

Board Meeting

Monday, October 5, 2020
Zoom Meeting

251 E Hackett Road
Modesto, CA 95353
12:00 p.m. – 2:00 p.m.

This meeting will be held in accordance with the Governor's Stay at Home Order N-33-20 and will not include in-person public attendance. Members of the public may remotely observe the meeting and address the Board as outlined below.

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>

How to attend the meeting remotely:

To join by telephone dial: 1 (669) 900-9128

Meeting ID: 843 6399 2370

Password: 594269

The Agenda at each meeting allows for a public comment period, limited to 5 minutes.

How to submit public comment:

- If you wish to provide a comment during Public Comment Period and/or on a specific Agenda item, please submit your comments via email prior to the start of the meeting to Angelique Prendez at prendeza@stanworkforce.com. Please include the Agenda item in the subject line of your email. Your comment will be shared with the Board members and kept on file as an official record of the Board meeting.

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. Introduction of returning and new Workforce Development Board Members Dean Fadeef and Ardria Weston
- V. Presentation
 - A. Burning Glass Technologies – Matt Sigelman
- VI. Committee Reports
 - A. Youth Development Committee
 - B. Veterans' Development Committee
- VII. Director's Report
 - A. Board Member Update - CWA Meeting of the Minds 2020: Critical Impact
 - B. Department Update
 - C. Update on Business Services
 - D. Update of Client Services
- VIII. Consent Items
 - A. Approve the Minutes of the June 1, 2020 Workforce Development Board Meeting
 - B. Approval of the 2021 Workforce Development Board Quarterly Meeting Dates and Location
- IX. Discussion and Action Items
 - A. Accept the Year End Report for Workforce Innovation and Opportunity Act (WIOA) 2019-2020 Program Year
 - B. Approval to Amend the Bylaws of the Stanislaus County Department of Workforce Development Board
- X. Future Topic and Discussion

Next Meeting: Pending Approval of the Workforce Development Board

Date: Monday, January 4, 2021

Location: Virtual or Stanislaus County Office of Education (SCOE)
Tom Changnon Building, Orestimba Room

Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Pending Approval of the Workforce Development Board

Date: Monday, April 12, 2021

Location: Stanislaus County Office of Education (SCOE)
Tom Changnon Building, Orestimba Room

Time: 12:00 p.m. – 2:00 p.m.

STANISLAUS COUNTY VETERAN WORKFORCE SUMMARY

American Community Survey: 2018 ACS 1-Year Estimates, Civilian Population 18 years and older

Percent of Stanislaus County's population that are veterans

5.2%

Total Veteran Population in Stanislaus County: 20,983
Total Stanislaus County Population (18+ years old): 400,947

19,192 Male Veterans



1,791 Female Veterans



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

*Veterans between the age 18-64

3.24%

Total Stanislaus County Labor Force (18-64 yrs): 239,410

7,768 Veterans able to work or seeking employment

3,518 Veterans not in the labor force

9,697 Veterans over the age of 64 (Not included in veterans labor force)

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

*Veterans between the age 18-64

68.8%

46.2% Percent of Veteran population over age 64 (Not included in veterans labor force)

7,384 Total Employed Veterans

384 Total Unemployed Veterans

EDUCATION

Only veterans age 25 and older are surveyed to determine highest level of education completed. Of the **20,983** veterans in Stanislaus County, **20,385** are 25 years of age or older.

6.2%	Less than high school graduate (1,258)
31.9%	High School graduate (6,512) (Includes equivalency)
40.6%	Some college or Associate's degree (8,283)
21.3%	Bachelor's degree or higher (4,332)

INCOME (12-Month Median Income for 2018 (Inflation Adjusted Dollars))

Of the **20,983** veterans in Stanislaus County, income related survey information was received for **20,891**. Results for the surveyed population of 20,891 veterans are presented below.

\$40,786 MEDIAN INCOME OF SURVEYED VETERAN POPULATION

MEDIAN INCOME OF SURVEYED VETERAN POPULATION BY GENDER

	STANISLAUS COUNTY	CALIFORNIA
MALE		
	\$41,833 Veteran	\$47,563 Veteran
	\$34,904 Non-Veteran	\$38,692 Non-Veteran
FEMALE		
	\$21,287 Veteran	\$40,383 Veteran
	\$21,661 Non-Veteran	\$26,748 Non-Veteran



VETERAN POVERTY STATUS

Poverty level is determined by family size in relation to income. U.S. Census Bureau, Poverty Thresholds for 2018 (on back)

5.5%	Living below poverty levels (1,145)
94.5%	Living above poverty levels (19,746)

U.S. Census Bureau's American Community Survey (ACS), 2018

DISABILITY STATUS

72.5%

% of Stanislaus County Disabled Veterans with Service Connected Disabilities

34.8%	% of Stanislaus County Veteran population with Disability Status (7,307)
25.2%	% of Stanislaus County Veteran population with a Service Connected Disability (5,295)

PERIOD OF SERVICE

Stanislaus County Civilian Veterans 18 years and over. Total Veteran Population in Stanislaus County: 20,983

PERCENT OF TOTAL VETERAN POPULATION	PERIOD OF MILITARY SERVICE FOR CIVILIAN VETERANS (Total Number of Veterans)
24.3%	Gulf War, 09/2001 or later (5,099)
12.4%	Gulf War, 08/1990-08/2001 (2,599)
35.4%	Vietnam Era (7,426)
4.1%	Korean War (860)
1%	World War II (206)
22.8%	Served Between Wars (4,793)

(continued)

Poverty Thresholds for 2018 by Size of Family and Number of Related Children Under 18 Years

Size of family unit	Weighted average thresholds	Related children under 18 years								
		None	One	Two	Three	Four	Five	Six	Seven	Eight or more
One person (unrelated individual):	\$ 12,784									
Under age 65.....	\$ 13,064	\$ 13,064								
Aged 65 and older.....	\$ 12,043	\$ 12,043								
Two people:	\$ 16,247									
Householder under age 65.....	\$ 16,889	\$ 16,815	\$ 17,308							
Householder aged 65 and older.....	\$ 15,193	\$ 15,178	\$ 17,242							
Three people.....	\$ 19,985	\$ 19,642	\$ 20,212	\$ 20,231						
Four people.....	\$ 25,701	\$ 25,900	\$ 26,324	\$ 25,465	\$ 25,554					
Five people.....	\$ 30,459	\$ 31,234	\$ 31,689	\$ 30,718	\$ 29,967	\$ 29,509				
Six people.....	\$ 34,533	\$ 35,925	\$ 36,068	\$ 35,324	\$ 34,612	\$ 33,553	\$ 32,925			
Seven people.....	\$ 39,194	\$ 41,336	\$ 41,594	\$ 40,705	\$ 40,085	\$ 38,929	\$ 37,581	\$ 36,102		
Eight people.....	\$ 43,602	\$ 46,231	\$ 46,640	\$ 45,800	\$ 45,064	\$ 44,021	\$ 42,696	\$ 41,317	\$ 40,967	
Nine people or more.....	\$ 51,393	\$ 55,613	\$ 55,883	\$ 55,140	\$ 54,516	\$ 53,491	\$ 52,082	\$ 50,807	\$ 50,491	\$ 48,546
Source: U.S. Census Bureau.										

Board Meeting

Monday, June 1, 2020
Zoom Meeting
251 E. Hackett Road, Modesto, CA 95353
12:00 p.m. – 1:00 p.m.

Members in attendance:

Bill O'Brien, Chair
Margarita Cabalbag
Lynis Chaffey
Charles Dossett
Kathy Harwell
Jody Hayes
Scott Kuykendall
Mary Machado

Pedro Mendez
Doug Murdock
Maryn Pitt
Cecil Russell, Vice Chair
Chris Savage
Jennifer Shipman
J. Doug Van Diepen
Greg Vincelet

Members excused:

Josh Bridegroom

Staff in attendance:

Andy Fiskum
Cheryl Fondse
Jeanette Fontana
Doris Foster

Doug Gee
Adolph Lopez
Angelique Prendez
Sara Redd

Additional guests were present on the call.

- 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 to provide their name for roll call.
- 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. Director's Report
 - A. Department Update

Workforce Development Director, Doris Foster reported the Department closed its doors to the public in mid-March due to COVID-19 health and safety concerns and social distancing guidance. Early 2020 the Department was gearing towards shifting in-person registration to online. The online portal has gone live. In addition, Job Readiness implemented virtual classes for Welfare to Work clients.

The Emergency Office Center (EOC) received an increase in calls from local businesses. The Department created an in-house Business and Client Services branch Call Center to field these queries and trained staff to assist with Unemployment Insurance questions.

Workforce Development received \$3 million from the County along with \$150,000 from private donors to implement the Small Business Relief Grant for businesses to receive up to \$10,000. Over 300 businesses received funding. This grant made a difference for businesses closing their doors temporarily or closing permanently.

