

## Board Meeting

Monday, October 2, 2023

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

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

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. Board Report
  - A. Resignation of Board Member Charles Dossett
  - B. Re-Appointment of Chris Savage and Jennifer Shipman
  - C. New Board Member Tamra Spade
  - D. Board Photos
- V. Presentation(s)
  - A. Pre-Apprenticeship/Apprenticeship Committee – Doug Murdock
  - B. Ag Sector Presentation – Chris Hancock & Anna Genasci
- VI. Committee Reports
  - A. Youth Development Committee – Jennifer Shipman
  - B. Business Development Committee – Kris Helton
  - C. Career Development Committee – Agenda Item Discussion
- VII. Department Report
  - A. Director's Update
    1. 2023-2024 Budget
    2. Cost-Benefit Analysis Report Update
    3. Enrich & Employ Update
    4. CWA Meeting of the Minds 2023 – “Rooted in Community: Working Together Towards Success”
  - B. Update on Business Services and Client Services
  - C. Regional Organizer/Regional Training Coordinator
- VIII. Consent Items
  - A. Approve the Minutes of the April 3, 2023 Workforce Development Board Meeting

IX. Discussion and Action Items

- A. Approval of the 2024 Calendar Year Workforce Development Board Meeting Dates and Locations
- B. Selection of a Member of the Workforce Development Board to Serve as Chair of Any Committee Seat Vacancy
- C. Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan
- D. Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2022-2023 Program Year

Future Meeting:

Date: TBD

**Board Meeting Minutes**

Monday, April 3, 2023  
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	Doug Murdock
Ross Briles	Maryn Pitt
Margarita Cabalbag	Cecil Russell
Charles Dossett	Chris Savage
Dean Fadeff	Jennifer Shipman
Kris Helton	Doug Van Diepen
Mary Machado	Ardria Weston
Pedro Mendez	

Members excused:

Scott Kuykendall  
Greg Vincelet

Staff in attendance:

Doris Foster	Kris Ixta
Danny Arreguin	Adolph Lopez
Eugene Garcia	Donya Nunes

5 additional guests were present.

- I. Call to Order and Roll Call  
Bill O'Brien, Workforce Development Board Chair, called the meeting to order at 12:03 p.m., thanked everyone for attending and invited the Board members and staff to introduce themselves.
- II. Conflict of Interest  
Chairman O'Brien outlined the Conflict of Interest Policy.
- III. Public Comment Period  
Chairman O'Brien gave information on the Public Comment Period. There were no comments.
- IV. Presentation  
Ryan Kegley, Stanislaus County Veterans Services Officer, gave a presentation on Aging & Veterans Services offered through Stanislaus County.
- V. Committee Reports
  - A. Youth Development Committee  
Jennifer Shipman, Youth Development Committee Chair, reported that the

Committee is preparing for the 3<sup>rd</sup> annual STANd OUT! Youth Conference that will be held on July 21<sup>st</sup>. Summer Youth Employment Program will be launching soon; staff are currently doing some outreach with the youth within the community. The Youth Services contract RFP has been released. The Committee is currently working on the first part of the contract and the second part was just released on Monday.

B. Career Development Committee

Charles Dossett, Career Development Committee Chair, reported that in their second meeting Dr. Aubrey Priest, Executive Director of Innovation and Workforce Development, CSU Stanislaus, was appointed as Vice-Chair. The mission statement was approved. The Committee reviewed the In-Demand Occupation List and approved the Departments proposal to identify gaps in training providers. Lastly, there were discussions regarding another job fair.

C. Business Development Committee

Kris Helton, Business Development Committee Chair, reported that Danny Arreguin had presented on Marketing Strategies and Eugene Garcia had presented on Incumbent Workers. There were 3 agenda items presented for approval: education workshops, waiver application for On-the-Job Training reimbursement rate increase, and transitional jobs waiver. All items were approved by the Committee. Additionally, the Committee was presented with detailed sector reports for all 5 sectors.

VI. Department Report

A. Director's Update

Doris Foster, Workforce Development Director, reported on the following:

- The Board was reminded to please complete their Form 700 if they have not yet done so.
- Director Foster along with Board members Cecil Russell and Jennifer Shipman attended Day at the Capital March 2023. They were there advocating for California for AB 685. They met with Senator Alvarado-Gil, Assembly Member Heath Flora, Assembly Member Juan Alanis, and Senator Susan Eggman. Assembly member Juan Alanis is also co-authoring AB 685. Also discussed was AB 628 Breaking in Barriers which is a community-based organization program that would work with Workforce Development. Jennifer Shipman and Cecil Russell gave their feedback on the event as well.
- Management attended the 2023 NAWB Forum Conference in Washington, D.C.
- CVI Training Assessment update was given. In attendance were Board Members, Committee Members and Department Leadership staff. All found the training valuable and informative.
- The Department is currently working on four programs:
  - Contract with Child Support is for \$100K. The Department will have one full-time employee who will assist non-custodial parents with job search and job readiness.
  - Contract with the Sheriff's department to do a program in the jail, this contract is for \$150k. The Department would hire a few employees to work with inmates while in jail and then transition them into work experience or direct hire. Those staff would be working strictly with justice involved. This program will be done in coordination with the Prison to Employment Grant.

