

Board Meeting

Monday, January 9, 2023
Martin Petersen Event Center
Room One and Two
720 12th Street, Modesto, CA 95354
12:00 p.m. – 2:00 p.m.

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

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>

<http://stanworkforce.com/board>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at www.stanworkforce.com.

All meetings are conducted in English.

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

- I. Call to Order and Roll Call
- II. Conflict of Interest
- III. Public Comment Period
- IV. Presentation(s)
 - A. Stanislaus 2030 Investment Blueprint - Marian Kaanon, Amanda Hughes, Jody Hayes, & Karen Warner
- V. Committee Reports
 - A. Youth Development Committee – Jennifer Shipman
 - B. Career Development Committee – Charles Dossett
 - C. Business Development Committee – Kris Helton
 1. Recommendation of 2023 In-Demand Occupation List
- VI. Department Report
 - A. Director's Update
 1. Veterans Statistics
 2. CVI Assessment
 - B. Update on Business Services and Client Services
 - C. Regional Organizer/Regional Training Coordinator
- VII. Consent Items
 - A. Approve the Minutes of the October 3, 2022 Workforce Development Board Meeting
 - B. Approval of Stanislaus County Workforce Development's Local Plan 2 Year Modification and San Joaquin Valley and Associated Counties Regional Plan Modification for Program Years 2021-2024
 - C. Approval of the 2023 In-Demand Occupation List for Workforce Innovation and Opportunity Act and Request Authority for the Director of Stanislaus County Workforce Development to Make Exceptions as Necessary

VIII. Discussion and Action Items

- A. Acceptance of the Updated Information of the Career Development Committee Formation
- B. Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan
- C. Approval of the Recommendation by the Cost-Benefit Analysis Advisory Committee to Engage in the Preparation of a Cost-Benefit Analysis Report for the Fiscal Year 2022-2023.

IX. Future Topic and Discussion

Next Meeting:

Date:	Monday, April 3, 2023
Location:	Martin Petersen Events Center 720 12 th Street, Modesto, CA 95354
Time:	12:00 p.m. – 2:00 p.m.

Future Meeting:

Date:	Monday, July 10, 2023
Location:	Martin Petersen Events Center 720 12 th Street, Modesto, CA 95354
Time:	12:00 p.m. – 2:00 p.m.

Board Meeting Minutes

Monday, October 3, 2022
Stanislaus County Office of Education
Tom Changnon Building, Orestimba Room
1325 H Street, Modesto, CA 95354
12:00 p.m. – 2:00 p.m.

Members in attendance:

Bill O'Brien, Chair
Ross Briles
Margarita Cabalbag
Charles Dossett
Dean Fadeff
Kris Helton
Mary Machado

Doug Murdock
Maryn Pitt
Cecil Russell
Jennifer Shipman
Doug Van Diepen
Greg Vincelet

Members excused:

Scott Kuykendall
Pedro Mendez
Chris Savage

Staff in attendance:

Doris Foster
Kris Ixta
Adolph Lopez

Sara Redd
Donya Nunes

9 additional guests were present.

- I. Call to Order and Roll Call
Bill O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:08 p.m., thanked everyone for attending and invited the Board members and staff to introduce themselves.
- II. Conflict of Interest
Chairman O'Brien outlined the Conflict of Interest Policy.
- III. Public Comment Period
Chairman O'Brien gave information on the Public Comment Period. There were no comments.
- IV. Presentation
Lucio Cruz and Jessica Fregoso from Central Valley Opportunity Center presented on programs that they offer as a America Job Center of California (AJCC) partner with Stanislaus County Workforce Development. They also shared other opportunities for job seekers.

V. Committee Reports

A. Youth Development Committee

Jennifer Shipman, Youth Development Committee Chair, reported on the following:

- The 2nd annual STAND OUT! Youth Leadership event that was held on July 22nd. It was reported that there were 70 attendees and that survey results showed that 95% would attend again. The event was a success.
- The Committee toured the Center for Human Services Youth Navigation Center in August.
- Contract provider, Ceres Unified School District program manager provided a presentation on annual statistics for the program.
- The Committee supported the Waiver Application submitted to the State to decrease the Out-of-School Youth expenditure requirements from 75 percent to 50 percent.
- Mary Machado was nominated as Vice-Chair of the Committee.

B. Veterans' Development Committee

Charles Dossett, Veteran's Development Committee Chair, reported that the Job Fair is being held this weekend and currently there are 30-35 employers participating and 6 workshops being held.

C. Business Development Committee

Kris Helton, Business Development Committee Chair, reviewed the Business Services Department flowchart that was presented at the Business Development Committee meeting. Additionally, the Committee supported the Waiver Application submitted to the State to increase the on-the-job training reimbursement rate to 90% during Fiscal Year 2022-2023 for employers with 50 or fewer employees. The Committee also approved to recommend to the Workforce Development Board a change to the self-sufficiency standard in order to better align with Stanislaus 2030.

VI. Department Report

A. Director's Update

1. California Workforce Association Meeting of the Minds 2022: Courageous Progress! Conference: Workforce Development Director Doris Foster and Board member Charles Dossett provided an overview of the conference.
2. Allocations at a Glance: Director Foster provided a complete overview of the Stanislaus County Workforce Development Fiscal Year 2022-2023 budget.
3. Action Plan Update: Director Foster reviewed the Action Plan update handout.
4. A Benefit Cost Analysis Adhoc group was formed in order to discuss putting together a report for Workforce Development and what they

feel should be included in the report so that data can be gathered for the Board's review.

B. Update on Business Services and Client Services

Sara Redd, Workforce Development Assistant Director, provided a summary of the Job Center activity from July 1st through September 30th. Sara added that there has been a large increase in customers in the Job Centers. There have been 64 individuals enrolled, 14 paid internships, and 10 on-the-job trainings. There have been 35 clients hired, the average starting hourly wage is \$20.30.

C. Regional Organizer/Regional Training Coordinator

Adolph Lopez, Workforce Development Contracts & Planning Manager/SJVAC Regional Organizer, provided an update on the Region Plan as well as the Local Plan. He stated that the Plans are due to the State by March 31, 2023 and he hopes to present to the Board at the January Board meeting. He will let the Board know of any opportunities for them to give feedback on the Plans.

VII. Consent Items

Consent items adopted. C. Russell / C. Dossett

- A. Approve the Minutes of the July 11, 2022 Workforce Development Board Meeting.
- B. Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$700,000 of Workforce Innovation and Opportunity Act Dislocated Worker Funds to the Workforce Innovation and Opportunity Act Adult Fund Category
- C. Approval of Youth Development Committee Recommendation to Release a Request for Proposal (RFP) for Workforce Innovation and Opportunity Act Funded Youth Employment Services (Project YES)

VIII. Discussion and Action Items

- A. Charles Dossett motioned to approve to Expand the Veterans' Development Committee to Include Additional Populations in the Community and Become the Career Development Committee. A large discussion ensued. Many Board members voiced their concerns that they did not want to lose sight of the focus on Veteran's and Veteran services. Committee Chair, Charles Dossett and Director Foster assured the Board members that the intention is to "expand" the Committee to include additional populations while still consisting of a strong focus on Veterans as well as Veteran services. 8 members voted yes, 5 voted no. The motion passed.
- B. Approval of the Recommendation of the Self-Sufficiency Standard to the following: Individual Training Agreements – remain at 200% of the LLSIL, On the Job Trainings – increase to 300% of the LLSIL, Business Services Goal wage – 350% of the LLSIL. C. Dossett / C. Russell. The motion passed.
- C. Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2021-2022 Program Year. D. Fadeff / K. Helton. The motion passed.

IX. Future Topic and Discussion

Board member Cecil Russell would like to see a report on Veteran's statistics

from the Career Development Committee presented to the Board annually.

Chairman O'Brien gave his closing remarks.

Meeting adjourned: 2:28 p.m.

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STANISLAUS COUNTY VETERAN WORKFORCE SUMMARY

American Community Survey: 2020 ACS 5-Year Estimates, Civilian Population 18 years and older

Percent of Stanislaus County's population that are veterans

5.0%

Total veteran population in Stanislaus County:

20,043

Total Stanislaus County population (18+ years old):

397,746

18,737

Male Veterans



1,306

Female Veterans



Percent of veterans* working, able to work or seeking employment in Stanislaus County's labor force

*Labor force and veterans between the age 18-64

3.0%

Total Stanislaus County Labor Force (18-63 yrs):

241,117

7,290

Veterans able to work or seeking employment (18-64 yrs)

2,862

Veterans not in the labor force (18-64 yrs)

9,891

Veterans over the age of 64 (Not included in veterans labor force)

Percent of employment in Stanislaus County's veteran* labor force:

*Veterans between the age 18-64

92.9%

49.4%

Percent of veteran population over age 64

(Not included in veterans labor force)

6,771

Total employed veterans

519

Total unemployed veterans

**TOTAL VETERAN POPULATION
IN STANISLAUS COUNTY:**

20,043

INCOME Median Income in the Past 12 months (2020 Inflation-Adjusted Dollars)

STANISLAUS COUNTY | CALIFORNIA

MALE

\$42,196 Veteran
\$35,494 Non-Veteran

\$49,104 Veteran
\$40,309 Non-Veteran

FEMALE

\$34,764 Veteran
\$22,835 Non-Veteran

\$41,633 Veteran
\$27,842 Non-Veteran

**MEDIAN INCOME OF
SURVEYED VETERAN POPULATION:** **\$41,893**

VETERAN POVERTY STATUS

Poverty level is determined by family size in relation to income.
U.S. Census Bureau, Poverty Thresholds for 2019

92.9%

Income in the past 12 months
at or above poverty levels

18,479

WIOA Title-I- Financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities

DISABILITY STATUS

Of the 20,043 veterans in Stanislaus County, disability related survey information was received for 19,890. Results for the surveyed population of 19,890 veterans are presented below.

33.3%

of Stanislaus County Veteran
population with Disability Status

6,623

66.7%

of Stanislaus County Veteran
population without Disability Status

13,267

PERIOD OF SERVICE

TOTAL VETERAN POPULATION IN STANISLAUS COUNTY: 20,043

Stanislaus County Civilian Veterans 18 years and over.

% OF TOTAL VETERAN
POPULATION

PERIOD OF MILITARY SERVICE FOR
CIVILIAN VETERANS

21.4%

Gulf War, 09/2001 or later
(4,283)

14.1%

Gulf War, 08/1990-08/2001
(2,833)

35.9%

Vietnam Era
(7,198)

6.7%

Korean War
(1,346)

2.0%

World War II
(398)

STANISLAUS COUNTY WORKFORCE INNOVATIONS AND OPPORTUNITY ACT

VETERAN CUSTOMERS

07/01/2017-06/30/2022

TOTAL ACTIVE
VETERAN RECORDS

95

TOTAL VETERANS
NEW ENROLLED

83

TOTAL
VETERANS EXITED

92

TOTAL VETERANS
EMPLOYED AT EXIT

60

TOTAL VETERANS
EMPLOYED AT EXIT

DIVIDED BY

TOTAL VETERANS EXITED

=

65.2%

PERCENT OF VETERANS
EMPLOYED AT EXIT

TOTAL VETERANS
EMPLOYED AT QUARTER 4

DIVIDED BY

TOTAL VETERANS EXITED

=

46.7%

PERCENT OF VETERANS
EMPLOYED AT QUARTER 4

43

TOTAL VETERANS EMPLOYED
AT QUARTER 4

\$20.45

AVERAGE WAGE OF EMPLOYED
VETERANS AT EXIT



April 1, 2021 - March 31, 2023

SAN JOAQUIN
MERCED

STANISLAUS
MADERA

REGIONAL GRANT TOTALS AS OF 9/30/2022:

Activity	Total New This Reporting Period	Total New This Reporting Period Stanislaus	Cumulative Total to Date	Cumulative Planned to Date	Performance % (Actual/Planned)
Total Enrollment	13	12	51	73	69%
Entered Soft Skill Training/Job Readiness Training	0	0	0	15	0%
Entered Occupational Skills Training	5	0	14	33	42%
Entered Work Based Learning/Training	2	1	7	33	21%
Attained Certificate	0	0	6	16	37%
Entered Unsubscribed Employment	1	4	9	34	26%
Median Hourly Wage	\$20.18	\$20.38	\$20.63		

January 9, 2023

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Approval of Stanislaus County Workforce Development's Local Plan 2 Year Modification and San Joaquin Valley and Associated Counties Regional Plan Modification for Program Years 2021-2024

II. ITEM NUMBER: VII-B

III. ITEM TYPE: Consent

IV. STAFF RECOMMENDATION:

1. Approve Stanislaus County Workforce Development's Local Plan 2 Year Modification for Program Years 2021-2024
2. Approve the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) Regional Plan 2 Year Modification for Program Years 2021-2024
3. Authorize the Chair to sign the Local Plan 2 Year Modification and the Regional Plan 2 Year Modification for Program Years 2021-2024

V. POLICY ISSUE:

The Workforce Innovation and Opportunity Act Title 1 Section 108(a) stipulates that each Local Workforce Development Area must develop a four-year Local Plan, and if part of a Region, a four-year Regional Plan as well. Additionally, at the end of the first two-year period, each Local Board shall review the Local Plan and the Local Board, in partnership with the Chief Elected Official, shall prepare and submit modifications to the Local Plan to reflect changes in the labor market and economic conditions or in other factors affecting the implementation of the local plan.