The Department received \$171,000 from the State for eligible Dislocated Workers to receive up to \$800 for computer equipment, rent/mortgage payments or utility assistance.

The Department received \$500,000 from the State as an additional assistance project to serve businesses with under 500 employees.

The local unemployment rate is at 17% for April, which is up from 8.4% in March. This is above the 6.2% reported a year ago. The local unemployment rate is in line with the state unemployment rate of 16.1% and higher than the national rate of 14.4%.

Workforce Development Manager, Adolph Lopez reported on the projected outcomes of this year's Summer Youth Program, which is entering its third year. This 8-week program, running through the end of August, is geared toward youth in school or who have recently graduated from high school. Due to COVID-19 the program has been modified. The goal is to enroll 50 – 60 summer youth. Phase I Work Experience will begin in mid-June and Phase II will begin at the end of June. 36 youth are ready to move forward and others are in the process of completing their enrollment and workshops. 35 businesses are committed to the project.

COVID-19 has put the focus on essential and nonessential businesses challenges. The Department has reached out to service focused non-profits in both the private and public sectors to offer Work Experience services. These providers can enhance the summer youth experience by assisting youth in building their job skills, and by providing an avenue to give back and serve in their community.

B. 2019-2020 Year End Projections and 2020-2121 Proposed Budget

Director Foster presented an Allocation at a Glance overview, detailing the FY2019-2020 Year End Projections and the preliminary FY2020-2021 Final Budget. The budget of \$9,590,746 will go to the Board of Supervisors for approval.

C. Business Services Update

Workforce Development Manager, Doug Gee reported on the critical and impactful role the Department made with the March 31, 2020 implantation of the Business Services Call Center. The call center was designed to be a direct resource for businesses who have questions on the Small Business loans, Paycheck Protection Program (PPP), Unemployment Insurance, closure orders, essential and nonessential businesses, state and local health safety orders, etc.

The Business Services Call Center staff quickly ramped up to learn the various program details to assist members of the community and provide resources. The Call Center has received over 965 incoming calls and has dedicated over 400 hours directly assisting local businesses.

On April 7, 2020 the Board of Supervisors approved the departments Small Business Relief Micro Grant Program. Workforce Development began taking Small Business Relief Micro Grant Program applications on April 13, 2020. The last day to submit the application was April 21, 2020. A total of 551 applications were received. 334 businesses were approved for grant funding. Agreements for continued business assistance with the awarded businesses were made to receive the Departments wrap around services for 1-year. A follow up survey will be sent to businesses who applied to this program to allow the Department to learn what additional resources and services may be needed to serve local business.

Rapid Response received Worker Adjustment and Retraining Notifications (WARN) from 55 local businesses since March, impacting 3,997 individuals. Small local businesses are not required to file a WARN during the pandemic and are not in this total.

D. Client Services Update

Workforce Development Manager, Sara Redd reported the departments development and launch of the Snap Back program. The Snap Back program is geared to assist workers who are unable to work due to termination, lay off, had a reduction of hours or are self-employed and are struggling to meet basic needs due to impacts of COVID-19. Those eligible can receive up to \$800 in supportive services. Supportive service awards can be used for mortgage or rental assistance, utility assistance, and telework equipment. Within three days of launching the program, over 1,300 community members showed interest by completing a questionnaire which helped determine eligibility, followed by the

application process. Supportive support checks began rolling out on June 1, 2020 to those who met the requirements.

V. Consent items

Consent items adopted. M. Pitt / L. Chaffey unan.

- A. Approve the Minutes of the January 6, 2020 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 2020-2021
- C. Approval of Month by Month Contract Extensions for Existing Workforce Innovation and Opportunity Act Service Providers of Youth Services Until the Completion of the Request of Proposal
- D. Approval for Stanislaus County Workforce Development to Enter into a Service Contract with Friends Outside to provide specific Workforce Innovation and Opportunity Act Services for Previously Incarcerated Adults and Dislocated Workers for the 2020-2021 Program Year

VI. Discussion and Action Items

- A. Approval of Contract Renewals for Existing Workforce Innovation and Opportunity Act Service Providers; Opportunity Stanislaus, to Provide Sector Strategies, Employer Assessment (WorkKeys), and Employer Assistance Program Services; Beaudette Consulting Inc., to Provide Rapid Response; and ProPath, Inc., to Provide One-Stop Operator Services for the 2020-2021 Fiscal Year
- C. Russell / R. Hagerty, unan. Motion passed.

The Department facilitated a Request for Proposal (RFP) for Sector Strategy, Employer Assessment, and Employer Assistance. Several required Sector Strategy meetings were put on hold due to COVID-19, therefore, the meeting requirement was not met. Consequently, contract funding for Sector Strategy in Fiscal Year 2019-2020 was reduced, and reallocating to fund the Employer Assistance to create the California Biz Relief Program.

The Department recommends Employer Assessment remains the same and the Department will continue to market its services to local businesses to assist with training high demand positions.

Employer Assistance will remain the same.

Rapid Response will remain the same and will to continue to contract with Beaudette Consulting Inc. as the Department anticipates to utilize their services more this year due to high Rapid Response requests.

One-Stop Operator Services will remain the same for this fiscal year with ProPath, Inc. Next year Madera County will lead and facilitate the RFP, which is joined by multiple counties.

- B. Approval for Stanislaus County Workforce Development to Enter into a Service Contract with City Ministries to provide Workforce Innovation and Opportunity Act Services for Underserved Businesses for the remainder of the 2019-2020 and for the 2020-2021 Program Year
J. Hayes / S. Kuykendall, unan. Motion passed.

The Department would like to partner with City Ministries for community outreach on program services to businesses who are underserved. Joe Duran with City Ministries thanked Workforce Development for its heavy lift and technical assistance. A primary focus of the next couple of years will be to speak with members of local underserved communities to hear what their specific needs are and how various services and assistance can help.

VII. Presentation

A. Assistance Grant \$500,000

Director Foster reported the \$500,000 State assistance grant is an additional grant to serve businesses with under 500 employees. Businesses can use these micro grants for sanitation, disinfecting, personal protection equipment (PPE), software tools to support work from home capability, liability insurance for restaurants that convert to delivery service, and strategic approaches to eliminate layoffs. Board members were supportive of the grant and requested that businesses receive priority if they have not received any additional funding.

XI. Future Topic and Discussion

There were no future topics or discussions. Chairman O'Brien encouraged Board members to contact Doris with any future topics.

Chairman O'Brien gave his closing remarks.

Meeting adjourned: 1:11 p.m.

Next Meeting: Monday, July 13, 2020
Location: Martin Petersen Event Center
720 12th Street, Modesto, CA 95354
Time: 12:00 pm – 2:00 pm

Future Meeting: Monday, October 5, 2020
Location: Stanislaus County Office of Education
1325 H Street, Modesto, CA 95354
Time: 12:00 pm – 2:00 pm

October 5, 2020

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Approval of the 2021 Workforce Development Board Meeting Dates and Location

II. ITEM NUMBER: VIII-B

III. ITEM TYPE: Consent

IV. STAFF RECOMMENDATION:

Approve the meeting dates and recommended location of the 2021 Workforce Development Board Meeting schedule.

V. POLICY:

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

VI. DISCUSSION:

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

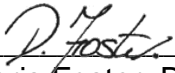
During the August 15, 2016 Workforce Development Board meeting, the Board requested the meetings be scheduled on the first Monday of each quarter. Staff to the Board are recommending that the Board continue to meet quarterly. As such, the meetings are scheduled to take place on the first Monday in January and October of 2021. The April meeting will take place on the second Monday in April as the firsts Monday falls after the Easter holiday. The July meeting will take place on the second Monday of the month due to the first Monday in July falls on a holiday observance. The scheduled meeting dates for 2021 are included in the table below:

Date	Time
January 4, 2021	12:00 pm – 2:00 pm
April 12, 2021	12:00 pm – 2:00 pm
July 12, 2021	12:00 pm – 2:00 pm
October 4, 2021	12:00 pm – 2:00 pm

The Department has solidified the Stanislaus County Office of Education (SCOE) Tom Changnon Building, Orestimba Room located at 1325 H Street in Modesto. This recommended location is due to its downtown Modesto location, Wi-Fi capability, ease of free parking, and is available at no charge to the Department.

The meetings will be not be delivered in-person and will be held via a teleconference and/or web-based meeting tool option should COVID-19 safety guidelines and social distancing be enforced at the time of the scheduled meeting.