- Last week the Board of Supervisors approved for Workforce Development to receive \$1M in American Rescue Plan Act (ARPA) funds through Stanislaus 2030 to work with undocumented farmworkers as well as those that aren't eligible for the current program. The Department will be working with CVOC to putting together a contract.
  - Access to Technology Program is a program working with senior citizens to show them how to use an iPad and navigate the internet. This contract is with CSA and is for \$360K. Workforce Development staff will be going out to six senior sights one day per week for 16 weeks. They will be given iPads plus full cellular service for one year with the condition that they attend 12 weeks of the program. This program is not workforce related but a good program that will offer assistance, strengthen staff presentation skills and get the Workforce Development name out to the community.
  - The Department has been asked to do a presentation for the Economic Development Committee for the Chamber of Commerce later this week. Director Foster and Eugene Garcia will present. They will present statistics as well as an overview of services and how that connect with Stanislaus 2030.
  - Workforce Development will be purchasing one kiosk to test. If successful the Department may purchase more to place in all the job centers as well as various community locations. It was requested that staff find out if the kiosks can send the information via email.
- B. Update on Business Services and Client Services  
Eugene Garcia, Workforce Development Business Services Manager, provided a summary of the Departments activity from Jan 1<sup>st</sup> through March 31<sup>st</sup>. Eugene reported that there were 1,950 clients in the Job Centers. There have been 108 clients newly enrolled, 6 paid internships for a total of \$130k, 10 Welfare to Work clients for a total of \$42k, and 7 on-the-job trainings for a total of just under \$60k. There have been 29 clients hired with an average starting hourly wage of \$22.58. Additionally, Client Services added 31 new individual training agreements for a total of \$261,665.  
Ag sector has their second meeting coming up. They are working on coordinating their leadership supervisor training this month. Currently they have 5 classes with 40 total participants (20 English, 20 Spanish). The Department is also working with Valley Builders and SCOE to develop the Construction Sector. Lastly, the Healthcare Sector's first steering committee meeting will be held sometime in April/May.  
Training programs: Working on Incumbent Worker Training, currently enrolling in our Solar Training paid internship program, and 6 have gone through the vocational nurse training.
- C. Regional Organizer/Regional Training Coordinator  
Adolph Lopez, Workforce Development Contracts & Planning Manager/SJVAC Regional Organizer, provided an update on the Local and Regional Plan. He stated that both have been submitted and confirmation that the State has received. He added that both Plans are available on the website.
1. WIOA Regulatory Overview  
Andy Fiskum, Workforce Coordinator, reviewed the WIOA

Regulatory Overview flowchart.

D. Marketing Strategies Overview

Danny Arrequin, Marketing and Communications Coordinator, presented on Marketing Strategies Overview. Areas covered were goals and performance indicators, approach to branding, social media impact, focus on quality website traffic, and engaging more businesses.

VII. Consent Items

Consent items adopted. C. Dossett / M. Machado.

A. Approve the Minutes of the January 9, 2023 Workforce Development Board Meeting.

B. Approval for Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$500,000 of Workforce Innovation and Opportunity Act Dislocated Worker Funds to the Workforce Innovation and Opportunity Act Adult Fund Category.

C. 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 2023-2024.

VIII. Discussion and Action Items

A. Approval of Contract Renewals for Existing Service Providers for Workforce Innovation and Opportunity Act Services to Underserved Businesses and Formerly Incarcerated and Other Justice Involved Individuals for the 2023-2024 Program Year. C. Dossett / M. Pitt.

B. Approval to Submit the Application for Subsequent Local Area Designation and Local Board Recertification and Authorize the Chair to Sign the Application with the noted update to Board member Doug Van Diepen's Entity.  
R. Briles / M. Pitt.

Additionally, Chairman O'Brien requested to see the Board Member attendance sheet to ensure that all attendance requirements are being met.

