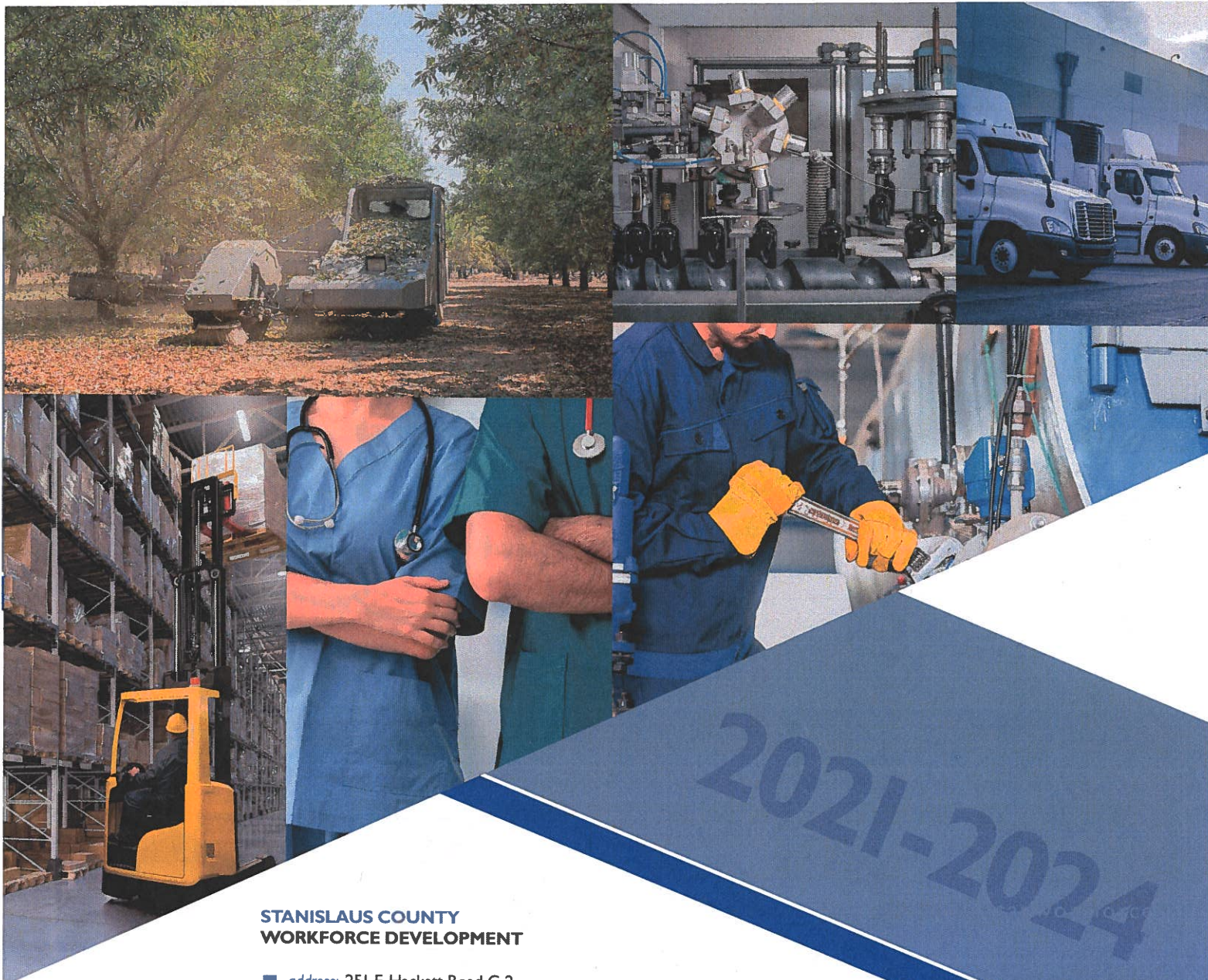


**STANISLAUS COUNTY**  
**WORKFORCE DEVELOPMENT BOARD**  
**LOCAL PLAN**  
**TWO YEAR MODIFICATION**



**STANISLAUS COUNTY**  
**WORKFORCE DEVELOPMENT**

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## INTRODUCTION

The Stanislaus County Workforce Development Board (SCWDB), as appointed by the Stanislaus County Board of Supervisors (BOS) is the administrator of Workforce Innovation and Opportunity Act (WIOA) funds and services in the local area. Acting as staff to the Board and facilitating these services is Stanislaus County Workforce Development (SCWD). WIOA requires each Local Workforce Development Area (LWDA) to develop and submit a comprehensive four-year plan. This Local Plan term begins on July 1, 2021 and ends on June 30, 2025. Every two years the Plan must be re-evaluated for modification and adjustments based on changing needs for services and economic conditions in the local area. This version of the Local Plan represents the modification for the 2022-2024 program years.

The primary purpose of the Local Plan is to facilitate access to workforce services at the local level. Stanislaus County Workforce Development staff has collaborated with America's Job Center of California Memorandum of Understanding partners, businesses, and community-based organizations throughout Stanislaus County. The publication of the Local Plan for Stanislaus County is the result of months of local and regional research, formal and informal workgroup sessions, introspection, and process improvement. The Local Plan was cultivated by including the varying vantage points of multiple stakeholders and current WIOA program participants.

This Local Plan seeks to address current and future strategies and efficiencies that will continue the modernization of the workforce system. The Local Plan will change as local employment needs and the relationship between workforce development and economic development continue to evolve, and circumstances that alter the ways services are delivered to constituents of Stanislaus County materialize. The four-year Local Plan is the embodiment of SCWD's vision and strategic goals and will be re-evaluated in two years.

The goals set forth by the SCWD in this plan address the current workforce, prescribe strategies for the development of the future workforce, and call for a greater enhancement of business growth. Each goal is coupled with distinct strategies that SCWD believes will work towards the fulfillment of the relevant goals. The Local Plans' guiding principles of collaboration and alignment, data-driven strategy, and the maximization of resources are woven throughout the fabric of this document.

### **COVID-19 Impact on Stanislaus County and AJCC Services**

In March of 2020, the State of California issued a general lockdown in response to the COVID-19 global pandemic, which would go on for many months, affecting the core economic drivers of Stanislaus County. Businesses not deemed essential were mandated to cease normal functions and advised to close until further notice from the state. This closure order adversely affected businesses and the workforce, driving the unemployment rate as recorded by Employment Development Department's (EDD) Labor Market Information Division, from 6.6% (February 2020) to a high of 17.5% (April 2020). As of December 2020, the Unemployment Rate was still high, remaining at 9.9%. Recovery for some businesses remained difficult, as restrictions from COVID-19 forced intermittent closures in some industries.

With the lockdown and subsequent residual effects of the pandemic, the manner in which services are delivered to the public were greatly affected. While many services did not

stop, new and unique ways to meet the needs of the public had to be developed. For some industries, such as food services and entertainment, the pandemic resulted in permanent closures of businesses. Other industries experienced a dramatic contraction of the workforce, with a subsequent gradual return to providing services to the public as the pandemic receded, however, no economic sector was left untouched. Evaluation of this historic event will take years, and may entirely change common industry practices.

The comprehensive America's Job Center of California (AJCC) for Stanislaus County resides in a State Employment Development Department building. Due to the Governors stay at home order, SCWD staff made the decision to close the Stanislaus County America's Job Center of California office, resulting in the cancellation of all in-person services. While it is understood that not all services are as effective when provided electronically, the safety of staff and the public was of primary concern to SCWD during this historical event.

SCWD invested resources in the physical equipment that would allow for the continuance of services through digital options. Computers with visual and audio capabilities, were provided to staff to prepare for the migration of services through electronic means. Multiple platforms for software to enable video conferencing were procured to assure that staff and the public had interface options. Services such as Orientations, Resume Writing workshops, Work Readiness workshops, and individual one-on-one meetings with clients needed new approaches, which would allow services to continue, while being cognizant of the need to protect the physical safety of both SCWD employees and the public.

As the comprehensive AJCC for Stanislaus County is located in the EDD building, a structured re-opening plan was necessary. In order to begin in-person meetings, SCWD staff developed and submitted a re-opening plan to the State for approval. Upon approval, staff opened the AJCC for appointment only, in-person meetings. The comprehensive AJCC fully reopened for use by AJCC Partners and the general public as of September 20, 2021. While in-person services have been slow to recover to pre-pandemic levels, staff and providers are able and have returned to providing options for in-person services.

## **FEDERAL AND STATE REQUIREMENTS FOR LOCAL ADMINISTRATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

Stanislaus County Workforce Development is primarily directed by WIOA, which was signed into law by former President Barack Obama in July of 2014 and went into effect on January 1, 2015. References to the Workforce Innovation and Opportunity Act, Public Law 113-128, enacted July 22, 2014 are available at the U.S. Department of Labor Employment and Training Administration website: [www.doleta.gov](http://www.doleta.gov).

## **PUBLIC COMMENT**

In accordance with WIOA, Section 108(d), the Workforce Development Board shall make copies of the proposed Local Plan available to the public through electronic and other means, such as public hearings, Social Media sources, and local news media to allow for public comment. The Public Comment period will end no later than the end of the 30-day period beginning on the date the proposed Plan is made available to the general public. Any comments that represent disagreement with the Plan will be included with submission of the Local Plan. Appendix B of the Plan highlights the SCWD's public comments received.

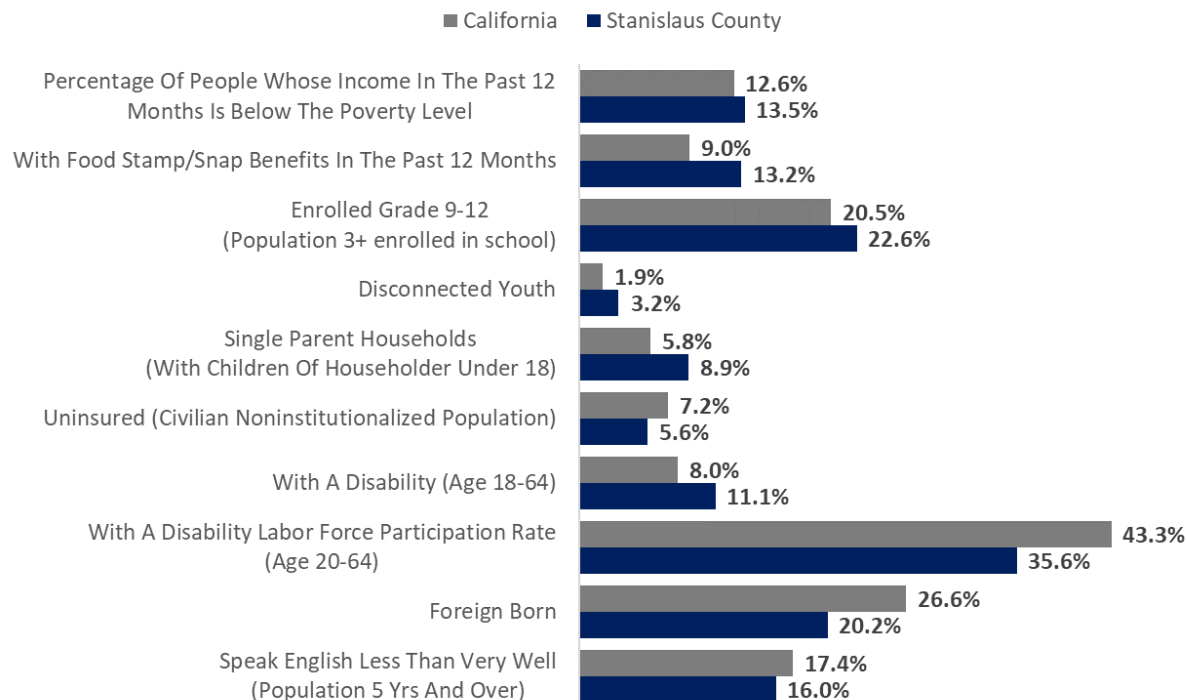
## LOCAL OVERVIEW

Stanislaus County lies in the heart of the San Joaquin Valley of California, located in the center of the state. Stanislaus County, with nine incorporated cities and encompassing 1,515 square miles, has a population of approximately 550,600 residents. The County Seat is Modesto, the largest of the nine incorporated cities in Stanislaus County, which also includes Ceres, Hughson, Newman, Oakdale, Patterson, Riverbank, Turlock, and Waterford.

