



# ANNUAL REPORT 2024 - 2025

COMMUNITY | CAREER | CONNECTION

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## MISSION

Stanislaus County Workforce Development works with businesses to determine the needs of in-demand occupations and develop a skilled workforce that strengthens businesses and contributes to the economic success of the community.

## ON THE COVER

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



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

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

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

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

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

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

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

Doris Foster  
**DIRECTOR**



# WORKFORCE DEVELOPMENT BOARD

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



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



## BILL O'BRIEN CHAIRMAN

Bill O'Brien is the General Manager of O'Brien's Market, Inc. His expertise in local commerce and business strategy has been an incredible resource for the Workforce Development Board.

## BOARD MEMBERS

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

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

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

**ERIKA ANGEL**  
Staff Services Manager of the California Department of Rehabilitation

**ROSS BRILES<sup>†</sup>**  
Owner of Funworks

**MARGARITA CABALBAG**  
Employment Program Manager of EDD

**DEAN FADEFF**  
District Representative of Operating Engineers Local #3

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

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

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

**WILL KELLY**  
Executive Director of the North Valley Labor Federation

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

**SCOTT KUYKENDALL**  
Superintendent of Schools of Stanislaus County Office of Education

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

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

**MARYN PITT**  
Executive Director of Manufacturers Council of the Central Valley

**SAM ROMEO**  
CEO, Cofounder Seity Health

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

**DOUG VAN DIEPEN**  
Project Manager of Paradigm Construction Management

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

**GREG VINCELET**  
Training Coordinator of Central Valley Pipe Trades Local 442

<sup>†</sup>In Memoriam, October 2024



# COMMITTEES

## BUSINESS DEVELOPMENT COMMITTEE

The Business Development Committee is dedicated to collaborating with businesses to ensure the creation and alignment of programs to address and resolve sector needs and advise the Stanislaus County Workforce Development Board with information and guidance in planning, providing, and promoting services to businesses in the community.



### KRIS HELTON | Business Development Committee Chair

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

#### Committee Members:

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

Jason Maggard  
Billy Meyers  
Dillon Olvera  
Maryn Pitt

Tim Roos  
Christine Schweininger  
Lourdes Uranday

## CAREER DEVELOPMENT COMMITTEE

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



### JENNIFER SHIPMAN | Career Development Committee Chair

Jennifer Shipman handles the Community Partnerships and Communications of The Wine Group. With a wide range of skills in communications, employer branding, organizational leadership, and partnerships, Jennifer has brought her expertise to the Board for 10+ years.

#### Committee Members:

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

Tiffani Burns  
Timothy Burns  
Richard Carnes  
Kevin Fox  
Johnny Garcia

Kris Helton  
Ryan Kegley  
Kendra Mitchell  
Steve Stevenson  
Cecil Russell

## YOUTH DEVELOPMENT COMMITTEE

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



### MARY MACHADO | Youth Development Committee Chair

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

#### Committee Members:

Mary Machado, Chair  
John Bettencourt  
Fallon Ferris

Bob Housden  
Nancy Martinez  
Khoan Nguyen

Dallas Plaa  
Carmen Wilson



Leadership Team

## SUCCESS THROUGH CHANGE

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

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

## ACHIEVEMENTS AT-A-GLANCE



**4,201**

INCOMING CALLS



**1,144**

INVOICES ISSUED



**67**

CONTRACTS



**2,584**

TIMECARDS  
VERIFIED



**3,264**

WORK EXPERIENCE  
CHECKS



**20**

MONITORING  
REPORTS



# WHO WE ARE & WHO WE SERVE

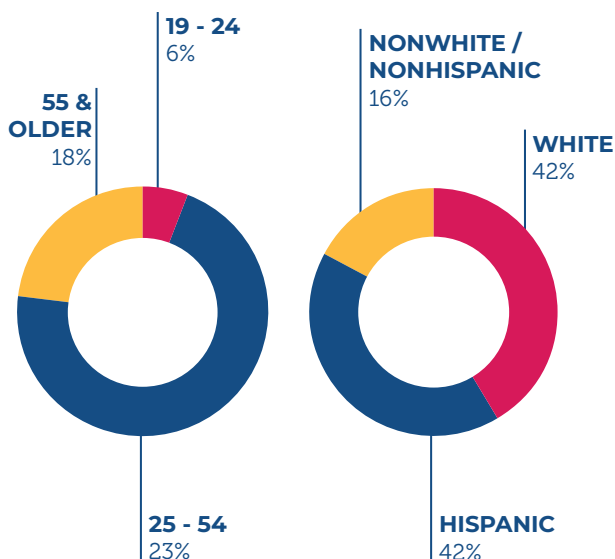
Workforce Development encourages and values diversity, equity of services, and inclusion in the businesses and clients served. The demographic information shown represents Workforce Development clients enrolled for the program year 2024-2025. Enrollees voluntarily supply this information. Some programs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

