

Career Development Committee Agenda

Thursday, March 16, 2023

Veterans Foundation

Room 114

3500 Coffee Road, Suite #15, Modesto, CA 95355

11:00 a.m. – 12:30 p.m.

This meeting will be open to the public. Due to safety guidelines and social distancing, face coverings are required for in-person attendance at the meeting.

The Career Development Committee complies with all provisions of the Brown Act and the Stanislaus County Workforce Development Board Conflict of Interest and Code of Conduct Policy. See links below.

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

<http://stanworkforce.com/board>.

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at www.stanworkforce.com.

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 Career Development Committee meetings are posted 72 hours in advance of the meeting on the webpage at <http://stanworkforce.com/board>.

- I. Call to Order and Introductions
- II. Conflict of Interest
- III. Public Comment Period
- IV. Presentation- Modesto Junior College Career Technical Education, Guadalupe Sanchez
- V. Assistant Director Report
- VI. Consent Item
 - A. Approve the Minutes of the November 17th, 2022 Career Development Committee Meeting
 - B. Acceptance of the Conflict of Interest Policy and Code of Conduct
- VII. Discussion and Action Item
 - A. Acceptance of Nominations and Appointment of Career Development Committee Officer Position and Vice Chair
 - B. Development and Approval of the Mission and Vision Statement for the Career Development Committee
 - C. Approval of 2023 Dates and Times for the Career Development Committee Meetings
 - D. Approval of Stanislaus County Workforce Development (SCWD) to Research and Engage Local Institutions to Expand the list of Available Trainings for In-Demand Occupations

- VIII. Questions
- IX. Adjournment

Next Meeting: June 15th, 2023 (Pending Approval)
Veterans Foundation
Room 114
3500 Coffee Road, Suite #15, Modesto, CA 95355
11:00 a.m. – 12:30 p.m.

Career Development Committee Meeting

Thursday, November 17, 2022

Veterans Foundation, Room 113

3500 Coffee Road, Suite #15, Modesto, CA 95355

11:00 a.m. – 12:30 p.m.

Members in attendance:

Charles Dossett, Chair
Bonnie Acree
Rachel Barkus
Timothy Burns
Kevin Fox

Johnny Garcia
Erin Littlepage
Pedro Mendez
Kendra Mitchell

Staff in attendance:

Danny Arreguin
Doris Foster

Elizabeth Lopez
Sara Redd

- I. Call to Order and Introductions
Charles Dossett, Career Development Committee (CDC) Chair, called the meeting to order at 11:07 a.m., thanked everyone for attending the first Career Development Committee meeting and invited those present to introduce themselves.
- II. Conflict of Interest
Chairman Dossett outlined the Conflict of Interest Policy.
- III. Public Comment Period
Chairman Dossett gave information on the Public Comment Period. There were no public comments on non-agenda items.
- IV. Purpose of Stanislaus County Workforce Development
Workforce Development Assistant Director, Sara Redd, outlined the purpose of Stanislaus County Workforce Development and provided an overview of the Departments programs and services as well as their mission to work with businesses within the community to determine the need of in demand occupations and develop a skilled workforce to help strengthen businesses. Assistant Director Redd, also provided a brief overview of the departments current contracted partnerships.
- V. Purpose of the Stanislaus County Workforce Development Board
Workforce Development Director, Doris Foster provided an overview of the purpose of the Stanislaus County Workforce Development Board.
- VI. Purpose of the Career Development Committee
Chairman Dossett discussed that the main purpose of the Career Development Committee is to upscale the workforce to make a difference in the community. He

stated that members present were strategically chosen to help strategize on how to upscale the workforce.

VII. Questions

Chairman Dossett asked each member for feedback. Committee members asked what is an underserved business.

- Feedback was provided on the need to understand the community and minorities served.
- Address the English learner barrier, specifically with adult learners who do not have time to learn the language first and then gain employment due to financial needs.
- Long-term mapping from K-12 level and integrated training of soft skills in education.
- Connect people to the right pathways and resources.
- What barriers are there to resources.
- Identify who needs a job right now versus those who may not, this can make a difference on where to start.
- System to shorten pathway for adult learners.
- How to develop a one stop shop with all resources available.

VIII. Career Development Committee Commitment

Workforce Development Director, Doris Foster, discussed with those in attendance the commitment as a committee member. Additionally, it was discussed that meetings would be held quarterly in the month prior to the Workforce Development Board meetings. It was noted that a draft schedule with meeting days and times will be provided at the next Committee meeting. Director Foster noted that a copy of the Workforce Development Bylaws has been provided to each member for their review. It was also noted that Elizabeth will be sending out Conflict of Interest forms for completion and for those at the meeting to notify her if they would like to be a committee member.

IX. Next Steps

An Agenda item will be brought to the next meeting with the proposed 2023 meeting schedule. Thursdays between 11:00-12:30 p.m. were agreed upon, beginning in March, 2023.

X. Discussion and Action Item

Recommendation to Facilitate a Job Fair in Spring 2023. Pedro Mendez moved to approve, Rachel Barkus' seconded, all members in favor, motion passes unanimously.

XI. Adjournment

Chairman Dossett adjourned the meeting at 12:30 P.M.

