

**Business Development Committee Agenda**

Thursday, December 7, 2023

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

1:00 p.m. – 2:30 p.m.

The Business Development Committee complies with all provisions of the Brown Act and the Stanislaus County Workforce Development Board Conflict of Interest and Code of Conduct Policy. See links below.

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

<https://www.stanworkforce.com/workforce-board/>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/>

All meetings are conducted in English. Current COVID-19 protocols will be followed.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 48 hours in advance of the meeting.

Public notice of all Business Development Committee meetings are posted 72 hours in advance of the meeting on the webpage at <https://www.stanworkforce.com/workforce-board/#committees>.

1. Call to Order and Introductions
2. Conflict of Interest
3. Public Comment Period
4. Department Report
  - A. Update
    1. HR Hotline Reports
    2. Stanislaus County Industries Dashboard Presentation - David Campos, Workforce Analyst
    3. Annual Report – Business Services pg 21-27
    4. Remote Work, Commute Times, Public Transportation Use, and Housing Trends in Stanislaus County
  - B. Business Services Update - Eugene Garcia, Business Services Manager
    1. First Quarter Work Based Learning Statistics
    2. Business Expo Outcomes
    3. Sector Updates – Chris Hancock
      - a. Agriculture
        - i. Farm Bureau Report
      - b. Healthcare
      - c. Manufacturing
      - d. Warehouse/Logistics
      - e. Construction
      - f. Underserved

- i. Stanislaus Equity Partners Report
  - ii. Latino Chamber Report
- 5. Discussion and Action Item
  - A. Approval of the Minutes of the September 14, 2023 Business Development Committee Meeting
  - B. Approval of the 2024 Dates; Location and Times for the Business Development Committee Meetings
  - C. Consider the Request from Opportunity Stanislaus to Renew the Employer Assessment Contract (WorkKeys) for the 2023-2024 Fiscal Year
  - D. Approval to take to the Workforce Development Board 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
- 6. Future Topics and Discussion

Next Quarterly Meeting:

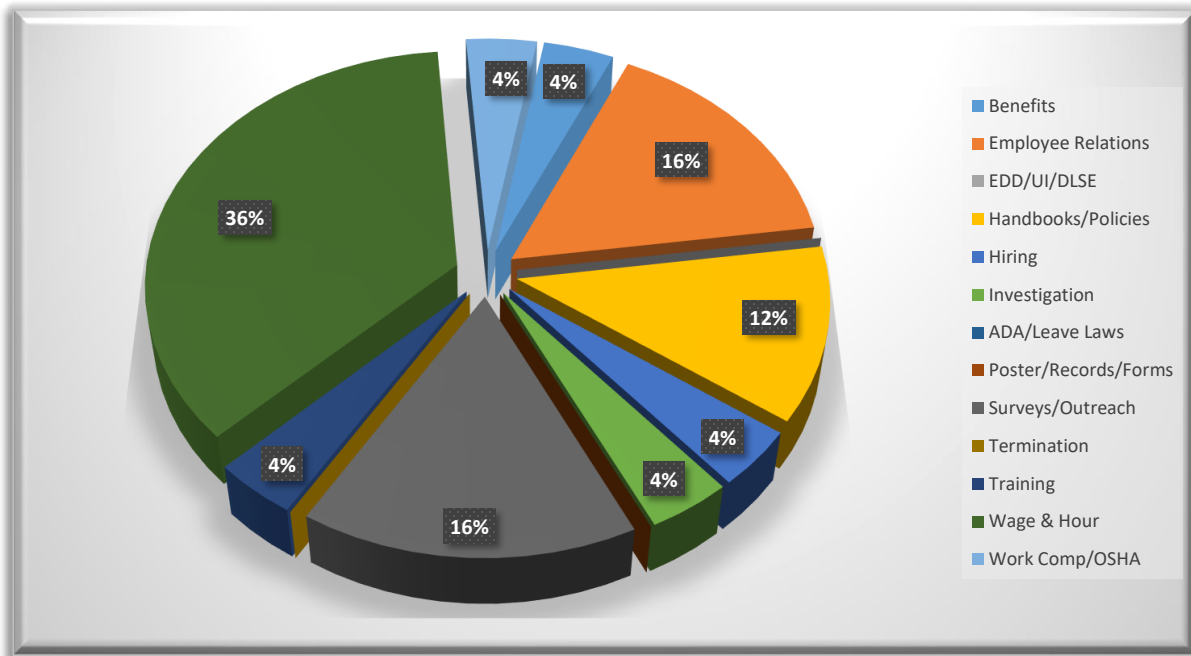
Tentative upon approval of Agenda item 5.B.

Date: Thursday, March 7, 2024  
Self-Help Credit Union Community Room  
900 Crows Landing Rd., Modesto CA 95351

Time: 1:00 – 2:30 PM



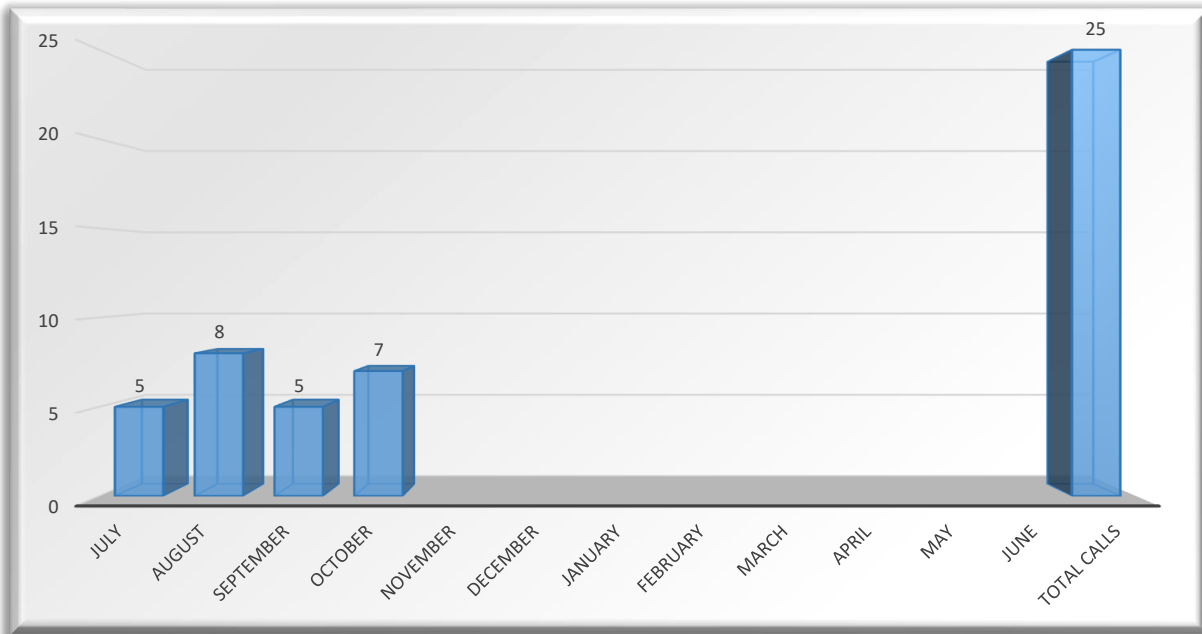
## 2023 - 2024 SUMMARY YTD



Reason For Call	July	August	September	October	November	December	January	February	March	April	May	June
Benefits				1								
Employee Relations	1	2	1									
EDD/UI/DLSE												
Handbooks/Policies	2			1								
Hiring		1										
Investigation		1										
ADA/Leave Laws												
Poster/Records/Forms												
Surveys/Outreach/Other		2		2								
Termination												
Training			1									
Wage & Hour	1	2	3	3								
Work Comp/OSHA	1											
<b>TOTAL</b>	<b>5</b>	<b>8</b>	<b>5</b>	<b>7</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>



## TOTAL NUMBER OF CALLS YTD



July	5
August	8
September	5
October	7
November	
December	
January	
February	
March	
April	
May	
June	
<b>Total Calls</b>	<b>25</b>





Contact Date	Description	Caller Name	Business Name
7/27/2023 0:00	Employee Relations		Chino Valley Chamber
7/18/2023 0:00	Handbook Query		Wood Connections
7/6/2023 0:00	Policy Review Questions		Youth for Christ Central Valley
7/5/2023 0:00	Safety		Round Table Pizza
7/27/2023 0:00	Wage/Hour		Cassle Garage Door Company
8/28/2023 0:00	Drug/Alcohol Issue		Lancaster Painting
8/3/2023 0:00	Employee Relations		Weldway Steel Fabrication
8/10/2023 0:00	Employee Relations		Lancaster Painting
8/22/2023 0:00	Hiring Issue		Mejia Painting
8/18/2023 0:00	Investigation - Internal		Green Eyes Manufacturing
8/22/2023 0:00	Lawsuit or Summons		Green Eyes Manufacturing
8/9/2023 0:00	Wage/Hour		Youth for Christ Central Valley
8/22/2023 0:00	Wage/Hour		Wety Engineering
9/14/2023 0:00	Employee Relations		Cassle Garage Door Company
9/12/2023 0:00	Training Query		Rank Investigation
9/6/2023 0:00	Wage/Hour		California Rehabilitation
9/11/2023 0:00	Wage/Hour		Cassle Garage Door Company
9/28/2023 0:00	Wage/Hour		American Restoration
10/2/2023 0:00	Benefits		Creative Alternatives, Inc
10/25/2023 0:00	Courtesy call, Not In, Left Msg		Modesto Nuts
10/27/2023 0:00	Courtesy call, Not In, Left Msg		California Rehabilitation
10/25/2023 0:00	Policy Review Questions		SupHerb Farms
10/11/2023 0:00	Wage/Hour		Youth for Christ Central Valley
10/24/2023 0:00	Wage/Hour		Central Valley Ag
10/26/2023 0:00	Wage/Hour		Modesto Nuts Baseball Club

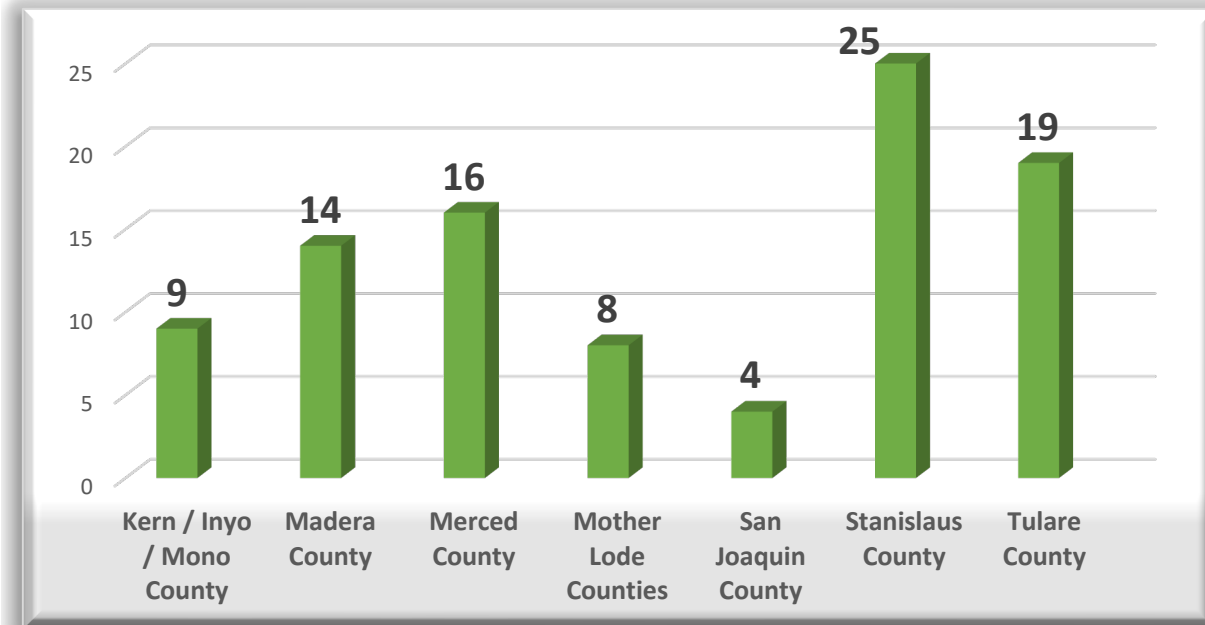


California  
Employers  
Association™



## Central Valley Hotline Report

### 7/1/2023 - 6/30/2024 Summary of Calls



County	July	August	September	October
Kern / Inyo / Mono County	1	2	5	1
Madera County	3	3	3	5
Merced County	3	2	6	5
Mother Lode Counties	1	3	4	0
San Joaquin County	1	0	2	1
Stanislaus County	5	8	5	7
Tulare County	2	10	4	3
<b>TOTAL</b>	<b>16</b>	<b>28</b>	<b>29</b>	<b>22</b>

Kern / Inyo / Mono County	9
Madera County	14
Merced County	16
Mother Lode Counties	8
San Joaquin County	4
Stanislaus County	25
Tulare County	19
<b>Total Calls</b>	<b>95</b>





# STANISLAUS COUNTY INDUSTRIES DASHBOARD

December 2023

COMMUNITY CAREER CONNECTION

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

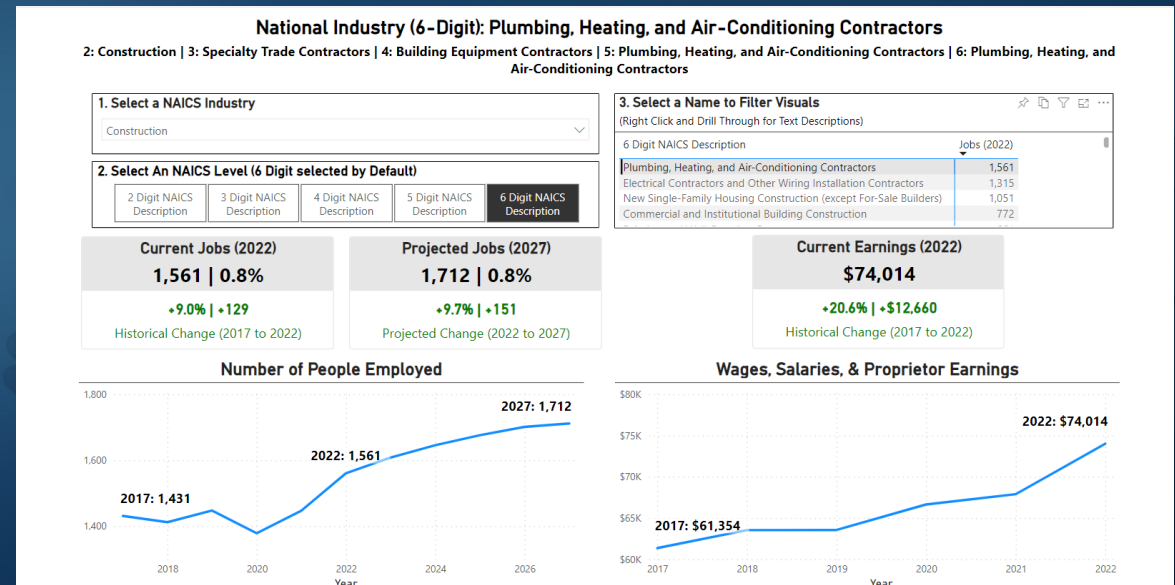
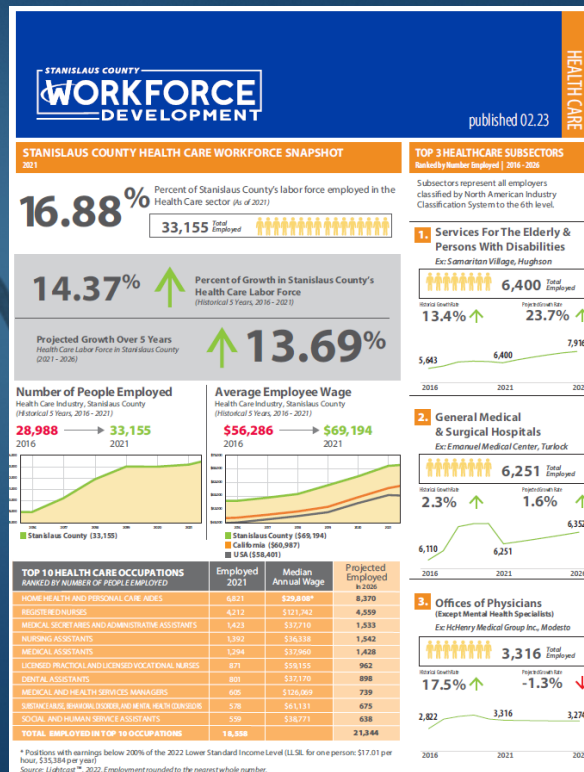


# Based on Sector Strategy Infographics

## STATIC FLYER



## DYNAMIC DASHBOARD



www.stanworkforce.com

# DYNAMIC DASHBOARD KEY BENEFITS

## Infographics

Limited to 5 industries

Figures manually updated

Information separated by industry

No occupation/industry descriptions

Subsectors limited to 6-digit industry level

## Dashboard

Access to all industries

Raw data files updated (quicker update process)

Multiple industries can be selected

Access to occupation/industry descriptions

Access to all industry subsector levels

# Dashboard Overview

## Industry Overview Page

- Industry employment and earnings data

## Top 10 Occupations Page

- 10 occupations with the highest current employment for selected industries
- Occupational data – current employment, current median earnings, and projected employment

## Top Subsectors Page

- Industry subsector employment and earnings data

# Dashboard Example: Questions

## Health Care and Social Assistance Industry

### [Dashboard Link](#)

Questions to be answered:

- What is the projected growth for the “Health Care and Social Assistance Industry” over the next 5 years?
- What is the top occupation for the “Health Care and Social Assistance Industry”? Is this occupation projected to grow over the next 5 years?
- What is the top subsector of the “Health Care and Social Assistance Industry”? Is this subsector expected to grow over the next 5 years?



