

## Board Meeting

Monday, July 11, 2022

Martin Petersen Event Center  
720 12th Street, Modesto, CA 95354  
12:00 p.m. – 2:00 p.m.

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

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

<http://stanworkforce.com/board>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at [www.stanworkforce.com](http://www.stanworkforce.com).

All meetings are conducted in English.

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

- I. Call to Order and Roll Call
- II. Conflict of Interest
- III. Public Comment Period
- IV. Presentation(s)
  - A. Labor Market Information
  - B. Ice Cream Co. Presentation - Bonnie Acree
- V. Term Updates
  - A. Board Re-Appointments
    - Bill O'Brien
    - Charles Dossett
    - Cecil Russell
    - Dean Fadeff
    - Doug Murdock
    - Doug Van Diepen
    - Greg Vincelet
    - Kris Helton
    - Mary Machado
    - Maryn Pitt
    - Ross Briles
    - Scott Kuykendall
  - B. Board Resignations
    - Josh Bridegroom
    - Lynis Chaffey
- VI. Committee Reports
  - A. Youth Development Committee – Jennifer Shipman
  - B. Veterans' Development Committee – Charles Dossett
  - C. Business Development Committee – Kris Helton

## VII. Department Report

- A. Director's Update
- B. 2022-2023 Budget
- C. Update on Business Services and Client Services
- D. Regional Organizer/Regional Training Coordinator

## VIII. Consent Items

- A. Approve the Minutes of the April 4, 2022 Workforce Development Board Meeting
- B. Approve the Minutes of the May 17, 2022 Workforce Development Board Action Planning Meeting
- C. Approve the Business Development Committee's Mission and Vision Statement.
- D. Approve of the updated Mission Statement for the Veterans' Development Committee

## IX. Discussion and Action Items

- A. Approval of Recommendation made by the Business Development Committee to Engage in the Pre-Employment Assessments of WorkKeys in the Amount of \$55,000 and Job Skills Assessments of \$15,500
- B. Approve the Calendar Year 2023 Workforce Development meeting dates and locations
- C. Approve the 2022-2024 two year Stanislaus County Workforce Development Board Action Plan

## X. Future Topic and Discussion

**Next Meeting:**

Date:	Monday, October 3, 2022
Location:	Martin Petersen Events Center 720 12 <sup>th</sup> Street, Modesto, CA 95354
Time:	12:00 p.m. – 2:00 p.m.

**Future Meeting:**

Date:	Monday, January 9, 2023
Location:	Martin Petersen Events Center 720 12th Street, Modesto, CA 95354
Time:	12:00 p.m. – 2:00 p.m.

## **Board Meeting Minutes**

Monday, April 4, 2022  
Martin Petersen Event Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
12:00 p.m. – 2:00 p.m.

### Members in attendance:

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

Doug Murdock  
Maryn Pitt  
Tim Robertson  
Cecil Russell  
Chris Savage  
Jennifer Shipman  
Doug Van Diepen  
Greg Vincelet

### Members excused:

Kris Helton  
Pedro Mendez

### Staff in attendance:

Andy Fiskum  
Doris Foster  
Kris Ixta

Sara Redd  
Kristen Velarde

10 additional guests were present.

- I. Call to Order and Roll Call  
Bill O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:05 p.m., thanked everyone for attending and invited the Board members and guests to introduce themselves.
- II. Conflict of Interest  
Chairman O'Brien outlined the Conflict of Interest Policy.
- III. Public Comment Period  
Chairman O'Brien gave information on the Public Comment Period. There were no public comments on non-agenda items.
- IV. Presentation
  - A. Gary Beaudette, Stanislaus AJCC One-Stop Operator presented his Continuous Improvement Plan as of December 2021. The AJCC Certification Indicators were reviewed as well as the suggestions for implementation.
- V. Committee Reports
  - A. Youth Development Committee

Jennifer Shipman, Youth Development Committee Chair, reported that the annual youth event will be taking place July 22<sup>nd</sup>. A sub-committee has been formed in order to oversee the event process. This event will be for youth clients such as Project YES, the summer youth program, as well as other potential clients. The lunch & learn will be kicking off again as well.