## At Workforce Development, the Department strives to:

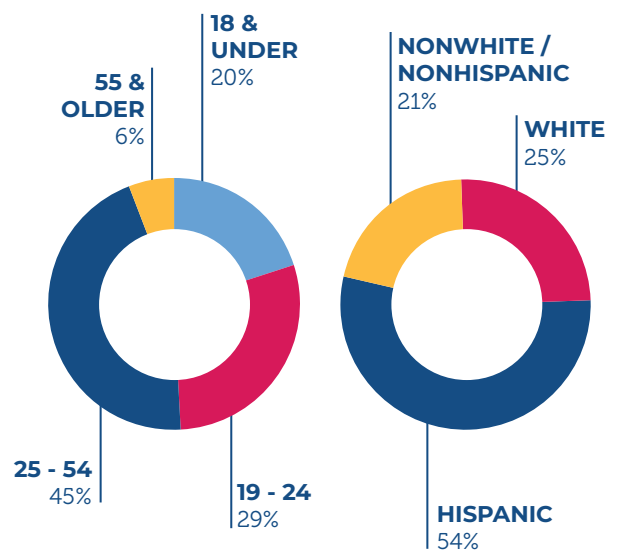
- Create a culture that encourages, supports, and celebrates the voices of our employees
- Provide each employee with a collection of Emotional Intelligence training to embrace our values
- Participate in Countywide cultural celebrations during October to support an inclusive environment
- Celebrate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



## STAFF



## CLIENTS



# WORKFORCE FACTS 2025 of Stanislaus County



**221,224**

EMPLOYED



**7.6%**

UNEMPLOYMENT  
RATE



**22,821**

BUSINESSES



**556,972**

POPULATION

## % OF TOTAL EMPLOYMENT

**16.87%**

HEALTH CARE AND  
SOCIAL ASSISTANCE

**15.10%**

GOVERNMENT

**10.80%**

RETAIL TRADE

**10.68%**

MANUFACTURING

**8.84%**

ACCOMMODATION  
AND FOOD SERVICES

**37,310**

EMPLOYED

**33,399**

EMPLOYED

**23,888**

EMPLOYED

**23,627**

EMPLOYED

**19,567**

EMPLOYED

## TOP OCCUPATIONS



**\$62.90**

AVG. HOURLY EARNINGS  
REGISTERED NURSES



**\$24.38**

AVG. HOURLY EARNINGS  
CONSTRUCTION LABORERS



**\$24.36**

AVG. HOURLY EARNINGS PACKAGING &  
FILLING MACHINE OPERATORS & TENDERS



**\$24.07**

AVG. HOURLY EARNINGS HEAVY AND  
TRACTOR-TRAILER TRUCK DRIVERS



**\$21.04**

AVG. HOURLY EARNINGS AGRICULTURAL  
WORKERS, ALL OTHER



CHALLENGES

**12.6%**

PERSONS IN POVERTY

**19.9%**

PERSONS AGE 25+ WHO ARE NOT  
HIGH SCHOOL GRADUATES



# HIGHLIGHTS OF THE YEAR

**\$2,246**

Average cost per businesses  
and clients served

**4,210**

Cumulative attendance for  
reoccurring workshops that developed  
job readiness skills



Kicked-off Construction Sector

**24**

Completed Apprenticeship Trainings



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



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

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



# REGIONAL PLANNING

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

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

The approved  
Regional Plan is  
available online



## KEY COMPONENTS OF THE REGIONAL PLAN



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

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

# LOCAL PLAN & STRATEGIC ALIGNMENT

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

The approved  
Local Plan is  
available online



## SUPPORTING BUSINESS GROWTH

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

## STRATEGIES AND OUTCOMES

- Expanded outreach to underserved groups, including individuals with disabilities, English Language Learners, immigrants, and refugees.
- Enhanced demographic data collection—focusing on race and ethnicity—to support equity-based planning.

## DEVELOPING FUTURE TALENT

- Supported immigrant integration through strategic partnerships and programs.
- Improved internal systems to enhance client access to workforce services.
- Coordinated grant-funded projects, including pre-apprenticeship programs, to better serve individuals facing barriers to employment.

