

Business Development Committee Agenda

Thursday, March 2, 2023

Martin Petersen Event Center

Room 1 & 2

720 12th Street, Modesto, CA 95354

1:00 p.m. – 2:30 p.m.

The Business 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. Current COVID-19 protocols will be followed.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 48 hours in advance of the meeting.

Public notice of all Business 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. Presentation – Overview of Marketing Strategies: Danny Arreguin, Marketing & Communications Coordinator
- IV. Public Comment Period
- V. Director's Report
 - A. Update
 1. Business Reports: Ceres, Stanislaus County
 - B. Business Services Update Eugene Garcia, Business Services Manager
 2. Incumbent Worker and Customized Training Processes
 3. Sector Strategy Update
- VI. Consent Item
 - A. Approve the Minutes of the December 1, 2022 Business Development Committee Meeting
- VII. Discussion and Action Item
 - A. Approval of Stanislaus County Workforce Development (SCWD) to Conduct Marketing Outreach and Engagement with Local Small Businesses by Providing Quarterly Business Engagement and Education Workshops.
 - B. Approval to Pursue Waiver Application to Increase the On-the-Job Training Reimbursement Rate to 90 Percent During Fiscal Year 2023-2024 for Employers with 50 or Fewer Employees.
 - C. Approve to Pursue Waiver Application to Expend up to Thirty Percent (30%) of Workforce Innovation Opportunity Act (WIOA) Funds for the Provision of Transitional Jobs (Work Experience), During Fiscal Year 2023-2024
- VIII. Future Topics and Discussion

Next Meeting:

Date: June 1, 2023

Location: Martin Petersen Event Center

Time: 1:00 p.m. – 2:30 p.m.

**Business Development Committee
Meeting Minutes**

Thursday, December 1, 2022

Martin Petersen Event Center

720 12th Street, Modesto, CA 95354

1:00 p.m. – 2:00 p.m.

Members in attendance:

Kris Helton, Chair

Maryn Pitt

Jason Maggard

Billy Meyers

Jennifer Shipman

Tim Roos

Absent:

Shawn Hemiller

Dillon Olvera

Jack Deliddo

Staff in attendance:

Doris Foster

Eugene Garcia

Chris Hancock

Kris Ixta

Additional guest present:

Anna Genasci, Stanislaus County Farm Bureau

Carlos Gonzalez, Stanislaus Equity Partners

There were 3 additional guests present

I. Call to Order and Roll Call

Kris Helton, Business Development Committee Chair, called the meeting to order at 1:01 p.m., thanked everyone for attending and invited those present to introduce themselves.

II. Conflict of Interest

Chairman Helton outlined the Conflict of Interest Policy.

III. Presentation

- A. Carlos Gonzalez from Stanislaus Equity Partners gave a presentation Stanislaus Equity Partners and how they work in collaboration with Workforce Development.

IV. Public Comment Period

Chairman Helton gave information on the Public Comment Period. There were no public comments.

V. Director's Report Update

A. Bridging the Gap in our Labor Force – Director Foster reviewed the handout with the Committee. The handout covered some areas such as working-age population decline, labor force participation rates being down, and the impact of immigration. In addition, she added that the Department has applied for the Breaking Barriers Grant which assists those in Stanislaus County to learn English as a second language.

B. Business Services Division Performance Update

Business Services Manager, Eugene Garcia, provided the following updates: Currently there are 16 active On-the-Job Training participants with 3 more scheduled to begin within the next week. Paid Internships currently have 16 active participants with 6 of those being transitional jobs. Eugene also reported that the Department has been actively engaging with several businesses as well as providing these businesses with an overview of the various types of services Workforce Development offers. The Department has established a partnership with Modesto Gospel Mission to develop an on-the-job training program at their coffee roasting facility, warehousing, and youth center. Business Services is currently working with Stanislaus County Maintenance and Manufacturing Joint Apprenticeship Committee and within that Committee there are 6-7 employers that will host 8 trainees of which each will be enrolled in 3 classes. The goal is to have all 8 trainees enrolled for the 1-year program by end of January and training/classes at MJC to begin in February. Eugene also provided an update on Workforce Developments partnership with Stanislaus Equity Partners stating that there has been a lot of growth with business engagement.

C. Sector Strategies

1. Business Services Supervisor, Chris Hancock, and Anna Genasci from Stanislaus County Farm Bureau provided a presentation overviewing the Ag Sector meeting that was held on November 9, 2022.

Director Foster recommended that the Committee agree to create Supervisor Training for Agriculture and offer it to businesses within the community. Regular updates on those trainings would be provided to the Business Development Committee as well as at the Ag Partnership Meetings. The Committee agreed. A question was asked regarding the cost. A discussion ensued regarding budget and estimated number of participants. Director Foster commented that there are sufficient funds within the budget and that if there are larger than expected participants then there will be funds available.

2. Health Sector Update – Chris Hancock provided an overview of the first Health Sector meeting that was held in October.

Director Foster reviewed the Stanislaus County Economic Summary handout.

VI. Consent Items

- A. Approve the Minutes of the September 14, 2022 Business Development Committee Meeting. It was noted that changes needed to be made to the attendance. With the noted changes the consent items adopted.

M. Pitt/J. Shipman

VII. Discussion and Action Item

- A. Approval to take to the Workforce Development Board the 2022 In-Demand Occupation List for Workforce Innovation and Opportunity Act and Request Authority for the Director of Stanislaus County Workforce Development to Make Exceptions as Necessary.

Workforce Development Director, Doris Foster, reviewed the agenda item with the Committee. She stated that the Department is not able to provide training to any clients for an occupation that is not included on the In-demand Occupation List. Director Foster made the recommendation that the in-demand occupations not meeting the criteria presented for consideration also be included. It was recommended by the Committee that the Workforce Development Board adopt all occupations presented on the 2022-23 Stanislaus County Workforce Development Occupational List as well as all occupations presented on the 2022-23 In-Demand Occupations List (Not Meeting Criteria). J. Shipman/M. Pitt.

Director Foster also reviewed the Eligible Training Provider List and stated that this list will be updated to reflect those occupations added to the in-demand occupations list. This list will be taken to the Career Development Committee to create the trainings that meet the need of what the Business Development Committee identifies.

- B. Approval of 2023 Dates and Times for the Business Development Committee Meetings. M. Pitt/T. Roos.

VIII. Future Topics and Discussion

There were no additional future topics for discussion noted.

IX. Adjournment

Chairman Helton adjourned the meeting at 2:25 p.m.

Next Meeting: March 2, 2023

BUSINESS REPORT: CERES, CA

Source: EconoVue (Dun & Bradstreet Database January 2023 Snapshot)

Number of Businesses and Employees

Distinct Businesses	Employees
1,443	10,196

Businesses by Number of Employees

Ex: There are 1,235 businesses with between 1 and 9 employees; 85.64% of all businesses in Ceres, CA have between 1 and 9 employees.

Number of Businesses	Number of Employees	Percent of Businesses
1,235	1-9	85.64%
194	10-50	13.45%
9	51-100	0.62%
4	101-250	0.28%
1	251-500	0.07%
1,443		100.00%

Financial Stress Score of Businesses

The Dun & Bradstreet Financial Stress Score provides predictive insights of the businesses that are most likely to fail within the next 12-18 months. Financial Stress Scores are categorized as Low, Medium or High.

- Companies with Low Financial Stress Scores are good candidates for strategic partnerships and expansion leaning incentives.
- Businesses in the Medium category are prime candidates for proactive outreach.
- Often, employers in the High category have already had a layoff event or are starting to take steps to close operations, resulting in a need for Rapid Response or Rapid Re-employment engagement.

Financial Stress Score	Number of Businesses	Number of Employees
Low	775	6,066
Medium	597	3,528
High	18	135
Unclassified	53	467

Industries of Businesses

Industry Sector	Number of Businesses	Number of Employees
Administrative and Support Services	100	480
Agriculture, Forestry, Fishing, Hunting	8	47
Arts, Entertainment, Recreation, Fitness	20	84
Construction	163	890
Eating and Drinking	97	1166
Pub Admin/Educational Services	46	1079
Finance	25	101
Health Care	108	918
Hotels and Accommodations	3	24
Information-Based Industries	21	123
Insurance Carriers and Related Activities	25	112
Legal Services	8	38
Manufacturing	44	641
Management of Companies	0	0
Mining	0	0
Professional Services	95	388
Real Estate	53	222
Rental and Leasing Services	9	35
Retail Stores	172	1478
Services	183	781
Transportation	193	947
Utilities	9	74
Warehousing and Delivery	7	125
Waste Management and Remediation	5	69
Wholesale	49	374
Grand Total	1,443	10,196

BUSINESS REPORT: Stanislaus County

Source: EconoVue (Dun & Bradstreet Database January 2023 Snapshot)

Number of Businesses and Employees

Distinct Businesses	Employees
21,264	192,662

Businesses by Number of Employees

Ex: There are 40 businesses with 0 employees; 0.19% of all businesses in Stanislaus County have 0 employees.

Number of Businesses	Number of Employees	Percent of Businesses
40	0	0.19%
18,006	1-9	84.68%
2,830	10-50	13.31%
228	51-100	1.07%
106	101-250	0.50%
27	251-500	0.13%
27	500+	0.13%
21,264		100.00%

Financial Stress Score of Businesses

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Financial Stress Score	Number of Businesses	Number of Employees
Low	11,810	112,477
Medium	8,413	67,887
High	264	2,112
Unclassified	777	10,186

Industries of Businesses

Industry Sector	Number of Businesses	Number of Employees
Administrative and Support Services	1,462	8,557
Agriculture, Forestry, Fishing, Hunting	1,024	9,099
Arts, Entertainment, Recreation, Fitness	376	2,419
Construction	2,144	11,694
Eating and Drinking	1,101	15,187
Pub Admin/Educational Services	691	23,348
Finance	495	3,490
Health Care	2,303	28,257
Hotels and Accommodations	96	1,553
Information-Based Industries	292	1,907
Insurance Carriers and Related Activities	352	2,075
Legal Services	342	1,601
Manufacturing	735	17,460
Management of Companies	41	19
Mining	2	19
Professional Services	1,738	8,070
Real Estate	839	3,758
Rental and Leasing Services	134	650
Retail Stores	2,451	19,423
Services	2,419	15,075
Transportation	1,130	6,371
Utilities	66	1,377
Warehousing and Delivery	75	1,204
Waste Management and Remediation	63	688
Wholesale	893	9,361
Grand Total	21,264	192,662

Incumbent Worker Training Workflow



1. Employer and SCWD discuss possible Incumbent Worker Training (IWT)

2. SCWD determines that the employer is eligible and approves the IWT.



3. Training provider selected by employer



4. SCWD and employer complete an agreement

5. Trainees enrolled



6. Training is conducted



7. Documentation provided to SCWD

8. Employer reimbursed



STANISLAUS COUNTY AGRICULTURE WORKFORCE SNAPSHOT
2021

7.15%

Percent of Stanislaus County's labor force employed in the Agriculture sector (As of 2021)

14,049 Total Employed 

-6.07% 

Percent of Growth in Stanislaus County's Agriculture Labor Force (Historical 5 Years, 2016 - 2021)

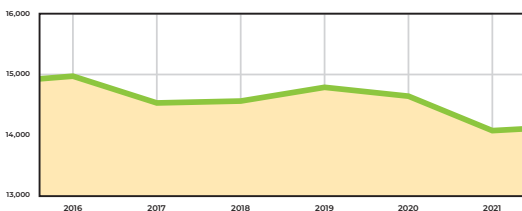
Projected Growth Over 5 Years
Agriculture Labor Force in Stanislaus County (2021 - 2026)

 **-1.19%**

Number of People Employed

Agriculture Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

14,957 → **14,049**
2016 → 2021

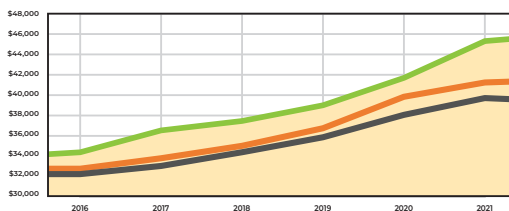


■ Stanislaus County (14,049)

Average Employee Wage

Agriculture Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

\$34,308 → **\$45,295**
2016 → 2021



■ Stanislaus County (\$45,295)
■ California (\$41,206)
■ USA (\$39,662)

TOP 10 AGRICULTURE OCCUPATIONS
RANKED BY NUMBER OF PEOPLE EMPLOYED

	Employed 2021	Median Annual Wage	Projected Employed In 2026
FARMWORKERS AND LABORERS, CROP, NURSERY, AND GREENHOUSE	6,678	\$29,193*	6,675
FARMERS, RANCHERS, AND OTHER AGRICULTURAL MANAGERS	1,625	\$36,478	1,531
FARMWORKERS, FARM, RANCH, AND AQUACULTURAL ANIMALS	982	\$30,218*	907
AGRICULTURAL WORKERS, ALL OTHER	488	\$33,445*	470
GRADERS AND SORTERS, AGRICULTURAL PRODUCTS	435	\$29,695*	428
AGRICULTURAL EQUIPMENT OPERATORS	400	\$34,089*	399
FIRST-LINE SUPERVISORS OF FARMING, FISHING, AND FORESTRY WORKERS	384	\$40,904	391
PACKERS AND PACKAGERS, HAND	255	\$30,222*	266
HEAVY AND TRACTOR-TRAILER TRUCK DRIVERS	217	\$47,757	220
INDUSTRIAL TRUCK AND TRACTOR OPERATORS	173	\$45,032	186
TOTAL EMPLOYED IN TOP 10 OCCUPATIONS	11,638		11,473

* Positions with earnings below 200% of the 2022 Lower Standard Income Level (LLSIL for one person: \$17.01 per hour, \$35,384 per year)

Source: Lightcast™ . 2022, Employment rounded to the nearest whole number.

TOP 3 AGRICULTURE SUBSECTORS
Ranked by Number Employed | 2016 - 2026

Subsectors represent all employers classified by North American Industry Classification System to the 6th level.

