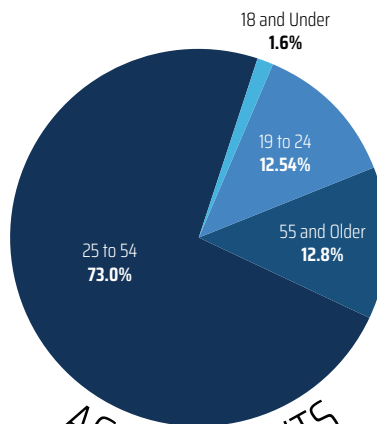
At Workforce Development, the Department strives to create an inclusive culture that encourages, supports, and celebrates the diverse voices of the employees. To build the foundation of the culture, the Department provides each employee with a collection of Emotional Intelligence training to embrace values. The Department also participates in Countywide diversity celebrations during October to support an inclusive environment. Employees feel empowered to share experiences and ideas and have established the Multi-Cultural Committee, which consists of several department employees from all backgrounds and cultures to celebrate differences and educate the workforce.

## STAFF

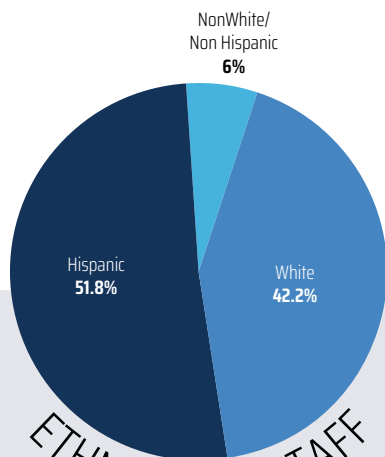


AGE OF STAFF

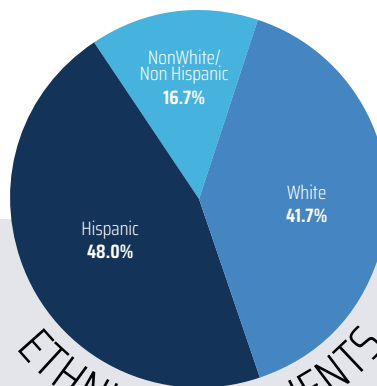
## CLIENTS



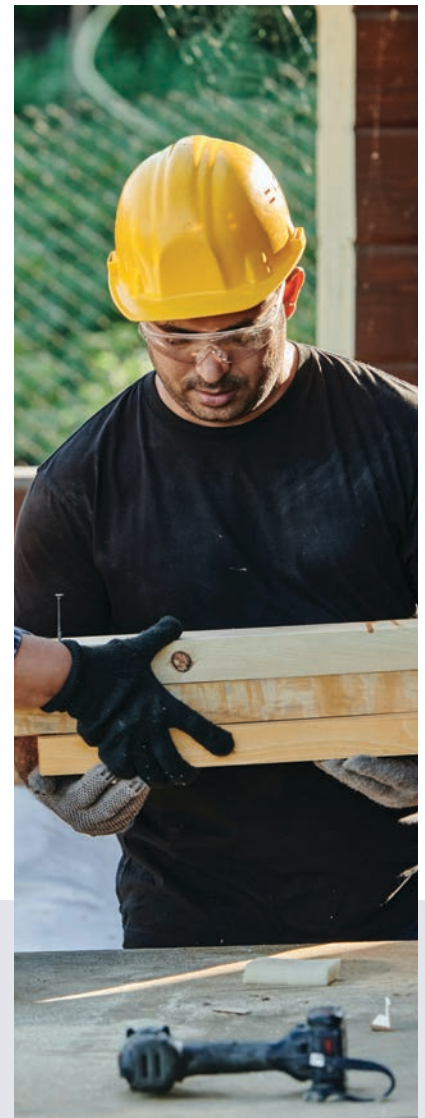
AGE OF CLIENTS



ETHNICITY OF STAFF



ETHNICITY OF CLIENTS





# LOCAL PLAN

## **Local Plan:**

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

The Two-Year Plan Modification for 2023 was completed and approved by the Workforce Development Board and the Stanislaus County Board of Supervisors. The Local Plan Modification included:

## **Strategies and outcomes in the Local Plan include:**

- Adding Construction as an additional Targeted Industry Sector.
- Enhancement of additional Race/ Ethnicity Demographic information.
- Specific identification of strategies for service delivery plans during the COVID-19 Pandemic and service adjustments made entering the endemic phase of the crisis.
- We are expanding and focusing on providing services to underserved populations, including disabled, English Language Learners, Foreign Born, and Refugees, to provide better employment opportunities.