# STRATEGIC PRIORITIES AND GOALS

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

## STRATEGIC PRIORITIES & GOALS

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

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

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

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

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

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

**Development of a Skilled Workforce:** Collaborate with, and build, a skilled workforce responsive to the needs of the in-demand business community.

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

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

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

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

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

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

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

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

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

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

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

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

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



# SECTOR STRATEGIES

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



## HEALTHCARE

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

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



## MANUFACTURING

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

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



## AGRICULTURE

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

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



## CONSTRUCTION

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

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

## WAREHOUSE/LOGISTICS

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

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



## UNDERSERVED BUSINESSES

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

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

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



# RAPID RESPONSE

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



**42**

BUSINESSES



**1,688**

TOTAL EMPLOYEES  
OFFERED SERVICES



# HR HOTLINE

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





“

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

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

*Regina*

LVN Program  
CAREER SERVICES

# TRAININGS

## VOCATIONAL TRAINING

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

**40**

COMPLETED  
TRAININGS

**28**

REPORTED  
EMPLOYMENT

## WORK EXPERIENCE

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

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

**10**

TRANSITIONAL  
JOBS (WIOA)

**94**

PAID WEX  
(WTW)

**90**

UNPAID WEX  
(WTW)

## MC3 PRE-APPRENTICESHIP TRAINING

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

**20**

COMPLETED

**20**

TOTAL  
EMPLOYMENT

**16**

TOTAL  
APPRENTICESHIPS

## PRE-APPRENTICESHIP PROGRAM

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

**4**

COMPLETED



### OJT TRAININGS

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

**60**

FULL-TIME EMPLOYMENT

### INCUMBENT WORKER TRAINING

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

**1**

TRAINED IN  
MANUFACTURING

**7**

TRAINED IN  
AGRICULTURE

### ENRICH AND EMPLOY

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

**13**

PARTICIPANTS

**2**

GAINED EMPLOYMENT



# CAREER SERVICES

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

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

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

## GETTING STARTED

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

## JOB CENTERS

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

### Basic Career Services include:

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

### Job Center Locations

MODESTO 629 12th Street Modesto, CA 95354 (209) 558-6135 (Main)	PATTERSON 101 W. Las Palmas Ave. Patterson, CA 95363 (209) 525-4908
OAKDALE 1405 West F Street Ste. F Oakdale, CA 95361 (209) 322-3564	TURLOCK 1310 W. Main St. Turlock, CA 95380 (209) 342-1860
VETERANS CENTER 3500 Coffee Rd, Suite #19 Modesto, CA 95355 (209) 558-7380	

