

## 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.

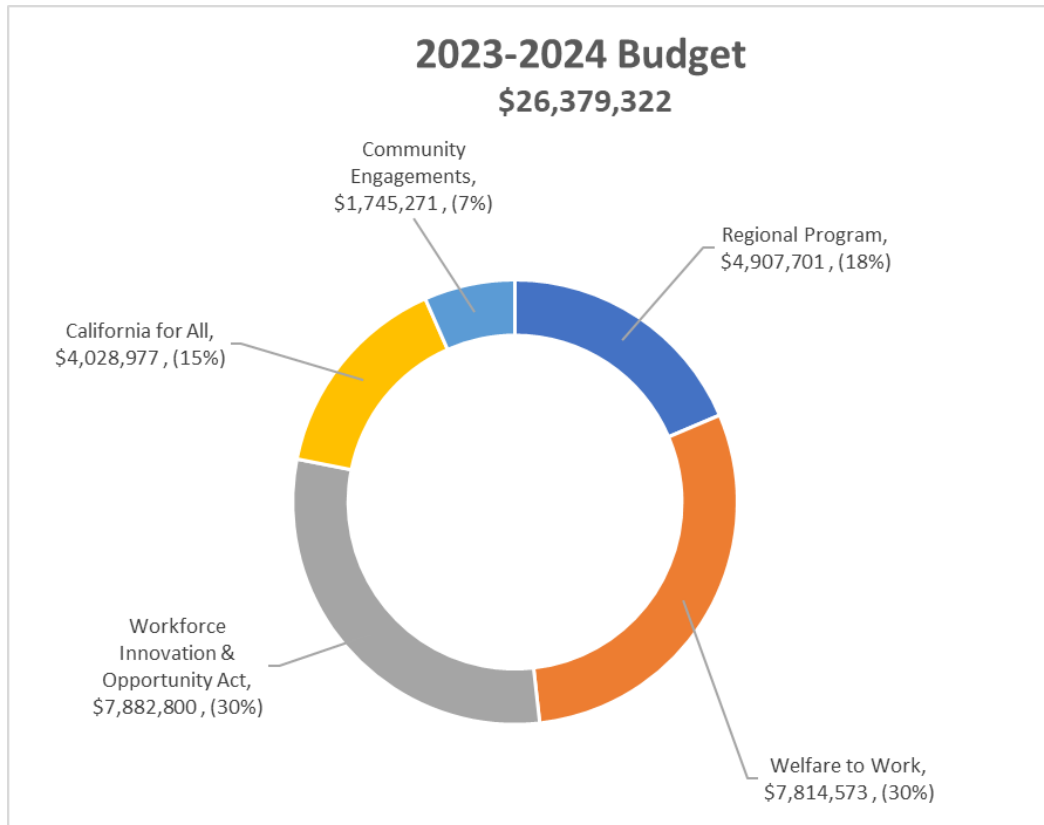
Meeting adjourned: 1:44 p.m.

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	Difference
	Actuals	Budget	
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.

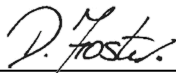
**DISCUSSION:**

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:

Date	Time	Location
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

A handwritten signature in cursive script, appearing to read "D. Foster", is positioned above a horizontal line.

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

  
\_\_\_\_\_  
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 at 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.

  
\_\_\_\_\_  
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

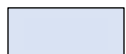


Requesting Clarification

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Q2 – January 2023 Board Meeting



Q3 – April 2023 Board Meeting



Q4 – July 2023 Board Meeting



17

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.



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

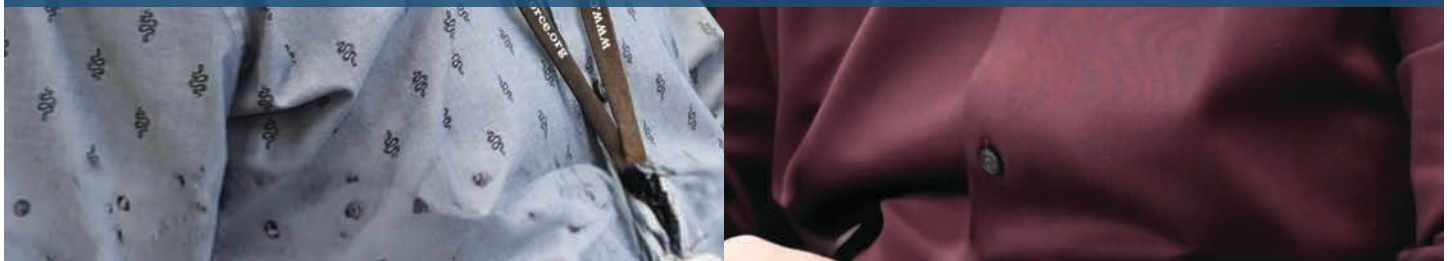
HR Hotline Services 2022-23 Report	RERP Grant Update
<p>Local Participating Boards: <i>Kern, Inyo, Mono – Madera-Merced - Mother Lode - San Joaquin – Stanislaus - Tulare</i></p> <p>Results:</p> <ul style="list-style-type: none"> <li>○ 207 Total Calls</li> <li>○ 832 webinar attendees</li> </ul>	<ul style="list-style-type: 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>
H RTP “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>

# COMMUNITY



## CAREER

2022 - 2023 ANNUAL REPORT



# CONNECTION

STANISLAUS COUNTY  
**WORKFORCE**  
DEVELOPMENT

A proud partner of America's **JobCenter**  
of California<sup>SM</sup>



## OUR MISSION

Is to 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 the community.

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## DIRECTOR'S LETTER

### DORIS FOSTER

As we reflect on the 2022-2023 Program Year, it's clear that we have navigated through unprecedented challenges and remarkable opportunities.

Despite consistent change and disruption stemming from a post pandemic business environment, our commitment to delivering quality workforce services never wavered. I'm proud to present this annual report, which offers an overview of the innovative strategies and initiatives that Stanislaus County Workforce Development implemented over the past year to continue serving our community effectively.

Adapting to the evolving workforce landscape, our dedicated staff has introduced creative solutions, such as strengthening our digital presence, growing our social following, and allowing for potential clients to interact with us in new ways. These improvements were designed to enhance the experience for both businesses and job seekers, making our services more intuitive and informative.

Our esteemed Stanislaus County Workforce Development Board has played a pivotal role in guiding our efforts. They have strategically approved policies that align with our mission to strengthen our local economy and advocate for the well-being and economic advancement of all workers, employers, and job seekers. In conjunction, our workforce committees have introduced systems and processes that have made a substantial impact on Stanislaus County's in-demand business sectors, out of school youth, and available career resources.

As we turn our focus to the upcoming 2023-2024 Program Year, we do so with continued optimism for economic recovery. Stanislaus County Workforce Development staff remains dedicated to delivering comprehensive, top-tier programming tailored to the diverse and constantly changing workforce needs of our community.

We express our gratitude to our invaluable stakeholders, partners, and friends for their unwavering support throughout this journey. Together, we are shaping the future of workforce development in Stanislaus County, and we look forward to another year of collaboration and progress.

Thank you for your continued trust in Stanislaus County Workforce Development.

A stylized, handwritten signature of Doris Foster in white ink, written in a cursive script. The signature is positioned on the left side of the page, below the main body of text.

**DIRECTOR**  
Stanislaus County  
Workforce Development



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

**THE SCWDB RECEIVED THE DISTINCTION OF BEING A HIGH-PERFORMANCE BOARD FROM THE CALIFORNIA WORKFORCE DEVELOPMENT BOARD**

## MEET THE **CHAIRMAN:**

*Bill O'Brien*

Bill O'Brien is the General Manager of O'Brien's Market, Inc. His expertise in local commerce and business strategy has been an incredible resource for the Workforce Development Board. Chairman O'Brien has held this position since the inception of the Workforce Innovation and Opportunity Act in 2016.