VII. ADMINISTRATIVE BUDGET IMPACT: None



Doris Foster, Director

October 5, 2020

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Year End Report for Workforce Innovation and Opportunity Act (WIOA) 2019-2020 Program Year

II. ITEM NUMBER: IX-A

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Accept the information for Workforce Innovation and Opportunity Act (WIOA) Year End Report for the 2019-2020 Program Year

V. POLICY ISSUE:

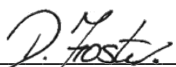
WIOA Section 121 (a) establishes performance accountability measures that apply across the core programs to assess the effectiveness of States and local areas in achieving positive outcomes for individuals served by those programs.

VI. DISCUSSION:

Workforce Development would like to present the attached Year End Report to provide the Workforce Development Board with information regarding Workforce Innovation and Opportunity Act programs in the local workforce development area during the 2019-2020 Program Year. This report represents the achievements for Workforce Investment and Opportunity Act funding of both Workforce Development and the contracted programs in Stanislaus County.

The Year End Report encompasses Adult and Dislocated Workers services, Business Services and Youth Services, as well as additional information that provides an accurate description of the activities undertaken to strengthen the workforce in the local area.

VII. ADMINISTRATIVE BUDGET IMPACT: None



Doris Foster, Director



ANNUAL REPORT 2019/20



One year
ago in the
End of the
Year Report
Workforce

Development boasted low unemployment rates. Things changed drastically starting March 2020. The second half of the 2019-2020 Program Year has been unpredictable and has provided a host of new challenges and disruptions with the onset of COVID-19. The Department understands the impact COVID-19 has had to the economy and its workforce, resulting in adapting and accelerating efforts to bring the highest level of service and commitment to businesses and job seekers. The following report is a clear depiction of how the Department has changes services to align with the changing economy.

- Doris Foster, Director, Stanislaus County Workforce Development





1135

Total Businesses Served

142%

% Increase in Businesses Served
from F/Y 2019/20

*"I could have lost
my business. I didn't
know how we would
survive. It helped
everything"*

-Business Owner & Small Business
Relief Grant Recipient



\$16.65

Average Client Wage at Exit
(Includes Adult, Youth & Dislocated Worker)

Our mission

Work 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 our community.

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2019/2020 Budget

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Stanislaus County Workforce
Development Board

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Business Services

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Client Services

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America's Job Center
of California (AJCC)

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Specialized Services

PERFORMANCE MEASURES

2017-2018

2018-2019

2019-2020

2019-2020 Required

ADULT

Employment 2nd Q post exit (7/1/18 - 6/30/19)	69.97%	81.78%	78.30%	66.0%
Employment 4th Q post exit (1/1/18 - 12/31/18)	71.69%	69.73%	80.87%	62.5%
Median Earnings (7/1/18 - 6/30/19)	\$5,678.00	\$6,806.40	\$7,573.93	\$5,600
Credential Attainment Rate (1/1/18 - 12/31/18)	84.81%	86.73%	90.38%	57.0%
Measureable Skill Gain (7/1/19 - 6/30/20)	59.46%	58.01%	59.07%	baseline

DISLOCATED WORKER

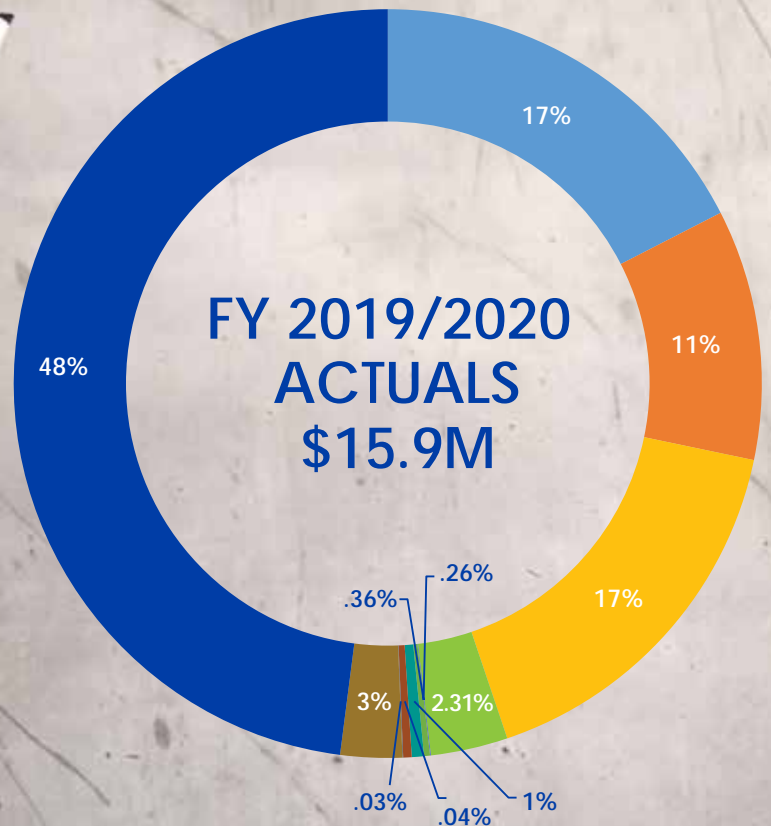
Employment 2nd Q post exit (7/1/18 - 6/30/19)	82.76%	90.57%	77.19%	72.0%
Employment 4th Q post exit (1/1/18 - 12/31/18)	91.53%	86.44%	89.36%	69.5%
Median Earnings (7/1/18 - 6/30/19)	\$8,058.00	\$8,801.94	\$9,773.94	\$7,100
Credential Attainment Rate (1/1/18 - 12/31/18)	94.12%	94.87%	95.24%	61.0%
Measureable Skill Gain (7/1/19 - 6/30/20)	62.72%	66.00%	74.47%	baseline

YOUTH

In Ed,Trng or Employment 2nd Q post exit (7/1/18 - 6/30/19)	71.43%	72.12%	73.21%	66.9%
In Ed,Trng or Employment 4th Q post exit (1/1/18 - 12/31/18)	64.15%	67.83%	67.87%	65.0%
Median Earnings (7/1/18 - 6/30/19)	\$2,860.00	\$2,843.00	\$3,118.74	baseline
Credential Attainment Rate (1/1/18 - 12/31/18)	41.67%	62.86%	51.65%	54.0%
Measureable Skill Gain (7/1/19 - 6/30/20)	53.95%	48.20%	41.11%	baseline

STANISLAUS COUNTY WORKFORCE DEVELOPMENT
FISCAL YEAR 2019/20 DEPARTMENT EXPENDITURES

ADULT PROGRAMS: 17% \$2.8M
YOUTH PROGRAMS: 17% \$2.6M
STANWORKS: 48% \$7.5M
SNAP BACK: .26% \$40,737
REGIONAL ORGANIZER: .04% \$5,684
PROBATION: 1% \$83,787
DISLOCATED WORKERS: 11% \$1.7M
PRISON TO EMPLOYMENT: .36% \$58,044
SLINGSHOT 2.0: .03% \$5,326
RAPID RESPONSE: 3% \$5M
FUND BALANCE: 2.31% \$4M



CONTRACT EXPENDITURES (% Awarded vs. % Expended)

CONTRACTOR NAME	CONTRACT AMOUNT AWARDED	TOTAL CONTRACT EXPENDED	PERCENT OF EXPENDED BUDGET
Friends Outside	\$320,000.00	\$221,534.00	69%
CUSD (Project YES)	\$1,230,075.00	\$1,072,021.00	87%
Stellar Career College	\$308,963.00	\$265,163.00	86%
Eckerd Youth Alternatives	\$308,962.00	\$298,797.00	97%

"I can't thank the program enough for the career that I have chosen to follow and for the opportunity they gave me. throughout the whole journey of me getting my Class A from day one I have been motivated to keep pushing until I accomplished my goal I am now currently doing what I love to do..."