VI. DISCUSSION:

The Workforce Innovation and Opportunity Act (WIOA) requires a Local and Regional Plan to be submitted to the California Workforce Development Board (State Board) and that both plans are aligned with the California Workforce Development Plan (State Plan). The State Plan is the controlling State Policy document for Local and Regional Plans. It sets the State's policy direction and serves as a conceptual map for local boards and their partners as they jointly develop the required Local and Regional Plans. WIOA requires that the Local and Regional Plans are reviewed and updated every two years to evaluate their effectiveness and allow for adjustments based on changes in labor market conditions, economic factors, target populations served, and policy changes which may occur at the local, regional or State level.

Local Plan

State Workforce Services Directive 22-05 provided guidance to the Local and Regional areas on the mandatory content for the Local and Regional Plan 2 year Modification. Attachment 1 is the Department's Local Plan 2 year Modification for Program Years 2021-2024. Stanislaus County Workforce Development (SCWD) convened and participated in local forums to solicit input and take into consideration comments from representatives, from business, education, community based organizations, and community members for increasing program efficacy for the Local Plan. Workforce Development Board (WDB) members, and America's Job Center of California (AJCC) partners were invited to provide input to the Local Plan. Three forums were held in Stanislaus County, one of which was in Spanish. Thank you to Workforce Development Board members who attended and participated in the forums and a special thank you to Kris Helton, Business Development Chair who facilitated one of the forums.

Changes to the Local Plan include strategies and plans that specifically address:

1. WIOA core and required partner coordination;
2. State strategic partner coordination; and
3. WIOA Title I coordination

Per the State Directive, there is a 30-day public comment period for the Local Plan. The Department posted the Local Plan notice on its website, at the AJCC, and Resource Centers as well as in the local newspaper for the public comment period, which is scheduled to begin on January 6, 2023 and end on February 5, 2023. Any public comments for the Local Plan received during the Public Comment period will be attached to the plan upon submission.

The Workforce Development Board Chair and the Chief Local Elected Official are required to sign the Local Plan. The Local Plan along with the Regional Plan, is scheduled to be submitted to the California Workforce Development Board by the deadline date of March 31, 2023.

Regional Plan

Stanislaus County has aligned with regional partners in the Central California Workforce Collaborative on the development and submittal of the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU) Regional Plan (Attachment 2). Along with Stanislaus County these regional partners include: Fresno County, Kern/Inyo/Mono Counties, Kings County, Madera County, Merced County, San Joaquin County, and Tulare County. Ten (10) virtual Zoom forums were conducted targeting the North and South Sub-Regions of the Central Valley by regionally contracted consultant David Shinder acting as consultant to the Regional Coordinator, to assist in providing feedback and insight toward the Regional needs. Attendees included Workforce Development Board members, representatives from business, education, community based organizations, and community members. The Regional Plan 2 year Modification for Program Years 2021-2024 focuses on connecting America's Job Centers of California (AJCC's) services to a regional skills infrastructure that aligns with regional labor market needs; fostering demand-driven skills attainment; enabling upward mobility for all Californians; aligning, coordinating, and integrating programs and services; and focuses on providing equity, diversity, inclusion, and program access. Additionally, there are extensive analytics regarding the population, economics and workforce profile for the region.

The Regional Plan is in process and scheduled to be completed and made available for public comment on January 20, 2023 and shared with the Workforce Development Board members to allow for comments. Should any Public Comment disagree with the Regional Plan be received after the end of public comment period, 2/20/2023, Staff will notify the Workforce Development Board of those public comments.

The Regional Plan will be submitted to the State by the March 31, 2023 deadline by Stanislaus County Workforce Development, the acting Regional Coordinating organization. The Regional Plan does require the signature of the Local Board Chair, but does not require the signature of the Chief Local Elected Official. As such, Workforce Development staff will be taking an Agenda Item to the Board of Supervisors for approval and signature.

The Local and Regional Plans are located at:

www.stanworkforce.com/static/documents/reports/StanislausCountyWorkforceDevelopmentLocalPlan2021-2025.pdf

Once the Local and Regional Plan are approved by the Workforce Development Board, staff will present both Plans to the Stanislaus County Board of Supervisors for approval and request for signature. Both plans will then be submitted to the State by the March 31, 2023 deadline.

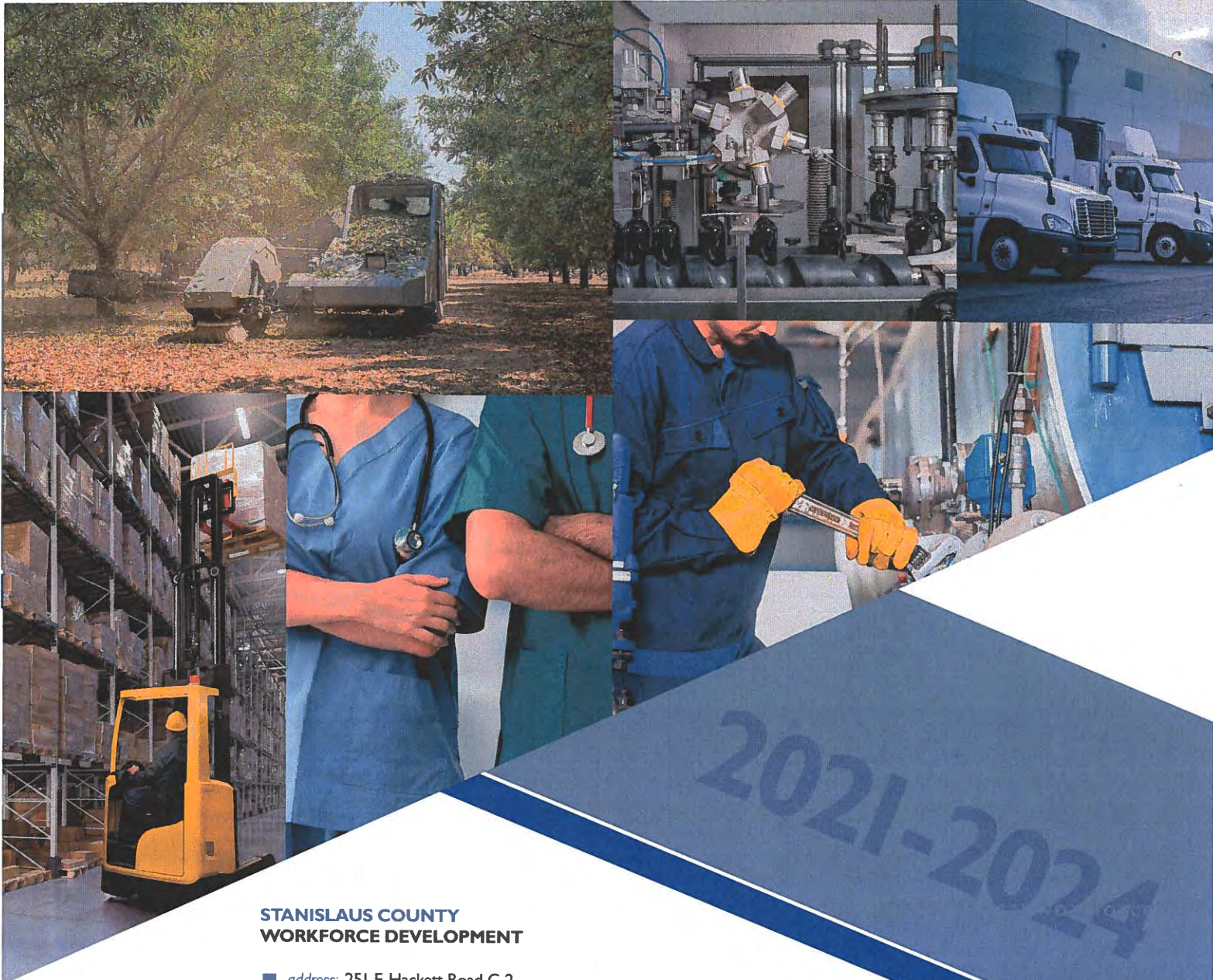
VII. ADMINISTRATIVE BUDGET IMPACT:

There is no budget impact associated with this item.



Doris Foster, Director

STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD
LOCAL PLAN
TWO YEAR MODIFICATION



STANISLAUS COUNTY
WORKFORCE DEVELOPMENT

- address: 251 E. Hackett Road C-2
Modesto, CA 95358
- contact: Doris Foster, Director
- phone: (209) 558-2100
- email: fosterd@stanworkforce.com

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.

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.

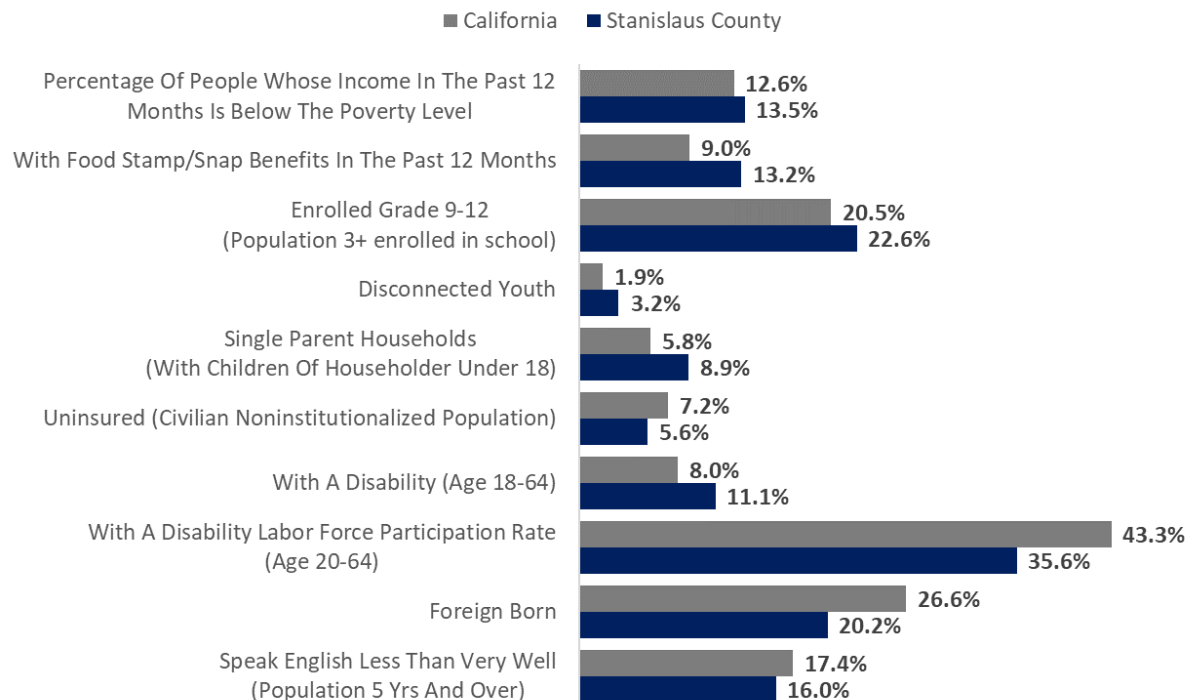
LOCAL OVERVIEW

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



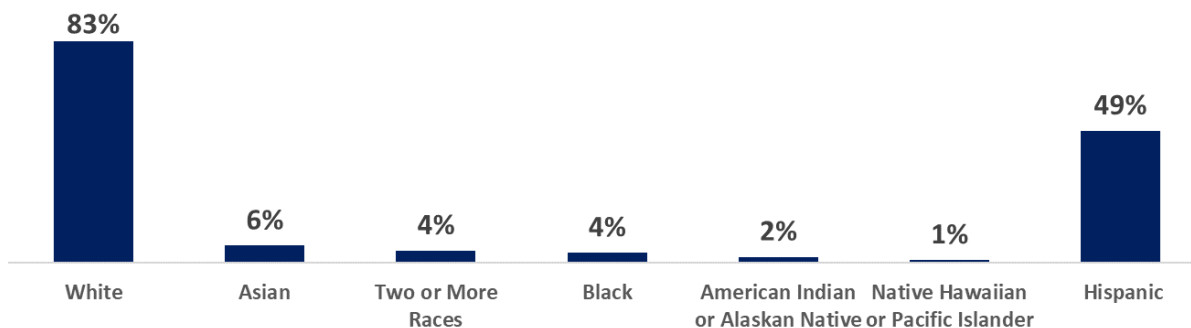
Source: ACS 5-Year Estimates 2016-2020. ACS 1-Year Estimates 2021 used for "Single Parent Households (With Children of Householder Under 18)".

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.