**Bill O'Brien | Chairman**  
General Manager of O'Brien's Supermarket, Inc.

**Cecil Russell | Vice-Chair**  
CEO of Sylvan Financial & Advisory Group

**Jennifer Shipman | Secretary/Youth Development Committee Chair**  
Community Partnerships and Communications  
The Wine Group

**Kris Helton | Business Development Committee Chair**  
Business Partner - Barrett Business Services, Inc.

**Ross Briles**  
Owner of Funworks

**Margarita Cabalbag**  
Employment Program Manager of EDD

**Charles Dossett**  
President of DOCON, INC.

**Dean Fadeff**  
District Representative of Operating Engineers Local #3

**Mani Grewal**  
Board of Supervisors District 4  
Owner of Various Commercial Businesses

**Scott Kuykendall**  
Superintendent of Schools of Stanislaus County Office of Education

**Mary Machado**  
Owner of Machado & Sons Construction, Inc.

**Pedro Mendez**  
Dean of Public Safety / Technical & Community Education of MJC

**Doug Murdock**  
Apprenticeship Coordinator of Stanislaus County Mfg. / Maintenance Joint Apprenticeship Committee

**Maryn Pitt**  
Executive Director of Manufacturers Council of the Central Valley

**Tim Robertson**  
Executive Director of North Valley Labor Federation

**Chris Savage**  
Sr. Director of Global Environmental Health and Safety of E.J. Gallo Winery

**Doug Van Diepen**  
Project Manager of Paradigm Construction Management

**Greg Vincelet**  
Training Coordinator of Central Valley Pipe Trades Local 442

**Ardria Weston**  
Staff Services Manager of California Department of Rehabilitation

## BUSINESS DEVELOPMENT COMMITTEE

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

### MEET THE COMMITTEE CHAIR:

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

**Committee Members:** Kris Helton, Dan Martin, Jennifer Shipman, Maryn Pitt, Tim Roos, Jack Deliddo, Billy Meyers, Dillon Olvera, Jason Maggard, and Shawn Hemiller



## YOUTH DEVELOPMENT COMMITTEE

The purpose of the Youth Development Committee is to provide the Stanislaus County Workforce Development Board assistance with the planning, operational, implementation, and performance activities related to the youth services being provided in the Stanislaus County workforce system.

### MEET THE COMMITTEE CHAIR:

Jennifer Shipman is the Community Partnerships and Communications of The Wine Group. With a wide range of skills in communications, employer branding, organizational leadership, and partnerships, Jennifer has brought her expertise to the Stanislaus County Workforce Development Board for 10+ years. She has led the SCWD Youth Development Committee for over 5 years.

**Committee Members:** Jennifer Shipman, Fallon Ferris, Nancy Martinez, Mary Machado, Dallas Plaa, Carmen Wilson, John Bettencourt, and Jeremy Pannell



*Jennifer Shipman*

## CAREER DEVELOPMENT COMMITTEE

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

### MEET THE COMMITTEE CHAIR:

Charles is the President of DOCON, Inc. With his background as a Platoon Leader and Project Engineer in the US Army, Charles brings expertise in military operations, construction, project engineering, and project management to the Stanislaus County Workforce Development Board. Charles has led the Veterans Development Committee and the Career Development Committee.

**Committee Members:** Charles Dossett, Aubrey Priest, Ryan Kegley, Cecil Russell, Bonnie Acree, Rachelle Barkus, Timothy Burns, Kevin Fox, Johnny Garcia, Pedro Mendez, Kari Knutson Miller, and Kendra Mitchell.



*Charles Dossett*



# HIGHLIGHTS OF THE YEAR

2022 - 2023

In 2022-2023, Workforce Development achieved remarkable success across multiple fronts, underscoring the Department's commitment to empowering individuals and businesses in the community. In both online and in person, the team engaged with more businesses and job seekers than ever before. Workforce Development's emphasis on raising awareness of available programs and services across every layer of Stanislaus County's workforce resulted in increased career and business services rendered, higher workshop attendance, and greater economic impact. This year's achievements are a testament to the team's hard work and dedication, and the Department looks forward to building on this success in the years to come.

**40,676**

Total Websites visits

**+40.91%**

Increase in Job Center visits from 2021  
- 2022 to 2022 - 2023

**+21.1%**

Increase in businesses helped from  
2021 - 2022 to 2022 - 2023

**+271.1%**

Increase in total career workshop  
attendees from 2021 - 2022 to 2022 -  
2023

**6.8%**

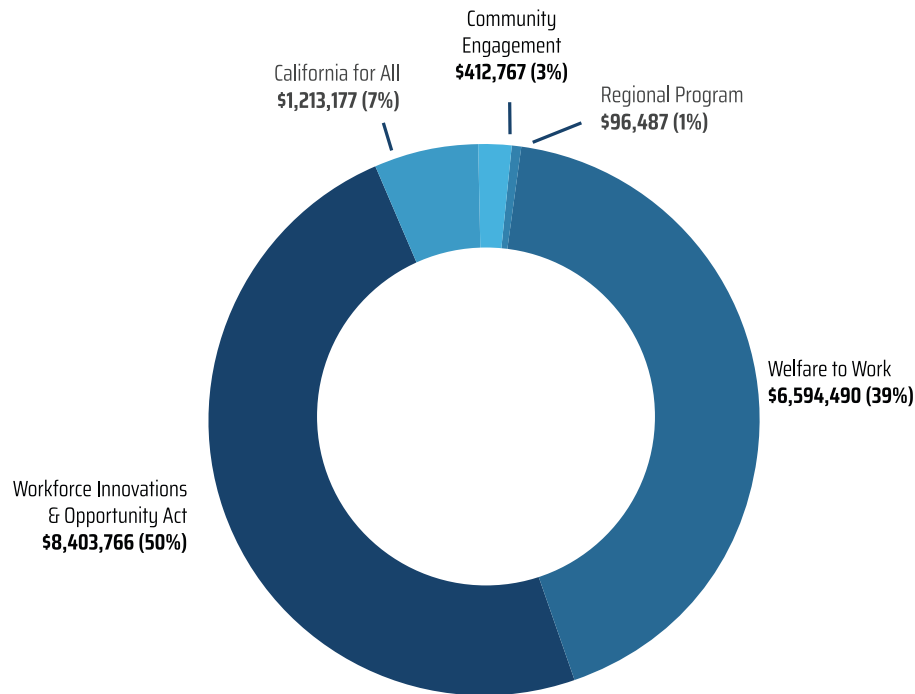
Unemployment Rate



# FINANCIALS

## Stanislaus County Workforce Development Program

**\$16,720,687**



PROGRAMS	FY 2021 - 2022 ACTUAL	FY 2022 - 2023 ACTUAL	DIFFERENCE
Welfare to Work Program	\$5,245,276	\$5,931,181	\$685,905
WIOA Adult/Dislocated Worker Program	\$3,497,061	\$3,841,251	\$344,190
WIOA Youth	\$2,369,349	\$3,050,846	\$681,497
California for All	\$-	\$1,213,177	\$1,213,177
WIOA Training	\$1,117,832	\$1,175,911	\$58,079
Welfare to Work Training	\$508,240	\$663,309	\$155,069
Rapid Response	\$375,140	\$335,758	\$(39,382)
Veterans Program	\$75,890	\$173,700	\$97,810
Probation	\$119,476	\$125,402	\$5,926
Access to Technology	\$-	\$113,665	\$113,665
Regional Organizer	\$362,965	\$96,149	\$(266,816)
Regional Equity Resilience Program	\$-	\$338	\$338
Prison to Employment	\$182,423	\$-	\$(182,423)
Library	\$20,000	\$-	\$(20,000)
Downtown Streets	\$155,879	\$-	\$(155,879)
TOTAL	\$14,029,531	\$16,720,687	\$2,005,251

# PERFORMANCE METRICS

## ADULT

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	78.00%	69.20%	▲
Employment Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	82.70%	69.00%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$8,838.06	\$7,900.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	84.90%	79.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	87.10%	67.00%	▲

## DISLOCATED WORKER

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	77.60%	66.90%	▲
Employment Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	87.70%	66.50%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$10,111.81	\$8,519.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	96.20%	79.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	91.70%	72.00%	▲

## YOUTH

PERFORMANCE MEASURES	2022-2023 ACTUAL	2022-2023 GOALS	
Employment, Education or Training Placement Rate (Q2) (Cohort Period: 7/1/2021 - 6/30/2022)	79.90%	71.00%	▲
Employment, Education or Training Placement Rate (Q4) (Cohort Period: 1/1/2021 - 12/31/2021)	72.40%	70.00%	▲
Median Earnings (Cohort Period: 7/1/2021 - 6/30/2022)	\$4,751.86	\$3,900.00	▲
Credential Rate (Cohort Period: 1/1/2021 - 12/31/2021)	74.70%	57.00%	▲
Measurable Skill Gains (Cohort Period: 7/1/2022 - 6/30/2023)	66.80%	55.00%	▲

The Workforce Innovation and Opportunity Act is performance-based legislation. The Federal Department of Labor negotiates performance levels with States, which, in turn, negotiate performance levels with the local areas. These indicators are all measured after program participation and inherently have lag times for reporting purposes. The only real-time indicator is Measurable Skills Gains.