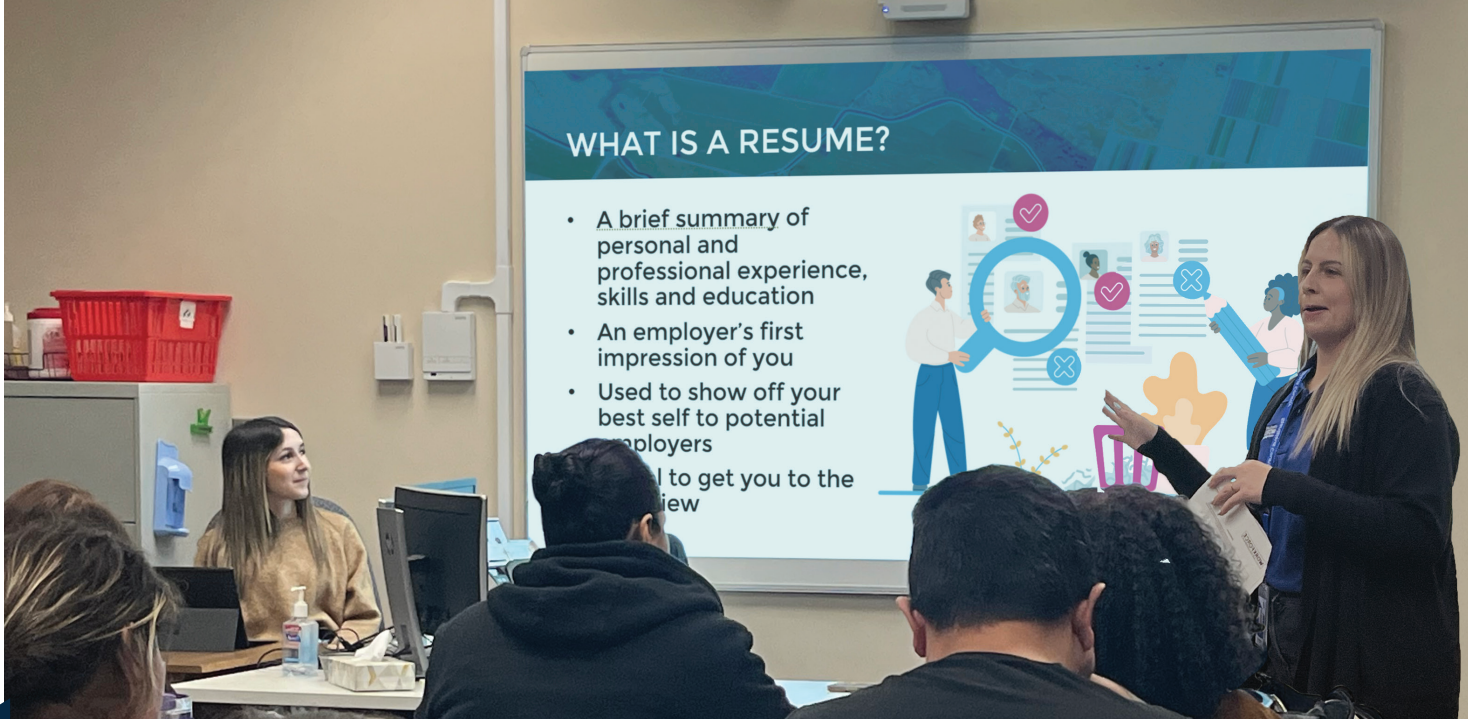
*\* Available for Veterans*

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

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







## PATHWAYS TO SERVICES

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

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

### WELFARE TO WORK EVALUATION

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

**865**

ATTENDED

**89%**

INCREASE FROM LAST YEAR

### ELIGIBILITY

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

**1,912**

APPOINTMENTS  
SCHEDULED

**89%**

COMPLETED  
ELIGIBILITY

### WORKSHOPS

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

**3,422**

ATTENDEES

**128%**

INCREASE FROM LAST YEAR

### SUPPORTIVE SERVICES

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

**129**

APPROVED

**44%**

INCREASE FROM LAST YEAR

### CO-ENROLLMENT

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

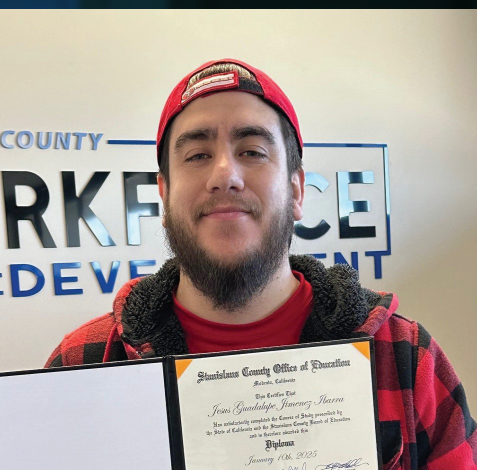
**46**

CO-ENROLLMENTS

**142%**

INCREASED CO-ENROLLMENT

# TARGETED PROGRAMS



“

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

*Jesus*  
Dept. of Child Support Services  
/ P2E / WIOA  
CAREER SERVICES

## ADULT AND DISLOCATED WORKER

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

**656**  
CLIENTS

**8,207**  
PROVIDED  
SERVICES

**12**  
AVERAGE BARRIERS  
TO EMPLOYMENT

## PRISON TO EMPLOYMENT

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

**125**  
CLIENTS

**89**  
ACTIVE  
PLACEMENTS

**71**  
JOB  
PLACEMENTS

*Clients can be active while in a job placement.*

## REGIONAL EQUITY AND RECOVERY PARTNERSHIP

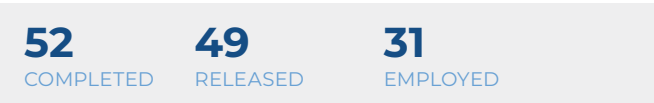
The Regional Equity and Recovery Partnership (RERP) initiative is a collaborative effort between Local Workforce Development Boards and Community College Regional Consortia to build a stronger, more inclusive workforce. RERP focuses on expanding access to quality jobs by aligning education, training,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