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

D. Fadeff / C. Savage.

IX. Future Topic and Discussion

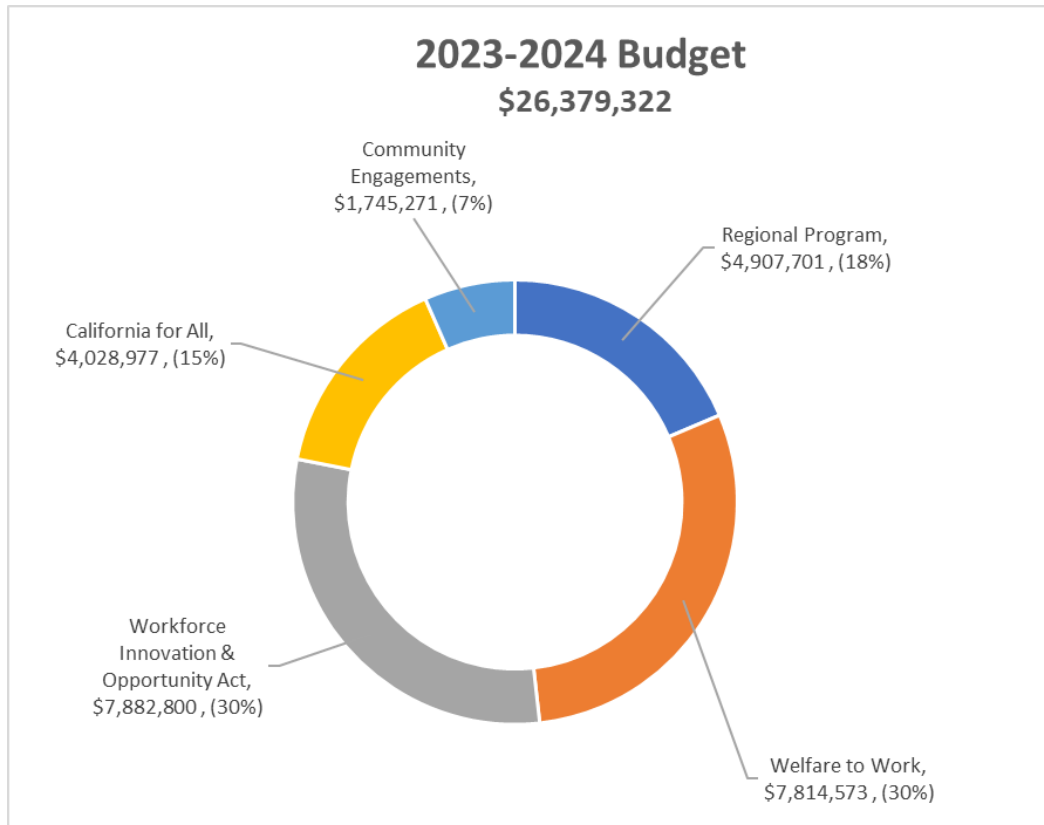
There were no future topics requested.

Meeting adjourned: 1:44 p.m.

Next Meeting: Monday, July 10, 2023  
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 2, 2023  
Location: Martin Petersen Events Center  
720 12<sup>th</sup> Street, Modesto CA 95354  
Time: 12:00 p.m. – 2:00 p.m.

# Stanislaus County Workforce Development Board Allocation at a Glance



Workforce Development Programs	2022-2023	2023-2024	
	Actuals	Budget	Difference
Welfare to Work Program	\$ 5,931,181	\$ 6,320,729	\$ 389,548
Regional Equity Resilience Program	\$ 338	\$ 4,526,451	\$ 4,526,113
California for All	\$ 1,213,177	\$ 4,028,977	\$ 2,815,800
WIOA Adult/Dislocated Worker Program	\$ 3,841,251	\$ 3,730,782	\$ (110,469)
WIOA Youth	\$ 3,050,846	\$ 2,632,566	\$ (418,280)
Welfare to Work Training	\$ 663,309	\$ 1,493,844	\$ 830,535
WIOA Training	\$ 1,175,911	\$ 1,225,024	\$ 49,113
Farmworker	\$ -	\$ 597,500	\$ 597,500
Regional Organizer	\$ 96,149	\$ 381,250	\$ 285,101
Prison to Employment	\$ -	\$ 365,695	\$ 365,695
Rapid Response	\$ 335,758	\$ 294,428	\$ (41,330)
Access to Technology	\$ 113,665	\$ 271,946	\$ 158,281
Probation	\$ 125,402	\$ 150,000	\$ 24,598
Sheriff	\$ -	\$ 150,000	\$ 150,000
Homeless Youth	\$ -	\$ 110,130	\$ 110,130
Child Support	\$ -	\$ 100,000	\$ 100,000
Veterans Program	\$ 173,700	\$ -	\$ (173,700)
<b>Total</b>	<b>\$ 16,720,687</b>	<b>\$ 26,379,322</b>	<b>\$ 9,658,635</b>

Fund Balance as of June 30, 2023 - \$6,735,925

**October 2, 2023**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Approval of the 2024 Calendar Year Workforce Development Board Meeting Dates and Locations

**ITEM NUMBER:** IX-A

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Approve the 2024 Calendar Year Workforce Development meeting dates and locations.