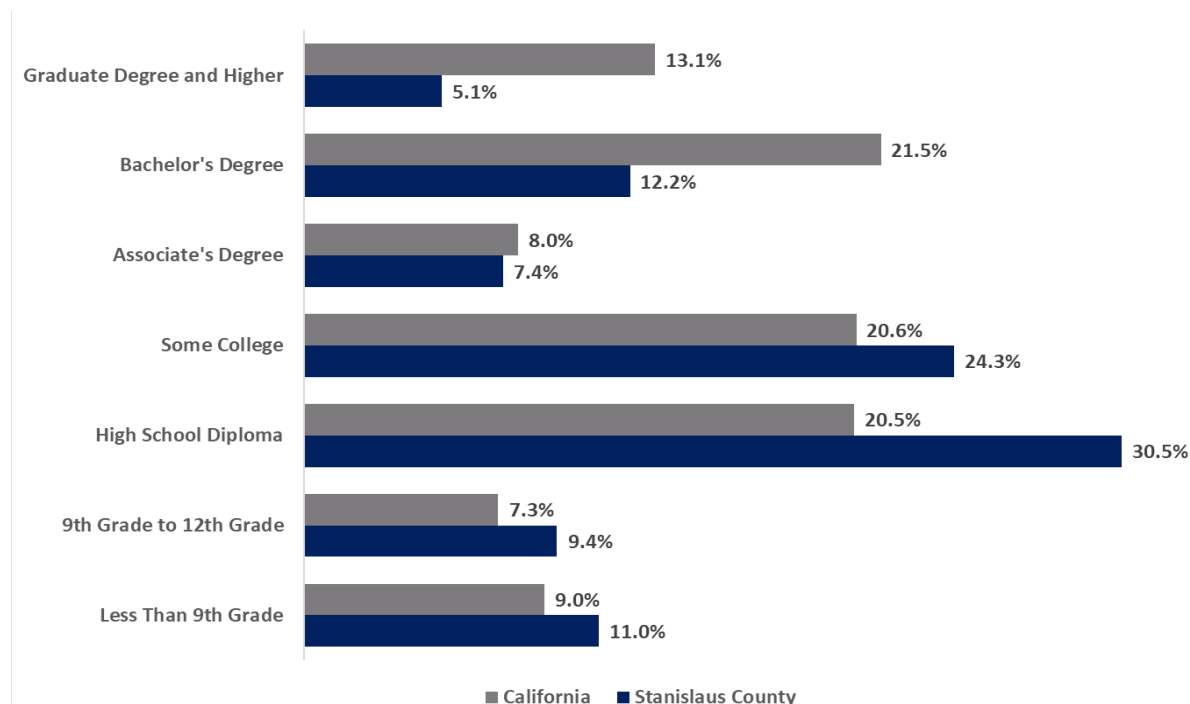
California State University, Stanislaus is located in Turlock, and is the local provider of post-secondary education Undergraduate Degrees, Graduate Degrees, and Advanced Degrees. Widely recognized for its dedicated faculty and high-quality academic programs, the University offers forty-three majors, 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



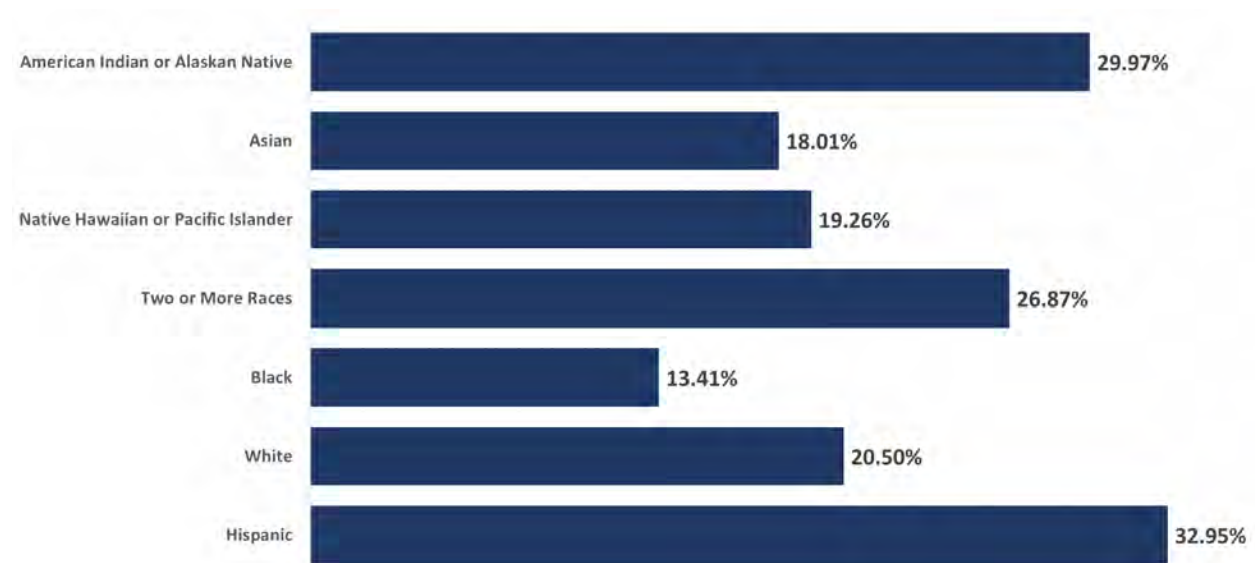
Source: Lightcast Educational Attainment Snapshot (Q3 2022 Data Set)

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.

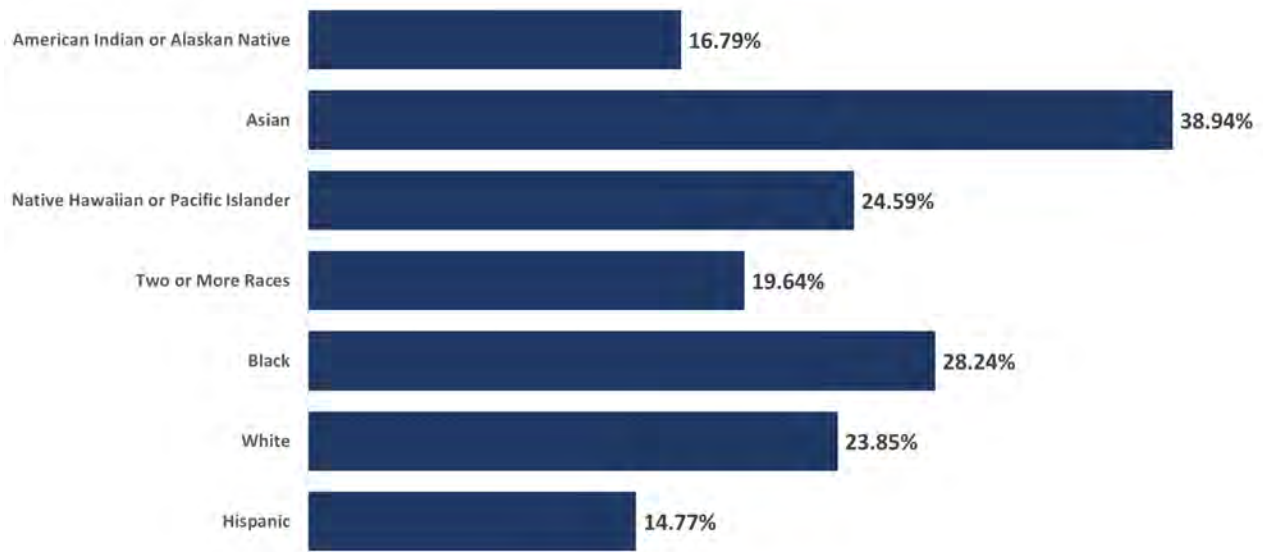
Figure 5. Educational Attainment by Race/Ethnicity: High School Diploma



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

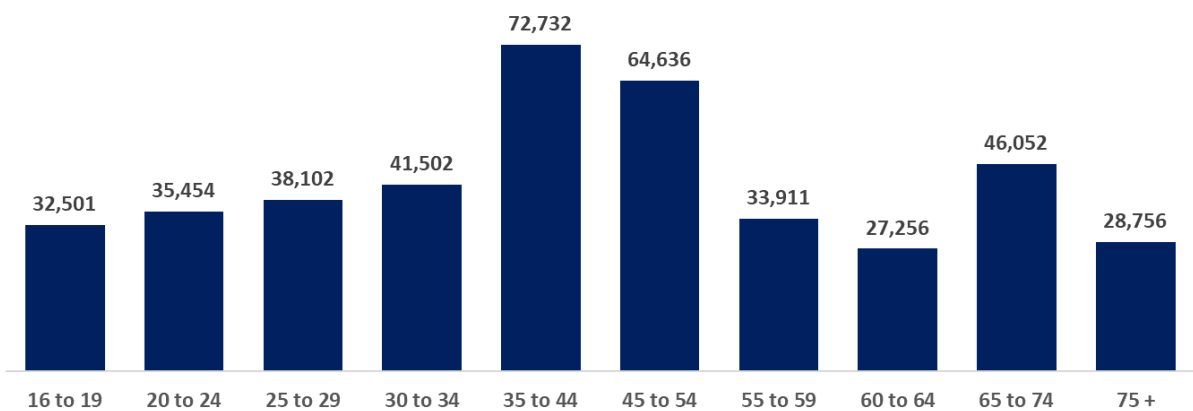


Source: Lightcast Educational Attainment Snapshot (Q4 2022 Data Set)

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

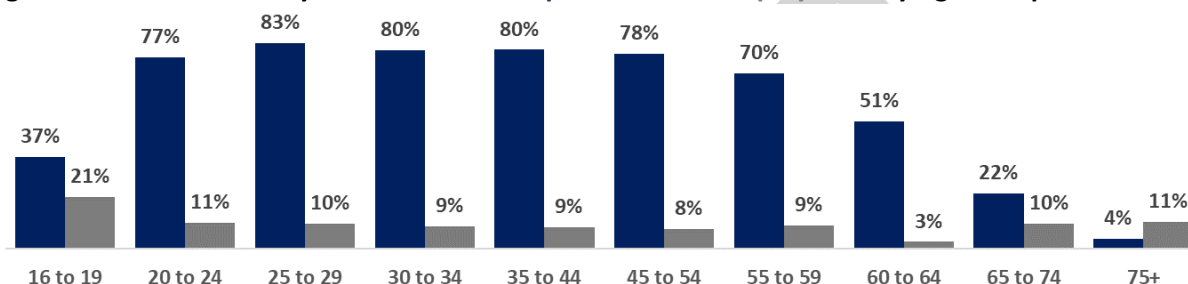


Source: ACS 1-Year Estimates 2021 (Population 16 years and over is 420,902)

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.

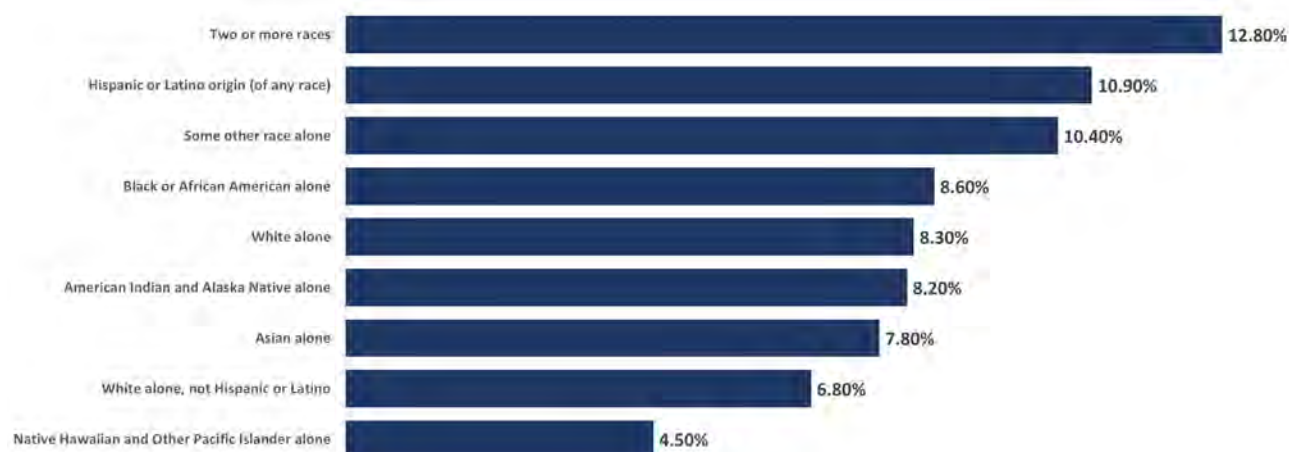
Figure 8. Stanislaus County Labor Force Participation and Unemployment by Age Group



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 4th 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

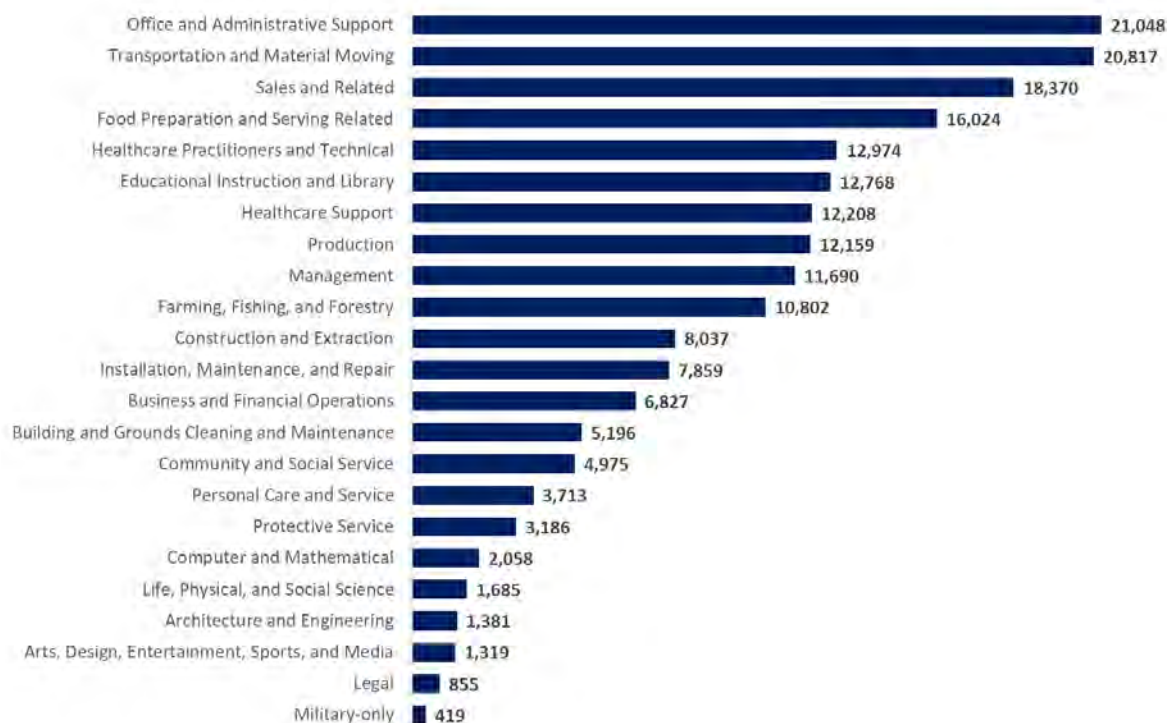
Source: Lightcast Industry Table (Q4 2022 Data Set). Ranked by 2021 % of Total Employment. Proportion of total employment is calculated out of total of 196,372 employed in Stanislaus County. Location Quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates 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

ECONOMIC RECOVERY AND THE ROLE OF THE WORKFORCE SYSTEM



November 15, 2022 | 3:30 pm | In-Person Meeting



Finding New ways to Improve

All organizations have faced difficult decisions and challenges in the last two years due to COVID-19. Join us in discussing how we move forward as the workforce system, and envision the next 2 years.