B. Veterans' Development Committee

Charles Dossett, Veteran's Development Committee Chair, reported that the committee met in which underemployment issues were discussed and how employment opportunities can be increased. The goal is to find higher paying jobs for underemployed individuals. Planning for the annual job fair in October was discussed along with it potentially being a County job fair instead of a Veterans Job Fair. Representatives from EDD attended the Veteran's Development Committee meeting and gave a presentation on their Veteran's services.

C. Business Development Committee

Director Foster presented the Board with a handout of the pre-employment assessment tool survey that was approved by the Business Development Committee to be sent out to several businesses within Stanislaus County. Additionally, Director Foster added that the Business Development Committee discussed Sector Strategies and shared that a few staff met with representatives from the Farm Bureau. Future discussions will be held with HealthForce Partners regarding the Health Sector.

VI. Department Report

A. Director's Update

Workforce Development staff member Kristen Velarde played a "Probation to Employment Success Story" video for everyone in attendance.

Workforce Development Director Doris Foster reported that the Prison to Employment Grant has ended as of March 30<sup>th</sup> and that all funds have been expended. There are 2 clients still in the program that will be co-enrolled into the Adult program. Statistics on how many clients were served in the Prison-to-Employment Program will be presented at the next board meeting.

It was additionally shared by Director Foster and Jennifer Shipman of The Wine Group that Workforce Development is partnering with The Wine Group and their Rising Vines Program. This program takes foster youth in the community and assists them with employment and provides career mentorship.

Workforce Development staff received the "California for All" grant which is a grant done in partnership with Bay Valley Tech. The request was for \$4.9 million, however staff are waiting on the final award amount. Once received, an Agenda Item will be presented to the Board of Supervisors to increase appropriations.

Staff worked with the Library to submit a grant for \$15,000. The Department is currently working with the Library to provide services to their customers to "train

the trainer". As a result of the grant Workforce Development received \$20,000 from the State to supplement the Library Grant. With these funds staff created a promotional video. This was played for those in attendance.

The Welfare to Work waiver ends at the end of April. At the beginning of May, staff will start to see client referrals from Welfare to Work. The Leadership Team is now fully staffed and will now begin filling vacant Family Service Specialist III, II and I positions.

**B. Update on Business Services and Client Services**

Sara Redd, Workforce Development Assistant Director, reported that the Business Services has had significant growth over the last Quarter. On the Job Training placements have increased 61% over the past 3 months compared to the first 6 months of the year. Workforce Development is averaging 5 new placements per month with an average wage of \$19.66 per hour. In addition, the Department is averaging almost 6 new paid internship placements per month since January compared to 3 per month from July to January. Staff participated in the first job fair this past weekend, there were 50 job seekers, 17 booths, and 11 employers. Staff were able to enroll 9 new clients for services.

Client Services enrollment numbers as well as job services numbers are gradually increasing. Staff are working on starting in-person workshops again beginning after April 11<sup>th</sup>. Workforce Development is closing out the Prison to Employment Grant with the hope that funding will be coming again for the previously incarcerated population.