- Danny Rico, SCWD Client

Fiscal Year 2019/2020 Expenditures by Program

PROGRAM	\$	%
Adult	\$ 2.8M	17%
Dislocated Worker	\$ 1.7M	11%
Youth	\$ 2.6M	17%
Rapid Response	\$ 0.5M	3%
Regional Organizer	\$ 5,864	.04%
Snapback	\$ 40,737	.26%
Probation	\$ 83,787	1%
Prison to Employment	\$ 58,044	.36%
Slingshot 2.0	\$ 5,326	.03%
Fund Balance	\$ 0.4M	2.31%
StanWORKs	\$ 7.6M	48%
TOTAL	\$15.9M	100%

WORKFORCE DEVELOPMENT BOARD

Bill O'Brien, Chairman

Supervisor Berryhill

Josh Bridegroom

Ross Briles

Margarita Cabalbag

Lynis Chaffey

Charles Dossett

Mahalla Gotico

Richard G. Hagerty

Kathryn Harwell

Jody Hayes

Kris Helton

Scott Kuykendall

Mary Machado

Pedro Mendez

Doug Murdock

Maryn Pitt

Tim Robertson

Cecil Russell

Chris Savage

Jennifer Shipman

J. Doug Van Diepen

Greg Vincelet

General Manager, *O'Brien's Supermarket, Inc.*

District 4 Supervisor, *Stanislaus County Board of Supervisors*

CEO, *Downtown Modesto Partnership*

Owner, *Funworks*

Employment Program Manager, *Employment Development Division*

Director of Business Development/Chief Strategy Officer, *Emanuel Medical Center-Tenet Healthcare*

President, *DOCON, INC.*

Staff Services Manager, *CA Department of Rehabilitation*

Co-Owner, *Modesto Steel Co. / Modesto Welding Products, Inc.*

Director, *Stanislaus County Community Services Agency*

Chief Executive Officer, *Stanislaus County*

General Manager, *J.M. Keckler Bio Medical Services, Inc.*

Superintendent of Schools, *Stanislaus County Office of Education*

Owner, *Machado & Sons Construction Inc.*

Dean of Public Safety / Technical & Community Education, *Modesto Junior College*

Apprenticeship Coordinator, *Stanislaus County Mfg/Maintenance*

Joint Apprenticeship Committee, *Lawrence Livermore Lab*

Assistant to City Manager for Economic Development and Housing, *City of Turlock*

Executive Director, *North Valley Labor Federation*

CEO, *Sylvan Financial & Advisory Group*

Sr. Director of Global Environment Affairs, *E.J. Gallo Winery*

Talent Acquisition Partner Relations Manager, *The Wine Group*

Engineering Manager, *Del Monte Foods*

Training Coordinator, *Central Valley Pipe Trades Local 442*

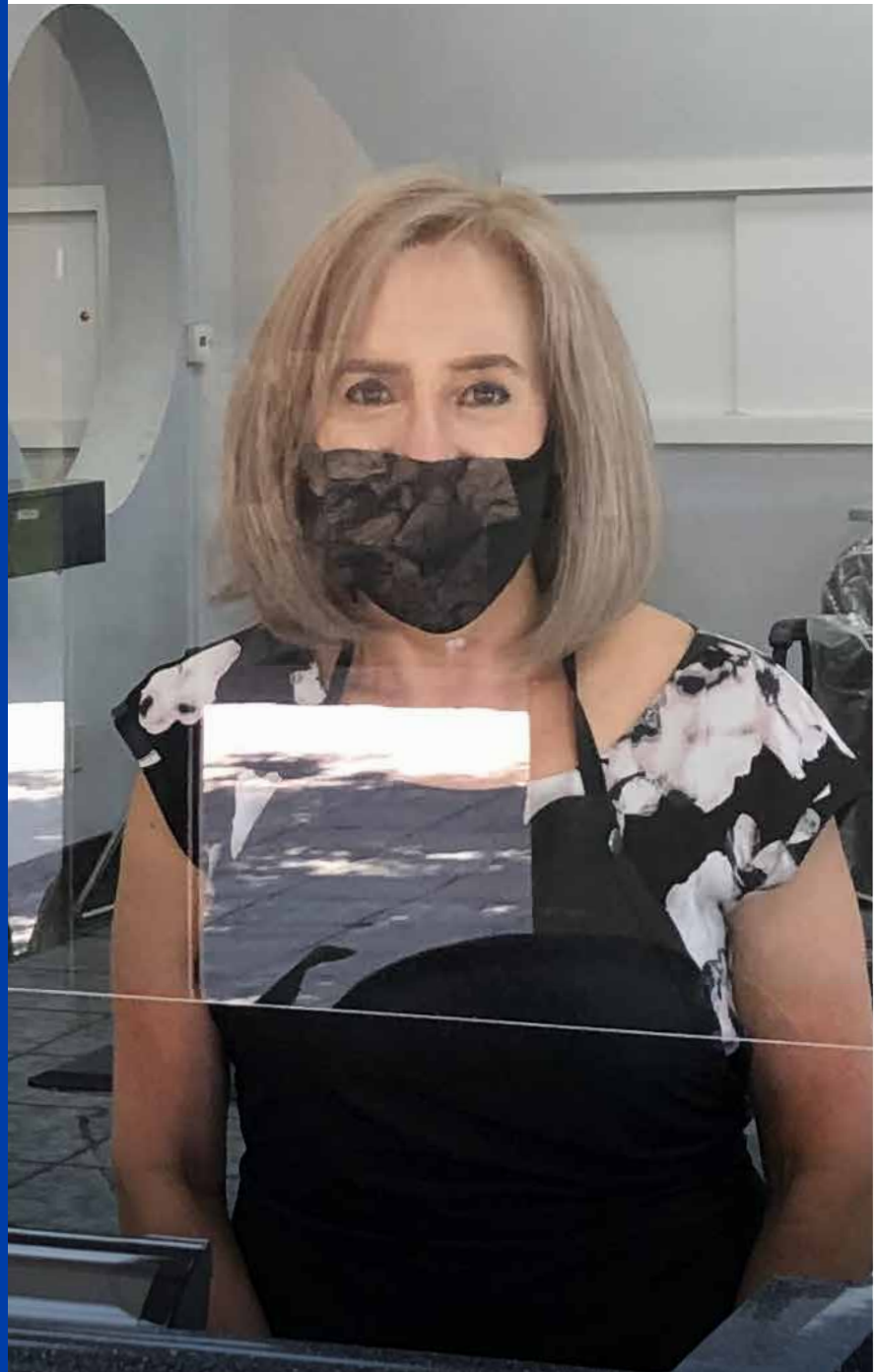
BUSINESS SERVICES

Business Services transitioned from Opportunity Stanislaus to Workforce Development on July 1, 2019. SCWD staff worked closely with Opportunity Stanislaus to communicate with employers and maintain the level of quality service expected by businesses in our community.

The Business Engagement Team focuses on providing vital workforce services to our local business community. Business owners know that much of their success depends on their employees. Finding skilled, reliable workers who take pride in doing their jobs well can mean the difference between a business struggling or flourishing.

The Business Engagement Team assists in organizing recruitments, screening job applicants, posting job openings on local, state and national websites, forwarding applicant resumes, conducting skill assessments and referring qualified job seekers.

Having the Business Engagement Team assist with human resource and recruitment services saves businesses time and money. We also support businesses with skills testing, labor market information, social media advertising, job fairs, layoff aversion assistance and other business related resources.



"It was a blessing- thank you. It was pretty scary coming back. I didn't know what I was going to do"

-Juana Zurita, Juanita's Hair Salon

BUSINESS SERVICES

Recruitment Services
Job Posting & Marketing
Skills Testing
Labor Market Information
Business Related Resources
Layoff Aversion Assistance
Subsidized Labor Programs



57 TOTAL BUSINESS AFFECTED

▲ **63%** % Change Over 2018/2019



2983 TOTAL EMPLOYEES AFFECTED

▲ **7%** % Change Over 2018/2019



5

Full-Time Staff in Business Resource Center
Available to Answer Calls from Business

2,029

Calls received by
Business Resource Center Team
(March 31, 2020-September 25, 2020)

SUMMARY OF SERVICES

DESCRIPTION OF SERVICE PROVIDED	PY 2018/19	FY 2019/20	% Change
Job Placement Services	332	1,135	242%
Job Opportunities Identified	1936	1,076	-44%
Job Opportunities Filled	884	613	-31%
On-the-Job Trainings Developed	84	33	-61%
On-the-Job Trainings Filled	30	32	7%
Paid Internships Developed	45	31	-31%
Total Businesses Served	469	1,135	142%



1,135

Total Businesses Served



142%

% Increase in Businesses Served

RAPID RESPONSE

(Program Year 04/01/19-03/31/20)

Rapid Response is a proactive, business focused program with immediate on-site services designed to assist business and workers facing potential layoffs, closures or job losses. Rapid Response services are tailored to each company based on the needs of the affected employees. The team will help affected workers on-site to provide important information and services that enhance re-employment opportunities.

Beaudette Consulting was under contract with SCWD to provide additional on-demand Rapid Response services to businesses up to \$100,000 during the 2019/2020 fiscal year. None of the contracted funds were expended.



Abrupt closures due to COVID-19 resulted in the majority of the WARN letters being received after businesses were closed, making it difficult to provide services. SCWD has continued to provide services and information electronically.



1796

Total Employees Temporarily Affected due to COVID-19



28

Total Businesses Temporarily Affected due to COVID-19

BUSINESS RESOURCE CENTER

The Business Resource Center was established March 31, 2020 in response to the COVID-19 health crisis. Its purpose was to assist local businesses with Federal, State and Local aid programs, including SCWD's Small Business Relief Program, and provide COVID-19 closure/re-opening guidance.