**POLICY ISSUE:**

The Stanislaus County Workforce Development Board's 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 2024. There is one holiday conflict being January 1, 2024. Due to the conflict, this meeting will be held on the second Monday in January 2024. The scheduled meeting dates and locations for 2024 are included in the table below:

<b>Date</b>	<b>Time</b>	<b>Location</b>
January 8, 2024	12:00 pm – 2:00 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
April 1, 2024	12:00 pm – 2:00 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
July 1, 2024	12:00 pm – 2:00 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351
October 7, 2024	12:00 pm – 2:00 pm	Self-Help Credit Union Community Room 900 Crows Landing Rd., Modesto CA 95351



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

**October 2, 2023**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Selection of a Member of the Workforce Development Board to Serve as Chair of Any Committee Seat Vacancy

**ITEM NUMBER:** IX-B

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Select a member of the Workforce Development Board to serve as chair of any committee seat vacancy.

**POLICY ISSUE:**

Workforce Innovation and Opportunity Act (WIOA) Section 107(b) (4) stipulates that standing committees must be chaired by a member of the local board. Bylaws approved by the Board of Supervisors on May 5, 2018, Agenda Item 2018-0212, states that the Workforce Development Board may designate and direct the activities of standing committees to provide information and to assist the Board in carrying out workforce development activities.

**DISCUSSION:**

At the October 3, 2022 Board meeting the Workforce Development Board approved the recommendation to expand the Veterans' Development Committee responsibilities to include targeted trainings for special populations in the community and change the committee to the Career Development Committee. As part of that approval, the Workforce Development Board approved Charles Donette to chair the Career Development Committee.

As Chair, Mr. Dossett immediately worked on building the Committee and added representatives from education and training agencies. Representatives included:

- California State University – Stanislaus
- Modesto Junior College
- Stanislaus County Office of Education
- Modesto City Schools
- Disabled - Enrich and Employ
- Justice Involved - Sheriff's Department
- International Rescue Committee – IRC
- Veteran – Prior Veteran Services Committee members
- English Language Learners

On November 17, 2022 the Committee had their first meeting to understand the background and mission of Stanislaus County Workforce Development and discuss the purpose and goal of the Career Development Committee.


At the second meeting on March 16, 2023 the Committee looked at Workforce Development Board approved In-Demand list and training providers on the Eligible Training Provider List (ETPL). The goal was to start looking at trainings that were not available for in-demand occupations.

After the second Committee meeting, Workforce Development Board member Charles Dossett resigned from the Board. As a result, the next scheduled meeting was cancelled. Workforce Development Director and Assistant Director met with Workforce Development Chair O'Brien and Youth Development Committee Chair Shipman and Business Development Committee Helton to determine next steps. It was recommended to talk to the Career Committee to receive their input.

On September 21, 2023 the Career Development Committee met, led by Director Foster and Assistant Director Redd, discussed the purpose and vision of the Committee. Invited to the meeting was Kris Helton, Chair of the Business Development Committee and Jennifer Shipman, Chair of the Youth Development Committee. Committee Chairs Helton and Shipman shared the work and direction of their respective Committees. The question was posed to the Committee if they saw value in the Committee and were committed to attending and moving the work forward. All members agreed that there is much value added to the community and therefore would like to continue with the Committee.

As a result of the desire to continue the Committee and the shared value of the work, staff are requesting the Workforce Development Board select a chair of the Career Development Committee. If the outcome of this appointment results in a vacancy of another Committee chair, this Agenda Item will allow for the Workforce Development Board to make that appointment accordingly.

**ADMINISTRATIVE BUDGET IMPACT:** None

  
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Doris Foster, Director

**October 2, 2023**

Stanislaus County Workforce Development Board Agenda

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

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

**ITEM NUMBER:** IX-C

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

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

**POLICY ISSUE:**

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

**DISCUSSION:**

Stanislaus County Workforce Development Board approved the Strategic Action Plan July 11, 2022. The Strategic Action Plan provides the Boards priority areas to ensure the focus of the department aligns services that guide activities toward the Boards mission. Upon the Workforce Development Boards approval of the Strategic Action Plan on July 11, 2022, Stanislaus County Workforce Development (SCWD) staff have worked to align initiatives and services to meet the needs of businesses and jobseekers while implementing changes for the Workforce Development Boards Strategic Action Plan.

As a reminder, the key question that guides the Stanislaus County Workforce Development Board Action Plan: What are the practical actions the Stanislaus Workforce Board can take over the next 24 months to work with Stanislaus 2030 and show positive impact in the Community. The Workforce Development Board came up with the following:

1. Align K-16 Education & Apprenticeships to Develop Career Pathways to meet Workforce needs
2. Develop Resources to Guide Young Students in Career Opportunities

3. Educate Board on the Functions on Workforce Development Staff
4. Develop Business Services Aimed at Success
5. Develop Alternative Career Pathways with Incentives that Break Down Barriers
6. Map Assets and Align Resources Towards a Common Purpose

Stanislaus County Workforce Development staff plotted action steps to develop opportunities for outcomes. Beginning at the January 9, 2023 Stanislaus County Workforce Board meeting, updates regarding the action steps taken by the Department and staff have been provided to the Board at each board meeting.