# PERFORMANCE METRICS

## WELFARE TO WORK

PROGRAM	EXPECTED OUTCOME	ACTUAL OUTCOMES
Community Services Program (CSP)	85% of CSA clients who attend the CSP Orientation (CSPO) will be enrolled in the expanded subsidized employment (ESE) program.	80% of clients who attended the CSPO were enrolled in ESE program.
	50% of clients scheduled for CSP/ESE placement will attend their site placement.	95% of clients scheduled for CSP/ESE placement attended their site placement.
	25% of clients who are participating in the CSP/ESE program will find unsubsidized employment.	30% of clients in the ESE program found unsubsidized employment.
Workshops	85% of CSA clients who are scheduled for Workshops will attend the 1st week.	89% of clients scheduled for Workshops attended their first week.
	50% of clients who attend the 1st week of Workshops will complete the activity.	42% of clients attended the 1st week of Workshops and completed.
	25% of clients who attend the 1st week of Workshops will obtain employment within 90 days of completion.	28% of clients who attended the 1st week of Workshops obtained employment within 90 days of completion.

## LET'S WORK

PARTICIPANTS	REFEREED	ATTENDED	PARTICIPATION RATE	COMPLETED COURSE
Out of Custody	46	36	78.3%	25
In Custody	35	31	88.6%	12
Total Employed: 9		Average Wage: \$16.94		

## ACCESS TO TECH

GOAL	PARTICIPANTS	COMPLETED COURSE
80	74	73

## VETERAN

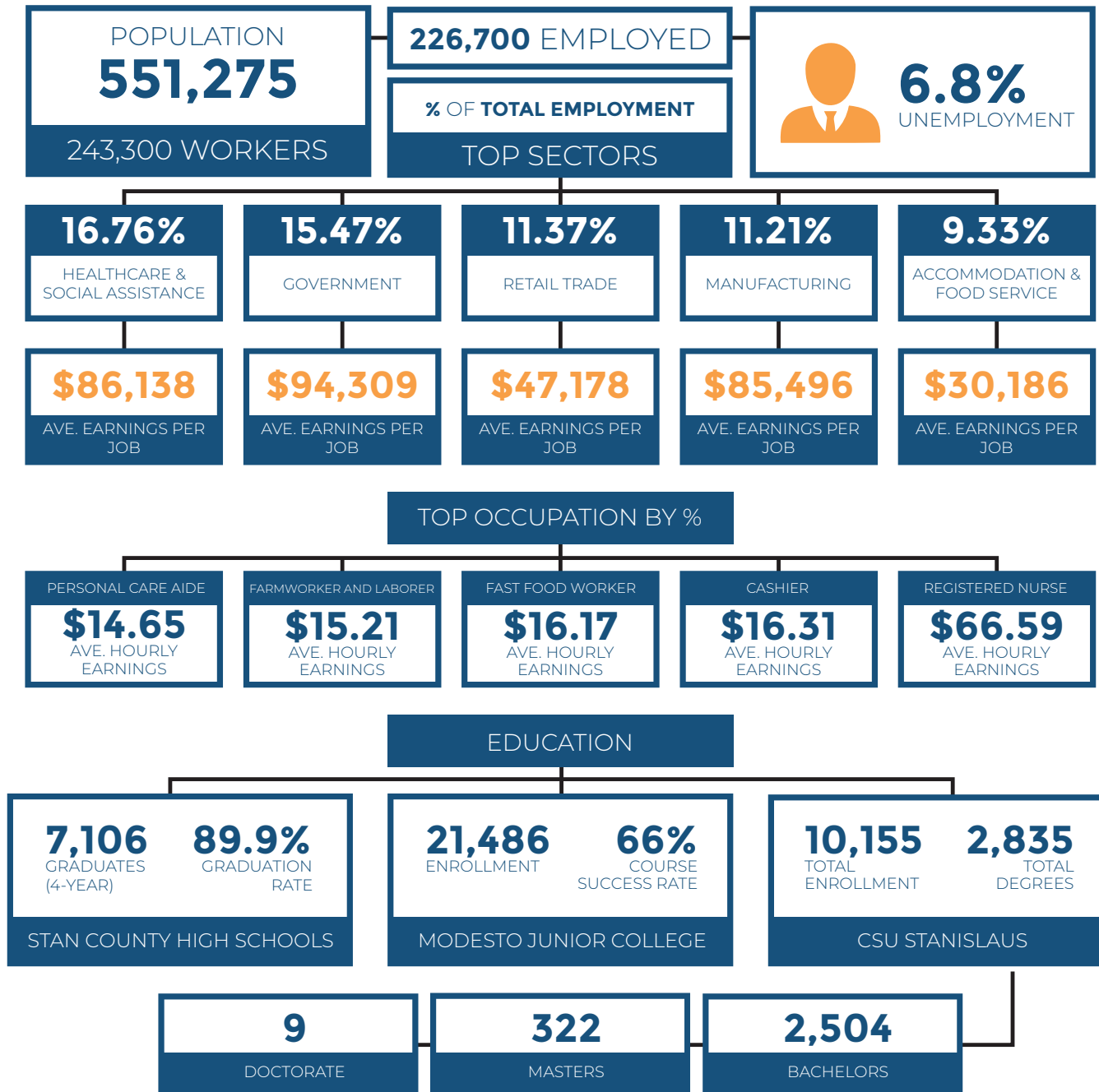
GOAL	ENROLLED
37	16

## CALIFORNIA FOR ALL

GOAL (2 YEARS)	APPLICATIONS	ENROLLED
180	109 (YEAR 1)	94 (YEAR 1)

# STANISLAUS COUNTY WORKFORCE FACTS 2023

AS OF JUNE 2023



## CHALLENGES

**14.1%**  
OF PERSONS IN  
POVERTY

**20.0%**  
PERSONS AGE 25+  
WHO ARE NOT HIGH  
SCHOOL GRADUATES

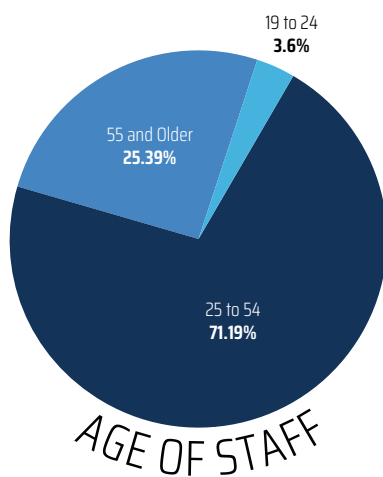
**HOME DATA**  
(SOURCE: Census ACS 2017-2021)  
**\$338,300** **\$1,315**  
MEDIAN HOME MEDIAN RENT  
VALUE (OWNER-OCCUPIED)