## **Developing Future Talent by:**

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

## **Supporting Business Growth by:**

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

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

# REGIONAL PLAN

## Regional Plan:

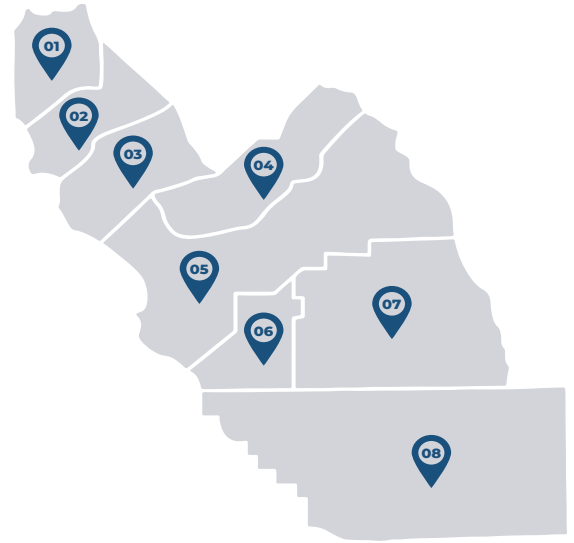
In accordance with federal and state guidance, the San Joaquin Valley and Associated Counties Regional Planning Unit has developed the four-year Regional Plan to guide strategic initiatives throughout Program Years (PY) 2021-2024, which covers June 1, 2021, through June 30, 2025.

The Workforce Innovation and Opportunity Act (WIOA) requires a Biennial Modification to the Regional Plan. The modified approved Regional Plan can be accessed at [www.stanworkforce.com/about-us/strategic-planning/](http://www.stanworkforce.com/about-us/strategic-planning/)

The Regional Plan represents the region's economy and workforce environment, focusing on collaborative strategies to be implemented across multiple Local Workforce Development areas to attain regional goals and objectives.

## The content of the Regional Plan includes:

1. **Analytical Overview of the Region and analysis of the workforce.**
2. **Regional Indicators to assess coordination and measure progress within the region.**
  - a. Region developed guiding principles supporting equity and strives to improve job quality.
  - b. Region focuses attention on English Language Learners
3. **Fostering Demand-Driven Skills Attainment that effectively communicates industry workforce needs to supply-side partners.**
4. **Aligning, Coordinating, and Integrating Programs and Services to meet population needs.**
  - a. Region has a long history of collaborating on sector strategies, initiatives serving key groups, and on the design, development, operation, and administration of successful workforce programs such as the following:
    - i. Central California Workforce Collaborative
    - ii. Central Valley Industry Engagement Roundtable
    - iii. Regional and sub-Regional Grants
    - iv. Regional scaling



- |                |                       |
|----------------|-----------------------|
| 1. San Joaquin | 5. Fresno             |
| 2. Stanislaus  | 6. Kings              |
| 3. Merced      | 7. Tulare             |
| 4. Madera      | 8. Kern / Inyo / Mono |

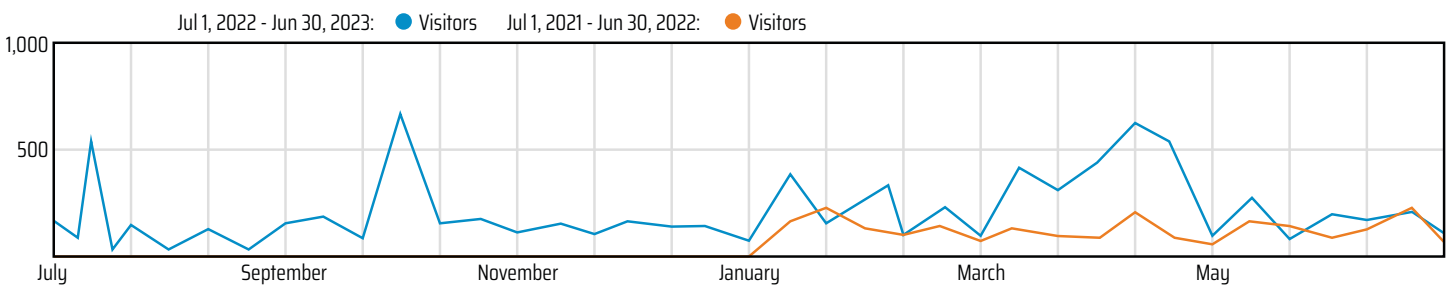
SCWD IS  
THE **LEAD**  
**ORGANIZER**  
FOR THE  
**REGION!**



# OUTREACH

## WEBSITE

In response to declining foot traffic, Workforce Development increased its digital presence in order to engage with more people than ever before. Website traffic increased by over 324% over the previous year, and the Department was able to connect with job seekers and businesses in a much more powerful way in order to help them access the resources that they needed. Over 40,600 people visited stanworkforce.com throughout the year.