### Social Demographics Snapshot

Stanislaus County in many ways typifies the character of California as a whole. While there are some dramatic demographic differences in the local area, as shown in Figure 1, there are many similar characteristics between Stanislaus County residents and California residents as a whole. The most notable statistical differences in Figure 1 are the households receiving food assistance, labor force participation rate for individuals with a disability and foreign-born residents.

**Figure 1. Stanislaus County Social Demographics**



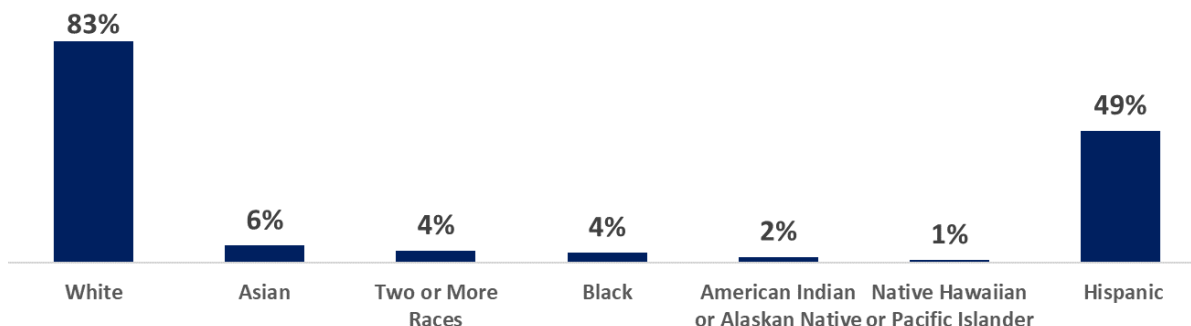
Source: ACS 5-Year Estimates 2016-2020. ACS 1-Year Estimates 2021 used for "Single Parent Households (With Children of Householder Under 18)".

1. Disconnected youth are 16-19 year olds who are (1) not in school, (2) not high school graduates, and (3) either unemployed or not in the labor force.

Although most (83%) of Stanislaus County residents are classified as White, 49% of the overall population identify as Hispanic. Asian ancestry is the next most populous ethnicity, with 6% of county residents self-identifying as Asian. Interestingly, Figure 2 shows 4%

identify as two or more races, lending credence to the concept of multi-culturalism in Stanislaus County.

**Figure 2. Stanislaus County Race and Ethnicity**



Source: Lightcast Population Demographics Report (Q3 2022 Data Set)

## Education Snapshot

Stanislaus County is home to two publicly funded post-secondary educational campuses. Modesto Junior College (MJC), part of the Yosemite Community College district is located in the heart of Modesto. MJC is primarily engaged in providing Associate Degrees and skills certifications, as well as providing preparation for students interested in transferring to a four-year college. MJC serves the needs of Stanislaus County residents in providing vocational education on a wide array of skills, teaching both theoretical and practical applications. MJC has partnered with SCWD on many occasions, providing WIOA enrolled individuals with pre-apprenticeship programs, cohort trainings, addressing adult education needs, and providing the community at large with educational options on a wide array of topics.

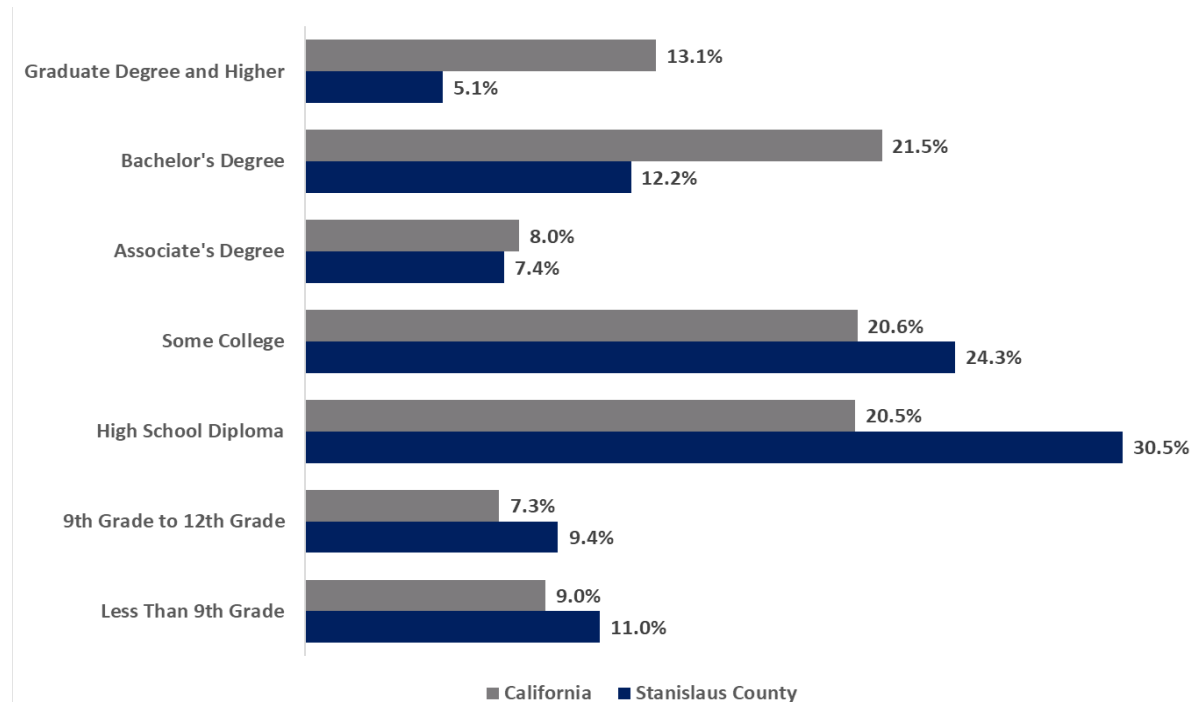
California State University, Stanislaus is located in Turlock, and is the local provider of post-secondary education Undergraduate Degrees, Graduate Degrees, and Advanced Degrees. Widely recognized for its dedicated faculty and high-quality academic programs, the University offers forty-three majors, forty-one minors and more than 100 areas of concentration, along with sixteen master's degree programs, seven credential programs and a doctorate in educational leadership.

According to the Stanislaus County Office of Education Quick Facts report, the K-12 Education System has twenty-five distinct school districts and one Office of Education, serving an estimated 110,400 students. There are nine Unified school districts, and one High School district, servicing approximately 34,173 Secondary School enrollees (2018-2019 enrollments). SCWD has partnership relationships with the three largest school districts, Ceres Unified School District, Modesto City Schools, Turlock Unified School District, as well as a cooperative agreements with The Stanislaus County Office of Education.

The educational attainment of Stanislaus County residents is represented in Figure 3. Of note is the discrepancies between post graduate and graduate degrees held by

Stanislaus County residents as compared to the State of California as a whole. Additionally, the rate for Bachelor's Degree attainment is 56.7% of the California rate.

**Figure 3. Educational Attainment, Age 25-64**



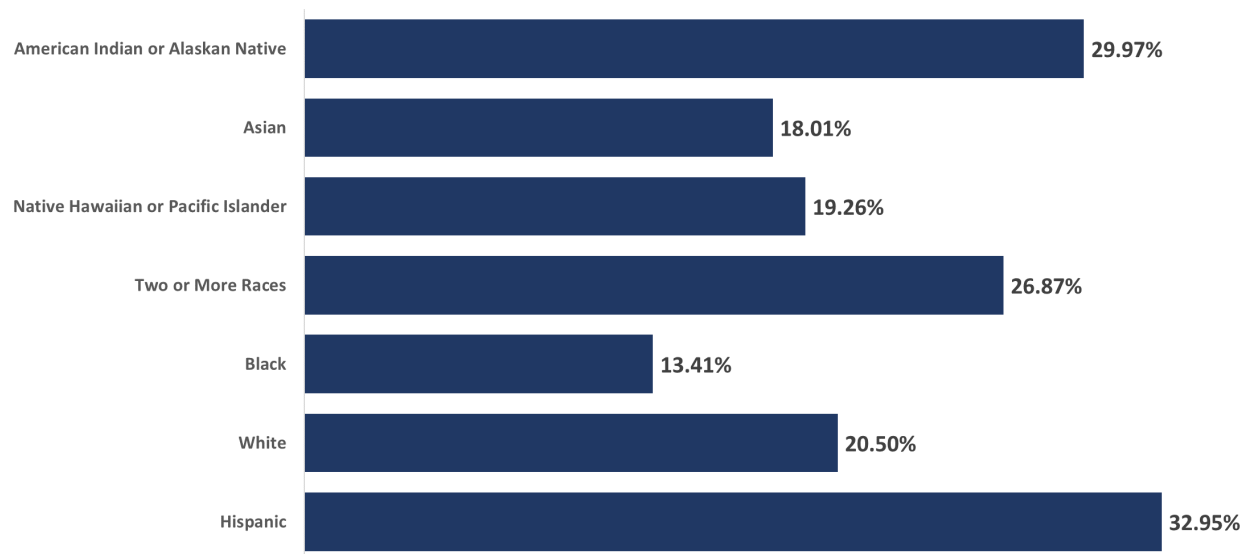
Source: Lightcast Educational Attainment Snapshot (Q3 2022 Data Set)

### Education Level by Race in Stanislaus County

In an effort to determine how race and ethnicity affects educational preparedness, Figures 4, 5, and 6 show the educational levels broken down by Race and Ethnicity. The total for each race and ethnic category in each graph represents 100% of those in the ethnic group. As an example, Asians having less than a High School Diploma are 18%, Asians with a High School Diploma at 43%, and Asians with a College Degree at 39%, totaling 100% of Asians in the ethnic group category.

Figure 4 shows that individuals of Hispanic origin make up the highest individuals without a High School Diploma with almost 33% of Hispanics not completing High School.