1. Farm Labor Contractors & Crew Leaders


Ex: Labor Contractor, Patterson

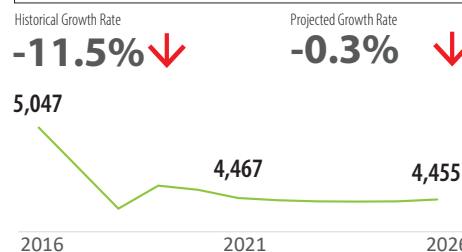
 **4,419** Total Employed



2. Crop Production


Ex: Duarte Nursery, Hughson

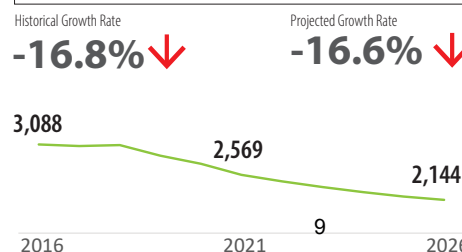
 **4,467** Total Employed



3. Animal Production

Ex: Maze Dairy, Modesto

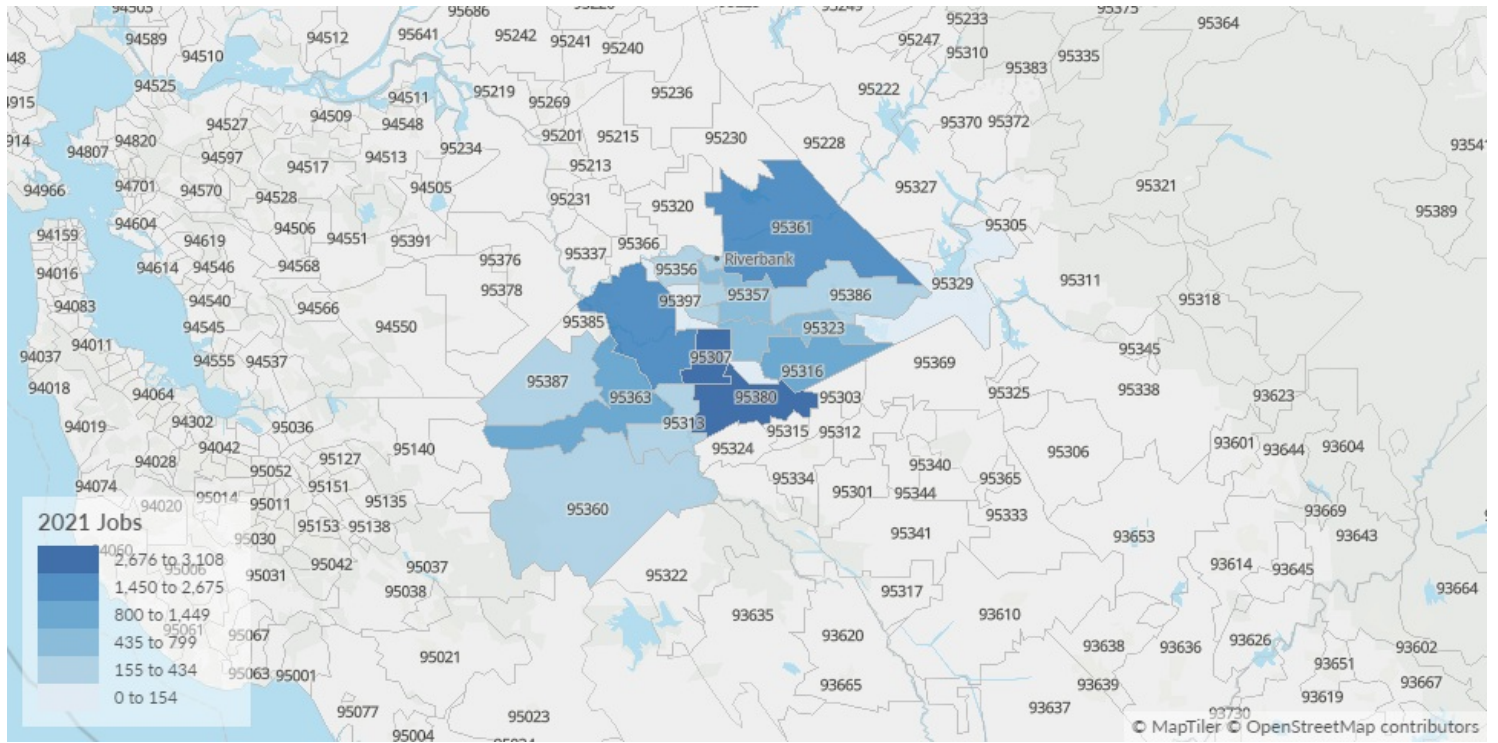
 **2,569** Total Employed



Agriculture, Forestry, Fishing and Hunting in Stanislaus County, CA

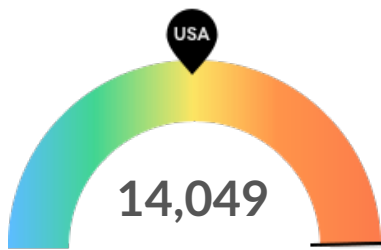
251 E. Hackett Rd. C-2
Modesto, California 95358

Workforce Map



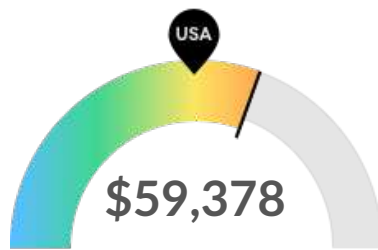
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



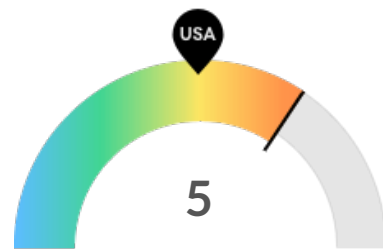
Supply (Jobs)

Stanislaus County, CA is a hotspot for this kind of talent. The national average for an area this size is 1,904* employees, while there are 14,049 here.



Earnings Per Job

Earnings per job are above the national average. The national average salary for Agriculture, Forestry, Fishing and Hunting in an area this size is \$49,919, while in Stanislaus County, CA it is \$59,378. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

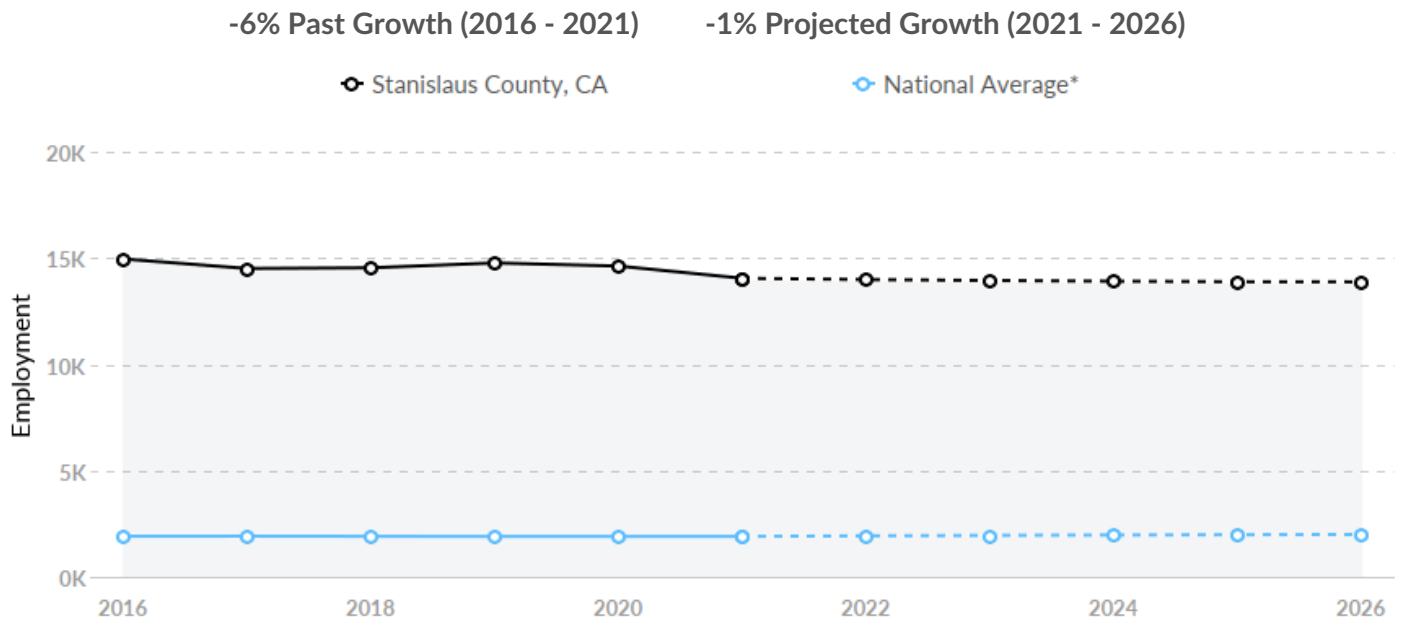
Competition from online job postings is high in Stanislaus County, CA. The national average for an area this size is 3* job postings/mo, while there are 5 here.

*National average values are derived by taking the national value for Agriculture, Forestry, Fishing and Hunting and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

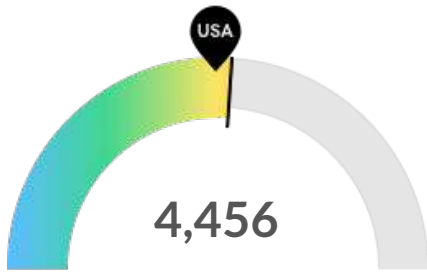
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Agriculture, Forestry, Fishing and Hunting is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 1,904* employees, while there are 14,049 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



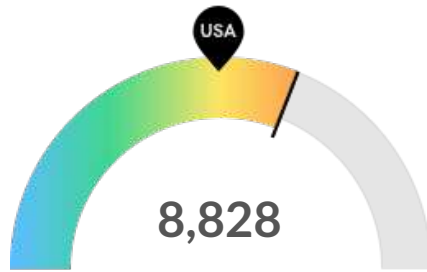
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Retirement Risk Is About Average, While Overall Diversity Is High



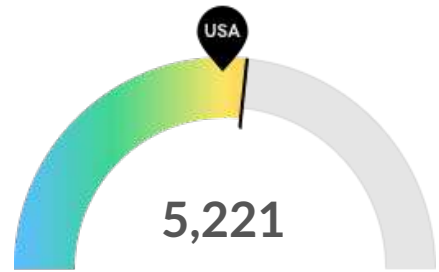
Retiring Soon

Retirement risk is about average in Stanislaus County, CA. The national average for an area this size is 4,188* employees 55 or older, while there are 4,456 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 6,327* racially diverse employees, while there are 8,828 here.



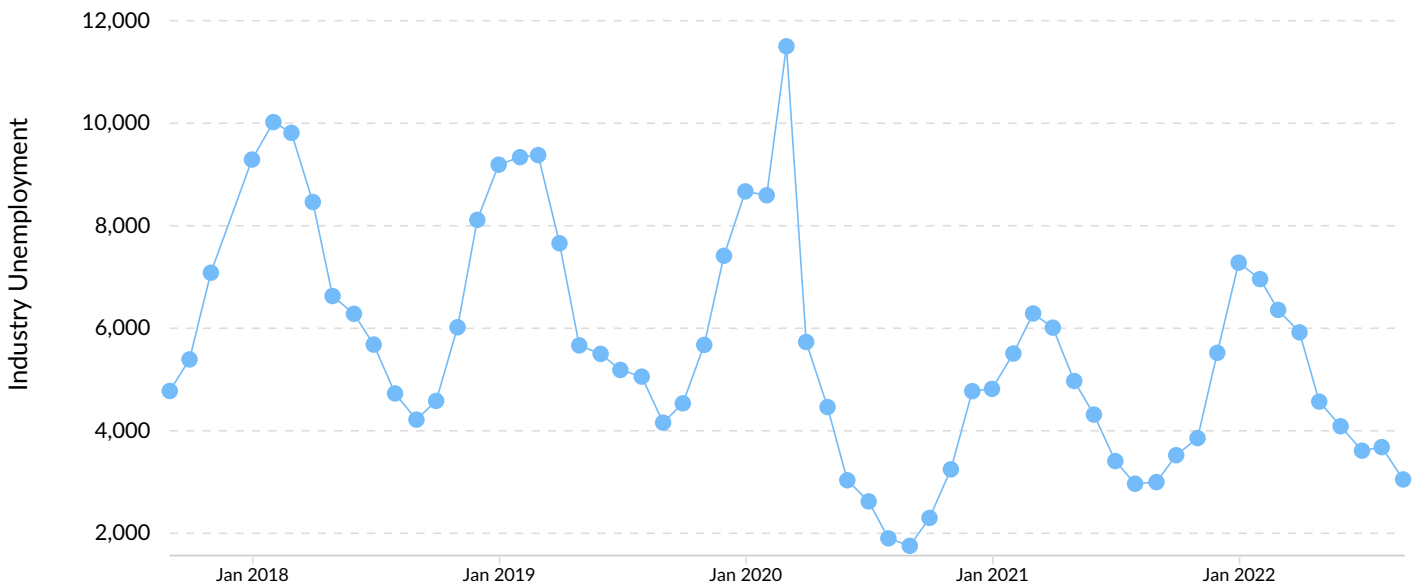
Gender Diversity

Gender diversity is high in Stanislaus County, CA. The national average for an area this size is 4,741* female employees, while there are 5,221 here.

*National average values are derived by taking the national value for Agriculture, Forestry, Fishing and Hunting and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

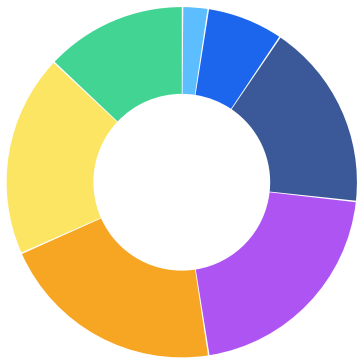
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.



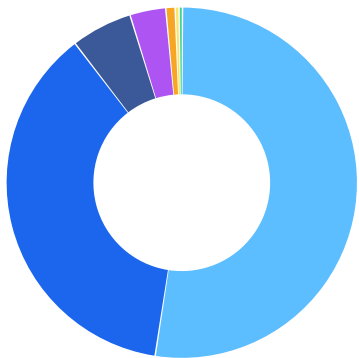
Demographic Details

Industry Age Breakdown



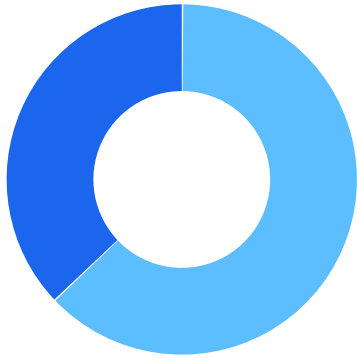
	% of Jobs	Jobs
14-18	2.4%	330
19-24	7.0%	990
25-34	17.3%	2,429
35-44	20.8%	2,920
45-54	20.8%	2,925
55-64	18.6%	2,620
65+	13.1%	1,836

Industry Race/Ethnicity Breakdown



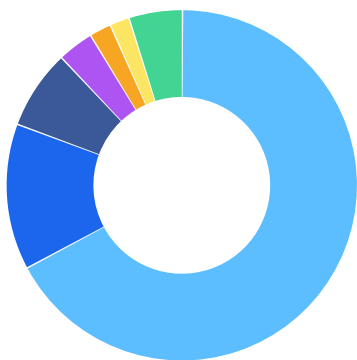
	% of Jobs	Jobs
Hispanic or Latino	52.4%	7,357
White	37.2%	5,221
Asian	5.6%	792
Black or African American	3.3%	465
Two or More Races	0.9%	120
American Indian or Alaska Native	0.4%	50
Native Hawaiian or Other Pacific Islander	0.3%	45

Industry Gender Breakdown



	% of Jobs	Jobs
● Males	62.8%	8,828
● Females	37.2%	5,221

Most Jobs are Found in the Farming, Fishing, and Forestry Occupations Industry Sector



Occupation	% of Industry in Occupation (2021)
● Farming, Fishing, and Forestry Occupations	67.1%
● Management Occupations	13.5%
● Transportation and Material Moving Occupations	7.3%
● Office and Administrative Support Occupations	3.3%
● Production Occupations	2.0%
● Installation, Maintenance, and Repair Occupations	1.8%
● Other	4.9%

Demand



16 Employers Competing

All employers in the region who posted for this job over the last 12 months.