Next Meeting: To Be Announced

March 16, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Acceptance of the Conflict of Interest Policy and Code of Conduct

ITEM NUMBER: VI-B

ITEM TYPE: Consent

STAFF RECOMMENDATION:

Accept the Conflict of Interest Policy and Code of Conduct for Stanislaus County Workforce Development Board, Board Committees, and Staff to the Board.

DISCUSSION:

The Stanislaus County Workforce Development Board is required under state law and the federal Workforce Innovation and Opportunity Act of 2014 to have policies in place that address conflicts of interest and have a code of conduct for members of the Board, Board committees, and staff to the Board.

The attached Stanislaus County Workforce Development Board Conflict of Interest Policy and Code of Conduct (Attachment 1) defines, addresses and clarifies the rules regarding conflicts of interest. Additionally, the policy outlines the official code of conduct expected from Board members, Committee members and staff associated with the Stanislaus County Workforce Development Board.

Career Development Committee members are required to have a signed copy on file with the Stanislaus County Workforce Development.

ADMINISTRATIVE BUDGET IMPACT: None.

Sara Redd

Sara Redd, Assistant Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
CONFLICT OF INTEREST POLICY
AND CODE OF CONDUCT**

A. CONFLICT OF INTEREST POLICY AND PROCEDURE

Statement of Policy: *It is the policy and expectation of the Stanislaus County Workforce Development Board (SCWDB) that its Members will fulfill the fiduciary duties applicable to their service as Members of the WDB. Due to the legal and statutory structures of the WDB, it is expected that conflicts of interest will arise and this policy is intended to provide a framework that will allow the work of the SCWDB to be achieved without the fact of or appearance of impropriety. Where this document references “Member” it shall mean any agent, WDB employee, officer, and Board Member. The SCWDB and all other agencies receiving direct financial assistance through the Workforce Innovation and Opportunity Act (WIOA) in the SCWDB region shall avoid conflict of interest, real or apparent, by observing the following requirements:*

1. SCWDB is required under state law and the federal Workforce Innovation and Opportunity Act of 2014 to have policies to address conflicts of interest, among other things. The fiduciary duties of Members under state law and the WIOA include, without limitation, a continuing responsibility to thoroughly comply with conflicts-of-interest principles.
2. Each Member shall sign an Attestation denoting that the Conflict of Interest and Code of Conduct Policies have been read, are understood, and that the Member pledges to conduct him/herself in accordance with such policies and procedures during their service to the Board.
3. Each Member must also provide a disclosure of potential conflicts created by his or her position(s) outside of their service to the SCWDB. Such conflicts are detailed on the Disclosure of Conflict(s) of Interest form.
4. No Members shall use his or her position, or the knowledge obtained from his or her position, in such a manner that conflicts with the interest of the SCWDB or results in personal gain to the Member, or a third party that the Member is employed by, has a fiduciary relationship with, or to whom the Member provides services.
5. Any Member that has, or believes he or she has, a conflict of interest must disclose such potential conflict in accordance with the procedures established by the SCWDB in this policy and shall do so in writing on a prescribed form. In accordance with 20 CFR 683.200(c)(5)(i) “...a State WDB member, Local WDB Member, or WDB standing committee member must neither cast a vote on, nor participate in any decision-making capacity, on the provision of services by such member (or any organization which that member directly represents), nor on any matter which would provide any direct financial benefit to that member or that Member’s immediate family.

The following are deemed conflicts of interest that create a duty of the Member to fully disclose such interest immediately:

- a. If Member has a significant personal financial interest in a proposed transaction involving the SCWDB.
 - b. If Member is employed by, or is Trustee, Director, or Officer of any individual, organization or entity that shall have a financial interest in a proposed transaction involving the SCWDB.
 - c. If a Member represents a third party either through personal, professional, or confidential relationship and such party shall have a financial interest in a proposed transaction involving the SCWDB.
 - d. No Member shall solicit or accept gratuities or favors from suppliers or potential suppliers, including subcontractors.
 - e. No Member shall participate in the selection, award or administration of a procurement supported by WIOA funds where, to the individual's knowledge, any of the following has a financial or substantial interest in any organization which may be considered for award:
 - i. the officer, employee, agent or SCWDB Member;
 - ii. any Member of his or her immediate family;
 - iii. his or her partner, or;
 - iv. a person or organization which employs, or is about to employ, any of the above.
6. In the event that a SCWDB Member has an interest, directly or indirectly, in a business entity that would have a direct pecuniary effect due to any official action taken by the SCWDB, the Member shall declare, before a vote or discussion on the matter, the nature and extent of the interest and shall not voluntarily discuss the proposed SCWDB action. A Member shall not be excluded from the meeting following such declaration. Furthermore, this limitation on discussion shall not prohibit the Member from providing factual information in response to direct questions concerning the matter from other Members. The disclosure shall be reflected in the minutes of the meeting of the SCWDB.
7. If an award of funding is made with Member violating the requirements of this procedure, the SCWDB is empowered to immediately suspend the obligation; the suspension subject to review at the next regular or special meeting of the SCWDB. The balance of the Board, excluding the Member(s) with potential conflict, will then determine what final corrective actions necessary. Actions will be taken in accordance with this Conflict of Interest Policy and Code of Conduct, and could include: removal of the Member, suspension of the obligation, termination of the obligation, or civil action to recover any monetary damages.
8. This policy is not meant to necessarily rule out transactions between the SCWDB and other persons or entities where an interest or a relationship between the Member and such a person or entity exists. This policy does, however, require proper disclosure and documentation of such relationships so that all decisions regarding these possible transactions are made in the best interest of the SCWDB. As stated in 20 CFR Section 683.200(c)(5)(ii) "*Neither membership on the State WDB, the Local WDB, or a WDB standing committee, nor the*

