

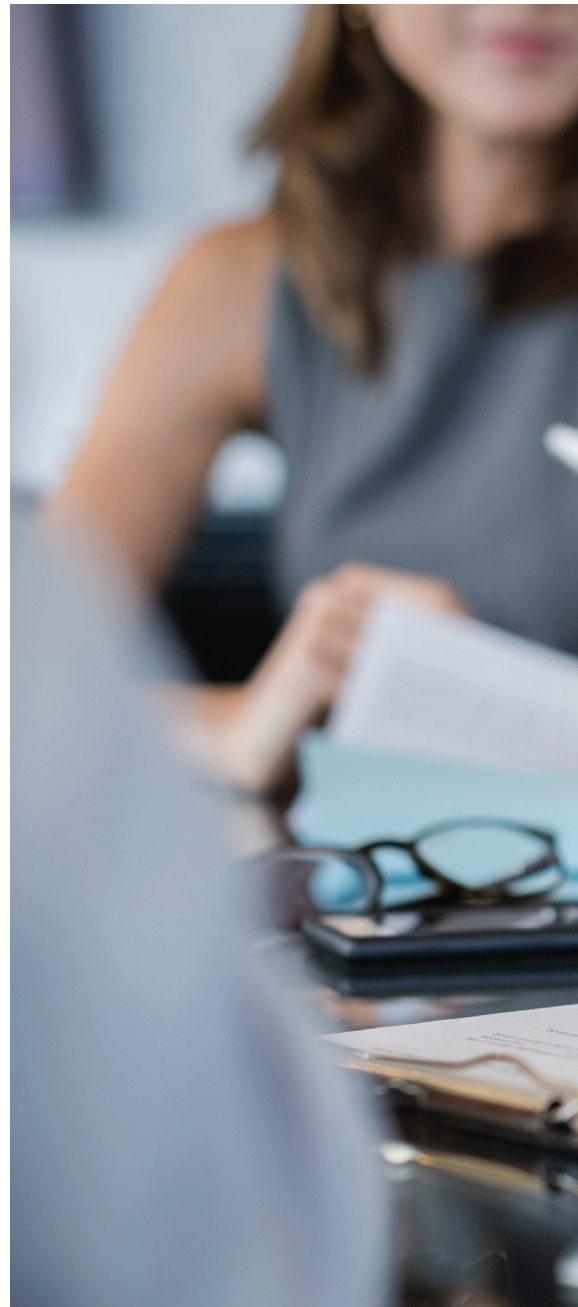


# COMMUNITY CAREER CONNECTION

ANNUAL REPORT 2023 - 2024

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**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.

## **ON THE COVER**

An attendee from the STANdOUT Youth Conference is using is Tranfr's Virtual Reality headset to explore and experience what different jobs are like, from skilled trades to healthcare, without needing to visit actual job sites.



Welcome to the Stanislaus County Workforce Development Annual Report for 2023-2024. As we reflect on the past year, we are proud to share the progress, achievements, and insights that have shaped our journey towards building a more skilled, adaptable, and empowered workforce.

In a landscape marked by rapid change and evolving demands, our commitment to fostering talent and creating pathways to meaningful employment has never been more crucial. This report highlights our initiatives aimed at understanding the needs of businesses through Sector Strategy engagements, bridging skills gaps,

supporting career growth, and driving economic resilience. From innovative work-based training programs to strategic partnerships and success stories, we are excited to showcase how our efforts are making a tangible impact on businesses, individuals and the broader community.

As we navigate the complexities of today's job market, our focus remains on strengthening businesses and empowering individuals with the tools and opportunities they need to thrive. We invite you to explore the milestones we've reached, the challenges we've overcome, and the future opportunities that lie ahead. Together, we are paving the way for a more prosperous and inclusive workforce.

Thank you for your continued support and engagement as we work towards shaping a brighter future for all.

**DORIS FOSTER**  
**DIRECTOR**

Stanislaus County  
Workforce Development

# WORKFORCE DEVELOPMENT BOARD

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

The SCWDB received the distinction of being a high-performance board from the



## BILL O'BRIEN CHAIRMAN

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



## BOARD MEMBERS

### **BILL O'BRIEN | Chairman**

General Manager of O'Brien's Market, Inc.

### **CECIL RUSSELL | Vice-Chair**

CEO of Sylvan Financial & Advisory Group

### **JENNIFER SHIPMAN | Secretary/Career Development Committee Chair**

Community Partnerships and Communications of The Wine Group

### **KRIS HELTON | Business Development Committee Chair**

Business Partner of Barrett Business Services, Inc. (BBSI)

### **MARY MACHADO | Youth Development Committee Chair**

Owner of Machado & Sons Construction, Inc.

### **MARYN PITT**

Executive Director of Manufacturers Council of the Central Valley

### **MARGARITA CABALBAG**

Employment Program Manager of EDD

### **DEAN FADEFF**

District Representative of Operating Engineers Local #3

### **MANI GREWAL**

Board of Supervisors District 4  
Owner of Various Commercial Businesses

### **JESSICA HILL**

Director of Community and Economic Development for the City of Modesto

### **SCOTT KUYKENDALL**

Superintendent of Schools of Stanislaus County Office of Education

### **ROSS BRILES**

Owner of Funworks

### **DOUG VAN DIEPEN**

Project Manager of Paradigm Construction Management

### **DOUG MURDOCK**

Apprenticeship Coordinator of Stanislaus County Mfg. / Maintenance Joint Apprenticeship Committee

### **CHRIS SAVAGE**

VP of Environmental Health and Safety of E.J. Gallo Winery

### **GREG VINCELET**

Training Coordinator of Central Valley Pipe Trades Local 442

### **ARDRIA WESTON**

Staff Services Manager of California Department of Rehabilitation

# COMMITTEES

## BUSINESS DEVELOPMENT COMMITTEE

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

### KRIS HELTON **BUSINESS DEVELOPMENT COMMITTEE CHAIR**

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

#### *Committee Members:*

Kris Helton (Chair)	Tim Roos	Jason Maggard
Jennifer Shipman (Vice Chair)	Jack Deliddo	Shawn Hemiller
Maryn Pitt	Billy Meyers	Christine Schweininger
	Dillon Olvera	



## YOUTH DEVELOPMENT COMMITTEE

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

### MARY MACHADO **YOUTH DEVELOPMENT COMMITTEE CHAIR**

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

#### *Committee Members:*

Mary Machado (Chair)	John Bettencourt	Nancy Martinez
Dallas Plaa	Khoa Nguyen	Bob Housden
Carmen Wilson	Fallon Ferris	



## CAREER DEVELOPMENT COMMITTEE

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

### JENNIFER SHIPMAN **CAREER DEVELOPMENT COMMITTEE CHAIR**

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

#### *Committee Members:*

Jennifer Shipman (Chair)	Cecil Russell	Johnny Garcia
Dr. Aubrey Priest (Vice Chair)	Bonnie Acree	Dr. Kari Knutson Miller
Kris Helton	Rachelle Barkus	Kendra Mitchell
Ryan Kegley	Timothy Burns	Richard Carnes
	Kevin Fox	Tiffani Burns



# HIGHLIGHT OF THE YEAR

In 2023-2024, Stanislaus County Workforce Development excelled in empowering individuals and businesses. Increased outreach and partnerships boosted career and business services across the County, generating significant economic impact. These achievements highlight the dedication of the staff in serving the community.

## ACCOMPLISHMENTS

**\$2,478**

Average Cost per Businesses and Clients Served

**401**

Healthcare Sector  
Total Employed: 401  
*71% Increase ( 234 employed in 2022-2023)*

**\$34.52**

25 Individuals Started Licensed Vocational Nurse Training (9 individuals 2022-2023)  
\$34.52 - Average Wage of Graduates

**^ 108%**

The number of Paid Work Experience Opportunities for Clients has increased by 108% compared to last year.

**^ 85%**

HR Hotline calls increased 85% this year, no-cost service for businesses within our community.



SCWD was a Key Partner to help with the success of the first Annual Central Valley Business Expo Staff provided assistance, participated on the panel and offered a workshop to small businesses.