# Dashboard Example: Walkthrough

## Industry Overview Page

Step 1: Use the filter on the top left to select “Health Care and Social Assistance Industry”

## Top 10 Occupations Page

Industry was selected on prior page. No action needed.

## Top Subsectors Page

Step 1: Confirm “Health Care and Social Assistance Industry” is selected

Step 2: Select 6-Digit NAICS Industry Level (2-Digit is broadest and 6-Digit is most specific)

Step 3: Select subsector to update page visuals

# Dashboard Example: Answers

## Health Care and Social Assistance Industry

- What is the projected growth for the “Health Care and Social Assistance Industry” over the next 5 years?
  - [14.4% Growth – From Industry Overview Page](#)
- What is the top occupation for the “Health Care and Social Assistance Industry”? Is this occupation projected to grow over the next 5 years?
  - [“Home Health and Personal Care Aides”, Employment expected to grow by 1,827 – From Top 10 Occupations Page](#)
- What is the top subsector of the “Health Care and Social Assistance Industry”? Is this subsector expected to grow over the next 5 years?
  - [“Services for the Elderly and Persons with Disabilities”, Jobs in subsector expected to grow by 26.1% - From Top Subsectors Page](#)

# COMMENTS?



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

COMMUNITY CAREER CONNECTION

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

# REMOTE WORK, COMMUTE TIMES, PUBLIC TRANSPORTATION USE, AND HOUSING TRENDS IN STANISLAUS COUNTY

September 20, 2023

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**Phone: (209) 558-3562**



## Introduction

This report is based on the University of the Pacific's Center for Business and Policy Research Report on COVID-19 and Residents' Journey to Work in San Joaquin County.

The following report utilizes Census American Community Survey (ACS) 1-Year Estimates data for 2017, 2018, 2019, 2021 and 2022. Data is focused on identifying trends in remote work, commute time to work, and share of population using public transportation.

### How was Remote Work Impacted in Stanislaus County?

The share of workers working from home more than doubled after the onset of the pandemic. The percentage of people working from home increased from 3.9% in 2019 to 8.7% in 2021. In 2022, it slightly lowered to 7.2% of people working from home.

### How were Commute Times Impacted in Stanislaus County?

Commute times remained constant, decreasing from 31.7 minutes in 2019 to 31.4 minutes in 2021. In 2022, commute times dropped by 1.1 minutes to 30.3 minutes.

### How was Public Transportation Use Impacted in Stanislaus County?

Stanislaus County public transportation use returned to pre-pandemic levels of use from 0.4% in 2019 to 1.0% in 2021 and 2022. Overall, public transportation use remains low compared to California as a whole.

### How was Housing Impacted in Stanislaus County?

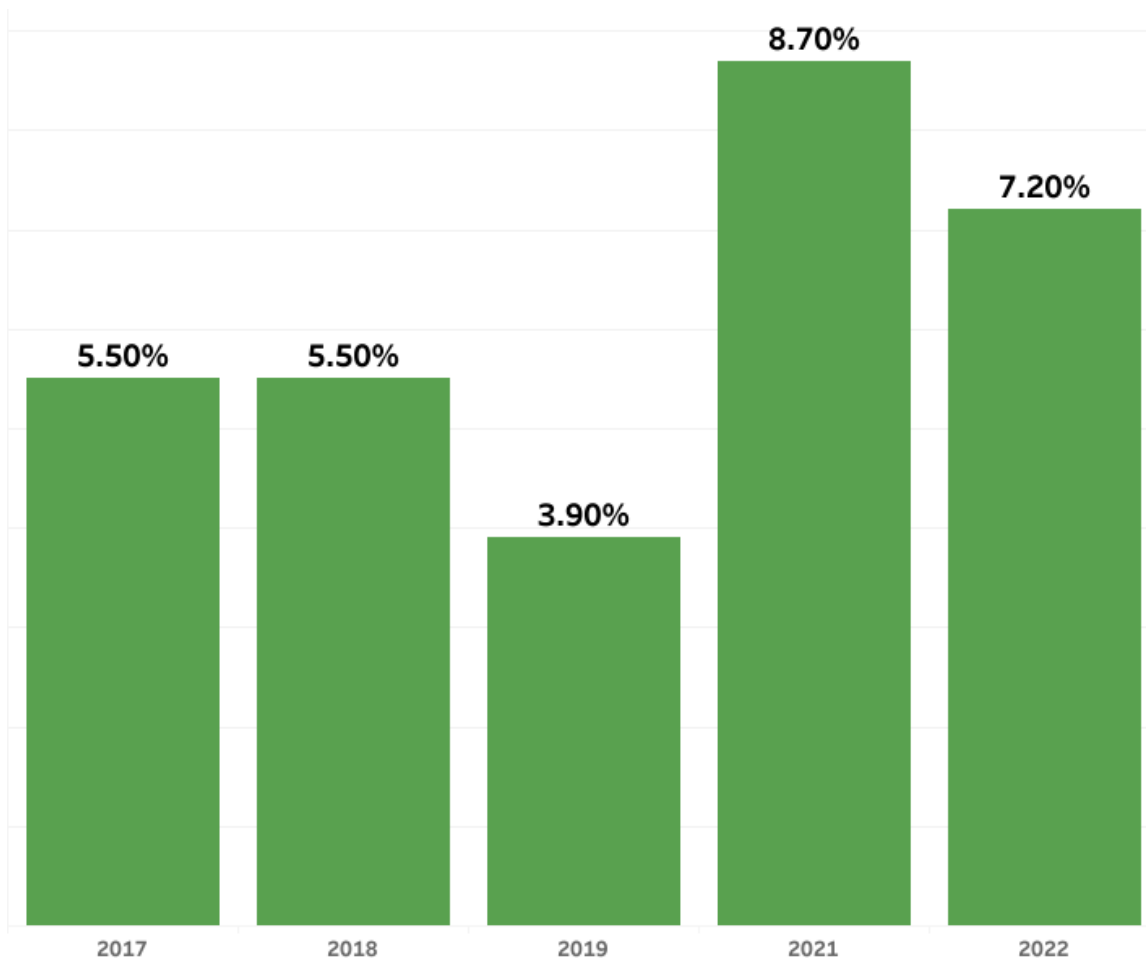
Stanislaus County typical home values and market rate rents continued on an upward trend from March 2020 to July 2022. Typical home values were \$333,512 in March 2020 with a peak of \$471,463 in July 2022. Market rate rent was \$1,488 in March 2020, with a peak of \$1,948 in August 2022.

## I. Remote Work (Percent of People Working from Home)

### Ia. Remote Work (Stanislaus County)

Pre-pandemic there was a decline in remote work from 5.5% in 2018 to 3.9% in 2019. The share of workers working from home more than doubled after the onset of the pandemic. Remote work has remained above pre-pandemic levels, with 7.2% of workers working from home in 2022.

**Percent of People Working From Home in Stanislaus County**



*Figure I.1: Percent of People Working from Home in Stanislaus County*

*(Source: Census ACS 1-Year Estimates)*

## Ib. Remote Work by County (Stanislaus, Merced, San Joaquin)

Stanislaus County maintained a 5.5% remote work population from 2018 to 2019, only 0.5% less than statewide levels. However, Stanislaus County alone experienced a drop in remote work to 3.9% in 2019.

After the onset of the pandemic, remote work increased across all counties. Despite Stanislaus County remote work increasing to 8.7%, it was still 12.7% below the statewide rate of 21.4%. Notably, none of the counties selected matched the statewide level of remote work.

In 2022, all areas experienced a decrease in remote work. However, remote work rates remained significantly above pre-pandemic levels.

### Percent of People working From Home by County

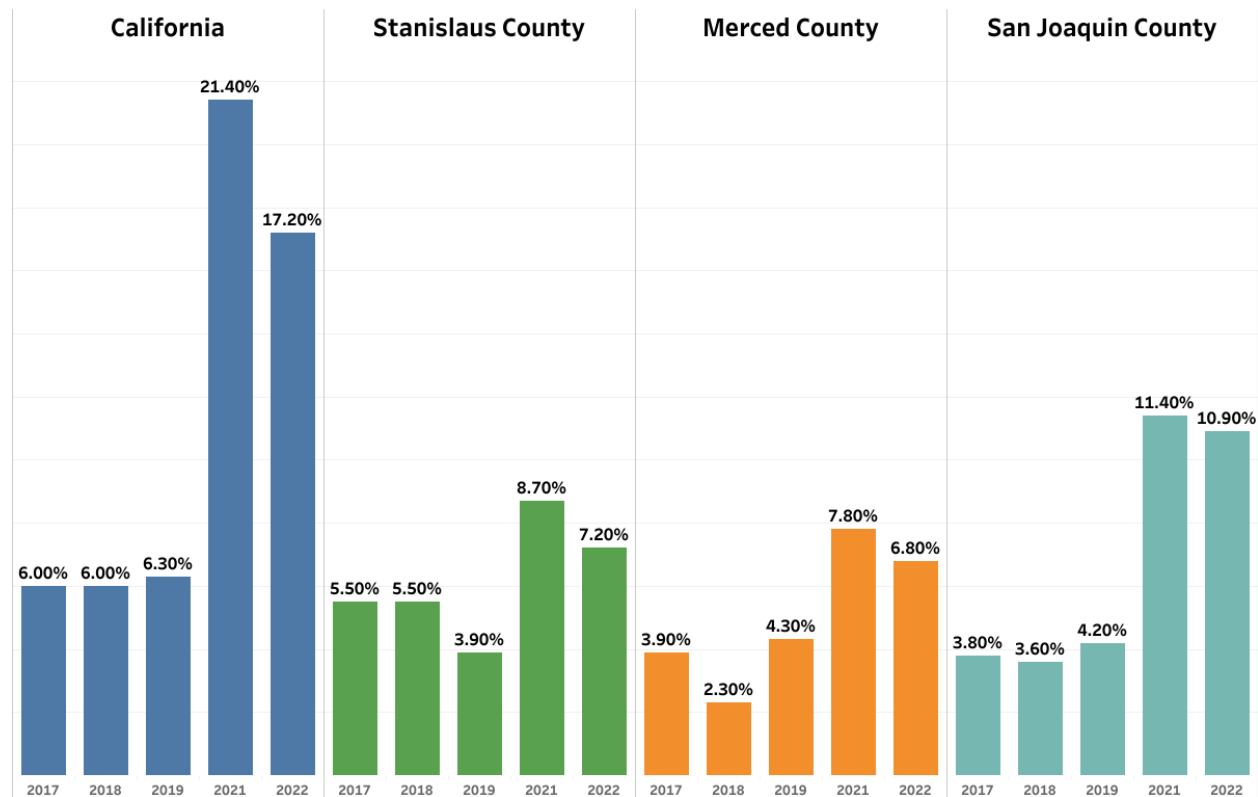


Figure I.2: Percent of People Working from Home by County

(Source: Census ACS 1-Year Estimates)

### Ic. Remote Work by Stanislaus County Cities (Modesto, Turlock)

Modesto nearly tripled the percent of people working from home between 2019 and 2021, from 3.1% in 2019 to 8.9% in 2021. Turlock more than doubled in the same time frame, from 3.7% in 2019 to 8.1% in 2021.

In 2022, both cities experienced a decrease in the percent of people working from home. However, Turlock experienced a 2.5% decrease, while Modesto experienced a 1.2% decrease.