**Figure 4. Educational Attainment by Race/Ethnicity: Less than High School**



Source: Lightcast Educational Attainment Snapshot (Q4 2022 Data Set)

Figure 5 shows that the distribution of individuals getting a High School Diploma is fairly well distributed.

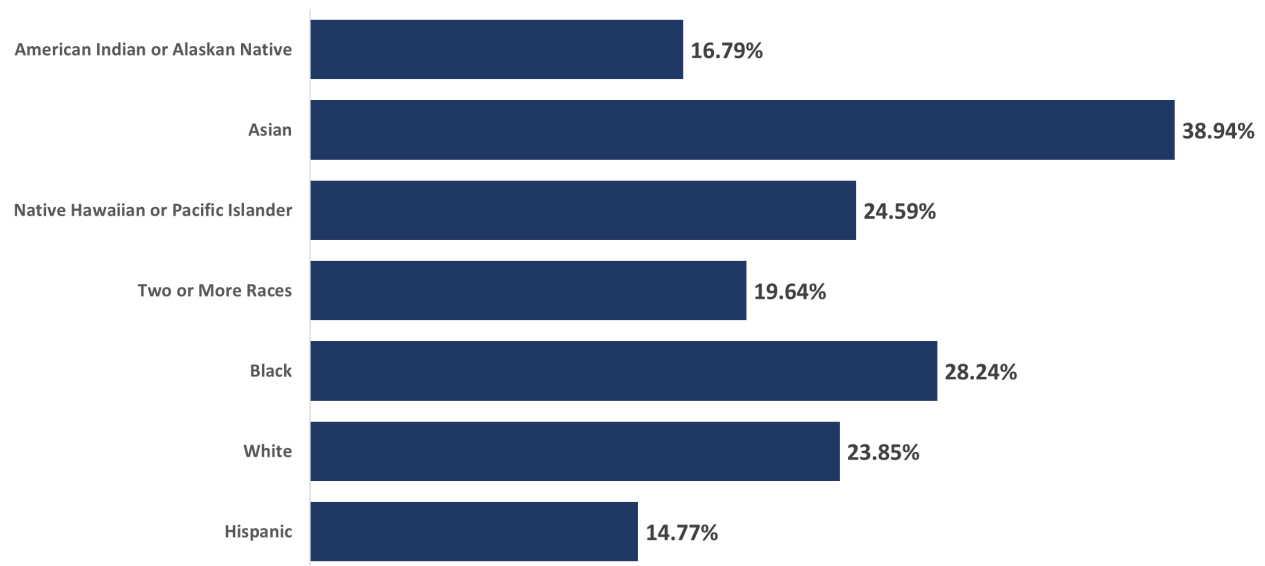
**Figure 5. Educational Attainment by Race/Ethnicity: High School Diploma**



Source: Lightcast Educational Attainment Snapshot (Q4 2022 Data Set)

Figure 6 shows the distribution of ethnicity with a College Degree. Asians have a significantly higher percentage of College Degrees than all other ethnic categories, exceeding the next highest level, Black, by 10.7 percentage points. Individuals identifying as Hispanic have the lowest level percentage, with only 14.77% achieving a College Degree.

**Figure 6. Educational Attainment by Race/Ethnicity: College Degree**

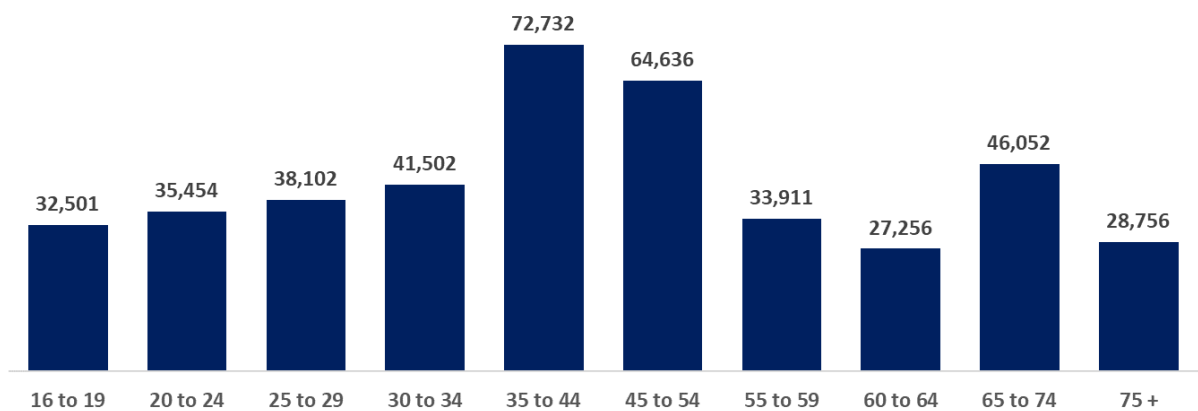


Source: Lightcast Educational Attainment Snapshot (Q4 2022 Data Set)

## Workforce Snapshot

Stanislaus County's workforce population has a reasonable distribution in terms of age, as shown in Figure 7. The segment of the population ages 25-59 account for 59.6% of the overall workforce, while youth workers age 16-24 represent the smallest percentage of working age individuals at 16.1% of the working age population. Workers in the 60+ age ranges account for 24.2% of the working population, fully 8% higher than the youth workers. The workforce percentages for these age groups has not significantly changed from pre-pandemic comparable percentages

**Figure 7. Stanislaus County Working Age Population by Age Group**



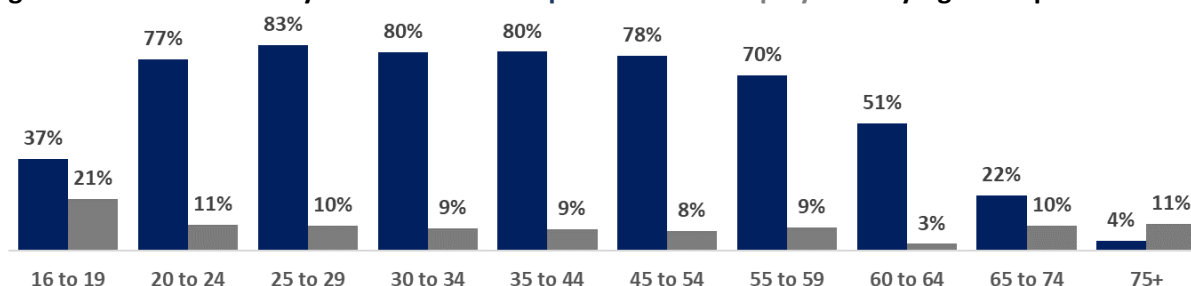
Source: ACS 1-Year Estimates 2021 (Population 16 years and over is 420,902)



The labor force participation rates and unemployment rates in Figure 8 show the youth section of the labor spectrum is having difficulty entering the workforce. Only 37% of youth from 16-19 participate in the labor force, and the unemployment rate is a staggering 21%. In contrast, 51% of 60-64 year olds are still participating in the workforce, and have an unemployment rate of only 3%.

65+ year olds hold a smaller participation rate, but the unemployment rate for this worker category is still half the unemployment rate of 16-19 year olds. The highest labor participation rates are predictably in the 25 to 59 year old categories, considered to be the prime working age, with the highest labor force participation rate being 25 to 29 year olds.

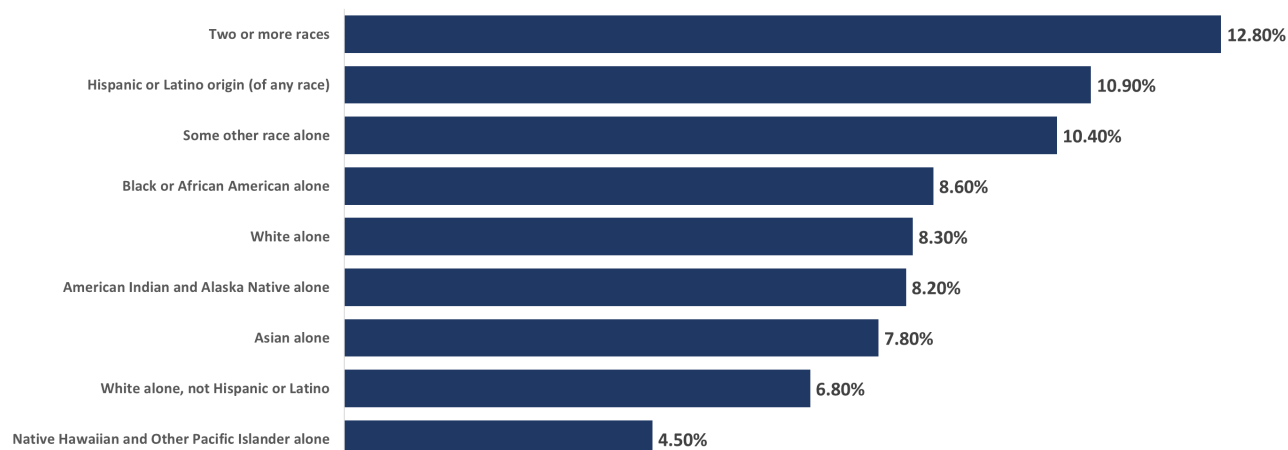
**Figure 8. Stanislaus County Labor Force Participation and Unemployment by Age Group**



Source: ACS 1-Year Estimates 2021.

Figure 9 shows race and ethnicity in relationship with the unemployment rate in Stanislaus County. The highest level of unemployed individuals identify as two or more races (12.8%), followed by individuals who identify as Hispanic or Latino origin (10.9%), then Individuals who identify themselves as Some Other race alone at 10.4%. The top three categories are significantly higher than the other categories.

**Figure 9. Unemployment Rate by Race/Ethnicity**



Source: ACS 5-Year Estimates 2020

## Industry Sector Snapshot

Industries with existing demand in Stanislaus County are similar to those of the San Joaquin Valley Regional Planning Unit (SJVRPU). Many factors are considered when determining the Industry Sectors which should be the focus of the Local Workforce Development Area. Factors may include growth, potential future emerging occupations, past and future commitments for development made by the County and its component cities, make-up of current employment in the industry sector, and Location Quotient (LQ) which is a metric of the industry in Stanislaus County versus similar industries in other counties (1.00 = baseline). The Stanislaus County Workforce Development Board has identified Healthcare and Social Assistance, Transportation and Warehousing, Agriculture, Manufacturing and Construction as targets for development of industry sectors. The viability of these sectors to remain targeted sectors is periodically reviewed by the Workforce Development Board.