receipt of WIOA funds to provide training and related services, by itself, violates the conflict of interest provisions.”

9. Nothing in this policy should be construed to prevent any Member’s participation in WIOA programs. SCWDB membership should not result in an employer receiving any more or any less consideration for trainees. What is important is to insure that the officer, employee, agent or SCWDB Member does not approve his/her own training package, or contract for services, but that the system of approval allows for objective determinations.

B. CODE OF CONDUCT

A written set of standards (Code of Conduct) governing the performance of the WDB and its employees, officers, or agents related to real or apparent conflicts of interest is a requirement (29 CFR 95.42). The following standards shall apply for the WDB, its employees, and its WDB standing committees:

1. Adherence to the Conflict of Interest Policies.
2. Adherence to procurement procedures that serve to minimize the appearance of conflicts, in addition to eliminating actual conflicts. Members who represent One Stop Operators, Partners or actual or potential Service Providers and who serve on committees that oversee the One Stop System or the allocation of resources that would potentially be allocated to their programs shall refrain from discussing or voting on any matter that would impact the programs they represent.
3. A Member’s employer may not participate in any way in a future bid on procurement where the Member helped to draft specifications. In order to avoid potential conflicts as circumstances change, Members whose employers may wish to participate in a future procurement will refrain from involvement in specification development or procurement processes.

A Member shall not become a recipient, directly or indirectly, of any salary payments or loans or gifts or any free service or discounts or other fees from or on behalf of any person or organization engaged in any transaction with the SCWDB except that a disclosed token gift of a value within applicable Federally allowable maximums may be approved by the board.

C. STATEMENTS OF ECONOMIC INTERESTS

1. All Members shall file statements of economic interests disclosing all sources of income, interests in real property and investments and business positions in business entities located in or doing business in Stanislaus County. Such statements shall be completed annually.
2. The Director of Stanislaus County Workforce Development shall furnish to each Member a Form 700- Annual Statement of Economic Interests. The Director shall retain a copy of each Member’s completed Statement and shall forward the originals to the Clerk of the Board of Supervisors for Stanislaus County at:

Clerk of the Board of Supervisors
Attention: Elizabeth (Liz) King
1010 Tenth Street, Suite 6700
Modesto, CA 95354

The Clerk of the Board shall retain the originals in the Clerk of the Board Office.

March 16, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Acceptance of Nominations and Appointment of Career Development Committee Officer Position of Vice Chair

ITEM NUMBER: VII-A

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Accept Nominations and determine Appointment of Career Development Committee Officer position of Vice Chair.

POLICY ISSUE:

According to the Stanislaus County Workforce Development Board Bylaws (Article V) In the absence or disability of the Chair, the Vice Chair shall perform all the duties of the Chair, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chair. The Vice Chair shall have such other powers and perform such other duties as from time to time may be prescribed by the Workforce Development Board.

DISCUSSION:

At the October 3, 2022 Workforce Development Board Meeting, the Board approved the recommendation to expand the Veterans' Development Committee to include additional populations in the Community and become the Career Development Committee. The Board gave clear direction that the Veterans population would still be addressed and identified as a special interest population at the Career Development Committee meetings. As a standing advisory committee, the Career Development Committee is subject to the Bylaws of the SCWDB. The Bylaws state that such standing advisory committees shall be chaired by a member of the Board, may include other members of the Board. Other individuals may be appointed by the Chair who have appropriate experience and expertise. Attached please find the Stanislaus County Workforce Development Board Bylaws.

Charles Dossett, SCWDB member was approved as the current Career Development Committee Chair. The Career Development Committee Vice Chair position is currently vacant. Nominations of interested Committee members are needed to appoint a Vice Chair.

ADMINISTRATIVE BUDGET IMPACT:

None

Sara Redd

Sara Redd, Assistant Director

**STANISLAUS COUNTY
WORKFORCE DEVELOPMENT BOARD**

BYLAWS

**ARTICLE I
NAME**

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

**ARTICLE II
AUTHORITY**

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

**ARTICLE III
PURPOSE**

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

**ARTICLE IV
MEMBERSHIP**

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

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

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

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

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

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

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

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

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

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

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

**ARTICLE V
OFFICERS**

The Officers of the Board shall be a Chair, a Vice Chair, and a Secretary. Only members of the Board may be Officers. Each Office shall have a term of two (2) years. Officers shall be elected at a regular meeting of the Board. The

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Chair of the Board shall, if present, preside at meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned to the Chair by the Board or prescribed by these Bylaws.