**+324.90%**  
Visitors

**+313.41%**  
New Visitors

**+320.78%**  
Site Visits

**+281.50%**  
Pageviews

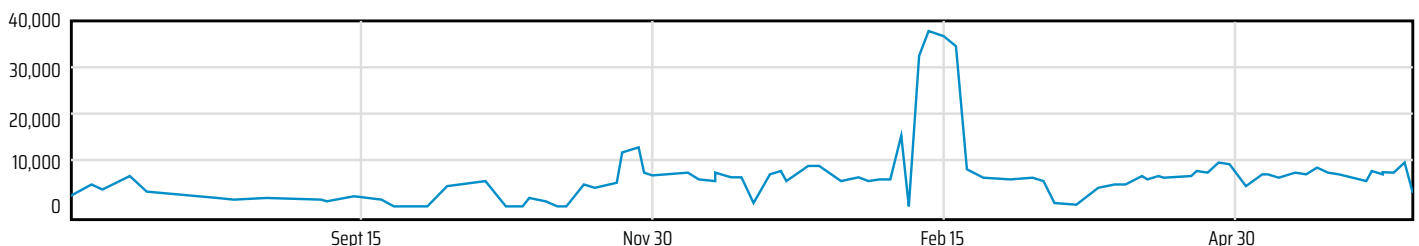
## SOCIAL MEDIA

In conjunction, the Department also stepped up presence on Facebook, Instagram, and LinkedIn in order to help spread the word about programs, with a variety of posts going viral and amassing over 2,000 views each. The focus was on reaching the right audience at the right time and allowing potential clients to fill out interest forms directly on those platforms. By doing so, the Department increased efficiency and ability to quickly get people the help they needed at a time when every day counts! Through organic and paid efforts, Workforce Development connected with 585,000 people on social media alone. On average, that was up +500% over the previous year.

Facebook Reach  
232,261 ▲ 186.7%

Instagram Reach  
95,413 ▲ 623.9%

Paid Reach  
257,726 ▲ 433%





# OUTREACH

## MARKETING

Social media efforts were supported by a strong media mix in which the Department leveraged other forms of marketing and outreach in order to amplify the message even further and to ensure that the Department was reaching those who may not have access to computers but still would benefit from resources. A few examples of those include:

Programmatic Digital ads: Reached over 210,000 people outside of social media

Eblasts: target to over 25,000 job seekers

Print Ads in all the major local newspapers in Stanislaus County

Digital Radio

Traditional Radio

Postcards sent to over 2,500 job seekers and college grads.

Ad in popular magazine publications around the county

Billboards

Video/Reels



## JOB FAIRS

Workforce Development had a presence at over 22 Job Fairs throughout the year, where workforce specialists were able to directly engage with job seekers and educate them on Workforce Development services.

On May 19, 2023, Stanislaus County Workforce Development also funded and hosted the first ever Stanislaus County Job Fair. It was an extremely successful event during which the 29 departments in the county were able to meet and connect with over 500 job seekers who attended.





# CLIENT SERVICES

EMPOWERING FUTURES, ONE CAREER AT A TIME. CLIENT SERVICES EMPOWERS CLIENTS TO REACH THEIR FULL POTENTIAL

Workforce Development are the experts in career coaching, workshops, trainings, and providing work experience.

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

**Services include:**

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

## HIGHLIGHTED CHANGE:

Stanislaus County Workforce Development has achieved substantial advancements in its outreach initiatives. Notable successes include the Veterans Job Fair held in October 2022 and the Job Fair hosted by Workforce Development in May 2023. Utilizing various social media platforms to disseminate critical employment services has played a pivotal role in driving a remarkable increase in the participation of individuals, thus reinforcing steadfast commitment to nurturing a robust local workforce.

The Department's unwavering dedication to bridging the gap between job seekers and employers and facilitating meaningful connections has yielded significant positive outcomes for the community. These achievements underscore the continued commitment to fostering economic growth and prosperity throughout Stanislaus County.