The Business Resource Center has become an extension of the Emergency Operations Center to assist the EOC in handling business questions related to State or local guidance, outreach to educate businesses on changing closure/re-opening guidance and handle complaints against businesses

SMALL BUSINESS RELIEF PROGRAM

Three million dollars in CARES Act funding was unanimously approved by the Stanislaus County Board of Supervisors on April 7, 2020. The Small Business Relief Program, a micro-grant program created to support small businesses through the economic hardship caused by COVID-19. An additional \$150,000 was donated by local business owners through the Stanislaus Community Foundation's Resilient Stanislaus Fund. Stanislaus County Workforce Development implemented the program and awarded micro-grants up to \$10,000 to small businesses with up to 50 employees.



344

Businesses Received Grants



551

Total Applications



\$3,130,668

Total Dollars Awarded to Businesses



"It kept this facility safe. I would have had to surrender it without the grant."

-Trina Taylor, Noble Kennels





\$184,168

Total Contract Budget Expended

100%

% of Expended Budget



\$50,000

Total Contract Budget Expended

100%

% of Expended Budget



36

Total Businesses Served

50

of Jobs Saved

100%

Completion Rate

9

Clients Served/Hired

5

Clients Promoted
to Admin Clerk

SECTOR STRATEGIES

Sector Strategies identifies and builds upon strategies for businesses in the four sectors of warehouse/logistics, healthcare, agriculture, and manufacturing. This includes individual business surveys and meetings with businesses within the identified sectors.

SECTOR STRATEGY MEETINGS

- 1 Warehouse/Logistics
- 1 Healthcare
- 1 Agriculture
- 0 Manufacturing

3 TOTAL MEETINGS

EMPLOYER SURVEYS

- 21 Warehouse/Logistics
- 22 Healthcare
- 20 Agriculture
- 38 Manufacturing

101 TOTAL SURVEYS



Due to COVID-19, \$65,832 was transferred from Sector Strategies to the Employer Assistance Program to focus remaining resources on awareness and assistance on grants, loans and services available to businesses as a result of the pandemic.

EMPLOYER ASSESSMENT (WORKKEYS)

WorkKeys 2019/20	Individuals Served	Number of Assessments
Gallo	1349	2805
VOLT	18	54
Oakdale Irrigation District	15	45
Crystal Creamery	3	9
Total	1385	2913

EMPLOYER ASSISTANCE PROGRAM



\$115,820

Total Contract Budget Expended



99.9%

% of Expended Budget
(\$115,832 Contract Amount Awarded)

ADMIN CLERK TRAINEE (StanWORKs)

The Administrative Clerk Trainee Program is designed to allow an administrative trainee up to 4 hours daily of classroom training focused on Hard Skills, Soft Skills, Specialty training based on individual assessments.

CLIENT SERVICES

Workforce Development Client Services division provides a comprehensive range of career services and supportive services at no cost to a wide variety of job seekers including youth, veterans, individuals experiencing homelessness and individuals with disabilities. More individualized, Assisted Career Services are provided by a Workforce Specialist, once the client is enrolled in WIOA, to support the client from job search through employment.



CLIENT SERVICES

"I'm so thankful for my workers and this program thank you for giving me a second chance at life"
-Job Readiness Client



280

Total Worksite Placements

66

Total Participants Employed



38

Total Clients Co-Enrolled

"I know I have said it before, many times lol, but I just have to say it again.. Lorena the effort you put into managing my case and the doors you helped open for me have changed my life!! More importantly, the lives of three children!"

- Rosanna Love, Admin Clerk Trainee

JOB READINESS (StanWORKs)

Stanislaus County Workforce Development is contracted by Community Service Agency to provide Job Readiness services to Welfare-to-Work clients. Job Readiness is a three-week program designed to help Welfare-to-Work clients prepare to enter or re-enter the workforce.



456

Total Program Participants

71%

% Program Completion, 322 Participants



Due to COVID-19 restrictions Job Readiness has converted instruction to a hybrid model of virtual classroom learning and video conferencing.

COMMUNITY SERVICE PROGRAM (StanWORKs)

The Community Service Program (CSP) is contracted by Community Services Agency to operate the Community Service Program for welfare-to-work program recipients. CSP is designed to improve the essential workplace skills needed to retain permanent employment.

CO-ENROLLMENT

Clients are most effectively served when co-enrolled into more than one program. Workforce Development encourages Welfare to Work, Probation, Prison to Employment and Downtown Street clients to enroll into the Workforce Innovation & Opportunity Act program.



1,554

Total Individuals Enrolled

990

New Enrollment



\$16.65

Average Client Wage at Exit

\$ 17.96 Adult Average Wage
\$ 13.61 Youth Average Wage
\$19.63 Dislocated Worker



56%

Individuals Employed at Point of Exit

(Employment status is subject to client response.)

Refer to Performance Measures, Page 2



13,054

Total Services Provided



1,584

Distinct Clients Served

(Includes Clients Served in Follow Up)

8

Average Number of Services
Provided per Client

CLIENT ENROLLMENT

WIOA Enrolled Participants receive Individualized assisted Job Search services.



14.2%

% Increase in Enrollment from FY 2018/19
(Year Over Year Growth Rate)

WAGES

Average wage earned by clients enrolled with SCWD Client Services and/or contracted providers.



9%

% Increase in Average Client Wage at Exit from FY 2018/19
(Year Over Year Growth Change Rate)

EMPLOYMENT

Percent of individual clients employed at Exit. Exit occurs 90 days after last service is provided.



-2%

% Decrease in Individuals Employed at Exit from FY 2018/19
(Year Over Year Change Rate)

SERVICES

Total services provided to individuals by Workforce Development and its contractors.



18%

% Increase in Total Services Provided from FY 2018/19
(Year Over Year Growth Rate)

CLIENTS

Clients represent distinct and unduplicated users (clients) that were provided services.



12%

% Increase in Average Client Wage at Exit from FY 2018/19
(YOY Growth Rate)

INTENSIVE SERVICE

SCWD has found that clients often have one or more barriers to employment. This can result in providing more intensive support and multiple services per client.



0%

% Change in Average Number of Services per Client from FY 2018/19
(YOY Change Rate)

CLIENT SERVICES

CLIENT ENROLLMENT *(Listed by Service Provider)*

SERVICE PROVIDER	ENROLLED	NEW ENROLLED	EXITED	EMPLOYED AT EXIT	PERCENT EMPLOYED	AVERAGE WAGE AT EXIT	% CHANGE (OVER FY 2018/19)
SCWD Client Services	1,075	655	555	327	58.92%	\$18.10	4%
Friends Outside	52	21	52	20	38.46%	\$14.99	12%
Project YES- Ceres Unified	307	156	208	128	61.54%	\$13.87	9%
Stellar Career College	45	33	29	10	62.50%	\$13.05	-8%
Eckerd Youth Alternatives	75	52	52	16	30.77%	\$13.88	7%
TOTAL	1554	917	896	501	55.92%	\$16.65	9%

NUMBER OF SERVICES PROVIDED TO CLIENTS

SERVICE PROVIDER	DISTINCT CLIENTS	TOTAL SERVICES	AVG. SERVICE PER CLIENT	% CHANGE (OVER FY 2018/19)
SCWD Client Services	1026	8508	8	38%
Friends Outside	133	1442	11	-34%
CUSD (Project YES)	305	2554	7	-15%
Stellar Career College	43	221	5	-57%
Eckerd Youth Alternatives	77	629	8	11%

"I am very thankful for the knowledge I acquired to make me employable again thank you very much"

-Job Readiness Client

86%

Individual Training
Accounts Successfully
Completed by Clients

NUMBER OF TRAININGS/WORK EXPERIENCE

Internships/Work Experience	Occupational Skills Training	On-the-Job Training	Pre-Apprenticeship
329	237	31	6
(1% Change from F/Y 2018/19)	(-23% Change from F/Y 2018/19)	(3% Change from F/Y 2018/19)	(0% Change from F/Y 2018/19)

POPULATIONS RECEIVING SERVICES

DESCRIPTION OF POPULATION	TOTAL ENROLLED	NEW ENROLLED	TOTAL EXITED	EMPLOYED AT EXIT	% EMPLOYED	AVG WAGE AT EXIT
Total Individuals with Barriers to Employment	1,363	789	795	436	54.84%	\$16.01



SUMMER YOUTH WORKFORCE

The Summer Youth Workforce program is open to all in-school youth ages 17-21 in Stanislaus County. The Workforce Development Youth Advisors work with candidates to find them a summer job in their field of interest. By joining the Summer Youth Workforce, participants not only earn a paycheck but also gain valuable industry skills, work experience and build their resumes for future employment.

2020 Cohort Period
(May - September 2020)



56

Total Youth Enrolled

91%

Enrolled Youth Placed at
Work Experience Site



20

Local Businesses Engaged
as Work Experience Sites

America's JobCenter of CaliforniaSM



17,983

Total Visits to Job Center Locations



7,396

Individual Visitors

Individuals visited and utilized one or more of the four AJCC & Workforce Development Job Centers throughout the County*.