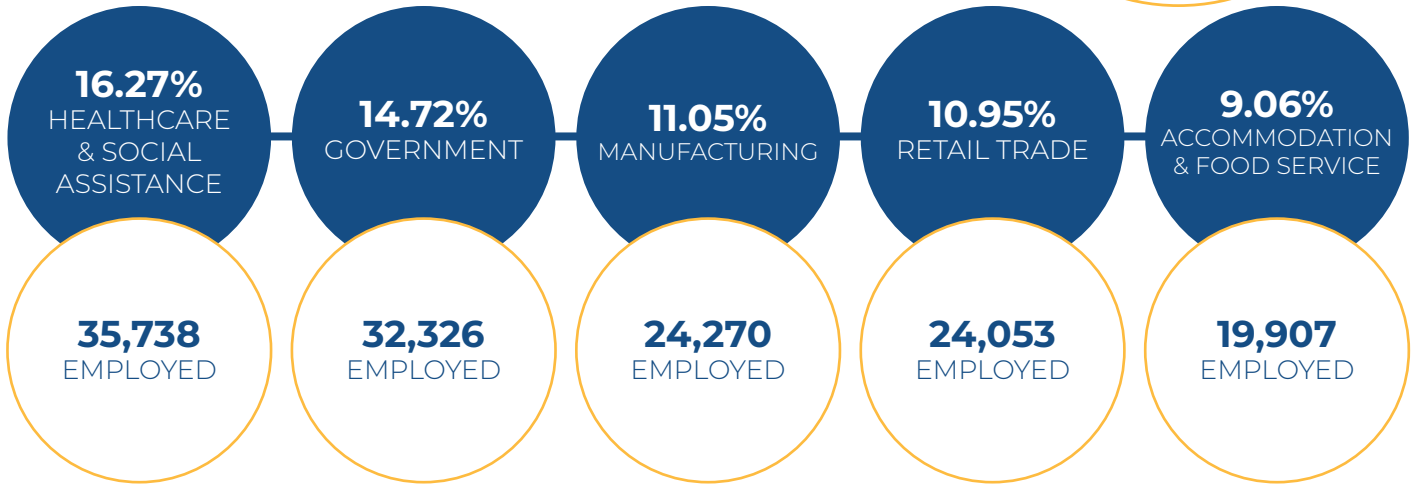
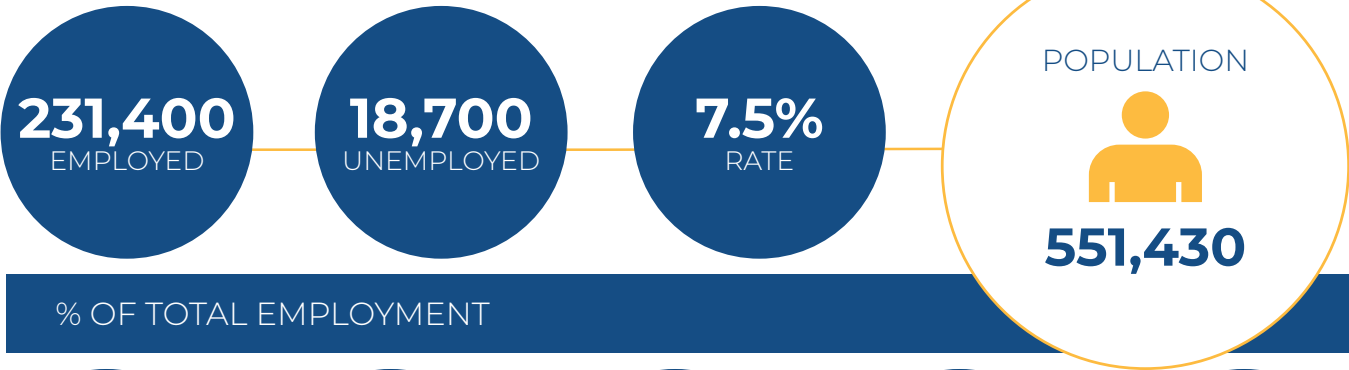


Awarded New Grants and Contracts:


- DOR Student Training & Employment Program
- Department of Child Support Services
- Sheriff's Office
- Accelerator 12
- CaliforniansForAll Youth Service Corp
- Farmworkers
- Prison to Employment
- Homeless Assistance and Prevention Program



# WORKFORCE FACTS 2024 of Stanislaus County



## TOP OCCUPATIONS

-  **\$16.57**  
AVG. HOURLY EARNINGS  
PERSONAL CARE AIDE
-  **\$17.42**  
AVG. HOURLY EARNINGS  
FAST FOOD WORKER
-  **\$16.85**  
AVG. HOURLY EARNINGS  
FARM WORKER
-  **\$17.59**  
AVG. HOURLY EARNINGS  
CASHIER
-  **\$21.29**  
AVG. HOURLY EARNINGS  
LABORERS AND FREIGHT,  
STOCK, AND MATERIAL  
MOVERS, HAND

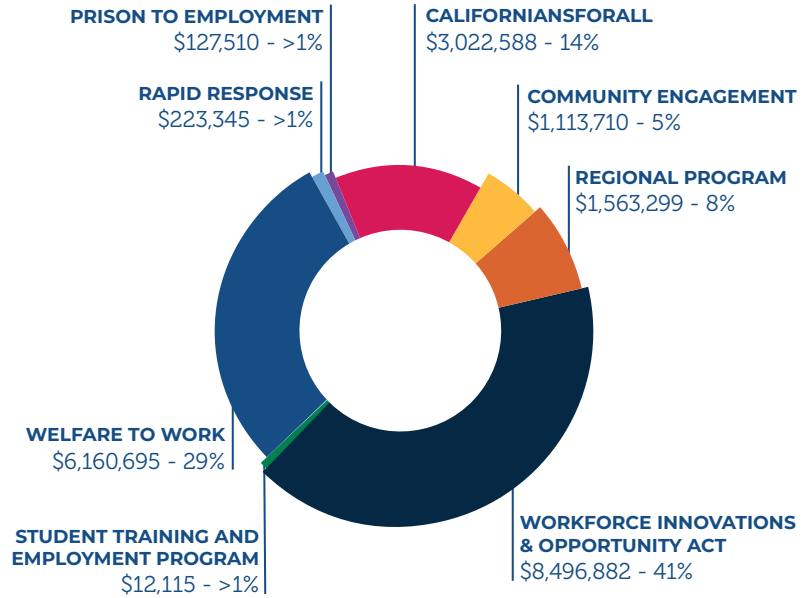


# FINANCIALS

In the 2023-2024 fiscal year, Workforce Development managed a total funding of \$20,720,144 across various programs aimed at workforce development, job training, work-based learning and support services. These funds have enabled SCWD to continue delivering critical services and expand reach to vulnerable populations.

## STANISLAUS COUNTY WORKFORCE DEVELOPMENT PROGRAM:

# \$20,720,144



PROGRAMS	FY 2022 - 2023 ACTUAL	FY 2023 - 2024 ACTUAL	DIFFERENCE
Welfare to Work Program	\$6,594,490	\$6,160,695	\$(433,795)
WIOA Adult Program	\$3,724,702	\$4,237,761	\$513,059
CaliforniansForAll	\$1,213,177	\$3,022,588	\$1,809,411
WIOA Youth Program	\$3,050,846	\$2,555,053	\$(495,793)
WIOA Dislocated Worker Program	\$1,292,461	\$1,704,068	\$411,607
Regional Equity Resilience Program	\$338	\$1,314,178	\$1,313,840
Expansion of the National Farm Workers Job Program	\$-	\$599,448	\$599,448
Regional Organizer	\$96,149	\$249,121	\$152,972
Rapid Response	\$335,758	\$223,345	\$(112,413)
Access to Technology	\$113,665	\$217,699	\$104,034
Prison to Employment	\$-	\$127,510	\$127,510
Probation	\$125,402	\$114,202	\$(11,200)
Homeless Assistance & Prevention Program	\$-	\$106,006	\$106,006
Child Support	\$-	\$76,355	\$76,355
Student Training and Employment Program	\$-	\$12,115	\$12,115
Veterans Program	\$173,700	\$-	\$(173,700)
<b>TOTAL</b>	<b>\$16,720,688</b>	<b>\$20,720,144</b>	<b>\$3,999,456</b>



# WHO WE ARE AND WHO WE SERVE

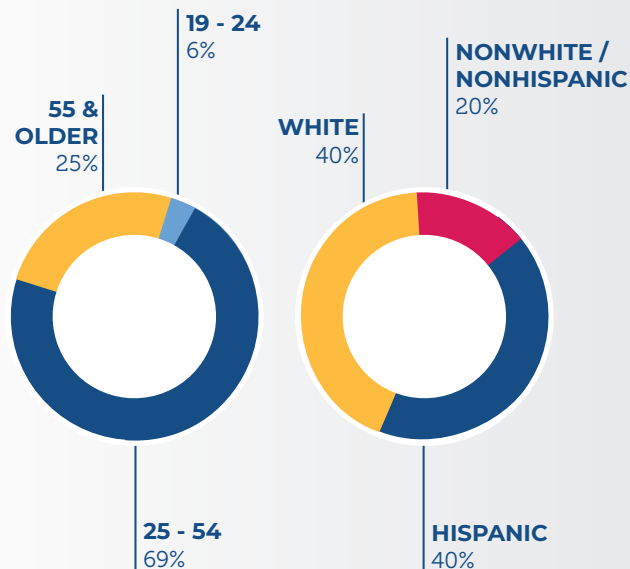


Workforce Development encourages and values diversity, equity of services, and inclusion in the clients served. The demographic information shown represents Workforce Development clients enrolled for the program year 2023-2024. Enrollees voluntarily supply this information. Some programs administered by Workforce Development may not be included if clients were not co-enrolled in Adult services.