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

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

**ARTICLE VI
MEETINGS**

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

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

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

A member may participate in Board meetings via other technologies if he or she is unable to attend the meeting physically. Such technologies may include teleconference and/or web-based meeting tools, that must be used to promote Board member participation.

**ARTICLE VII
COMMITTEES**

The Board may designate and direct the activities of standing advisory committees to provide information and to assist the Board in carrying out workforce development activities. Such standing advisory committees shall be chaired by a member of the Board, may include other members of the Board,

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and shall include other individuals appointed by the Board who are not members of the Board and who the Board determines have appropriate experience and expertise. The Board may delegate the Committee Chair to add and/or remove committee members as necessary. This will relieve the Board of the administrative burden should members miss multiple meetings or choose to leave the committee, and allow the committee to replace members as needed. At a minimum, the Board may designate each of the following:

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

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

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

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

**ARTICLE VIII
QUORUM AND VOTING**

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

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**ARTICLE IX
VACANCIES**

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

**ARTICLE X
CONFLICT OF INTEREST**

Members of the Board are deemed to be Public Officials pursuant to the Political Reform Act, and are subject to the provisions of that Act, the regulations of the Fair Political Practices Commission, and Government Code section 1090 et seq., as any or all may be amended from time to time. Furthermore, members of the Board shall be subject to the Stanislaus County Workforce Development's Conflict of Interest Policy and Code of Conduct, and annually shall file a Statement of Economic Interest as required under that Code.

**ARTICLE XI
AMENDMENTS**

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

Revised: November 24, 2020
Revised: May 15, 2018
Revised: June 7, 2016
Created: April 5, 2016

March 16, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Development and Approval of the Mission and Vision Statement for the Career Development Committee

ITEM NUMBER: VII-B

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Develop and Approve the Mission and Statement for the Career Development Committee

DISCUSSION:

With the expansion of the Veterans Development Committee to the Career Development Committee, staff are recommending an updated Mission and Vision Statement to reflect the Career Development Committee.

The Workforce Development Board's Mission Statement is:

Work with businesses to determine the needs of in-demand occupations and develop a skilled workforce that strengthens businesses and contributes to the economic success of our community.

The Workforce Development Board, Business and Youth Development Committee's Vision Statement is:

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

The previous Veterans' Development Committee Mission Statement was:

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

Additionally, as an example the Business and Youth Committee Mission Statements are as follows:

The Business Development Committee Mission Statement is:

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

The Youth Development Committee Mission Statement is:

Enhance the competitiveness of the region by preparing Stanislaus County's young adult workforce with the skills necessary to achieve self-sufficiency.

The Career Development Committee needs to develop their own Mission Statement. To start the discussion, staff developed the following suggested Mission Statements:

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

"Advise the Stanislaus County Workforce Development Board with information and guidance in planning, providing and promoting career services within the community."

"Collaborate with local community partners to ensure the creation and alignment of career service programs to address and resolve the needs of job seekers and businesses."

"Collaborate with local community partners to build a skilled workforce to meet the needs of local in-demand occupations and future growing industries."

Once developed and approved, the Committee's Mission Statement will be taken to the Workforce Development Board meeting.

ADMINISTRATIVE BUDGET IMPACT: None

Sara Redd

Sara Redd, Assistant Director

March 16, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Approval of the 2023 Dates and Times for the Career Development Committee Meetings

ITEM NUMBER: VII C

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the 2023 dates and times for the Career Development Committee meetings.

POLICY:

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

DISCUSSION:

The Stanislaus County Workforce Development Board's (SCWDB) Bylaws state that the Board shall establish a regular meeting schedule. As such, the Career Development Committee is required to have a regular meeting schedule.

At the November 17, 2022 Career Development Committee meeting, Workforce Development staff recommended the Committee schedule quarterly meetings prior to each Stanislaus County Workforce Development Board meeting. As such, meetings are scheduled to take place in March, June, September, and December of 2023. The recommended meeting dates for 2023 are the third Thursday of the month as indicated in the table below with the exception of December, the second Thursday of the month:

Date	Time
March 16, 2023	11:00 am – 12:30 pm
June 15, 2023	11:00 am – 12:30 pm
September 21, 2023	11:00 am – 12:30 pm
December 14, 2023	11:00 am – 12:30 pm

Once dates are approved by the Career Development Committee, a suitable location for the 2023 Committee meetings will be identified. Workforce Development Staff will send out a calendar invite for all of the approved meeting dates.

The approved dates and location will be shared with the Stanislaus County Workforce Development Board to allow the Board to attend, if desired.

ADMINISTRATIVE BUDGET IMPACT: None



Sara Redd, Assistant Director

March 16, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Direct Stanislaus County Workforce Development to Research and Engage Local Institutions to Expand the list of Available Trainings for In-Demand Occupations

ITEM NUMBER: VII.D

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Direct Stanislaus County Workforce Development (SCWD) to research and engage local institutions to expand the list of available trainings for in-demand occupations based on the identified gaps by the Career Development Committee.