- Healthcare and Social Assistance is one of the largest employment sectors in the county and will likely continue that trend based on historical growth and the expanding need for healthcare services. This need is being driven by demographics, an aging population across the region, and a large expansion of access to healthcare insurance beginning in 2014 with the Affordable Care Act. Health Care and Social Assistance account for 17% of the total employment in Stanislaus County.
- Transportation and Warehousing, while encompassing a smaller share of the workforce (5%), has grown by 4.6% over the last five years and has a high concentration of workers compared to national trends. The growth in this sector is likely driven by the expansion of online shopping in the past decade.
- Agriculture accounts for 8% of employment and Stanislaus County has five-times the number of workers compared to the national average (LQ = 7.38). This is likely due to San Joaquin Valley being one of the leading agricultural production regions in the world. The low growth in agriculture can be attributed to automation and technological advances that reduce the number of workers needed as well as geographic limitations on expansion of current agricultural output. Despite the low growth, the seasonality of agriculture employment combined with outsized portion of total employment and LQ indicates that there is employment demand.
- Data from the Manufacturing industry suggests moderate demand for workers, with a growth rate of 1% locally. While manufacturing does account for 11% of the jobs in Stanislaus County, these are largely in the agricultural food processing subsectors. This tracks with a national contraction trend for employment in manufacturing where the industry accounts for 8% all employment, but has seen only 0.3% in annual job growth nationally over the past five years.
- Construction, while it represents only 5.5% of employment, shows signs of growth with a 5% gain in new jobs from 2021-2025. Additionally, the LQ is better than the national average, and shows signs of increasing. While we don't normally associate higher wages with Construction, the average wage is \$77,843, the 4<sup>th</sup> highest depicted in Figure 10.

Figure 10 below lists the industries with highest employment demand. In Stanislaus County, Healthcare and Social Assistance are the industries with highest percent employment, job growth, and concentration of sector employment (also referred to as location quotient or LQ).

Over the 2021-2025 period, the fastest growing occupational group in Stanislaus County is Healthcare Support Occupations with a +12% rate of growth. The strongest forecast by number of jobs over this period is expected for Healthcare Support Occupations (+3,938 jobs) and Accommodation and Food Services (+2,130 jobs).

**Figure 10. Stanislaus County Top 10 Industries with Existing Employment Demands, 2021**

NAICS	Description	2021 % of Total Employment	2021 Jobs	2025 Jobs	2021 - 2025 Change	2021 - 2025 % Change	2021 Location Quotient	Avg. Earnings
62	Health Care and Social Assistance	16.88%	33,155	37,093	3,938	12%	1.28	\$83,614
90	Government	15.22%	29,886	30,799	914	3%	0.97	\$91,245
44	Retail Trade	11.75%	23,066	23,409	344	1%	1.16	\$46,753
31	Manufacturing	11.06%	21,719	21,992	273	1%	1.37	\$86,094
72	Accommodation and Food Services	8.60%	16,890	19,019	2,130	13%	1.07	\$30,317
11	Agriculture, Forestry, Fishing and Hunting	7.15%	14,049	13,887	-163	-1%	7.38	\$59,378
23	Construction	5.51%	10,814	11,348	534	5%	1.10	\$77,843
48	Transportation and Warehousing	4.57%	8,967	9,583	616	7%	1.11	\$74,944
56	Administrative and Support and Waste Management and Remediation Services	4.30%	8,449	9,327	878	10%	0.72	\$52,109
81	Other Services (except Public Administration)	3.83%	7,513	7,691	179	2%	0.87	\$36,009

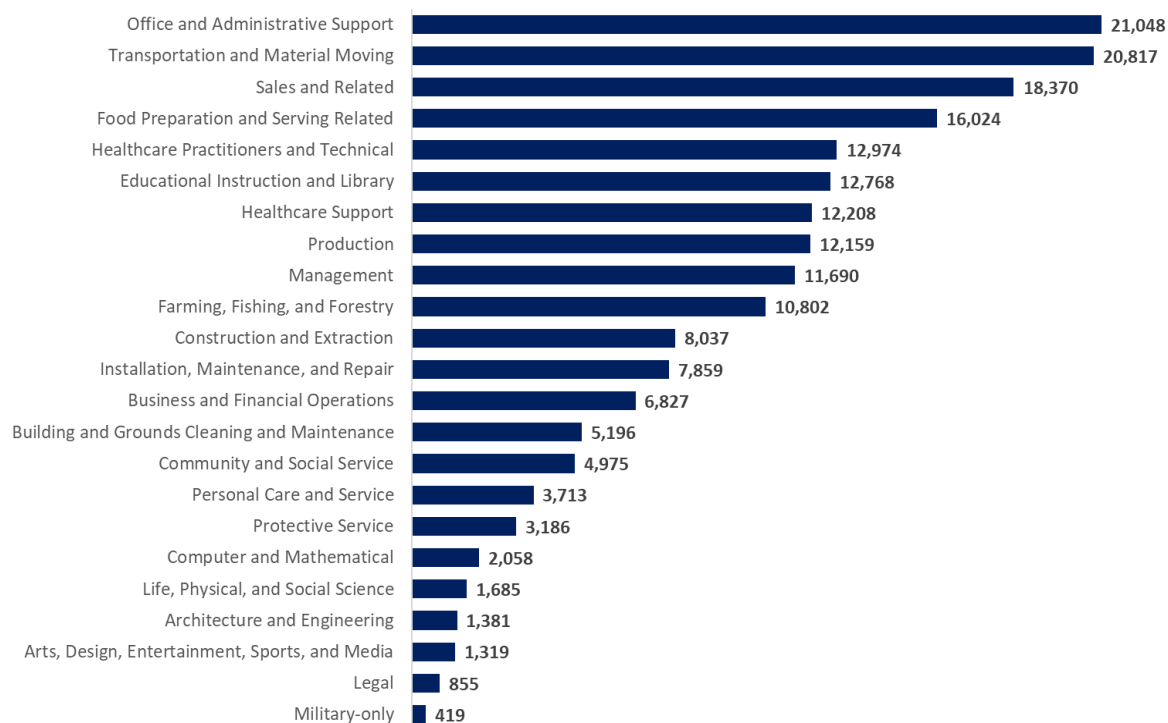
Source: Lightcast Industry Table (Q4 2022 Data Set). Ranked by 2021 % of Total Employment. Proportion of total employment is calculated out of total of 196,372 employed in Stanislaus County. Location Quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

## Occupational Snapshot

According to statistics supplied by Lightcast in Figure 11, the largest major occupation group in Stanislaus County is Office and Administrative Support Occupations (21,048 workers), followed by Transportation and Material Moving Occupations (20,817 workers), then Sales and Related Occupations (18,370 workers). Some occupations represented in this graph may be used in multiple industries. As an example, Office and Administrative Support Occupations exist in Health Care industry sector, as well as the Construction sector and Manufacturing sector. Additionally, Business and Financial Operations occupations exist in all industry sectors.

Occupational groups in Stanislaus County with the highest average wages per worker are as noted in Figure 12, Healthcare Practitioners and Technical Occupations (\$115,941), Management Occupations (\$103,270), and Architectural and Engineering Occupations (\$91,619).

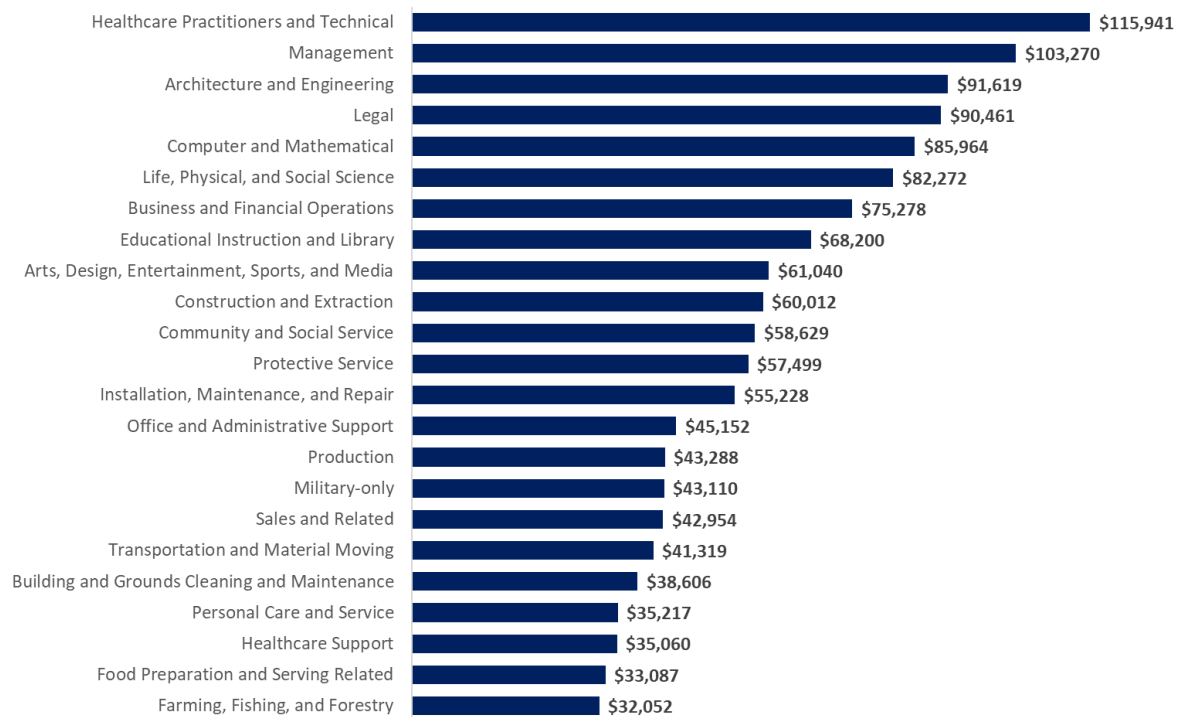
**Figure 11. Stanislaus County, Overall Occupational Employment by Job Category, 2021**



Source: Lightcast Occupation Table (Q4 2022 Data Set)



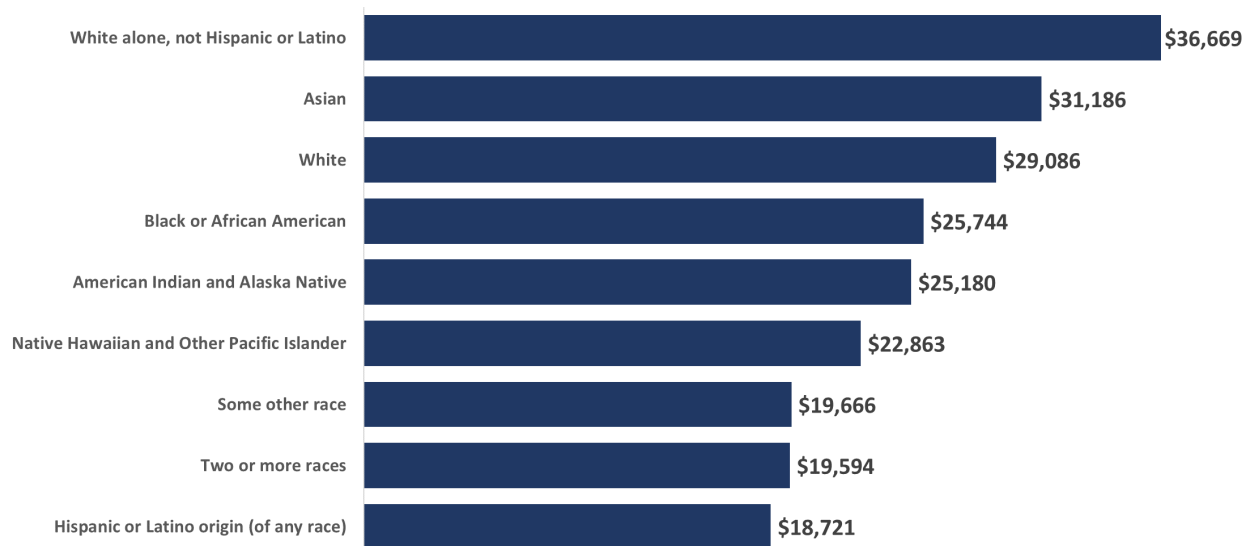
**Figure 12. Average Annual Wages by Occupational Category**



Source: Lightcast Occupation Table (Q4 2022 Data Set)

When Race and Ethnicity is taken into account, the average annual income depicts a significant differential between the highest earners, White, not Hispanic or Latino at \$36,669 versus Hispanic or Latino at \$18,721. This represents a 48.9% reduction from the average White income.