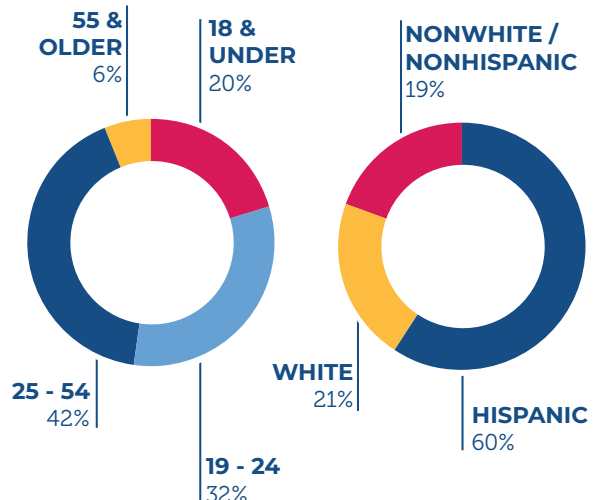
At Workforce Development, the Department strives to:

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

## STAFF



## CLIENTS

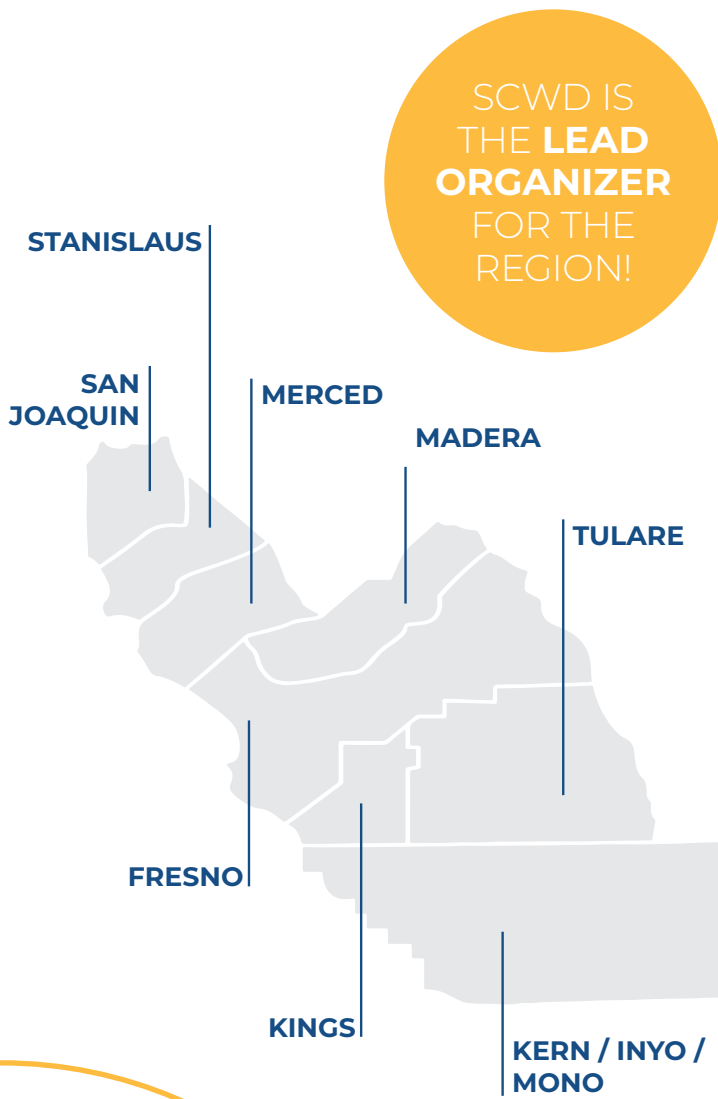


# REGIONAL PLAN

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 July 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:

- Analytical Overview of the Region and analysis of the workforce.
- Regional Indicators to assess coordination and measure progress within the region.
  - Region developed guiding principles supporting equity and strives to improve job quality.
  - Region focuses attention on English Language Learners.
  - Fostering Demand-Driven Skills Attainment that effectively communicates industry workforce needs to supply-side partners.
- Aligning, Coordinating, and Integrating Programs and Services to meet population needs.
  - 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:
    - Central California Workforce Collaborative
    - Central Valley Industry Engagement Roundtable
    - Regional and sub-Regional Grants
      - Prison to Employment (P2E)
      - Regional Equity and Recovery Partnerships (RERP)
    - Regional scaling



# 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 Local Plan is scheduled for revision in the 2025 Program Year.

## SUPPORTING BUSINESS GROWTH

- Promoting equity and inclusion for businesses owned by and serving underserved populations.
- Develop new industry sector representation to better serve diverse communities.
- Offer Human Resource services to employers via the HR Hotline.
- Ensure the provision and expansion of high-quality services within the Local Area are available.

## STRATEGIES AND OUTCOMES

- Expand focus on providing services to underserved populations, including individuals with disabilities, English Language Learners, the foreign-born, and refugees.
- Enhanced demographic data, with a focus on race and ethnicity.
- Target industry sectors for workforce development.
- Add Construction to industry sector.

## DEVELOPING FUTURE TALENT

- Seek initiatives and partnerships that assist immigrants in integrating into the local economy.
- Change internal processes to provide clients with greater access to a wider range of services.
- Coordinate special grant opportunities and pre-apprenticeships to deliver services to more challenging populations.

# SECTOR STRATEGIES

Sector Strategies is a collaborative network of businesses within key industries, supported by education, workforce, economic development, and community organizations. Our goal is to enhance the success, growth, and competitiveness of key sectors in our county.

**6.28%**

LABOR FORCE

**-5.31%**

PROJ. CHANGE\*

## AGRICULTURE SECTOR

The second year partnering with the Farm Bureau as the Ag Sector Convening Authority has been a great success. The Farm Bureau brought together 40+ businesses to discuss workforce, education, and training needs. Also completed was a second round of Supervisor Academy training with over 20 businesses participating.



**16.27%**

LABOR FORCE

**12.79%**

PROJ. CHANGE\*

## HEALTHCARE SECTOR

The Healthcare Sector is growing rapidly, driven by HealthForce Partners Northern San Joaquin Valley. Their mission is to attract, train, and retain local healthcare talent, and improving community well-being. They are addressing the demand for skilled workers through quarterly meetings with education, workforce, and healthcare providers.



**11.05%**

LABOR FORCE

**8.6%**

PROJ. CHANGE\*

## MANUFACTURING SECTOR

As part of the Stanislaus 2030 initiative, a workgroup was formed in November 2023 with government, education, and business representatives. A plan was developed to engage more industry partners and will manage \$1.5 million to enhance the manufacturing talent pipeline.



**6.06%**

LABOR FORCE

**4.74%**

PROJ. CHANGE\*

## CONSTRUCTION SECTOR

A Convening Authority has been identified to lead round table discussions within the Construction Sector. Assembling will begin for industry, education, and public sector partners in the coming months. These efforts will lead to partnership meetings designed to uncover valuable insights about career pathways and needed skills within the Construction Sector.



**5.45%**

LABOR FORCE

**15.75%**

PROJ. CHANGE\*

## WAREHOUSE/LOGISTICS SECTORS

Initial meetings have started with potential industry partners to focus on this sector in the coming year. SCWD is enthusiastic about working with industry leaders to kick off discussions and identify the workforce, education, and training needs of our local businesses.



## UNDERSERVED BUSINESSES

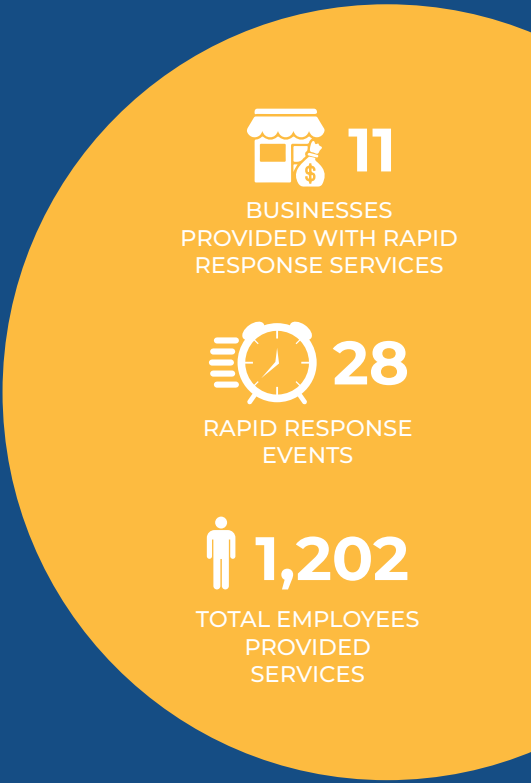
The first year working with Stanislaus Equity Partners and the Stanislaus Latino Chamber of Commerce, 391 businesses were engaged with to understand their workforce and development needs. Workshops were held on topics such as funding opportunities, financial literacy, HR, and networking.