# WHO WE ARE *and* WHO WE SERVE

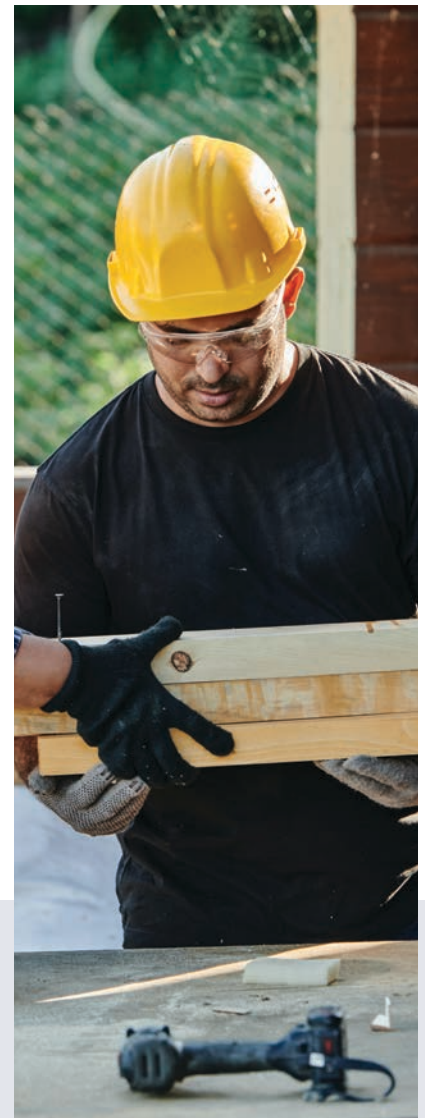
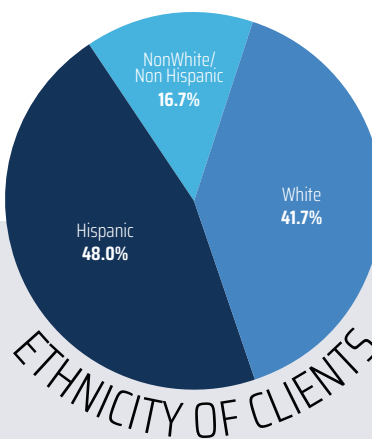
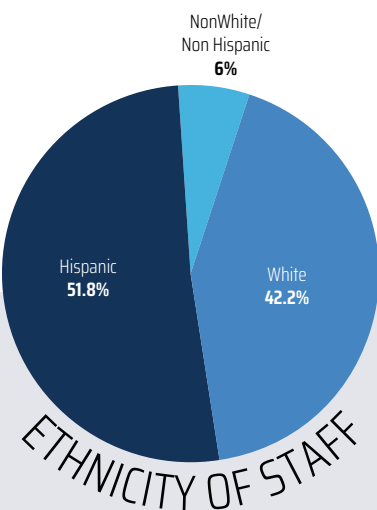
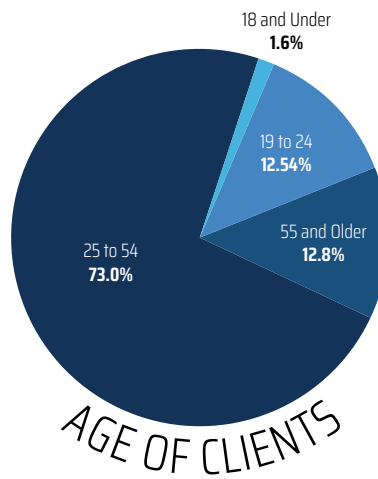
Workforce Development encourages and values diversity, equity of services, and inclusion in the clients served. The demographic information shown represents Workforce Development clients enrolled for the program year 2022-2023. Enrollees voluntarily supply this information. Some programs administered by Workforce Development may not be included if clients were not co-enrolled in WIOA services.

At Workforce Development, the Department strives to create an inclusive culture that encourages, supports, and celebrates the diverse voices of the employees. To build the foundation of the culture, the Department provides each employee with a collection of Emotional Intelligence training to embrace values. The Department also participates in Countywide diversity celebrations during October to support an inclusive environment. Employees feel empowered to share experiences and ideas and have established the Multi-Cultural Committee, which consists of several department employees from all backgrounds and cultures to celebrate differences and educate the workforce.

## STAFF



## CLIENTS





# LOCAL PLAN

## **Local Plan:**

The Stanislaus County Workforce Development Board is committed to supporting the priorities of the Stanislaus County Board of Supervisors by developing a healthy economy and delivering efficient public services and community infrastructure. Under Workforce Innovation and Opportunities Act (WIOA) regulations, the Stanislaus County Workforce Development Board is charged with developing a Local Plan of strategic operations within the local workforce development area. The Local Plan is designed to align with the Regional and State Plan and is updated every two years.

The Two-Year Plan Modification for 2023 was completed and approved by the Workforce Development Board and the Stanislaus County Board of Supervisors. The Local Plan Modification included:

## **Strategies and outcomes in the Local Plan include:**

- Adding Construction as an additional Targeted Industry Sector.
- Enhancement of additional Race/ Ethnicity Demographic information.
- Specific identification of strategies for service delivery plans during the COVID-19 Pandemic and service adjustments made entering the endemic phase of the crisis.
- We are expanding and focusing on providing services to underserved populations, including disabled, English Language Learners, Foreign Born, and Refugees, to provide better employment opportunities.

## **Developing Future Talent by:**

- Seeking initiatives/ partnerships to assist immigrants to integrate into the local economy
- Changing internal processes to allow greater access to additional services for clients
- Coordinating special grant opportunities and pre-apprenticeships to direct much-needed services to the more challenging populations

## **Supporting Business Growth by:**

- Focusing on providing equity and inclusion to businesses that are owned by and primarily serving underserved populations
- Pursuing optional Waivers that allowed higher On-The-Job Training reimbursements
- Developing new Industry Sector representation
- Providing human resources services for employers through the HR Hotline

The Local Plan is a guidebook toward providing the best services possible, and expanding the availability of services in the Local Area. These strategies and outcomes remain an on-going effort, as Workforce Development continues the pursuit of excellence in serving our constituency.

# REGIONAL PLAN

## Regional Plan:

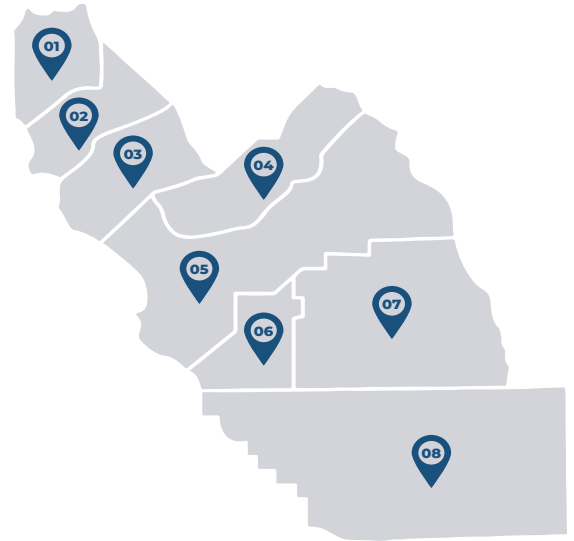
In accordance with federal and state guidance, the San Joaquin Valley and Associated Counties Regional Planning Unit has developed the four-year Regional Plan to guide strategic initiatives throughout Program Years (PY) 2021-2024, which covers June 1, 2021, through June 30, 2025.

The Workforce Innovation and Opportunity Act (WIOA) requires a Biennial Modification to the Regional Plan. The modified approved Regional Plan can be accessed at [www.stanworkforce.com/about-us/strategic-planning/](http://www.stanworkforce.com/about-us/strategic-planning/)

The Regional Plan represents the region's economy and workforce environment, focusing on collaborative strategies to be implemented across multiple Local Workforce Development areas to attain regional goals and objectives.