POLICY:

Section 122 of the Workforce Innovation Opportunity Act (WIOA) requires that state and local boards establish a list of training providers who are eligible to receive WIOA funds for training services, and to establish two separate procedures for the Eligible Training Provider List: initial eligibility and subsequent eligibility. policies required in WIOA Section 122(b)(1), Title 20 of the CFR and the California Unemployment Insurance Code (CUIC).

DISCUSSION:

On January 9, 2023, the Workforce Development Board approved the 2023 In-Demand Occupation list for Stanislaus County Workforce Development (SCWD). WIOA allows eligible individuals in need of occupational skills training to select the training program that will best meet the individual's employment or career goal with the caveat that the local Workforce Development Board may limit the choices for training to occupations that are In-Demand in the local area. SCWD provides a list of existing and emerging In-Demand Occupations to inform participants of occupations that are most likely to provide viable employment in the local area as required in WIOA Sec. 134(c)(3)(G)(iii).

The attached 2023 In-Demand Occupation List(Attachment A) includes Eligible Training Providers available in the local area for each listed occupation. All Eligible Training Providers listed have completed eligibility requirements to register their institution and programs with the State Board that governs the Eligible Training Provider List (ETPL). Registration allows the provider to receive WIOA funds. Eligible Training Providers must be providing training services

that lead to an industry-recognized credential, national or state certificate, or degree, including all industry appropriate competencies, licensing and/or certification requirements, or employment in a specific occupation after receiving measurable technical skills. The program must also meet performance metrics, and accreditation standards set by the state. To become an Eligible Training Provider, the private or public post-secondary institute is required to register their program in CalJOBS through the initial eligibility process. The local ETPL Coordinator is notified an application has been submitted and reviews the program information. Upon approval, the local ETPL Coordinator nominates the program for review by the State ETPL Coordinator. If the state approves the program, then the local coordinator will write an ETPL agreement for all parties to review and sign.

PROPOSAL:

Upon reviewing the approved In-Demand Occupation List and the current ETPL provider list, Stanislaus County currently does not have training available for several in-demand careers that have a predicted 10% change from 2021-2031. For example, dental hygienist median earnings \$47.80, predicted change 24% from 2021-2031, no current ETPL provider.

Based on the current In-Demand Occupational list, the Career Development Committee will review the list of training programs currently available and identify the gaps to determine the need to engage additional occupational skills training programs for promising jobs based on predicted industry growth. Based on the gaps, the Career Development Committee will direct SCWD to research and engage local institutions to expand the list.

ADMINISTRATIVE BUDGET IMPACT:

The budget impact will be additional trainings offered that would be funded by the Departmental training funds.

Sara Redd

Sara Redd, Assistant Director

Attachment A 2023 Stanislaus County In-Demand Occupation List

2022-2023 Stanislaus County Workforce Development Occupational List

SOC	Health Care and Social Assistance	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
29-1141	Registered Nurses	4212	\$58.53	4803	590	14.0%	Bachelor's degree	None	None	
43-6013	Medical Secretaries and Administrative Assistants	1423	\$18.13	1603	180	12.6%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College, Institute of Technology, Stellar Career College
31-1131	Nursing Assistants	1392	\$17.47	1677	284	20.4%	Postsecondary nondegree award	None	None	First Lady Permanente, Modesto City Schools CTE,
31-9092	Medical Assistants	1294	\$18.25	1520	227	17.5%	Postsecondary nondegree award	None	None	First Lady Permanente, Stellar Career College, Modesto Junior College
29-2061	Licensed Practical and Licensed Vocational Nurses	871	\$28.44	1035	163	18.7%	Postsecondary nondegree award	None	None	Gurnick Academy of Medical of Arts, Institute of Technology
31-9091	Dental Assistants	801	\$17.87	961	160	19.9%	Postsecondary nondegree award	None	None	Dental Assisting Institute
11-9111	Medical and Health Services Managers	605	\$60.61	838	233	38.5%	Bachelor's degree	Less than 5 years	None	
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	578	\$29.39	740	161	27.9%	Bachelor's degree	None	None	
21-1093	Social and Human Service Assistants	559	\$18.64	695	135	24.2%	High school diploma or equivalent	None	Short-term on-the-job training	
43-9061	Office Clerks, General	394	\$18.04	441	47	11.9%	High school diploma or equivalent	None	Short-term on-the-job training	Central Valley Opportunity Center, Stellar Carrer College
21-1021	Child, Family, and School Social Workers	358	\$23.84	441	83	23.3%	Bachelor's degree	None	None	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	337	\$28.88	377	41	12.1%	High school diploma or equivalent	Less than 5 years	None	Central Valley Opportunity Center, Stellar Carrer College
29-1123	Physical Therapists	336	\$47.68	456	119	35.4%	Doctoral or professional degree	None	None	
29-1292	Dental Hygienists	336	\$47.80	417	81	24.0%	Associate's degree	None	None	
21-1013	Marriage and Family Therapists	317	\$22.96	367	50	15.7%	Master's degree	None	Internship/residency	