*\*Percentage of change from 2023-2028 (5 yrs)*

# RAPID RESPONSE

Rapid Response is a proactive program designed to help businesses and their employees who are at risk of layoffs or closures. It offers immediate on-site support and customized services based on the specific needs of the workers affected. The Business Services team provides crucial information and resources to help employees find new jobs. In cases where businesses close suddenly and WARN letters are only received afterward, Business Services will continue to assist affected employees through online services whenever possible.

In May 2024, Tropicale Foods in Modesto, known for its Helados Mexico and Michoacana paletas, announced it would close its Modesto plant in July, leading to the loss of 168 jobs. Our Rapid Response team quickly stepped in to support the affected employees. Multiple workshops we organized in both English and Spanish to help workers improve their resume writing and interviewing skills. Additionally, an orientation was hosted and an on-site job fair at Tropicale, where the Rapid Response team, along with partner agencies and local employers, provided information about available services, resources, and job opportunities. For many employees who had worked at Tropicale for decades, this closure was a challenging transition. The Rapid Response team is proud to assist them during this difficult time and help them move forward.



# HR HOTLINE

Stanislaus County employers are able to use a no-cost-to-business Human Resource hotline! In 2023 - 2024 the HR Hotline received 348, (up from 52 last year) calls within Stanislaus County from businesses, both large and small, looking for human resource guidance.



# TRAININGS

## VOCATIONAL TRAINING

Vocational Training services are offered to enrolled clients to obtain marketable skills directly linked to in-demand occupations in the local area. Training services are designed to help underemployed or unemployed adults, dislocated workers, and youth achieve self-sustaining wages in Stanislaus County. Completion year may be different from the approved for training year.

VOCATIONAL TRAINING	2021-2022	2022-2023	2023-2024
Approved for Training	87	89	111
Completed Training	74	76	94

## TRANSITIONAL JOBS

Transitional jobs are short-term, temporary work experiences for enrolled Workforce Innovation and Opportunity Act clients designed to help individuals with significant barriers to employment, such as long-term unemployment, justice-involved, or lack of work experience, to re-enter the workforce. Transitional jobs provide both income and skills training, allowing clients to build a work history to update their resume for future permanent employment.

## EXPANDED SUBSIDIZED WORK EXPERIENCE OR PAID WORK EXPERIENCE

Paid Work Experience (WEX) program offers Welfare-to-Work (WTW) participants the opportunity to transition into the workforce. Participants are placed in temporary jobs where their wages are entirely covered by WTW funding, instead of by the employer. This enables participants to gain work experience, build skills, and establish a work history, making it easier to secure long-term, unsubsidized employment in the future. For employers, the program lowers hiring costs, making it more feasible to provide opportunities for individuals to showcase their abilities. Ultimately, the program benefits both job seekers and employers by creating a pathway to permanent employment.

PAID WORK EXPERIENCE	2021-2022	2022-2023	2023-2024
Transitional Jobs	31	41	84
WTW Paid Work Experience	21	32	68

## ENRICH AND EMPLOY

The Ice Cream Company Enrich and Employ program is designed to assist individuals with disabilities by helping them increase their employability through specialized skills development. Individuals who are enrolled in the program are provided with Occupational Skills Training and learn job readiness skills to work in the food service industry. Workforce Development staff assist with information on job accommodation solutions and employment rights under the Americans with Disabilities Act (ADA), and engage local employers to develop worksite placements for enrolled individuals.



**17**  
SERVED  
**2**  
VERIFIED  
EMPLOYMENT



Hunter has benefited from this program in many ways, but one noticeable improvement has been him gaining independence."

*Hunter's Mom Holly*  
Enrich & Employ/Ice Cream Company  
Business Services

### OJT TRAININGS

On the job trainings are designed to assist employers offset the extraordinary cost of either training a new employee or upskilling a newly promoted employee. Financial incentive is provided through employee wage reimbursement to the employer for training for specific skills. Employers can recover anywhere from 50% to 75% of employee wages during the training period.

OJT	2021-2022	2022-2023	2023-2024
Agreements	43	47	61
Average Wages	\$18.49	\$18.64	\$19.82
Average Reimbursement	87.33%	75.96%	76.07%
Average Weekly Hours	37.27	37.52	38.77

OJT RETENTION	2021-2022	2022-2023	2023-2024
After 6 months	91.30%	75.00%	66.67%
After 12 months	63.64%	48.28%	N/A

### MANUFACTURING PRE-APPRENTICESHIP PROGRAM

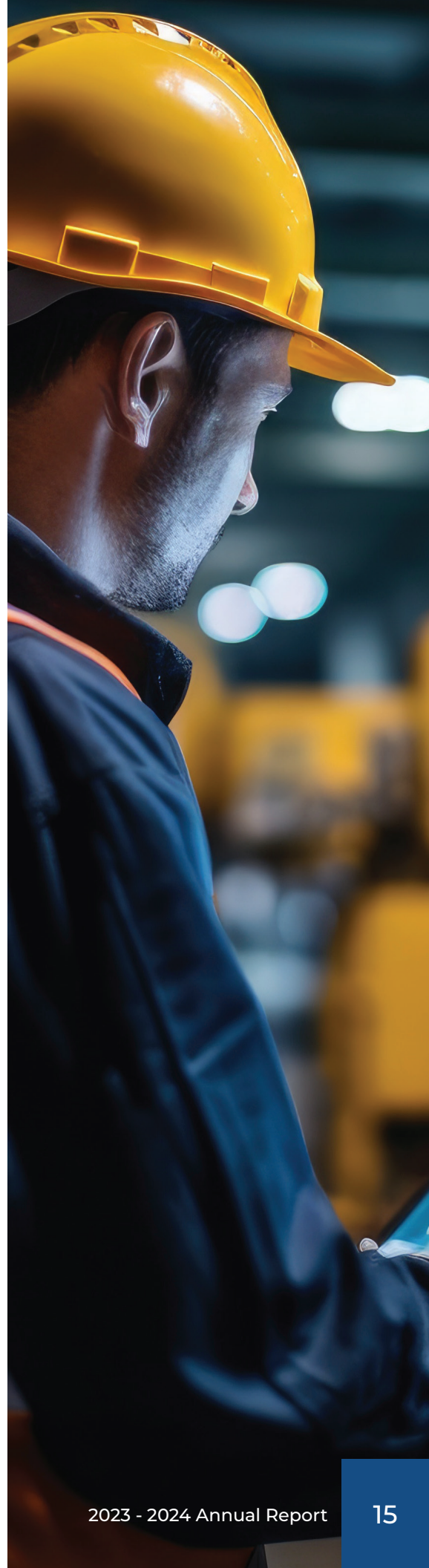
The Manufacturing Pre-Apprenticeship Program is run in cooperation with the Stanislaus County Manufacturing/Maintenance Joint Apprenticeship Committee and has successfully bridged the gap between education and industry for the past two years. In partnership with Modesto Junior College, the program offers a comprehensive curriculum that combines classroom instruction with real-world experience in manufacturing facilities. Graduates have reported a 66% employment rate upon program completion, highlighting the program's effectiveness in preparing participants for high-demand jobs.

MANUFACTURING PRE-APPRENTICE	SUCCESSFUL COMPLETION	IN PROGRESS	TOTAL
2021-2022	No Program due to COVID		
2022-2023	3	0	3
2023-2024	0	5	5

### INCUMBENT WORKER TRAINING

The Incumbent Worker Training (IWT) Program is designed to support the development and retention of a highly skilled workforce by providing funding to businesses for the cost of training and upskilling of their current employees. In the past year, the IWT Program successfully provided funding to upskill almost 50 individuals in two key industrial sectors: Manufacturing and Agriculture. For the County, the investment has resulted in a more resilient workforce, better prepared to navigate the challenges of a rapidly changing economic landscape.