61 Unique Job Postings

The number of unique postings for this job over the last 12 months.



22 Day Median Duration

Posting duration is 5 days shorter than what's typical in the region.

Top Companies	Unique Postings
Grower Direct Nut Company	17
Select Genetics	17
Mid Valley Agricultural Services	5
Silva And Sons	3
Treepeople	3

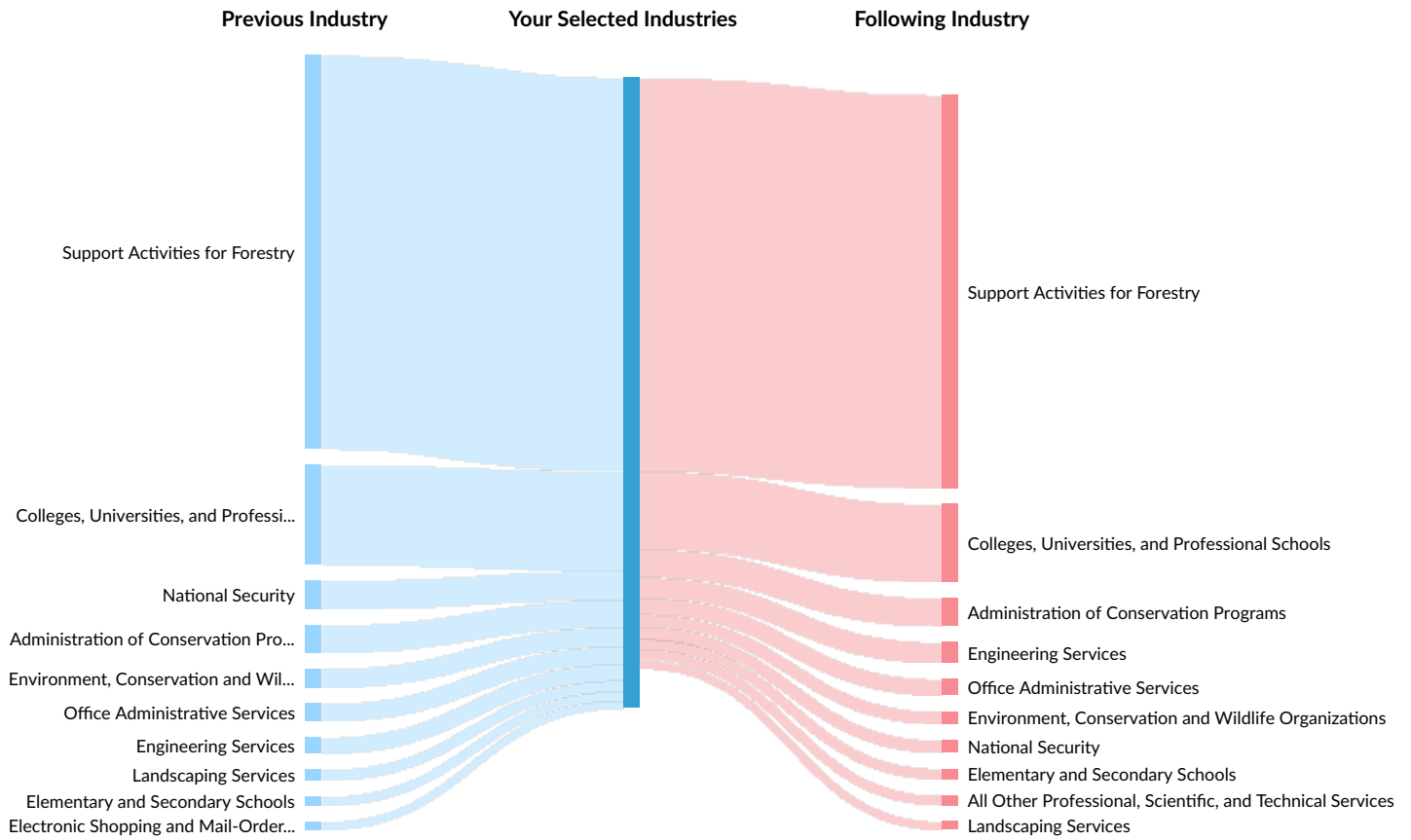
Top Job Titles	Unique Postings
Hatchery Managers	4
Construction Workers	3
Track Laborers	3
Community Coordinators	2
Logistics Coordinators	2

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level.

The following represents the job transitions of employees in your selected industries in the United States:



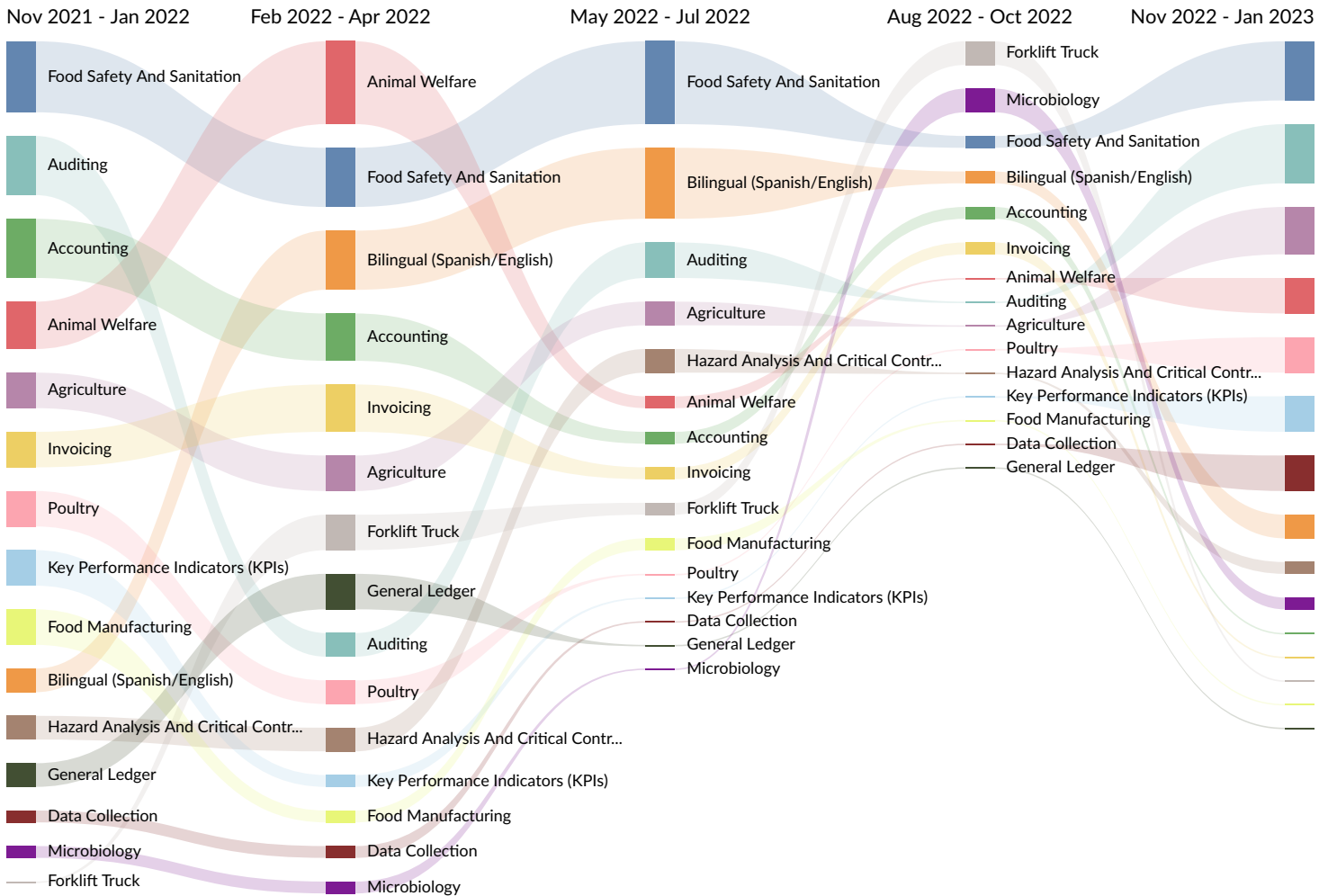
Previous Industries	Transitions
Support Activities for Forestry	3,935
Colleges, Universities, and Professional Schools	998
National Security	288
Administration of Conservation Programs	273
Environment, Conservation and Wildlife Organizations	192

Following Industries	Transitions
Support Activities for Forestry	3,935
Colleges, Universities, and Professional Schools	779
Administration of Conservation Programs	280
Engineering Services	208
Office Administrative Services	164

What skills are they posting for?

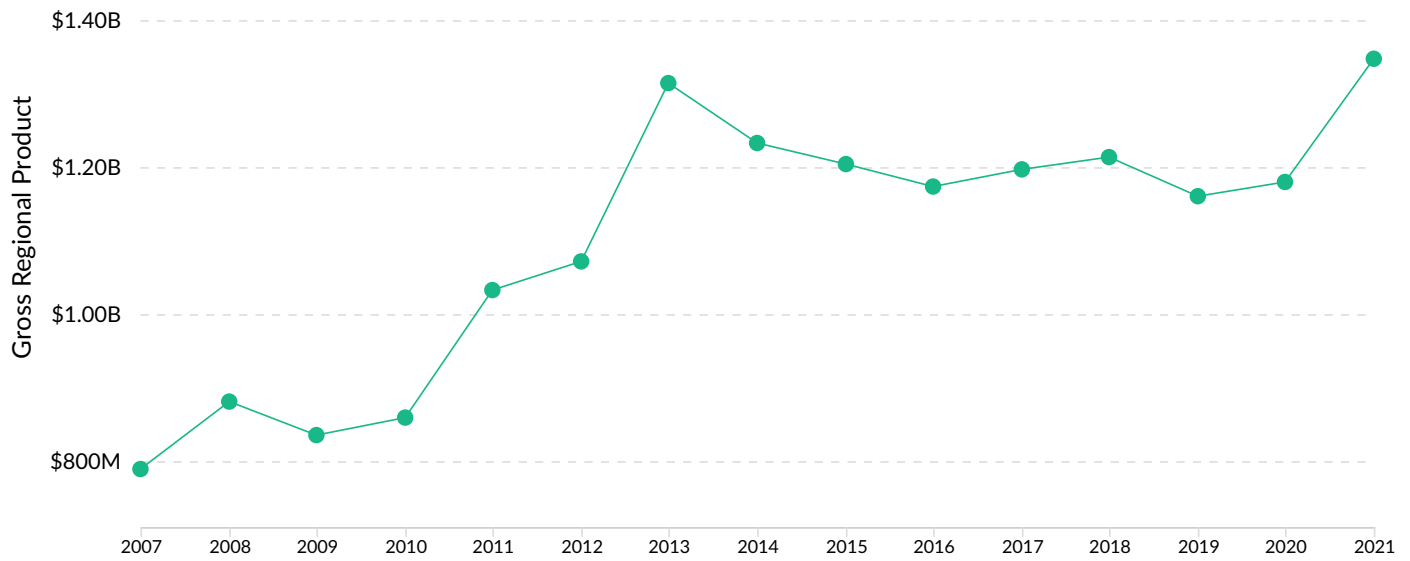
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$1.0B	\$414.5M	-\$93.3M	\$1.3B
Earnings (2021)	Property Income (2021)	Taxes (2021)	Total GRP (2021)



Industry Requirements

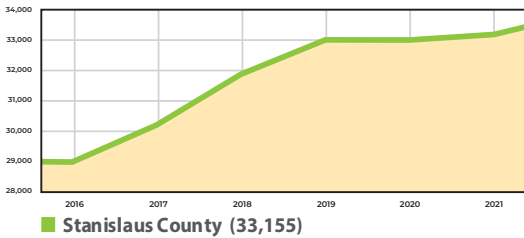
Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Animal Production	\$131,617,155	\$36,245,528	\$167,862,684
Other Animal Food Manufacturing	\$86,876,085	\$28,641,742	\$115,517,827
Crop Production	\$92,497,618	\$19,610,561	\$112,108,179
Farm Labor Contractors and Crew Leaders	\$36,018,619	\$2,468,377	\$38,486,996
Lessors of Residential Buildings and Dwellings	\$21,383,999	\$15,316,105	\$36,700,104

STANISLAUS COUNTY HEALTH CARE WORKFORCE SNAPSHOT
2021



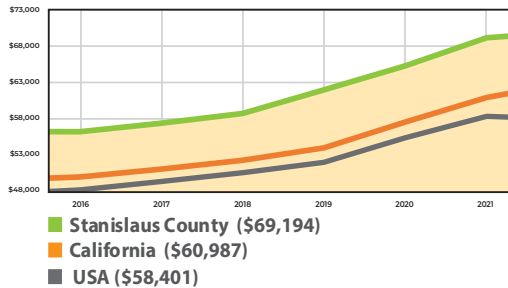
Number of People Employed
Health Care Industry, Stanislaus County
(Historical 5 Years, 2016 - 2021)

28,988 → **33,155**
2016 2021



Average Employee Wage
Health Care Industry, Stanislaus County
(Historical 5 Years, 2016 - 2021)

\$56,286 → **\$69,194**
2016 2021



TOP 3 HEALTHCARE SUBSECTORS
Ranked by Number Employed | 2016 - 2026

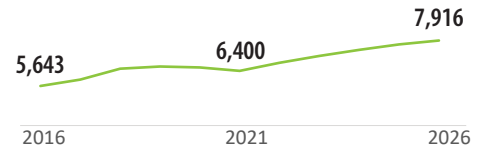
Subsectors represent all employers classified by North American Industry Classification System to the 6th level.