**C. Regional Organizer/Regional Training Coordinator**

Andy Fiskum, Workforce Development Staff Services Coordinator, provided an update on the Regional Equity and Recovery Partnership Grant. The Grant Opportunity was released by the California State Workforce Development Board on February 15<sup>th</sup> and will be due on May 6<sup>th</sup>, 2022. Only Local Workforce Development Areas are eligible to apply for this Grant, and as a condition of the grant, the Department must partner with the Community College system. The total Grant amount is \$24,050,000 which the California Workforce Board has divided out into the various regions in California. The San Joaquin Valley and Associated Counties has \$4.9 Million allocated to it, which would allow the region to serve 516 individuals. Under the grant project guidelines, each local area may form their own project in partnership with the Community Colleges in their locality that meets the local labor market needs, encourages equity to underserved populations, and leads to better paying jobs. Local Areas could form sub-regions for projects as well. Stanislaus County is focusing efforts on partnering with Modesto Junior College and the Stanislaus County Area Manufacturing and Maintenance Apprenticeship Committee to offer a Manufacturing Pre-Apprenticeship program. The goal of this program is entrance into Manufacturing apprenticeships and employment. Workforce Development expects to train 3 cohorts of 19 individuals for a total of 57 participants in this grant. In the region the share of the grant will be determined based on the percentage of residents in Stanislaus County verses all counties in the San Joaquin Valley and Associated Counties Region, and Local Boards

participating.

VII. Consent Items

Consent items adopted. D. Fadeff / C. Russell

- A. Approve the Minutes of the January 10, 2022 Workforce Development Board Meeting.
- B. Approval to Request Authorization from Stanislaus County Board of Supervisors for the Director of Workforce Development, or Designee, to Sign All Workforce Innovation and Opportunity Act-Related Grants, Sub-grant Agreements, Contracts and Any Modifications or Adjustments as Required for Program Year 2022-2023.

VIII. Discussion and Action Items

- A. Authorize the Workforce Development Board Chair to sign the Memorandum of Understanding for America's Job Center of California prior to submission to the State. T. Robertson / J. Shipman, unan. Motion passed.
- B. Approve Contract Renewals for existing service providers for Workforce Innovation and Opportunity Act Services to Underserved Businesses, Formerly Incarcerated and Other Justice Involved Individuals, and Youth Services for the 2022-2023 Program Year. M. Pitt / D. Murdock, unan. Motion passed.

IX. Future Topic and Discussion

Chairman O'Brien encouraged Board members to contact Doris with any future topics.

Chairman O'Brien gave his closing remarks.

Meeting adjourned: 1:25 p.m.

Next Meeting: Monday, July 11, 2022  
Location: Martin Petersen Events Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Monday, October 3, 2022  
Location: Martin Petersen Events Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
Time: 12:00 p.m. – 2:00 p.m.

## **Action Planning Meeting Minutes**

Tuesday, May 17, 2022  
Stanislaus County Department of Education  
Chatom Room  
1100 H Street, Modesto, CA 95354  
12:00 p.m. – 4:00 p.m.

### Members in attendance:

Bill O'Brien, Chair	Doug Murdock
Ross Briles	Maryn Pitt
Margarita Cabalbag	Cecil Russell
Supervisor Grewal	Chris Savage
Kris Helton	Jennifer Shipman
Scott Kuykendall	Doug Van Diepen
Mary Machado	Greg Vincelet
	Ardria Weston

### Members excused:

Pedro Mendez

### Staff in attendance:

Doris Foster	Aimee Meza
Eugene Garcia	Sara Redd
Kris Ixta	Alexander Richmond
Adolph Lopez	Kristen Velarde
Julie Mendoza	

### Additional guest(s) in attendance:

Bob Lanter, Executive Director – California Workforce Association

- I. Call to Order and Roll Call
- II. Welcome and Introductions - Bill O'Brien, Chair, and Doris Foster, Director

Bill O'Brien, Workforce Development Board (WDB) Chair, called the meeting to order at 12:17 p.m., thanked everyone for attending and invited the Board members and management to introduce themselves. Chairman O'Brien and Director Foster gave opening remarks.

#### A. Workforce Development Board Feedback

Director Foster briefly reviewed the handout which outlined feedback obtained from her individual meetings with Board members earlier in the year.

#### B. Introduction of Facilitator Bob Lanter - Director Foster introduced the meeting

facilitator Bob Lanter.

### III. Presentation: "The Real Work of Workforce Boards"

Bob Lanter presented to the Board a presentation which covered what the Real Role of Workforce Boards is and discussed how high performing boards show impact by serving communities.