Stanislaus County Workforce Development is updating the 2021 - 2024 Workforce Innovation and Opportunity Act Local Plan and needs your input to address local challenges that could affect our local area.



Save the Date

When: Tuesday, November 15, 2022,
3:30 PM - 5:00 PM

Where: Stanislaus County Office of
Education 1100 H St. Board Meeting
Room



**Who should attend: General Public, America's Job Center of
California Partners, Community Based Organizations, and Education!**

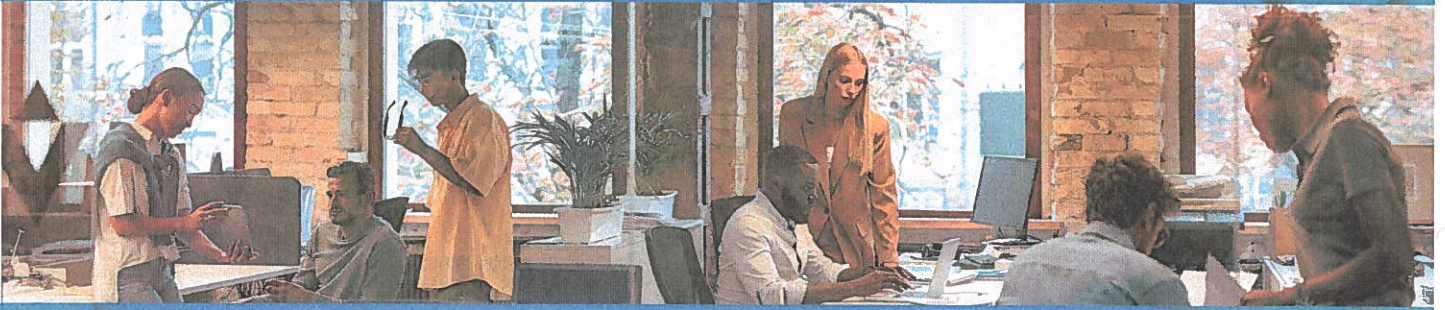
Coordinated by Stanislaus County Workforce Development | stanworkforce.com | (209) 558-2100 |   @stanworkforce

This program is fully funded with Workforce Innovation and Opportunity Act Formula Funds \$7,299,721 (100%) and is an equal opportunity employer/program. Auxiliary Aids and services are available upon request to individuals with disabilities.

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STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

ECONOMIC RECOVERY AND THE ROLE OF THE WORKFORCE SYSTEM



November 17, 2022 | 3:30 pm | In-Person Meeting



Finding New ways to Improve

All organizations have faced difficult decisions and challenges in the last two years due to COVID-19. Join us in discussing how we move forward as the workforce system, and envision the next 2 years.

Stanislaus County Workforce Development is updating the 2021 - 2024 Workforce Innovation and Opportunity Act Local Plan and needs your input to address local challenges that could affect our local area.



Save the Date

When: Thursday, November 17,
2022, 3:30 PM - 5:00 PM

Where: Stanislaus County Office of
Education 1100 H St. Board Meeting
Room



Who should attend: Businesses, Economic Development, Chambers of Commerce, and Labor!

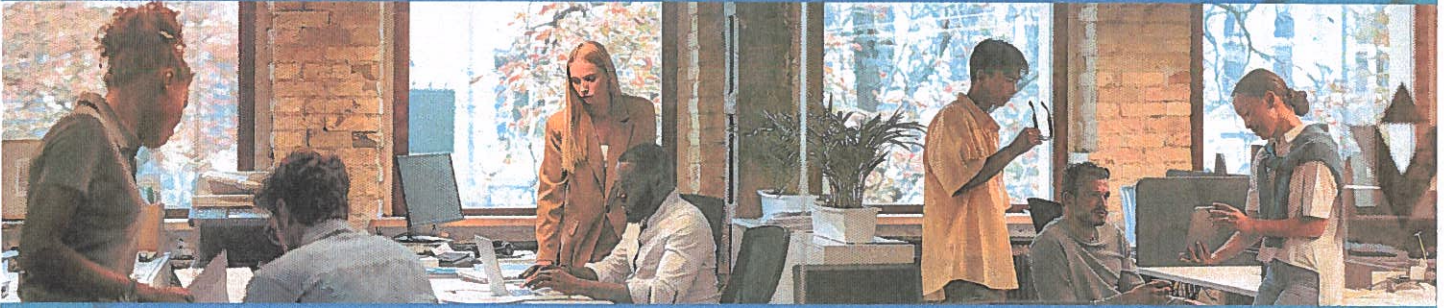
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STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

LA RECUPERACIÓN ECONÓMICA Y EL PAPEL DEL SISTEMA DE FUERZA LABORAL



8 de diciembre de 2022 | 3:30 PM | Reunión en Persona



Encontrar nuevas formas de mejorar

Todas las organizaciones se han enfrentado a decisiones y desafíos difíciles en los últimos dos años debido a Covid-19. Únase a nosotros para discutir cómo avanzamos como sistema de fuerza laboral y visualice los próximos 2 años.

El Desarrollo de la Fuerza Laboral del Condado de Stanislaus está actualizando el Plan Local de la Ley de Innovación y Oportunidad de la Fuerza Laboral 2021-2024 y necesita su opinión para abordar los desafíos locales que podrían afectar nuestra área local.



GUARDE LA FECHA

Cuando: Jueves, 8 de diciembre, 2022, de 3:30 PM - 5:00 PM

Dónde: The Weave 820 H St,
Modesto 95350



¡Quién debe asistir: Público en general, empresas/negocios, organizaciones comunitarias, organizaciones de base religiosa y educación!

Coordinado por el Departamento del Desarrollo de la Fuerza Laboral del Condado de Stanislaus | stanworkforce.com | (209) 558-2100 |   @stanworkforce

Este programa está totalmente financiado con fondos de fórmula de la Ley de Innovación y Oportunidad de la Fuerza Laboral \$7,299,721 (100%) y es un empleador/programa de igualdad de oportunidades. Las ayudas y los servicios auxiliares están disponibles a pedido de las personas con discapacidades.

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STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

January 9, 2023

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

SUBJECT:

Approval of the 2023 In-Demand Occupation List for Workforce Innovation and Opportunity Act and Request Authority for the Director of Stanislaus County Workforce Development to Make Exceptions as Necessary

ITEM NUMBER: VII-C

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the 2023 In-Demand Occupation list for Workforce Innovation and Opportunity Act and authorize the Director of Stanislaus County Workforce Development to make exceptions as necessary.

POLICY ISSUE:

In-Demand Occupations are occupations that have, or are projected to have, a large number of positions that lead to economic self-sufficiency and/or opportunities for advancement. Under Workforce Innovation and Opportunity Act (WIOA) section 3(23) (B), local areas have the ability to determine whether an industry occupation is an In-Demand Occupation.

DISCUSSION:

The local Workforce Development Board has requested to review and approve the In-Demand Occupations List. WIOA allows eligible individuals in need of occupational skills training to select the training program that will best meet the individual's employment or career goal with the caveat that the local Workforce Development Board may limit the choices for training to occupations that are In-Demand in the local area. Stanislaus County Workforce Development (SCWD) provides a list of existing and emerging In-Demand Occupations to inform participants of occupations that are most likely to provide viable employment in the local area as required in WIOA Sec. 134(c)(3)(G)(iii).

In prior years, the Department used the State of California Labor Market Information Division's (LMID's) Occupational Employment Projections for the Modesto Metropolitan Statistical Area (MSA) (Stanislaus County) to create the In-Demand Occupations list. The proposed 2023 In-Demand Occupations list utilized a new data analytics tool, Lightcast, which was vetted by the Department's Data Analyst. This software tool was approved by the State for Department

purchase in September 2022, enabling the Department the ability to generate reports that show demand in the local area and the ability to identify prospective occupations for the In-Demand list. Lightcast allows the Department to obtain up-to-date occupational analysis based on the most recent Quarterly Census of Employment and Wages (QCEW) of the previous year. With regards to the implementation of a new data source for the measurement of the In-Demand Occupations, the methodologies were calibrated as follows.

In-Demand Occupation Methodology

Occupations were screened in Lightcast with the following criteria:


1. Selected top 50 occupations with the most jobs in 2021 for each of the five approved Industry Sectors
 - a. Health Care and Social Assistance
 - b. Construction
 - c. Agriculture Forestry Fishing and Hunting
 - d. Manufacturing
 - e. Transportation and Warehousing
2. Selected Occupations with Median Hourly Earnings greater than \$17.01
 - a. (2022 Lower Living Standard Income Level (LLSIL) at 200% for a single adult to determine the rate for self-sufficiency.)
3. Selected occupations in projected 10 Year Forecast (2021-2031) with positive growth rate

The attached list (Attachment 1) includes occupations proposed to be In-Demand for 2023, thus allowing for use of WIOA training funds. Occupations selected are in the top 50 of 2021 jobs in the Demand Industry Sectors, have median annual earnings greater than 200% LLSIL, and projected growth in next 10 years. In-line with the intention of setting participants on the path to meeting the Business Services goal wage of 350% of LLSIL as shown in the Business Development Committees September 14, 2022 agenda item VII-D, no occupations with an average wage below 200% LLSIL are included in the In-Demand list. The Business Services Committee approved the 2023 In-Demand Occupations at the December 1, 2022 committee meeting.

The Board has discretion to modify the attached In-Demand Occupations list as necessary. The Director of the Department has the ability to make exceptions to the In-Demand Occupations list on a case-by-case basis. An example of such an exception is when an employer guarantees a job to an individual pending completion of a training program for an occupation that is not on the list.

ADMINISTRATIVE BUDGET IMPACT:

There is no Budget Impact associated with this item, however, approval of the In-Demand Occupations List allows funds to be expended on vocational skills training targeting occupations that will likely result in greater employability of participants.