1. Services For The Elderly & Persons With Disabilities

Ex: Samaritan Village, Hughson



Historical Growth Rate **13.4%** ↑ Projected Growth Rate **23.7%** ↑

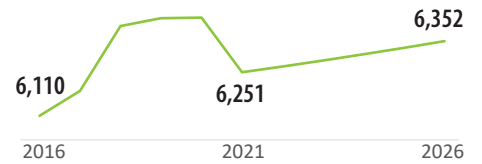


2. General Medical & Surgical Hospitals

Ex: Emanuel Medical Center, Turlock



Historical Growth Rate **2.3%** ↑ Projected Growth Rate **1.6%** ↑

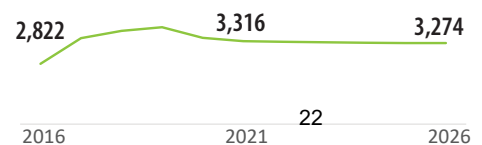


3. Offices of Physicians (Except Mental Health Specialists)

Ex: HcHenry Medical Group Inc., Modesto



Historical Growth Rate **17.5%** ↑ Projected Growth Rate **-1.3%** ↓



TOP 10 HEALTH CARE OCCUPATIONS RANKED BY NUMBER OF PEOPLE EMPLOYED	Employed 2021	Median Annual Wage	Projected Employed In 2026
HOME HEALTH AND PERSONAL CARE AIDES	6,821	\$29,808*	8,370
REGISTERED NURSES	4,212	\$121,742	4,559
MEDICAL SECRETARIES AND ADMINISTRATIVE ASSISTANTS	1,423	\$37,710	1,533
NURSING ASSISTANTS	1,392	\$36,338	1,542
MEDICAL ASSISTANTS	1,294	\$37,960	1,428
LICENSED PRACTICAL AND LICENSED VOCATIONAL NURSES	871	\$59,155	962
DENTAL ASSISTANTS	801	\$37,170	898
MEDICAL AND HEALTH SERVICES MANAGERS	605	\$126,069	739
SUBSTANCE ABUSE, BEHAVIORAL DISORDER, AND MENTAL HEALTH COUNSELORS	578	\$61,131	675
SOCIAL AND HUMAN SERVICE ASSISTANTS	559	\$38,771	638
TOTAL EMPLOYED IN TOP 10 OCCUPATIONS	18,558		21,344

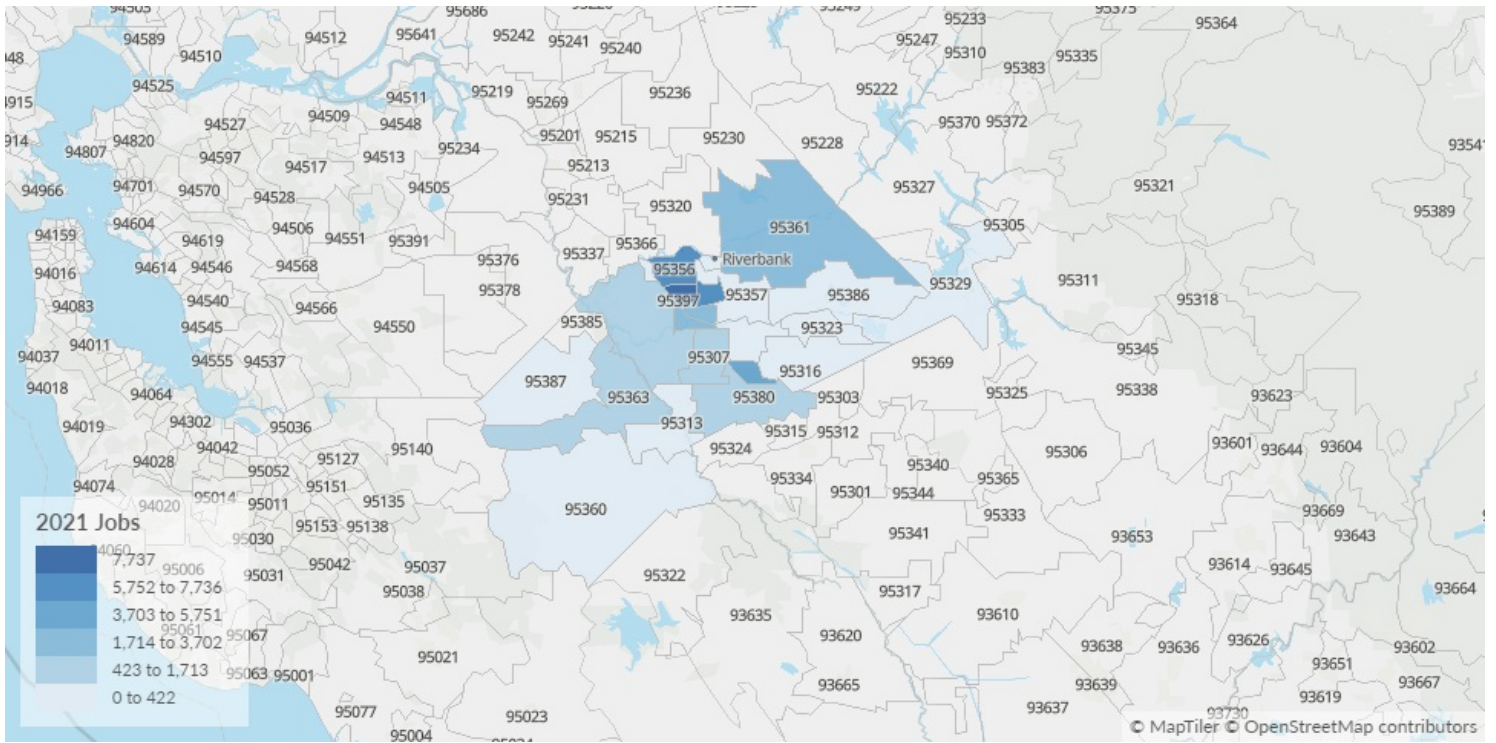
* Positions with earnings below 200% of the 2022 Lower Standard Income Level (LLSIL for one person: \$17.01 per hour, \$35,384 per year)

Source: Lightcast™. 2022, Employment rounded to the nearest whole number.

Health Care and Social Assistance in Stanislaus County, CA

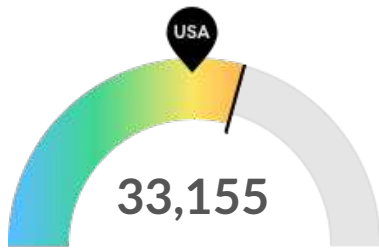
251 E. Hackett Rd. C-2
Modesto, California 95358

Workforce Map



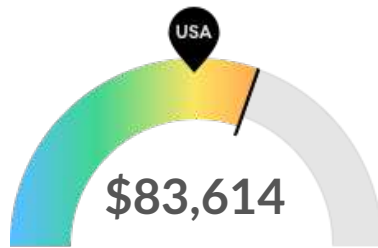
Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



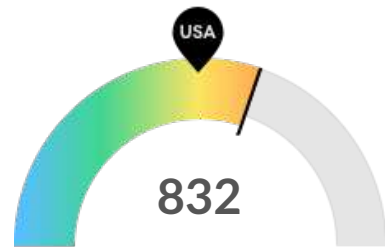
Supply (Jobs)

Stanislaus County, CA is a hotspot for this kind of talent. The national average for an area this size is 25,981* employees, while there are 33,155 here.



Earnings Per Job

Earnings per job are above the national average. The national average salary for Health Care and Social Assistance in an area this size is \$70,850, while in Stanislaus County, CA it is \$83,614. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

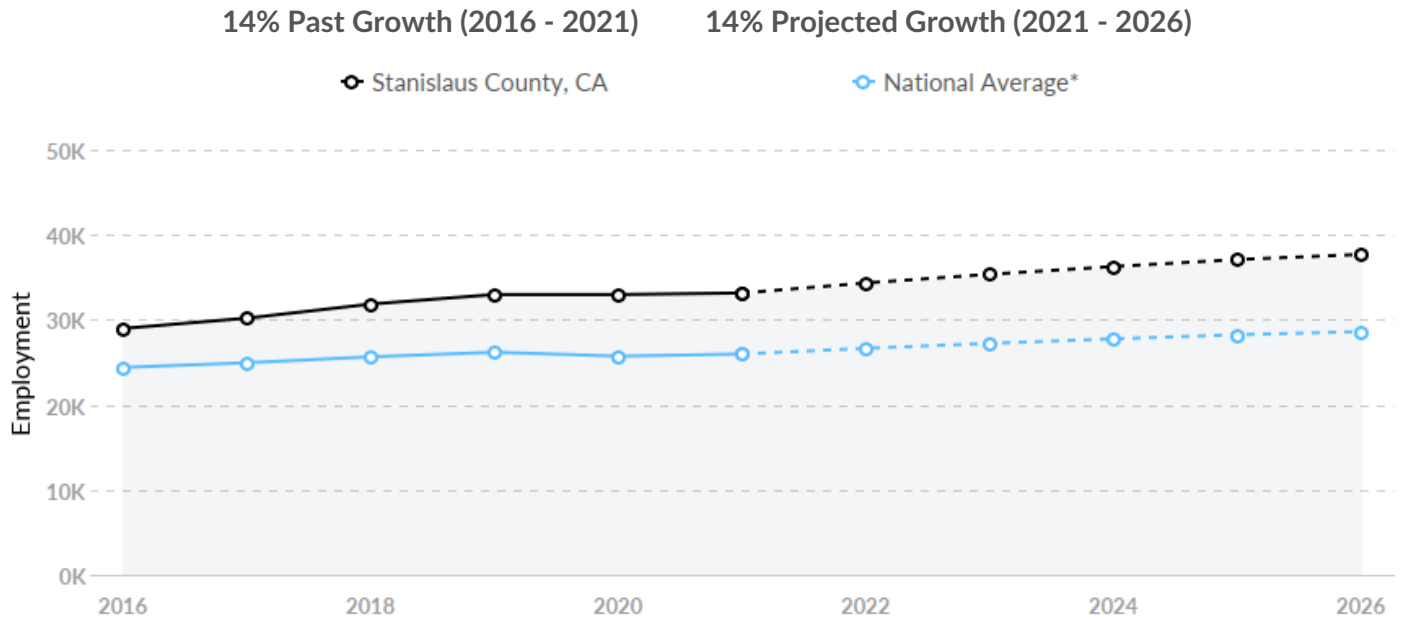
Competition from online job postings is high in Stanislaus County, CA. The national average for an area this size is 621* job postings/mo, while there are 832 here.

*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

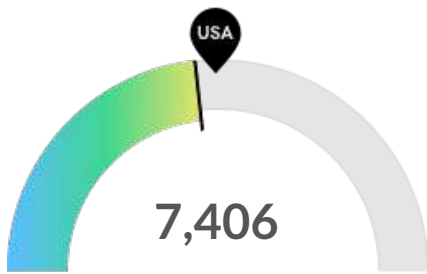
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Health Care and Social Assistance is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 25,981* employees, while there are 33,155 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



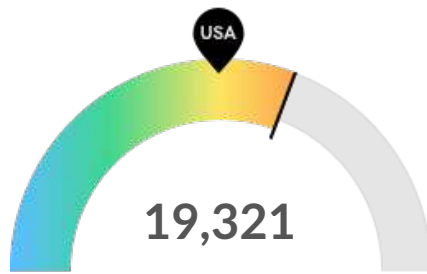
*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is About Average, While Overall Diversity Is High



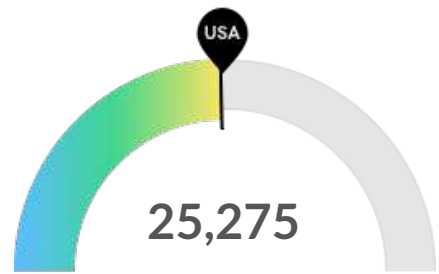
Retiring Soon

Retirement risk is about average in Stanislaus County, CA. The national average for an area this size is 8,196* employees 55 or older, while there are 7,406 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 14,019* racially diverse employees, while there are 19,321 here.



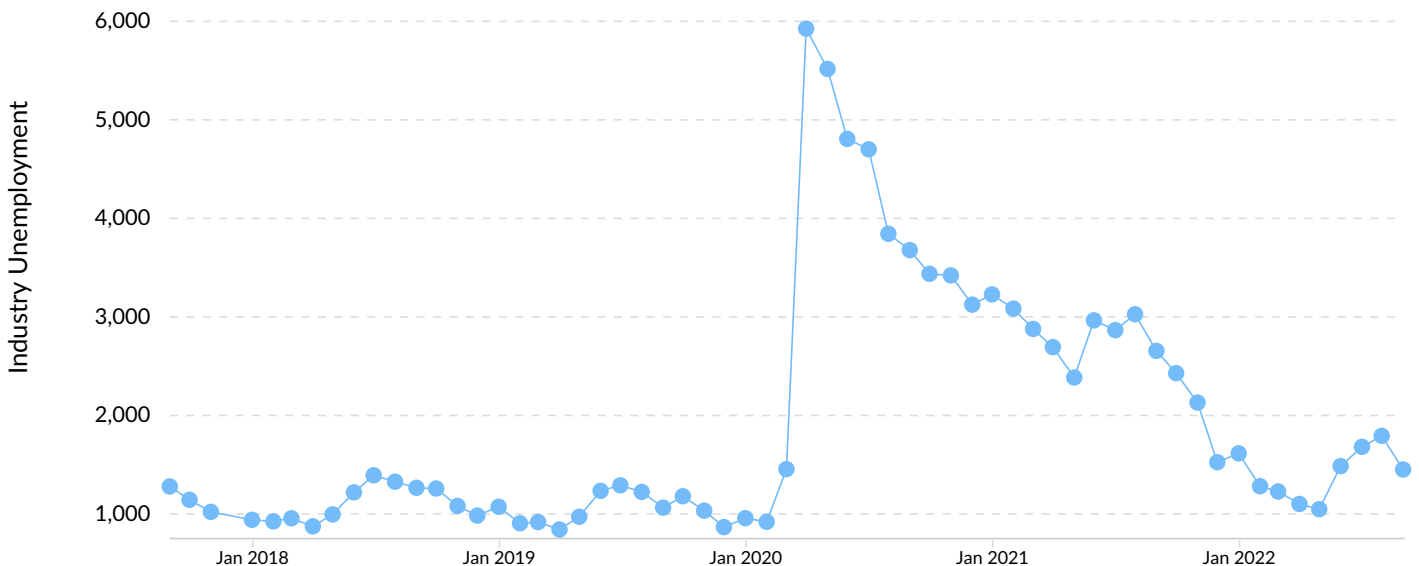
Gender Diversity

Gender diversity is about average in Stanislaus County, CA. The national average for an area this size is 25,743* female employees, while there are 25,275 here.

*National average values are derived by taking the national value for Health Care and Social Assistance and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

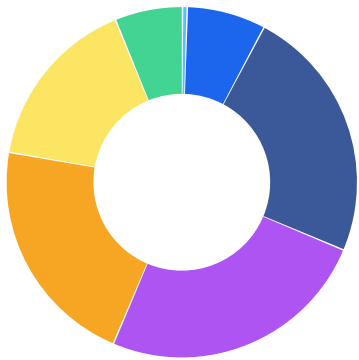
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.



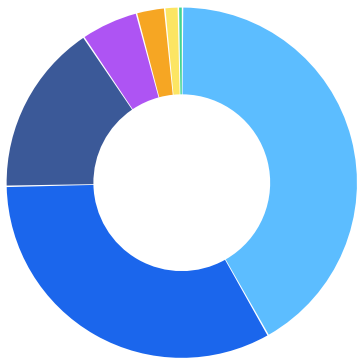
Demographic Details

Industry Age Breakdown



	% of Jobs	Jobs
14-18	0.4%	145
19-24	7.3%	2,410
25-34	23.5%	7,804
35-44	25.1%	8,311
45-54	21.4%	7,079
55-64	16.1%	5,339
65+	6.2%	2,068

Industry Race/Ethnicity Breakdown



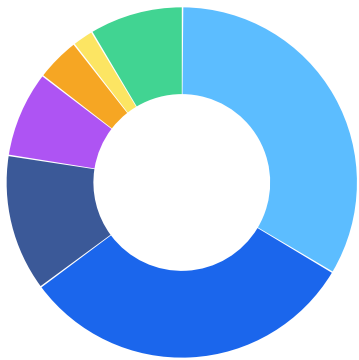
	% of Jobs	Jobs
White	41.7%	13,834
Hispanic or Latino	32.9%	10,900
Asian	15.9%	5,269
Black or African American	5.3%	1,749
Two or More Races	2.6%	863
Native Hawaiian or Other Pacific Islander	1.3%	415
American Indian or Alaska Native	0.4%	126

Industry Gender Breakdown



	% of Jobs	Jobs
Males	23.8%	7,880
Females	76.2%	25,275

Most Jobs are Found in the Healthcare Support Occupations Industry Sector



Occupation	% of Industry in Occupation (2021)
Healthcare Support Occupations	33.5%
Healthcare Practitioners and Technical Occupations	31.3%
Office and Administrative Support Occupations	12.6%
Community and Social Service Occupations	7.9%
Management Occupations	4.1%
Personal Care and Service Occupations	1.9%
Other	8.6%

Demand



498 Employers Competing

All employers in the region who posted for this job over the last 12 months.