# CLIENT IMPACT STORY

By covering \$10,000 of her healthcare training costs, Stanislaus County Workforce Development was able to help Jamie Hernandez Flores accomplish her dream of becoming a dental assistant. She is one of thousands and thousands who have leveraged the vocational training program to learn a new skill and land their dream job. With training available in healthcare, truck driving, welding, and maintenance, Workforce Development is helping job seekers throughout Stanislaus County level up their careers!

“My experience with Workforce has been amazing from the start. They have walked me through every step of the way and if I ever had any questions, they made sure that they were answered. Workforce has helped me successfully complete my education and I am now a Dental Assistant!

*Meet Jamie*

**Jamie**  
Went Through  
Vocational Training

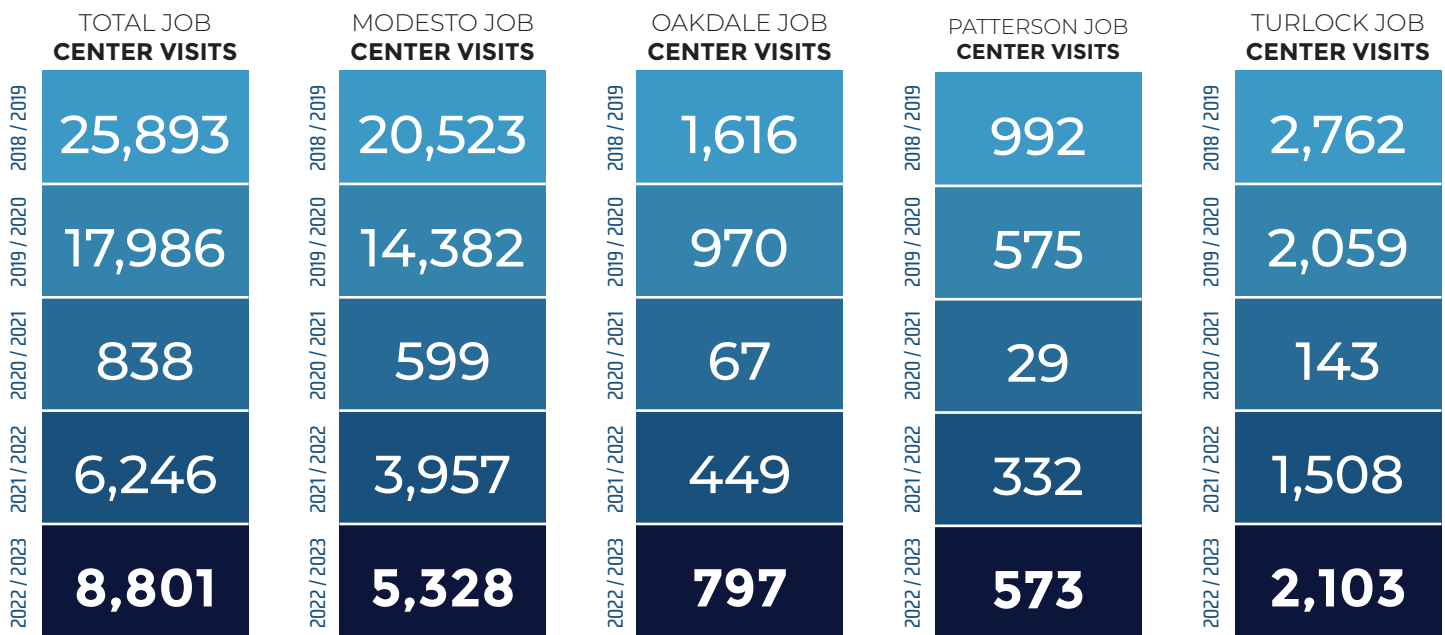


# CLIENT SERVICES

## JOB CENTERS

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

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



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

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

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

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

Job center visits have decreased significantly over the past 5 years. In 2018 - 2019 there were over 25,000 visitors. In 2022 - 2023 there were only 8,800. That is a 66% decrease. However, the Department saw an increase in online enrollments by over 630%!

## PHONE CALLS

21-22 - total phone calls 966

22-23 - total phone calls 1674

**An increase of over 73% year over year**

# CLIENT SERVICES

## PATHWAY TO SERVICES

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

## WORKSHOPS

Workforce Development provides workshops that empower job seekers with the chance to acquire knowledge and apply diverse skills to enhance their job search, boosting their prospects of securing long-time employment.