As we enter into the second year of the Strategic Action Plan, the totality of the progress of the first year has been summarized below. In addition, the action steps for the upcoming year have been listed as intended next steps for staff to align initiatives and services to meet the needs of businesses and jobseekers while implementing changes for the Workforce Development Board's Strategic Action Plan.

**1. Align K-16 Education & Apprenticeships to Develop Career Pathways to Meet Workforce Needs** (theses actions were scheduled for Year 2)

Year 2: Map out all trades & CTE pathways to provide career clarity.

- Workforce Development staff scheduled a presentation for the Career Development Committee to look at Career Technical Education (CTE) pathways developed by Modesto City Schools. In addition, the Committee will review two websites – Careers in the Valley and Stan Career Paths. A presentation will also be requested from Modesto Chamber of Commerce who has created a program called Inspire Youth that looks at career pathways for 6<sup>th</sup> and 8<sup>th</sup> graders. It is the goal to have the Career Development Committee build out this action plan in year 2.

Year 2: Define partnership strategies with UC Merced, CSU, Stanislaus, and Modesto Junior College.

- The Career Development Committee will closely align with action steps towards this goal for the Board over the next 12 months. Updates will be brought to the Board quarterly.

Year 2: Align K-16 Education with local Workforce.

- This was designated as part of year two of the plan, but staff are working closely with local school districts, such as Modesto City School District Career Technical Education Pathways to ensure graduating seniors have an opportunity to transition to Stanislaus County Youth Workforce Development Services. This will allow youth to participate in Work Experience or potentially enroll in a Pre-Apprenticeship. In addition, SCWD is currently part of the CERF K-16 Regional Education Collaboratives Grant. Workforce Development Director is the co-chair of the grant and the Assistant Director is part of the Design Team.

**2. Develop Resources to Guide Young Students in Career Opportunities**

Implemented Year 1: Promote Apprenticeships with High School students earlier.

- During this last year, Workforce Development staff have engaged with High Schools at Career Days and shared all of the services and programs available through Workforce Development. One of the programs promoted was the pre-apprenticeship program. Staff will continue to engage with local High Schools.

Requesting Clarification: Build a “Life & Career Class” in High School and Junior High

- Workforce Development partners with education and is only in a position to make suggestions. Clarification is needed on the expectation of building a “Life & Career Class”.

Implemented Year 1: Business & Education need to develop (K-12) partnership to develop career pathways.

- SCWD staff are engaged with the Stanislaus County Office of Education and Stanislaus Partners in Education to develop a role in the future of Workshops for students. Information secured from Sector Strategy meetings have been shared and there has been discussions to bring information obtained from businesses to CTE High School classes. Workforce Development staff will continue to share information from Sector Strategy meetings to assist with job preparation for students.

Implemented Year 1: Engage Future Job Seekers at an earlier age

- SCWD staff are attending Career Days at local Junior High Schools to discuss services with students. In addition, staff are being invited to teach basic Job Readiness skills at a local high school Career Counseling class. Staff continue to be available and look for opportunities to engage with youth at an earlier age.

Requesting Clarification: Develop a “clearinghouse” for – apprenticeship opportunities.

- Workforce Development currently has a pre-apprenticeship program with Modesto Junior College and local businesses. It was not clear what action was being suggested for this priority.

### **3. Educate Board on the Functions on Workforce Development Staff**

Implemented Year 1: Educate Board Members on staff scope of work and job duties.

- At the January 9, 2023 Stanislaus County Workforce Development Board meeting, information regarding Department positions and job descriptions for all SCWD staff was presented. Board members were encouraged to schedule a tour and were given the opportunity to job shadow staff.

Implemented Year 1: Develop longitudinal study of at-risk youth.

- During the first year of the Strategic Action Plan, steps were made to begin this process. Staff looked at total population for ages 18-24 in Stanislaus County, then applied national estimates for percentage of youth neither enrolled in school not working and then applied the poverty rate for individuals aged 18-34. These statistics were included in the Youth Workforce Development Request for Proposal to help identify the number of youth in the community that were eligible for Out of School services. At risk youth is defined for this action plan using the identified barriers to employment. As a result of reviewing these studies, staff created a new structure for the Out of School youth that contracted with identified barriers such as English Language, Homelessness and Disabled. The Department was able to solicit services from community organizations to provide specialized services to at-risk youth. During the next year, additional data will be utilized to identify at-risk categories for out of school youth and the data will be shared at the Youth Development Committee meeting.