9,988 Unique Job Postings

The number of unique postings for this job over the last 12 months.



26 Day Median Duration

Posting duration is 1 day shorter than what's typical in the region.

Top Companies	Unique Postings
Tenet Healthcare	1,442
Sutter Health	1,378
Kaiser Permanente	407
Doctors Medical Center Of Mod...	309
Emanuel Medical Center	271

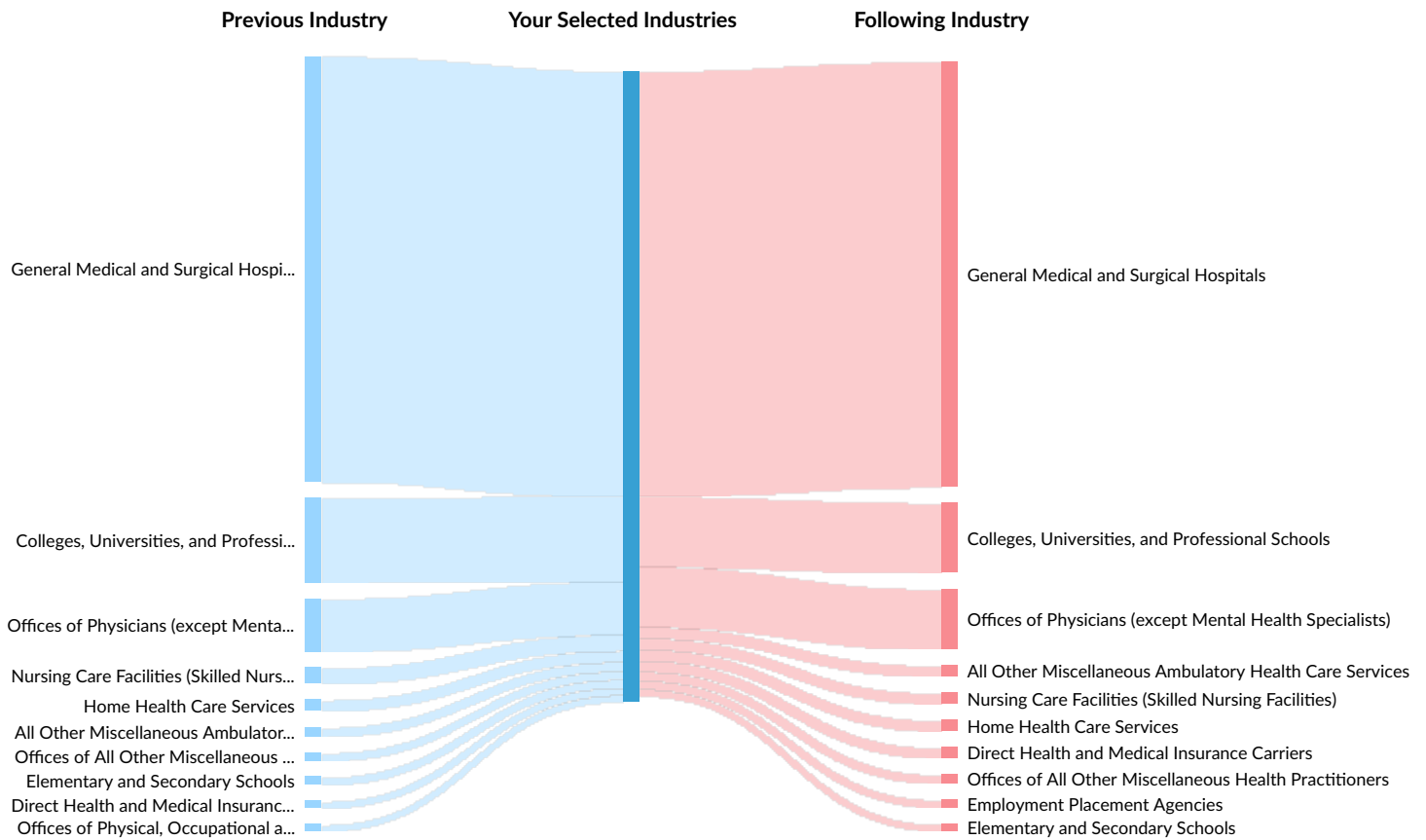
Top Job Titles	Unique Postings
Registered Nurses	179
Licensed Vocational Nurses	137
Medical Assistants	110
NICU Registered Nurses	99
Caregivers	87

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level.

The following represents the job transitions of employees in your selected industries in the United States:



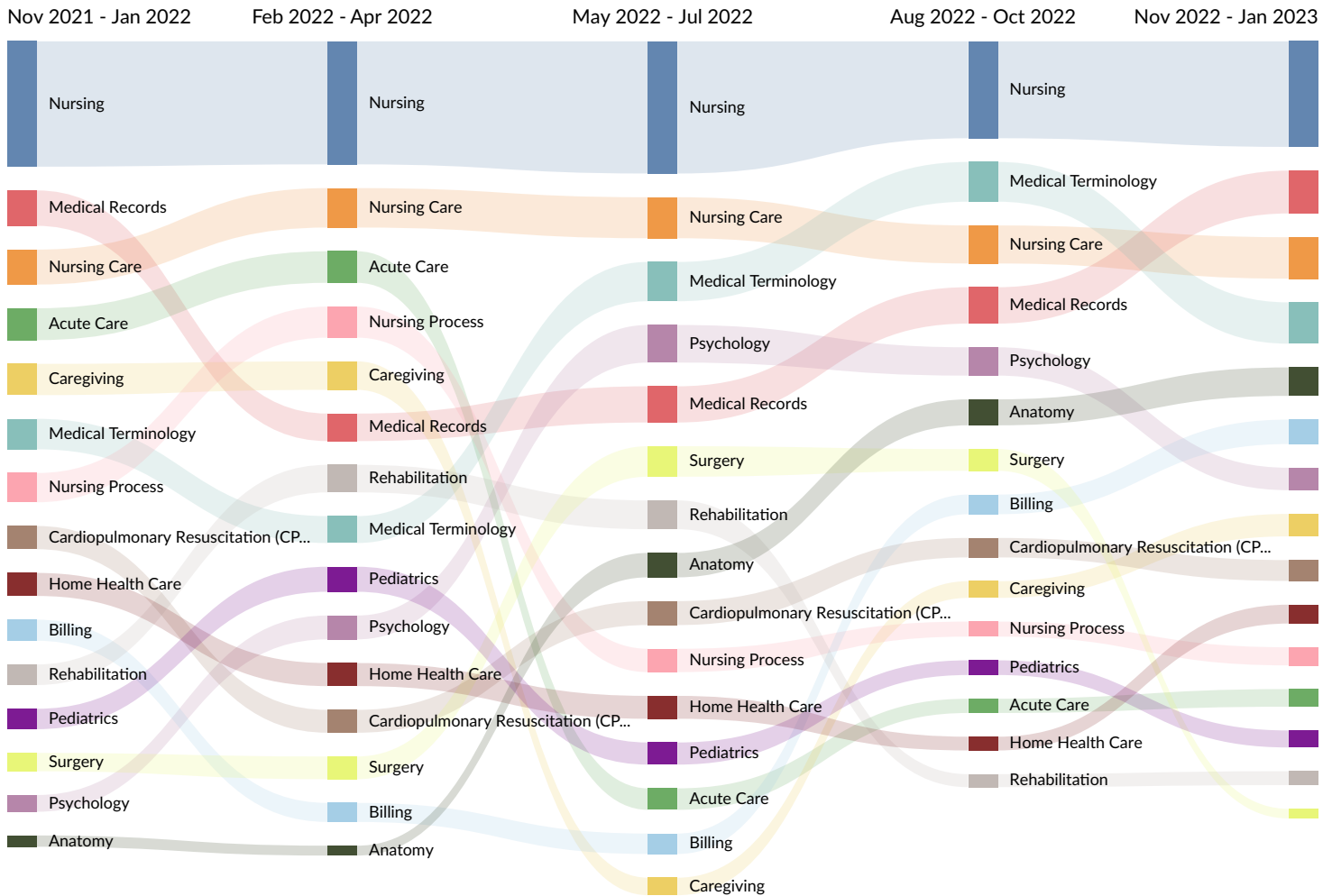
Previous Industries	Transitions
General Medical and Surgical Hospitals	398,921
Colleges, Universities, and Professional Schools	80,028
Offices of Physicians (except Mental Health Specialists)	49,513
Nursing Care Facilities (Skilled Nursing Facilities)	15,150
Home Health Care Services	10,661

Following Industries	Transitions
General Medical and Surgical Hospitals	398,921
Colleges, Universities, and Professional Schools	65,733
Offices of Physicians (except Mental Health Specialists)	56,578
All Other Miscellaneous Ambulatory Health Care Services	10,704
Nursing Care Facilities (Skilled Nursing Facilities)	10,634

What skills are they posting for?

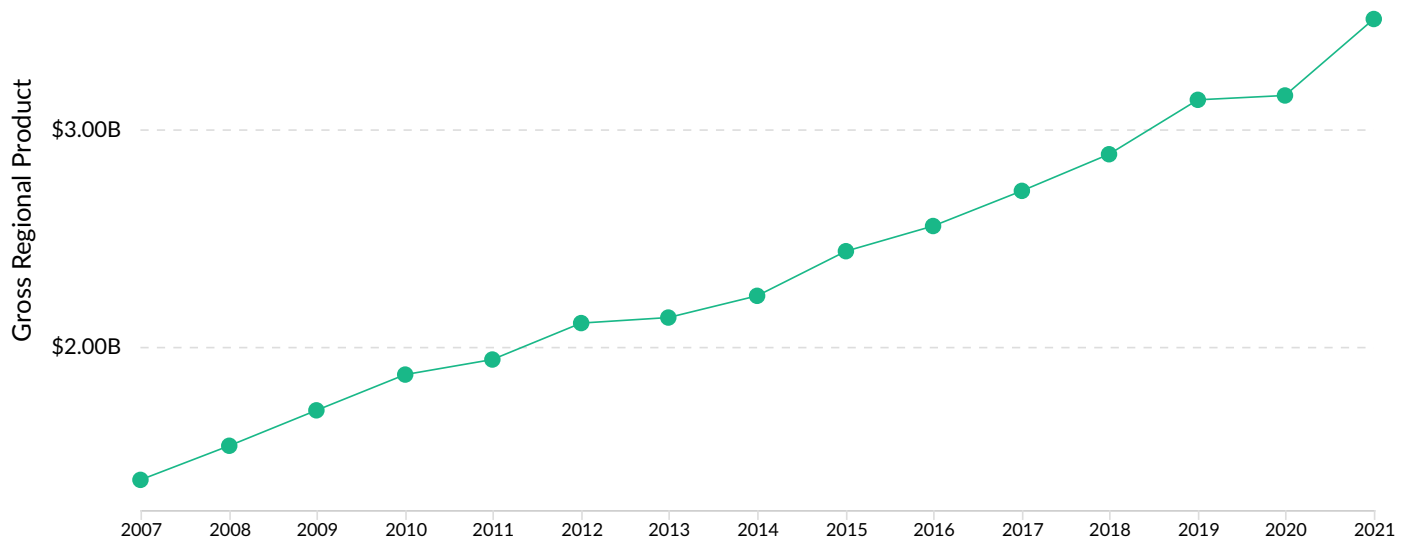
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$2.9B	\$682.5M	-\$66.9M	\$3.5B
Earnings (2021)	Property Income (2021)	Taxes (2021)	Total GRP (2021)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Corporate, Subsidiary, and Regional Managing Offices	\$36,607,150	\$78,313,769	\$114,920,919
Lessors of Residential Buildings and Dwellings	\$49,377,514	\$35,366,219	\$84,743,734
Temporary Help Services	\$81,088,547	\$382,395	\$81,470,942
Offices of Real Estate Agents and Brokers	\$63,694,160	\$7,526,588	\$71,220,748
Direct Property and Casualty Insurance Carriers	\$1,967,098	\$67,982,509	\$69,949,607

STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

published 02.23

STANISLAUS COUNTY MANUFACTURING WORKFORCE SNAPSHOT
2021

11.06% Percent of Stanislaus County's labor force employed in the Manufacturing sector (As of 2021)

21,719 *Total Employed*

0.38% Percent of Growth in Stanislaus County's Manufacturing Labor Force (Historical 5 Years, 2016 - 2021)

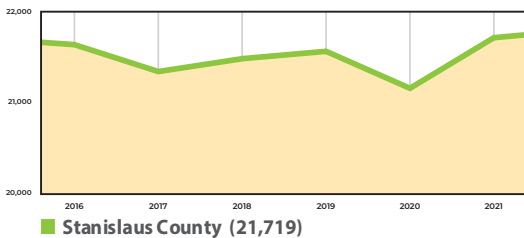
Projected Growth Over 5 Years
Manufacturing Labor Force in Stanislaus County (2021 - 2026)

0.95%

Number of People Employed

Manufacturing Industry, Stanislaus County
(Historical 5 Years, 2016 - 2021)

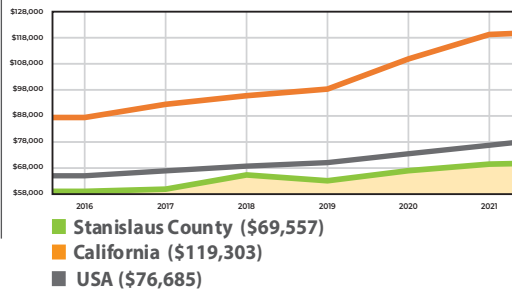
21,637 → **21,719**
2016 2021



Average Employee Wage

Manufacturing Industry, Stanislaus County
(Historical 5 Years, 2016 - 2021)

\$59,023 → **\$69,557**
2016 2021



TOP 3 MANUFACTURING SUBSECTORS
Ranked by Number Employed | 2016 - 2026

Subsectors represent all employers classified by North American Industry Classification System to the 6th level.