INCUMBENT WORKER TRAINING	PARTICIPATING EMPLOYERS	INDIVIDUALS TRAINED
Manufacturing	1	7
Agriculture	24	40



# CAREER SERVICES

In 2023-2024, the Client Services Division rebranded as Career Services to better reflect its mission of equipping job seekers with the tools to explore new career opportunities. Workforce Specialists are experts in helping unemployed or underemployed individuals find meaningful career paths within the community.

Career Services assists job seekers to ensure they possess the skills required to meet local business needs. The Workforce Development team offers career coaching, workshops, paths to training programs, and unpaid work experience opportunities. SCWD provides comprehensive services to job seekers—including youth, veterans, individuals experiencing homelessness, justice-involved individuals, and those with disabilities. Clients who are deemed job ready are referred to Business Services for job search assistance.

## JOB CENTERS

The America's Job Center of California (AJCC) 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.

Career Services operates four Job Centers across Stanislaus County, offering the public access to computers for internet job searches, typing tests and certificates, employment assessments, and resume printing.

JOB CENTER VISITS	TOTAL	MODESTO	OAKDALE	PATTERSON	TURLOCK
2021 - 2022	<b>6,241</b>	<b>3,957</b>	<b>449</b>	<b>332</b>	<b>1,503</b>
2022 - 2023	<b>8,801</b>	<b>5,328</b>	<b>797</b>	<b>573</b>	<b>2,103</b>
2023 - 2024	<b>10,670</b>	<b>6,793</b>	<b>912</b>	<b>614</b>	<b>2,351</b>

*Coming out of the COVID-19 pandemic, Job Center visits have steadily increased over the past 3 years. Eligibility appointments have also increased over the past 3 years.*

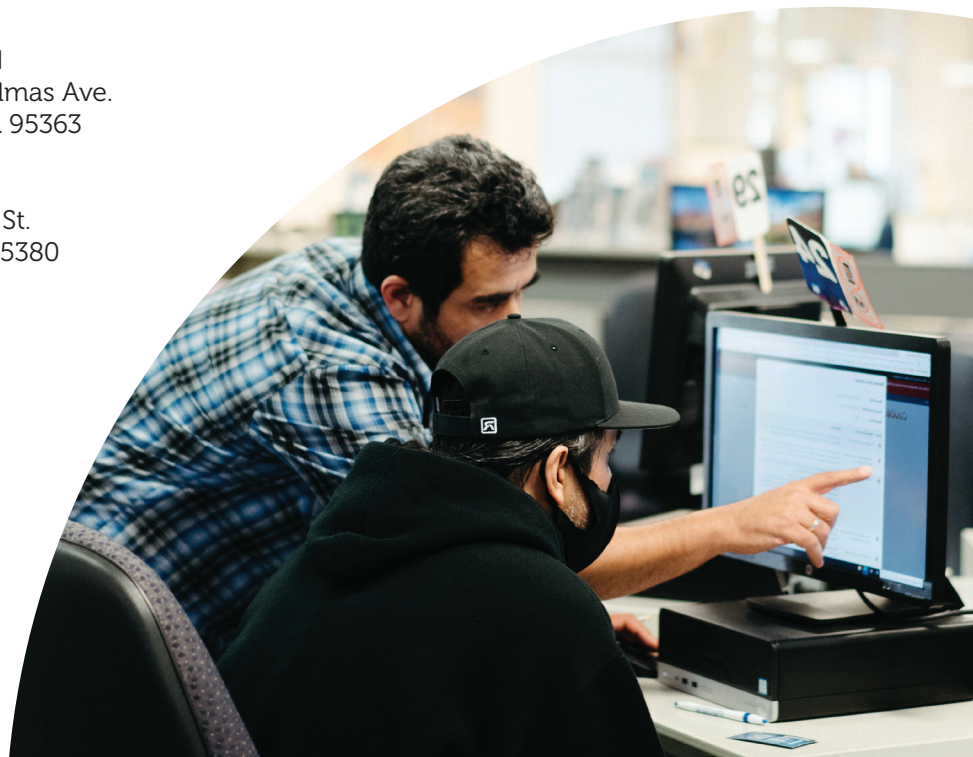
## JOB CENTER LOCATIONS

**MODESTO**  
629 12th Street  
Modesto, CA 95354

**PATTERSON**  
101 W. Las Palmas Ave.  
Patterson, CA 95363

**OAKDALE**  
1405 West F Street Ste. F  
Oakdale, CA 95361

**TURLOCK**  
1310 W. Main St.  
Turlock, CA 95380





# PATHWAYS TO SERVICES

The Department has internal systems to braid funds and create additional resources for the community, ensuring robust services are accessible to all individuals. Career Services Workforce Specialists assist job seekers at any stage of their employment journey by providing access to employment opportunities. Employment plans are developed with a focus on serving individuals through a gradual service path strategy, addressing employment barriers and offering necessary supports to promote life stability and economic self-sufficiency.

## WORKSHOPS

Workforce Development provides workshops that empower job seekers by helping them acquire the necessary skills and knowledge to enhance their job search efforts and secure long-term employment.

*Total Workshop Attendees*

<b>245</b>	<b>1,499</b>	<b>2,399</b>
2021-2022	2022-2023	2023-2024

Due to COVID-19 protocols, referrals to workshops were severely reduced during the 2021-2022 program year. Welfare-to-Work participants were also able to opt out for Good Cause if they were adversely affected by the COVID-19 pandemic.

## CO-ENROLLMENT

Clients may be funded through the Welfare-to-Work program. Clients are encouraged to “co-enroll” in the WIOA program to leverage additional resources to maximize the job seeker’s job search experience. Additional funding provides additional support on the client’s journey towards a self-sustaining career.

*Welfare-to-Work Clients Co-Enrolled*

<b>24</b>	<b>14</b>	<b>19</b>
2021-2022	2022-2023	2023-2024

## SUPPORTIVE SERVICES

Supportive Services are available to enrolled clients. “Supportive Services” may include transportation, childcare, dependent care, housing, and needs-related payments, that are necessary for clients to participate in employment activities. Supportive Services also includes assistance for required items for employment, such as uniforms, tools, work boots, etc.



# TARGETED OUTREACH

## ADULT

Workforce services for eligible adults are available through the Workforce Innovation and Opportunity Act (WIOA). It enables workers to obtain good jobs by providing them with job search assistance and training opportunities. Participants served were 667.

## DISLOCATED WORKER

The Dislocated Worker (DW) program through WIOA 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, or transitions in economic sectors, the Dislocated Worker program provides services to assist them in re-entering the workforce. Participants served were 74.

## 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. The goal is job placement that leads to self-sufficiency. Participants served were 456.

## ACCESS TO TECHNOLOGY

Access to Technology (ATT) program provided seniors (age 60 and older) and adults with disabilities access to digital connectivity and technology. The first two cohorts offered classes in Modesto, Turlock, Riverbank, and Grayson. The next two cohorts were in collaboration with the Disability Resource Agency for Independent Living (DRAIL). Participants who completed the program gained valuable iPad skills, such as Internet navigation, managing contacts and calendars, using email, camera functions, FaceTime, Zoom, video apps, social media, podcasts, music apps, online storage, troubleshooting, and exploring iPad apps.



**\$21.32**  
AVG. WAGE AT EXIT



**\$26.95**  
AVG. WAGE AT EXIT



**\$18.06**  
AVG. WAGE AT EXIT



**190**  
SERVED

“

Thanks to the assistance I received from Stanislaus County Workforce Development and my case manager, Mrs. June, I am now gainfully employed as a full-time Workforce Specialist with Sierra Vista Child and Family Services. I am exceptionally grateful for the support I have received and the opportunities that have come my way through the program.”

*Juanita*  
WIOA  
Career Services





9

INDIVIDUALS  
(COHORT 1)

Began March 2024

### SHERIFF'S DEPARTMENT

The Sheriff's Department (Work Ready) program is designed to empower incarcerated persons with the necessary job readiness skills as they prepare to re-enter society. Enrolled individuals receive training on subjects such as employer expectations, professionalism, teamwork, and workplace ethics. Workforce Development staff work with various community partners to help address barriers such as maintaining sobriety and securing housing. The Work Ready program launched its first cohort this year and has served 9 total individuals.



24

EMPLOYED

### CHILD SUPPORT SERVICES

The Child Support Services partnership aims to serve non-custodial parents within Stanislaus County who are unemployed or underemployed and owe child support obligations. Workforce Development staff work with enrolled individuals to develop individualized employment plans for career services and assist with connecting them to community resources to remove barriers to employment such as housing, transportation, justice-involved background, and lack of education. Out of a total of 38 participants, Workforce Development has helped 24 non-custodial parents secure employment this past year making an average wage of \$18.67.