**Average Income by Race/Ethnicity**



Source: ACS 5-Year Estimates 2020

## **WIOA / AJCC CORE AND REQUIRED PROGRAM PARTNER COORDINATION**

The primary purpose of the local plan and the corresponding Core Partner discussion is to facilitate access to workforce services at the local level in order to achieve the following goals:

1. Strengthen the Current Workforce
2. Develop Future Talent
3. Support Business Growth

The Stanislaus County Workforce Development Board (SCWDB) continues to work collaboratively with all core partners (Title I, Title II, Title III, and Title IV) and actively engaged them in the planning and implementation of this local plan.

Through the collaboration of the established partnerships and activities across the local area, Stanislaus County Workforce Development (SCWD) continues to enhance the strategic initiatives, leverage its resources, and align business and educational goals. Partners comprising the America's Job Center of California (AJCC) workforce system utilize a uniform referral process, which further expands access to employment, training, education, and supportive services for eligible individuals. The AJCC Memorandum of Understanding (MOU) partnership accomplishes this by having in place an integrated service delivery model that braids resources and coordinates services at the local level to meet client's and business needs.

### **WIOA Title II Adult Education and Literacy**

SCWDB coordinates with Adult Education and Literacy Activities established under WIOA Title II. SCWDB staff will continue to work with WIOA Title II Adult Education providers, secondary and post-secondary education programs such as Modesto Junior College (MJC), Stanislaus Partners in Education (SPIE), Stanislaus County Office of Education (SCOE), Learning Quest, Turlock Unified School District and various other school districts within the county to facilitate communication and coordination of Adult Education and Literacy Activities in the local area. The local educational community is committed to working with the SCWDB and its staff to better understand the adult education needs of the local population and how best to address those needs going forward. SCWD continues to attend collaborative meetings, as well as facilitate engagement with the adult and higher education consortium in Stanislaus County. Coordination of these activities have advanced further with increased participation by the K-12 education system, Title II Adult Education and post-secondary education providers. SCWD continues to review local providers' WIOA Title II applications and meeting with adult education representatives to suggest avenues that will assist the Title II providers in aligning with the local and regional plans. Local education providers have demonstrated a commitment to participate in the strategic planning process and understand the value of being in alignment with local and regional workforce development planning.

### **WIOA Title III Wagner-Peyser and Unemployment Insurance**

SCWDB coordinates with employment services established under WIOA Title III, maximizes coordination, and avoids duplication of Wagner-Peyser Act services. Wagner-Peyser services are delivered through the local AJCC by coordination between SCWDB

and the State of California Employment Development Department. SCWD staff and EDD are co-located and regularly collaborate to coordinate the delivery of services and address issues. This coordination allows SCWDB and EDD to jointly serve WIOA and Wagner Peyser participants enrolled in the Trade Adjustment Assistance program and Veteran Services. Both workforce staff and EDD partners use the CalJOBS system when meeting with customers to verify participant registration and data to avoid duplication of services. The CalJOBS system is also used to enhance communication and the sharing of participant data to partner services funded by WIOA. CalJOBS allows the workforce system to move clients through the AJCC system utilizing a common set of career services designed to increase employability and job retention.

The AJCC and the EDD offices were closed to the public for a period of time due to COVID-19. Services continued to be available both virtually and by telephone through the crisis. AJCC services were pivoted to make them more accessible remotely, opting to utilize technology-driven pathways to meet the continuing needs of local constituents. While the AJCC's are currently operational, some facets of virtual service delivery remain in effect as needed to provide the best possible options for potential participants.

### **Vocational Rehabilitation and WIOA Title IV**

WIOA places a high importance on understanding and overcoming the barriers of participants with physical, mental, or emotional disabilities, which may preclude them from gaining meaningful careers. SCWDB coordinates with vocational rehabilitation programs established under WIOA Title IV, including coordinating case management and aligning service delivery.

The Department of Rehabilitation (DOR) is co-located in the Modesto AJCC, and has a Local Partnership Agreement (LPA) that encompasses San Joaquin and Stanislaus County. The intent of the agreement is to increase options for Competitive Integrated Employment (CIE) and improve the levels of services and employment opportunities for individuals with disabilities. The agreement focuses on improving the outcomes of individuals with disabilities through person-centered planning, and streamlining the provision of services targeted to individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD).

The LPA core partners collaborate amongst each other to prepare individuals with disabilities on promoting their level of pre-employment transition skills. Services by partner agencies may include:

- DOR: Counseling and Guidance, Self-Advocacy, Career Exploration, Work Experience, Customized Employment, Employment Services.
- Valley Mountain Regional Center: Paid Internship Program.
- Local Education Agencies: Transition Planning, Individual Education Plan (IEP), WorkAbility I, Adult Transition Program, Transition Partnership Programs, California Career Innovations.
- Community Partner Agencies: Employment Preparation, Job Placement, Job Coaching, Personal Vocational Social Adjustment, External Situational Assessment, Work Experience.

DOR is represented on the Stanislaus County Workforce Development Board, and regularly participates in the AJCC monthly co-located partner, and the quarterly AJCC partnership meetings.

### **The AJCC Partnership and System Coordination**

The AJCC system provides an opportunity to connect customers with the full range of services available in their communities. Each organization that participates in the AJCC system has signed a local AJCC Partnership Memorandum of Understanding (MOU). The purpose of the MOU is to establish a cooperative working relationship between the parties and to define their respective roles and responsibilities in achieving the policy objectives. This includes education and training services as well as other wrap-around, supportive and supplementary services that are critical to ensuring the successful placement and retention of quality jobs.

The partners are dedicated to developing an educated, skilled workforce that strengthens business and contributes to overall economic success. It is with this primary focus that SCWD strives for effective coordination of all services with the partnership. The following table shows current partners in the MOU and the roles that they represent.

Organization	Represents	Co-located
Stanislaus County Workforce Development	WIOA Title I	Yes
Ceres Unified School District	WIOA Title II-Adult Education and Literacy	Yes
Modesto City Schools	WIOA Title II-Adult Education and Literacy	No
Turlock Unified School District	WIOA Title II-Adult Education and Literacy	No
Yosemite Community College District	WIOA Title II-Adult Education and Literacy / Carl Perkins Career Tech. Ed	No
Learning Quest Stanislaus Literacy Centers	WIOA Title II-Adult Education and Literacy	Yes
Employment Development Department (EDD)	WIOA Title III-Wagner Peyser/ Unemployment Ins. / Trade Adjustment Act/ Veterans Service	Yes
California State Department of Vocational Rehabilitation	WIOA Title IV- Vocational Rehabilitation	Yes
SER-Jobs For Progress, Inc. Senior Community Service	Title V Older Americans Title V	Yes
Job Corp	WIOA Title I-Job Corp	Yes
California Indian Manpower Consortium, Inc.	WIOA Section 166- Native American Programs / Comm. Services Block Grant	No
Central Valley Opportunity Center	WIOA Section 167- Migrant Seasonal Farmworkers	Yes
Housing Authority of Stanislaus County	Housing and Urban Development	No
Stanislaus County Community Services Agency	Temporary Assistance to Needy Families / CalWORKS/ CalFRESH Employment and Training	No



SCWDB and AJCC partners ensure the continuous improvement of eligible providers through the system and that such providers meet the employment needs of local employers, workers, and job seekers. Other representative organizations may join this MOU, and while there is no Youth Build in the local area, options for inclusion of these types of programs are available should these programs exist in the future. Similarly, there are no Second Chance organizations operational in Stanislaus County, however, SCWD does have an active Justice-involved Re-Entry program, and works with Stanislaus County Probation and other justice-involved population service providers for co-enrollments. The SCWDB strives to create an integrated, customer-centered, and seamless workforce system for employers and jobseekers. Through ongoing collaboration, the SCWDB is striving to develop consistent service definitions, business practices, and efficiencies that will allow for improvement of the customer experience for both business and jobseeker customers.

SCWD and AJCC partners work towards co-enrollment and/or common case management as a service delivery strategy, as outlined in WSD19-09 (PDF), Strategic Co-Enrollment – Unified Plan Partners. In support of common case management and co-enrollment strategies, all Title I and Title III partners use the CalJOBS system as the primary tool for capturing WIOA intake and case management information. This system accurately tracks co-enrolled activities and includes at a minimum, projected start and end dates, details regarding service outcomes, identifies coordinated services and the responsibilities of the partners associated with the co-enrolled services. Inter-partner referrals are currently being processed by use of the AJCC Partnership Referral Form, which has streamlined the process of communicating pertinent customer information to all parties involved. An electronic format is still under consideration by the partnership.

Additionally, SCWD and the Stanislaus County Community Services Agency co-enroll Welfare-to-Work customers to increase program efficacy. During the pandemic, SCWD developed a new approach to co-enrollment with Welfare-to-Work entitled Access to Employment. This new approach seeks to braid the funding from Welfare-to-Work and WIOA, to create a seamless delivery of services to both WIOA and Welfare-to-Work clients. Access to Employment provides a pathway that can be tailored to the participants' specific needs and skillset. The roadmap includes assessing the individual for eligibility, assessing them for employability, preparing them for employment, and the development of both foundational and hard skills.

The co-enrollment approach gives Welfare-to-Work qualified individuals the ability to access the full array of services in order to assist them in finding and maintaining successful employment. The ultimate goal is for individuals, regardless of the funding source used to provide services, to become self-sufficient. This can include, but is not limited to, enrollment in activities such as On-the-Job training, Occupational Skills Training, or Paid Internships/ Work Experience.

Modesto Junior College and SCWD often collaborate on special projects that promote co-enrollment to increase the occupational skills of shared customers. SCWD continues collaboration with the AJCC partners to develop best practices in communicating, tracking, and case managing of shared customers that will ensure that all services are being coordinated and not duplicated.

The One-Stop Operator convenes monthly meetings of the co-located partners in the AJCC and quarterly meetings of all AJCC partners. Partners have opportunities to provide input and comments regarding service provision, physical attributes of the center, and may highlight their organizations' challenges and successes in relationship to the AJCC. Additionally, bi-annual meetings occur for staff cross-training with all AJCC partners.