## The content of the Regional Plan includes:

1. **Analytical Overview of the Region and analysis of the workforce.**
2. **Regional Indicators to assess coordination and measure progress within the region.**
  - a. Region developed guiding principles supporting equity and strives to improve job quality.
  - b. Region focuses attention on English Language Learners
3. **Fostering Demand-Driven Skills Attainment that effectively communicates industry workforce needs to supply-side partners.**
4. **Aligning, Coordinating, and Integrating Programs and Services to meet population needs.**
  - a. Region has a long history of collaborating on sector strategies, initiatives serving key groups, and on the design, development, operation, and administration of successful workforce programs such as the following:
    - i. Central California Workforce Collaborative
    - ii. Central Valley Industry Engagement Roundtable
    - iii. Regional and sub-Regional Grants
    - iv. Regional scaling



- |                |                       |
|----------------|-----------------------|
| 1. San Joaquin | 5. Fresno             |
| 2. Stanislaus  | 6. Kings              |
| 3. Merced      | 7. Tulare             |
| 4. Madera      | 8. Kern / Inyo / Mono |

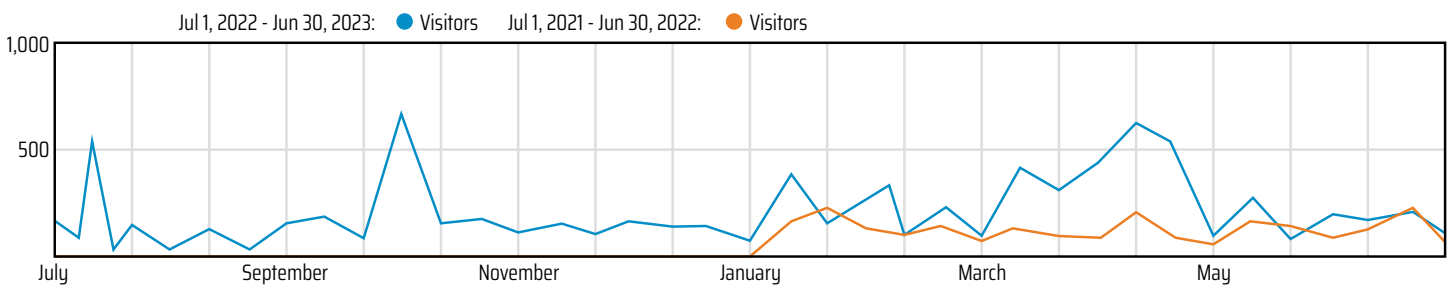
SCWD IS  
THE **LEAD**  
**ORGANIZER**  
FOR THE  
**REGION!**



# OUTREACH

## WEBSITE

In response to declining foot traffic, Workforce Development increased its digital presence in order to engage with more people than ever before. Website traffic increased by over 324% over the previous year, and the Department was able to connect with job seekers and businesses in a much more powerful way in order to help them access the resources that they needed. Over 40,600 people visited stanworkforce.com throughout the year.



**+324.90%**  
Visitors

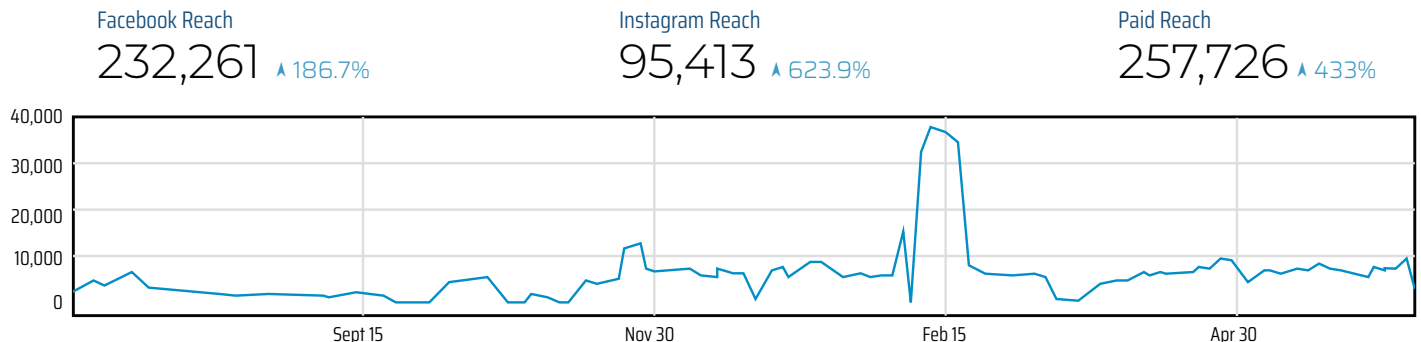
**+313.41%**  
New Visitors

**+320.78%**  
Site Visits

**+281.50%**  
Pageviews

## SOCIAL MEDIA

In conjunction, the Department also stepped up presence on Facebook, Instagram, and LinkedIn in order to help spread the word about programs, with a variety of posts going viral and amassing over 2,000 views each. The focus was on reaching the right audience at the right time and allowing potential clients to fill out interest forms directly on those platforms. By doing so, the Department increased efficiency and ability to quickly get people the help they needed at a time when every day counts! Through organic and paid efforts, Workforce Development connected with 585,000 people on social media alone. On average, that was up +500% over the previous year.



# OUTREACH

## MARKETING

Social media efforts were supported by a strong media mix in which the Department leveraged other forms of marketing and outreach in order to amplify the message even further and to ensure that the Department was reaching those who may not have access to computers but still would benefit from resources. A few examples of those include:

Programmatic Digital ads: Reached over 210,000 people outside of social media

Eblasts: target to over 25,000 job seekers

Print Ads in all the major local newspapers in Stanislaus County

Digital Radio

Traditional Radio

Postcards sent to over 2,500 job seekers and college grads.

Ad in popular magazine publications around the county

Billboards

Video/Reels



## JOB FAIRS

Workforce Development had a presence at over 22 Job Fairs throughout the year, where workforce specialists were able to directly engage with job seekers and educate them on Workforce Development services.

On May 19, 2023, Stanislaus County Workforce Development also funded and hosted the first ever Stanislaus County Job Fair. It was an extremely successful event during which the 29 departments in the county were able to meet and connect with over 500 job seekers who attended.





# CLIENT SERVICES

EMPOWERING FUTURES, ONE CAREER AT A TIME. CLIENT SERVICES EMPOWERS CLIENTS TO REACH THEIR FULL POTENTIAL

Workforce Development are the experts in career coaching, workshops, trainings, and providing work experience.

**Stanislaus County Workforce Development provides comprehensive career services to connect job seekers to businesses.**

**Services include:**

- Providing access to computers and printers to the public for job search
- Walking clients through the enrollment process
- Reviewing resumes & career coaching
- Training through skill-building workshops and certified training
- Providing work experience with local employers
- Providing professional vocational training opportunities

## HIGHLIGHTED CHANGE:

Stanislaus County Workforce Development has achieved substantial advancements in its outreach initiatives. Notable successes include the Veterans Job Fair held in October 2022 and the Job Fair hosted by Workforce Development in May 2023. Utilizing various social media platforms to disseminate critical employment services has played a pivotal role in driving a remarkable increase in the participation of individuals, thus reinforcing steadfast commitment to nurturing a robust local workforce.

The Department's unwavering dedication to bridging the gap between job seekers and employers and facilitating meaningful connections has yielded significant positive outcomes for the community. These achievements underscore the continued commitment to fostering economic growth and prosperity throughout Stanislaus County.



# CLIENT IMPACT STORY

By covering \$10,000 of her healthcare training costs, Stanislaus County Workforce Development was able to help Jamie Hernandez Flores accomplish her dream of becoming a dental assistant. She is one of thousands and thousands who have leveraged the vocational training program to learn a new skill and land their dream job. With training available in healthcare, truck driving, welding, and maintenance, Workforce Development is helping job seekers throughout Stanislaus County level up their careers!

“My experience with Workforce has been amazing from the start. They have walked me through every step of the way and if I ever had any questions, they made sure that they were answered. Workforce has helped me successfully complete my education and I am now a Dental Assistant!”

*Meet Jamie*

**Jamie**  
Went Through  
Vocational Training

# CLIENT SERVICES

## JOB CENTERS

The America's Job Center of California is a network of local, state and public organizations that offer a variety of services to job seekers, connecting them with businesses seeking qualified individuals.