19

EMPLOYED

### PRISON TO EMPLOYMENT

The Prison to Employment (P2E) program is a state grant regional program designed to assist justice involved adults to re-integrate into the workforce. The goal is to reduce recidivism by providing the individuals with the skills, training, and resources they need to secure stable, long-term employment. Out of 91 Participants, 19 are employed with an average wage of \$20.70.



19

PARTICIPANTS

### MANUFACTURING OPPORTUNITIES FOR THE UNDERSERVED

The Regional Equity and Recovery Partnerships (RERP) represents a coordinated effort between Local Workforce Development Boards and Community College Regional Consortia to create a more equitable, resilient, and high-quality workforce. By integrating high-road approaches into sector strategies and career pathways, RERP serves underserved populations, respond to economic challenges, and align education and training programs with the needs of the manufacturing sector. This deepened collaboration aims to accelerate regional economic recovery and provide long-term, sustainable employment opportunities for workers. There were 19 participants in the program with 4 resulting in employment with an average wage of \$27.98.



59

SERVED

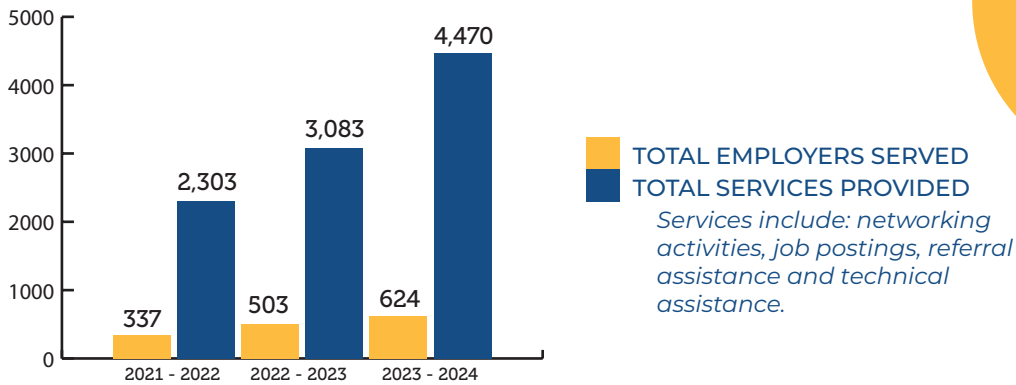
### NATIONAL FARM WORKER JOBS PROGRAM

The National Farm Worker Jobs Program (NFJP) is designed to develop workforce programs that help unemployed and underemployed farmworkers receive vocational training, English as Second Language (ESL) courses, General Educational Development (GED) courses, and job search assistance. The program is funded by the American Rescue Plan Act and is contracted through Central Valley Opportunity Center (CVOC).

# BUSINESS SERVICES

The Business Services Division provides vital workforce solutions to local businesses throughout Stanislaus County. By understanding the skilled labor needs of businesses, the division is able to offer assistance and programs that generate a skilled labor force. During the last program year, Business Services was instrumental in providing work-based learning and training solutions for the employer community. These initiatives included On-the-Job Trainings, Paid Work Experiences, Transitional Jobs, and Incumbent Worker Training.

**7**  
AVG. # OF  
SERVICES PER  
EMPLOYER



## EMPLOYER ASSISTANCE

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

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

“

We understand that maintenance and automation is the future of food manufacturing. Aside from assisting with the development of future maintenance technicians, we're also utilizing this program as a recruitment tool for our future employees.”

*Rolling Hills Nut Company*

/ Northside Food  
Pre-Apprentice Program  
Business Services



SANTOS AT  
JOB SITE

## BUSINESS SUCCESS STORY

Santos, a client who interviewed for the 2024 Manufacturing Pre-Apprentice Program, was initially not selected. However, he expressed gratitude for the interview opportunity. When a selected apprentice could not continue, Santos, as the first alternate, was offered the spot and eagerly accepted. Despite living at the Modesto Gospel Mission and having no prior manufacturing experience, Santos was determined to succeed. He even got a haircut to show his commitment. With transportation challenges, the mission arranged for his commute. Later, Santos proudly revealed that the mission had bought him a car. His journey reflects his resilience and determination to move in the right direction.

Santos, nearing the end of his second cohort, compensates for his continued learning of skills with a strong work ethic. After his first cohort, his colleagues threw him a large party, showing their appreciation. Known as "Smiley" at the work site, he is well-loved by everyone. With his pre-apprenticeship ending in December and probation concluding in March 2025, it is anticipated that one of the pre-apprentice sites will hire him due to his hard work, dedication and genuine character. Workforce Development is very proud of Santos and wish him the best.

*Sean M*  
Workforce Specialist  
Business Services

# OUTREACH & COMMUNITY

Stanislaus County Workforce Development participates in a variety of events that include back to school and job fairs, conferences, expos, and government and community meetings. SCWD staff tables at these events and shares marketing materials.

The Marketing efforts throughout the 2023-2024 year consisted of social media, digital ads, eblasts, prints ads, postcards, billboards and video. All of these to guide the potential client or employer to our website or to call for more information.



**25**  
JOB FAIRS &  
COMMUNITY EVENTS



BBSI  
EXPO

STATE OF THE  
COUNTY EXPO



**STANDOUT  
YOUTH EVENT**

**SOCIAL MEDIA  
FOLLOWERS**

**f 8.7K**

**o 686**

**in 4K**



**WEBSITE DATA**

**28K** ACTIVE  
USERS

**94K** PAGE  
VIEWS

**11** ACTIVE USERS AT  
ANY GIVEN TIME

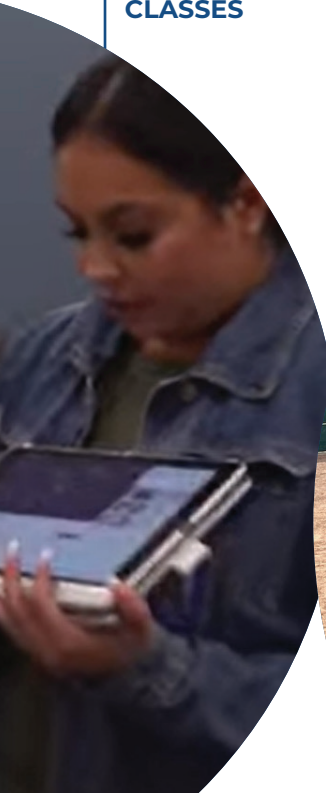
**19%** VISITORS TO JOB  
SEEKER PAGE  
(34% is highest  
on home page)

Data is from July 1,  
2023 - June 30, 2024)



**COUNTY  
BILLBOARD**

**ACCESS TO  
TECHNOLOGY  
CLASSES**



**WORKFORCE  
WARRIORS  
COUNTY  
LEAGUE  
CHAMPS**

# YOUTH SERVICES

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 YOUTH

The Youth Career Services program strives to assist out of school youth, ages 17-24, in breaking down the barriers to achieve a self-sustaining career, including referrals to specialized services. Career Services provide a variety of educational services including educational mentoring, tutoring, high school diploma or equivalency preparation, and college prep workshops with the goal of obtaining educational credentials. Career Services also assist with career counseling & guidance, job skills and resume preparation, on-the-job training, paid work experience, credentialed vocational training, and career placement.

## PROBATION LET'S WORK PROGRAM

Workforce Development serves in-custody juveniles and out-of-custody probationary juveniles, identified by Probation. The program focus is to increase employability and employment tools in transitioning to success. Success is defined as improving the quality of life for the juvenile, thus reducing recidivism. The goal is to provide career coaching, customized career counseling, work readiness and personal job coaching opportunities.

Participants who complete the 10-week program receive Chromebooks to support their continued job search efforts. Additionally, incentives are provided to those who secure employment during the program or within 12 months after completing the follow-up services.

RESULTS	2023-2024
Total Enrolled	583
English Language Learners	41
Justice Involved	27
Homeless	27
Individuals with Disabilities	99
Work Experience	137
Obtained GED	53
Vocational Training	27

## STUDENT TRAINING & EMPLOYMENT PROGRAM

STEP program provides students with disabilities valuable work experience and supports their long-term success in the workplace. Program began May 1, 2024.

## IN-CUSTODY YOUTH



## OUT-OF-CUSTODY YOUTH





**4**  
ENROLLED



**4**  
WORKSITES





## SUMMER YOUTH

The Summer Youth Program is designed for high school seniors and college students ages 17-21 who face significant barriers to employment. It offers youth the opportunity to gain work experience in a field of their interest. Participants benefit from valuable industry exposure, hands-on work experience, and an enhanced resume, which can help them secure future employment opportunities.