### Percent of People Working From Home in Stanislaus County Cities

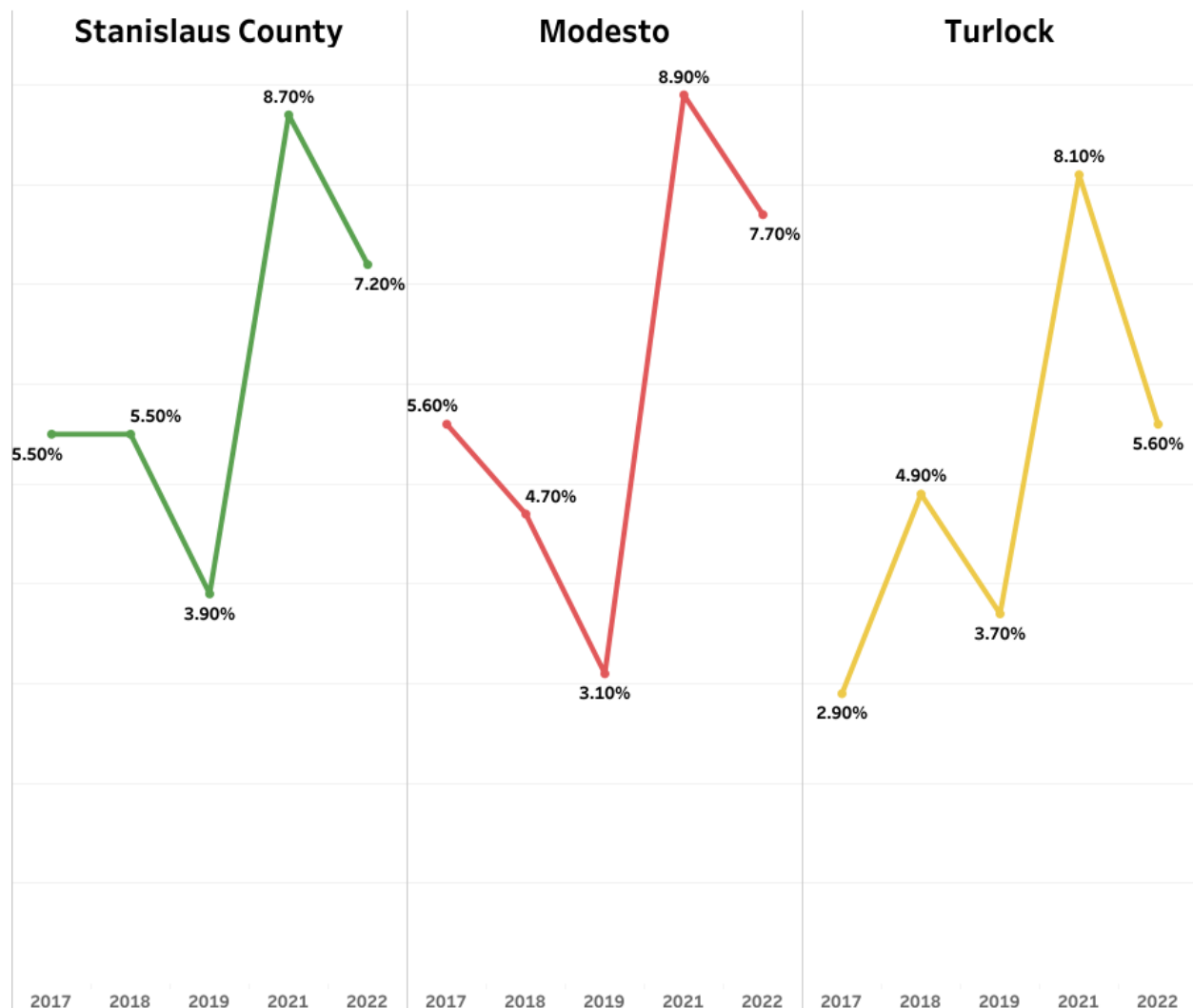


Figure I.3: Percent of People Working from Home by Stanislaus County Cities

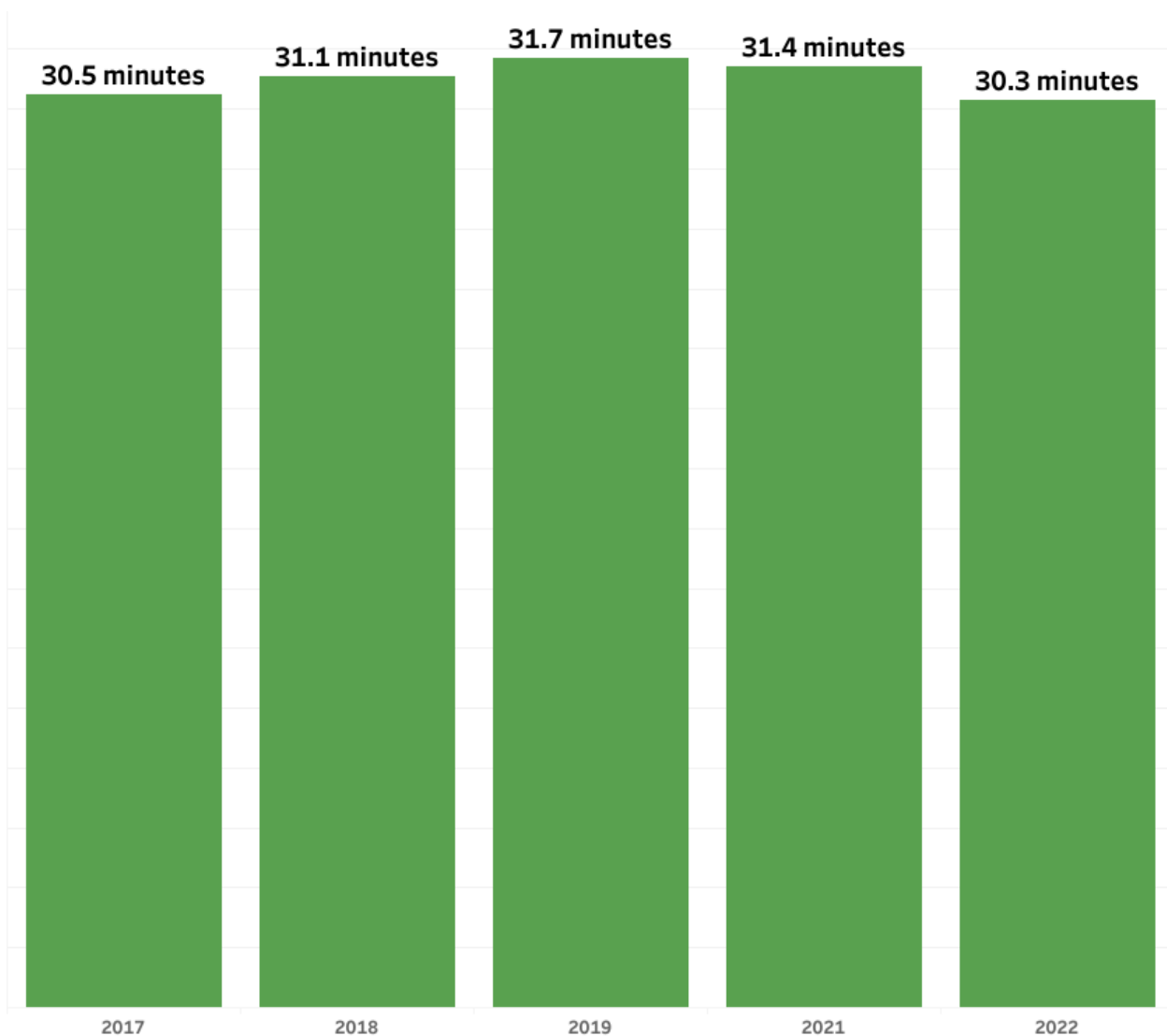
(Source: Census ACS 1-Year Estimates)

## II. Average Commute Time (Minutes)

### IIa. Average Commute Time (Stanislaus County)

The average commute time to work remained fairly constant in Stanislaus County, dropping from 31.7 minutes in 2019 to 31.4 minutes in 2021. There was a 1.1 minute decrease in commute times from 2021 to 2022.

#### Mean One-Way Commute Times in Minutes (Stanislaus County)



*Figure II.1: Average Commute Time to Work for Stanislaus County*

*(Source: Census ACS 1-Year Estimates)*

## Iib. Average Commute Time by County (Stanislaus, Merced, San Joaquin)

Although Stanislaus County mirrored statewide trends, it did not have as large of a decrease in average commute time compared to the state. Stanislaus County commute times were lower in 2021 compared to other nearby counties.

In 2022, trends vary by region. San Joaquin County mirrored the statewide trend with average commute time increasing by 0.5 minutes. Both Stanislaus County and Merced County had decreases in average commute times. However, Merced County times decreased by 4.1 minutes while Stanislaus County times decreased by 1.1 minutes.

### Mean One-Way Commute Times in Minutes by County

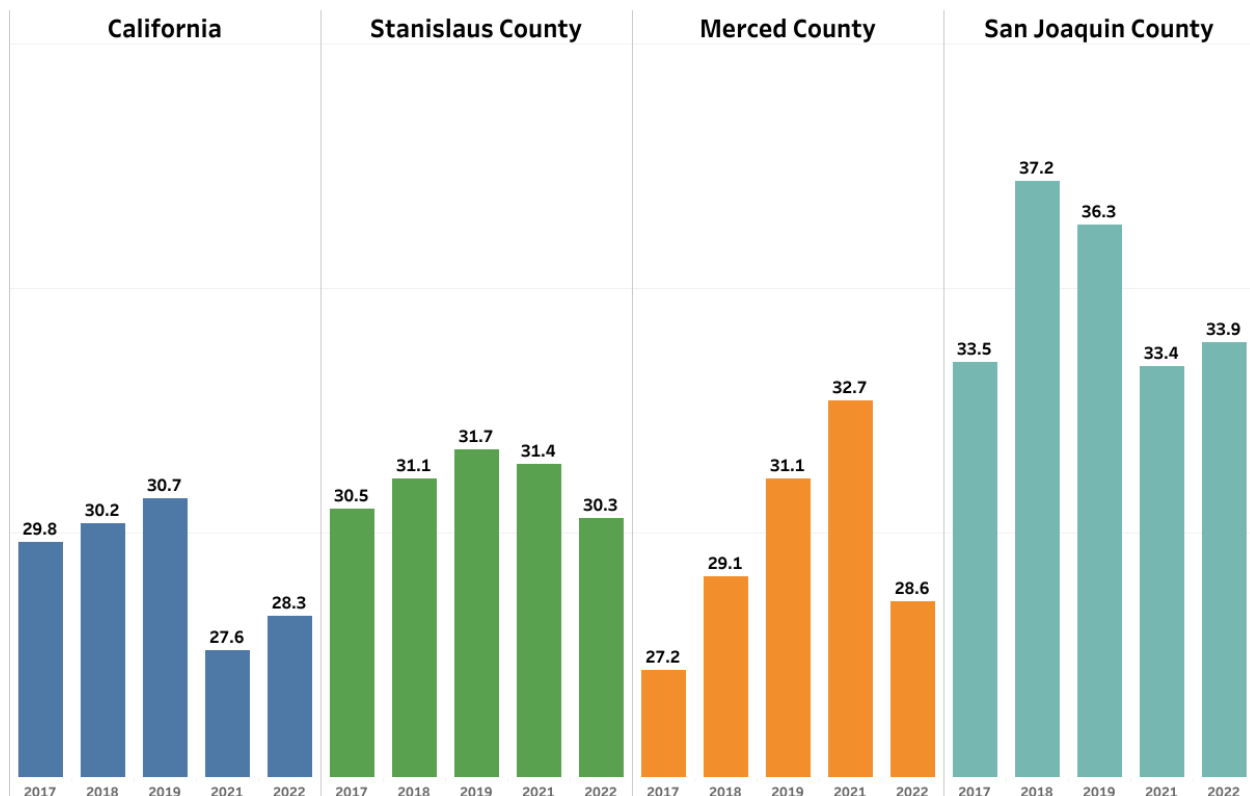


Figure II.2: Average Commute Time to Work by County

(Source: Census ACS 1-Year Estimates)

## IIc. Average Commute Time by Stanislaus County Cities (Modesto, Turlock)

Turlock commute times have consistently remained lower than Modesto commute times.

Modesto commute times considerably increased from 28.2 minutes in 2019 to 32 minutes in 2021. Alternatively, Turlock saw a considerable decrease in commute times from 26.6 minutes in 2019 to 24.8 minutes in 2021. This could be linked to the increase in public transportation use for Modesto compared to Turlock.

In 2022 both cities returned closer to their pre-pandemic levels with a 3.5 decrease in Modesto average commute times and a 1.4 increase in Turlock average commute times.

### Mean One-Way Commute Times in Minutes by Stanislaus County Cities

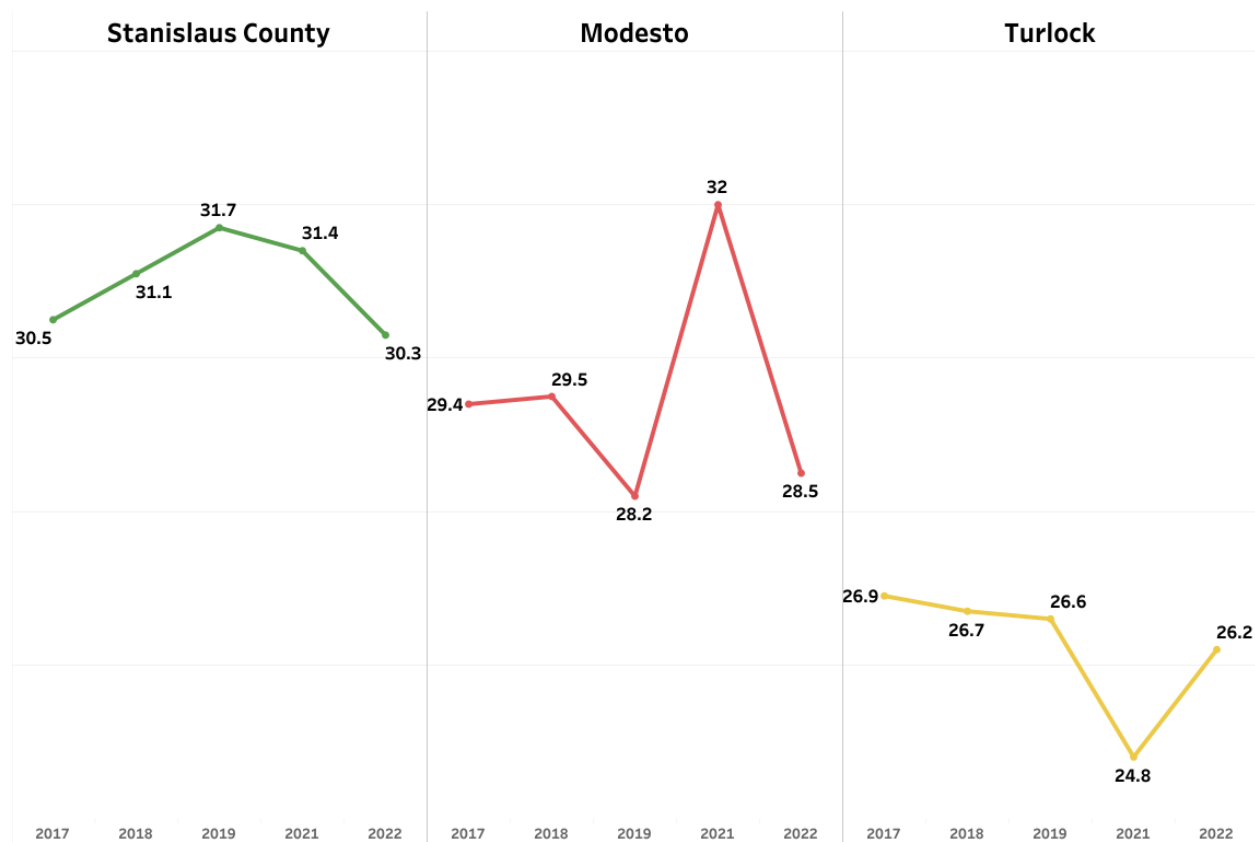


Figure II.3 Average Commute Time to Work by Stanislaus County Cities

(Source: Census ACS 1-Year Estimates)

### III. Public Transportation Use

#### IIIa. Public Transportation Use by County (Stanislaus, Merced, San Joaquin)

Stanislaus County public transportation use did not follow California trends. Stanislaus County was the only County with an increase of use in 2021, from 0.4% in 2019 to 1.0% in 2021.

Overall, Stanislaus County public transportation use remains low compared to California with no change from 2021 to 2022.

#### Percent of People Commuting Via Public Transportation by County

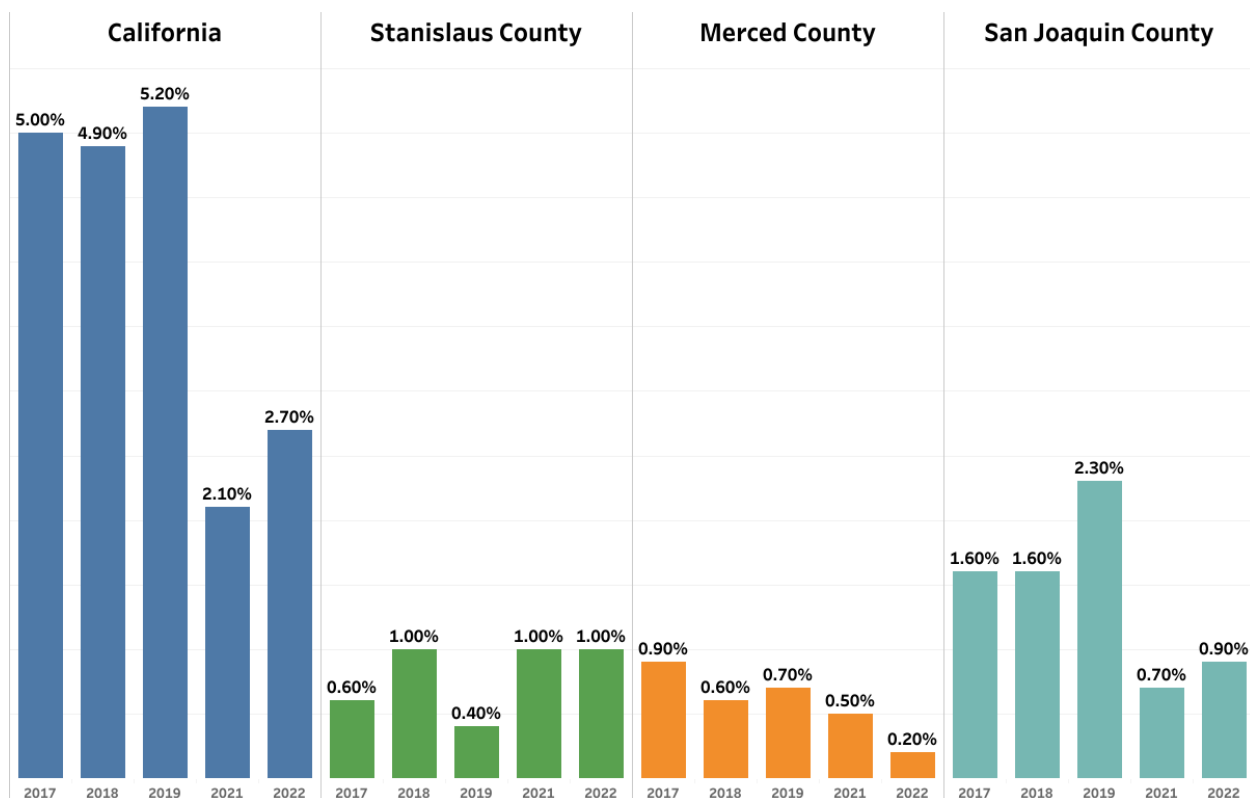


Figure III.1: Percent of People Commuting Via Public Transportation by County

(Source: Census ACS 1-Year Estimates)



### IIIb. Public Transportation Use by Cities (Modesto, Turlock)

Modesto had seven times more public transportation use between 2019 and 2021, from 0.2% in 2019 to 1.4% in 2021. Turlock followed statewide trends with a decrease in public transportation use. However, the impact was more drastic for Turlock with use decreasing from 1.4% in 2019 to 0.2% in 2021.

Trends from 2019 to 2021 continued in 2022. Modesto's upward trend continued with a 0.9% increase, while Turlock's downward trend continued with a 0.2% decrease.