Job centers offer self-directed services that are designed as a "one-stop shop" for job seekers to access a comprehensive range of no-cost employment and training services. Job seekers can make an appointment at the Modesto location for assisted services with a staff member. Services and guidance are also provided to veterans, individuals with disabilities, economically disadvantaged workers, recent high school and college graduates.

TOTAL JOB CENTER VISITS	MODESTO JOB CENTER VISITS	OAKDALE JOB CENTER VISITS	PATTERSON JOB CENTER VISITS	TURLOCK JOB CENTER VISITS
2018 / 2019 25,893	2018 / 2019 20,523	2018 / 2019 1,616	2018 / 2019 992	2018 / 2019 2,762
2019 / 2020 17,986	2019 / 2020 14,382	2019 / 2020 970	2019 / 2020 575	2019 / 2020 2,059
2020 / 2021 838	2020 / 2021 599	2020 / 2021 67	2020 / 2021 29	2020 / 2021 143
2021 / 2022 6,246	2021 / 2022 3,957	2021 / 2022 449	2021 / 2022 332	2021 / 2022 1,508
2022 / 2023 8,801	2022 / 2023 5,328	2022 / 2023 797	2022 / 2023 573	2022 / 2023 2,103

**Modesto Job Center**  
629 12th Street  
Modesto, CA 95354

**Oakdale Job Center**  
1405 West F Street Ste. F  
Oakdale, CA 95361

**Patterson Job Center**  
101 W. Las Palmas Ave.  
Patterson, CA 95363

**Turlock Job Center**  
1310 W. Main St.  
Turlock, CA 95380

Job center visits have decreased significantly over the past 5 years. In 2018 - 2019 there were over 25,000 visitors. In 2022 - 2023 there were only 8,800. That is a 66% decrease. However, the Department saw an increase in online enrollments by over 630%!

## PHONE CALLS

21-22 - total phone calls 966

22-23 - total phone calls 1674

**An increase of over 73% year over year**

# CLIENT SERVICES

## PATHWAY TO SERVICES

To ensure robust services are available to all individuals, internal systems were implemented to braid funding in order to create additional Department resources. Access Employment was created as a process that supports clients on their road to a self-sustaining career. The focus moved to serving individuals using a service path strategy to address multiple barriers to employment by providing support for life stability and economic self-sufficiency.

## WORKSHOPS

Workforce Development provides workshops that empower job seekers with the chance to acquire knowledge and apply diverse skills to enhance their job search, boosting their prospects of securing long-time employment.

1,499

Total Workshop Attendees

12

Workshop Topics Offered

## CO-ENROLLMENT

Clients may be funded through Welfare to Work and the Veteran Grant. Clients are encouraged to enroll in the WIOA program to leverage resource for the maximum benefit for the job seeker. Additional funding provides additional support on the client's road to a self-sustaining career.

14

Welfare to Work  
Clients Co-Enrolled

15

Veteran Grant Participants  
Co-Enrolled

29

Total Co-Enrollment

## SUPPORTIVE SERVICES

Supportive Services is an available service to enrolled clients. "Supportive Services" may include transportation, child care, dependent care, housing, and needs-related payments, that are necessary to assist clients to participate in employment activities. Supportive Services also includes assistance for required items for new employment, such as uniforms, tools, etc.





# CLIENT SERVICES

## WIOA ADULT

Workforce services for eligible adults are available through one of the six core programs authorized by Workforce Innovation and Opportunity Act (WIOA). The Adult program serves individuals and helps employers meet their workforce needs. It enables workers to obtain good jobs by providing them with job search assistance and training opportunities. Over the past 5 program years, The Adult program has exceeded the target goal every year for clients that have exited due to employment and retained the employment for at least one year

## DISLOCATED WORKER

The Dislocated Worker program is designed to help workers get back to work as quickly as possible and overcome barriers to employment. When individuals become dislocated workers as a result of job loss, mass layoffs, global trade dynamics, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce. Over the past 5 years the DW exceeded the target goal exponentially, by over 20% for program year 18/19 through 20/21. Performance struggled for program year 21/22 but has made a comeback for 22/23 and exceeding the goal by 21.2%

## VETERANS RECONNECT - VEAP GRANT

Stanislaus County Workforce Development (SCWD) along with numerous community, state and federal organizations offers valuable resources to help veterans transition their skill sets into the local workforce. At SCWD, veterans receive priority service and can access employment resources like on-the-job and vocational training, paid internships and supportive services to assist with transitioning back into the workforce.

## WELFARE TO WORK

The StanWORKs Welfare to Work (WTW) program performance is determined by the Stanislaus County Community Services Agency, based on State requirements for the CalWORKS Program. WTW Programs concentrate services on individuals receiving Temporary Assistance to Needy Families (TANF) to provide soft skills training and on-the-job experience to prepare for employment opportunities.



# RESULTS

## WIOA ADULT



## DISLOCATED WORKERS



## VETERANS RECONNECT - VEAP GRANT



## WELFARE TO WORK



ACTUAL EMPLOYMENT NUMBERS ARE HIGHER DUE TO ONE YEAR DELAY IN STATE VERIFICATION





# BUSINESS SERVICES

**BUSINESS SERVICES WORKS WITH LOCAL BUSINESSES TO IDENTIFY AND BUILD A VIABLE AND SKILLED WORKFORCE. BY PARTNERING WITH BUSINESSES, BUSINESS SERVICES ASSESSES SERVICES THAT ARE THE MOST BENEFICIAL TO LOCAL BUSINESSES.**

**Workforce Development are the experts in creating workbased learning activities for businesses, work experience, layoff aversion, labor market information.**

**Stanislaus County Workforce Development offers business services such as:**

- On-the-Job Training
- Paid Internships/Work Experience
- Incumbent Worker Training
- Customized Training
- Pre-Apprenticeships
- Labor Market Information
- Business Related Resources (job posting/marketing, screening resumes)
- Sector Strategies
- Employer Assessment
- Underserved Business Assistance

2,150  
TOTAL SERVICES PROVIDED TO BUSINESSES

292  
EMPLOYERS HELPED

7  
AVERAGE SERVICES TO EACH BUSINESS

# BUSINESS IMPACT STORY

Harold's story encapsulates the heart of our mission. At 38, with sporadic work experience in temporary positions, he was our inaugural candidate for a Transitional Job. Placed in the Mission's Warehouse, Harold embraced the opportunity to learn order fulfillment, product sorting, palletizing, and warehouse maintenance. His dedication paid off as he obtained a forklift certification during his tenure. Beyond technical skills, Harold also participated in workshops and received one-on-one guidance in crafting a compelling resume, completing job applications, and mastering the art of thank-you notes.

Harold's transformation is an embodiment of our collective efforts. After several months of skill-building and personal growth during his transitional job, he embarked on a job search journey. In June, his journey culminated in a full-time position as a Janitor at Salvation Army. Harold radiates fulfillment as he relishes his new role, expressing gratitude for the support that propelled him to his current position. He remarks, "I was blessed to have the help. I wouldn't be where I am now without it."

Harold's experience encapsulates the positive impact we strive to make. Each story of triumph reinforces our commitment to fostering change, one life at a time. We are excited to continue this journey of empowerment, leveraging partnerships and unwavering dedication to create a brighter future for those we serve.

*Meet Harold*

**Harold**  
Went through  
Transitional Jobs



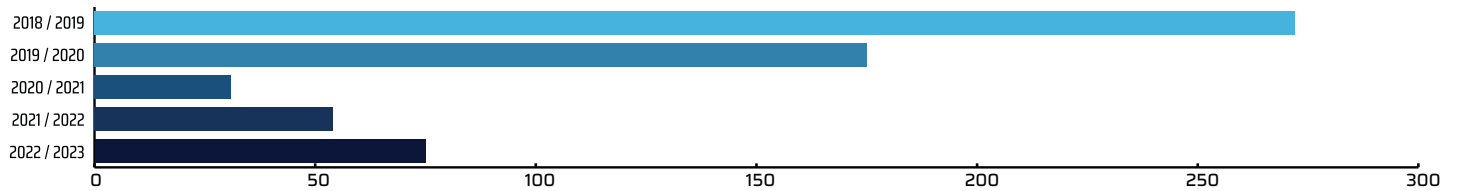


# TRAININGS

## TRANSITIONAL JOBS / WORK EXPERIENCE

A Transitional Jobs / Work Experience (WEX) is a partnership between Workforce Development, local business and job seekers. The subsidized employment allows job seekers to be placed on an employer worksite, and earn wages while learning valuable work-based “soft” and “hard” skills, and the work ethic necessary to gain and retain employment. Workforce Development is the “employer of record” and covers the hourly wages, employer taxes and workers compensation insurance.