Doris Foster, Director

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



SOC	Health Care and Social Assistance	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1141	Registered Nurses	12.7%	4212	\$58.53	3757	4803	455	12.1%	590	14.0%	Bachelor's degree	None	None
43-6013	Medical Secretaries and Administrative Assistants	4.3%	1423	\$18.13	965	1603	458	47.4%	180	12.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
31-1131	Nursing Assistants	4.2%	1392	\$17.47	1520	1677	-128	-8.4%	284	20.4%	Postsecondary nondegree award	None	None
31-9092	Medical Assistants	3.9%	1294	\$18.25	1278	1520	16	1.2%	227	17.5%	Postsecondary nondegree award	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	2.6%	871	\$28.44	946	1035	-75	-7.9%	163	18.7%	Postsecondary nondegree award	None	None
31-9091	Dental Assistants	2.4%	801	\$17.87	697	961	104	15.0%	160	19.9%	Postsecondary nondegree award	None	None
11-9111	Medical and Health Services Managers	1.8%	605	\$60.61	433	838	172	39.6%	233	38.5%	Bachelor's degree	Less than 5 years	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	1.7%	578	\$29.39	325	740	254	78.2%	161	27.9%	Bachelor's degree	None	None
21-1093	Social and Human Service Assistants	1.7%	559	\$18.64	404	695	155	38.4%	135	24.2%	High school diploma or equivalent	None	Short-term on-the-job training
43-9061	Office Clerks, General	1.2%	394	\$18.04	572	441	-177	-31.0%	47	11.9%	High school diploma or equivalent	None	Short-term on-the-job training
21-1021	Child, Family, and School Social Workers	1.1%	358	\$23.84	250	441	108	43.2%	83	23.3%	Bachelor's degree	None	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.0%	337	\$28.88	346	377	-9	-2.6%	41	12.1%	High school diploma or equivalent	Less than 5 years	None
29-1123	Physical Therapists	1.0%	336	\$47.68	209	456	127	61.0%	119	35.4%	Doctoral or professional degree	None	None
29-1292	Dental Hygienists	1.0%	336	\$47.80	228	417	108	47.6%	81	24.0%	Associate's degree	None	None
21-1013	Marriage and Family Therapists	1.0%	317	\$22.96	224	367	93	41.7%	50	15.7%	Master's degree	None	Internship/residency
43-3021	Billing and Posting Clerks	0.9%	296	\$20.39	389	330	-93	-24.0%	35	11.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2099	Health Technologists and Technicians, All Other	0.9%	283	\$22.50	234	366	48	20.6%	83	29.3%	Postsecondary nondegree award	None	None

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



SOC	Health Care and Social Assistance (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The- Job Training
29-2072	Medical Records Specialists	0.8%	270	\$22.60	229	291	41	18.1%	21	7.8%	Postsecondary nondegree award	None	None
29-1171	Nurse Practitioners	0.8%	261	\$62.80	149	432	112	75.2%	171	65.4%	Master's degree	None	None
25-2011	Preschool Teachers, Except Special Education	0.8%	252	\$17.59	220	303	32	14.6%	51	20.3%	Associate's degree	None	None
29-2034	Radiologic Technologists and Technicians	0.7%	240	\$45.39	252	281	-12	-4.7%	41	17.0%	Associate's degree	None	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.7%	230	\$22.18	392	256	-163	-41.4%	26	11.3%	High school diploma or equivalent	None	Short-term on- the-job training
29-2018	Clinical Laboratory Technologists and Technicians	0.7%	219	\$28.52	300	285	-81	-27.0%	66	30.0%	Bachelor's degree	None	None
29-1071	Physician Assistants	0.7%	216	\$73.31	120	291	95	79.1%	75	34.8%	Master's degree	None	None
29-1126	Respiratory Therapists	0.6%	212	\$45.39	178	268	35	19.6%	56	26.3%	Associate's degree	None	None
11-9151	Social and Community Service Managers	0.6%	210	\$30.06	216	262	-6	-2.8%	52	24.9%	Bachelor's degree	Less than 5 years	None
31-9097	Phlebotomists	0.5%	181	\$22.01	185	241	-3	-1.9%	59	32.7%	Postsecondary nondegree award	None	None
29-2055	Surgical Technologists	0.5%	180	\$28.41	130	208	50	38.8%	28	15.5%	Postsecondary nondegree award	None	None
11-1021	General and Operations Managers	0.5%	178	\$37.39	211	229	-33	-15.5%	51	28.6%	Bachelor's degree	5 years or more	None
21-1022	Healthcare Social Workers	0.5%	177	\$38.27	244	231	-67	-27.4%	54	30.6%	Master's degree	None	Internship/reside ncy
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.5%	169	\$22.13	184	184	-15	-8.3%	15	9.1%	Some college, no degree	None	Moderate-term on-the-job training
29-2032	Diagnostic Medical Sonographers	0.5%	166	\$48.56	138	196	28	20.0%	30	17.9%	Associate's degree	None	None
43-4051	Customer Service Representatives	0.5%	164	\$17.74	150	192	14	9.5%	28	16.9%	High school diploma or equivalent	None	Short-term on- the-job training
43-4111	Interviewers, Except Eligibility and Loan	0.5%	158	\$21.68	204	160	-46	-22.6%	2	1.2%	High school diploma or equivalent	None	Short-term on- the-job training
29-1021	Dentists, General	0.5%	155	\$78.88	122	197	33	27.3%	41	26.7%	Doctoral or professional degree	None	None
SOC	Health Care and Social Assistance (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The- Job Training

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



29-2053	Psychiatric Technicians	0.4%	149	\$22.21	53	178	96	183.2%	29	19.5%	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training
31-2021	Physical Therapist Assistants	0.4%	137	\$29.82	100	206	37	37.3%	69	50.5%	Associate's degree	None	None
13-1199	Business Operations Specialists, All Other	0.4%	136	\$29.17	81	163	55	67.7%	28	20.3%	Bachelor's degree	None	None
29-1229	Physicians, All Other	0.4%	136	\$133.86	48	153	88	184.7%	17	12.7%	Doctoral or professional degree	None	Internship/residency
21-1029	Social Workers, All Other	0.4%	135	\$37.12	72	156	64	89.2%	21	15.3%	Bachelor's degree	None	None
29-1224	Radiologists	0.4%	125	\$161.05	40	127	85	213.9%	3	2.1%	Doctoral or professional degree	None	Internship/residency

SOC	Construction Industry	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-2061	Construction Laborers	11.8%	1278	\$22.04	926	1484	352	38.0%	207	16.2%	No formal educational credential	None	Short-term on-the-job training
47-2031	Carpenters	9.9%	1066	\$30.79	819	1123	246	30.1%	57	5.4%	High school diploma or equivalent	None	Apprenticeship
47-2111	Electricians	5.8%	627	\$29.50	494	678	133	26.9%	52	8.3%	High school diploma or equivalent	None	Apprenticeship
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5.2%	563	\$37.37	463	636	100	21.6%	73	13.0%	High school diploma or equivalent	5 years or more	None
47-2141	Painters, Construction and Maintenance	4.9%	535	\$22.89	473	629	62	13.1%	95	17.7%	No formal educational credential	None	Moderate-term on-the-job training
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3.3%	357	\$23.38	401	376	-44	-11.1%	19	5.2%	Postsecondary nondegree award	None	Long-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	3.2%	349	\$28.55	330	376	20	6.1%	27	7.6%	High school diploma or equivalent	None	Apprenticeship
11-1021	General and Operations Managers	2.8%	306	\$37.39	211	335	95	44.8%	29	9.5%	Bachelor's degree	5 years or more	None
11-9021	Construction Managers	2.6%	279	\$47.95	241	341	38	15.6%	62	22.1%	Bachelor's degree	None	Moderate-term on-the-job training
47-2181	Roofers	2.4%	262	\$28.55	218	272	44	20.3%	10	3.9%	No formal educational credential	None	Moderate-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	2.2%	240	\$35.23	197	288	43	21.9%	47	19.6%	High school diploma or equivalent	None	Moderate-term on-the-job training

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



13-1051	Cost Estimators	1.9%	204	\$30.11	196	212	7	3.8%	9	4.2%	Bachelor's degree	None	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.6%	174	\$22.96	127	198	47	37.3%	24	13.9%	Postsecondary nondegree award	None	Short-term on-the-job training
47-2161	Plasterers and Stucco Masons	1.4%	152	\$23.32	76	152	76	99.7%	1	0.4%	No formal educational credential	None	Long-term on-the-job training
13-1082	Project Management Specialists	1.3%	143	\$39.92	19	162	124	640.6%	19	13.3%	Bachelor's degree	None	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.2%	133	\$23.47	96	145	37	38.7%	12	9.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
SOC	Construction Industry (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-2044	Tile and Stone Setters	0.9%	96	\$23.26	52	112	44	83.3%	16	16.5%	No formal educational credential	None	Long-term on-the-job training
47-2071	Paving, Surfacing, and Tamping Equipment Operators	0.8%	84	\$29.44	32	95	52	165.5%	11	13.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	0.7%	79	\$23.0	82	84	-3	-3.6%	5	6.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2231	Solar Photovoltaic Installers	0.7%	74	\$22.42	63	106	11	18.3%	32	42.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2221	Structural Iron and Steel Workers	0.6%	70	\$28.56	115	73	-45	-39.5%	3	4.5%	High school diploma or equivalent	None	Apprenticeship
49-2098	Security and Fire Alarm Systems Installers	0.6%	68	\$23.38	21	68	47	226.5%	0	0.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	0.6%	67	\$18.18	22	67	45	204.8%	1	1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0.6%	60	\$18.23	91	60	-31	-34.5%	0	0.1%	No formal educational credential	None	Short-term on-the-job training
47-3012	Helpers--Carpenters	0.6%	60	\$22.30	11	62	49	456.1%	2	4.2%	No formal educational credential	None	Short-term on-the-job training
13-2011	Accountants and Auditors	0.5%	54	\$36.82	30	61	24	78.3%	7	13.0%	Bachelor's degree	None	None
17-2051	Civil Engineers	0.5%	50	\$47.47	39	57	11	27.4%	7	14.6%	Bachelor's degree	None	None

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	0.4%	45	\$22.58	30	49	15	51.2%	3	7.2%	High school diploma or equivalent	None	Short-term on-the-job training
11-9199	Managers, All Other	0.4%	44	\$47.76		48	39	925.0%	4	9.0%	Bachelor's degree	Less than 5 years	None
49-9098	Helpers--Installation, Maintenance, and Repair Workers	0.4%	42	\$17.48	50	46	-8	-16.4%	4	9.2%	High school diploma or equivalent	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	0.4%	41	\$22.89	53	46	-12	-22.7%	5	11.5%	High school diploma or equivalent	None	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.4%	40	\$29.79	53	42	-13	-24.7%	2	4.4%	High school diploma or equivalent	None	Moderate-term on-the-job training

SOC	Construction Industry (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-3019	Helpers, Construction Trades, All Other	0.4%	39	\$18.33	30	39	9	28.8%	1	1.6%	No formal educational credential	None	Short-term on-the-job training
17-3011	Architectural and Civil Drafters	0.4%	38	\$28.90	22	41	16	73.8%	3	7.6%	Associate's degree	None	None
13-1199	Business Operations Specialists, All Other	0.3%	38	\$29.17		41	37	8762.6%	3	8.6%	Bachelor's degree	None	None
47-3013	Helpers--Electricians	0.3%	36	\$24.16	32	37	4	11.8%	1	3.7%	High school diploma or equivalent	None	Short-term on-the-job training

SOC	Agriculture Forestry Fishing and Hunting Industry	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	2.7%	384	\$19.67	358	398	27	7.4%	13	3.5%	High school diploma or equivalent	Less than 5 years	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.5%	217	\$22.96	205	223	13	6.2%	6	2.7%	Postsecondary nondegree award	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	1.2%	173	\$21.65	106	195	66	62.4%	23	13.1%	No formal educational credential	None	Short-term on-the-job training
43-9061	Office Clerks, General	0.7%	98	\$18.04	71	101	27	38.4%	3	3.2%	High school diploma or equivalent	None	Short-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.5%	71	\$29.79	57	74	13	23.1%	3	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
37-3011	Landscaping and Groundskeeping Workers	0.5%	66	\$17.51	91	69	-24	-26.9%	3	4.0%	No formal educational credential	None	Short-term on-the-job training
13-2011	Accountants and Auditors	0.3%	45	\$36.82	44	46	1	3.3%	0	0.9%	Bachelor's degree	None	None

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



49-3041	Farm Equipment Mechanics and Service Technicians	0.3%	44	\$22.65	40	47	4	10.6%	3	7.5%	High school diploma or equivalent	None	Long-term on-the-job training
45-4011	Forest and Conservation Workers	0.3%	41	\$18.53	13	58	28	208.6%	17	41.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
11-9199	Managers, All Other	0.3%	41	\$47.76	35	43	6	17.1%	2	4.9%	Bachelor's degree	Less than 5 years	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.3%	37	\$18.01	13	40	23	177.1%	4	9.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
53-7011	Conveyor Operators and Tenders	0.2%	30	\$18.83	10	33	20	204.4%	2	6.7%	No formal educational credential	None	Short-term on-the-job training
51-1011	First-Line Supervisors of Production and Operating Workers	0.2%	22	\$29.71	19	22	3	14.2%	1	3.5%	High school diploma or equivalent	Less than 5 years	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.2%	21	\$28.36	12	23	10	86.2%	2	9.5%	High school diploma or equivalent	Less than 5 years	None
19-1013	Soil and Plant Scientists	0.1%	17	\$40.14	12	18	5	39.8%	1	5.3%	Bachelor's degree	None	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	0.1%	16	\$28.59	17	17	0	-2.1%	1	5.4%	High school diploma or equivalent	None	Long-term on-the-job training

SOC	Manufacturing Industry	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-1011	First-Line Supervisors of Production and Operating Workers	3.0%	649	\$29.71	582	690	67	11.5%	41	6.2%	High school diploma or equivalent	Less than 5 years	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	2.7%	597	\$29.79	525	617	72	13.7%	20	3.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	2.1%	449	\$28.90	560	533	-112	-19.9%	84	18.8%	High school diploma or equivalent	None	Long-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	2.0%	431	\$22.96	525	442	-94	-17.9%	10	2.4%	Postsecondary nondegree award	None	Short-term on-the-job training
11-1021	General and Operations Managers	1.7%	373	\$37.39	365	391	7	2.0%	18	4.8%	Bachelor's degree	5 years or more	None
49-9071	Maintenance and Repair Workers, General	1.7%	364	\$22.89	362	377	2	0.6%	12	3.4%	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	1.6%	356	\$23.0	439	368	-83	-18.9%	12	3.3%	High school diploma or equivalent	None	Moderate-term on-the-job training