**Job Centers were closed to the public in March 2020 due to COVID-19 restrictions*

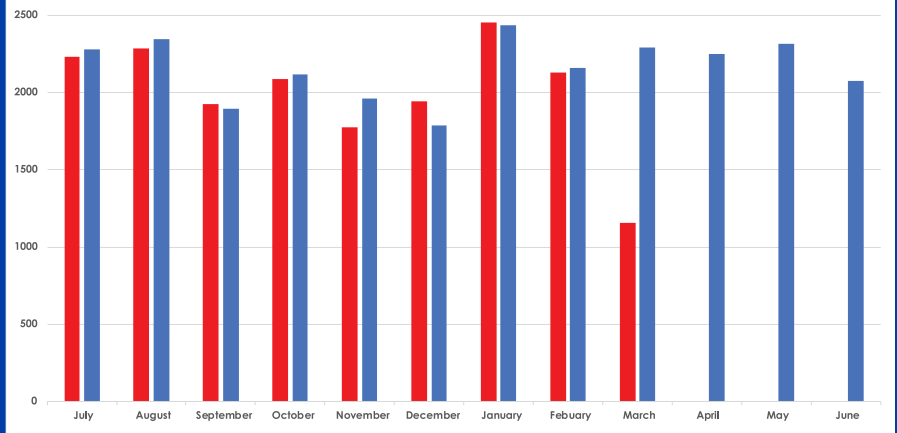
JOB CENTERS

AJCCs are designed to be a 'One Stop' delivery system through which employment-related services and training are provided. AJCCs offer a comprehensive line up of employment and training services, including help with resume writing, interviewing skills, finding job openings, labor market research, career exploration, typing assessments, training programs and much more.



Due to COVID-19 restrictions, AJCC and Job Center locations were closed to the public in March 2020. Planned re-opening date is October 19, 2020.

America's Job Center Visits



■ Number of Visits 2019-2020 □ Number by Visits 2018-2019

Americas Job Center of California Partners

Many of the AJCC partners listed below are co-located at our comprehensive job center in Modesto at 629 12th St.



Job Center Locations

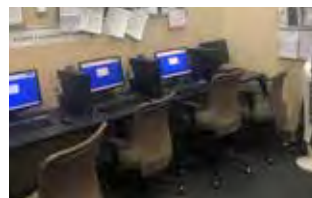
Job Centers are open to the public and offer self-service job search resources. There are four locations throughout the County for easy access.



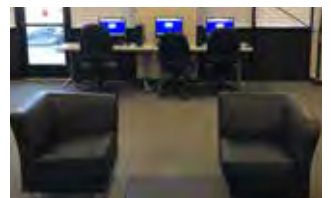
MODESTO
America's Job Center (Comprehensive Site)
629 12th Street
Modesto CA 95354
(209) 558-8556
Open from Monday-Friday, 8 am to 4:30 pm



OAKDALE
Workforce Development Job Center
1405 West F Street Suite I
Oakdale, CA 95361-3573
(209) 322-3564
Open from Monday-Friday, 8 am to 4:30 pm



PATTERSON
Workforce Development Job Center
101 W. Las Palmas Ave.
Patterson, CA 95363-2536
(209) 525-4908
Open from Monday-Friday, 8 am to 4:30 pm



TURLOCK
Workforce Development Job Center
1310 W. Main St.
Turlock, CA 95380
(209) 342-1860
Open from Monday-Friday, 8 am to 4:30 pm

DOWNTOWN STREETS TEAM

In February 2019 Stanislaus County Workforce Development entered into a 3-year contract to bring the bay area based Downtown Streets Team to Modesto. Downtown Streets Team is focused on providing support and services to individuals experiencing homelessness in exchange for cleaning up community streets and neighborhoods.

Program Year
01/01/2019-12/31/2019



65

Number of Team Members
served during P/Y 2019



\$200,000

Downtown Streets Budgeted
Contract Amount P/Y 2019



SPECIALIZED SERVICES



96

Total Let's Work Clients In-Custody

27

Total Let's Work Clients Out-of-Custody

13

Completed Out-of-Custody Program



\$367,731

Total 3-Year Grant Funding

3

Program Participations

1

Employed

17

Engaged Businesses with willingness to hire justice involved individuals

"Great partnerships thrive because people need each other."

-Courtney A. Kemp, American Writer

LET'S WORK (Stanislaus County Probation)

The Let's Work! Youth Job Readiness program helps justice involved clients, both in-custody and out-of-custody, develop skills that help them develop good work habits and facilitate ongoing success. The goal of Job Readiness is to assist the clients in finding gainful employment.

48%

Out-of-Custody
Completion
Rate

The Let's Work program is focused on developing employment skills and life skills such as

- Communication Skills
- Interpersonal Skills
- Problem-Solving Skills
- Teamwork Skills
- Analytical Skills
- Flexibility and Adaptability



Due to COVID-19 restrictions, the Stanislaus County Probation Department suspended classes and closed the Commitment Facility to outside visitors in March 2020.

PRISON TO EMPLOYMENT (Grant)

Stanislaus County Workforce Development is working with the eight-county San Joaquin Valley Regional Planning Unit on a Prison to Employment initiative, providing services to the formerly incarcerated and other justice-involved individuals in Stanislaus County. Funding is intended to support regional planning efforts, to provide training, supportive services, and job placement for the justice-involved population in Stanislaus County.



SCWD began helping Prison to Employment clients in January 2020. Due to COVID 19 restrictions, the Stanislaus County Sheriff's Office suspended classes and closed the REACT facility to outside visitors in March 2020 and has not opened as of October 2020.

REGIONAL ORGANIZER GRANT

Under the terms of the Slingshot 3.0 Grant Stanislaus County Workforce Development now fills two important roles, Regional Organizer and Regional Training Coordinator, for the San Joaquin Valley and Associated Counties region.

COUNTIES IN REGION

Fresno | Kern Inyo Mono | Kings
Madera | Merced | San Joaquin
Stanislaus | Tulare

These roles are designed to fulfill the following goals for the region:

- Accomplish regional plan goals
- Enhance collaborations of regional workforce leaders
- Assist local Workforce Board Directors to develop regional communication and governance structures,
- Support industry sector partnerships
- Coordinate with other initiatives to accomplish regional goals.
- Ensure staff receive training and professional development opportunities
- Work with the California Workforce Association to develop regional training plans and provide professional development opportunities



\$400,000

Total Regional Organizer Contract
(Slingshot 3.0) Amount

(Grant Term 04/01/20-03/31/22*)

*Includes extension due to COVID-19



COMMUTER SURVEY

September 4, 2019 marked the launch of the 2019 Commuter Survey, a survey designed to gain insight into the factors that lead Stanislaus County residents to commute for work outside the County. The survey is a coordinated effort between Stanislaus County Workforce Development and the County CEO's Office. The information collected from this survey will help the Department and its Board innovate, develop and embark in strategies to augment and diversify economic development and employment opportunities in our community.

The report will be presented to the SCWD Board on October 27, 2020 and available for download at stanworkforce.com



\$401,625

RDA Commuter Survey
Contract Amount

Are you hiring? *Connect with Business Services*

☎ (209) 558-HIRE

✉ business@stanworkforce.com

Looking for a job? *Connect with Client Services*

☎ (209) 558-WORK

✉ jobseeker@stanworkforce.com



October 5, 2020

Stanislaus County Workforce Development Board Agenda Item

TO: Workforce Development Board

FROM: Doris Foster, Director

I. SUBJECT:

Approval to Amend the Bylaws of the Stanislaus County Department of Workforce Development Board

II. ITEM NUMBER: IX-B

III. ITEM TYPE: Discussion and Action

IV. STAFF RECOMMENDATION:

Approve and adopt the recommended amendments to the Bylaws for the Stanislaus County Workforce Development Board.

V. POLICY ISSUE:

The Stanislaus County Workforce Development Board (SCWDB) is governed by Workforce Innovation and Opportunity Act (WIOA). Per WIOA law § 679.310 "The CEO must establish by-laws, consistent with State policy for Local Workforce Development Board membership." Per the current established Stanislaus County WDB bylaws, "These bylaws may be amended, repealed, or altered, in whole or in part, by the approval of the Stanislaus County Board of Supervisors. A recommendation to amend, repeal, or alter these bylaws, in whole or in part, may be made by a majority vote of the Board members present at any duly held meeting of the Board."

VI. DISCUSSION:

On April 5, 2016, the Stanislaus County Board of Supervisors approved Agenda Item B-9 which included the formation of the Workforce Development Board (WDB) and bylaws which satisfied requirements of Workforce Innovation and Opportunity Act (WIOA). The bylaws allowed the Stanislaus County WDB to be fully functional as of July 1, 2016. The WDB is responsible for shaping and strengthening local and regional workforce development efforts to support small, medium, and large business job growth and provides a strategic vision for the many workforce development activities.