Requesting Clarification: Develop a true belief in a shared mission of the workforce related employment objectives.

- Staff need further assistance in understanding this action item.

#### 4. **Develop Business Services Aimed at Success**

Implemented Year 1: Facilitate collaboration between businesses and education for common goals.

- As reported at the April 3, 2023 Stanislaus County Workforce Development Board meeting, SCWD staff facilitated the collaboration between education and business with the use of Sector Partnerships and Sector Strategy Initiatives. Agriculture and Underserved Sector Strategies have had collaborative meetings. It is the anticipation that all Workforce Development Board identified in-demand sectors will continue to develop structured Sector Strategies within the next 12 months. Construction, Healthcare, Manufacturing and Warehouse and logistics are all in the discussion phases.

Implemented Year 1: Increase Business Services headcount with the goal of doubling participation and awareness.

- The planned marketing strategy, presented to the Workforce Development Board meeting on April 3, 2023 SCWD identified the analysis of a heat map that identified businesses with one to fifty employees in the in-demand sectors. Business Services Staff have started to go out and visit businesses to promote available services and encourage engagement with Workforce Development. In addition, Workforce Development has become members of all local area Chambers of Commerce and attends events to promote awareness of services.

Year 2: Work with Stanislaus Equity Partners, STEP (formerly known as City Ministries) to reach and teach small business.

- STEP has been contracted to provide Underserved Sector Strategy meetings to understand the need of the underserved businesses in Stanislaus County. As a result of these findings, STEP will provide workshops to assist businesses in becoming more competitive. Additionally, they will provide one-on-one assistance and refer businesses to other resources. STEP will also be reaching out to all of the businesses who received a COVID-19 Small Business Grants to understand how the grant assisted and how businesses can access Workforce Development services. The contract will be monitored quarterly, and outcomes will be reported to the Business Development Committee and the Workforce Development Board.

Implemented Year 1: Develop readily available resources for small business (Financial literacy, HR help)

- A need was identified within the community for Underserved Businesses for basic skills needed for launching to a small business. Latino Chamber of Commerce was contracted to provide the services in Spanish in the following course content: business planning, financial literacy/budgeting, business funding options, human resources and employment laws, and business licensing and permits. In addition to the previously identified action steps, SCWD continues to offer the HR Hotline, free Human Resource services to all Stanislaus County business. In addition to free Human Resources expert advice, monthly hot topics in HR virtual training is available for free to all business.

Implemented Year 1: Create a workshop new/existing small business for business planning.

- On March 2, 2023 an agenda item was taken to the Business Development Committee outlining topics for Business Engagement and Education Workshops. The Business Development Committee encouraged staff to work with Small Business Development Centers (SBDC) to ensure there was no duplication of workshops. Staff are monitoring workshops by SBDC and the HR Hotline to develop additional needed workshops. Stanislaus Equity Partners have been contracted to provide three workshops that are in line with outcomes from the Underserved Sector Strategy meetings.

Implemented Year 1: Support small business by providing advisory/mentoring service.

- Workforce Development staff have created a robust strategy in engaging small businesses in Stanislaus County. Staff are reaching visiting businesses and sharing services. When applicable, businesses will receive services or referrals as needed. Additionally, Stanislaus Equity Partners have been providing advisory/mentoring services to the underserved businesses. Additionally, staff are working with BBSI and Opportunity Stanislaus to invite employers to the Business Expo in November 2023. Staff are giving away over 100 tickets to businesses to encourage attendance where they will be provided resources.

## **5. Develop Alternative Career Pathways with incentives that break down barriers**

Implemented Year 1: Provide Housing Incentives tied to employment and/or training.

- As reported at the April 3, 2023 Stanislaus County Workforce Development Board meeting, the Department had issued a Request for Proposal (RFP) to identify a service provider for Program Year 2023-2024 to work with Homeless Out of School Youth. SCWD recognized that Community Based Organizations are currently providing these services. As a result of the RFP, Modesto Gospel Mission has been contracted to:
  - o Offer temporary emergency housing services to out-of-school youth,
  - o Develop individual plans and strategies for permanent housing options,
  - o Determine solutions for youth experiencing homelessness,
  - o Assist and provide referral to other Community-Based-Organizations (CBOs) that may assist homeless youth with addressing barriers that prevent success and permanent housing, and
  - o Provide food assistance and/or refer enrolled out of school youth to organizations that routinely provide food and address hunger issues.

Implemented Year 1: Promote and create programs and training for persons with disabilities.