SCWDB and AJCC partners facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means. The SCWDB currently has one comprehensive AJCC. The SCWD website includes all AJCC partner website links with contact information. To increase access to services, the website is updated continually to promote AJCC services and programs. The use of social media pages (e.g., Facebook and LinkedIn) provides a broad and inclusive communication avenue for job posting, AJCC events, and services. AJCC partners are available to answer customer information via phone and email.

In addition, SCWD has accelerated the use of technology by incorporating career-counseling sessions via Microsoft Teams, e-mail communication, and the use of self-service kiosks in the comprehensive AJCC. The COVID-19 crisis has increased the availability of attending an orientation virtually, and has alleviated the need for customers in outlying areas to travel for access to services. SCWD is using the CalJOBS WIOA Pre-Application, which streamlines the eligibility process as well as allowing uploading and confidential messaging for sensitive documents. To address COVID-19 closure issues, SCWD used the CalJOBS remote access feature for customer signatures on the WIOA Application, allowing services to be provided to individuals unable to access the Comprehensive AJCC.

SCWDB and AJCC partners coordinate relevant secondary and postsecondary education programs and activities, including programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, to coordinate strategies, enhance services, and avoid duplication of services. The SCWD staff will continue to work with WIOA Title II Adult Education providers, secondary, and post-secondary education programs such as Modesto Junior College (MJC), the Stanislaus Partners in Education (SPIE), Stanislaus County Office of Education (SCOE), VOLT Institute, Career Training Education (CTE) programs, Turlock Adult Schools, and various other school districts within the County. SCWDB's goal is to facilitate communication regarding AJCC partner services, use of shared supportive services through co-enrollment, reductions of redundancies, and how to better coordinate adult education efforts in the local area.

The SCWDB, with the help of local community partners, will continue to participate in Sector Strategies as approved by the SCWDB for five key industry areas: Healthcare, Transportation and Warehousing, Agriculture, Construction, and Manufacturing. Sector Strategies helps businesses collectively articulate the skill gaps in each of the respective industries.

The educational community is striving to incorporate the opinions and needs of businesses and the workforce community to assure that the program designs are more targeted to the needs of businesses, and will have a greater impact on the business community. The SCWDB seeks to assist businesses in closing gaps in hard and soft skill development through facilitating communication between businesses and the area

educational and vocational partners. This type of facilitation will help ensure that the curriculum used for training and worker development meets industry demands.

The SCWDB will continue to encourage and facilitate the relationships between businesses and educational partners to assist in the development of career pathways. Career pathways are understood to provide substantive planning direction for WIOA. The SCWD staff continue to encourage the local educational community to work with business to better understand the workforce development needs of the local population and how to best address those needs going forward.

SCWDB and AJCC partners must comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities. The comprehensive AJCC is located in the Modesto EDD office, which is ADA compliant, providing ease of access to all persons with a physical disability. The AJCC provides outreach materials and the website provides contact information for customers to request accommodations to access services. SCWD has contracted with a sign language translation service for presentations and makes that service available for individual appointments. Specialized appointments are available for Spanish speakers, and for requested language needs other than Spanish (e.g., Farsi and Assyrian). The AJCC staff has collaborated with Department of Rehabilitation (DOR) to leverage their expertise and resources, to brainstorm accommodations and encourage co-enrollment of customers with specific needs.

To assist customers who have visual impairments, AJCC computers can enlarge the font for easier viewing, as well as setting option for text reading based on the needs of the individual. The AJCC has a workstation specifically designed to accommodate the disabled population, with additional computer software by Fusion, which provides for the needs of both the hearing and visually impaired individuals. Additionally, AJCC staff have collaborated with EDD staff to provide accommodations as needed, such as assistance with reading information to customers with visual impairments, or assisting with basic data entry for customers with disabilities.

In accordance with WIOA Section 188, SCWD and the AJCC partners are committed to providing equal access to all customers to an environment free from discrimination. SCWD provides access to a workforce professional acting as an Equal Opportunity Officer, and post signs in the AJCC advising customers of procedures they may follow, and who to contact if they feel they have experienced discrimination or discriminatory activities within the AJCC. Additionally, staff in the AJCC and providing Career Services attend trainings designed to promote cultural and ethnic diversity, which foster the ideology of inclusion. Regional Trainings have focused on specific needs of Justice-involved individuals, Trauma Awareness and Trauma Informed service provision, Trauma Informed Systems Change, Cultural Intelligence, Race/Equity/Inclusion and Cultural Bias. SCWD is committed to equity, diversity, inclusion and access in every aspect of operations and programs, as stated in the Regional Equity Statement of the San Joaquin Valley and Associated Counties Regional Planning Unit. SCWD has been and continues to be involved in shaping Regional Equity and Diversity conversations through the Regional Coordinator, who is housed at SCWD.

All participants in WIOA Title I Youth, Adult and Dislocated Worker intensive and training services are advised of the policies and procedures related to discrimination, equal access, and their rights as a program participant under WIOA in a written format. This form includes the access to the Equal Opportunity Officer, specific covered individuals, and how to file a claim related to discrimination if a customer experiences discrimination or has a programmatic grievance. All individuals sign this form, and receive a copy of the information at eligibility determination.

## **STATE STRATEGIC PARTNER COORDINATION**

The Stanislaus County Workforce Development Board (SCWDB) is continuing to grow the strategic partnerships established under the previous Local Plan modification guidance. Within the SCWDB two-year modification of the PY 2017-2020 Local Plan, SCWDB endeavored to establish new partnerships with strategic partners included in the State Plan. Progress made by SCWDB in these partnerships since the modifications were complete as well as SCWDB's plan to continue the partnerships over the next four years are clarified in this section of the Local Plan.

### **CalFresh Employment and Training (CFET)**

SCWDB coordinates with the Stanislaus County Community Services Agency (CSA) and other local CalFresh Employment & Training partners such as community based organizations (CBO) and community colleges to serve local CalFresh populations. Stanislaus County Workforce Development met with CSA's CalFresh Employment and Training (CFET) representatives to discuss their inter-agency relationship. Administrators of the Stanislaus County Community Services Agency's CFET program have advised SCWD that the CFET program is limited to a 90-day duration, and because of funding levels there is one case manager assigned to the CFET program. At enrollment, the participant completes a work-readiness workshop and begins their job search activities. Staff may place a nominal number of participants on work experience sites, and assist participants in job search activities. CFET customers are made aware of the services Workforce Development can provide them to market their skills to the employer community.

As a response to COVID-19 service delivery options, SCWD staff developed video-based workshops, and shared the videos with CFET staff to provide guidance for CFET participants. The workshops focused on teaching participants how to present themselves and their skills to employers, interviewing skills, awareness of employers' expectations, resume building, and job search practices. The workshops will help participants understand the value of a longer-term program in assisting them to transition to career opportunities. The workshops also serve as the foundation for CFET referrals and co-enrollment with WIOA programs. The goal of this workshop series is to have some foundational skills prior to transitioning to Workforce Development, and for those that do not transition, to have a more developed understanding of employers' expectations and ability to find employment.

Referred participants are co-enrolled in WIOA services and receive intensive services designed to place them in employment, or in cases of underemployment, help them gain access to higher-level employment opportunities. Where appropriate and necessary, SCWD may refer participants to educational partners such as the K-12 system, Adult



Education, or Modesto Junior College to enhance their educational portfolio. This will allow participants to meet industry minimum acceptable levels in reading and mathematics, or get their High School Diploma or High School Equivalency credentials.

SCWD will case manage the CFET referrals through WIOA funded career management services and assist the client with their job search activities. The activities will be on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferrable skills. In cases where the skill level of enrollees does not match that needed by local employers, participants will be given vocational assessments to determine their skill level, and given career guidance. Where vocational training or upskilling is warranted, the co-enrolled clients will be able to access WIOA funded training to assist them in attaining the skills necessary to reenter the workforce. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor, Modesto Junior College, Pre-Apprenticeships or other training opportunities that meet the local industry sector pathway goals.

When a CFET client has completed the workshops, vocational training or On-the-Job Training, and is ready to accept unsubsidized employment, the case manager will assist them with finding appropriate opportunities in the local labor market. Placement assistance would include referrals to employers, and assisting the enrollees with support systems that would enable the participant to become more marketable to employers. This will include supportive services in the form of interview and/or work clothing appropriate for the types of jobs that the participant is seeking. Community-based organizations such as Center for Human Services, AspiraNet, Central Valley Opportunity Center and others may be leveraged for wrap around supportive services such as mental health assistance, housing, utility assistance, drug and/ or alcohol dependency issues, etc.

SCWD also participated in the first cohort of the National Association of Workforce Boards (NAWB) SNAP Employment and Training Community of Practice. This year-long workgroup shared experiences of the nationwide SNAP E&T program, as well as exploring the various levels of partnership with human services organizations both at the state and local level. Through this community of practice, SCWD learned that the varied involvement of Workforce Boards is driven by the administration of SNAP programs in various states, and how the California CAL-Fresh program administration affects the Workforce Board's ability to integrate program services.

### **Coordinating Services to Non-Custodial Parents**

SCWDB coordinates with Local Child Support Services Agency and partner CBOs to serve the local non-custodial parent population. It remains the long-term goal of both agencies to provide value added services to SCDCCS customers, and reduce child support arrears through gainful employment of non-custodial parents. When possible, SCDCCS refers non-custodial parents to the AJCC for employment services.

SCWD will continue to partner with SCDCCS to review referral mechanisms, and opportunities for information sharing regarding non-custodial parents while complying with confidentiality requirements. SCDCCS is prohibited from expending its IV-D funds on workforce activities, and WIOA has eligibility guidelines, such as income and dislocated worker status that limit the ability for co-enrollment as well. Case Managers from both

programs will communicate effectively to meet the guidelines for both agencies. Referred participants will be co-enrolled in WIOA Services and receive intensive services designed to place them in employment, or in cases of underemployment, help them gain access to higher-level employment opportunities.

SCWD will case manage the NCP through WIOA funded career management services and assist the client with their job search activities. The activities will be on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferrable skills. Where vocational training or skills upgrading is warranted, the non-custodial parents will be able to access WIOA funded training to assist them in attaining the skills necessary to re-enter the workforce. Additional education and/or training may also be provided through Modesto Junior College, as appropriate and deemed necessary by the case managers, especially with regard to offerings that promote sector pathways strategies, and are focused on in-demand industries. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor to assist the NCP in obtaining careers focused on providing a livable wage and the ability to meet their child support requirements.

### **Support for Intellectual and Developmental Disabilities and Competitive Integrated Employment**

SCWDB coordinates with partners identified in the Local Partnership Agreement established in alignment with the Competitive Integrated Employment Blueprint to improve services for jobseekers with Intellectual Disabilities and Developmental Disabilities. The Department of Rehabilitation (DOR) has a Local Partnership Agreement (LPA) that encompasses San Joaquin and Stanislaus County. The intent of the agreement is to increase options for Competitive Integrated Employment (CIE) and improve the levels of services and employment opportunities for individuals with disabilities. The agreement focuses on improving the outcomes of individuals with disabilities through person-centered planning, and streamlining the provision of services targeted to individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD).