1. Wineries

Ex: E & J Gallo Winery, Modesto

3,289 *Total Employed*

Historical Growth Rate: **-5.3%**
Projected Growth Rate: **0.2%**



2. Fruit & Vegetable Canning

Ex: Stanislaus Food Products Company, Modesto

1,564 *Total Employed*

Historical Growth Rate: **-41.2%**
Projected Growth Rate: **-50.2%**



3. Poultry Processing

Ex: Foster Poultry Farms, Waterford

1,319 *Total Employed*

Historical Growth Rate: **-14.7%**
Projected Growth Rate: **-12.9%**



TOP 10 MANUFACTURING OCCUPATIONS RANKED BY NUMBER OF PEOPLE EMPLOYED	Employed 2021	Median Annual Wage	Projected Employed In 2026
PACKAGING & FILLING MACHINE OPERATORS & TENDERS	1,705	\$36,358	1,700
LABORERS & FREIGHT, STOCK & MATERIAL MOVERS, HAND	1,097	\$34,819*	1,098
INDUSTRIAL TRUCK AND TRACTOR OPERATORS	983	\$45,032	971
MISCELLANEOUS ASSEMBLERS AND FABRICATORS	739	\$35,131*	699
FIRST-LINE SUPERVISORS OF PRODUCTION & OPERATING WORKERS	649	\$61,797	679
SALES REPRESENTATIVES, WHOLESALE AND MANUFACTURING, EXCEPT TECHNICAL AND SCIENTIFIC PRODUCTS	597	\$61,963	614
INSPECTORS, TESTERS, SORTERS, SAMPLERS & WEIGHERS	542	\$37,461	527
FOOD BATCHMAKERS	480	\$34,611*	514
PACKERS & PACKAGERS, HAND	452	\$30,222*	455
INDUSTRIAL MACHINERY MECHANICS	449	\$60,112	501
TOTAL EMPLOYED IN TOP 10 OCCUPATIONS	7,694		7,759

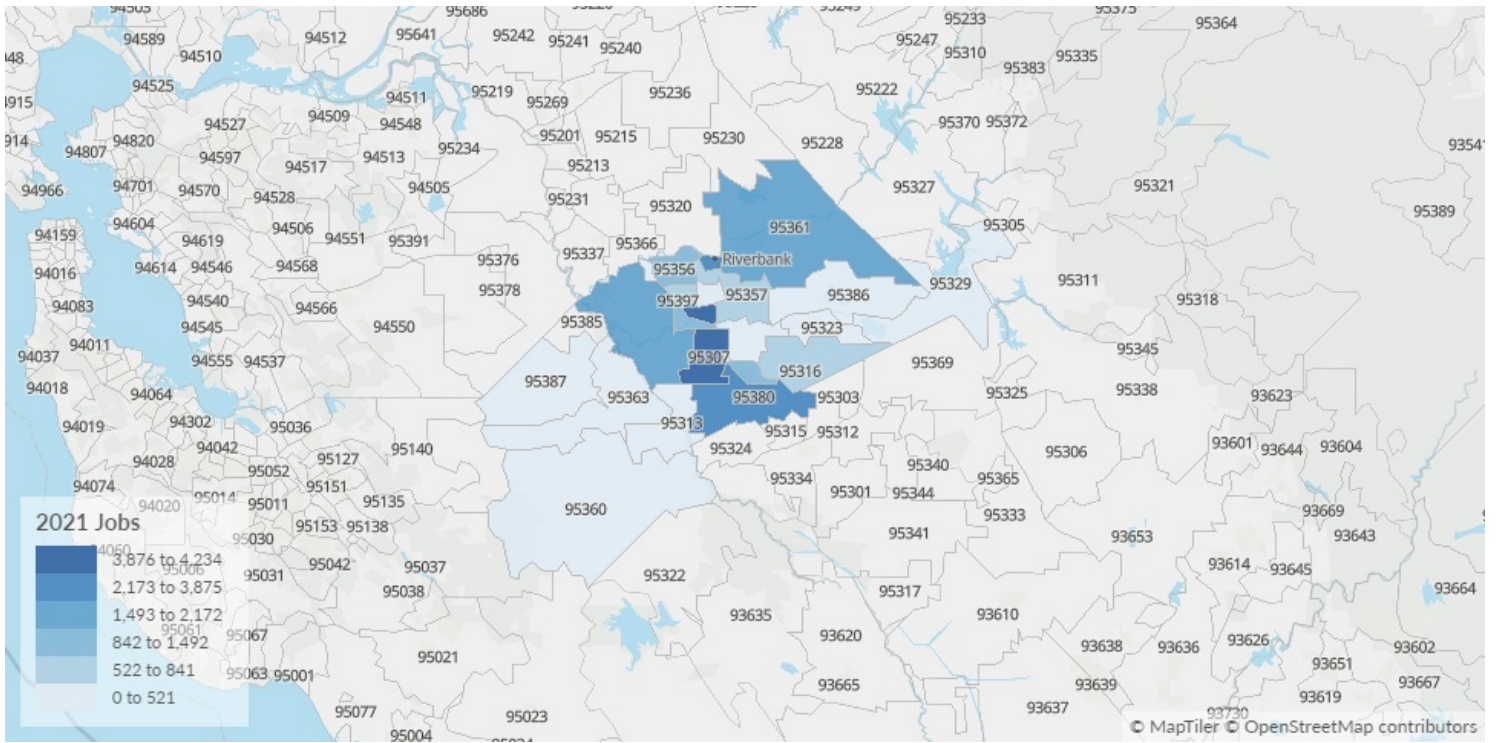
* Positions with earnings below 200% of the 2022 Lower Standard Income Level (LLSIL for one person: \$17.01 per hour, \$35,384 per year)

Source: Lightcast™. 2022, Employment rounded to the nearest whole number.

Manufacturing in Stanislaus County, CA

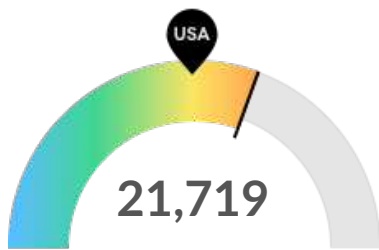
251 E. Hackett Rd. C-2
Modesto, California 95358

Workforce Map



Executive Summary

Aggressive Hiring Competition Over a Deep Supply of Regional Talent



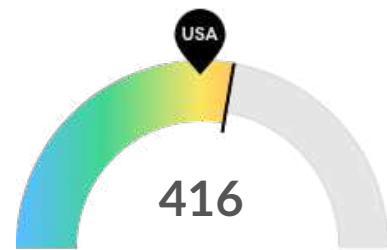
Supply (Jobs)

Stanislaus County, CA is a hotspot for this kind of talent. The national average for an area this size is 15,893* employees, while there are 21,719 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for Manufacturing in an area this size is \$95,185, while in Stanislaus County, CA it is \$86,094. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

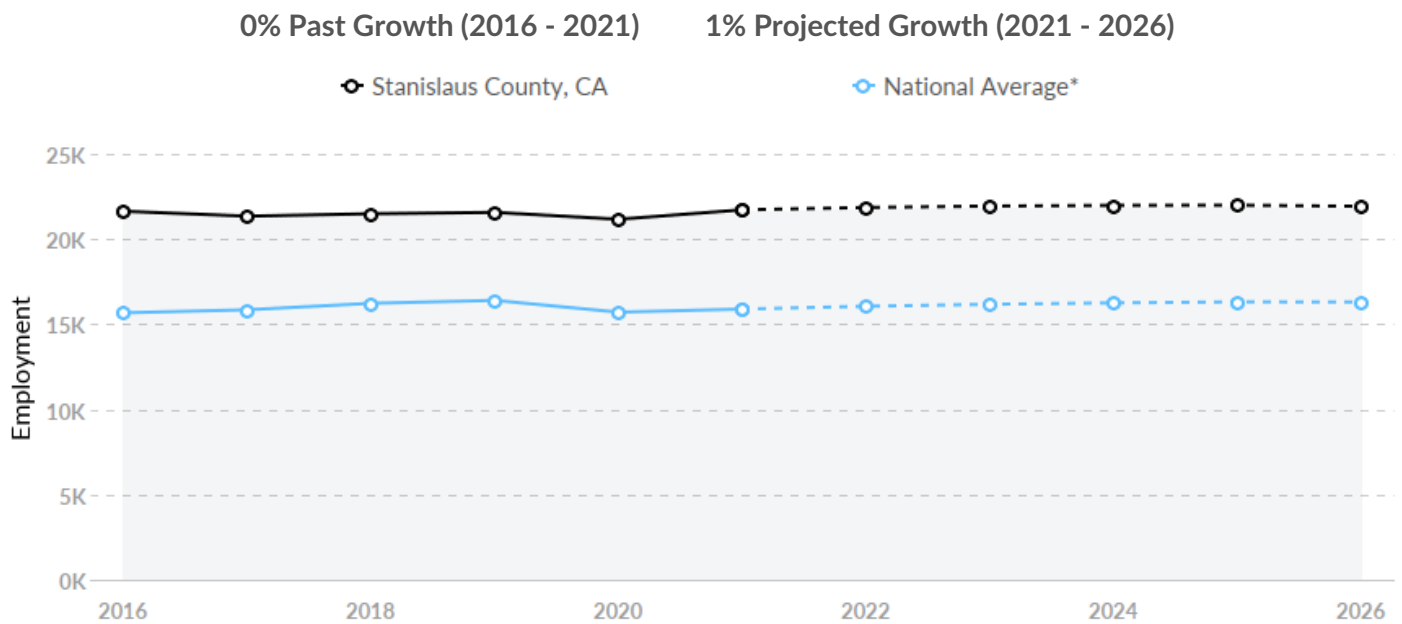
Competition from online job postings is high in Stanislaus County, CA. The national average for an area this size is 357* job postings/mo, while there are 416 here.

*National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

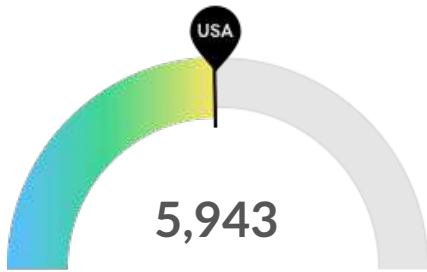
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Manufacturing is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 15,893* employees, while there are 21,719 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to remain roughly the same over the next 5 years.



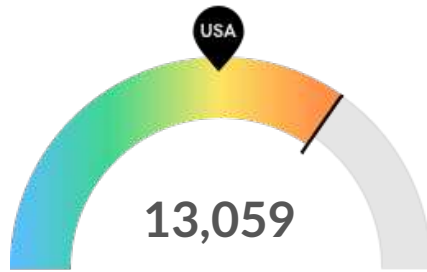
*National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is About Average, While Overall Diversity Is High



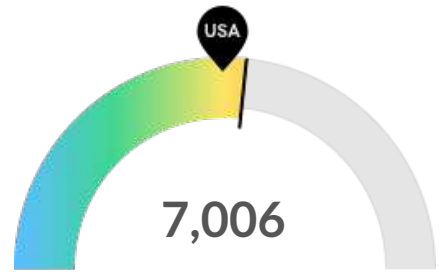
Retiring Soon

Retirement risk is about average in Stanislaus County, CA. The national average for an area this size is 6,034* employees 55 or older, while there are 5,943 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 7,623* racially diverse employees, while there are 13,059 here.



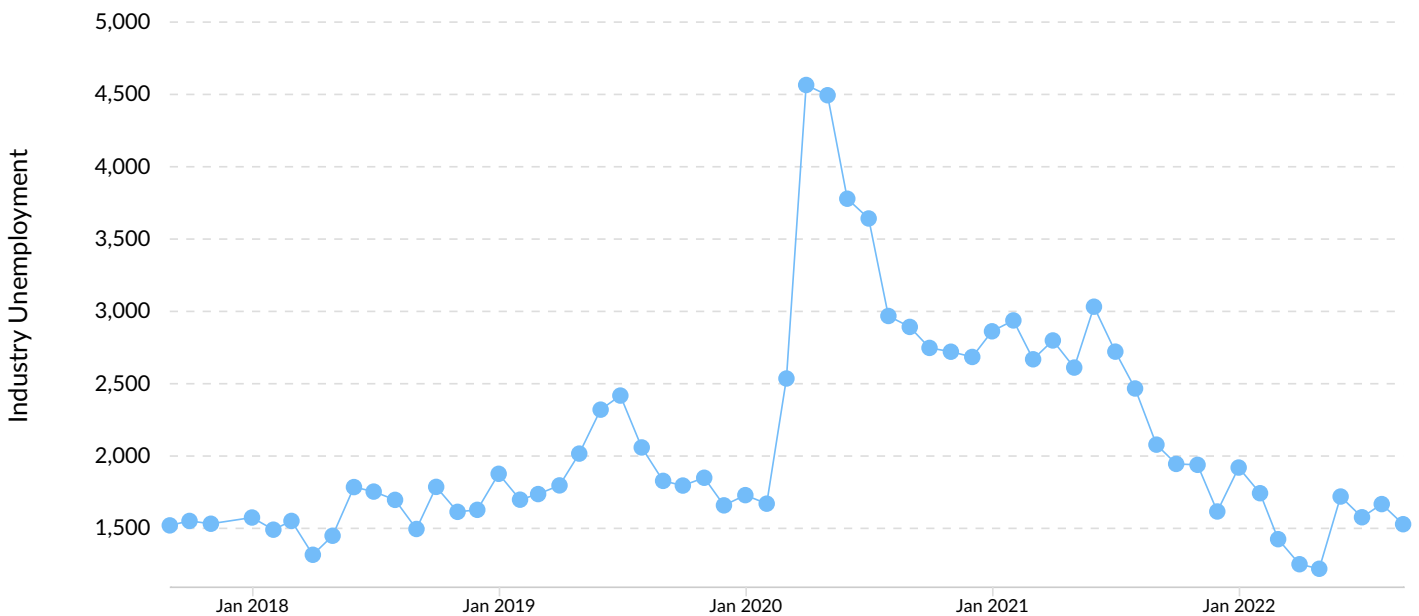
Gender Diversity

Gender diversity is about average in Stanislaus County, CA. The national average for an area this size is 6,371* female employees, while there are 7,006 here.

*National average values are derived by taking the national value for Manufacturing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

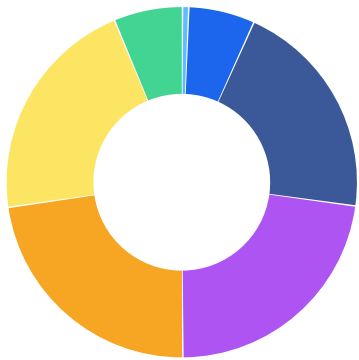
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.