**1,499**

Total Workshop Attendees

**12**

Workshop Topics Offered

## CO-ENROLLMENT

Clients may be funded through Welfare to Work and the Veteran Grant. Clients are encouraged to enroll in the WIOA program to leverage resource for the maximum benefit for the job seeker. Additional funding provides additional support on the client's road to a self-sustaining career.

**14**

Welfare to Work  
Clients Co-Enrolled

**15**

Veteran Grant Participants  
Co-Enrolled

**29**

Total Co-Enrollment

## SUPPORTIVE SERVICES

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



**\$18,206**  
TOTAL AMOUNT ISSUED 2022-2023

# CLIENT SERVICES

## WIOA ADULT

Workforce services for eligible adults are available through one of the six core programs authorized by Workforce Innovation and Opportunity Act (WIOA). The Adult program serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing them with job search assistance and training opportunities. Over the past 5 program years, The Adult program has exceeded the target goal every year for clients that have exited due to employment and retained the employment for at least one year

## DISLOCATED WORKER

The Dislocated Worker program is designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce. Over the past 5 years the DW exceeded the target goal exponentially, by over 20% for program year 18/19 through 20/21. Performance struggled for program year 21/22 but has made a comeback for 22/23 and exceeding the goal by 21.2%

## VETERANS RECONNECT - VEAP GRANT

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

## WELFARE TO WORK

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





# RESULTS

## WIOA ADULT



## DISLOCATED WORKERS



## VETERANS RECONNECT - VEAP GRANT



## WELFARE TO WORK



ACTUAL EMPLOYMENT NUMBERS ARE HIGHER DUE TO ONE YEAR DELAY IN STATE VERIFICATION



# BUSINESS SERVICES

**BUSINESS SERVICES WORKS WITH LOCAL BUSINESSES TO IDENTIFY AND BUILD A VIABLE AND SKILLED WORKFORCE. BY PARTNERING WITH BUSINESSES, BUSINESS SERVICES ASSESSES SERVICES THAT ARE THE MOST BENEFICIAL TO LOCAL BUSINESSES.**

**Workforce Development are the experts in creating workbased learning activities for businesses, work experience, layoff aversion, labor market information.**

**Stanislaus County Workforce Development offers business services such as:**

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





# BUSINESS IMPACT STORY

Harold's story encapsulates the heart of our mission. At 38, with sporadic work experience in temporary positions, he was our inaugural candidate for a Transitional Job. Placed in the Mission's Warehouse, Harold embraced the opportunity to learn order fulfillment, product sorting, palletizing, and warehouse maintenance. His dedication paid off as he obtained a forklift certification during his tenure. Beyond technical skills, Harold also participated in workshops and received one-on-one guidance in crafting a compelling resume, completing job applications, and mastering the art of thank-you notes.

Harold's transformation is an embodiment of our collective efforts. After several months of skill-building and personal growth during his transitional job, he embarked on a job search journey. In June, his journey culminated in a full-time position as a Janitor at Salvation Army. Harold radiates fulfillment as he relishes his new role, expressing gratitude for the support that propelled him to his current position. He remarks, "I was blessed to have the help. I wouldn't be where I am now without it."

Harold's experience encapsulates the positive impact we strive to make. Each story of triumph reinforces our commitment to fostering change, one life at a time. We are excited to continue this journey of empowerment, leveraging partnerships and unwavering dedication to create a brighter future for those we serve.