SOC	Health Care and Social Assistance (cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
29-2053	Psychiatric Technicians	149	\$22.21	178	29	19.5%	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training	
31-2021	Physical Therapist Assistants	137	\$29.82	206	69	50.5%	Associate's degree	None	None	
13-1199	Business Operations Specialists, All Other	136	\$29.17	163	28	20.3%	Bachelor's degree	None	None	DeHart, Institute of Technology, Modesto Junior College
29-1229	Physicians, All Other	136	\$133.86	153	17	12.7%	Doctoral or professional degree	None	Internship/residency	
21-1029	Social Workers, All Other	135	\$37.12	156	21	15.3%	Bachelor's degree	None	None	
29-1224	Radiologists	125	\$161.05	127	3	2.1%	Doctoral or professional degree	None	Internship/residency	

SOC	Construction Industry	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
47-2061	Construction Laborers	1278	\$22.04	1484	207	16.2%	No formal educational credential	None	Short-term on-the-job training	Cal-Trade Welding, SCOE
47-2031	Carpenters	1066	\$30.79	1123	57	5.4%	High school diploma or	None	Apprenticeship	SCOE, San Joaquin Valley College
47-2111	Electricians	627	\$29.50	678	52	8.3%	High school diploma or equivalent	None	Apprenticeship	Modesto Junior College, San Joaquin Valley College
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	563	\$37.37	636	73	13.0%	High school diploma or equivalent	5 years or more	None	Modesto Junior College, San Joaquin Valley College, Cal-Trade Welding
47-2141	Painters, Construction and Maintenance	535	\$22.89	629	95	17.7%	No formal educational credential	None	Moderate-term on-the-job training	
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	357	\$23.38	376	19	5.2%	Postsecondary nondegree award	None	Long-term on-the-job training	DeHart, Institute of Technology
47-2152	Plumbers, Pipefitters, and Steamfitters	349	\$28.55	376	27	7.6%	High school diploma or equivalent	None	Apprenticeship	DeHart, Institute of Technology, CalTrade Welding, Modesto Technical College
11-1021	General and Operations Managers	306	\$37.39	335	29	9.5%	Bachelor's degree	5 years or more	None	
11-9021	Construction Managers	279	\$47.95	341	62	22.1%	Bachelor's degree	None	Moderate-term on-the-job training	
47-2181	Roofers	262	\$28.55	272	10	3.9%	No formal educational credential	None	Moderate-term on-the-job training	
13-1051	Cost Estimators	204	\$30.11	212	9	4.2%	Bachelor's degree	None	Moderate-term on-the-job training	
53-3032	Heavy and Tractor-Trailer Truck Drivers	174	\$22.96	198	24	13.9%	Postsecondary nondegree award	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
47-2161	Plasterers and Stucco Masons	152	\$23.32	152	1	0.4%	No formal educational credential	None	Long-term on-the-job training	
13-1082	Project Management Specialists	143	\$39.92	162	19	13.3%	Bachelor's degree	None	None	New Horizons Career Development Solutions (online)

SOC	Construction Industry(cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	133	\$23.47	145	12	9.3%	High school diploma or equivalent	None	Moderate-term on-the-job training	
47-2044	Tile and Stone Setters	96	\$23.26	112	16	16.5%	No formal educational credential	None	Long-term on-the-job training	
47-2071	Paving, Surfacing, and Tamping Equipment Operators	84	\$29.44	95	11	13.4%	High school diploma or equivalent	None	Moderate-term on-the-job training	
51-4121	Welders, Cutters, Solderers, and Brazers	79	\$23.00	84	5	6.7%	High school diploma or equivalent	None	Moderate-term on-the-job training	Cal-Trade Welding, Modesto Technical College
47-2231	Solar Photovoltaic Installers	74	\$22.42	106	32	42.7%	High school diploma or equivalent	None	Moderate-term on-the-job training	
47-2221	Structural Iron and Steel Workers	70	\$28.56	73	3	4.5%	High school diploma or equivalent	None	Apprenticeship	Cal-Trade Welding, Modesto Technical College
49-2098	Security and Fire Alarm Systems Installers	68	\$23.38	68	0	0.1%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College, San Joaquin Valley College
49-9099	Installation, Maintenance, and Repair Workers, All Other	67	\$18.18	67	1	1.0%	High school diploma or equivalent	None	Moderate-term on-the-job training	
13-2011	Accountants and Auditors	54	\$36.82	61	7	13.0%	Bachelor's degree	None	None	
17-2051	Civil Engineers	50	\$47.47	57	7	14.6%	Bachelor's degree	None	None	
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	45	\$22.58	49	3	7.2%	High school diploma or equivalent	None	Short-term on-the-job training	
11-9199	Managers, All Other	44	\$47.76	48	4	9.0%	Bachelor's degree	Less than 5 years	None	
49-9098	Helpers--Installation, Maintenance, and Repair Workers	42	\$17.48	46	4	9.2%	High school diploma or equivalent	None	Short-term on-the-job training	DeHart, Institute of Technology, Modesto Technical College, San Joaquin Valley College
49-9071	Maintenance and Repair Workers, General	41	\$22.89	46	5	11.5%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College, Institute of Technology, San Joaquin Valley College