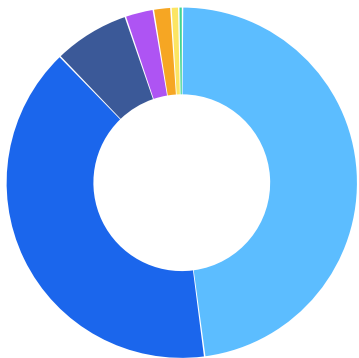
Demographic Details

Industry Age Breakdown



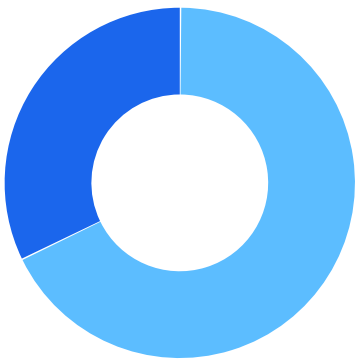
	% of Jobs	Jobs
14-18	0.6%	124
19-24	6.1%	1,326
25-34	20.4%	4,435
35-44	22.7%	4,938
45-54	22.8%	4,953
55-64	21.0%	4,567
65+	6.3%	1,376

Industry Race/Ethnicity Breakdown



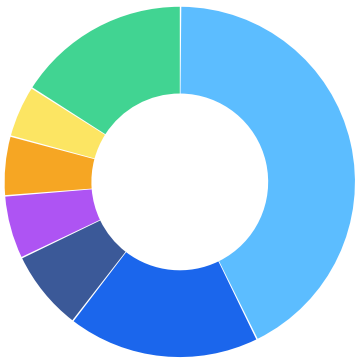
	% of Jobs	Jobs
Hispanic or Latino	47.8%	10,391
White	39.9%	8,659
Asian	7.0%	1,521
Black or African American	2.6%	568
Two or More Races	1.6%	350
Native Hawaiian or Other Pacific Islander	0.7%	155
American Indian or Alaska Native	0.3%	75

Industry Gender Breakdown



	% of Jobs	Jobs
Males	67.7%	14,713
Females	32.3%	7,006

Most Jobs are Found in the Production Occupations Industry Sector



Occupation	% of Industry in Occupation (2021)
Production Occupations	42.7%
Transportation and Material Moving Occupations	17.7%
Office and Administrative Support Occupations	7.4%
Management Occupations	5.8%
Installation, Maintenance, and Repair Occupations	5.5%
Sales and Related Occupations	4.8%
Other	16.1%

Demand



361 Employers Competing

All employers in the region who posted for this job over the last 12 months.



4,994 Unique Job Postings

The number of unique postings for this job over the last 12 months.



27 Day Median Duration

Posting duration is the same as what's typical in the region.

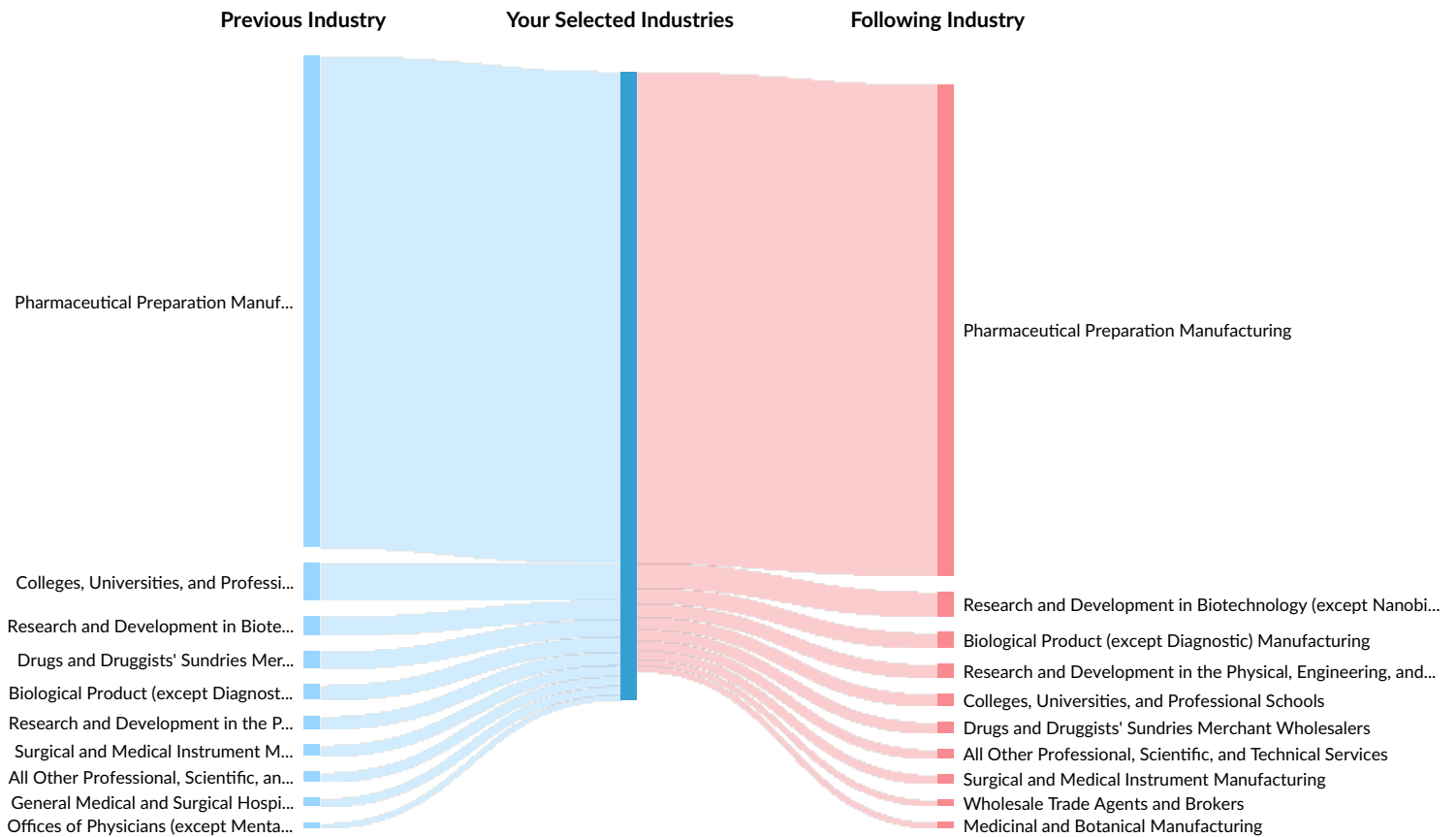
Top Companies	Unique Postings	Top Job Titles	Unique Postings
E.J Gallo	436	Forklift Operators	70
E&J Gallo Winery	428	Machine Operators	54
Gallo Glass Company	360	Maintenance Mechanics	40
Foster Farms	230	Maintenance Technicians	39
PepsiCo	193	Production Supervisors	37

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level. Also your selection has been limited to 100 industries.

The following represents the job transitions of employees in your selected industries in the United States:



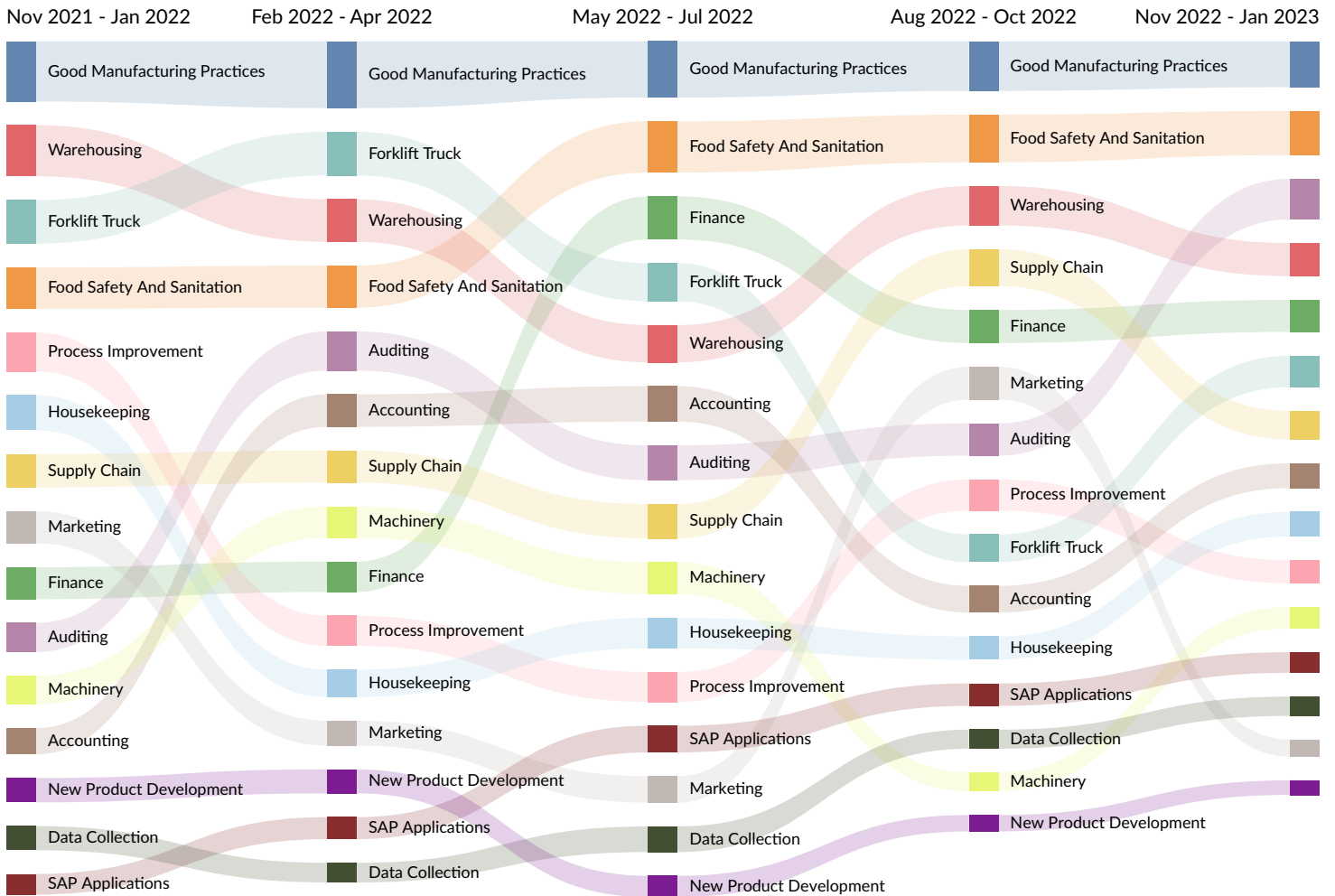
Previous Industries	Transitions
Pharmaceutical Preparation Manufacturing	213,893
Colleges, Universities, and Professional Schools	16,360
Research and Development in Biotechnology (except Nanobiotechnology)	8,234
Drugs and Druggists' Sundries Merchant Wholesalers	7,526
Biological Product (except Diagnostic) Manufacturing	6,694

Following Industries	Transitions
Pharmaceutical Preparation Manufacturing	213,893
Research and Development in Biotechnology (except Nanobiotechnology)	10,883
Biological Product (except Diagnostic) Manufacturing	6,821
Research and Development in the Physical, Engineering, and Life Sciences (except Nanotechnology and Biotechnology)	5,930
Colleges, Universities, and Professional Schools	5,411

What skills are they posting for?

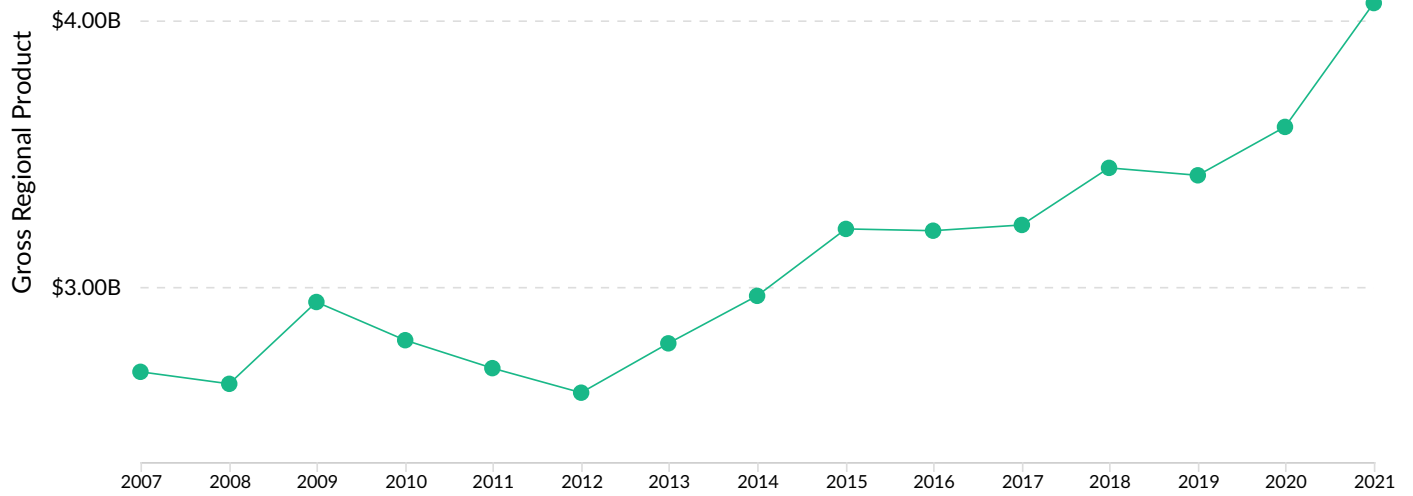
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$1.9B	\$2.0B	\$149.0M	\$4.1B
Earnings (2021)	Property Income (2021)	Taxes (2021)	Total GRP (2021)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Animal Production	\$498,541,491	\$137,291,371	\$635,832,863
Crop Production	\$339,910,607	\$72,064,967	\$411,975,574
Corporate, Subsidiary, and Regional Managing Offices	\$86,165,803	\$184,334,719	\$270,500,521
Soybean and Other Oilseed Processing	\$97,886,784	\$159,212,997	\$257,099,782
Cheese Manufacturing	\$149,804,923	\$12,859,299	\$162,664,222

STANISLAUS COUNTY
WORKFORCE
DEVELOPMENT

published 02.23

**STANISLAUS COUNTY LOGISTICS/WAREHOUSING
WORKFORCE SNAPSHOT**

2021

4.57%

Percent of Stanislaus County's labor force employed in the Logistics/Warehouse sector (As of 2021)

8,967 Total Employed



13.01%



Percent of Growth in Stanislaus County's Logistics/Warehouse Labor Force (Historical 5 Years, 2016 - 2021)

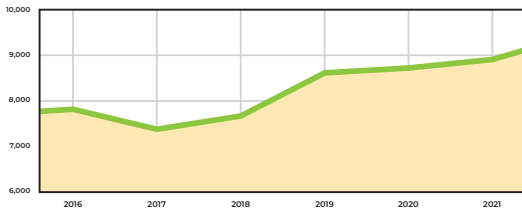
Projected Growth Over 5 Years
Logistics/Warehouse Labor Force in Stanislaus County (2021 - 2026)

7.03%

Number of People Employed

Logistics/Warehouse Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

7,935 → **8,967**
2016 → 2021

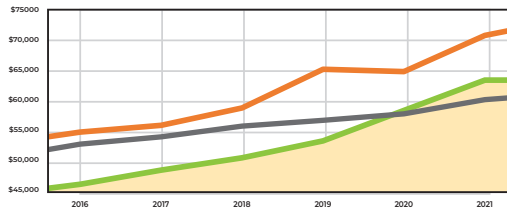


■ Stanislaus County (8,967)

Average Employee Wage

Logistics/Warehouse Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

\$46,293 → **\$63,416**
2016 → 2021



■ Stanislaus County (\$63,416)
■ California (\$70,772)
■ USA (\$60,213)

TOP 10 LOGISTICS/WAREHOUSES OCCUPATIONS
RANKED BY NUMBER OF PEOPLE EMPLOYED

	Employed 2021	Median Annual Wage	Projected Employed In 2026
HEAVY & TRACTOR-TRAILER TRUCK DRIVERS	1,969	\$47,757	2,153
LABORERS & FREIGHT, STOCK & MATERIAL MOVERS, HAND	1,253	\$34,819*	1,335
INDUSTRIAL TRUCK AND TRACTOR OPERATORS	838	\$45,032	881
STOCKERS & ORDER FILLERS	669	\$35,235*	700
LIGHT TRUCK DRIVERS	477	\$37,336	544
FIRST LINE SUPERVISORS OF TRANSPORTATION & MATERIAL MOVING WORKERS, EXCEPT AIRCRAFT CARGO HANDLING SUPERVISORS	238	\$58,989	258
PACKERS & PACKAGERS, HAND	211	\$30,222*	227
BUS & TRUCK MECHANICS & DIESEL ENGINE SPECIALIST	191	\$59,467	204
DISPATCHERS, EXCEPT POLICE, FIRE, & AMBULANCE	188	\$44,450	197
SHIPPING, RECEIVING, & INVENTORY CLERKS	181	\$37,606	181
TOTAL EMPLOYED IN TOP 10 OCCUPATIONS	6,214		6,679

* Positions with earnings below 200% of the 2022 Lower Standard Income Level (LLSIL for one person: \$17.01 per hour, \$35,384 per year)

Source: Lightcast™. 2022, Employment rounded to the nearest whole number.