*Meet Harold*

**Harold**  
Went through  
Transitional Jobs



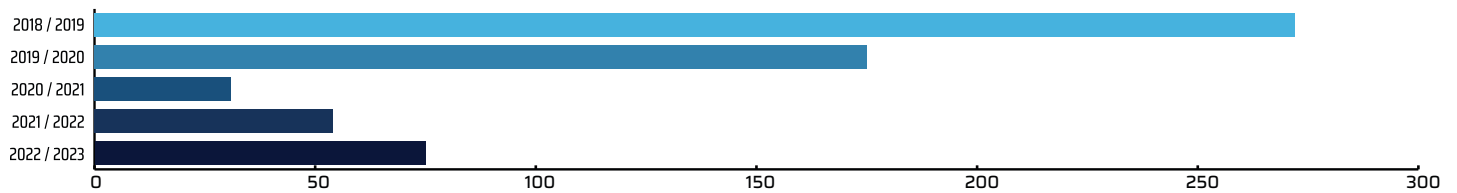


# TRAININGS

## TRANSITIONAL JOBS / WORK EXPERIENCE

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

## CLIENTS ON EMPLOYER WORKSITES



**\$7,620**

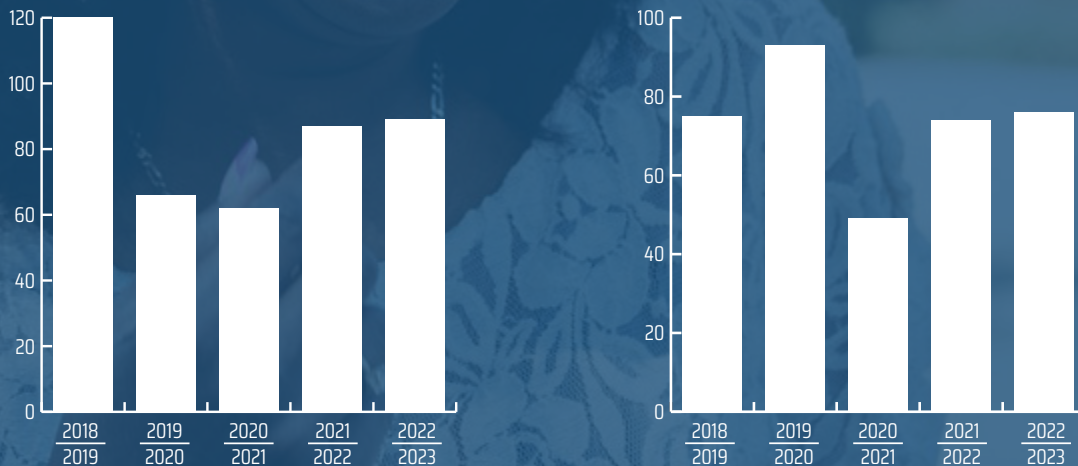
Average Agreement Amount 2022 - 2023

**\$392,467**

Amount Paid in Wages 2022 - 2023

## VOCATIONAL TRAINING

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



Clients Approved for Training

Successfully Completed Training

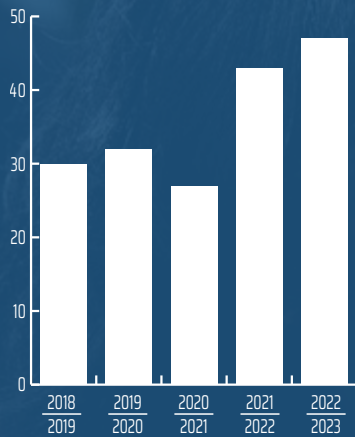


# ON-THE-JOB TRAININGS

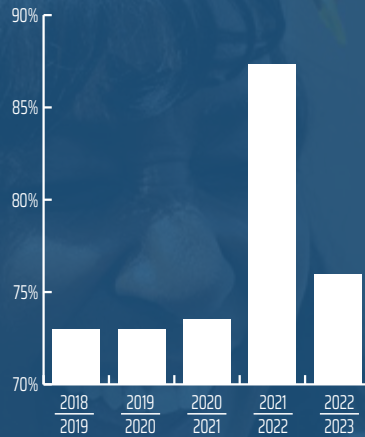
On-The-Job (OJT) training is a way to provide a financial incentive to an employer that allows them to hire a new employee and increase their skill level. The financial incentive is a percentage reimbursement of wages that are paid back to the employer over the time of training for specific skills. Workforce Development allowed businesses with 50 or fewer employees to be reimbursed up to 90% of the wage rate in 2022 - 2023.

## 2022-2023 RETENTION

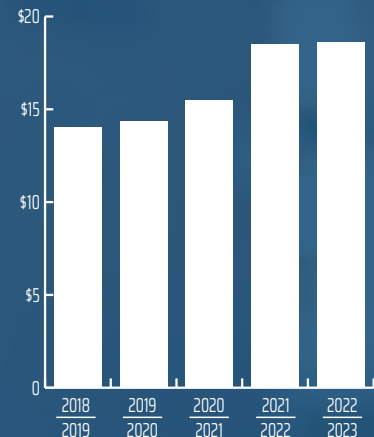
- 91% of the employees retained employment 6 months after the OJT ended
- 61% of the employees retained employment at-least 12 months after the OJT ended