- As reported at the April 3, 2023, Stanislaus County Workforce Development Board meeting, SCWD contracted Enrich and Employ, a non-profit organization that offers training opportunities to persons with disabilities. Five individuals have benefited from this program to date, one received outside employment and left the program, and one is going to be hired into a full-time position at the Ice Cream Company. SCWD has applied to work with the Department of Rehabilitation to provide in school youth work experience opportunities. Additionally, SCWD staff will be partnering with DRAIL to offer Access to Technology, a 16-week curriculum teaching disabled youth basic iPad skills. Students will receive a free iPad and internet connectivity after completing the class.



Year 2: Build partnership cycle of seasonal workforce.

- Staff will work with the Business Development Committee to determine steps to achieve this goal.

Year 2: Learn gig economy-create a location for day work

- SCWD staff have already started looking at this action item. As part of the second year, staff will start doing more research on the gig economy in Stanislaus County. To start on the work, staff are part of the Workshop209 team that is planning on bringing a Maker Space to Stanislaus County. The plan is the infancy stages, but all updates will be shared with the Board.

## 6. **Map Assets and Align Resources Towards a Common Purpose**

Implemented Year 1: Presented Stanislaus 2030- Review five factors of economic growth to identify priorities for the Board.

- As part of the Workforce Development Board Meeting on January 9, 2023, Stanislaus 2030 backbone team presented the Stanislaus 2030 Investment Blueprint.

Requesting Clarification: Mapping all organizations in economic development & education to define missions/outcomes. Then work to align objectives and outcomes to minimize duplication.

- Staff are requesting further clarification.

Implemented Year 1: Conduct asset map to increase vocational opportunities to align with business needs.

- Presented during the January 9, 2023 meeting, the 2023 In-Demand Occupation List was created with a comparison to the Eligible Training Provider List. This report identified a need to pursue additional training providers within Stanislaus County. The list was taken to both the Business Development Committee and Career Development Committee for further Action.

In Progress: Consolidate workforce development efforts between County organizations and initiatives (Stan 2030, SPIE, C2C)

- While this action item is designated as Year 2, staff have already engaged in consolidating efforts. Staff are working closely with Stanislaus 2030; the Workforce Development Director is on the Executive Committee and Talent Development Workgroup. The Director is also on the Stanislaus Partners in Education Board. For Cradle to Career (C2C) the Director is on the Steering Committee and the Assistant Director is on the Backbone team. Many efforts to align with the other initiatives have begun such as the Workforce Development Board approving the increase of the self-sufficiency rate to align with Stanislaus 2030. Additionally, the staff from Stanislaus 2030, SPIE and Cradle to Career are attending Workforce Development events, the latest one with the Director of Stanislaus 2030 attending the Underserved Sector Strategy meeting.

### **ADMINISTRATIVE BUDGET IMPACT:**

There is no fiscal impact associated with this Agenda Item.

  
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Doris Foster, Director

**Stanislaus County Workforce Development Board Action Plan Updated October 2023**

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, C2C)
	Develop a "clearinghouse" for - apprenticeship opportunities		Create a workshop new/existing small business for business planning.		
			Support small business by providing advisory/mentoring services		



Implemented Year 1



In Progress



2023-2024 Year 2



Requesting Clarification

**Stanislaus County Workforce Development Board Action Plan Updated October 2023**

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Q2 – January 2023 Board Meeting



Q3 – April 2023 Board Meeting



Q4 – July 2023 Board Meeting



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Year 2

**October 2, 2023**

Stanislaus County Workforce Development Board Agenda Item

**TO:** Workforce Development Board

**FROM:** Doris Foster, Director

**SUBJECT:**

Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2022-2023 Program Year

**ITEM NUMBER:** IX-D

**ITEM TYPE:** Discussion and Action

**STAFF RECOMMENDATION:**

Acceptance of the Annual Report for Stanislaus County Workforce Development for all programs in the 2022-2023 Program Year.

**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. These metrics and those of all of the other programs are included in the Departmental Annual Report.

**DISCUSSION:**

Stanislaus County Workforce Development would like to present the attached Annual Report to provide the Workforce Development Board with information regarding Workforce Innovation and Opportunity Act programs during the 2022-2023 Program Year. Additionally, included in the Annual Report are all of the programs that Workforce Development is responsible for.


This report shows:

- an increase in Website visits,
- an increase of 41% over last year of visits to the Job Center,
- an increase of 21% over last year of businesses helped, and
- an increase of 271% over last year in workshop attendees.

New this year, staff added statistics that looks at Stanislaus County Workforce Facts and included a page that shows \$5.8 million in contracted services.

**ADMINISTRATIVE BUDGET IMPACT:**

There is no Budget Impact associated with this Agenda Item.