#### Percent of People Commuting Via Public Transportation in Stanislaus County Cities

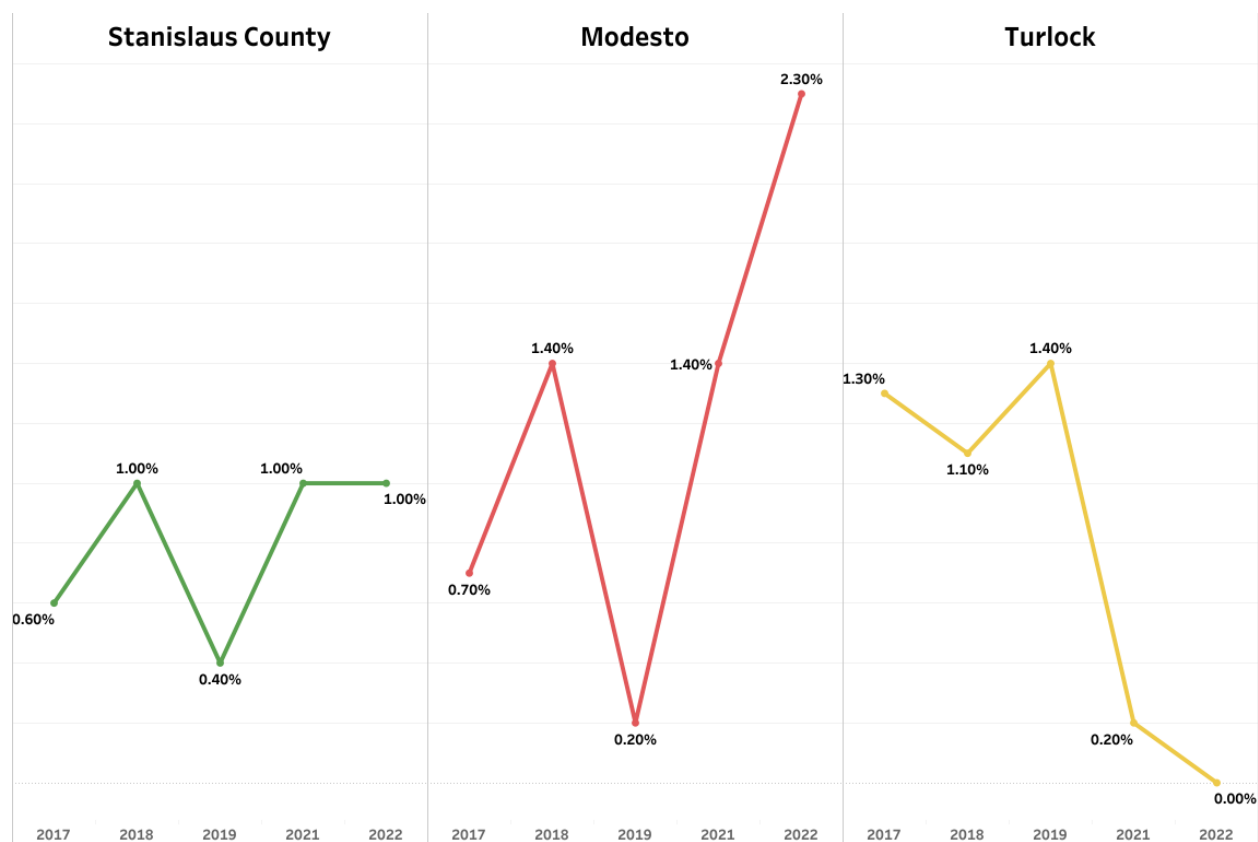


Figure III.2: Percent of People Commuting Via Public Transportation by Stanislaus County Cities

(Source: Census ACS 1-Year Estimates)

### IIIc. Stanislaus Regional Transit Authority (StanRTA) Ridership in Thousands

Data Note: The data items are reported as the number of unlinked passenger trips. Unlinked passenger trips are defined as the number of passengers who board public transportation vehicles. Passengers are counted each time they board vehicles no matter how many vehicles they use to travel from their origin to their destination.

StanRTA ridership was on an upward trend from 70,900 trips in January 2021 to 227,200 trips in October 2022. Ridership experienced a steep decline from 227,200 trips in October 2022 to 172,500 trips in December 2022. 2022 ridership by month has remained above 2021 levels of ridership for the same month.

### Stanislaus Regional Transit Authority (StanRTA) Ridership in Thousands 2022 vs 2021

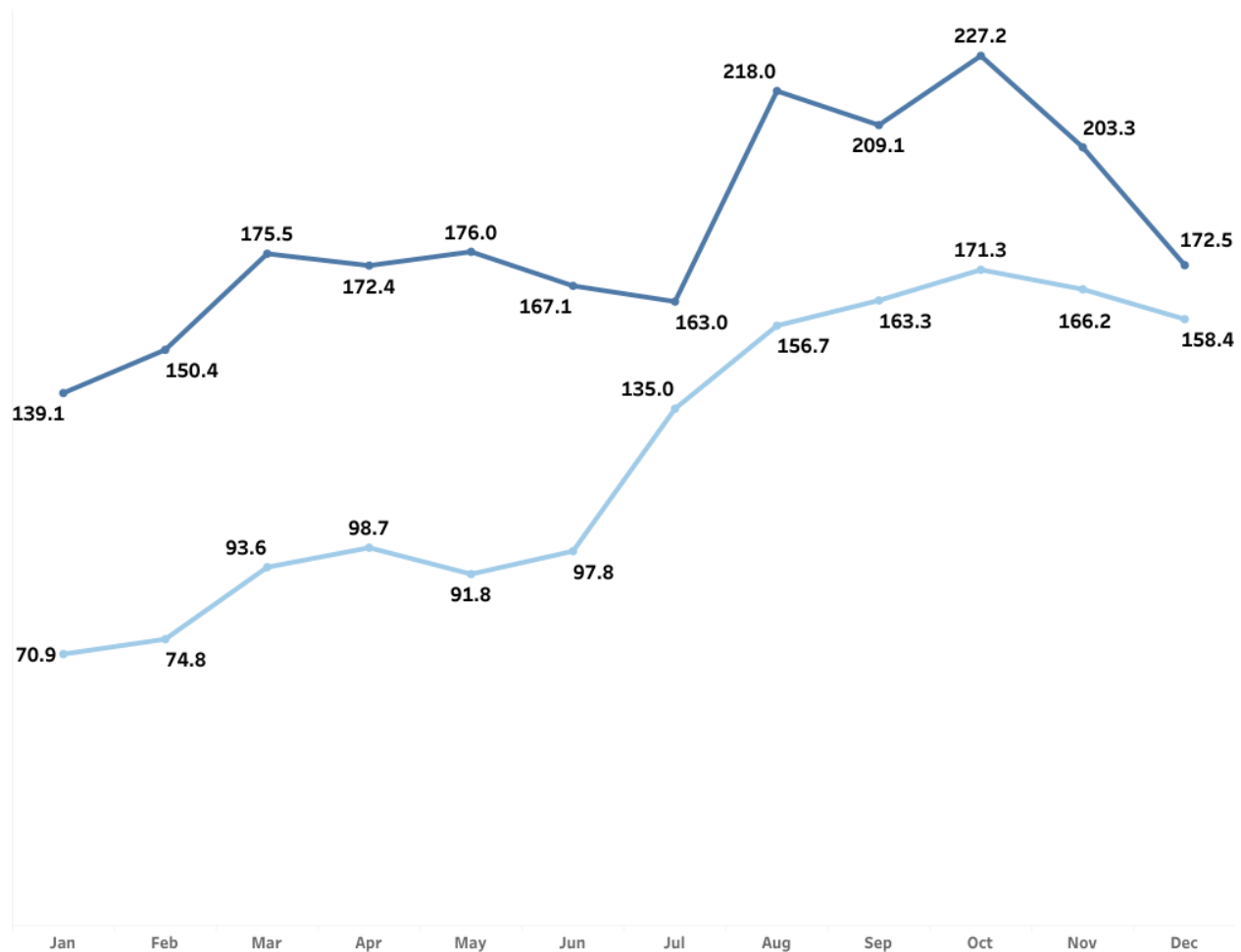


Figure III.3: Stanislaus Regional Transit Authority (StanRTA) Ridership in Thousands

(Source: American Public Transportation Association (APTA) Ridership Reports)

## IV. Housing Trends (Home Value, Rent, Jobs to Housing Ratio)

### IVa. Stanislaus County Home Value

Stanislaus County typical home values have been on an upward trend since December 2011. Typical home values were \$333,512 in March 2020 with a recent peak of \$471,463 in July 2022.

#### Stanislaus County Typical Home Value (Homes in 35<sup>th</sup> to 65<sup>th</sup> Percentile)

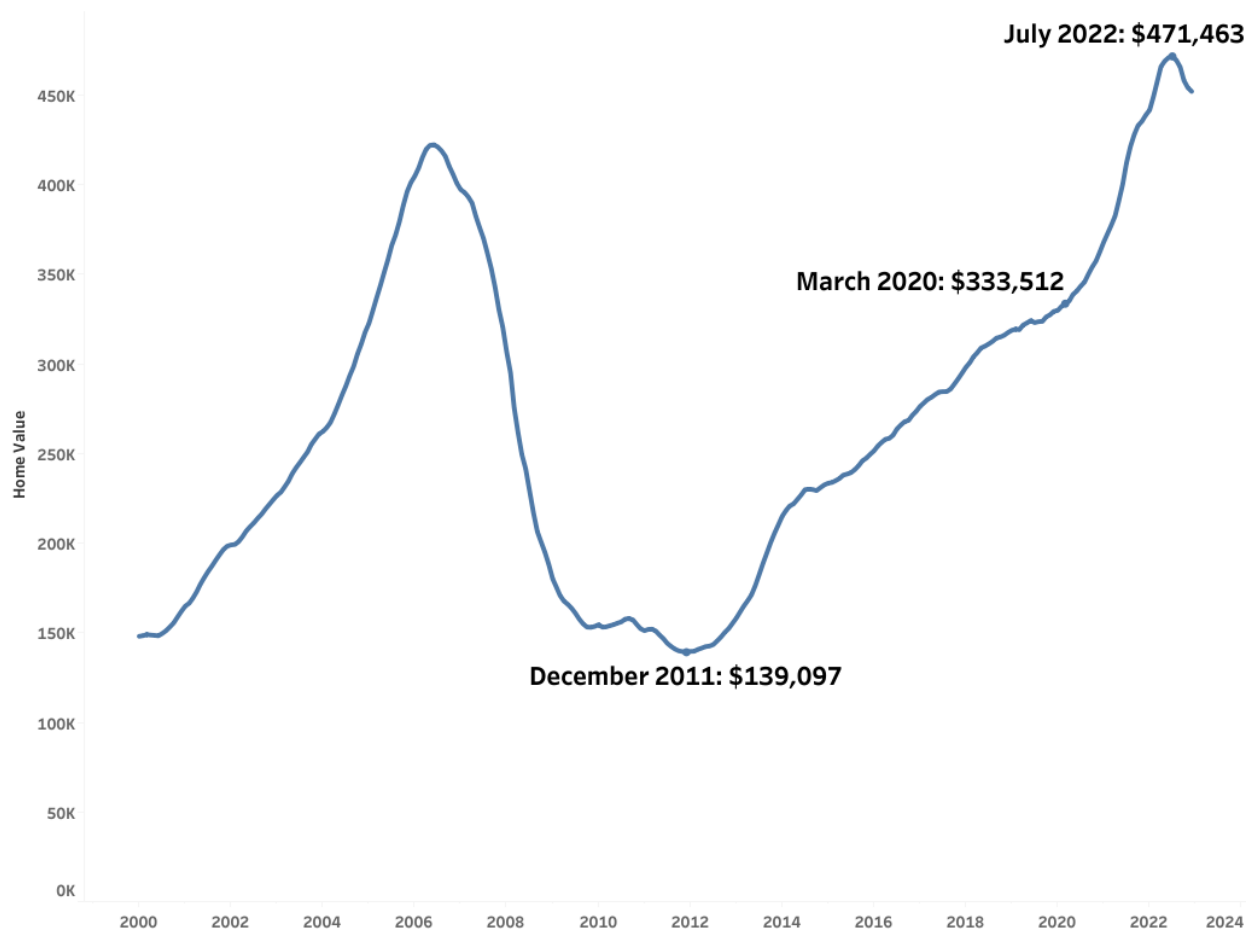


Figure IV.1: Stanislaus County Typical Home Value (Homes in 35<sup>th</sup> to 65<sup>th</sup> Percentile)

(Source: Zillow Home Value Index)

## IVb. Stanislaus County Market Rate Rent

Stanislaus County market rate rent has continued in an upward trend since March 2015. Market rate rent was \$1,488 in March 2020, with a recent peak of \$1,948 in August 2022.

### Stanislaus County Market Rate Rent (Rents in 40<sup>th</sup> to 60<sup>th</sup> Percentile)

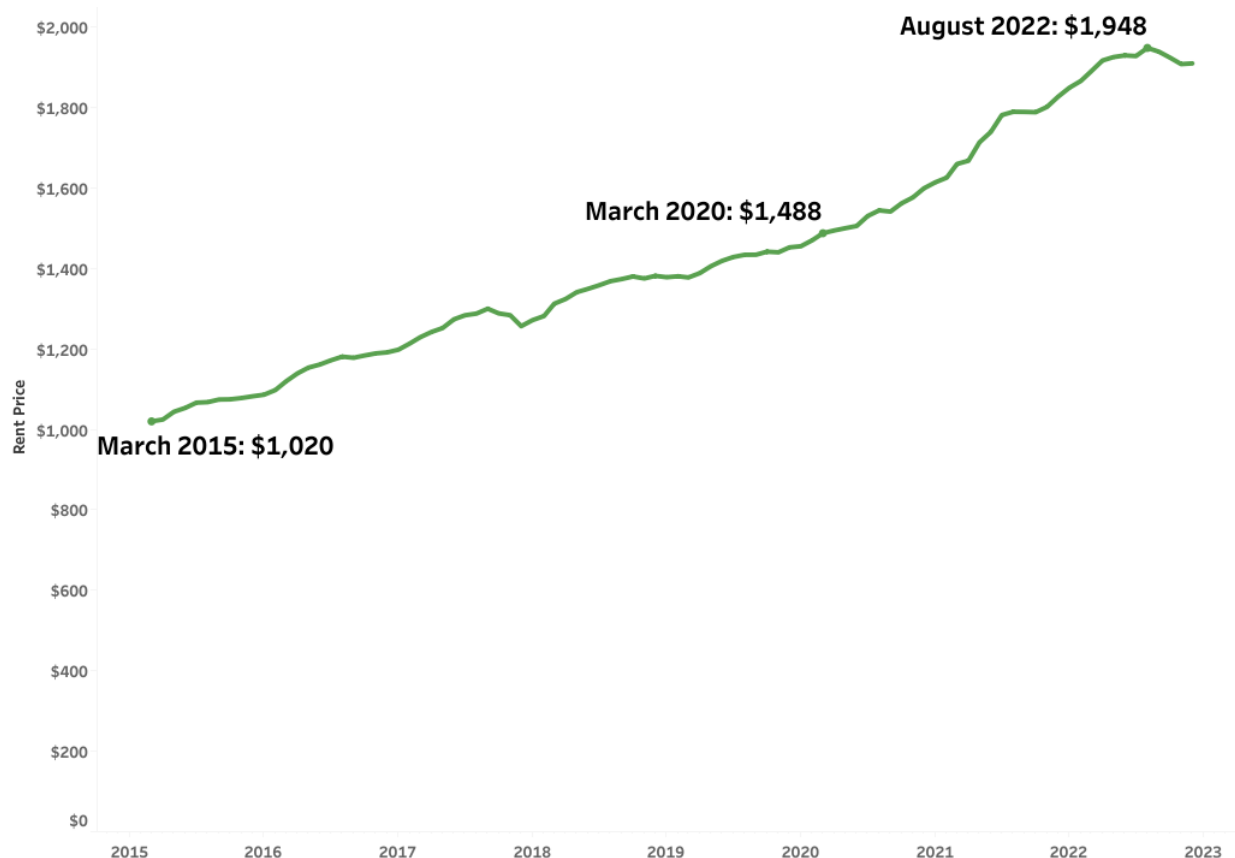


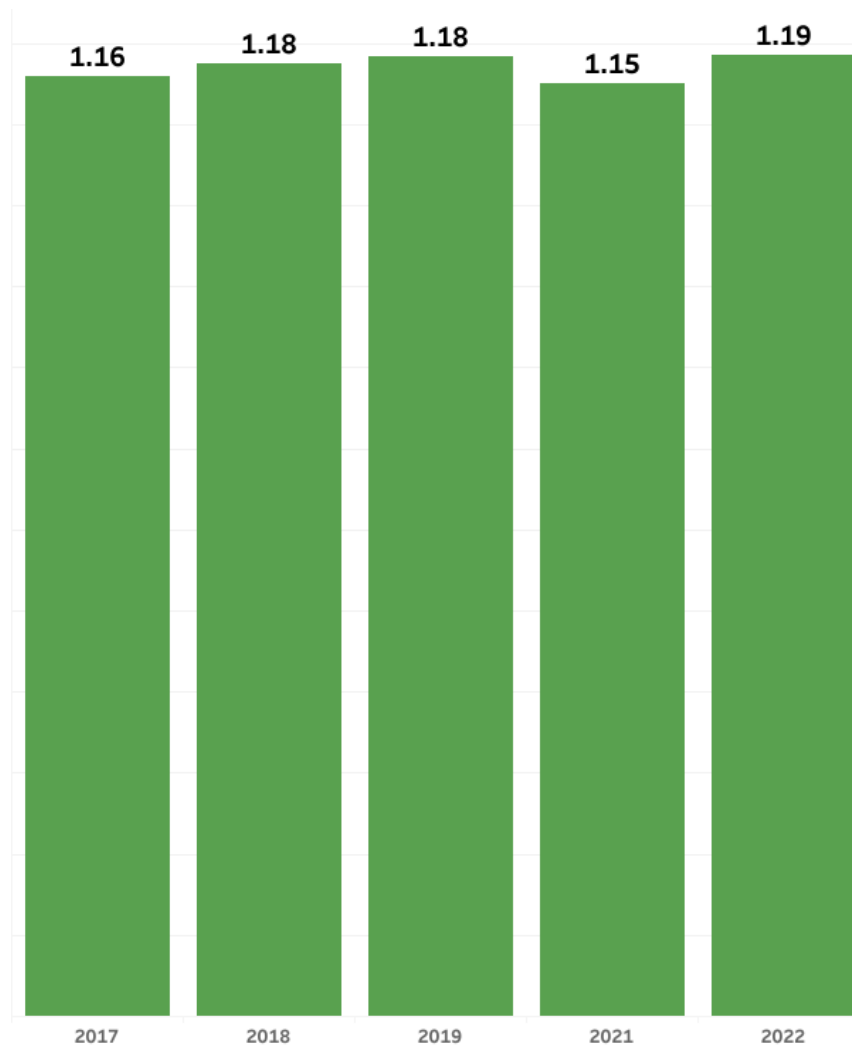
Figure IV.2: Stanislaus County Market Rate Rent (Rents in 40<sup>th</sup> to 60<sup>th</sup> Percentile)

(Source: Zillow Observed Rent Index)

### IVc. Stanislaus County Jobs to Housing Ratio

A jobs to housing ratio of above 1.5 indicates that many workers likely commute into the area, whereas a score of less than 0.75 indicates that many workers likely commute out of the area. Stanislaus County Jobs to Housing Ratio has remained relatively constant with values of 1.16 in 2017 and 1.19 in 2022.