A discussion ensued regarding what the economic opportunities and socio-economic challenges that exist within Stanislaus County today.

### IV. Bob Lanter presented the Stanislaus 2030 Report for discussion.

### V. Discussion

The Board members, along with the Workforce Development management team, discussed and outlined the actions the Stanislaus County Workforce Development Board can take over the next 24 months to show positive impact in the community. The group developed an Action Plan to be presented to the Workforce Development Board at the July 11, 2022 Board meeting.

### VI. Closing Remarks

Doris Foster, Director, and Chairman O'Brien gave their closing remarks.

The Action Planning meeting was adjourned at 3:57 p.m.



**July 11, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approve the Business Development Committee's Mission and Vision Statement.

**ITEM NUMBER:** VIII-C

**ITEM TYPE:** Consent

**STAFF RECOMMENDATION:**

Approve the Business Development Committee's Mission and Vision Statement.

**DISCUSSION:**


On June 2, 2022 the Business Development Committee chose to adopt the Workforce Development Board's vision statement as presented:

"To foster a demand-driven, skilled workforce that enables upward mobility through the alignment and integration of private and public partnerships."

The Committee members also approved the following mission statement:

"Collaborate 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."

**ADMINISTRATIVE BUDGET IMPACT:** None

  
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Doris Foster, Director

**July 11, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approve the updated Mission Statement for the Veterans' Development Committee

**ITEM NUMBER:** VIII-D

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**


Approve the updated Mission Statement for the Veterans' Development Committee to include underemployed individuals.

**DISCUSSION:**

On June 16, 2022 the Veterans' Development Committee approved the following updated mission statement:

"Maximize opportunities to promote and support a workforce system in Stanislaus County dedicated to economic prosperity for unemployed and underemployed veterans by providing priority training, education and opportunities for successful employment."

**ADMINISTRATIVE BUDGET IMPACT:** None

  
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Doris Foster, Director

**July 11, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of Recommendation made by the Business Development Committee to Engage in the Pre-Employment Assessments of WorkKeys in the Amount of \$55,000 and Job Skills Assessments of \$15,500

**ITEM NUMBER:** IX-A

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the recommendation made by the Business Development Committee to engage in the Pre-Employment Assessment of WorkKeys in the amount of \$55,000 and Job Skills Assessments of \$15,500.

**POLICY:**

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).

**DISCUSSION:**

A Pre-Employment Assessment is a test or questionnaire that candidates complete as part of the job application process. The use of a valid and expert assessment is an effective way for an Employer to determine which applicants are the most qualified for a specific job based on strengths and preferences. These services are pre-hiring services and benefit employers in finding a skilled workforce that through assessment insures a greater amount of success.

In Program Year 2021-2022 the Department contracted with Opportunity Stanislaus to provide WorkKeys assessment. This pre-employment assessment measures a range of hard and soft skills relevant to any occupation, at any level, across industries.

For Program Year 2021-2022, Opportunity Stanislaus did 1,318 WorkKeys assessments for a contracted amount of \$50,000.

Additionally, Workforce Development provides a Pre-Employment Job Skills Assessments – eSkills at the Modesto, Turlock, Oakdale and Patterson Job Center which assesses:

- Typing/10 Key Certificates
- Administrative Certificates
- Medical Certificates
- Work Readiness Certificates
- Microsoft Office Certificates
- Customer Service Certificates, and
- Occupational Certificates.

Businesses are able to send candidates to any of the job centers to complete the test and obtain a certificate. Currently the most used certification is the Typing Certificate. For Program Year 2021-2022, Workforce Development provided 4,838 eSkills tests for the contracted amount of \$12,000.


In order to determine the best plan of action going forward the Business Development Committee directed Workforce Development staff to conduct a survey to local businesses. During the Business Development Committee meeting on June 2, 2022, Workforce Development staff presented the committee with the detailed Pre-Employment Assessment survey results. In summary, 58 businesses responded of which 40 are not currently using an assessment tool and 18 were. Of those that were using a tool the two highest responses were for the Personality/Strength Assessment and a Job Skills assessment. The majority of businesses that responded had between 5-25 employees. The majority of businesses at 85% said they would use results from a recognized pre-employment assessment tool for hiring decisions.