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Doris Foster, Director

## WORKFORCE DEVELOPMENT

### WORK-BASED TRAINING & LEARNING SERVICES

WIOA SERVICES	SERVICES PROVIDED 7/1/23 – 9/30/23	AMOUNTS OBLIGATED 7/1/23-9/30/23	SERVICES PROVIDED 7/1/22 – 9/30/22	AMOUNTS OBLIGATED 7/1/22 – 9/30/22
On-the-Job Training (OJT)	10	\$82,994	11	\$73,709
Incumbent Worker Training (IWT)	6	\$144,687	0	0
Work Experience (WIOA)	19	\$165,095	11	\$81,912
Totals	35	\$392,776	22	\$155,621

SERVICES PROVIDED to BUSINESSES	SERVICES PROVIDED 7/1/23 – 9/30/23	SERVICES PROVIDED 7/1/22 – 9/30/22
Business Engagement Activities	789	541
Total Businesses Served*	196	167

\*Can be same business served multiple times

StanWORKS SERVICES	SERVICES PROVIDED 7/1/23 – 9/30/23	AMOUNTS OBLIGATED 7/1/23-9/30/23	SERVICES PROVIDED 7/1/22 – 9/30/22	AMOUNTS OBLIGATED 7/1/22 – 9/30/22
Work Experience (StanWORKS)	9	\$115,752	3	\$42,432

## WORKFORCE DEVELOPMENT

	7/1/23-9/30/23	7/1/22-9/30/22		
TOTAL JOB CENTER VISITS	1863	2287		
NEW CLIENT ENROLLMENT	116	65		
ENRICH AND EMPLOY	5	N/A		
TOTAL EMPLOYED	43 AVG WAGE \$20.14	59 AVG WAGE \$22.54		
TRAINING	INDIVIDUAL TRAINING CONTRACTS 7/1/23 – 9/30/23	AMOUNTS OBLIGATED 7/1/23-9/30/23	INDIVIDUAL TRAINING CONTRACTS PROVIDED 7/1/22 – 9/30/22	AMOUNTS OBLIGATED 7/1/22 – 9/30/22
Individual Training Accounts	27	\$210,500	14	\$102,410

StanWORKS SERVICES	7/1/23 – 9/30/23	7/1/22-9/30/22
JOB READINESS EVALUATION	66	56
JOB READINESS WORKSHOPS	10	18
EMPLOYED DURING WORKSHOPS	7 AVG WAGE \$17.34	12 AVG WAGE \$17.25



# San Joaquin Valley & Associated Counties

 Adolph Lopez, *Regional Organizer & Regional Training Coordinator*

 209.595.5580  lopezad@stanworkforce.com

SCWD BOARD MEETING – OCTOBER 2, 2023

Regional Organizer/Coordinator Report

HR Hotline Services 2022-23 Report	RERP Grant Update
<p>Local Participating Boards: <i>Kern, Inyo, Mono – Madera-Merced - Mother Lode - San Joaquin – Stanislaus - Tulare</i></p> <p>Results:</p> <ul style="list-style-type: none"> <li>○ 207 Total Calls</li> <li>○ 832 webinar attendees</li> </ul>	<ul style="list-style-type: none"> <li>○ Contract executed in June 2023</li> <li>○ Award \$4.9M</li> <li>○ Grant Term 2023-2025</li> <li>○ Goal: 516 Clients</li> <li>○ Priority Sectors:               <ul style="list-style-type: none"> <li>▪ Manufacturing</li> <li>▪ Health Care</li> <li>▪ Transportation/Logistics</li> <li>▪ Construction</li> </ul> </li> </ul>
HRTP “Healthcare” Grant update	RPI 5.0 Activity – Regional Training
<ul style="list-style-type: none"> <li>○ CWDB Grant</li> <li>○ Funding Phases:               <ul style="list-style-type: none"> <li>▪ Planning – Up to \$500K/12 months</li> <li>▪ Implementation – Up to \$5M/24 months</li> <li>▪ Expanding – Up to \$15M/36 months</li> <li>▪ Key Employer Regional Partner – Adventist Health</li> <li>▪ Projected Proposal due – Spring 2024</li> <li>▪ Targeted Occupations:                   <ul style="list-style-type: none"> <li>▪ CNA’s</li> <li>▪ Medical Assistants</li> <li>▪ LVN’s</li> </ul> </li> </ul> </li> </ul>	<ul style="list-style-type: none"> <li>○ Projected Training dates:               <ul style="list-style-type: none"> <li>▪ Trauma Series – Dr Hannah (Oct-Nov)</li> <li>▪ Virtual Learning Series – CPS HR (Dec-Jan)</li> <li>▪ Cultural Intelligence/Equity – CPS HR (Feb)</li> <li>▪ Data Analytics – CPS HR – (March)</li> <li>▪ Trauma/System Change – Ace Overcomers (April/May)                   <ul style="list-style-type: none"> <li>▪ 50 allocated hours of training</li> <li>▪ 1,100 training slots</li> </ul> </li> </ul> </li> <li>○ LinkedIn Learning</li> <li>○ Coursera.com</li> <li>○ Alignment with Regional Plan</li> </ul>