The LPA seeks to bring participating organizations together to share information, reduce redundancy in the programs, detail plans for interagency referral and co-enrollment, and assist each other in determining the best course of action for consumers of the disability services sector. This is accomplished through shared documentation for which release of information forms are obtained from the primary partners providing the services. The LPA core partners collaborate amongst each other to prepare individuals with disabilities on promoting their level of pre-employment transition skills. Services by partner agencies may include:

- DOR: Counseling and Guidance, Self-Advocacy, Career Exploration, Work Experience, Customized Employment, Employment Services
- Valley Mountain Regional Center: Paid Internship Program
- LEA: Transition Planning, IEP, WorkAbility I, Adult Transition Program, Transition Partnership Programs, California Career Innovations.

- Community Partner Agencies: Employment Preparation, Job Placement, Job Coaching, Personal Vocational Social Adjustment, External Situational
- Assessment, Work Experience.

The LPA core partners will continue to collaborate on the best practices, communication, cross-training, resource building, networking and other efforts leading to the promotion of CIE outcomes for youth and adults with disabilities. Many of the LPA partners have representation on the Local Workforce Development Board, and are partners in the AJCC system.

SCWDB supports this Local Partnership Agreement, and encourages the partnership to develop stronger ties to the America's Job Center of California system for the development of more CIE sites.

SCWD staff attended DOR trainings as part of an on-going effort to educate staff regarding the DOR policies, procedures and eligibility criteria. The trainings are part of a cooperative education component in association with DOR, California Workforce Association and the California Workforce Development Board. DOR is represented on the Stanislaus County Workforce Development Board and is co-located in the comprehensive AJCC one-stop center in Stanislaus County.

Services to individuals with disabilities continues to be a priority for WIOA funded programs, and SCWD plans on continuing to assist all partners in integrating services whenever possible. In an effort to increase outreach and inclusion to individuals living with a disability, SCWD is exploring avenues to assist fledgling organizations such as Enrich and Employ, to increase program capacity and extend opportunities to the disabled community.

### **Inclusion of English Language Learners and Foreign Born / Refugee Services**

SCWDB coordinates with local partners, including CBOs, to improve service delivery to individuals who are English language learners, foreign born and/or refugees. SCWD provides career services to Limited English Proficient (LEP) customers throughout the AJCC. Once enrolled in WIOA, customers receive a wide array of services such as career advisement, vocational training in logistics and referrals for other non-employment related services like utility or housing assistance. SCWD continues to build strong linkages with service providers to the English Language Learner (ELL) community, such as the International Rescue Committee (IRC), and provides staff members that can address the needs of monolingual populations within the comprehensive career center. Languages for which translation services are provided by SCWD staff include Spanish, Cambodian, Farsi, Assyrian, Hindi, and Punjabi. SCWD works with partner organizations that traditionally serve the ELL community to provide a network of services designed to engage this population. Further support from multiple agencies will aid in retention in regional sector pathway programs, and trainings for in-demand occupations.

SCWD has increased services to the Spanish speaking population and now provides Spanish orientations, WorkKeys assessments, resume workshops and CalJOBS navigation workshops to Spanish speakers. SCWD staff have been fostering relationships with service groups including El Concilio, the Hispanic Chamber of Commerce, and Stanislaus Equity Partners to increase awareness of WIOA programs to additional ELLs in the Stanislaus County area, including underrepresented business. Meeting the basic

skills needs of ELL population proves to be especially difficult, and linkages are planned with adult education providers to coordinate services to address the basic skills needs of ELL individuals in the WIOA programs. SCWD is partnering with Ceres Adult School for co-enrollment of ELL's with activities that are tied to obtaining work skills while participants are on the Adult Education track.

Central Valley Opportunity Center (CVOC), the local Title I WIOA 167 provider, regularly attends the Stanislaus County Workforce Development Board meetings and AJCC Partnership meetings, and has a good working relationship with SCWD youth and adult program staff. CVOC is a High School Equivalency Program (HEP) grantee, 1 of only 12 in California, from the Department of Education (Federal) and provides intensive High School Equivalency preparation to Migrant Seasonal Farm Workers. SCWD and CVOC provide cross-program orientations for Spanish speakers. CVOC has full-time staff on-site at the AJCC to co-facilitate the orientations, and regularly participate in Rapid Response activities in the local area.

Under the Stanislaus County Community Services Agency's Welfare-to-Work program, SCWD manages contractual relationships with sub-recipient Community Based Organizations (CBOs) that provide services to the refugee population in Stanislaus County. Workforce Development and Stanislaus County Community Services Agency staff work with CBOs such as Central Valley Opportunity Center, AspiraNet, Center for Human Services, and Sierra Vista Child and Family Services to provide a wide range of services including Vocational English as a Second Language, job search skills, labor market information, job search and retention workshops. Participants are referred to the Learn 2 Earn (L2E) activities which address issues such as being unable to pass a drug screening, working or going to school part-time, third trimester pregnancy, unable to pass a background check, or other situations that may that impede employment. Community Services Agency staff develop the employment services plans for this population in coordination with SCWD and the CBO providing the services.

SCWD has been and continues to explore additional grant resources to assist refugees that are entering Stanislaus County as first time immigrants. Recent arrivals of Afghan and Ukrainian refugees have created opportunities for additional services to new immigrants. The process of integrating into the local economy is difficult, and options for immigrants increase significantly if language barriers are addressed, and acculturation training is provided to new immigrants. Moving forward, SCWD is researching and developing opportunities to address barriers for the immigrant population.

## **WIOA TITLE I COORDINATION**

### **Staff Training and Preparations to Enhance Customer Satisfaction**

At the time of the construction of this plan, COVID-19 has changed the landscape of how services are delivered to targeted audiences. In response to limitations of in-person visits and suspension of group activities such as in-person orientations and workshops, distance learning and virtual meetings temporarily become the vehicle of choice for interactions. Staff have had the opportunity to develop skills necessary for video conferencing, and have taken the opportunity to increase their digital fluency through training on the use of currently popular platforms such as Microsoft Teams and Zoom.



Video enabled workshops, and the ability to access those workshops remotely will give customers the ability to choose what method of service delivery they would prefer to use.

Equally important is the staff's sensitivity to customers that do not have ready access to technology that is required to interact in this manner. Staff will continue to strike a balance between the needs of customers and the newly acquired ability to interact with customers in a virtual environment. SCWD will continue to invest in staff's ability to meet technological challenges, and provide customers with options that enable services to be delivered in multiple settings. Staff have already received training in Conducting Virtual Meetings and Conducting Virtual Workshops as part of their professional development for integration of technology in service provision.

Training related to cultural competencies has occurred through the Regional Training Coordinator, including Race/Equity and Inclusion, Cultural Bias, Implicit Bias, Managing Conflict, and Developing Inclusive Language. SCWD staff have a Cultural Awareness workgroup, which enhances the understanding of the importance of multi-culturalism in the organization.

Staff have already been exposed to training for understanding behaviors of Trauma Exposed population through Scott McClure's workshops for reintegration techniques for previously incarcerated individuals, Trauma Informed Systems Change for Management, and Trauma Informed Case Management. Additional training and professional development will be made available through the Regional Planning Coordinator's professional development training opportunities.

### **Coordination of Workforce Activities and Rapid Response Activities**

SCWDB coordinates workforce investment activities carried out in the Local Area with statewide rapid response activities as outlined in the EDD's Directive 16-04, Rapid Response and Layoff Aversion Activities. The primary purpose of Rapid Response activities is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether. Rapid Response also tracks labor market trends, increased Unemployment Insurance claims, public announcements through the California Worker Adjustment and Retraining Notification (WARN) Act notices, and analyzing economic data to assess the health of local industries.

SCWD acts as the local Rapid Response coordination body and works as a conduit for directing dislocated workers affected by layoffs or closures to the AJCC. SCWD is familiar with the programs and processes that serve affected workers and receives Worker Adjustment and Retraining Notification (WARN) notices for action directly from the EDD. When making presentations to the personnel of companies, SCWD invites partner organizations such as EED, Stanislaus Equity Partners, and CVOC to assist in providing information regarding AJCC partnership services. It is in the regional coordination of these partnerships where the appropriate business and employment solutions can be identified, defined and implemented. Business engagement activities such as customized training, incumbent worker training, and work sharing strategies are among the many WIOA funded strategies that SCWD can deploy on a local and regional basis to assist companies in averting layoffs. This value-added approach promotes trust in the business community, and positions the AJCC workforce system as an information resource for critical business needs in the local and regional economic area.

Layoff aversion strategies are an important ingredient in addressing the needs of local businesses through rapid response activities. SCWD maintains a contractual relationship focused on provision of services to the underserved businesses community through Stanislaus Equity Partners, to advise the underserved business community about the types of services available. Those services include assistance with securing capital to maintain the business operations or help with growth opportunities, and provides education, guidance and mentorship for fledgling start-ups.

As part of the Sector Strategy plan, contractual relationships are also being developed for specialty organizations to convene local businesses to information share about their industry sector, and assists businesses in problem solving and identification of industry issues and best practices. SCWD had exercised the option for a Workforce Development Board Business Development Committee to review and strategize how the Local Workforce Development Board can effectively administer Sector Strategies options and maximize the involvement of local employers in planning services provision to local businesses.

### **Title I Adult and Dislocated Worker Services and Activities**

Stanislaus County Workforce Development (SCWD) and the AJCC partnership works with the general population of adults and dislocated workers as prescribed in the Workforce Innovation and Opportunity Act (WIOA) to assist with accessing relevant opportunities to increase employability and long-term occupational growth. Services provided to customers by the career services unit are depicted below:

#### **Basic Career Services**

Eligibility Determination	Complete intake process for WIOA enrollment.
Workforce Preparation Activities	Activities focused to increase client employability; i.e., work readiness classes.
Employment Skill Assessments	Complete WorkKeys, eSkill, Typing tests.
Informational Workshops	Classes focused on resume, interviewing, employer readiness understanding.

#### **Individualized Career Services**

Development of Individual Employment Plan	Determine action steps that will assist client in meeting employment objectives.
Career Advisement	Provide information and feedback regarding employment focus activities.
Supportive Services	Obtain transportation, clothing, and other financial assistance to complete activities.

Comprehensive Assessment	Determine specific employment gaps and formulate a detailed activity plan around the assessment results received in basic career services.
Case Management	Receive intensive case management from professional staff skilled in providing guidance and support during program participation.
Work Based Learning Activities	Participate in paid internship/work experience and earn income while learning employment skills.

SCWD and the AJCC partnership also provide assessment of basic skills and current occupational skill-sets using National Reporting System (NRS) approved assessment tools and WorkKeys, which are also available to Spanish speaking customers. Using the results of those assessments, workforce staff counsel clients in labor market trends and career choices based on labor market data, and may recommend training in paid internships, On-the-Job Training or assess the need for occupational skills training with a private post-secondary education or training provider.

SCWD has administrative access to the Eligible Training Provider List through CalJOBS, and regularly updates and manages the training providers in the local area to assure that training is approved, insurance requirements are met, and courses are available for local adult, dislocated workers and youth participants. SCWD maintains a system to vet the needs of clients who select to attend vocational skills training, and require those students to conduct labor market research to assure they are aware of their self-directed training options.