## CLIENTS ON EMPLOYER WORKSITES



**\$7,620**

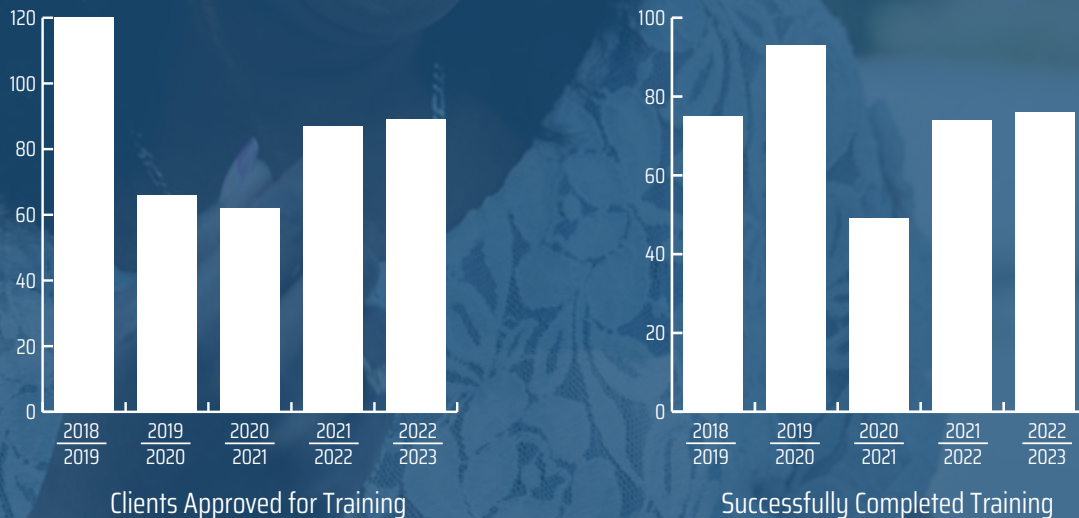
Average Agreement Amount 2022 - 2023

**\$392,467**

Amount Paid in Wages 2022 - 2023

## VOCATIONAL TRAINING

Vocational Training Services are offered to enrolled clients to obtain skills needed for in demand occupations in the local area. Training is designed to help underemployed or unemployed adults, dislocated workers, and youth achieve a self-sustaining wage. Completion year may be different from the approved for training year.



Clients Approved for Training

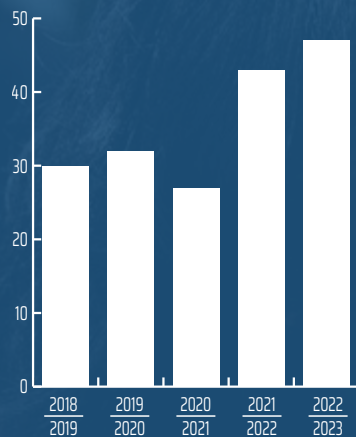
Successfully Completed Training

# ON-THE-JOB TRAININGS

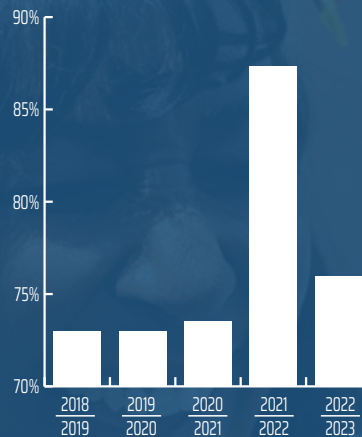
On-The-Job (OJT) training is a way to provide a financial incentive to an employer that allows them to hire a new employee and increase their skill level. The financial incentive is a percentage reimbursement of wages that are paid back to the employer over the time of training for specific skills. Workforce Development allowed businesses with 50 or fewer employees to be reimbursed up to 90% of the wage rate in 2022 - 2023.

## 2022-2023 RETENTION

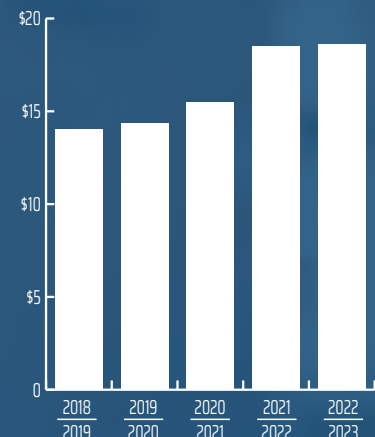
- 91% of the employees retained employment 6 months after the OJT ended
- 61% of the employees retained employment at-least 12 months after the OJT ended



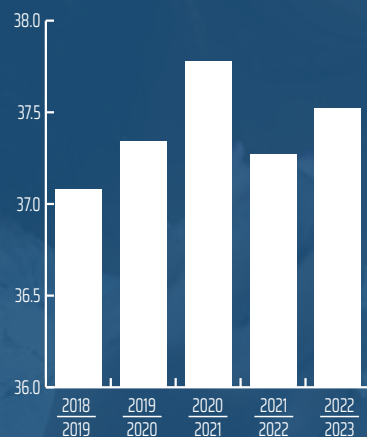
OJT AGREEMENTS FOR 2022-2023



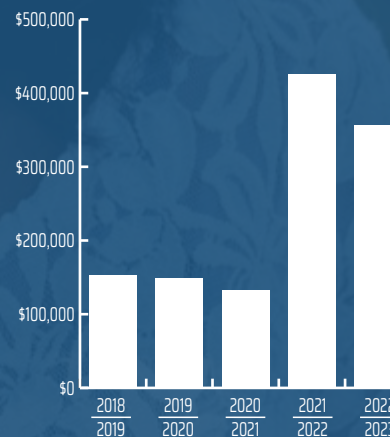
AVERAGE OJT REIMBURSEMENT AMOUNT %



AVERAGE OJT HOURLY WAGE



AVERAGE WEEKLY HOURS FOR 2022 - 2023



OJT REIMBURSEMENTS TO EMPLOYERS

# APPRENTICESHIP

Workforce Development and Valley Build partnered to provide an Apprenticeship Readiness program to allow individuals the opportunity to explore different union trade careers and earn a MC3 certificate. Of the two cohorts, 16 clients were successful in completing their apprenticeship.

2

Cohorts

16

Completed Apprenticeships

# RAPID RESPONSE

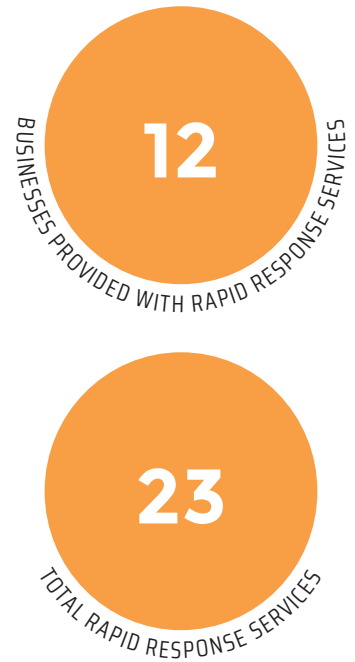
Rapid Response are proactive, business-focused programs which are delivered to assist local companies who may be facing work slow-downs, potential layoffs, or business closure.

**The services offered to the more than 650 employees of these impacted businesses included:**

- Unemployment Insurance filing assistance
- Local employment opportunities
- Reemployment services (resume writing, interview assistance, etc.)
- Assistance signing up for Covered California
- Ongoing follow-up and referrals to affected employees

## EMPLOYER ASSESSMENT (WORKKEYS)

Employer Assessments are offered to local businesses to configure pre-employment tests from an extensive workplace to measure foundational skills that are required in the workplace.