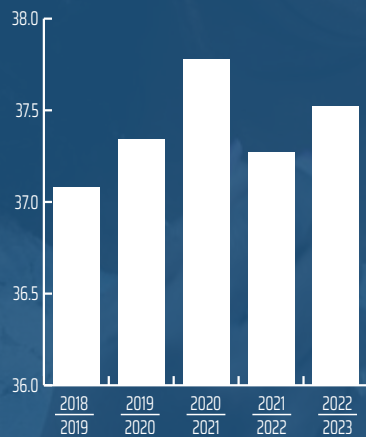
OJT AGREEMENTS FOR 2022-2023



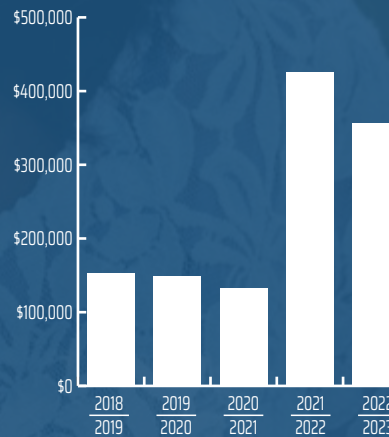
AVERAGE OJT REIMBURSEMENT AMOUNT %



AVERAGE OJT HOURLY WAGE



AVERAGE WEEKLY HOURS FOR 2022 - 2023



OJT REIMBURSEMENTS TO EMPLOYERS

# APPRENTICESHIP

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

2

Cohorts

16

Completed Apprenticeships

# RAPID RESPONSE

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

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

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



## EMPLOYER ASSESSMENT (WORKKEYS)

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

EMPLOYER	TOTAL INDIVIDUALS	TOTAL ASSESSMENTS
Gallo	211	407
Gallo Glass	28	40
Oakdale Irrigation District	16	45
Volt	44	107
Total PY 22/23	299	599

## UNDERSERVED BUSINESS ASSISTANCE

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

TOTAL UNDERSERVED		
Services Provided	Total Employer	Total Services
Workforce Innovation and Opportunity Act (WIOA)	67	160
Lay-Off Aversion Activities	8	11
Employer Networking	73	319
Referral to Community Resource	77	277
<b>Total</b>	<b>225</b>	<b>767</b>





COMPLIMENTARY  
**HR HOTLINE**  
 HUMAN RESOURCES

**888-203-0734**

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

## HR HOTLINE

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

**HR Experts provide guidance on:**

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

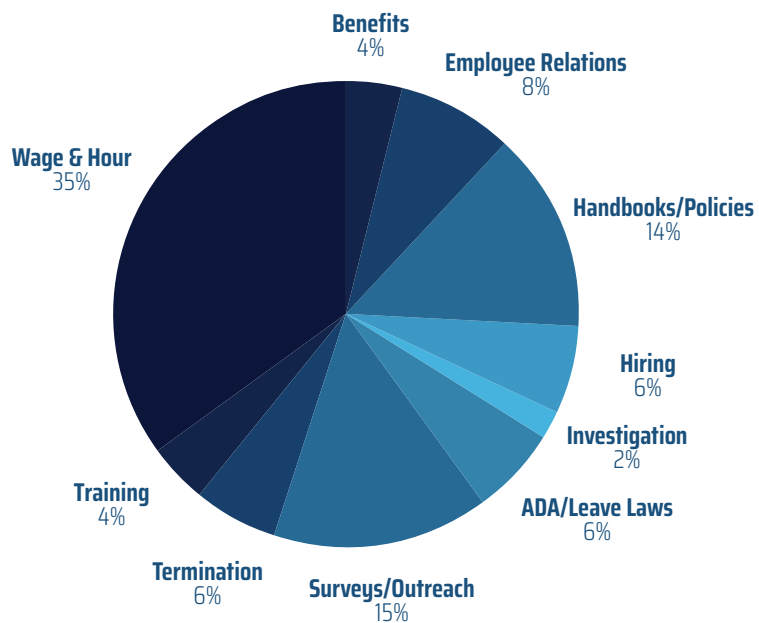
In 2022 - 2023 the HR Hotline received 52 calls within Stanislaus County from businesses, both large and small, looking for human resource guidance.

**Additional HR service: Webinars**



## REASON FOR CALL

52 CALLS



# SECTOR STRATEGIES

Sector Strategies are partnerships with a network of companies from the same industry and shared labor market that works with education, workforce development, economic development, and community organizations to tackle the overarching needs of the industry. While Sector Strategies primarily focus on the educational and workforce training needs of an industry, they can also focus on other issues related to an industry's competitiveness.