**Stanislaus County Jobs to Housing Ratio**



*Figure IV.3: Stanislaus County Jobs to Housing Ratio*

*(Source: Jobs – Lightcast, Housing – Census ACS 1-Year Estimates)*

## References

University of the Pacific, Center for Business and Policy Research. (2023). *COVID-19 and Residents' Journey to Work in San Joaquin County*. [https://www.pacificcbpr.org/wp-content/uploads/2023/01/JrntoWrk\\_CBPRSpotlight\\_2023.pdf](https://www.pacificcbpr.org/wp-content/uploads/2023/01/JrntoWrk_CBPRSpotlight_2023.pdf)

U.S. Census Bureau, 2017 ACS 1-year (DP03 Table). <https://data.census.gov/>.

U.S. Census Bureau, 2018 ACS 1-year (DP03 Table). <https://data.census.gov/>.

U.S. Census Bureau, 2019 ACS 1-year (DP03 Table). <https://data.census.gov/>.

U.S. Census Bureau, 2021 ACS 1-year (DP03 Table). <https://data.census.gov/>.

U.S. Census Bureau, 2022 ACS 1-year (DP03 Table). <https://data.census.gov/>.

Zillow, Zillow Home Value Index (ZHVI) – Smoothed, Seasonally Adjusted, All Homes (SFR, Condo/Co-op) Time Series. <https://www.zillow.com/research/data/>

Zillow, Zillow Observed Rent Index (ZORI) - Smoothed, All Homes Plus Multifamily Time Series. <https://www.zillow.com/research/data/>



## Agriculture Sector Partnership – Workforce Development Subsector Meeting & Sector Meeting Recap

Subsector Meeting, Agenda below:

### *Agriculture Sector Partnership – Workforce Development*

#### *Subsector : Nut Industry*

*Agenda: July 18, 2023 : 3:00-4:00pm*

- *3:00-3:10pm : Introductions*
- *3:10-3:20pm : What is Workforce Development & Farm Bureau Partnership*
- *3:20-3:50pm : Group Discussion*
- *3:50-4:00pm : Next Steps and Closing*

#### **New Hires**

- 1. What type of positions do you have in your operation?*
- 2. Did you have trouble filling any positions last season? If yes, then what positions?*
- 3. What qualities/abilities do you look for in an applicant?*
- 4. Are recent hires lacking any training/skills/abilities that you expected them to have, like soft skills?*

#### **Current Employees**

- 5. Have there been any changes or updates in equipment or technology that required you to retrain current employees? If yes, then what have been those updates?*
- 6. Is there any kind of training you would like to see available for newly promoted employees? (Communication, reporting, employee management, etc.)*
- 7. Are there any training or employee development opportunities that you would like, but they have been too expensive?*
- 8. Are there any certifications or certificate programs that would help, or are required, for an employee to be promoted?*

#### **Attendance:**

Farm Bureau did a data request from the Stanislaus County Agricultural Commissioner to obtain a list of all of the non-ag permits in their system, a permit type required by Nut Processors. Thirty-five processors were invited to the meeting. Grower Direct was the only processors to attend, along with Workforce Development, Farm Bureau and the Almond Board. See below for a copy of the sign in sheet.

## Workforce Development 7/18/2023

### Sub-Sector Meeting : Nut Industry

#	Name	Company	Email	Phone Number
1	Rachelle Antinetti	Antinetti Consulting	rantinetti@gmail.com	209.585.7921
2	Chris Hancock	Workforce Dev.	hancockc@stanworkforce.com	209-581-6522
3	Christina Zella	GDX	christina.z@gdnut.com	
4	Jenny Nicolau	Almond Board of CA	jnicolau@almondboard.com	209-343-3248
5	Liz Carrillo	Grower Direct Nut	Lizc@gdnut.com	(209)542-3524
6				
7				

#### Meeting Notes:

While attendance was small, it allowed for frank conversation in regards to current challenges with the workforce.

#### Challenges identified by Grower Direct:

- Basic job skills needed, ie. Showing up on time
- Forklift operators versus forklift drivers (operators can trouble-shot, assess hazards, make changes in real-time based on changes in the environment)
- Machine operators are needed
- Learning new software (there are changes to software annually)
- Basic computer skills, ie. Knowing how to navigate a tablet in the field/warehouse
- Supervisory skills, ie. Coaching, managing labor needs, taking ownership of projects, how their decisions in operations play a large role in the impact to the company (Lean Six Sigma Black Belt Certification and Supervisory Development Program (SDA) was discussed here)
- Knowing how to use MS Excel

#### Next Steps:

- Grower Direct reached out to Farm Bureau to sign up almost 40 employees for SDA. Anna connected them with Chris Hancock, Workforce Development, and Theresa Kiehn, AgSafe. Grower Direct plans to utilize Incumbent Worker Training funds to work directly with AgSafe to provide an inhouse SDA for just their employees.
- While forklift operator training does not qualify for incumbent work training, we discussed a warehouse logistics training that could include: equipment training (specific to the industry, possibly bring in a trainer from the vendor), software training (this is upgraded annually), product knowledge and Lean Training ideas.



## Sector Meeting, Agenda below

### *Agriculture Sector Partnership – Workforce Development*

*Agenda: November 9<sup>th</sup>: 2023: 8am to 10am*

*Farm Bureau BOD: 1201 L Street, Modesto, Ca*

- *8:00-8:15am:*
    - *Introductions*
  - *8:15-8:45am:*
    - *Anna provides updates:*
      - *Supervisory Develop Academy - 2024*
      - *Subsector Meeting*
      - *Incumbent Worker Training in Action*
  - *8:45-9:45am:*
    - *Break Out, By Industry*
      - *Build an Incumbent Worker Training that meets your needs*
  - *9:45-10:00am: Groups Report Back and Closing*
- 

- ***Supervisor Development Academy in 2024***
  - *20 spots in each class*
  - *Scheduled for Thursdays:*
    - *English 7:30 a.m. – 11:30 a.m.*
    - *Spanish 12:00 p.m. – 4:00 p.m.*
      - *March 7*
      - *March 21*
      - *April 4*
      - *April 18*
      - *May 2*
- *Please communicate with Anna, [annaq@stanfarmbureau.org](mailto:annaq@stanfarmbureau.org), to register your employees.*

Attendance:

### Ag Sector Committee Meeting: 11/9/2023

	Name	Company	Sign in
1	Abi Fair	Farm Bureau	yes
2	Anna Genasci	Farm Bureau	yes
3	Barbara Alley	NuWest Milling	yes
4	Caitie Diemel	Farm Bureau	yes
5	Chris Hancock	Stan Co Workforce Development	yes
6	Darrell Cordova	Farmer	yes
7	Derek Veneman	Dairy	yes
8	Doris Foster	Stan Co Workforce Development	yes
9	Emily Lawrence	MJC	yes
10	Jennifer Dickey	CR Orchards	yes
11	Joshua Lane	Lean Farmers	yes
12	Justin Elam	Blue Diamond	yes
13	Kari Santos	IJ Larsen Pumps	yes
14	Kris Helton	BBSI	yes
15	Linda Pinfold	Stan Co Ag Comm	yes
16	Lori Marchy	MJC	yes
17	Mark Tanksley	A.L. Gilbert Co.	yes
18	Rory White	Select Sires	yes
19	Ryan Amaral	MJC	yes
20	Scott Kuykendall	Stanislaus County Office of Education	yes
21	Theresa Keihn	AgSafe	yes
22	Tim Roos	Nursery	yes
23	Tom Orvis	Farm Bureau	yes
24	Trent Voss	Blue Diamond	yes
25	Vance Ahlem	Dairy	yes

### Meeting Notes:

Anna Genasci, Stanislaus County Farm Bureau, provided an overview (see slides below) of year ONE of the Sector Partnership and the activity for the day, focusing on incumbent worker training. Chris Hancock, Workforce Development, provided a quick overview of the incumbent worker training program requirements.

# Stanislaus County Workforce Development

## Agriculture Sector Partnership Update

Presented By:

Anna Genasci  
Stanislaus County Farm Bureau



## WORKFORCE DEVELOPMENT



ONLY ONE YEAR INTO THE PROGRAM!

## FALL MEETING TAKE-AWAYS

### Overall Themes:

- Supervisor/leadership training for newly promoted employees
- Computer skills, including Microsoft programs
- Database management and input
- English literacy
- Certifications: Equipment, Pesticides, Class A drivers & technology
- Customer service, working in a team, and soft skills
- Compliance; updates on trainings and requirements (HR and Safety)



### New Hire Soft Skills Deficiencies:

- Lack of written communication skills (poor grammar, spelling, sentence structure, etc.)
- Lack of verbal communication skills (eye contact, speaking clearly and distinctly, being able to introduce one's self)
- Timeliness – both showing up to work and appointments (in-person and virtual) on time, as well as completing assigned work on time.
- Staying motivated and persevering when encountering obstacles (not giving up or trying to move the hard work to someone else).
- Managing stressful situations without quitting

## DELIVERABLES

### Agricultural Supervisory Development Academy (SDA) Update:

- The Spring 2023 sessions were full.
- Two cohorts, one in English and one in Spanish, received 20 hours of training beginning April 2023.
- Each cohort had 20 participants.
- Each in-person session was 4 hours with 1-2 hours of activities to practice new skills on the job along with small homework assignments.

**Supervisory Development Academy**

STANISLAUS COUNTY  
**FARM BUREAU**

This program will give supervisors a foundation to develop skills essential to furthering their success and that of your business. This 5 session program addresses leadership, communication, conflict resolution, planning, and team building.

**Each Participant Must Attend all 5 Sessions:**

- April 20, 2023
- May 4, 2023
- May 18, 2023
- June 1, 2023
- June 15, 2023

• Each in-person session lasts 4 hours with 1-2 hours of activities to practice new skills on the job along with small homework assignments.

• Available in both:

- English (8am to noon) &
- Spanish (1pm to 5pm)

• Sessions will be held at the Farm Bureau

• Fees: \$85 per participant

**Register Now!**  
@stanfarmbureau.  
org/events/  
use the QR Code or call

**WORKFORCE DEVELOPMENT**

Anna @ 209-522-7278



## GRADUATION



## SPRING MEETING TAKE-AWAYS

- Orange Group – Computer Skills & Working with a Database
  - Two key takeaways – Database and Excel training needed
- Pink Group – Certifications; Equipment & Pesticides
  - Two key takeaways – Agriculture specific on-boarding training modules and a list of required trainings are needed
- Green Group – Customer Service (including phone etiquette) & Teamwork
  - Two key takeaways – training for supervisors to coach employees and a “part 2” for SDA graduates
- Blue Group – English & Spanish Literacy, Ag Specific
  - Two key takeaways – there is an interest from Spanish speakers to learn English and English speakers to learn Spanish and translations services in the interim would be helpful



## NEXT STEPS - YEAR 2

- Work on growing the sector group for the next contract year.
- Create Needed Incumbent Worker Training Programs.
- Hear from this group!
- Offer Supervisor Development Academy in 2024
  - Thursdays: English 7:30 a.m. – 11:30 a.m. / Spanish 12:00 p.m. – 4:00 p.m.
  - March 7
  - March 21
  - April 4
  - April 18
  - May 2

For the **good** of your **food**.

## INCUMBENT WORKER TRAINING IN ACTION - ACTIVITY

- Consider the following items:
  - Work-based training and upskilling
  - Cost reimbursement (employer pays full cost of training upfront)
  - Employee and Employer Eligibility
- Examples to get you thinking...
  - Field Scout promoting into a PCA
  - Technology Rep training team on new equipment
  - Train the Trainer
  - What else ....



**Activity Notes (participants were broken into groups by industry, supporting partners were asked to join a group of their choice):**

**Blue Diamond Group:**

- Train the Trainer programs
- Train employees and reduce the need for outside contractors
- Apprenticeship programs and OJT Mentorships
- Looking for both internal and community trainings
- Best time of year for training, before almond harvest

**Dairy Group:**

- Vet technician, lack of large animal vets
- AI (artificial insemination) Breeders
  - Embryo transfer
  - LEAH – Low energy animal handling
- Robotics training
  - New tech for milking
  - Help with training costs on new equipment, bring in vendor
- Is there opportunity to plug into current Modesto Junior College classes?
  - You have to practice on actual cows
  - Mechanics needed, dairy specific
- Best time of year for training, year round

**Grower Group:**

- Equipment Operators, not just drivers
- Junior Mechanic to Senior Mechanic, in house training
- Pesticide certification
- Trainings in both English and Spanish
- Food Safety certification

**Pump Installation Group:**

- Service technician to Foreman, in house training
- Administration support, financial focus, MS Excel, accounting software
- Office Assistant to Office Manager; working with vendors, regulatory compliance, MS Office
- Logistics: understanding the software, fleet management, mapping and documentation
- Human resources specific for agricultural employers

**Feed Mill Installation Group:**

- Certification and licensing
- OJT for our specific equipment, general skills vs occupational skills
- Understanding of compliance needs with Milling Industry

### Next Steps:

- Work on growing the sector group for the next contract year
- Create Needed Incumbent Worker Training Programs
- Offer Supervisor Development Academy in 2024
  - Thursdays: English 7:30 a.m. – 11:30 a.m. / Spanish 12:00 p.m. – 4:00 p.m.
    - March 7
    - March 21
    - April 4
    - April 18
    - May 2
  - Email was sent to Sector Group for registration, to date, we have two people registered, 38 spots remain
- Subsector Group Meeting scheduled for January of 2024
- Second Sector Meeting scheduled for April of 2024



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*“Stan Partnerships in Action, Unifying Businesses, Building Prosperity”*

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Stanislaus Equity Partners hosted the first of two listening sessions for the underserved business sector strategy work on Tuesday, September 26 from 5:30-7:30pm in downtown Modesto. Our outreach included social media posting, in-person, flyer outreach (350) and email blasts. Many partners also shared our information on their communications.

We followed an empathy interview guide for the facilitated discussion during the table break outs with 2-4 business owners at the tables. The main topics that were discussed as needs for business owners were access to capital, development of entrepreneurship mentorship / networking, and needing a roadmap of business services and contacts in our community.

- We had **over 30** attendees including our staff, volunteers and supporting partners.
- **We had 12 businesses show up.**
  - Community service, professional services, marketing, automotive, retail and food industry businesses.
- We had 23 RSVPS.
  - Actual businesses: 19
- STEP Notes + Observations
  - Clearer understanding of the point of the sessions. Be relevant for everyday entrepreneur.
  - Turn out: Could be better offer incentives for more people to come to the next session? GC?