SOC	Construction Industry (cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	40	\$29.79	42	2	4.4%	High school diploma or equivalent	None	Moderate-term on-the-job training	
47-3019	Helpers, Construction Trades, All Other	39	\$18.33	39	1	1.6%	No formal educational credential	None	Short-term on-the-job training	
17-3011	Architectural and Civil Drafters	38	\$28.90	41	3	7.6%	Associate's degree	None	None	
13-1199	Business Operations Specialists, All Other	38	\$29.17	41	3	8.6%	Bachelor's degree	None	None	DeHart, Institute of Technology, Modesto Junior College
47-3013	Helpers--Electricians	36	\$24.16	37	1	3.7%	High school diploma or equivalent	None	Short-term on-the-job training	Modesto Junior College, San Joaquin Valley College

SOC	Agriculture Forestry Fishing and Hunting Industry	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	384	\$19.67	398	13	3.5%	High school diploma or equivalent	Less than 5 years	None	
53-3032	Heavy and Tractor-Trailer Truck Drivers	217	\$22.96	223	6	2.7%	Postsecondary nondegree award	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
53-7051	Industrial Truck and Tractor Operators	173	\$21.65	195	23	13.1%	No formal educational credential	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	71	\$29.79	74	3	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training	
37-3011	Landscaping and Groundskeeping Workers	66	\$17.51	69	3	4.0%	No formal educational credential	None	Short-term on-the-job training	
13-2011	Accountants and Auditors	45	\$36.82	46	0	0.9%	Bachelor's degree	None	None	
49-3041	Farm Equipment Mechanics and Service Technicians	44	\$22.65	47	3	7.5%	High school diploma or equivalent	None	Long-term on-the-job training	Modesto Junior College
45-4011	Forest and Conservation Workers	41	\$18.53	58	17	41.3%	High school diploma or equivalent	None	Moderate-term on-the-job training	
11-9199	Managers, All Other	41	\$47.76	43	2	4.9%	Bachelor's degree	Less than 5 years	None	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	37	\$18.01	40	4	9.6%	High school diploma or equivalent	None	Moderate-term on-the-job training	
53-7011	Conveyor Operators and Tenders	30	\$18.83	33	2	6.7%	No formal educational credential	None	Short-term on-the-job training	
51-1011	First-Line Supervisors of Production and Operating Workers	22	\$29.71	22	1	3.5%	High school diploma or equivalent	Less than 5 years	None	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	21	\$28.36	23	2	9.5%	High school diploma or equivalent	Less than 5 years	None	
19-1013	Soil and Plant Scientists	17	\$40.14	18	1	5.3%	Bachelor's degree	None	None	

SOC	Manufacturing Industry	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
51-1011	First-Line Supervisors of Production and Operating Workers	649	\$29.71	690	41	6.2%	High school diploma or equivalent	Less than 5 years	None	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	597	\$29.79	617	20	3.4%	High school diploma or equivalent	None	Moderate-term on-the-job training	
49-9041	Industrial Machinery Mechanics	449	\$28.90	533	84	18.8%	High school diploma or equivalent	None	Long-term on-the-job training	Modesto Junior College
53-3032	Heavy and Tractor-Trailer Truck Drivers	431	\$22.96	442	10	2.4%	Postsecondary nondegree award	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
11-1021	General and Operations Managers	373	\$37.39	391	18	4.8%	Bachelor's degree	5 years or more	None	
49-9071	Maintenance and Repair Workers, General	364	\$22.89	377	12	3.4%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College, Institute of Technology, San Joaquin Valley College
51-4121	Welders, Cutters, Solderers, and Brazers	356	\$23.00	368	12	3.3%	High school diploma or equivalent	None	Moderate-term on-the-job training	Cal-Trade Welding, Modesto Technical College
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	335	\$23.05	336	1	0.3%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College
11-3051	Industrial Production Managers	265	\$49.60	274	9	3.4%	Bachelor's degree	5 years or more	None	
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	245	\$20.38	249	4	1.8%	High school diploma or equivalent	None	Moderate-term on-the-job training	
43-5061	Production, Planning, and Expediting Clerks	213	\$23.07	216	3	1.2%	High school diploma or equivalent	None	Moderate-term on-the-job training	
51-9199	Production Workers, All Other	212	\$17.06	222	10	4.7%	High school diploma or equivalent	None	Moderate-term on-the-job training	
51-4041	Machinists	196	\$22.22	224	29	14.7%	High school diploma or equivalent	None	Long-term on-the-job training	Modesto Junior College, Modesto Technical College, San Joaquin Valley College

SOC	Manufacturing Industry (cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
51-7011	Cabinetmakers and Bench Carpenters	183	\$17.50	192	8	4.6%	High school diploma or equivalent	None	Moderate-term on-the-job training	San Joaquin Valley College
19-4013	Food Science Technicians	163	\$21.82	166	3	2.1%	Associate's degree	None	Moderate-term on-the-job training	
53-3033	Light Truck Drivers	126	\$17.95	132	7	5.3%	High school diploma or equivalent	None	Short-term on-the-job training	Green Valley Truck School, J & R Trucking School
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	114	\$28.36	117	3	2.8%	High school diploma or equivalent	Less than 5 years	None	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	110	\$37.03	112	2	2.1%	High school diploma or equivalent	Less than 5 years	None	
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	108	\$18.10	121	13	12.1%	High school diploma or equivalent	None	Moderate-term on-the-job training	
51-7042	Woodworking Machine Setters, Operators, and Tenders, Except Sawing	107	\$17.48	120	14	12.8%	High school diploma or equivalent	None	Moderate-term on-the-job training	San Joaquin Valley College