The Business Development Committee based on all data and research collected are recommending that for one additional year the Department continue providing a Pre-Employment Job Skills Assessment such as e-skills at the Job Centers and contract out WorkKeys. Additionally, the Committee recommended an additional budget of \$5,000 above the \$50,000 for marketing in the Request for Quote (RFQ) for WorkKeys. After the one year, the Business Development Committee will do an assessment to determine best practices going forward that will best benefit businesses in the community.

Based on the Survey results from local businesses, the Department is additionally looking at Pre-employment Assessments that measure emotional intelligence. These results will be brought back to the Business Development Committee.

#### **ADMINISTRATIVE BUDGET IMPACT:**

The fiscal impact to provide Pre-Employment Assessments is \$70,500 for Program Year 2022-2023. A Request for Quote will be conducted for WorkKeys for \$55,000 and a contract will be procured with E-Skills for \$15,500.

  
Doris Foster, Director

**July 11, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the Calendar Year 2023 Workforce Development Board Meeting Dates and Locations

**ITEM NUMBER:** IX-B

**ITEM TYPE:** Consent

**STAFF RECOMMENDATION:**

Approve the Calendar Year 2023 Workforce Development meeting dates and locations.

**POLICY ISSUE:**

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

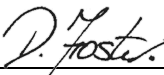
**DISCUSSION:**

During the August 15, 2016 Workforce Development Board meeting, the Board approved meetings be scheduled on the first Monday of each quarter and to meet quarterly. As such, the meetings are scheduled to take place on the first Monday of each quarter unless there is a holiday conflict. As such the meetings are scheduled to take place in January, April, July and October of 2023. There is one holiday conflict being January 2, 2023. Due to the conflict, this meeting will be held on the second Monday in January 2023. The scheduled meeting dates and locations for 2023 are included in the table below:

<b>Date</b>	<b>Time</b>	<b>Location</b>
January 9, 2023	12:00 pm – 2:00 pm	Martin Petersen Event Center (Rooms 1 & 2) 720 12th Street, Modesto, CA
April 3, 2023	12:00 pm – 2:00 pm	Martin Petersen Event Center (Large Room) 720 12th Street, Modesto, CA
July 10, 2023	12:00 pm – 2:00 pm	Martin Petersen Event Center (Large Room) 720 12th Street, Modesto, CA
October 2, 2023	12:00 pm – 2:00 pm	Stanislaus County Department of Education, Chatom Room 1100 H Street, Modesto, CA

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

**ADMINISTRATIVE BUDGET IMPACT:** None

  
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Doris Foster, Director

**July 11, 2022**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the 2022-2024 Two Year Stanislaus County Workforce Development Board Action Plan

**ITEM NUMBER:** IX-C

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the 2022-2024 two year Stanislaus County Workforce Development Board Action Plan.

**POLICY:**

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

**DISCUSSION:**

In January 2021, Workforce Development Director began meeting individually with Workforce Development Board members to gain insight on the needs of the Workforce Development Board members and to attain perspective on how to better the Board meetings. The information collected from the one-on-one meetings guided the recommendation efforts to hold a Board Strategic Planning Session that aided in continuing efforts in functioning at the High Performing Board level.

Feedback from one-on-one meetings:

- Understanding of deliverables, goals and outcomes
- More training needed to understand how the Board makes an impact
- Find value in the presentations and statistical data

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

In attendance at the Board Strategic Planning meeting were Board members and Workforce Development Managers. To help facilitate the day, Bob Lanter, Executive Director from California Workforce Association led the discussion on:

- The Real Work of Workforce Boards;
- How high performing boards show impact by serving their communities;
- The economic opportunities and socio-economic challenges that exist in Stanislaus County today;
- Stanislaus 2030; and
- Practical actions the Stanislaus County Workforce Development Board can take over the next 24 months to show positive impact in the community.