**Our agenda was as follows:**

5:30 pm: Quick Welcome  
5:40 pm: Official Welcome & Format  
5:50 pm: County Workforce Development Presentation  
Mariana Fonseca, Business Services Representative, SCWD  
6:00 pm: Table Break Outs  
7:00 pm: Share Out/Recap (Notetaker/business owners share high level themes)  
Chris to make a quick announcement thanking partners; MH to translate in Spanish.  
7:20 pm: Next Steps - Evaluation Form & Invitation to Participate in Future Sessions & Planning  
7:30 pm: Close

**Next steps:** From the listening sessions we will come up with business owner needs topics for three workshops. Our first workshop will focus on access to capital with a business loan readiness workshop on Tuesday, Dec. 5<sup>th</sup> at the City of Ceres Community Center at 5:30pm. The next listening session is planned to be held the last week of January 2024 or early February 2024. A committee of business owners is being gathered to assist in the planning and outreach for the second listening session.

**Business Development Committee  
Meeting Minutes**

Thursday, September 14, 2023  
Self-Help Credit Union  
900 Crows Landing Rd., Modesto, CA 95351  
1:00 p.m. – 2:30 p.m.

Members in attendance:

Kris Helton, Chair  
Billy Meyers  
Dillon Olvera

Tim Roos  
Christine Schweininger  
Jennifer Shipman

Absent:

Jack Deliddo  
Shawn Hemiller

Jason Maggard  
Maryn Pitt

Staff in attendance:

Doris Foster  
Chris Hancock

Eugene Garcia  
Fauzia Ali

Additional guest present:

Fred Rasuli, Barrett Business Services, Inc. (BBSI)  
Jonathan Raymond, Barrett Business Services, Inc. (BBSI)  
Trevin Barber, Economic Development Manager, City of Modesto

- I. Call to Order and Roll Call  
Kris Helton, Business Development Committee Chair, called the meeting to order at 1:01 p.m., thanked everyone for attending and invited those present to introduce themselves.
- II. Conflict of Interest  
Chairman Helton outlined the Conflict of Interest Policy.
- III. Presentation
  - A. Fred Rasuli and Jonathan Raymond from Barrett Business Services, Inc. gave a presentation on the upcoming Central Valley Business Expo being held in November.
- IV. Public Comment Period  
Chairman Helton gave information on the Public Comment Period. There were no public comments.
- V. Director's Report  
Director Foster reviewed the following quarterly reports with the Committee:

1. HR Hotline – Director Foster reviewed the reports for July and August 2023. She added that there is a meeting this week with other counties to discuss how the HR Hotline can be better marketed to additional businesses.
2. WorkKeys – Director Foster reviewed the Workkeys testing results for the period of April to June 2023. She also noted that it will be on the December agenda for voting if the Committee would like to continue the contract for the remainder of the fiscal year.
3. Stanislaus Equity Partners – Business Services Supervisor, Chris Hancock, provided history and overview of the old contract. He reviewed the new contract, and shared that going forward Stanislaus Equity Partners will be holding Underserved Sector Meetings, providing three workshops that meets the identified needs of businesses and complete a survey of all of the businesses that received a grant during the COVID-19 pandemic.

A. Business Services Update

Business Services Manager, Eugene Garcia, Business Services Manager, reviewed the following with the Committee:

1. Update on Programs – Eugene reviewed the report on Work-Based Learning activities for the period 4/1/23 – 6/30/23 compared to 7/1/23 to current. These services include WIOA services, services provided to businesses, and StanWORKS Services. Eugene added that one of the participants from the maintenance manufacturing machinist pre-apprenticeship program was selected from multiple participants within the region to participate in the California Community College Association for Occupational Education. He participated on a four-person panel to talk about his experience with the program. Mr. Garcia added that MJC will be paying for all of his travel expenses.

2. Sector Updates

Chris Hancock, Business Services Supervisor, reviewed the following with the Committee:

- a. Agriculture Sector - The new contract is still with the Farm Bureau. In addition to doing two sector meetings there will also be sub-sector collaborations. One meeting was already held with the nut growers and nut processors on July 18<sup>th</sup>. Chris provided a brief overview of the meeting. The next Ag sector meeting is November 9<sup>th</sup>.
- b. Healthcare Sector - Healthforce Partners of San Joaquin County is the convening authority. Chris stated that many of the private health partners are being brought in as well as MJC. Program expansion and career pathways with Modesto City Schools and Stanislaus State are being discussed. They are currently working on a multi-partner region wide ten-million-dollar grant proposal for nursing expansion and also a new initiative focus on expanding opportunities for local residents who enter training programs leading to careers in behavioral health.

- c. Underserved Sector – We have a new contract with Stanislaus Equity Partners. Currently there are two sector meetings scheduled with the first one being held on Sept 26<sup>th</sup>. Chris added that the contract states that STEP must hold 3 workshops within the length of the contract, and he outlined the requirements of those workshops. Lastly, he stated that there are currently 15 businesses that have responded to attending the September meeting, the goal is to have 50-60 businesses attend.

VI. Consent Item

- A. Approve the Minutes of the June 1, 2023 Business Development Committee Meeting. J. Shipman/T. Roos

VII. Discussion and Action Item

Approval of Stanislaus County Workforce Development (SCWD) to Provide Business Intelligence Reports, Based on Labor Market Information Sources, to Businesses in Stanislaus County. C. Schweininger/J. Shipman with the addition of Occupational Wage Analysis and a list of Vocational Training Providers.

VIII. Future Topics and Discussion

Kris Helton requested a report on the Business Expo.

IX. Adjournment

Chairman Helton adjourned the meeting at 2:29 p.m.

Next Meeting: December 7, 2023

**December 7, 2023**

Stanislaus County Business Development Committee Agenda Item

**TO:** Business Development Committee

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the 2024 Dates; Location and Times for the Business Development Committee Meetings

**ITEM NUMBER:** 5.B.

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the 2024 dates, location, and times for the Business Development Committee meetings.

**POLICY:**

The Stanislaus County Workforce Development Board's (SCWDB) Bylaws state that the Board shall establish a regular meeting schedule.

**DISCUSSION:**

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


At the September 23, 2021 Business Development Committee meeting, Workforce Development staff recommended the Committee schedule quarterly meetings prior to each Stanislaus County Workforce Development Board meeting. The meetings are scheduled to take place in March, June, September, and December of 2024. The recommended meeting dates for 2023 are the first Thursday of the month as indicated in the table below:

Date	Time	Location
March 7, 2024	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
June 6, 2024	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
September 5, 2024	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
December 5, 2024	1:00 pm – 2:30 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351

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

**ADMINISTRATIVE BUDGET IMPACT:**

There is no fiscal impact associated with this Agenda Item.

  
\_\_\_\_\_  
Doris Foster, Director

**December 7, 2023**

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

**I. SUBJECT:**

Review the Outcome of the First Half of the Employer Assessment Contract (WorkKeys) for the 2023-2024 Fiscal Year and Approve Not Renewing the Contract

**II. ITEM NUMBER: 5.C.**

**III. ITEM TYPE: Discussion and Action**

**IV. STAFF RECOMMENDATION:**

Reviewal of the first half of the Employer Assessment Contract (WorkKeys) for the 2023-2024 Program Year and approve not renewing the Contract.

**V. POLICY ISSUE:**

Per 20 CFR Parts 676, 677, and 678, § 678.430 Employer Assessments is defined as a basic career services that provides initial assessment of skill levels including literacy, numeracy, and English language proficiency, as well as aptitudes, abilities (including skill gaps).

**VI. DISCUSSION:**

Stanislaus County Workforce Development utilizes contract services in order to provide greater services to the community that can be leveraged by creating outside partnerships. Employer Assessment - WorkKeys are offered to local business to assist in making hiring and promotion decisions. The array of assessments measure foundational skills required in the workplace. Workforce Development provides E-Skills and WorkKeys. E-skills is an array of assessments and can be accessed at any Job Center. WorkKeys is based on Business Referrals and is provided by a Contract with Opportunity Stanislaus.

The current Employer Assessment - WorkKeys Contract included the following:

1. Proctor WorkKeys assessment for new hires, incumbent workers, apprenticeship programs, and internship programs of clients for local businesses.
2. Score assessments and enter data.
3. Order materials and invoice employers.
4. Refer job seekers and businesses to America's Job Center of California (AJCC) services as needed.

5. Provide a monthly report of total assessments, referrals, and outcomes to Stanislaus County Workforce Development by the 5th business day of the following month. Reported outcomes should include hires, promotions, and entry into training directly related to WorkKeys testing.
6. Gather satisfaction surveys from businesses and submit copy with monthly reporting. Surveys will be conducted at least every quarter.
7. Market, advertise, and promote WorkKeys assessment testing to target more diversified businesses to in-demand sectors in Stanislaus County.

During the 2018-2019 Fiscal Year, Workforce Development released a Request for Proposal for Employer Assessment Services. Based on the scoring of the proposals received in response to the Request for Proposal, Opportunity Stanislaus ranked the highest and was awarded the Employer Assessment Services Contract. The contract was a one-year term with the option to renew for two additional years. The three years of the contract ended June 30, 2022. The amount of the contract was \$50,000 each year for the three years.

For the 2022-2023 Fiscal Year, at the June 2, 2022 Business Development Committee meeting, the Committee approved the Pre-Employment Assessment Survey results regarding Employer Assessment and approved the recommendation of services to the Workforce Development Board. Additionally, the Committee also recommended that a budget of \$5,000 for marketing be included in the funding. The Committee approved the internal Pre-Assessment tools currently used as well as the Employer WorkKeys Pre-Assessment tool.

At the July 11, 2022 Workforce Development Board meeting the Board approved the recommendation made by the Business Development Committee to engage in the Pre-Employment Assessments of WorkKeys in the Amount of \$55,000 (which included the additional \$5,000 for marketing).

For the 2023-2024 Fiscal Year, at the March 2, 2023 Business Development Committee meeting, upon reviewing the quarterly WorkKeys Testing Report, the Committee requested further information with regards to the additional \$5,000 in marketing funds. The Committee requested a detailed report on how the marketing funds had been used, if there had been any social media campaigns, and if these campaigns were found to be useful. The Committee also requested feedback if Opportunity Stanislaus felt there was anything Workforce Development could do in order to assist in obtaining more visibility to encourage more employers to utilize WorkKeys.

On May 10, 2023 Opportunity Stanislaus hosted a marketing event called “Unlocking the Power of WorkKeys”. Opportunity Stanislaus summarizes where the marketing focus has been placed during this last fiscal year as well as details of the event and the results obtained from it.

At the June 1, 2023 Business Development Committee meeting the Committee reviewed the results of the 2022-2023 WorkKeys Assessments from September 1, 2022 to April 30, 2023. At that time the Committee agreed to renew the employment assessment contract (WorkKeys) for the amount of \$25,000 for 6 more months with the requirement that they acquire 4 new businesses and perform 1,000 assessments within that time frame. The



contract would then be presented back to the Business Development Committee at the December meeting for possible extension.

As shown in Attachment A to this Agenda Item for the period July 1 through November 30, 2023 a total of 1 new business was acquired and 270 total assessments were performed. Therefore showing that the above stated requirements were not met it is recommended that the Committee not extend the contract for the remaining 6 months of the 2023-2024 Program Year.

VII. ADMINISTRATIVE BUDGET IMPACT:

There is no staffing impact associated with this Agenda Item.

  
\_\_\_\_\_  
Doris Foster, Director

## WorkKeys Testing

WorkKeys assessments are offered to local business to assist in making hiring and promotion decisions. The array of assessments measure foundational skills required in the workplace.

**July 1, 2023 to November 30, 2023**

	<b>Individuals Assessed</b>	<b>Total Assessments</b>	<b>Individuals Hired</b>
<b>City of Newman</b>	12	36	0
<b>Gallo</b>	28	51	0
<b>Oakdale Irrigation District</b>	22	65	10
<b>Varni Brothers*</b>	22	44	6
<b>VOLT</b>	31	74	0
<b>Totals:</b>	<b>115</b>	<b>270</b>	<b>16</b>

**\*First new business for WorkKeys testing**

**Average Hourly Wage at Hire – Oakdale Irrigation \$30.00; Varni Brothers \$22.00**

**December 7, 2023**

Stanislaus County Business Development Committee Agenda Item

**TO:** Business Development Committee

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the 2023-2024 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:** 5.D.

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the 2023-2024 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. Workforce Innovation and Opportunity Act (WIOA) section 3(23) (B), states: The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

**DISCUSSION:**

While regulations require the Workforce Development Board to approve the In-Demand Sectors, the local Workforce Development Board has requested to review and approve the In-Demand Occupations List. Workforce Innovation and Opportunity Act 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).

The proposed 2023-2024 In-Demand Occupations list utilized Lightcast, which was vetted by the Department's Data Analyst and is the primary data analytics tool used by the Department.

Lightcast enables the Department to generate reports that show demand in the local area and the ability to identify prospective occupations for the In-Demand list. Lightcast allows Stanislaus County Workforce Development (SCWD) to obtain up-to-date occupational analysis based on the most recent Quarterly Census of Employment and Wages (QCEW) of the previous year. The In-Demand Occupation methodologies were calibrated as follows.

### **In-Demand Occupation Methodology**

Occupations were screened based on Lightcast data.

### **Industry-Specific Occupations**

1. For each of the 5 Targeted Industry sectors, selected the top 50 occupations with the most jobs in 2022
  - a. Agriculture Forestry Fishing and Hunting
  - b. Construction
  - c. Health Care and Social Assistance
  - 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.
    - i. [https://edd.ca.gov/Jobs\\_and\\_Training/pubs/wsd21-06att1.pdf](https://edd.ca.gov/Jobs_and_Training/pubs/wsd21-06att1.pdf)
3. Selected occupations in projected 5 Year Forecast (2022-2027) with positive growth rate

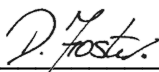
Attachment 1 includes occupations identified to be In-Demand for Program Year 2023-2024, thus allowing for use of WIOA training funds for Vocational Trainings. Occupations selected are in the top 50 of industry Sector 2022 jobs, have median annual earnings greater than 200% LLSIL, and projected growth in next 5 years. No occupations with an average wage below 200% LLSIL are included in the In-Demand Occupations list. Work Based Learning programs, such as transitional jobs and on-the-job trainings may access all in demand occupational opportunities.

Attachment 2 shows those occupations previously included in the 2022-2023 In-Demand Occupations list and the reason why they are no longer included in the 2023-2024 In-Demand List, as well as those occupations added for the 2023-2024 In-Demand Occupations listing.

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 result in greater employability of participants.