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	1.5%	335	\$23.05	270	336	65	24.2%	1	0.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
11-3051	Industrial Production Managers	1.2%	265	\$49.60	225	274	41	18.1%	9	3.4%	Bachelor's degree	5 years or more	None
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	1.1%	245	\$20.38	335	249	-91	-27.0%	4	1.8%	High school diploma or equivalent	None	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	1.0%	213	\$23.07	141	216	72	51.3%	3	1.2%	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9199	Production Workers, All Other	1.0%	212	\$17.06	222	222	-10	-4.6%	10	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4041	Machinists	0.9%	196	\$22.22	224	224	-29	-12.9%	29	14.7%	High school diploma or equivalent	None	Long-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	0.8%	183	\$17.50	170	192	13	7.9%	8	4.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
19-4013	Food Science Technicians	0.7%	163	\$21.82	86	166	76	88.3%	3	2.1%	Associate's degree	None	Moderate-term on-the-job training
53-3033	Light Truck Drivers	0.6%	126	\$17.95	158	132	-33	-20.6%	7	5.3%	High school diploma or equivalent	None	Short-term on-the-job training

SOC	Manufacturing Industry (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.5%	114	\$28.36	94	117	20	21.4%	3	2.8%	High school diploma or equivalent	Less than 5 years	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.5%	110	\$37.03	85	112	24	28.4%	2	2.1%	High school diploma or equivalent	Less than 5 years	None
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	0.5%	108	\$18.10	98	121	10	9.9%	13	12.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	0.5%	107	\$17.48	42	120	64	152.0%	14	12.8%	High school diploma or equivalent	None	Moderate-term on-the-job training

SOC	Transportation and Warehousing Industry	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	22.0%	1969	\$22.96	1856	2253	114	6.1%	284	14.4%	Postsecondary nondegree award	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	9.3%	838	\$21.65	425	864	413	97.2%	27	3.2%	No formal educational credential	None	Short-term on-the-job training

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



53-3033	Light Truck Drivers	5.3%	477	\$17.95	315	569	162	51.6%	92	19.2%	High school diploma or equivalent	None	Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	2.7%	238	\$28.36	222	264	16	7.1%	26	11.0%	High school diploma or equivalent	Less than 5 years	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	2.1%	191	\$28.59	163	215	28	16.9%	24	12.6%	High school diploma or equivalent	None	Long-term on-the-job training
43-5032	Dispatchers, Except Police, Fire, and Ambulance	2.1%	188	\$21.37	165	202	23	13.9%	14	7.7%	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3052	Bus Drivers, Transit and Intercity	2.0%	177	\$32.16	52	270	125	241.9%	94	53.1%	High school diploma or equivalent	None	Moderate-term on-the-job training
43-9061	Office Clerks, General	1.7%	156	\$18.04	165	160	-9	-5.2%	4	2.4%	High school diploma or equivalent	None	Short-term on-the-job training
11-1021	General and Operations Managers	1.6%	145	\$37.39	115	160	30	25.9%	15	10.2%	Bachelor's degree	5 years or more	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.2%	112	\$28.88	100	114	12	11.6%	2	1.9%	High school diploma or equivalent	Less than 5 years	None
11-3071	Transportation, Storage, and Distribution Managers	1.2%	111	\$45.85	91	119	19	21.0%	8	7.5%	High school diploma or equivalent	5 years or more	None
43-4051	Customer Service Representatives	1.0%	90	\$17.74	106	93	-15	-14.5%	3	3.3%	High school diploma or equivalent	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	0.8%	74	\$22.89	73	84	1	1.9%	10	13.6%	High school diploma or equivalent	None	Moderate-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.8%	70	\$22.13	69	70	1	1.3%	0	0.6%	Some college, no degree	None	Moderate-term on-the-job training
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	0.7%	59	\$18.21	47	63	13	27.8%	4	6.1%	High school diploma or equivalent	None	Short-term on-the-job training
SOC	Transportation and Warehousing Industry (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
43-5061	Production, Planning, and Expediting Clerks	0.6%	57	\$23.07	32	62	26	80.6%	5	8.0%	High school diploma or equivalent	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.6%	53	\$22.18	75	55	-22	-29.0%	1	2.2%	High school diploma or equivalent	None	Short-term on-the-job training
53-4031	Railroad Conductors and Yardmasters	0.5%	48	\$30.74	38	50	10	25.3%	3	5.4%	High school diploma or equivalent	None	Moderate-term on-the-job training

**2023 Stanislaus County Workforce Development In-Demand Occupation List
as of 1/9/2023**



49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.5%	46	\$37.03	31	51	15	49.2%	5	9.9%	High school diploma or equivalent	Less than 5 years	None
53-4011	Locomotive Engineers	0.5%	45	\$41.46	34	50	11	32.0%	5	12.2%	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0.5%	42	\$23.47	46	48	-4	-7.9%	6	13.9%	High school diploma or equivalent	None	Moderate-term on-the-job training
53-7063	Machine Feeders and Offbearers	0.4%	36	\$18.31	46	38	-10	-21.9%	2	4.8%	No formal educational credential	None	Short-term on-the-job training
13-1199	Business Operations Specialists, All Other	0.4%	35	\$29.17	20	38	15	73.4%	3	8.8%	Bachelor's degree	None	None
13-1151	Training and Development Specialists	0.4%	34	\$36.83	17	38	17	102.7%	3	9.1%	Bachelor's degree	Less than 5 years	None
13-1071	Human Resources Specialists	0.4%	32	\$29.86	18	34	14	80.6%	2	5.9%	Bachelor's degree	None	None
43-5021	Couriers and Messengers	0.3%	29	\$17.24	40	31	-11	-26.9%	2	5.6%	High school diploma or equivalent	None	Short-term on-the-job training
13-1081	Logisticians	0.3%	23	\$37.60	18	33	5	29.9%	10	41.8%	Bachelor's degree	None	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.3%	23	\$29.79	21	26	2	11.4%	3	12.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
15-1299	Computer Occupations, All Other	0.2%	21	\$35.89	13	22	8	59.1%	1	2.9%	Bachelor's degree	None	None
43-3021	Billing and Posting Clerks	0.2%	19	\$20.39	40	20	-21	-51.8%	0	2.3%	High school diploma or equivalent	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	0.2%	19	\$36.82	13	23	6	44.7%	3	16.6%	Bachelor's degree	None	None
49-3023	Automotive Service Technicians and Mechanics	0.2%	19	\$22.55	12	24	7	59.2%	5	24.3%	Postsecondary nondegree award	None	Short-term on-the-job training
SOC	Transportation and Warehousing Industry (cont.)	% of Total Jobs in Industry (2021)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2016)	Employed in Industry (2031)	Change (2016 - 2021)	% Change (2016 - 2021)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
11-2022	Sales Managers	0.2%	18	\$46.20	14	20	4	25.3%	2	10.8%	Bachelor's degree	Less than 5 years	None
49-3011	Aircraft Mechanics and Service Technicians	0.2%	17	\$37.51	11	21	6	48.1%	4	23.8%	Postsecondary nondegree award	None	None

January 9, 2023

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Acceptance of the Updated Information of the Career Development Committee Formation

II. ITEM NUMBER: VIII-A

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Accept the updated information of the Career Development Committee formation.

V. POLICY ISSUE:

Workforce Innovation and Opportunity Act (WIOA) Section 107(b)(4) stipulates that standing committees must be chaired by a member of the local board. Bylaws approved by the Board of Supervisors on November 24, 2020 Agenda Item 2020-0616, states that the Workforce Development Board may designate and direct the activities of standing advisory committees to provide information and to assist the Board in carrying out Workforce Development activities.

VI. DISCUSSION:

At the October 3, 2022 Workforce Development Board Meeting, the Board approved the recommendation to expand the Veterans' Development Committee to include additional populations in the Community and become the Career Development Committee. The Board gave clear direction that the Veterans population would still be addressed and identified as a special interest population at the Career Development Committee meetings.

Shortly after the Board meeting, Career Development Chair, Charles Dossett met with Workforce Development staff and identified agencies that should be represented, along with a date, time and location for the first meeting. The objective of the meeting was to:

- Discuss the purpose of the Stanislaus County Workforce Development Department
- Discuss the purpose of the Stanislaus County Workforce Development Board
- Discuss the purpose of the Career Development Committee
- Request a commitment to serve on the Committee
- Recommend that the Committee facilitate a Job Fair in the Spring of 2023

The first meeting of the Career Development Committee was held on November 17, 2022.

Represented on the Committee is:

Education:

California State University – Stanislaus
Modesto Junior College
Stanislaus County Office of Education
Modesto City Schools

Special Interest Population:

Veteran – Prior Veteran Services Committee members
Disabled – Enrich & Employ
Justice Involved – Sheriff's Department
Immigrant/Refugee – International Rescue Committee
English Language Learner
Hispanic Chamber

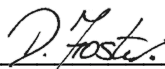
At this time, the majority of invited committee members committed to participate on the Committee and have agreed that this will be a great conduit for education and special interest populations to be able to work closely together for the betterment of the community.

At the next Career Development Committee meeting, the Committee will vote on a Vice Committee chair, approve meeting dates for the 2023 calendar year, discuss items approved by the Business Development Committee, and review the Career Technical Education book created by Modesto City Schools.

The Career Development Committee will meet quarterly the month prior to the Workforce Development Board meetings and provide an update to the Workforce Development Board at each meeting.

VII. ADMINISTRATIVE BUDGET IMPACT:

There is no Fiscal Impact on the creation and meetings for the Career Development Committee. The Fiscal Impact will be determined on any future trainings that will be approved and implemented in order to meet the identified needs of the Career Development Committee members.



Doris Foster, Director

January 9, 2023

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan

II. ITEM NUMBER: VIII-B

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Accept the updated information of the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan.

V. POLICY ISSUE:

WIOA Section 107 (d) states that the function of the local board includes (6) PROVEN AND PROMISING PRACTICES. —The local board shall lead efforts in the local area to (A) identify and promote proven and promising strategies and initiatives for meeting the needs of employers, and workers and jobseekers (including individuals with barriers to employment) in the local workforce development system.

VI. DISCUSSION:

Stanislaus County Workforce Development Board engaged in its first Workforce Development Board Strategic Action Planning Session on May 17, 2022. The mission of the planning session was to help identify the purpose and mission of the Workforce Development Board, which included an understanding of the “Real Work of Workforce Boards.

At the July 11, 2022 Board Meeting, the Workforce Development Board approved the Strategic Action Plan. Since that meeting, staff hired an outside consultant, Kate Trompetter to work with leadership staff to plot the action plans over the two year time period organizing the actions by quarter. This was presented to the Workforce Development Board on at the October 3, 2022 Board meeting.

The three actions identified by staff to present to the Board at this January 9, 2023 meeting are:

1. Present Stanislaus 2030 – Review five factors of economic growth to identify priorities for Board
2. Educate Board Members on staff scope of work (job shadow)

3. Create asset map to increase vocational opportunities to align with business needs

Present Stanislaus 2030 – Review five factors of economic growth to identify priorities for Board

As part of the January 9, 2023 meeting, Stanislaus 2030 Backbone Team, Jody Hayes, Marian Kaanon, Amanda Hughes and Karen Warner are presenting the Stanislaus 2030 Investment Blueprint. All Workforce Development Board members will receive a copy of the Investment Blueprint at the meeting.

Educate Board Members on staff scope of work

Board members as part of the Strategic Action Plan requested information on the staff scope of work. Attached is an organizational chart as well as job descriptions of each classification. Workforce Development Board members are encouraged to reach out to Kris Ixta – Clerk to the Board/Executive Assistant to schedule a tour and/or opportunity to job shadow. Attachment A and Attachment B.

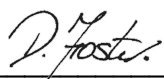
Create asset map to increase vocational opportunities to align with business needs

Workforce Development Staff have taken the 2023 In-Demand list and created a comparison with the Eligible Training Providers in Stanislaus County. This list will be taken to the Business Development Committee meeting and to the Career Development Committee meeting for further discussion. As trainings are identified, staff will pursue additional opportunities with the in-demand occupations. Attachment C.