## SUMMER YOUTH



**75**  
ENROLLED



**16**  
DISCONTINUED

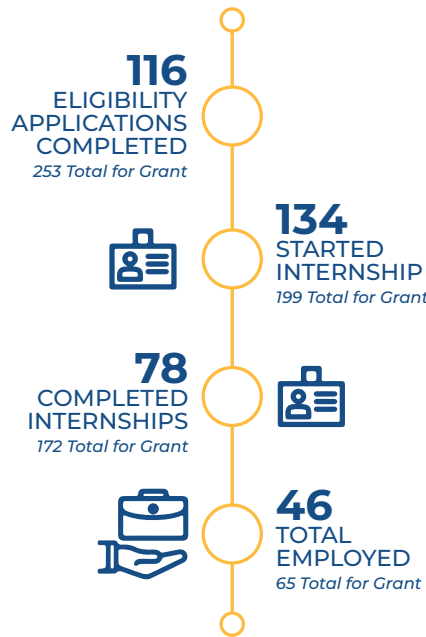
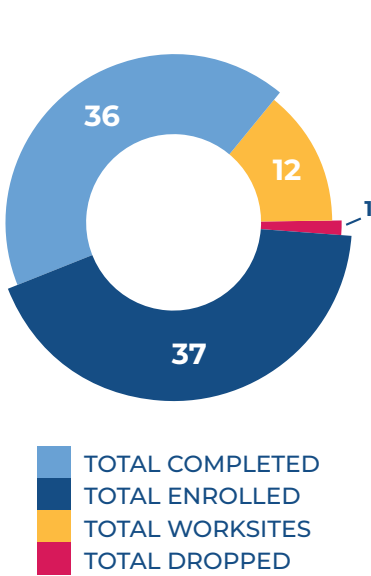


**59**  
COMPLETED

## CALIFORNIANSFORALL

The CaliforniansForAll Youth Jobs Corps assists young people to increase employment for underserved youth ages 16-30. In partnership with Bay Valley Foundation, this youth program assisted youth in preparing for a career in Digital Technology Industry Sector.

## SUMMER YOUTH INTERNSHIPS DIGITAL SKILLS INTERNSHIP



**88**  
YOUTH  
IN  
ATTENDANCE

## 4TH ANNUAL STANDOUT CONFERENCE

### SPEAKERS

- Jeremy Bates Keynote Speaker
- Better for Bella, Fentanyl Awareness, Jennifer Marsh and Sofia Vivo
- Dallas Plaa, Stanislaus County Office of Education, Career Pathways Training
- Melonie Albino, Mocse Credit Union, Financial Literacy Training

### YOUTH RESOURCE PROVIDERS

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



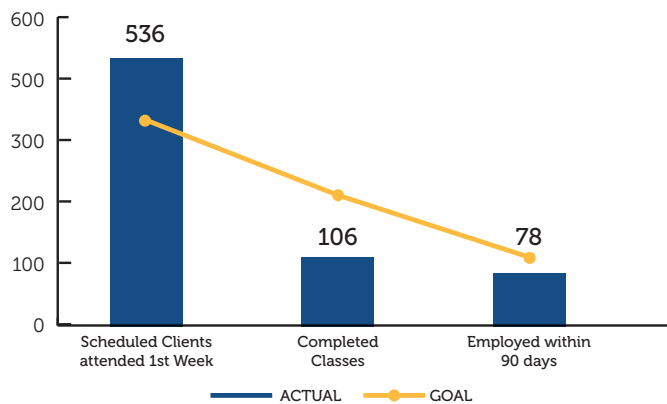


**\$2,478**  
 AVG. COST PER  
 BUSINESSES AND  
 CLIENTS SERVED

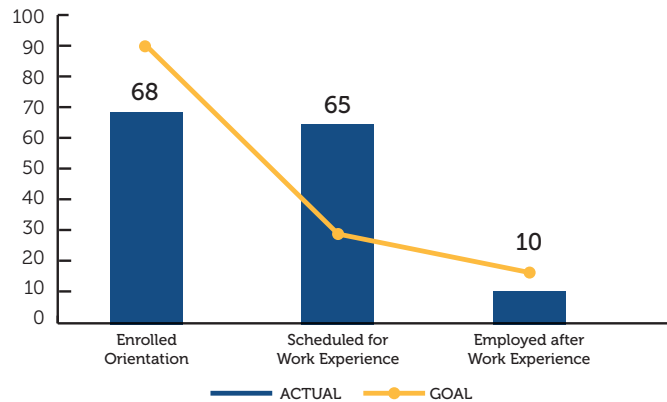
# RESULTS

Businesses and Clients Served	Actual
Businesses Served	624
Businesses Received HR Services	348
Job Centers - Public Served	4,756
WIOA - Adults Enrolled	667
WIOA - Dislocated Workers Enrolled	74
WIOA - Youth Enrolled	658
Welfare-to-Work - Clients Enrolled	456
CaliforniansForAll - Youth Enrolled	153
Child Support - Clients Served	297
Probation - Youth Enrolled	65
Sheriff - Clients Enrolled	9
Department of Rehabilitation - Disabled Youth	4
Farmworker - Clients Enrolled	59
Access to Technology - Senior and Disabled Enrolled	190
<b>Total</b>	<b>8,360</b>

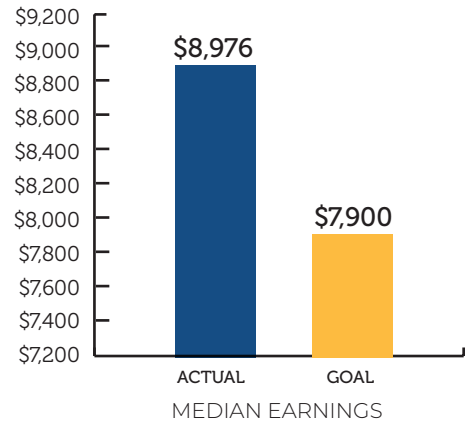
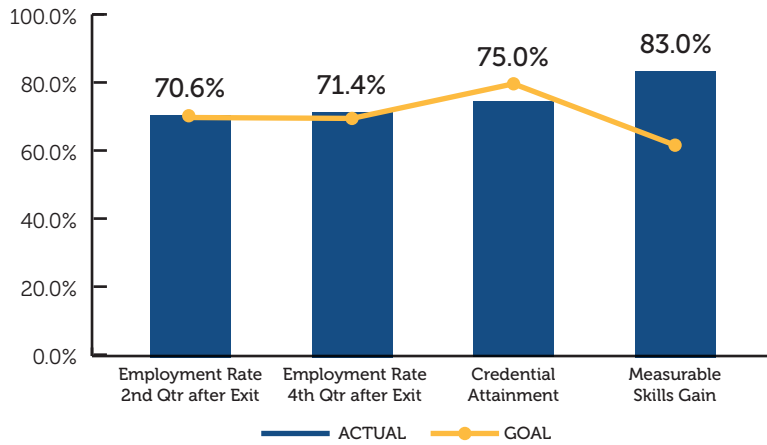
## WELFARE-TO-WORK - JOB READINESS CLASSES



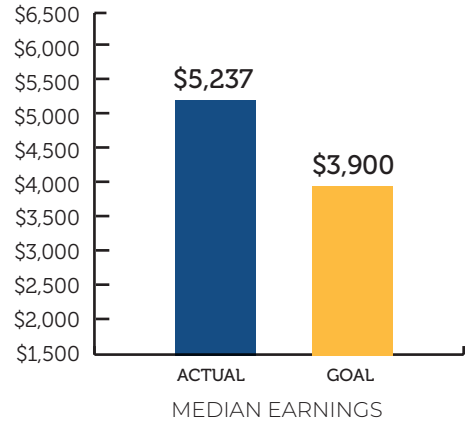
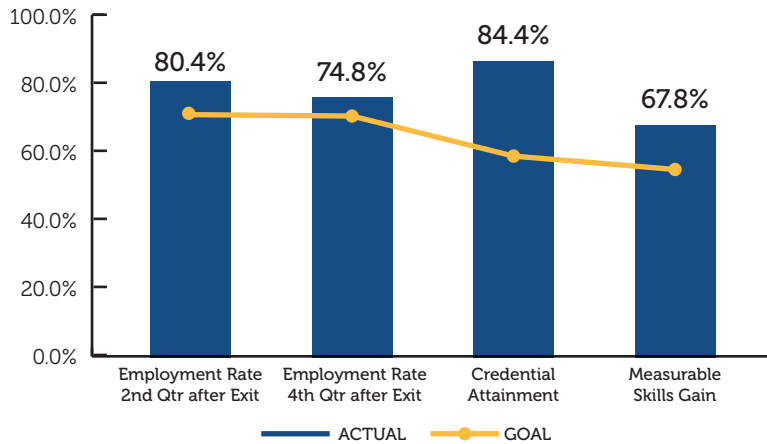
## WELFARE-TO-WORK - WORK EXPERIENCE CLASSES