On June 7, 2016, The Stanislaus County Board of Supervisors approved Agenda Item B-1 to amend the Stanislaus Workforce Development Board Bylaws to change the maximum number of members from 25 to 28, add attendance requirement (member cannot miss three or more meetings), and allow the Board of Supervisors to appoint an Interim Chair until Workforce Development Board Officer elections are conducted.

January 9, 2017 the Stanislaus County Workforce Development Board received the bylaws as part of the Nominations and Elections of Workforce Development Board Officers Agenda Item.

On April 2, 2018, SCWDB approved the amendment of the bylaws to add verbiage incorporating member term limits in the bylaws, to add verbiage increasing the officer term limits from one year to two year terms, add verbiage “unexcused” to now state, “A Board member cannot miss more than three (consecutive) *unexcused* meetings”; and add the following verbiage, “A member may participate in Board meetings via teleconference if he or she is unable to attend the meeting physically, however, all specific requirements relating to teleconferencing must be followed.”

The recommended changes to the bylaws were approved by the Stanislaus County Board of Supervisors on May 15, 2018, under Agenda Item 6.B.1

Recommended Changes

At the January 6, 2020 Workforce Development Board meeting, staff brought an Agenda Item proposing changes to the bylaws due to State requirements. During the monitoring visit by the State of California Employment Development Department (EDD), there were required changes to the bylaws, that staff are resolving by bringing forward the following recommended amendments for consideration by the SCWDB:

- **Article III – Purpose;** Add “and (v) actively participate in convening workforce development system stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities.”
- **Article VI – Meetings;** Currently under Article VI, the Bylaws allow for participation of a member via teleconferencing. However, the phrase stating “use of technology” needs to be included in statement. Staff recommends “A member may participate in Board meetings via other technologies if he or she is unable to attend the meeting physically. Such technologies may include teleconference and/or web-based meeting tools, that must be used to promote Board member participation.”
- **Article VIII – Quorum and Voting,** Proxy voting is not addressed. Staff is recommending that **Article VIII – Quorum and Voting** is amended to include the statement: “The Board shall not permit absentee or proxy voting at any of its meetings.”

Staff are additionally recommending that **Article IV – Membership** be amended to reflect the following changes:

- Move Compensation and Optimum Policy Making language to the first paragraph;
- Term lengths are moved to the member categories title block;
- Paragraph structures have been broken down and portrayed in list format for readability purposes;
- The title of “Labor Representatives” has been changed to “Workforce Representatives” to clarify the capacities in which members may function within this category.

- Economic/Community Development Representatives has been edited to remove “(iv) may include representatives of agencies or entities administering programs serving Stanislaus County relating to transportation, housing, and public assistance.” as it is not identified as a subgroup of this membership category in the California Unemployment Insurance Code (CUIC) Section 14202.

For clarification purposes, staff also recommend that **Article VII – Committees** be amended to reflect the following change:

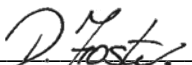
- Addition of language specifying that the Board may delegate the Committee Chairs to add/remove and replace committee members as needed to meet meeting and bylaws requirements.

September 4, 2020, SCWDB staff e-mailed the proposed bylaw changes in accordance with the required 30 day notice to the Board.

The amended Bylaws are attached for consideration in two forms, track changes and a final version. If approved, staff will bring the updated bylaws to the Stanislaus County Board of Supervisors for final approval.

VII. ADMINISTRATIVE BUDGET IMPACT:

There is no budget impact associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD
BYLAWS**

**ARTICLE I
NAME**

The name of this body shall be the Stanislaus County Workforce Development Board. Whenever the term "Board" is used in these Bylaws, it shall mean the Stanislaus County Workforce Development Board.

**ARTICLE II
AUTHORITY**

Stanislaus County's authority to form this Board is based in the federal Workforce Innovation and Opportunity Act of 2014, Public Law 113-128 ("WIOA"), and the state California Workforce Innovation and Opportunity Act, California Unemployment Insurance Code section 14000 et seq.

**ARTICLE III
PURPOSE**

The purpose of the Board shall be to carry out job training and employment programs, and to set policy for the workforce development system in the local Workforce Development Area of Stanislaus County, in coordination with statewide workforce development efforts and consistent with the federal WIOA, as amended, in order to: (i) attract greater employer participation in all aspects of local employment and training activities; (ii) increase the employment, retention, and earnings of customers/participants; (iii) increase the occupational skill attainment by customers/participants; (iv) improve the quality of the workforce, reduce dependency on social services, and enhance the productivity and competitiveness of the local Workforce Development Area; ~~-(v) actively participate in convening workforce development system stakeholders, brokering relationships with a diverse range of employers, and level leveraging support for workforce development activities;~~ and (vi) to accept donations and to otherwise actively apply for, seek, and accept funding, including from local, state, and federal sources, for this purpose.

**ARTICLE IV
MEMBERSHIP**

The County Board of Supervisors, as the chief local elected official in Stanislaus County, is authorized to appoint the members of the Board. Members of the Board shall serve without compensation but shall receive reimbursement for their actual expenses consistent with the policies of Stanislaus County.

**STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD
BYLAWS**

Members of the Board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking authority within the organizations, agencies, or entities. The members of the Board shall represent diverse geographic areas within Stanislaus County. The Board shall consist of no more than twenty-eight (28) members with no limit on number of terms served, be consistent with Workforce Innovation and Opportunity Act (WIOA) regulations, as it may be amended from time to time, and meet the following requirements:

1. Business Representatives. (4 year term) A majority (i.e., at least 51%) of the members of the Board, including the Board Chair, shall consist of representatives of Stanislaus County's private business sector and:

- (i)A. Be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority; and
~~1. (ii)B. Provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23). The term for Business Representatives is four (4) years.~~

2. Labor-Workforce Representatives. (4 year term) No less than twenty percent (20%) of the members of the Board shall consist of the workforce within the local area, who shall be:

- A. Representatives of labor organizations, who have been nominated by local labor federations, and a Representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program. If no such joint program exists in the area, such a representative may be from a state-approved apprenticeship program in the area, if such a program exists. These representatives shall amount to not less than 15 percent of local board membership. aAnd;
- B. May be representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities.
- ~~2.~~ C. May be representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of

**STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD
BYLAWS**

~~organizations that serve out-of-school youth. representatives of labor organizations who have been nominated by local labor federations and (i) shall include at least one (1) representative, who is a member of a labor organization or a training director, from a joint labor management apprenticeship program (if no such joint labor management program exists in Stanislaus County, then the representative shall be a representative of an apprenticeship program within Stanislaus County, if such a program exists); (ii) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve Veterans or that provide or support competitive integrated employment for individuals with disabilities; and (iii) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth. The term for Labor Representatives is four (4) years.~~

3. Education/Training Representatives. (4 year term) The Board shall include members who are representatives of entities administering education and training activities in Stanislaus County, which:

~~(i)A. shall~~ Shall include a representative of eligible providers administering adult education and literacy activities under title II of WIOA ("Adult Education Representatives"); ~~(ii)~~

~~B. shall~~ Shall include a representative of institutions of higher education, including community colleges, providing workforce investment activities; ~~("Higher Learning Education Representatives")~~ and;

~~C. (iii) may~~ May include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment. ~~The term for Education/Training Representatives is four (4) years.~~

3.4. Economic/Community Development Representatives. (4 year term) The Board shall include members who are representatives of governmental and economic and community development entities serving Stanislaus County who:

A. (i) ~~shall~~ Shall include a representative of economic and community

**STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD
BYLAWS**

development ~~activities~~entities;

~~B. (ii) shall~~ Shall include an appropriate representative from the State employment service office under the Wagner-Peyser Act serving Stanislaus County;

~~C. (iii) shall~~ Shall include an appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 serving Stanislaus County;

~~D. (iv) may include representatives of agencies or entities administering programs serving Stanislaus County relating to transportation, housing, and public assistance; and (v) may~~ May include representatives of philanthropic organizations serving Stanislaus County. ~~The term for Economic/ and Community Development Representatives is four (4) years.~~

5. Other Representatives. (2 year term) The Board may include such other individuals or representatives of entities that the Stanislaus Board of Supervisors, as the local chief elected official in Stanislaus County, determines to be appropriate and as is consistent with WIOA. ~~Members of the Board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking authority within the organizations, agencies, or entities. The members of the Board shall represent diverse geographic areas within Stanislaus County.~~

~~1. Members of the Board shall serve without compensation but shall receive reimbursement for their actual expenses consistent with the policies of the Stanislaus County. The term for Other Representatives is two (2) years.~~

**ARTICLE V
OFFICERS**

The Officers of the Board shall be a Chair, a Vice Chair, and a Secretary. Only members of the Board may be Officers. Each Office shall have a term of two (2) years. Officers shall be elected at a regular meeting of the Board. The Chair of the Board shall, if present, preside at meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned to the Chair by the Board or prescribed by these Bylaws.