### **Training Services**

Vocational and Customized Training	Receive classroom provided training focused on providing a certificate recognized and valued by industry.
On-the-Job Training	Employer provided training that is specific to upgrading a participant's skills as identified by their position and a comprehensive training plan.

### **Follow-Up Services**

Services provided for participants placed in unsubsidized employment	Staff will assist participant's services such as updating resume, interviewing techniques and career guidance for up to 12 months after the first day of employment.
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SCWDB ensures priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient as outlined in WIOA Adult Program Priority of Service (WSD15-14). SCWDB complies with these AJCC centric policies. Priority for receipt of individualized career services and training services is given to customers who are residents of Stanislaus County in the following order:

1. To veterans and eligible spouses who are recipients of public assistance; low income, including those who are underemployed; or basic skills deficient
2. To other recipients of public assistance; low-income individuals, including those who are underemployed; or individuals who are basic skills deficient
3. To veterans and eligible spouses who are not recipients of public assistance; not low-income individuals, including the underemployed; or who are not basic skills deficient
4. To long-term unemployed individuals
5. To all other persons who are not listed above

Priority of service (WSD 15-14) is given specifically to the adult and dislocated worker populations who meet WIOA Title I eligibility criteria. Through the work of the Title I providers, adult and dislocated workers can access career services, supportive services, individual employment plan development, structured job search, group and individual career counseling, individualized skill development strategies, work experience opportunities, as well as other services.

### **Youth Services under WIOA**

SCWDB has a sitting Youth Development Committee to advise the Board, and assist staff in the development of youth-centered programs. The WIOA places an emphasis on the expansion of youth services. As a result, youth services as a whole are expected to grow in both scope and availability. Integration of youth services into the AJCC is expanding, and both current and future youth service organizations will be expected to maintain a presence in the AJCC. This integration will maximize coordination between youth providers and minimize duplication of services, as well as provide direct access to youth service providers at the comprehensive AJCC. A larger emphasis is being placed on Out-of-School youth, as WIOA identifies Out-of-School youth as the target population most in need of services.

The SCWD youth service provider(s) is required to complete assessments (including individual service strategies for each participant); enter eligibility documentation into the CalJOBS system; and provide financial literacy, work maturity skills, career counseling, supportive services, and transitional services for post-secondary education. They also offer extensive assistance on resume preparation, interviewing skills and techniques, and how to properly present themselves to employers when seeking employment.

The youth services provider(s) offers work-based learning activities such as paid work experience and On-the-Job Training opportunities, as these types of work-based learning services teach youth foundational skills that are required to be successful in the workplace. Occupational skills training at local vocational education providers are also made available for youth that have a specific career goal that requires vocational training. Participants entering a youth program without a High School Diploma or General

Equivalency Diploma (GED) are required to attend secondary school equivalent courses with the expectation that these individuals obtain a High School Diploma or GED.

Youth with disabilities have been and continue to be served by SCWDB youth contractors. Stronger ties to other organizations providing services to the disabled community are being forged as the youth provider(s) integrate into the AJCC partnership. Additionally, English Language Learner (ELL) services are made available by youth providers to ensure inclusion of youth who may have limitations in English proficiency.

The youth provider(s) has all enrolled clients go through a set of pre-employment workshops. During these workshops, basic technology and digital literacy are introduced and covered with each client; focusing on email, job search/job applications, digital resumes, social media and work do's/don'ts. Clients have access to laptops in all of the offices to complete these tasks, and are shown how to use computers, and how to print and save documents appropriately. Clients who are working on academics in any form are also shown how to properly use on-line platforms, such as Zoom, Skype, and Microsoft Teams etc. In addition, the youth provider currently has a Website Development Program which allows youth to learn how to build and maintain live functional websites, basic coding graphic design and other technological terminology. The Youth provider also collaborates with Stanislaus County Office of Education (SCOE) and Modesto Junior College (MJC) to assist youth to enroll in their IT Certification Program, which allows youth to gain further IT certifications that are industry required, recognized, and increase the digital literacy of local youth.

The Workforce Development Board Youth Development Committee has also actively supported youth through the formation of an annual Leadership Conference. The STAND OUT Conference is a one-day leadership development activity focused on workshops designed to inspire youth and help youth understand the importance of the role they play in the future of the workforce.

### **Disbursement of WIOA Funds in Stanislaus County**

The agency responsible for disbursement of grant funds and grant administration in Stanislaus County is Stanislaus County Workforce Development, a County department. The Chief Local Elected Official (CLEO) and the Board of Supervisors (BOS) maintain fiduciary responsibility for WIOA funds and have delegated administrative authority to Stanislaus County Workforce Development. Stanislaus County Workforce Development submits its spending plan/budget to the Board of Supervisors for approval.

Subgrants and contracts for services that are necessary and not provided by SCWD are competitively procured in accordance with guidelines for procurement outlined in 2 CFR §200, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. When specialty services are necessary and/ or a competitive procurement produces no bidders, SCWD follows 2 CFR §200 guidelines and may procure the necessary services through a sole-source procurement methodology. Requests for Proposals are initiated by SCWD and processed through to completion by the Stanislaus County General Services Agency- Purchasing Division.

The Department's fiscal staff submits monthly and quarterly expenditure reports to the State on a cumulative basis following the modified accrual basis of accounting. The State then reimburses the County Treasurer, which in turn holds the funds in the Stanislaus



County's cash pool account. Stanislaus County's Auditor Controller's Office issues all checks and payments to vendors and contractors on behalf of Stanislaus County Workforce Development.

### **America's Job Center of California (AJCC) Operator and Career Services Provision**

The SCWDB currently has one comprehensive AJCC one-stop in Stanislaus County. The AJCC One-Stop Operator currently is a contracted entity for a multi-county sub-region of the San Joaquin Valley and Associated Counties. At the July 10, 2017 meeting, the Stanislaus County Workforce Development Board approved to enter into a sole-source agreement with the five-county consortium made up of Stanislaus, San Joaquin, Merced, Madera and Kings Counties to engage the services of an AJCC One-Stop Operator for the region, after competitive Requests for Proposals failed to secure a qualified AJCC One-Stop Operator. The consortium's contract for the AJCC One-Stop Operator includes the minimum duties allowed by law to be considered an AJCC One-Stop Operator, and staffing for the Stanislaus County AJCC reverts to Stanislaus County Workforce Development and its AJCC partner organizations. The AJCC One-Stop Operator service contract agreement with Beaudette Consulting began July 1, 2021 and ends June 30, 2023, at which time the consortium will again engage an AJCC One-Stop Operator through the competitive RFP process.

Workforce Innovation and Opportunity Act (WIOA) Final Regulations, Section 679.410(b) states that a local workforce development board may act as a provider of Career Services only with the agreement of the chief elected official in the local area and the Governor. The Stanislaus County Workforce Development Board has been granted the approval to continue providing Career Service internally since 2016. Approval was received from the Stanislaus County Board of Supervisors, the California Workforce Development Board (CWDB) and the Governor's office for Stanislaus County Workforce Development to provide Career Services. SCWD plans on continuing to provide Career Services for the AJCC, and has submitted an application to Provide Career Services through program years 2021-2024

## Stakeholder and Community Engagement Summary

The development of comprehensive plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations as well as WIOA core, required, and strategic program partners. These partnerships will ensure the inclusion of person-centered approaches to addressing multifaceted barriers to employment by utilizing input from the communities themselves.

Stakeholders participating in the planning processes should include but are not limited to, employers, labor organizations, education partners, human services and housing partners as well as community-based organizations that provide services to target populations such as: justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, and any other entities supporting historically unserved or underserved communities.

As a part of the Local Plan 2 Year Modification, Workforce Development sought to engage the community and local stakeholders in three forums. These forums were geared to accept information from the perspectives of Community Partners organizations, the Business Community, and Underserved/Underrepresented people and communities. Each forum, while asking for similar input, was intended to reach alternate populations for opinions that could help further refine the Plan and address emerging issues such as post-pandemic economic situations, identification of what workforce can do to businesses in the new economy, discuss changes in the local labor market of concern to partners and business, and possible strategies to better prepare workers.

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
Meeting through MS Teams	Stanislaus AJCC Partnership	All AJCC partners were invited to attend	Collected input on AJCC functions and referral options
MS Teams Meeting / E-mail	CFET Management	T.Baker / C. Heppner A. Fiskum / R. Gonchar	Reviewed and updated CFET Info and procedures, shared referral info and future plans
E-Mail/ Telephone Discussion	SCDCSS Non-Custodial Parents	S. Fearon / A. Fiskum	Reviewed and updated NCP Info and procedures,

			shared referral info and future plans
E-Mail/ Telephone Discussion	DOR-Disabled and CIE Options	A.Weston / A. Fiskum	Reviewed and Discussed CIE/LPA Agreement information
Regional Forums	Business/ CBO's	Listed in Regional Plan Document- Local CBO's, Directors, Business Representatives, and LWDA staff	Stanislaus was the coordinator for Regional Forums through the RPU, and Local stakeholder organizations and businesses were encouraged to attend and provide input.
Meeting through MS Teams	Stanislaus AJCC Partnership	All AJCC partners were invited to attend	Reviewed Draft Local Plan for completeness and input.
2 year update Local Forum-Posted on-line, e-mail, social media	Local CBO's, Directors, local advocacy groups, Education, General Public	Attended by CBO's, education, WD Board members	Discussion of Economic Recovery and the Role of Workforce system
2 year update Local Forum-Posted on-line, e-mail, social media	Business, Chambers of Commerce, Economic Development General Public	Education, Housing, CBO's Economic Development	Discussion of Economic Recovery and the Role of Workforce system
2 year update Local Forum-Posted on-line, e-mail, social media	In Spanish- Local ELL population, Underserved Business	No Attendees at presentation session	Discussion of Economic Recovery and the Role of Workforce system

**Stanislaus County Workforce Development Board  
Local Plan 2021-2024 2 Year Modification**

<b>PUBLIC COMMENTS RECEIVED THAT DISAGREE WITH THE LOCAL PLAN</b>
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1.	<b><i>From:</i></b>	<b><i>Date:</i></b>
<b><i>Comment:</i></b>		

2.	<b><i>From:</i></b>	<b><i>Date:</i></b>
<b><i>Comment:</i></b>		

**PROGRAM ADMINISTRATION DESIGNEE AND PLAN SIGNATURES**

This local plan represents the Stanislaus County Workforce Development Board's efforts to maximize and coordinate resources available under Title I of the *Workforce Innovation and Opportunity Act*.

This local plan is submitted for the period of July 1, 2023 through June 30, 2025 in accordance with the provisions of the WIOA.

**Local Workforce Development Board Chair**

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Signature

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William O'Brien

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Name

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Chairman, Stanislaus County Workforce  
Development Board

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Title

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Date

**Chief Elected Official**

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Signature

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Channc A. Condit

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Name

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Chairman, Stanislaus County Board of  
Supervisors

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Title

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Date