**14**  
CLIENTS

Stanislaus County Value:  
We believe EACH PERSON MATTERS

### SHERIFF'S DEPARTMENT

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



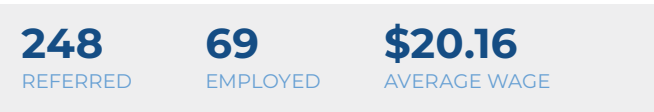
### ACCELERATOR 12 FARM TO FLUENCY

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



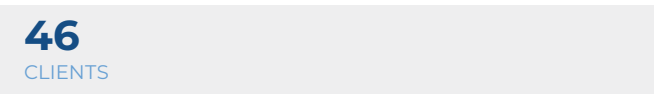
### DEPARTMENT OF CHILD SUPPORT SERVICES (DCSS)

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



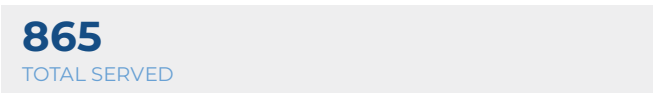
### NATIONAL FARMWORKER JOBS PROGRAM (NFJP)

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



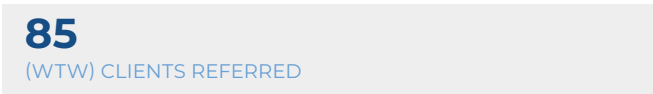
### WELFARE TO WORK

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



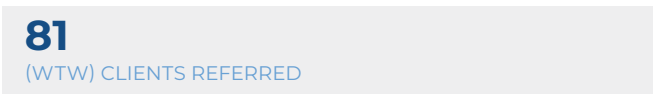
### VOCATIONAL ENGLISH AS A SECOND LANGUAGE

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



### LEARN TO EARN

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



### HIGH SCHOOL EQUIVALENCY AND ADULT BASIC EDUCATION

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





# BUSINESS SERVICES

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

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

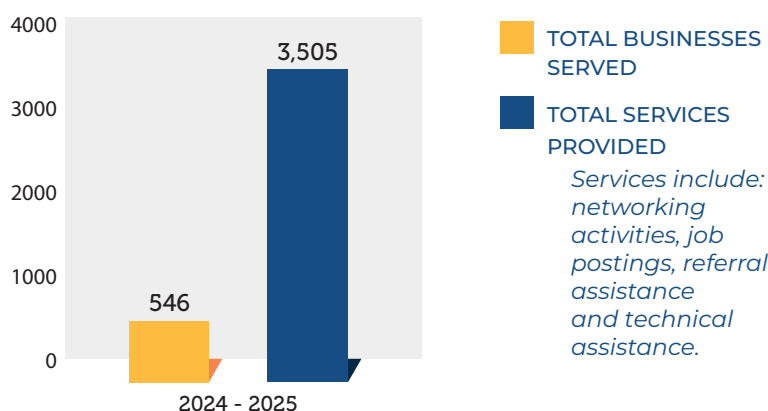


“

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

*Shela*  
WIOA Program

CAREER & BUSINESS SERVICES



## BUSINESS ASSISTANCE

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

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



6.4

AVG. # OF  
SERVICES PER  
BUSINESS





## BUSINESS SUCCESS STORY

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

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

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

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

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

“

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

*-Karol Ballew*

Human Resources Coordinator  
THE SALVATION ARMY

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

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

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

# YOUTH SERVICES (ages 16 to 30)

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

## YOUTH CAREER SERVICES

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

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

## JUSTICE INVOLVED YOUTH

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

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

## BAY VALLEY FOUNDATION DIGITAL SKILLS INTERNSHIP

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

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

## STANDOUT YOUTH CONFERENCE

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

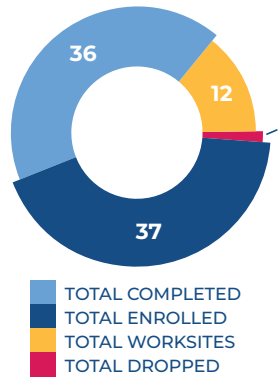
Resource Providers:

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



### SUMMER YOUTH DIGITAL SKILLS INTERNS

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



### YOUTH SERVICE CORPS

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

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

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

### STUDENT TRAINING & EMPLOYMENT PROGRAM

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

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



“

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

Angel

Summer Youth and STEP Program  
YOUTH SERVICES

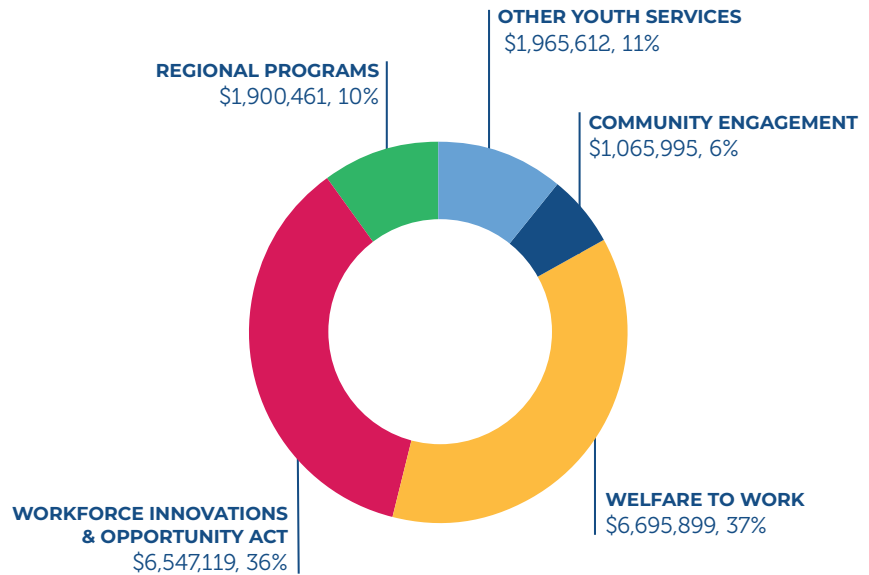


# FINANCIALS

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