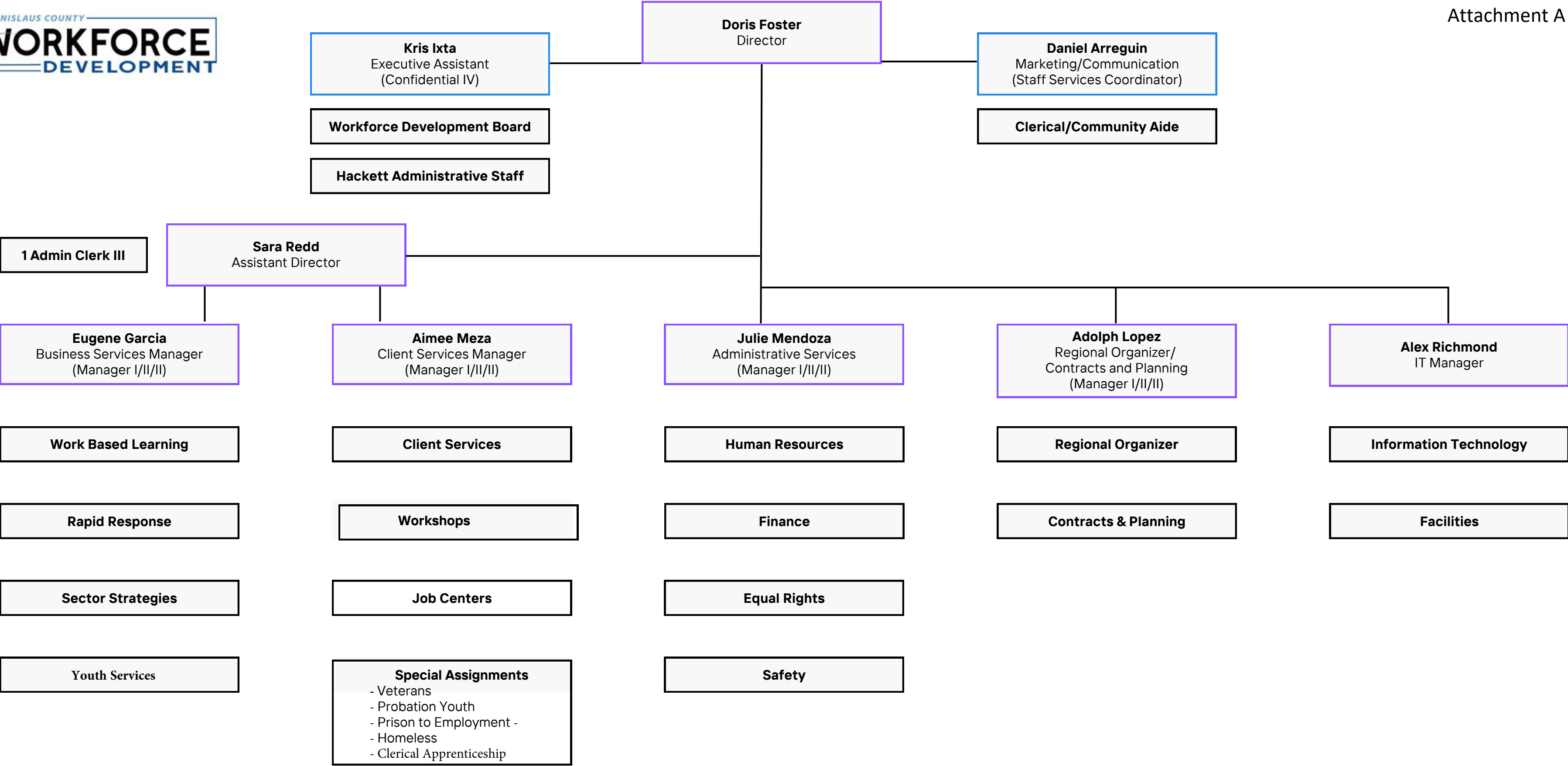
Staff will continue to work on the Strategic Action Plan and provide the Workforce Development Board with continued quarterly updates.

VII. ADMINISTRATIVE BUDGET IMPACT:

There is no fiscal impact associated with this Agenda Item.



Doris Foster, Director





Workforce Development Staff Position Descriptions

Administration

Workforce Development Director

The Workforce Development Director is the Department Head. This position is responsible for the total operation of the Workforce Development Department. This at-will position is appointed by the Chief Executive Officer with concurrence of the Board of Supervisors and reports directly to the Chief Executive Officer and the Board of Supervisors. This position administers, directs, coordinates, and is fiscally responsible for the activities of the department and carries out the objectives of the Board. Meets and consults with County officials, local agencies, citizen's groups and community organizations regarding the design and development of the program in keeping with Federal, State and local regulations.

Clerk to the Workforce Development Board/Executive Assistant (Confidential Assistant IV)

This position oversees the Workforce Development Board and ensures that all regulations, policies and deadlines are met, Agenda Items are written and is available to provide guidance and direction to all Board members. This position is also clerk to the Business Development Committee and assists the Director on required tasks relating to the Committee. Additionally, the position provides professional administrative support; performs specialized work of a varied and confidential nature; plans, organizes and supervises departmental functions; knowledge of department and County policies and procedures. Provides direct support to the department head.

Administrative Clerk II

Responsible for processing all client time cards for payment. Performs a variety of business and clerical tasks designed to facilitate the smooth flow of work throughout the department.

Marketing and Communications Coordinator (Staff Services Coordinator)

Responsible to serve as the Department's liaison for all marketing and communication related activities and projects. Marketing responsibilities include developing and implementing marketing strategies to promote services to businesses and job seekers, managing all promotional materials, signage and branding requirements, preparing marketing reports and oversight of the department website and staff communications.

Marketing Assistant (Clerical Community Aide -Part Time)

Assists the Marketing and Communications Coordinator and has knowledge of Adobe graphic design software such as Photoshop, InDesign, and Illustrator and assists in graphic design, communications, marketing and outreach duties.

Contracts and Planning/Regional Organizer/Regional Training Manager

This position is staff to the Youth Development Committee and as such is responsible for helping the Committee to understand and develop their purpose, as well as create and write all of the Agenda Items for the committee. Additionally, this position manages the Contracts and Planning Unit, procures, negotiates, amends, renews, and

terminates contracts. The Contracts and Planning Unit is also responsible for planning, analyzing legislation, grant opportunities, and funding proposals.

As Regional Organizer, this position is responsible to expand partnerships and create regional strategies to increase and enhance economic opportunities, identify the challenges and the “things that get in the way” of regional work, to create solutions that streamline processes, and focus on regional strategies that result in upward mobility, equity, and quality jobs for more Californians, especially for those historically locked out of shared prosperity. This position is accountable to the Local Board Directors, who are ultimately responsible for the implementation of the Regional Plan. In addition, the Regional Organizer works with the State staff, and regional workforce leadership. The position is tasked with assisting in building momentum and strengthening regional leadership by identifying and enhancing partnerships with industry, education, and workforce development leaders, strategically maintaining ongoing collaborations to accomplish regional plans goals, and enhancing communication between regions and the state.

As Regional Training Coordinator, this position is responsible for identifying ongoing workforce staff professional development and capacity building opportunities within their designated Regional Planning Units. Throughout the implementation of the Regional Training Plan, the Regional Training Coordinator is also tasked with identifying additional skills gaps, revise Regional Training Plans, solicit/negotiate trainings, and provide logistical set up for regional trainings.

Staff Services Coordinator

Supports leadership in administering employment and training related funding. This position supervises the Contracts and Planning Unit, which procures, negotiates, writes, tracks, monitors, amends, renews, and terminates contracts. The Contracts and Planning Unit is also responsible for planning and administrative duties for the department. The Staff Services Coordinator also analyzes legislation, contracts, grant opportunities, and proposals and makes written and verbal reports.

Staff Services Analysts

Performs administrative, technical, and analytical work in the administration, contracting, and planning of Federal and/or State funded employment & training programs, as well as planning, statistical analysis, and monitoring for compliance, quality control, and contract management.

Data Analyst (Staff Services Analyst)

Compiles and deciphers data relevant to program performance, labor market information, in-demand occupations, employment trends, demographics, service provision, and other areas relevant to the Department, the Central Valley Region, and as requested by the Workforce Development Board. This position is also responsible for data mining and data manipulation. This position involves some of the duties typically associated with the Staff Services Analyst classification. This may involve contract management, research and analysis of rules and regulations, program and fiscal monitoring of contracts, and developing new agreements based on Department need.

California for All Youth Grant Program (Staff Services Analyst)

Responsible for overseeing the California for All Youth Grant Program and working directly with contractor. This position is responsible for completing all of the required reporting as well as informally supervising the California for All staff.

California for All Youth Grant Program (Family Services Specialist III)

This position primarily works at the location of the contractor and through the California for All Youth Grant Program determines applicant's eligibility, enroll clients, as well as provide a wide range of employment and training services to adults, dislocated workers, Welfare to Work recipients and youth within the community. This position aids in job search, résumé development, interviewing skills, job retention assistance, and intensive career counseling.

Staff Services Technician

Carries out high level administration functions in support of the Contracts and Planning Unit. Supports the Departments Administration team, provides payroll backup when needed, is the administrative support to Regional Organizer/Regional Training Coordinator and processes all travel arrangements. This position also includes various record keeping as well as some contract development and reporting functions.

Administrative Services Manager

Oversees staff and operations in the Fiscal and Human Resources divisions. This position is responsible for development and maintenance of funding sources as well as enforcement of Workforce Innovation and Opportunity Act (WIOA) Nondiscrimination/Grievance Policies, County Human Resources Personnel Policies, and Labor Agreements. This includes recruitment and retention, staff development, performance management, discipline, labor relations, payroll, disability management, safety and security, equal rights officer, and position management.

Accountant III

Responsible for performing complex and technical accounting and auditing work using various accounting systems. This position oversees the accounting activities assigned to the department staff and independently performs the more difficult financial and accounting work with latitude of professional judgment. The Accountant III also delegates workload and provides training to department staff.

Accountant I

Performs more difficult and complex professional accounting work and directs the work of lower-level financial staff. The primary responsibilities of the Accountant I is to ensure the Cost Allocation is done accurately and timely to meet the regulation and policies of the State and County.

Accounting Technicians

Carries out complex financial work required in the maintenance of fiscal and statistical records for the program. These responsibilities include accounts receivable, accounts payable, purchasing, credit cards, invoices, and program client payroll.

Human Resources Analyst (Confidential Assistant III)

Provides direct support for the Human Resources Department and performs a variety of personnel, recruitment, and payroll tasks. This position requires knowledge of Federal, State, County and Departmental policies and procedures relative to human resource operations and provides the department with support in the areas of employee recruitment, background checks, onboarding, offboarding, and retention.

Information Technology/Facilities Manager

This position is responsible for the development, implementation, and evaluation of information technology programs, policies, and procedures. This includes product and service delivery, infrastructure and operations,

security, compliance and risk mitigation, and strategy and planning. This position additionally has oversight of the five department facilities and ensures all Federal, State, County standards and procedures are met.

Infrastructure Engineer I/II

Responsible for network administration and engineering, communication system engineering, server administration and engineering. This position also focuses strongly on the maintenance and enhancement of the County infrastructure including local and wide area networks, servers, telecommunication platforms, and online accessibility.

Software Engineer I/II

Performs software and web development, design and development of solutions, and coding and maintenance of applications.

Stock Delivery Clerk I/II

Receives, stores, and issues supplies, equipment, and a variety of materials used by the Department. Handles minor office supply and furnishing issues. This position coordinates Department asset inventory, mail and courier deliveries, and transports materials to and from destinations related to Department business or services.

Program

Assistant Director

The Assistant Director reports directly to the Workforce Development Director. The position provides oversight of departmental programming specific to the Client Services and Business Services Division. The Assistant Director is responsible for the daily operations, management, strategic growth, and resource development for the agency's training funding. This position represents the agency and maintains relationships with representatives of private and public agencies, representatives of professional and community groups, and the general public. As such, they have an integral part of the Cradle to Career—StanCareers initiative. The Assistant Director is staff to the Career Development Committee and as such is responsible for helping the Committee to understand and develop their purpose as well as create the Agenda Items for the committee meetings.

Administrative Clerk III

Duties include a variety of upper level clerical tasks designed to facilitate the smooth flow of work throughout the department. This position is also clerk to the Career Development Committee and assists the Assistant Director on required tasks relating to the Committee.

Business Services Manager

The Business Services Division markets resources available to businesses. This includes services such as identifying and hiring qualified employees, working with businesses to understand current hiring needs and identifying work-based learning opportunities. These services lead to client self-sufficiency and provide businesses with qualified job candidates. In addition, Business Services assists employers with labor market information, referrals to resources and job fairs to ensure the clients served obtain employment. Work-based learning services available to businesses include on-the-job training, internships/work experience, pre-apprenticeship, apprenticeship, customized trainings, and incumbent worker training. Additionally, the Business Services Division oversees the Sector Strategy initiative which is to enhance services provided to local businesses and assist in filling the skills

gap in the local area with specific focus on the healthcare, agriculture, manufacturing, transportation, construction and logistics/ warehousing sectors. This division specifically reaches out to identified underserved businesses and assists with availability of all services. The Business Services Manager is additionally responsible for attending and reporting out all business services activities to the Business Development Committee.

Family Services Supervisors

Provides direct supervision to Business Services Family Services Specialists. This position assigns staff work, coordinates outstation rotation schedules, identifies training needs, develops training materials, ensures coordination of services between client services and business services, reviews staff work for accuracy and regulations compliance, and provides mentorship to staff. The Family Services Supervisor assists in the coordination of employer assisted recruitments and job fairs and may represent Workforce Development at local, regional or state meetings. Additionally, the Supervisor works with underserved businesses, works with businesses who are in the process of laying off employees and develops and coordinates the sector strategy initiative.

Family Services Specialist IV – Youth Lead

Lead technical, functional, and/or specialized expert regarding all aspects of youth services. This position provides program oversight, support involving program planning, training, curriculum development, legislative analysis, research, policy and procedure development for the contracted youth services. Additionally, this position is responsible for the operation of the Summer Youth program. This position will also create and develop youth internships and pre-apprenticeship programs.

Business Workforce Specialists (Family Services Specialist III)

These positions engage directly with the private sector, public sector, and non-profit businesses. They work to promote job development services for businesses and participate on business related committees, groups, and associations. They work to promote business retention services and coordinate on-the-job trainings, paid internship and work experience services to local businesses. This position works with local businesses to develop training agreements for on—the-job-training and paid internship and work experience services. Family Services Specialists use databases to track program activities and case notes related to the client's program participation. This position explains the rules, regulations, policies, and responsibilities to businesses, customers, the public, and other agencies.