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Doris Foster, Director

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Health Care and Social Assistance	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
29-1141	Registered Nurses	21.18%	\$64.41	3820	4108	4381	289	7.6%	273	6.6%	Bachelor's degree	None	None
31-1131	Nursing Assistants	7.54%	\$18.18	1506	1462	1657	-43	-2.9%	194	13.3%	Postsecondary nondegree award	None	None
31-9092	Medical Assistants	7.24%	\$19.14	1252	1405	1561	153	12.2%	157	11.1%	Postsecondary nondegree award	None	None
43-6013	Medical Secretaries and Administrative Assistants	6.23%	\$21.76	1156	1208	1318	52	4.5%	110	9.1%	High school diploma or equivalent	Moderate-term on-the-job training	None
31-9091	Dental Assistants	4.63%	\$22.33	731	899	1043	168	22.9%	145	16.1%	Postsecondary nondegree award	None	None
29-2061	Licensed Practical and Licensed Vocational Nurses	4.34%	\$29.97	954	841	950	-113	-11.8%	109	12.9%	Postsecondary nondegree award	None	None
11-9111	Medical and Health Services Managers	3.26%	\$63.23	420	632	764	212	50.4%	132	20.9%	Bachelor's degree	None	Less than 5 years
21-1093	Social and Human Service Assistants	2.60%	\$22.14	428	504	584	76	17.7%	80	16.0%	High school diploma or equivalent	Short-term on-the-job training	None
43-4171	Receptionists and Information Clerks	2.39%	\$17.37	604	464	536	-140	-23.2%	72	15.6%	High school diploma or equivalent	Short-term on-the-job training	None
43-3021	Billing and Posting Clerks	2.15%	\$20.03	351	416	447	65	18.5%	31	7.4%	High school diploma or equivalent	Moderate-term on-the-job training	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	2.01%	\$24.49	392	390	465	-2	-0.6%	75	19.2%	Bachelor's degree	None	None
43-9061	Office Clerks, General	1.92%	\$18.81	546	371	405	-174	-31.9%	33	9.0%	High school diploma or equivalent	Short-term on-the-job training	None
29-1123	Physical Therapists	1.91%	\$60.35	231	370	444	139	60.1%	74	19.8%	Doctoral or professional degree	None	None
29-1229	Physicians, All Other	1.79%	\$120.40	85	347	357	262	309.8%	10	2.9%	Doctoral or professional degree	Internship/residency	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.77%	\$29.77	359	344	376	-15	-4.3%	32	9.2%	High school diploma or equivalent	None	Less than 5 years
25-2011	Preschool Teachers, Except Special Education	1.68%	\$18.87	258	325	379	67	26.2%	54	16.7%	Associate's degree	None	None
21-1013	Marriage and Family Therapists	1.66%	\$28.14	255	322	350	67	26.3%	28	8.8%	Master's degree	Internship/residency	None
29-1292	Dental Hygienists	1.56%	\$51.65	279	302	369	23	8.4%	67	22.2%	Associate's degree	None	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Health Care and Social Assistance (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
29-2099	Health Technologists and Technicians, All Other	1.39%	\$23.05	270	270	315	0	-0.1%	45	16.5%	Postsecondary nondegree award	None	None
11-9151	Social and Community Service Managers	1.38%	\$33.39	216	267	305	51	23.4%	38	14.2%	Bachelor's degree	None	Less than 5 years
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.33%	\$22.48	336	257	275	-79	-23.4%	17	6.8%	High school diploma or equivalent	Short-term on-the-job training	None
29-2018	Clinical Laboratory Technologists and Technicians	1.28%	\$34.46	285	248	270	-37	-12.8%	22	8.8%	Bachelor's degree	None	None
29-2072	Medical Records Specialists	1.24%	\$23.28	263	241	255	-23	-8.7%	14	5.9%	Postsecondary nondegree award	None	None
29-1171	Nurse Practitioners	1.24%	\$72.95	186	240	315	54	29.2%	75	31.3%	Master's degree	None	None
29-2034	Radiologic Technologists and Technicians	1.15%	\$49.90	243	223	246	-19	-7.9%	23	10.3%	Associate's degree	None	None
29-1021	Dentists, General	1.14%	\$79.37	152	221	257	69	45.7%	36	16.1%	Doctoral or professional degree	None	None
21-1021	Child, Family, and School Social Workers	1.09%	\$23.55	276	211	249	-65	-23.5%	38	17.8%	Bachelor's degree	None	None
29-1126	Respiratory Therapists	1.03%	\$48.79	169	201	219	32	18.8%	18	9.1%	Associate's degree	None	None
29-2055	Surgical Technologists	0.96%	\$36.82	139	187	200	48	34.6%	13	6.9%	Postsecondary nondegree award	None	None
31-9099	Healthcare Support Workers, All Other	0.88%	\$21.50	117	171	180	54	46.3%	10	5.7%	High school diploma or equivalent	None	None
21-1022	Healthcare Social Workers	0.86%	\$44.16	209	167	199	-43	-20.4%	32	19.2%	Master's degree	Internship/residency	None
29-1071	Physician Assistants	0.84%	\$74.45	146	163	198	17	12.0%	35	21.4%	Master's degree	None	None
11-1021	General and Operations Managers	0.80%	\$47.50	194	155	189	-39	-20.2%	34	21.9%	Bachelor's degree	None	5 years or more
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.80%	\$23.15	181	155	166	-27	-14.6%	11	7.3%	Some college, no degree	Moderate-term on-the-job training	None
21-1019	Counselors, All Other	0.79%	\$21.55	219	154	163	-65	-29.6%	9	6.0%	Master's degree	None	None
13-1199	Business Operations Specialists, All Other	0.79%	\$32.61	89	154	170	64	72.1%	17	10.8%	Bachelor's degree	None	None
43-4051	Customer Service Representatives	0.79%	\$18.77	143	154	166	10	7.2%	13	8.3%	High school diploma or equivalent	Short-term on-the-job training	None
31-2021	Physical Therapist Assistants	0.78%	\$35.07	111	152	193	41	37.2%	41	27.0%	Associate's degree	None	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Health Care and Social Assistance (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
29-2053	Psychiatric Technicians	0.73%	\$24.46	66	142	155	76	114.9%	13	9.2%	Postsecondary nondegree award	Short-term on-the-job training	Less than 5 years
31-9093	Medical Equipment Preparers	0.73%	\$31.59	107	141	146	34	31.8%	5	3.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-9071	Maintenance and Repair Workers, General	0.71%	\$23.74	158	138	157	-20	-12.7%	19	14.0%	High school diploma or equivalent	Moderate-term on-the-job training	None
29-1051	Pharmacists	0.71%	\$74.35	92	137	153	45	49.4%	16	11.6%	Doctoral or professional degree	None	None
29-1215	Family Medicine Physicians	0.69%	\$85.44	196	133	140	-63	-32.2%	7	5.0%	Doctoral or professional degree	Internship/residency	None



# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Construction	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
47-2061	Construction Laborers	14.69%	\$21.62	1620	1835	2044	215	13.3%	209	11.4%	No formal educational credential	Short-term on-the-job training	None
47-2031	Carpenters	14.64%	\$28.65	1381	1828	1981	447	32.4%	153	8.4%	High school diploma or equivalent	Apprenticeship	None
47-2111	Electricians	6.37%	\$29.88	588	795	898	207	35.2%	104	13.1%	High school diploma or equivalent	Apprenticeship	None
47-2141	Painters, Construction and Maintenance	6.17%	\$23.16	742	770	844	29	3.8%	74	9.6%	No formal educational credential	Moderate-term on-the-job training	None
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	5.79%	\$37.59	615	722	806	108	17.5%	84	11.6%	High school diploma or equivalent	None	5 years or more
11-9021	Construction Managers	5.23%	\$41.23	455	653	738	198	43.5%	85	13.0%	Bachelor's degree	Moderate-term on-the-job training	None
47-2152	Plumbers, Pipefitters, and Steamfitters	3.44%	\$27.65	375	429	472	54	14.5%	43	9.9%	High school diploma or equivalent	Apprenticeship	None
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	3.39%	\$28.98	476	423	470	-53	-11.2%	47	11.1%	Postsecondary nondegree award	Long-term on-the-job training	None
47-2081	Drywall and Ceiling Tile Installers	3.11%	\$23.83	377	388	399	11	2.9%	11	2.7%	No formal educational credential	Moderate-term on-the-job training	None
43-9061	Office Clerks, General	2.66%	\$18.81	371	332	355	-39	-10.6%	24	7.2%	High school diploma or equivalent	Short-term on-the-job training	None
47-2073	Operating Engineers and Other Construction Equipment Operators	2.48%	\$37.60	240	310	351	69	28.8%	42	13.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
47-2051	Cement Masons and Concrete Finishers	2.35%	\$30.21	246	294	325	47	19.1%	32	10.7%	No formal educational credential	Moderate-term on-the-job training	None
11-9199	Managers, All Other	2.31%	\$39.74	245	288	315	43	17.6%	27	9.3%	Bachelor's degree	None	Less than 5 years
47-2181	Roofers	2.19%	\$29.15	286	273	292	-12	-4.4%	19	7.0%	No formal educational credential	Moderate-term on-the-job training	None
11-1021	General and Operations Managers	1.90%	\$47.50	235	238	274	3	1.2%	37	15.4%	Bachelor's degree	None	5 years or more
13-1051	Cost Estimators	1.69%	\$36.64	212	212	230	-1	-0.3%	18	8.5%	Bachelor's degree	Moderate-term on-the-job training	None
13-1082	Project Management Specialists	1.55%	\$46.49	29	194	222	165	569.1%	28	14.4%	Bachelor's degree	None	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Construction (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
43-3031	Bookkeeping, Accounting, and Auditing Clerks	1.52%	\$23.15	200	189	202	-11	-5.4%	13	6.7%	Some college, no degree	Moderate-term on-the-job training	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	1.43%	\$22.48	222	179	188	-43	-19.5%	9	5.0%	High school diploma or equivalent	Short-term on-the-job training	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	1.25%	\$23.40	179	156	179	-23	-12.7%	23	14.7%	Postsecondary nondegree award	Short-term on-the-job training	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	1.16%	\$27.20	101	144	161	43	42.7%	17	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
47-2044	Tile and Stone Setters	0.92%	\$27.47	81	115	123	34	41.7%	8	7.4%	No formal educational credential	Long-term on-the-job training	None
47-2211	Sheet Metal Workers	0.87%	\$30.45	97	109	119	12	12.2%	10	8.8%	High school diploma or equivalent	Apprenticeship	None
47-2161	Plasterers and Stucco Masons	0.86%	\$24.24	88	108	112	20	22.8%	4	3.5%	No formal educational credential	Long-term on-the-job training	None
47-2221	Structural Iron and Steel Workers	0.74%	\$29.29	104	93	107	-11	-10.7%	15	16.1%	High school diploma or equivalent	Apprenticeship	None
51-4121	Welders, Cutters, Solderers, and Brazers	0.74%	\$23.28	103	92	103	-11	-10.5%	11	12.0%	High school diploma or equivalent	Moderate-term on-the-job training	None
47-2231	Solar Photovoltaic Installers	0.72%	\$23.17	60	90	107	29	49.0%	17	19.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.65%	\$39.70	53	81	88	28	52.1%	7	8.2%	High school diploma or equivalent	None	Less than 5 years
47-3012	Helpers--Carpenters	0.61%	\$22.78	27	76	81	48	176.5%	5	6.6%	No formal educational credential	Short-term on-the-job training	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	0.59%	\$18.04	78	74	81	-4	-5.7%	7	9.9%	No formal educational credential	Short-term on-the-job training	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	0.57%	\$29.77	64	72	76	7	11.3%	5	6.7%	High school diploma or equivalent	None	Less than 5 years
47-3019	Helpers, Construction Trades, All Other	0.57%	\$24.77	30	71	76	41	139.8%	5	7.0%	No formal educational credential	Short-term on-the-job training	None
47-2171	Reinforcing Iron and Rebar Workers	0.56%	\$28.92	29	70	76	41	139.8%	7	9.7%	High school diploma or equivalent	Apprenticeship	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Construction (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
47-2121	Glaziers	0.54%	\$24.28	48	68	80	19	39.8%	13	18.7%	High school diploma or equivalent	Apprenticeship	None
47-2131	Insulation Workers, Floor, Ceiling, and Wall	0.50%	\$23.47	54	63	67	9	16.7%	4	6.3%	No formal educational credential	Short-term on-the-job training	None
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	0.47%	\$22.60	22	59	65	37	170.4%	6	10.0%	No formal educational credential	Moderate-term on-the-job training	None
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	0.47%	\$20.26	87	58	60	-29	-32.9%	2	3.0%	No formal educational credential	Short-term on-the-job training	None
17-2051	Civil Engineers	0.47%	\$51.06	45	58	66	14	30.4%	8	13.2%	Bachelor's degree	None	None
47-2021	Brickmasons and Blockmasons	0.46%	\$24.93	64	58	62	-6	-9.7%	4	7.6%	High school diploma or equivalent	Apprenticeship	None
13-2011	Accountants and Auditors	0.45%	\$38.81	34	56	64	22	65.2%	8	14.0%	Bachelor's degree	None	None
49-9099	Installation, Maintenance, and Repair Workers, All Other	0.43%	\$19.37	58	53	57	-4	-7.0%	4	6.8%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-9098	Helpers--Installation, Maintenance, and Repair Workers	0.40%	\$18.82	45	50	54	5	11.2%	4	8.0%	High school diploma or equivalent	Short-term on-the-job training	None
49-9071	Maintenance and Repair Workers, General	0.37%	\$23.74	60	46	52	-14	-22.9%	6	12.8%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-9052	Telecommunications Line Installers and Repairers	0.37%	\$37.14	31	46	50	14	46.0%	4	8.7%	High school diploma or equivalent	Long-term on-the-job training	None
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	0.36%	\$29.64	28	44	50	16	58.4%	6	13.0%	High school diploma or equivalent	Long-term on-the-job training	None
47-2071	Paving, Surfacing, and Tamping Equipment Operators	0.34%	\$27.76	39	42	49	3	7.4%	7	16.1%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	0.33%	\$32.06	74	42	44	-33	-44.1%	3	6.2%	Postsecondary nondegree award	Moderate-term on-the-job training	None
47-2151	Pipelayers	0.32%	\$32.97	41	40	42	-1	-1.5%	2	4.9%	No formal educational credential	Short-term on-the-job training	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Agriculture, Forestry, Fishing and Hunting	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
45-2091	Agricultural Equipment Operators	18.98%	\$18.54	491	447	466	-45	-9.1%	19	4.3%	No formal educational credential	Moderate-term on-the-job training	None
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	16.31%	\$22.33	359	384	397	24	6.8%	13	3.5%	High school diploma or equivalent	None	Less than 5 years
53-3032	Heavy and Tractor-Trailer Truck Drivers	8.88%	\$23.40	206	209	215	3	1.6%	6	2.9%	Postsecondary nondegree award	Short-term on-the-job training	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	6.00%	\$18.04	107	141	146	34	31.7%	5	3.7%	No formal educational credential	Short-term on-the-job training	None
53-7051	Industrial Truck and Tractor Operators	5.52%	\$21.93	111	130	136	19	17.0%	6	4.9%	No formal educational credential	Short-term on-the-job training	None
49-9071	Maintenance and Repair Workers, General	3.98%	\$23.74	70	94	94	24	34.1%	0	0.2%	High school diploma or equivalent	Moderate-term on-the-job training	None
37-3011	Landscaping and Groundskeeping Workers	3.31%	\$17.70	82	78	81	-4	-5.0%	3	3.7%	No formal educational credential	Short-term on-the-job training	None
11-1021	General and Operations Managers	3.20%	\$47.50	60	75	77	16	26.2%	1	2.0%	Bachelor's degree	None	5 years or more
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	3.09%	\$34.21	61	73	77	12	19.5%	4	5.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
53-3033	Light Truck Drivers	2.96%	\$18.32	77	70	71	-7	-9.3%	1	1.4%	High school diploma or equivalent	Short-term on-the-job training	None
51-9111	Packaging and Filling Machine Operators and Tenders	2.56%	\$22.44	78	60	63	-18	-22.7%	2	4.0%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-9199	Managers, All Other	2.51%	\$39.74	49	59	59	10	20.0%	0	0.7%	Bachelor's degree	None	Less than 5 years
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	2.35%	\$17.09	55	55	56	0	0.0%	1	1.9%	No formal educational credential	Short-term on-the-job training	None
19-4012	Agricultural Technicians	1.99%	\$19.09	33	47	49	14	42.0%	2	4.4%	Associate's degree	Moderate-term on-the-job training	None
13-2011	Accountants and Auditors	1.78%	\$38.81	45	42	44	-3	-7.5%	2	5.0%	Bachelor's degree	None	None
51-9199	Production Workers, All Other	1.77%	\$21.13	45	42	42	-4	-8.0%	0	0.8%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-3041	Farm Equipment Mechanics and Service Technicians	1.57%	\$29.39	31	37	40	6	20.9%	3	9.3%	High school diploma or equivalent	Long-term on-the-job training	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Agriculture, Forestry, Fishing and Hunting (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
43-5071	Shipping, Receiving, and Inventory Clerks	1.42%	\$18.77	35	33	34	-1	-3.6%	1	2.9%	High school diploma or equivalent	Short-term on-the-job training	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.33%	\$29.77	26	31	32	5	20.5%	1	2.1%	High school diploma or equivalent	None	Less than 5 years
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	1.23%	\$19.80	15	29	32	14	89.4%	3	9.9%	High school diploma or equivalent	Moderate-term on-the-job training	None
45-2011	Agricultural Inspectors	1.21%	\$24.19	25	28	29	4	16.0%	1	3.0%	Bachelor's degree	Moderate-term on-the-job training	None
19-1013	Soil and Plant Scientists	1.03%	\$36.70	12	24	25	12	107.1%	1	4.7%	Bachelor's degree	None	None
13-1074	Farm Labor Contractors	0.98%	\$23.38	0	23	24	23	6611.0%	1	4.5%	No formal educational credential	Short-term on-the-job training	Less than 5 years
53-7065	Stockers and Order Fillers	0.97%	\$17.52	19	23	24	4	22.6%	1	2.6%	High school diploma or equivalent	Short-term on-the-job training	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	0.88%	\$28.57	11	21	22	10	97.7%	2	7.8%	High school diploma or equivalent	None	Less than 5 years
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	0.87%	\$17.66	12	21	22	9	74.7%	1	5.4%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-2022	Sales Managers	0.87%	\$41.94	13	20	21	8	63.1%	1	3.1%	Bachelor's degree	None	Less than 5 years
43-3051	Payroll and Timekeeping Clerks	0.85%	\$26.64	18	20	20	2	9.2%	0	1.8%	High school diploma or equivalent	Moderate-term on-the-job training	None
53-7011	Conveyor Operators and Tenders	0.81%	\$18.35	19	19	20	0	2.2%	1	4.2%	No formal educational credential	Short-term on-the-job training	None
11-3031	Financial Managers	0.79%	\$63.23	11	19	20	8	73.1%	1	7.6%	Bachelor's degree	None	5 years or more