## STANISLAUS COUNTY WORKFORCE DEVELOPMENT PROGRAM:

**\$18,175,085**



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



# CONTRACT PROVIDERS

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

**\$2,246**

AVG. COST PER  
BUSINESSES AND  
CLIENTS SERVED

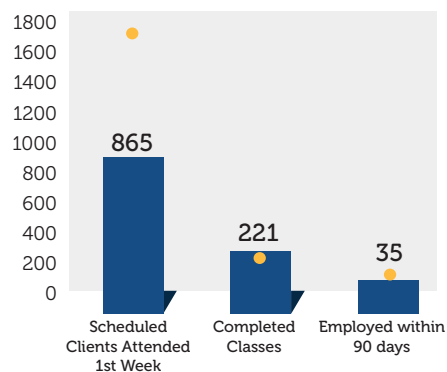
# RESULTS

## Businesses and Clients Served

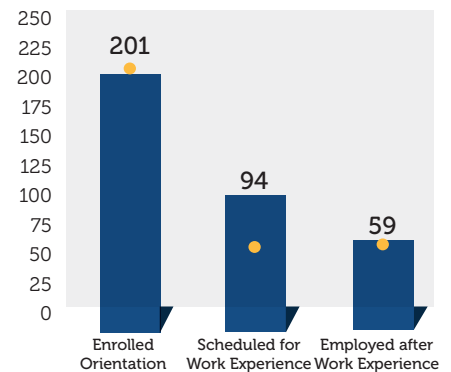
2024 - 2025

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

## WELFARE-TO-WORK JOB READINESS

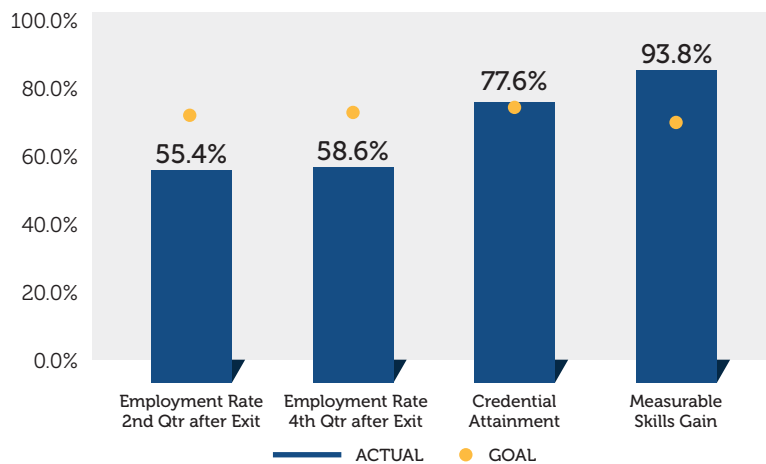


## WELFARE-TO-WORK WORK EXPERIENCE

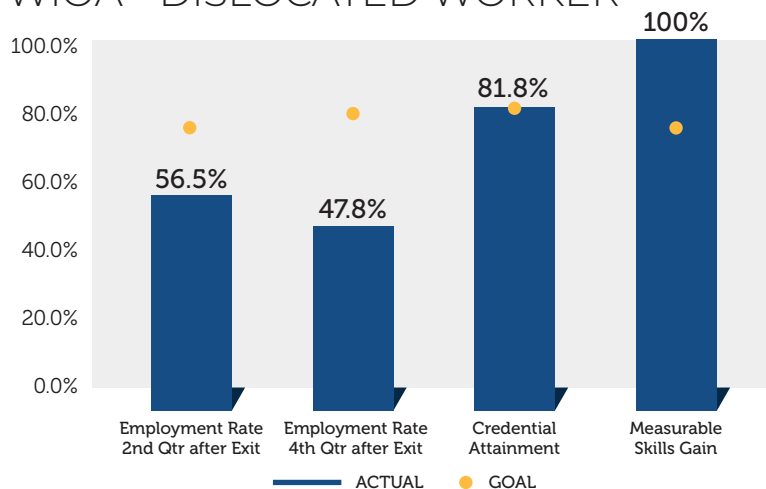


— ACTUAL    ● GOAL

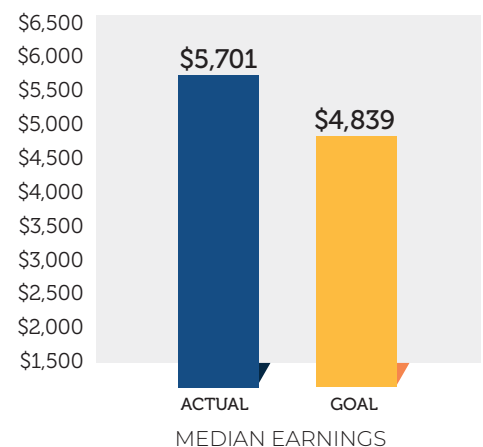
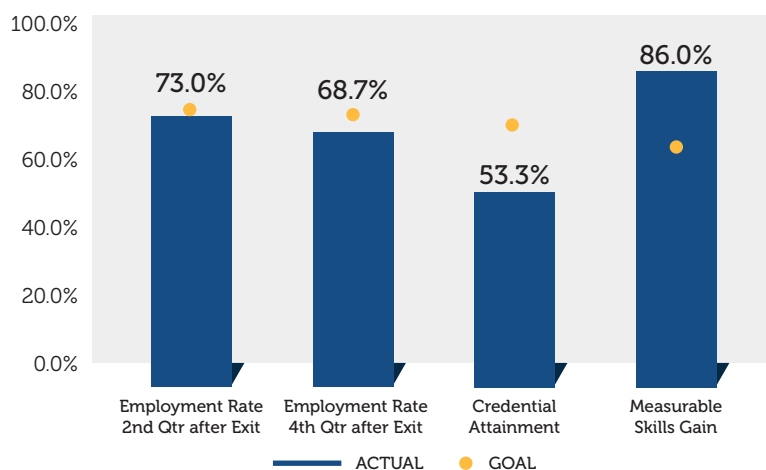
## WIOA - ADULT