Administrative Clerk II

Duties include taking minutes for unit meetings and trainings, provides back-up for the Business Services HIRE line and email box, maintains and updates division coverage and outreach materials such as flyers and folders, reception back up coverage, creates client files, responsible for auditing computer drive to ensure consistency of folders required by supervisors and/or manager, and responsible for uploading client documents into the database.

Client Services Manager

The Client Services division provides a wide range of employment and training services to adults, dislocated workers, Welfare to Work recipients, homeless, previously incarcerated, disabled, and youth in the community through various programs at four Job Centers located across the County. Client Services staff provide job search assistance to the public, workshops to assist with résumé development, interviewing skills, and job retention. For those needing more assistance in finding employment, Client Services provides intensive career counseling and work experience, as well as funding for vocational training programs. Client Services provides innovative programs and direct resources to serve specialized populations such as veterans, homeless, disabled, and the previously incarcerated.

Family Services Supervisor

Oversees the Client Services Family Services Specialist staff. These positions assign staff work, coordinate schedules, identifies training needs and develops training materials, review staff work for accuracy, regulations compliance, and provides mentorship to staff. The Family Services Supervisor assists in the coordination of employer assisted recruitments and job fairs and may represent Workforce Development at local, regional or state meetings.

Family Services Specialist IV – Lead Specialist

This position is the lead expert regarding all aspects of the major eligibility and employment programs including caseload monitoring and eligibility approvals and mentoring. Responsibilities include program planning, training, curriculum development, legislative analysis, research, policy and procedure development, staff consultation and development, and automated system support. This position provides guidance and assistance to lower level staff.

Client Services Workforce Specialist (Family Service Specialist III)

Workforce Specialists provide intensive career counseling and work experience, as well as determine vocational training opportunities. Identified Workforce Specialists provide direct resources to serve specialized populations such as veterans, homeless, disabled, and the previously incarcerated. This position explains the rules, regulations, policies, and responsibilities to enrolled clients.

Workshops Specialists (Family Services Specialist II)

Responsible for facilitating pre-employment workshops, including proctoring skill assessments.

Eligibility Specialists (Family Services Specialist II)

This position determines client initial and continuing eligibility.

Job Center Specialists (Family Services Specialist I)

Assists public job seekers in utilizing available services in each Job Center. This position assists job seekers in the use of the computer for job searching, resume development, web-based testing, and registering for job-prep workshops. Additionally, they provide labor market information to job seekers and work in partnership with other agency staff to provide partner/community resources to job seekers.

CIP to In Demand Occupations Mapping

(List of Potential In Demand Occupations by CIPs for Current ETP Programs)



CIP CODE	CIP Title
SOC Code	Potential Occupation Names

010205	Agricultural Mechanics and Equipment/Machine Technology/Technician
49-3011	Aircraft Mechanics and Service Technicians
49-3041	Farm Equipment Mechanics and Service Technicians

111003	Computer and Information Systems Security/Auditing/Information Assurance
13-1082	Project Management Specialists
15-1299	Computer Occupations, All Other

151203	Computer Hardware Technology/Technician
15-1299	Computer Occupations, All Other

151299	Computer Engineering Technologies/Technicians, Other
15-1299	Computer Occupations, All Other

460201	Carpentry/Carpenter
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2031	Carpenters
47-3012	Helpers--Carpenters
51-7011	Cabinetmakers and Bench Carpenters
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing

460302	Electrician
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2111	Electricians
47-3013	Helpers--Electricians
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-2098	Security and Fire Alarm Systems Installers

470105	Industrial Electronics Technology/Technician
49-9041	Industrial Machinery Mechanics
49-9071	Maintenance and Repair Workers, General

470201	Heating, Air Conditioning, Ventilation and Refrigeration Maintenance Technology/Technician
13-1082	Project Management Specialists
13-1199	Business Operations Specialists, All Other
47-2152	Plumbers, Pipefitters, and Steamfitters
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers
49-9071	Maintenance and Repair Workers, General
49-9098	Helpers--Installation, Maintenance, and Repair Workers

470303	Industrial Mechanics and Maintenance Technology/Technician
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-9041	Industrial Machinery Mechanics
49-9071	Maintenance and Repair Workers, General
49-9098	Helpers--Installation, Maintenance, and Repair Workers
51-4041	Machinists

470603	Autobody/Collision and Repair Technology/Technician
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-3023	Automotive Service Technicians and Mechanics
49-9071	Maintenance and Repair Workers, General

470604	Automobile/Automotive Mechanics Technology/Technician
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
49-3023	Automotive Service Technicians and Mechanics

CIP CODE - Eligible Training Providers for CIP Code
Eligible Training Providers with at least one Program with CIP Code

010205 - Eligible Training Providers
Modesto Junior CollegeID #44

111003 - Eligible Training Providers
New Horizons Career Development Solutions (Online)ID # 238

151203 - Eligible Training Providers
Modesto Junior CollegeID #44

151299 - Eligible Training Providers
Modesto Junior CollegeID #44

460201 - Eligible Training Providers
San Joaquin Valley College (Satellite)ID # 1246

460302 - Eligible Training Providers
Modesto Junior CollegeID #44
San Joaquin Valley College (Satellite)ID # 1246

470105 - Eligible Training Providers
Modesto Junior CollegeID #44

470201 - Eligible Training Providers
DeHart Technical SchoolID # 41
Institute of Technology (Satellite)ID # 430

470303 - Eligible Training Providers
Modesto Technical CollegeID # 526
San Joaquin Valley College (Satellite)ID # 1246

470603 - Eligible Training Providers
Modesto Junior CollegeID #44

470604 - Eligible Training Providers
Modesto Junior CollegeID #44
Modesto Technical CollegeID # 526

480501	Machine Tool Technology/Machinist
49-9041	Industrial Machinery Mechanics
51-4041	Machinists

480501 - Eligible Training Providers
Modesto Junior CollegeID #44

480508	Welding Technology/Welder
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers
47-2152	Plumbers, Pipefitters, and Steamfitters
47-2221	Structural Iron and Steel Workers
49-9071	Maintenance and Repair Workers, General
51-4121	Welders, Cutters, Solderers, and Brazers

480508 - Eligible Training Providers
Cal-Trade Welding SchoolID # 60
Modesto Technical CollegeID # 526

480510	Computer Numerically Controlled (CNC) Machinist Technology/CNC Machinist
51-4041	Machinists

480510 - Eligible Training Providers
Modesto Junior CollegeID #44

490205	Truck and Bus Driver/Commercial Vehicle Operator and Instructor
53-3032	Heavy and Tractor-Trailer Truck Drivers
53-3052	Bus Drivers, Transit and Intercity
53-7051	Industrial Truck and Tractor Operators

490205 - Eligible Training Providers
Advance Bus & Truck Driving SchoolID # 5827
J & R Trucking SchoolID # 8151
Western Pacific Truck SchoolID # 98

510601	Dental Assisting/Assistant
31-9091	Dental Assistants

510601 - Eligible Training Providers
Dental Assisting InstituteID # 40

510713	Medical Insurance Coding Specialist/Coder
29-2072	Medical Records Specialists
29-2099	Health Technologists and Technicians, All Other
31-9092	Medical Assistants
43-3021	Billing and Posting Clerks
43-6013	Medical Secretaries and Administrative Assistants

510713 - Eligible Training Providers
Modesto Junior CollegeID #44

510714	Medical Insurance Specialist/Medical Biller
29-2099	Health Technologists and Technicians, All Other
43-6013	Medical Secretaries and Administrative Assistants

510714 - Eligible Training Providers
Institute of Technology (Satellite)ID # 430

510716	Medical Administrative/Executive Assistant and Medical Secretary
29-2072	Medical Records Specialists
31-9092	Medical Assistants
43-1011	First-Line Supervisors of Office and Administrative Support Workers
43-3021	Billing and Posting Clerks
43-6013	Medical Secretaries and Administrative Assistants
43-9061	Office Clerks, General

510716 - Eligible Training Providers
Stellar Career College

510801	Medical/Clinical Assistant
31-9092	Medical Assistants

510801 - Eligible Training Providers
Gurnick Academy of Medical Arts (Satellite)ID # 63
Institute of Technology (Satellite)ID # 430
Modesto Junior CollegeID #44
San Joaquin Valley College (Satellite)ID # 1246
First Lady Permanente

510899	Allied Health and Medical Assisting Services, Other
29-1071	Physician Assistants
29-2018	Clinical Laboratory Technologists and Technicians
29-2032	Diagnostic Medical Sonographers
29-2055	Surgical Technologists
29-2072	Medical Records Specialists
29-2099	Health Technologists and Technicians, All Other
31-1131	Nursing Assistants
31-2021	Physical Therapist Assistants
31-9092	Medical Assistants

510899 - Eligible Training Providers
Stellar Career College

511009	Phlebotomy Technician/Phlebotomist
29-2018	Clinical Laboratory Technologists and Technicians
31-9097	Phlebotomists

511009 - Eligible Training Providers
Modesto Junior CollegeID #44

513999	Practical Nursing, Vocational Nursing and Nursing Assistants, Other
29-2061	Licensed Practical and Licensed Vocational Nurses
31-1131	Nursing Assistants

513999 - Eligible Training Providers
Gurnick Academy of Medical Arts (Satellite)ID # 63 Institute of Technology (Satellite)ID # 430 Modesto City Schools ROPID #5604

520203	Logistics, Materials, and Supply Chain Management
11-3051	Industrial Production Managers
11-3071	Transportation, Storage, and Distribution Managers
11-9199	Managers, All Other
13-1081	Logisticians
15-1299	Computer Occupations, All Other

520203 - Eligible Training Providers
Modesto Junior CollegeID #44

520205	Operations Management and Supervision
11-1021	General and Operations Managers
11-3051	Industrial Production Managers
11-3071	Transportation, Storage, and Distribution Managers
11-9021	Construction Managers
11-9199	Managers, All Other
13-1081	Logisticians
13-1082	Project Management Specialists
13-1199	Business Operations Specialists, All Other
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers
51-1011	First-Line Supervisors of Production and Operating Workers

520205 - Eligible Training Providers
Modesto Junior CollegeID #44

520302	Accounting Technology/Technician and Bookkeeping
13-2011	Accountants and Auditors
43-3031	Bookkeeping, Accounting, and Auditing Clerks

520302 - Eligible Training Providers
Modesto Junior CollegeID #44 Stellar Career College

520408	General Office Occupations and Clerical Services
43-1011	First-Line Supervisors of Office and Administrative Support Workers
43-3021	Billing and Posting Clerks
43-3031	Bookkeeping, Accounting, and Auditing Clerks
43-4051	Customer Service Representatives
43-5032	Dispatchers, Except Police, Fire, and Ambulance
43-5061	Production, Planning, and Expediting Clerks
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive
43-9061	Office Clerks, General

520408 - Eligible Training Providers
Central Valley Opportunity Center (Satellite)ID # 1347

January 9, 2023

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Approval of the Recommendation by the Cost-Benefit Analysis Advisory Committee to Engage in the Preparation of a Cost-Benefit Analysis Report for the Fiscal Year 2022-2023.

II. ITEM NUMBER: VIII-C

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Approve the recommendation by the Cost-Benefit Analysis Advisory Committee to engage in the preparation of a Cost-Benefit Analysis Report for the Fiscal Year 2022-2023.

V. POLICY ISSUE:

The Cost Benefit Analysis Report will examine Stanislaus County Workforce Development and the benefits and costs generated by its adult, dislocated worker, and youth programs, which are largely supported by Workforce Investment and Opportunity Act (WIOA) funds. In addition, the report will examine the Welfare to Work, Probation and grant programs. The report will also measure the economic benefit generated by the operation of the Local Board in its local service region defined by Stanislaus County in the State of California. The time period reflected in the analysis will be for Fiscal Year 2022-2023 (July 1, 2022 to June 30, 2023).

VI. DISCUSSION:

At the October 3, 2022 Workforce Development Board Meeting an advisory committee was established in order to discuss the potential creation of a cost-benefit analysis report. On December 16, 2022 the Advisory Committee met and it was decided that a cost-benefit analysis would be created in order to provide an analysis of Stanislaus County Workforce Development programs and the economic impact of those programs. Members of the Advisory Committee are: Dean Fadeff, Chris Savage Cecil Russell and Maryn Pitt.


The timeline established at this meeting was as follows:

1. January 9th, 2023 the Workforce Development Board will be requested to approve the Cost Benefit Analysis plan and a receive an update from the Advisory Committee.

2. The Advisory Committee will meet again in April/May of 2023 to discuss and decide on the following:
 - Approve Lightcast as the contractor that will prepare the report
 - Establish Scope of Work
3. Staff will provide the vendor with the scope of work established by the committee and in July/August 2023 start sharing statistical data.
4. At the October 2, 2023 Workforce Development Board Meeting the 2022-2023 Fiscal Year cost Benefit Analysis will be presented to the Workforce Development Board for review and approval.

VII. ADMINISTRATIVE BUDGET IMPACT:

It is anticipated that the Cost Benefit Analysis will cost approximately \$25,000. These funds will be allocated from the 2022-2023 Fiscal Year Budget.



Doris Foster, Director