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Manufacturing	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
51-9111	Packaging and Filling Machine Operators and Tenders	15.13%	\$22.44	1397	1750	1771	353	25.3%	21	1.2%	High school diploma or equivalent	Moderate-term on-the-job training	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	10.44%	\$18.04	927	1208	1227	280	30.2%	20	1.6%	No formal educational credential	Short-term on-the-job training	None
53-7051	Industrial Truck and Tractor Operators	6.71%	\$21.93	860	776	789	-83	-9.7%	13	1.6%	No formal educational credential	Short-term on-the-job training	None
51-1011	First-Line Supervisors of Production and Operating Workers	6.26%	\$32.73	579	724	761	145	25.0%	38	5.2%	High school diploma or equivalent	None	Less than 5 years
49-9041	Industrial Machinery Mechanics	5.49%	\$32.16	511	635	706	124	24.3%	71	11.1%	High school diploma or equivalent	Long-term on-the-job training	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	4.57%	\$19.80	505	529	543	23	4.6%	14	2.7%	High school diploma or equivalent	Moderate-term on-the-job training	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	4.34%	\$34.21	547	502	519	-44	-8.1%	16	3.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	3.72%	\$23.40	557	430	434	-126	-22.7%	4	0.9%	Postsecondary nondegree award	Short-term on-the-job training	None
51-3092	Food Batchmakers	3.55%	\$18.00	538	411	449	-127	-23.6%	38	9.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-9071	Maintenance and Repair Workers, General	3.53%	\$23.74	363	408	423	46	12.7%	15	3.6%	High school diploma or equivalent	Moderate-term on-the-job training	None
51-4121	Welders, Cutters, Solderers, and Brazers	3.25%	\$23.28	396	376	377	-20	-5.0%	1	0.2%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-1021	General and Operations Managers	2.62%	\$47.50	341	303	321	-39	-11.3%	18	5.9%	Bachelor's degree	None	5 years or more
51-9199	Production Workers, All Other	2.46%	\$21.13	262	284	294	22	8.4%	9	3.2%	High school diploma or equivalent	Moderate-term on-the-job training	None
43-5061	Production, Planning, and Expediting Clerks	2.25%	\$25.19	144	261	267	116	80.8%	6	2.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	2.16%	\$22.06	351	250	256	-101	-28.9%	6	2.6%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-3051	Industrial Production Managers	2.10%	\$50.31	221	243	253	22	9.9%	10	4.2%	Bachelor's degree	None	5 years or more
51-4041	Machinists	1.91%	\$23.40	222	221	244	-2	-0.7%	23	10.5%	High school diploma or equivalent	Long-term on-the-job training	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Manufacturing (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
51-9196	Paper Goods Machine Setters, Operators, and Tenders	1.88%	\$23.64	79	218	227	139	175.6%	9	4.1%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-2022	Sales Managers	1.72%	\$41.94	118	199	202	81	68.7%	3	1.5%	Bachelor's degree	None	Less than 5 years
53-7065	Stockers and Order Fillers	1.67%	\$17.52	230	193	202	-37	-16.0%	9	4.5%	High school diploma or equivalent	Short-term on-the-job training	None
51-7011	Cabinetmakers and Bench Carpenters	1.58%	\$18.27	175	182	203	7	4.2%	21	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
19-4013	Food Science Technicians	1.52%	\$23.59	104	176	179	72	69.8%	2	1.4%	Associate's degree	Moderate-term on-the-job training	None
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	1.43%	\$17.09	142	166	171	23	16.4%	5	3.1%	No formal educational credential	Short-term on-the-job training	None
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	1.42%	\$23.52	85	164	171	79	93.9%	7	4.4%	High school diploma or equivalent	Moderate-term on-the-job training	None
43-4051	Customer Service Representatives	1.24%	\$18.77	146	144	146	-3	-1.9%	3	2.0%	High school diploma or equivalent	Short-term on-the-job training	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	1.23%	\$28.57	96	143	144	46	48.1%	1	0.9%	High school diploma or equivalent	None	Less than 5 years
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	1.22%	\$17.71	101	141	154	40	39.9%	14	9.7%	High school diploma or equivalent	Moderate-term on-the-job training	None
11-9199	Managers, All Other	1.20%	\$39.74	133	139	145	6	4.4%	7	4.9%	Bachelor's degree	None	Less than 5 years
53-3033	Light Truck Drivers	1.16%	\$18.32	164	134	137	-29	-18.0%	2	1.8%	High school diploma or equivalent	Short-term on-the-job training	None
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	1.15%	\$22.20	120	132	137	12	10.4%	4	3.2%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	1.10%	\$39.70	86	127	132	41	47.5%	5	4.3%	High school diploma or equivalent	None	Less than 5 years

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Transportation and Warehousing	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
53-3032	Heavy and Tractor-Trailer Truck Drivers	28.91%	\$23.40	2521	2666	2898	145	5.8%	232	8.7%	Postsecondary nondegree award	Short-term on-the-job training	None
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	15.03%	\$18.04	1211	1386	1550	175	14.5%	164	11.8%	No formal educational credential	Short-term on-the-job training	None
53-7065	Stockers and Order Fillers	9.90%	\$17.52	189	913	963	725	384.3%	49	5.4%	High school diploma or equivalent	Short-term on-the-job training	None
53-7051	Industrial Truck and Tractor Operators	8.14%	\$21.93	459	751	831	292	63.5%	80	10.7%	No formal educational credential	Short-term on-the-job training	None
53-3033	Light Truck Drivers	6.73%	\$18.32	344	620	714	276	80.3%	94	15.1%	High school diploma or equivalent	Short-term on-the-job training	None
53-3052	Bus Drivers, Transit and Intercity	3.79%	\$23.55	88	349	396	262	299.1%	46	13.3%	High school diploma or equivalent	Moderate-term on-the-job training	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	3.06%	\$28.57	220	283	318	63	28.7%	36	12.6%	High school diploma or equivalent	None	Less than 5 years
43-5071	Shipping, Receiving, and Inventory Clerks	2.34%	\$18.77	156	215	223	59	37.9%	8	3.7%	High school diploma or equivalent	Short-term on-the-job training	None
43-5032	Dispatchers, Except Police, Fire, and Ambulance	1.95%	\$22.52	159	180	202	21	13.1%	23	12.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	1.68%	\$29.49	173	155	169	-18	-10.4%	13	8.7%	High school diploma or equivalent	Long-term on-the-job training	None
11-3071	Transportation, Storage, and Distribution Managers	1.64%	\$46.04	89	152	170	63	70.5%	19	12.3%	High school diploma or equivalent	None	5 years or more
43-9061	Office Clerks, General	1.53%	\$18.81	148	141	154	-7	-4.7%	13	8.9%	High school diploma or equivalent	Short-term on-the-job training	None
11-1021	General and Operations Managers	1.41%	\$47.50	100	130	154	30	30.2%	23	17.8%	Bachelor's degree	None	5 years or more
43-1011	First-Line Supervisors of Office and Administrative Support Workers	1.14%	\$29.77	86	105	117	20	22.9%	12	11.1%	High school diploma or equivalent	None	Less than 5 years
43-4051	Customer Service Representatives	0.93%	\$18.77	81	86	94	4	5.1%	8	9.7%	High school diploma or equivalent	Short-term on-the-job training	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	0.85%	\$23.15	70	78	82	9	12.8%	4	5.0%	Some college, no degree	Moderate-term on-the-job training	None



# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Transportation and Warehousing (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
49-9071	Maintenance and Repair Workers, General	0.85%	\$23.74	69	78	88	9	13.6%	10	12.8%	High school diploma or equivalent	Moderate-term on-the-job training	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	0.71%	\$22.48	69	66	69	-3	-5.0%	4	5.6%	High school diploma or equivalent	Short-term on-the-job training	None
43-5061	Production, Planning, and Expediting Clerks	0.66%	\$25.19	32	61	68	29	91.0%	7	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	0.62%	\$17.65	41	58	61	17	41.6%	3	5.4%	High school diploma or equivalent	Short-term on-the-job training	None
53-4031	Railroad Conductors and Yardmasters	0.59%	\$28.50	38	55	66	16	42.7%	11	20.1%	High school diploma or equivalent	Moderate-term on-the-job training	None
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	0.58%	\$27.20	42	54	60	12	29.0%	6	11.4%	High school diploma or equivalent	Moderate-term on-the-job training	None
43-4151	Order Clerks	0.57%	\$18.80	19	53	53	33	170.4%	0	0.0%	Some college, no degree	Short-term on-the-job training	None
11-9199	Managers, All Other	0.57%	\$39.74	42	53	59	10	24.4%	7	13.0%	Bachelor's degree	None	Less than 5 years
53-4011	Locomotive Engineers	0.56%	\$44.19	33	52	63	19	57.0%	11	21.8%	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years
53-3031	Driver/Sales Workers	0.48%	\$18.16	15	45	51	30	195.6%	6	13.8%	High school diploma or equivalent	Short-term on-the-job training	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	0.46%	\$39.70	31	43	48	12	37.0%	5	11.3%	High school diploma or equivalent	None	Less than 5 years
13-1199	Business Operations Specialists, All Other	0.45%	\$32.61	21	42	48	21	97.2%	6	13.4%	Bachelor's degree	None	None
13-1151	Training and Development Specialists	0.45%	\$34.85	18	41	46	23	126.6%	5	11.9%	Bachelor's degree	None	Less than 5 years
53-6061	Passenger Attendants	0.42%	\$17.70	62	38	40	-23	-37.8%	1	2.8%	High school diploma or equivalent	Short-term on-the-job training	None
13-1071	Human Resources Specialists	0.37%	\$35.15	16	35	40	18	110.7%	5	15.4%	Bachelor's degree	None	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	0.34%	\$19.80	21	31	33	10	47.3%	2	6.9%	High school diploma or equivalent	Moderate-term on-the-job training	None
13-1081	Logisticians	0.34%	\$45.44	16	31	38	15	90.4%	6	20.7%	Bachelor's degree	None	None
43-3021	Billing and Posting Clerks	0.33%	\$20.03	27	30	32	3	12.8%	2	6.9%	High school diploma or equivalent	Moderate-term on-the-job training	None

# 2023-2024 Stanislaus County Workforce Development Occupational List

Attachment 1

SOC	Transportation and Warehousing (cont.)	% Industry Jobs (2022)	Median Hourly Earnings	2017 Industry Jobs	2022 Industry Jobs	2027 Industry Jobs	Change (2017 - 2022)	% Change (2017 - 2022)	Change (2022 - 2027)	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	0.32%	\$17.09	30	29	35	-1	-4.5%	6	19.8%	No formal educational credential	Short-term on-the-job training	None
49-3011	Aircraft Mechanics and Service Technicians	0.30%	\$38.81	6	28	32	22	345.5%	4	13.2%	Postsecondary nondegree award	None	None
53-7063	Machine Feeders and Offbearers	0.27%	\$21.79	28	25	28	-3	-10.1%	3	13.6%	No formal educational credential	Short-term on-the-job training	None
49-3023	Automotive Service Technicians and Mechanics	0.25%	\$22.40	14	23	27	8	58.8%	4	19.1%	Postsecondary nondegree award	Short-term on-the-job training	None
43-5011	Cargo and Freight Agents	0.24%	\$21.48	21	22	23	1	4.7%	2	7.8%	High school diploma or equivalent	Short-term on-the-job training	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	0.22%	\$34.21	19	21	23	2	10.1%	3	12.9%	High school diploma or equivalent	Moderate-term on-the-job training	None

## Not Included in 2023-2024 In Demand List

SOC	Occupation	Industry	Reason for Removal
31-9097	Phlebotomists	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
29-2032	Diagnostic Medical Sonographers	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
43-4111	Interviewers, Except Eligibility and Loan	Health Care and Social Assistance	Negative Projected Growth
21-1029	Social Workers, All Other	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
29-1224	Radiologists	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
49-2098	Security and Fire Alarm Systems Installers	Construction	Not in Top 50 of Industry Occupations
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	Construction	Not in Top 50 of Industry Occupations
17-3011	Architectural and Civil Drafters	Construction	Not in Top 50 of Industry Occupations
47-3013	Helpers--Electricians	Construction	Not in Top 50 of Industry Occupations
45-4011	Forest and Conservation Workers	Agriculture Forestry Fishing and Hunting	Not in Top 50 of Industry Occupations
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	Manufacturing	Negative Projected Growth
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	Manufacturing	Not in Top 50 of Industry Occupations
43-5021	Couriers and Messengers	Transportation and Warehousing	Median Hourly Earnings less than \$17.01
15-1299	Computer Occupations, All Other	Transportation and Warehousing	Not in Top 50 of Industry Occupations

## Added to 2023-2024 In Demand List

SOC	Occupation	Industry	Reason Not Included Previously
43-4171	Receptionists and Information Clerks	Health Care and Social Assistance	Median Hourly Earnings less than \$17.01
31-9099	Healthcare Support Workers, All Other	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
21-1019	Counselors, All Other	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
31-9093	Medical Equipment Preparers	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
29-1051	Pharmacists	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
29-1215	Family Medicine Physicians	Health Care and Social Assistance	Not in Top 50 of Industry Occupations
47-2081	Drywall and Ceiling Tile Installers	Construction	Negative Projected Growth
47-2051	Cement Masons and Concrete Finishers	Construction	Negative Projected Growth
47-2211	Sheet Metal Workers	Construction	Negative Projected Growth
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Construction	Median Hourly Earnings less than \$17.01
47-2171	Reinforcing Iron and Rebar Workers	Construction	Negative Projected Growth
47-2121	Glaziers	Construction	Negative Projected Growth
47-2131	Insulation Workers, Floor, Ceiling, and Wall	Construction	Not in Top 50 of Industry Occupations
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	Construction	Not in Top 50 of Industry Occupations
47-2021	Brickmasons and Blockmasons	Construction	Not in Top 50 of Industry Occupations
49-9052	Telecommunications Line Installers and Repairers	Construction	Not in Top 50 of Industry Occupations, Negative Projected Growth
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	Construction	Not in Top 50 of Industry Occupations
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	Construction	Negative Projected Growth
47-2151	Pipelayers	Construction	Not in Top 50 of Industry Occupations
45-2091	Agricultural Equipment Operators	Agriculture Forestry Fishing and Hunting	Median Hourly Earnings less than \$17.01
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Agriculture Forestry Fishing and Hunting	Median Hourly Earnings less than \$17.01
51-9111	Packaging and Filling Machine Operators and Tenders	Agriculture Forestry Fishing and Hunting	Negative Projected Growth
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Agriculture Forestry Fishing and Hunting	Negative Projected Growth, Median Hourly Earnings less than \$17.01
19-4012	Agricultural Technicians	Agriculture Forestry Fishing and Hunting	Negative Projected Growth
43-5071	Shipping, Receiving, and Inventory Clerks	Agriculture Forestry Fishing and Hunting	Negative Projected Growth
45-2011	Agricultural Inspectors	Agriculture Forestry Fishing and Hunting	Negative Projected Growth, Median Hourly Earnings less than \$17.01
13-1074	Farm Labor Contractors	Agriculture Forestry Fishing and Hunting	Not in Top 50 of Industry Occupations
53-7065	Stockers and Order Fillers	Agriculture Forestry Fishing and Hunting	Median Hourly Earnings less than \$17.01
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	Agriculture Forestry Fishing and Hunting	Negative Projected Growth

Added (cont.)			
SOC	Occupation	Industry	Reason Not Included Previously
43-3051	Payroll and Timekeeping Clerks	Agriculture Forestry Fishing and Hunting	Negative Projected Growth
11-3031	Financial Managers	Agriculture Forestry Fishing and Hunting	Not in Top 50 of Industry Occupations
51-9111	Packaging and Filling Machine Operators and Tenders	Manufacturing	Negative Projected Growth
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Manufacturing	Negative Projected Growth, Median Hourly Earnings less than \$17.01
51-3092	Food Batchmakers	Manufacturing	Median Hourly Earnings less than \$17.01
51-9196	Paper Goods Machine Setters, Operators, and Tenders	Manufacturing	Negative Projected Growth
53-7065	Stockers and Order Fillers	Manufacturing	Median Hourly Earnings less than \$17.01
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Manufacturing	Median Hourly Earnings less than \$17.01
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	Manufacturing	Not in Top 50 of Industry Occupations
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	Manufacturing	Negative Projected Growth
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	Transportation and Warehousing	Median Hourly Earnings less than \$17.01
53-7065	Stockers and Order Fillers	Transportation and Warehousing	Median Hourly Earnings less than \$17.01
43-5071	Shipping, Receiving, and Inventory Clerks	Transportation and Warehousing	Negative Projected Growth
43-4151	Order Clerks	Transportation and Warehousing	Negative Projected Growth
53-3031	Driver/Sales Workers	Transportation and Warehousing	Not in Top 50 of Industry Occupations
53-6061	Passenger Attendants	Transportation and Warehousing	Not in Top 50 of Industry Occupations, Negative Projected Growth, Median Hourly Earnings less than \$17.01
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	Transportation and Warehousing	Median Hourly Earnings less than \$17.01
43-5011	Cargo and Freight Agents	Transportation and Warehousing	Not in Top 50 of Industry Occupations