Together the Board and Management staff developed the attached document that answered two questions:


1. What are the economic opportunities and socio-economic challenges that exist in Stanislaus County today?
2. What are practical actions the Stanislaus County Workforce Board can take over the next 24 months to work with Stanislaus 2030 and show positive impact in the Community?

Once the Action Plan is approved by the Workforce Development Board, leadership staff will plot the action over the two year time period organizing them by quarter. These actions will be prioritized under each heading and outcomes will be developed. These will be further shared and developed by all staff.

Updates and outcomes will be shared with the Workforce Development Board at each of the meetings over the next two years.

#### **ADMINISTRATIVE BUDGET IMPACT:**

There is no fiscal impact associated with this Agenda Item.

  
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Doris Foster, Director



After reviewing the presentation on the Real Work of Workforce Boards, participants were asked to take place in the following exercise. They were asked to brainstorm and answer the following question.

**What are economic opportunities and socio-economic challenges that exist in Stanislaus County today?**

- Local companies recruiting foster youth
- Economic Development: Focus on taking care of current businesses and focus on retention
- Identify the disabled population in Stanislaus and identify this untapped workforce
- Formally incorporate probation in workforce development
- Capitalize on Amazon distribution center
- Work to ensure no brain drain from CSU Stanislaus
- Develop and implement financial literacy training
- Provide financial and small business counseling to small businesses in Stanislaus County
- Partner with SBDC to work on business retention
- Ensure expansion and commitment of CTE in K-12
- Partner with Crows Landing Industrial Park – expecting 30,000 jobs
- Increase high school diploma in County
- Partner with UC Merced
- Increase the opportunity for child and senior care – See ECEPTS
- Help the large refugee partnership – Vocational ESL as an example
- Leverage and partner with Adult Education
- Partner with the large seasonal workforce in Stanislaus
- Develop and implement small business finance training.

**Stanislaus County Workforce Development Board Action Plan 2022**

Q: What are practical actions the Stanislaus County Workforce Board can take over the next 24 months to work with Stanislaus 2030 and show positive impact in the Community?

Align K-16 education & apprenticeships to develop career pathways to meet Workforce needs	Develop resources to guide young students in career opportunities	Educate the Board on the functions of workforce development staff	Develop small business services aimed at success	Develop alternative career pathways with incentives that break down barriers	Map assets and align resources towards a common purpose
Map out all trades & CTE pathways to provide career clarity.	Promote Apprenticeships with High School students earlier	Educate Board Members on Staff scope of work (job shadow)	Facilitate collaboration between business & education for common goals	Provide housing incentives tied to employment and/or training.	Present Stanislaus 2030- Review five factors of economic growth to identify priorities for Board.
Define Partnership strategy with UC Merced, CSU Stanislaus and Modesto Junior College.	Build a "Life & Career" class in High School and Junior High.	Develop longitudinal study of at-risk youth	Increase Business Services headcount with the goal of doubling participation and awareness	Promote and create programs and training for persons with disabilities.	Mapping all organizations in economic develop & education to define missions/outcomes. Then work to align objectives and outcomes to minimize duplication.
Align K-16 education with local Workforce	Business & Education need to develop (K-12) partnership to develop career pathways	Develop a true belief in a shared mission of the workforce related employment objectives	Work with City Ministries to reach & teach small business	Build partnership cycle for seasonal workforce	Conduct asset map to increase vocational opportunities to align with business needs
	Engage future Job Seekers at an early age		Develop readily available resources for small businesses (Finance literacy, H.R. help)	Learn gig economy-create a location for day work	Consolidate workforce development efforts between County organizations and initiatives. (Stan 2030, SPIE, CZC)

	Develop a “clearinghouse” for - apprenticeship opportunities		Create a workshop new/existing small businesses for business planning.		
			Support small business by providing advisory/mentoring services		