EMPLOYER	TOTAL INDIVIDUALS	TOTAL ASSESSMENTS
Gallo	211	407
Gallo Glass	28	40
Oakdale Irrigation District	16	45
Volt	44	107
Total PY 22/23	299	599

## UNDERSERVED BUSINESS ASSISTANCE

Services are provided to achieve equity and to perform outreach to At-Risk Businesses. These include the underserved, minority owned, minority-represented, women-owned businesses and businesses that primarily serve at-risk community members within Stanislaus County.

TOTAL UNDERSERVED		
Services Provided	Total Employer	Total Services
Workforce Innovation and Opportunity Act (WIOA)	67	160
Lay-Off Aversion Activities	8	11
Employer Networking	73	319
Referral to Community Resource	77	277
<b>Total</b>	<b>225</b>	<b>767</b>





COMPLIMENTARY  
**HR HOTLINE**  
HUMAN RESOURCES

**888-203-0734**

HR Advice on Demand  
Monday-Friday | 8am-5pm PST

## HR HOTLINE

Stanislaus County employers receive a no-cost-to-business Human Resource hotline!

**HR Experts provide guidance on:**

- Hiring & firing process
- Paid sick leave laws & FMLA
- Breaks, lunches & overtime
- Employee handbooks
- Harassment prevention
- COVID-19 questions

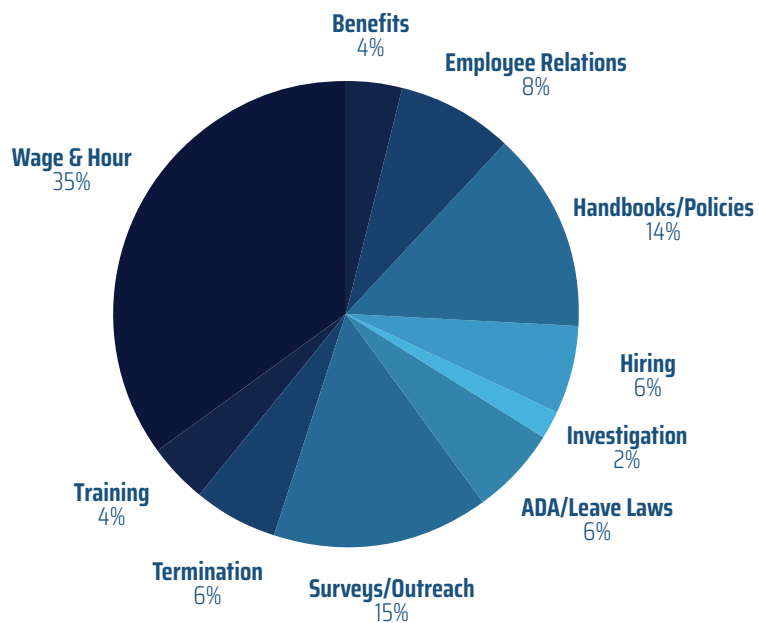
In 2022 - 2023 the HR Hotline received 52 calls within Stanislaus County from businesses, both large and small, looking for human resource guidance.

**Additional HR service: Webinars**



## REASON FOR CALL

52 CALLS



# SECTOR STRATEGIES

Sector Strategies are partnerships with a network of companies from the same industry and shared labor market that works with education, workforce development, economic development, and community organizations to tackle the overarching needs of the industry. While Sector Strategies primarily focus on the educational and workforce training needs of an industry, they can also focus on other issues related to an industry's competitiveness.

In March 2022, Workforce Development began the process of building a **Sector Strategy within the Agricultural industry** in Stanislaus County. By contracting with Stanislaus County Farm Bureau as the acting Convening Authority, Workforce Development was able to bring over 40 businesses from various backgrounds within the Agricultural industry to the table. In November 2022, the Department held the first meeting to discuss education, workforce, and various training needs throughout the Agricultural industry.

## **Results of first sector strategy meeting:**

- Identified overwhelming need for leadership training within the sector
- SCWD worked quickly to identify training providers and make funding available for training
- Forty employees from sixty different employers successfully graduated from Supervisor/Leadership training

**Workforce Development is working quickly to develop similar Sector Strategies in other industries, including Health Care, Construction, Warehousing & Logistics, and Manufacturing.**





# YOUTH PROGRAMS

**\$1,366,797  
PAID IN  
WAGES 2022  
- 2023**

The Youth Workforce Development program is focused on assisting eligible youth ages 16-30 to develop the skills required to become the job candidates that employers look for. The YOUTH WORKFORCE DEVELOPMENT program provides youth, with one or more significant barriers to employment, the resources to succeed and prosper in the workforce.

## OUT OF SCHOOL ENROLLMENT

604 Enrolled  
283 Exited  
173 Employed at Exit  
61% Employed  
\$23.42 Ave Wage at Exit

## NUMBER OF SERVICES PROVIDED

592 Distinct Clients  
3,891 Total Services  
6.6 Average Services per Client

## NUMBER OF TRAININGS

213 Paid Work Experience  
72 Vocational Skills Training  
414 Career Counseling/Planning

## SUMMER YOUTH

49 Enrolled  
27 Businesses Participated  
41 Paid Work Experience

## DIGITAL SKILLS INTERNSHIP

109 Applications  
94 Enrolled in training  
57 Paid Internships

## LET'S WORK

81 Referred  
67 Attended  
37 Completed Course  
\$16.94 Ave Wage



# STAND OUT!

**LEARN GROW LEAD**

Once a year, Workforce Development creates a committee of staff & board members who plan & host an annual STAND Out! Youth Conference which help youth embrace their strengths, build resiliency, and create a motivational atmosphere for their future.

**60 ATTENDEES**

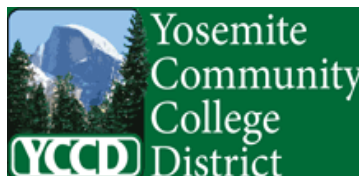
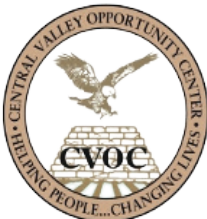
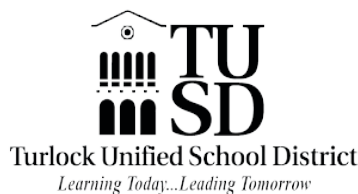


# CONTRACT PROVIDERS

SERVICE PROVIDED	POWERED BY...	CONTRACT AMOUNT
Out of School Youth	Ceres Unified School District	\$2,120,000
Digital Skills Internship	Bay Valley Foundation	\$1,705,000
Vocational English	Sierra Vista Child & Family Services	\$294,876
Learn 2 Earn- Oakdale	Center for Human Services	\$255,820
Learn 2 Earn- Patterson	Center for Human Services	\$197,994
High School Equivalency- Turlock	LearningQuest- Stanislaus Literacy Center	\$177,562
Learn 2 Earn- Modesto	Central Valley Opportunity Center	\$162,814
High School Equivalency- Modesto	Central Valley Opportunity Center	\$162,814
High School Equivalency- Patterson	Central Valley Opportunity Center	\$162,814
High School Equivalency- Oakdale	LearningQuest- Stanislaus Literacy Center	\$111,025
Formerly Incarcerated Adult	LearningQuest- Stanislaus Literacy Center	\$95,000
Vocational English - Turlock	Aspiranet	\$93,410
Learn 2 Earn- Turlock	Aspiranet	\$93,410
Underserved Business	Stanislaus Equity Partners	\$90,000
WorkKeys	Opportunity Stanislaus	\$55,000
Sector Strategies- Agriculture	Farm Bureau	\$25,000
Business Bootcamp (Spanish)	Latino Chamber of Commerce	\$20,000
HR Hotline	California Employers Association	\$16,462
One-Stop Operator	Beaudette Consulting	\$13,125
TOTAL		\$5,849,664

# PARTNERS

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





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

209-558-2100