SOC	Transportation and Warehousing Industry	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
53-3032	Heavy and Tractor-Trailer Truck Drivers	1969	\$22.96	2253	284	14.4%	Postsecondary nondegree award	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
53-7051	Industrial Truck and Tractor Operators	838	\$21.65	864	27	3.2%	No formal educational credential	None	Short-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
53-3033	Light Truck Drivers	477	\$17.95	569	92	19.2%	High school diploma or equivalent	None	Short-term on-the-job training	Green Valley Truck School, J & R Trucking School
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	191	\$28.59	215	24	12.6%	High school diploma or equivalent	None	Long-term on-the-job training	Modesto Junior College, SCOE
43-5032	Dispatchers, Except Police, Fire, and Ambulance	188	\$21.37	202	14	7.7%	High school diploma or equivalent	None	Moderate-term on-the-job training	
53-3052	Bus Drivers, Transit and Intercity	177	\$32.16	270	94	53.1%	High school diploma or equivalent	None	Moderate-term on-the-job training	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
43-9061	Office Clerks, General	156	\$18.04	160	4	2.4%	High school diploma or equivalent	None	Short-term on-the-job training	Central Valley Opportunity Center, Stellar Career College
11-1021	General and Operations Managers	145	\$37.39	160	15	10.2%	Bachelor's degree	5 years or more	None	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	112	\$28.88	114	2	1.9%	High school diploma or equivalent	Less than 5 years	None	Central Valley Opportunity Center, Stellar Career College
11-3071	Transportation, Storage, and Distribution Managers	111	\$45.85	119	8	7.5%	High school diploma or equivalent	5 years or more	None	
43-4051	Customer Service Representatives	90	\$17.74	93	3	3.3%	High school diploma or equivalent	None	Short-term on-the-job training	
49-9071	Maintenance and Repair Workers, General	74	\$22.89	84	10	13.6%	High school diploma or equivalent	None	Moderate-term on-the-job training	Modesto Junior College, Institute of Technology, San Joaquin Valley College
43-3031	Bookkeeping, Accounting, and Auditing Clerks	70	\$22.13	70	0	0.6%	Some college, no degree	None	Moderate-term on-the-job training	Modesto Junior College, Stellar Career College

SOC	Transportation and Warehousing Industry (Cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
43-5061	Production, Planning, and Expediting Clerks	57	\$23.07	62	5	8.0%	High school diploma or equivalent	None	Moderate-term on-the-job training	
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	53	\$22.18	55	1	2.2%	High school diploma or equivalent	None	Short-term on-the-job training	
53-4031	Railroad Conductors and Yardmasters	48	\$30.74	50	3	5.4%	High school diploma or equivalent	None	Moderate-term on-the-job training	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	46	\$37.03	51	5	9.9%	High school diploma or equivalent	Less than 5 years	None	
53-4011	Locomotive Engineers	45	\$41.46	50	5	12.2%	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training	
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	42	\$23.47	48	6	13.9%	High school diploma or equivalent	None	Moderate-term on-the-job training	
53-7063	Machine Feeders and Offbearers	36	\$18.31	38	2	4.8%	No formal educational credential	None	Short-term on-the-job training	
13-1199	Business Operations Specialists, All Other	35	\$29.17	38	3	8.8%	Bachelor's degree	None	None	DeHart, Institute of Technology, Modesto Junior College
13-1151	Training and Development Specialists	34	\$36.83	38	3	9.1%	Bachelor's degree	Less than 5 years	None	
13-1071	Human Resources Specialists	32	\$29.86	34	2	5.9%	Bachelor's degree	None	None	
43-5021	Couriers and Messengers	29	\$17.24	31	2	5.6%	High school diploma or equivalent	None	Short-term on-the-job training	
13-1081	Logisticians	23	\$37.60	33	10	41.8%	Bachelor's degree	None	None	Modesto Junior College
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	23	\$29.79	26	3	12.3%	High school diploma or equivalent	None	Moderate-term on-the-job training	
15-1299	Computer Occupations, All Other	21	\$35.89	22	1	2.9%	Bachelor's degree	None	None	Modesto Junior College, SCOE. New Horizons Career Development Solutions (online)

SOC	Transportation and Warehousing Industry (Cont.)	Employed in Industry (2021)	Median Hourly Earnings	Employed in Industry (2031)	Change (2021 - 2031)	% Change (2021 - 2031)	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training	Eligible Training Providers
13-2011	Accountants and Auditors	19	\$36.82	23	3	16.6%	Bachelor's degree	None	None	Modesto Junior College
11-2022	Sales Managers	18	\$46.20	20	2	10.8%	Bachelor's degree	Less than 5 years	None	
49-3011	Aircraft Mechanics and Service Technicians	17	\$37.51	21	4	23.8%	Postsecondary nondegree award	None	None	Modesto Junior College