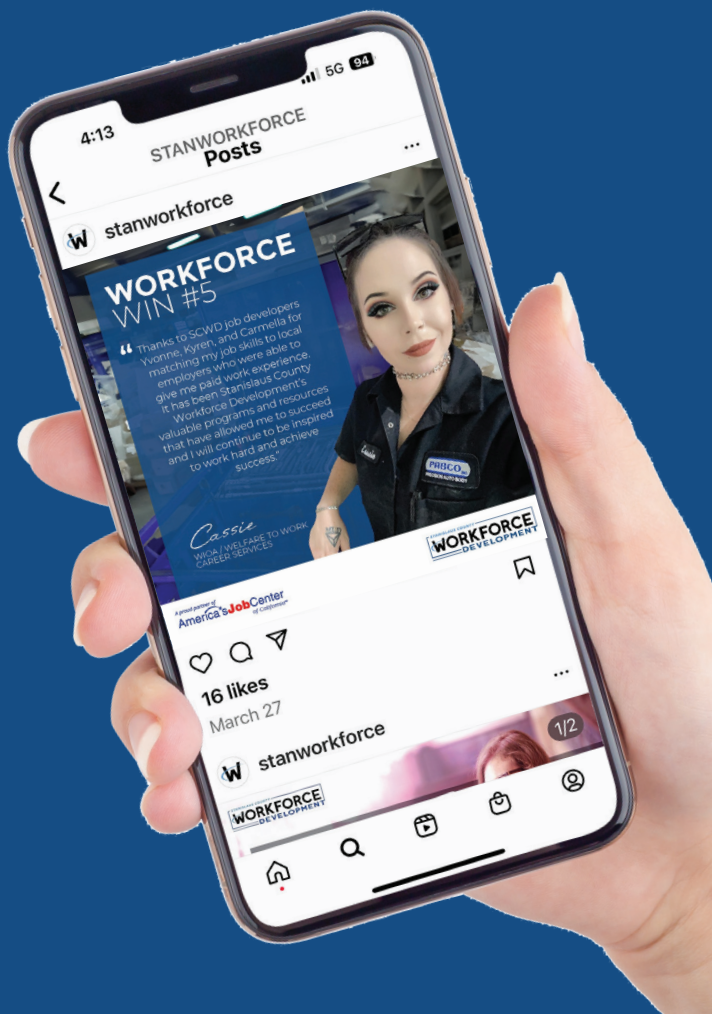
## WIOA - DISLOCATED WORKER



## WIOA - YOUTH







# OUTREACH & COMMUNITY

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

## WORKFORCE WINS CAMPAIGN

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

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

To watch see our Workforce Win Videos



## SOCIAL MEDIA STRATEGY

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

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

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

## WEBSITE AS A CENTRAL HUB

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

### SOCIAL MEDIA FOLLOWERS



### TOP 5 VISITED WEBSITE PAGES

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

### WEBSITE DATA



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

## PROGRESS MAGAZINE FEATURE

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

To read the full article in the Apr 2025 issue



## 41

### OUTREACH EVENTS & PRESENTATIONS

#### COMMUNITY OUTREACH AND ENGAGEMENT

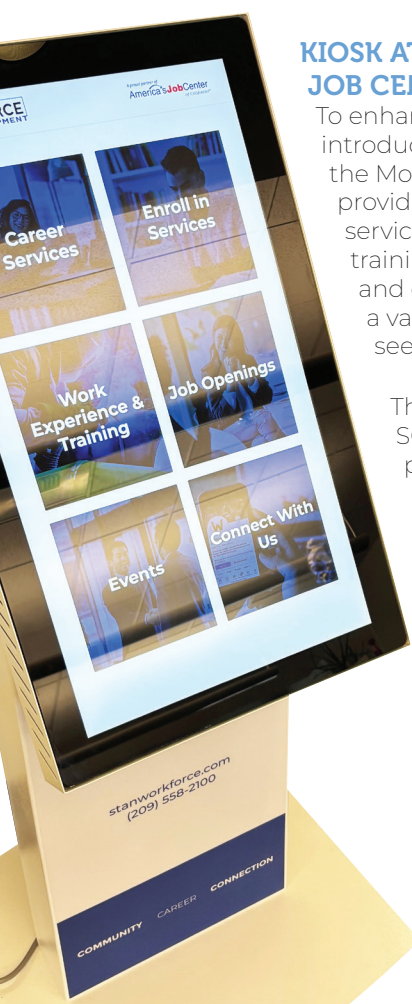
SCWD participated in various events, including back-to-school nights, job fairs, conferences, expos, and community meetings. Staff attended these events, sharing marketing materials and engaging with the community to raise awareness about available services.



#### KIOSK AT MODESTO JOB CENTER

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

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



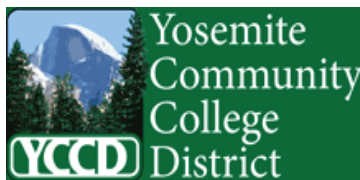
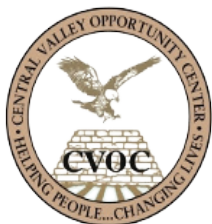
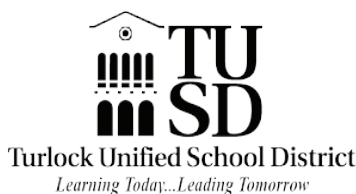
**Stanislaus County Value:**  
We work every day to earn  
people's TRUST



# PARTNERS

A proud partner of  
**America's JobCenter**  
*of California*

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







## CLIENT SUCCESS STORY

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

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

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

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

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

As of June 30, two cohorts have complet-

ed the program, totaling 20 students already employed.

“

Workforce  
Development  
made it so easy and  
seamless to give  
me all the tools I  
need to get out  
there and be the  
best plumber and  
pipe fitter I can be.”

*- Kyle Heiny*

MC3 Pre-Apprenticeship  
Readiness Program  
CAREER SERVICES

To watch the  
video of Kyle's  
story online





@stanworkforce



stanworkforce.com  
(209) 558-2100