In March 2022, Workforce Development began the process of building a **Sector Strategy within the Agricultural industry** in Stanislaus County. By contracting with Stanislaus County Farm Bureau as the acting Convening Authority, Workforce Development was able to bring over 40 businesses from various backgrounds within the Agricultural industry to the table. In November 2022, the Department held the first meeting to discuss education, workforce, and various training needs throughout the Agricultural industry.

#### **Results of first sector strategy meeting:**

- Identified overwhelming need for leadership training within the sector
- SCWD worked quickly to identify training providers and make funding available for training
- Forty employees from sixty different employers successfully graduated from Supervisor/Leadership training

**Workforce Development is working quickly to develop similar Sector Strategies in other industries, including Health Care, Construction, Warehousing & Logistics, and Manufacturing.**





# YOUTH PROGRAMS

**\$1,366,797  
PAID IN  
WAGES 2022  
- 2023**

The Youth Workforce Development program is focused on assisting eligible youth ages 16-30 to develop the skills required to become the job candidates that employers look for. The YOUTH WORKFORCE DEVELOPMENT program provides youth, with one or more significant barriers to employment, the resources to succeed and prosper in the workforce.

## OUT OF SCHOOL ENROLLMENT

604 Enrolled  
283 Exited  
173 Employed at Exit  
61% Employed  
\$23.42 Ave Wage at Exit

## NUMBER OF SERVICES PROVIDED

592 Distinct Clients  
3,891 Total Services  
6.6 Average Services per Client

## NUMBER OF TRAININGS

213 Paid Work Experience  
72 Vocational Skills Training  
414 Career Counseling/Planning

## SUMMER YOUTH

49 Enrolled  
27 Businesses Participated  
41 Paid Work Experience

## DIGITAL SKILLS INTERNSHIP

109 Applications  
94 Enrolled in training  
57 Paid Internships

## LET'S WORK

81 Referred  
67 Attended  
37 Completed Course  
\$16.94 Ave Wage



# STANdOUT!

**LEARN GROW LEAD**

Once a year, Workforce Development creates a committee of staff & board members who plan & host an annual STAND Out! Youth Conference which help youth embrace their strengths, build resiliency, and create a motivational atmosphere for their future.

**60 ATTENDEES**



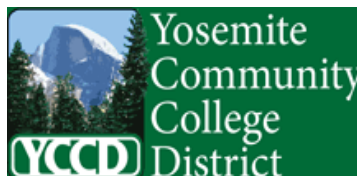
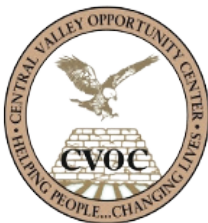
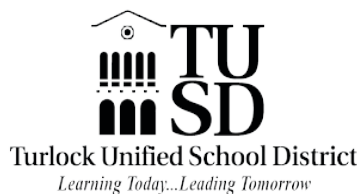
# CONTRACT PROVIDERS

SERVICE PROVIDED	POWERED BY...	CONTRACT AMOUNT
Out of School Youth	Ceres Unified School District	\$2,120,000
Digital Skills Internship	Bay Valley Foundation	\$1,705,000
Vocational English	Sierra Vista Child & Family Services	\$294,876
Learn 2 Earn- Oakdale	Center for Human Services	\$255,820
Learn 2 Earn- Patterson	Center for Human Services	\$197,994
High School Equivalency- Turlock	LearningQuest- Stanislaus Literacy Center	\$177,562
Learn 2 Earn- Modesto	Central Valley Opportunity Center	\$162,814
High School Equivalency- Modesto	Central Valley Opportunity Center	\$162,814
High School Equivalency- Patterson	Central Valley Opportunity Center	\$162,814
High School Equivalency- Oakdale	LearningQuest- Stanislaus Literacy Center	\$111,025
Formerly Incarcerated Adult	LearningQuest- Stanislaus Literacy Center	\$95,000
Vocational English - Turlock	Aspiranet	\$93,410
Learn 2 Earn- Turlock	Aspiranet	\$93,410
Underserved Business	Stanislaus Equity Partners	\$90,000
WorkKeys	Opportunity Stanislaus	\$55,000
Sector Strategies- Agriculture	Farm Bureau	\$25,000
Business Bootcamp (Spanish)	Latino Chamber of Commerce	\$20,000
HR Hotline	California Employers Association	\$16,462
One-Stop Operator	Beaudette Consulting	\$13,125
TOTAL		\$5,849,664

# America's **Job Center** of California<sup>SM</sup>

# PARTNERS

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





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

209-558-2100