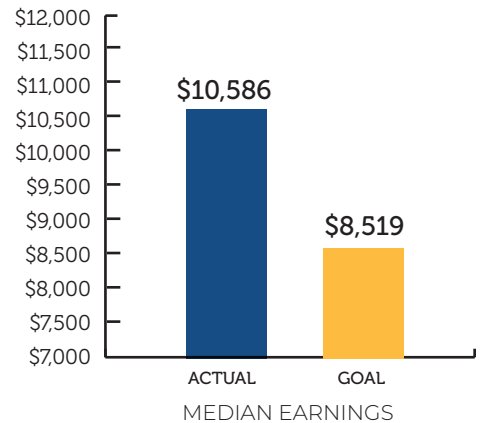
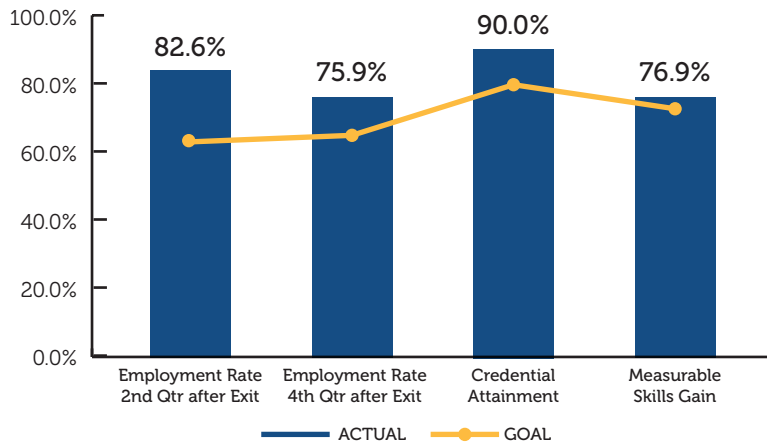
## WIOA - ADULT



## WIOA - YOUTH



## WIOA - DISLOCATED WORKER





## STAFF SUCCESS STORY



### MY JOURNEY TO FULL-TIME EMPLOYMENT WITH WORKFORCE DEVELOPMENT

I want to share my success story and how the Workforce Development program has positively impacted my life.

Before joining the Workforce Development program, I had been off of work for two years and was struggling to find stable employment. It was a challenging time for me and my family, as we faced uncertainty and financial difficulties. I reached a point in my life where I felt like giving up, unsure of how to move forward.

However, through the Workforce Development program, I had the privilege of working with Oreeda Osborne, Mariana Fonseca, and Diana Carrera, who were instrumental in turning my

situation around. They provided me with the resources, training, and encouragement I needed to rebuild my confidence and skills. Their unwavering support helped me secure a placement at the Job Center through the Paid Work Experience (WEX) program. This opportunity was a turning point for me, as it allowed me to gain valuable hands-on experience and demonstrate my capabilities.

Thanks to the support and guidance of Oreeda, Mariana, and Diana, I successfully transitioned from the WEX program into a permanent position at the Job Center. This achievement has been life-changing for me and my family. The stability of full-time employment has provided us with financial security and the opportunity to plan for a brighter future. It has also given me the chance to contribute positively to the community by assisting job seekers in their employment journeys.

I am deeply grateful to Oreeda, Mariana, and Diana for their support and belief in my potential. Their guidance and the work they do through Workforce Development kept me motivated when I needed it most. I am now in a place where I can grow professionally and continue to support others in their job search endeavors.

I hope my story serves as an inspiration to others who are considering or currently participating in the Workforce Development program."

*Robert Silva*

Workforce Development Employee  
Paid Work Experience Program  
Participant

# STAFF ACHIEVEMENTS

**1,558**  
INVOICES ISSUED

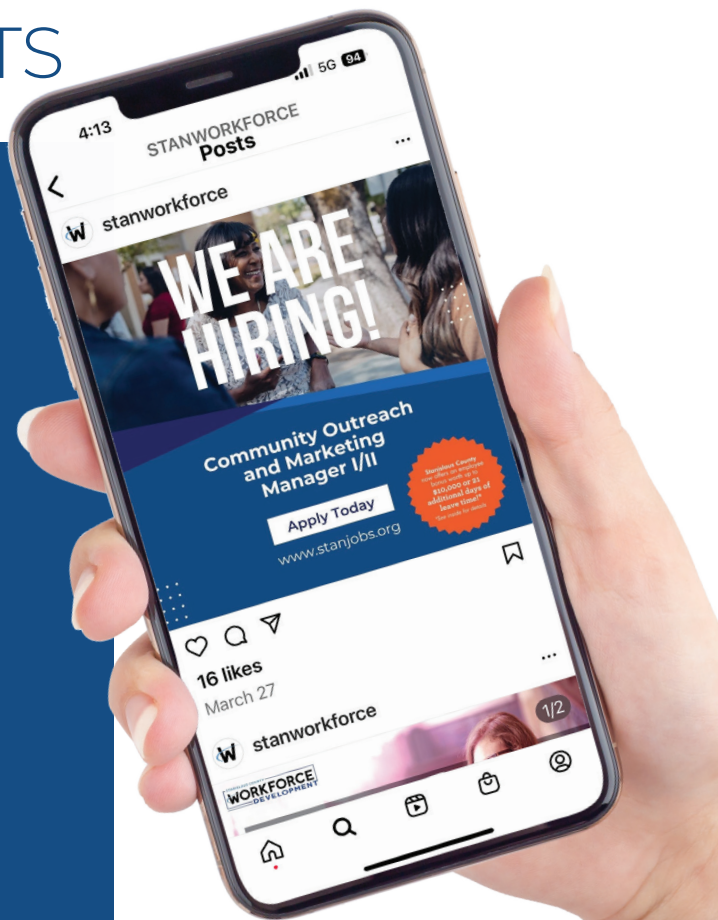
**5,688**  
INCOMING CALLS

**3,198**  
WORK EXPERIENCE CHECKS

**3,198**  
TIMECARDS VERIFIED

**61**  
CONTRACTS

**28**  
MONITORING REPORTS



**21**  
HIRING RECRUITMENTS

**273**  
PROCESSED EMPLOYEE STATUS CHANGES

## TIMETRACKER

TimeTracker is a robust time management application unique to Workforce Development to keep track of clients' time in varying programs to clock in and out of their designated assignments. It serves as a very critical tool for calculating and collating time data. Prior to this application being developed, calculations had to be validated in layers by staff before final submission. Now, data is easily entered in the application to quickly produce pay checks for client participation.

The TimeTracker Application consists of close to 40,000 lines of code developed by ONE Software Engineer in the Department. An application of this caliber is usually developed by a TEAM of developers, so this is a very significant accomplishment! This automated change has reduced the process of 60 hours per week split between three staff members to less than 20 hours currently, with future improvements promising to reduce it further. To purchase a product or have a vendor develop something similar to this application would be very costly and can be very restrictive. The advantage of this application being developed in-house gives the flexibility to customize it to whatever the Department needs to serve its clients and it's the most cost-effective approach to a much needed solution.



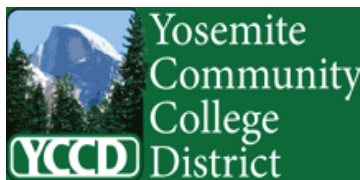
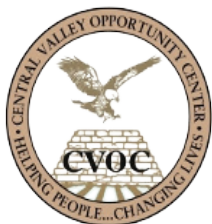
# CONTRACT PROVIDER

SERVICE PROVIDED	POWERED BY...	CONTRACT AMOUNT
Digital Skills Internship	Bay Valley Foundation	\$1,503,057
Out of School Youth	Ceres Unified School District	\$718,650
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 -	Central Valley Opportunity Center	\$162,814
High School Equivalency - Patterson	Central Valley Opportunity Center	\$162,814
Out of School Youth	Modesto Gospel Mission	\$125,000
High School Equivalency -	LearningQuest - Stanislaus Literacy Center	\$111,025
Out of School Youth	LearningQuest - Stanislaus Literacy Center	\$96,222
Training for Adults with Disabilities	Enrich and Employ	\$95,000
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
Out of School Youth	Disability Resources Agency for Independent Living	\$66,000
WorkKeys Testing	Opportunity Stanislaus	\$25,000
Sector Strategies - Agriculture	Farm Bureau	\$25,000
HR Hotline	California Employers Association	\$17,965
Business Bootcamp (Spanish)	Latino Chamber of Commerce	\$17,000
One-Stop Operator	Beaudette Consulting	\$13,125
TOTAL		\$4,599,558

# PARTNERS

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

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.





@stanworkforce



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