In the absence or disability of the Chair, the Vice Chair shall perform all the duties of the Chair, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chair. The Vice Chair shall have such other powers and perform such other duties as from time to time may be

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prescribed by the Board or these Bylaws.

The Secretary shall keep or cause to be kept a book of minutes of all meetings and actions of the Board. The Secretary shall give, or cause to be given, notice of all meetings of the Board and of committees of the Board. At the Board's discretion, the Secretary may delegate the responsibilities contained in this paragraph to Stanislaus County Workforce Development staff.

**ARTICLE VI
MEETINGS**

The Board shall establish a regular meeting time and place. The Board may, through public notification, call for special meetings it deems necessary.

At all meetings of the Board, the Board shall comply with the provisions of the Ralph M. Brown Act (Gov. Code § 54950 et seq.), and the provisions of the California Public Records Act (Gov. Code § 6250 et seq.), as either or both may be amended from time to time.

A member with three (3) consecutive unexcused absences from meetings is considered resigned from the Board.

A member may participate in Board meetings via ~~teleconference~~ other technologies if he or she is unable to attend the meeting physically. ~~however, all specific use of technology~~ Such technologies may include teleconference and/or web-based meeting tools, that must be used to promote Board member participation. requirements relating to teleconferencing must be followed.

**ARTICLE VII
COMMITTEES**

The Board may designate and direct the activities of standing advisory committees to provide information and to assist the Board in carrying out workforce development activities. Such standing advisory committees shall be chaired by a member of the Board, may include other members of the Board, and shall include other individuals appointed by the Board who are not members of the Board and who the Board determines have appropriate experience and expertise. The Board may delegate the Committee Chair to add and/or remove committee members as necessary. This will relieve the Board of the administrative burden should members miss multiple meetings or choose to leave the committee, and allow the committee to replace

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members as needed. At a minimum, the Board may designate each of the following:

1. One-Stop Operations. A standing advisory committee to provide information and assist with operational and other issues relating to the One-Stop Delivery System, which may include as members representatives of the One-Stop Partners.

2. Youth Services. A standing advisory committee to provide information and to assist with planning, operational, and other issues relating to the provision of services to youth, which shall include community-based organizations with a demonstrated record of success in serving eligible youth.

3. Individuals with Disabilities. A standing advisory committee to provide information and to assist with operational and other issues relating to the provision of services to individuals with disabilities, including issues regarding providing programmatic and physical access to the services, programs, and activities of the One-Stop Delivery System, as well as appropriate training for staff on providing supports for or accommodations to, and finding employment opportunities for, individuals with disabilities.

4. Other Committees. The Board may designate other standing advisory committees in addition to the standing committees specified above.

**ARTICLE VIII
QUORUM AND VOTING**

The meetings of the Board shall be conducted in accordance with Robert's Rules of Order and the Brown Act. A majority of the current membership of the Board shall constitute a quorum for the transaction of any and all business duly presented at a meeting of the Board. Every action taken or decision made by a majority of the members present at a duly held meeting at which a quorum is present shall be the act of the Board. The Board shall not permit absentee or proxy voting at any of its meetings.

**ARTICLE IX
VACANCIES**

Vacancies on the Board shall exist upon the death, resignation, or removal of any member, and whenever the number of authorized members is increased. Any member may resign from the Board by giving written notice to the Chair of the Board or to the Stanislaus County Board of Supervisors. Vacancies on

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the Board shall be filled by the Stanislaus County Board of Supervisors.

**ARTICLE X
CONFLICT OF INTEREST**

Members of the Board are deemed to be Public Officials pursuant to the Political Reform Act, and are subject to the provisions of that Act, the regulations of the Fair Political Practices Commission, and Government Code section 1090 et seq., as any or all may be amended from time to time.

Furthermore, members of the Board shall be subject to the Stanislaus County Workforce Development's Conflict of Interest Policy and Code of Conduct, and annually shall file a Statement of Economic Interest as required under that Code.

**ARTICLE XI
AMENDMENTS**

These Bylaws may be amended, repealed, or altered, in whole or in part, by the approval of the Stanislaus County Board of Supervisors. A recommendation to amend, repeal, or alter these Bylaws, in whole or in part, may be made by a majority vote of the Board members present at any duly held meeting of the Board, provided that a copy of any amendment proposed for consideration shall be provided to each member of the Board at least thirty (30) days prior to the date of the meeting at which such vote shall be held. These Bylaws, and any amendments to these Bylaws, shall take effect only upon approval by the Stanislaus County Board of Supervisors.

Revised: May 15, 2018

Revised: June 7, 2016

Created: April 5, 2016

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**ARTICLE I
NAME**

The name of this body shall be the Stanislaus County Workforce Development Board. Whenever the term "Board" is used in these Bylaws, it shall mean the Stanislaus County Workforce Development Board.

**ARTICLE II
AUTHORITY**

Stanislaus County's authority to form this Board is based in the federal Workforce Innovation and Opportunity Act of 2014, Public Law 113-128 ("WIOA"), and the state California Workforce Innovation and Opportunity Act, California Unemployment Insurance Code section 14000 et seq.

**ARTICLE III
PURPOSE**

The purpose of the Board shall be to carry out job training and employment programs, and to set policy for the workforce development system in the local Workforce Development Area of Stanislaus County, in coordination with statewide workforce development efforts and consistent with the federal WIOA, as amended, in order to: (i) attract greater employer participation in all aspects of local employment and training activities; (ii) increase the employment, retention, and earnings of customers/participants; (iii) increase the occupational skill attainment by customers/participants; (iv) improve the quality of the workforce, reduce dependency on social services, and enhance the productivity and competitiveness of the local Workforce Development Area; ~~-(v) actively participate in convening workforce development system stakeholders, brokering relationships with a diverse range of employers, and leveraging support for workforce development activities; and (vi)~~ to accept donations and to otherwise actively apply for, seek, and accept funding, including from local, state, and federal sources, for this purpose.

**ARTICLE IV
MEMBERSHIP**

The County Board of Supervisors, as the chief local elected official in Stanislaus County, is authorized to appoint the members of the Board. Members of the Board shall serve without compensation but shall receive reimbursement for their actual expenses consistent with the policies of Stanislaus County.

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Members of the Board that represent organizations, agencies, or other entities shall be individuals with optimum policymaking authority within the organizations, agencies, or entities. The members of the Board shall represent diverse geographic areas within Stanislaus County. The Board shall consist of no more than twenty-eight (28) members with no limit on number of terms served, be consistent with Workforce Innovation and Opportunity Act (WIOA) regulations, as it may be amended from time to time, and meet the following requirements:

1. Business Representatives. (4 year term) A majority (i.e., at least 51%) of the members of the Board, including the Board Chair, shall consist of representatives of Stanislaus County's private business sector and:

- A. Be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority; and
- B. Provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23).

2. Workforce Representatives. (4 year term) No less than twenty percent (20%) of the members of the Board shall consist of the workforce within the local area, who shall be:

- A. Representatives of labor organizations, who have been nominated by local labor federations, and a Representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program. If no such joint program exists in the area, such a representative may be from a state-approved apprenticeship program in the area, if such a program exists. These representatives shall amount to not less than 15 percent of local board membership and;
- B. May be representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities.
- C. May be representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

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3. Education/Training Representatives. (4 year term) The Board shall include members who are representatives of entities administering education and training activities in Stanislaus County, which:

- A. Shall include a representative of eligible providers administering adult education and literacy activities under title II of WIOA ("Adult Education Representatives");
- B. Shall include a representative of institutions of higher education, including community colleges, providing workforce investment activities; and;
- C. May include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment

4. Economic/Community Development Representatives. (4 year term) The Board shall include members who are representatives of governmental and economic and community development entities serving Stanislaus County who:

- A. Shall include a representative of economic and community development entities;
- B. Shall include an appropriate representative from the State employment service office under the Wagner-Peyser Act serving Stanislaus County;
- C. Shall include an appropriate representative of the programs carried out under title I of the Rehabilitation Act of 1973 serving Stanislaus County;
- D. May include representatives of philanthropic organizations serving Stanislaus County.

5. Other Representatives. (2 year term) The Board may include such other individuals or representatives of entities that the Stanislaus Board of Supervisors, as the local chief elected official in Stanislaus County, determines to be appropriate and as is consistent with WIOA.

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(2) years. Officers shall be elected at a regular meeting of the Board. The Chair of the Board shall, if present, preside at meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned to the Chair by the Board or prescribed by these Bylaws.

In the absence or disability of the Chair, the Vice Chair shall perform all the duties of the Chair, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chair. The Vice Chair shall have such other powers and perform such other duties as from time to time may be prescribed by the Board or these Bylaws.

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