TOP 3 LOGISTICS/WHS. SUBSECTORS

Ranked by Number Employed | 2016 - 2026

Subsectors represent all employers classified by North American Industry Classification System to the 6th level.

1. General Warehousing & Storage

Ex: JS West & Companies, Modesto



3,294 Total Employed

Historical Growth Rate

30.5% ↑

Projected Growth Rate

5.8% ↑



2016

2021

2026

2. General Freight Trucking, Long Distance, Truckload

Ex: Rocha Transportation, Modesto



936 Total Employed

Historical Growth Rate

58.9% ↑

Projected Growth Rate

17.7% ↑



2016

2021

2026

3. General Freight Trucking, Local

Ex: Golden Valley Trucking, Modesto



913 Total Employed

Historical Growth Rate

33.3% ↑

Projected Growth Rate

17.8% ↑



2016

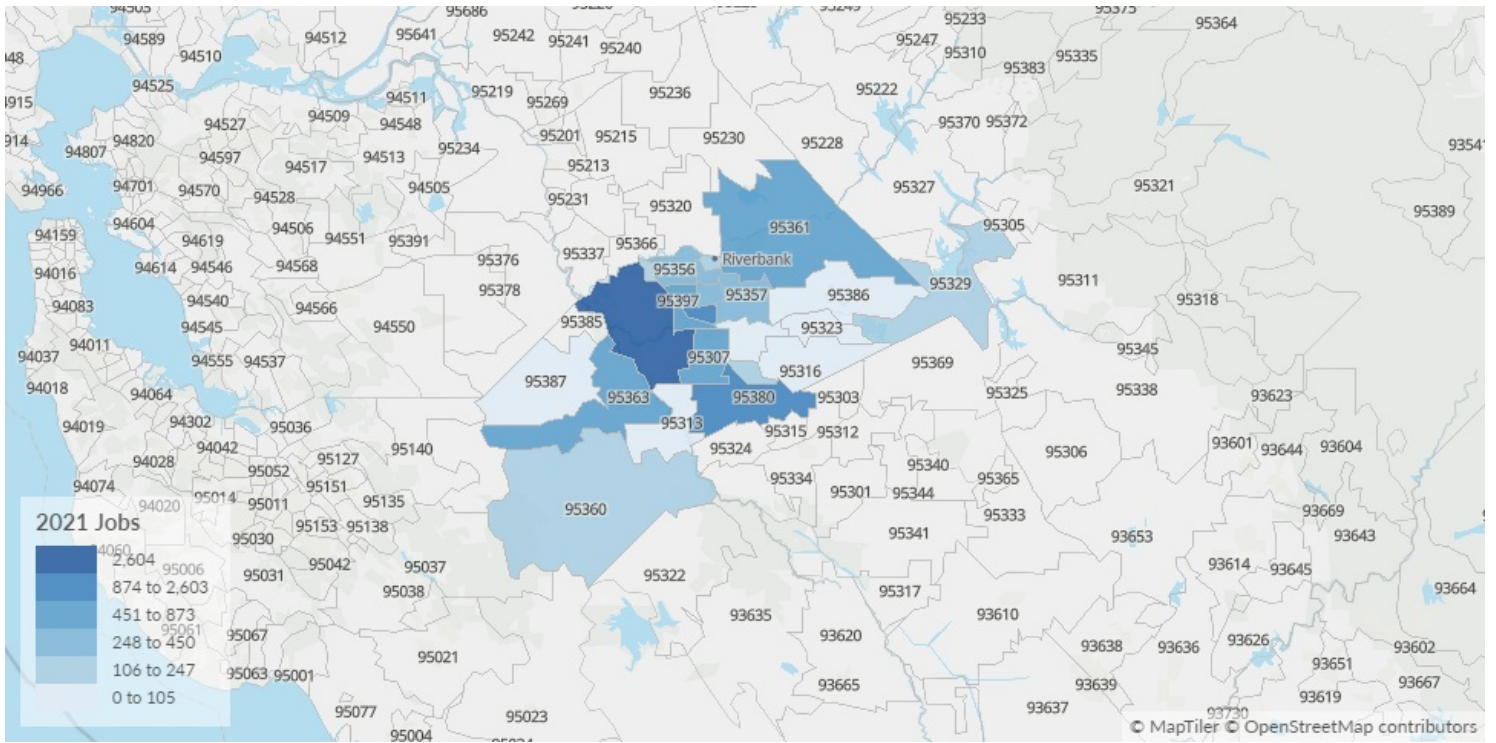
2021

2026

Transportation and Warehousing in Stanislaus County, CA

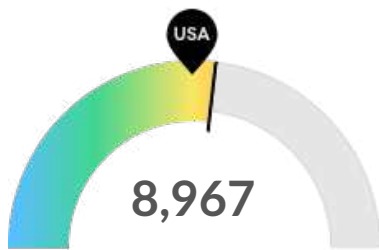
251 E. Hackett Rd. C-2
Modesto, California 95358

Workforce Map



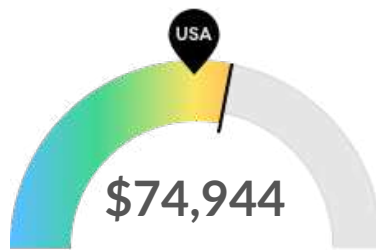
Executive Summary

Average Hiring Competition Over a Deep Supply of Regional Talent



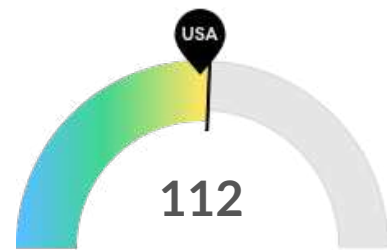
Supply (Jobs)

Stanislaus County, CA is a hotspot for this kind of talent. The national average for an area this size is 8,064* employees, while there are 8,967 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for Transportation and Warehousing in an area this size is \$72,341, while in Stanislaus County, CA it is \$74,944. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

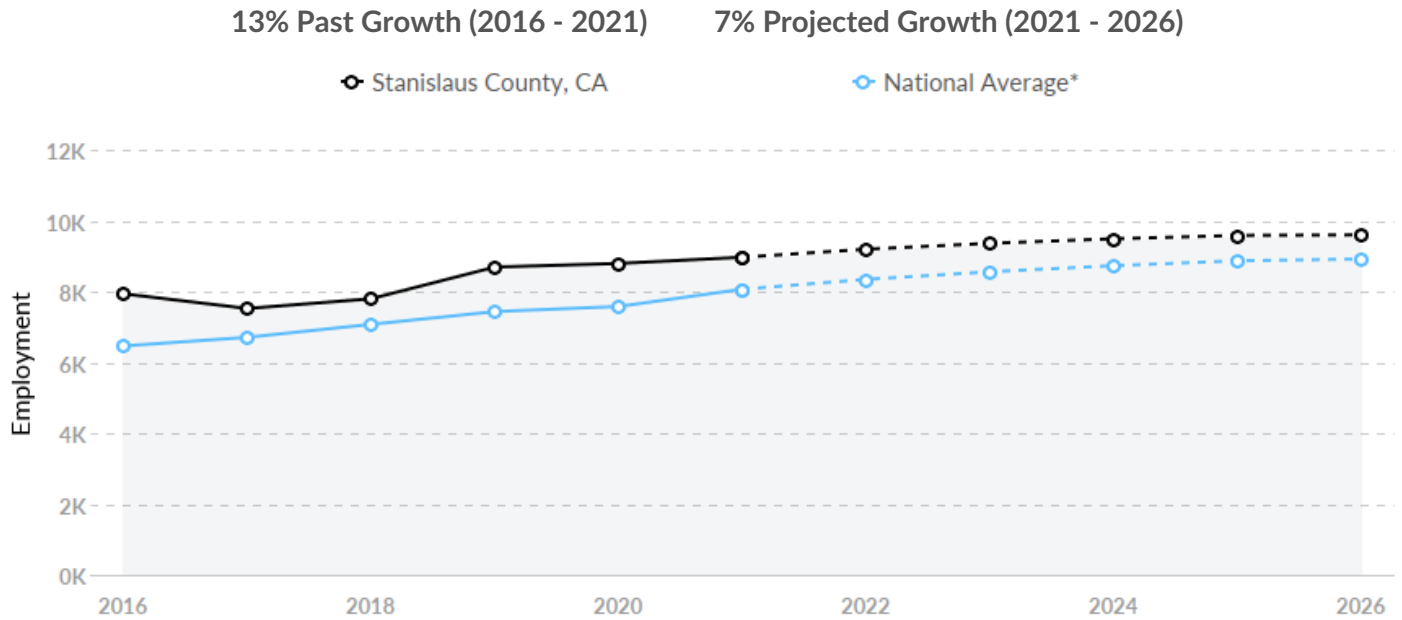
Competition from online job postings is about average in Stanislaus County, CA. The national average for an area this size is 108* job postings/mo, while there are 112 here.

*National average values are derived by taking the national value for Transportation and Warehousing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

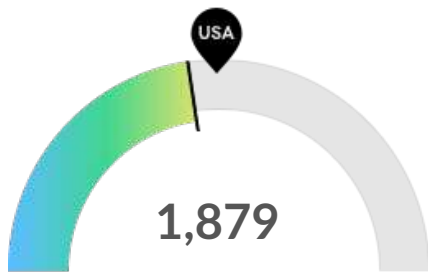
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Transportation and Warehousing is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 8,064* employees, while there are 8,967 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is projected to narrow over the next 5 years.



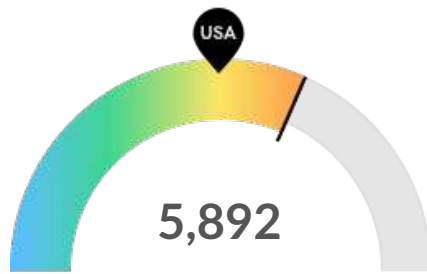
*National average values are derived by taking the national value for Transportation and Warehousing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is Low, While Overall Diversity Is High



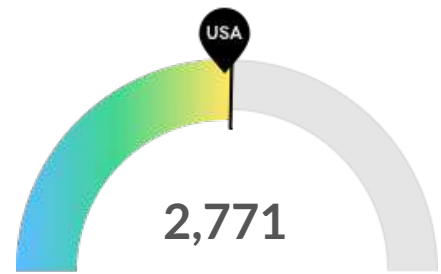
Retiring Soon

Retirement risk is low in Stanislaus County, CA. The national average for an area this size is 2,159* employees 55 or older, while there are 1,879 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 4,087* racially diverse employees, while there are 5,892 here.



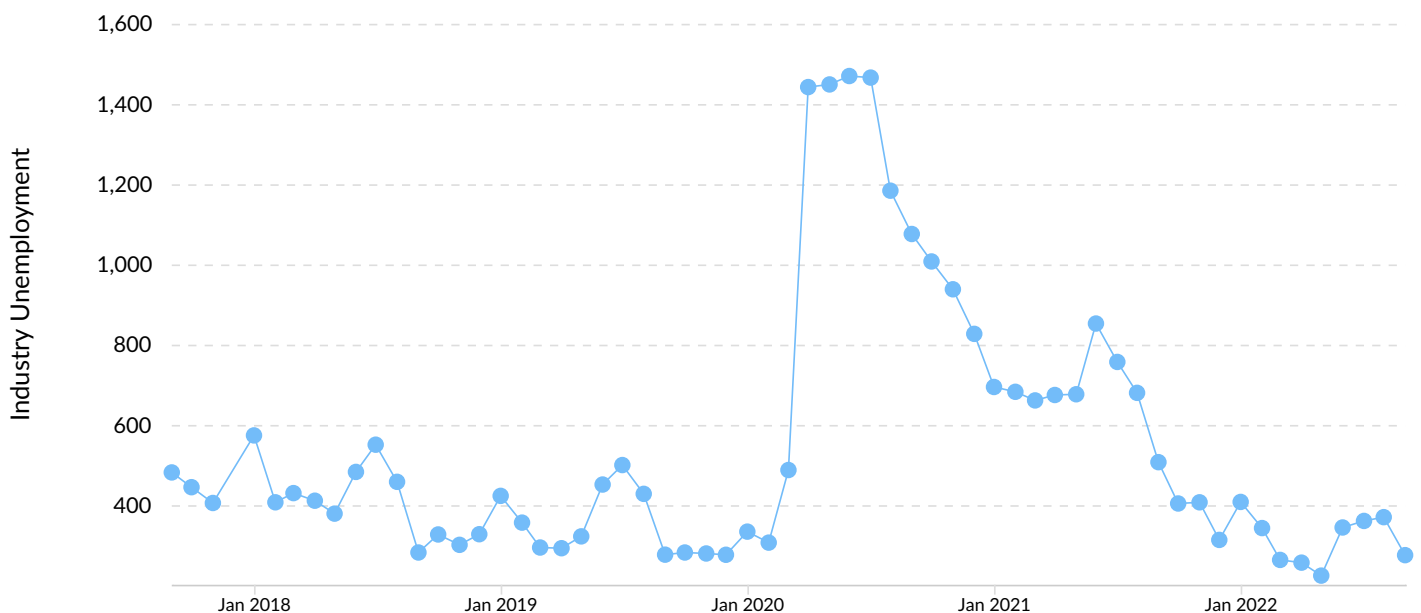
Gender Diversity

Gender diversity is about average in Stanislaus County, CA. The national average for an area this size is 2,708* female employees, while there are 2,771 here.

*National average values are derived by taking the national value for Transportation and Warehousing and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

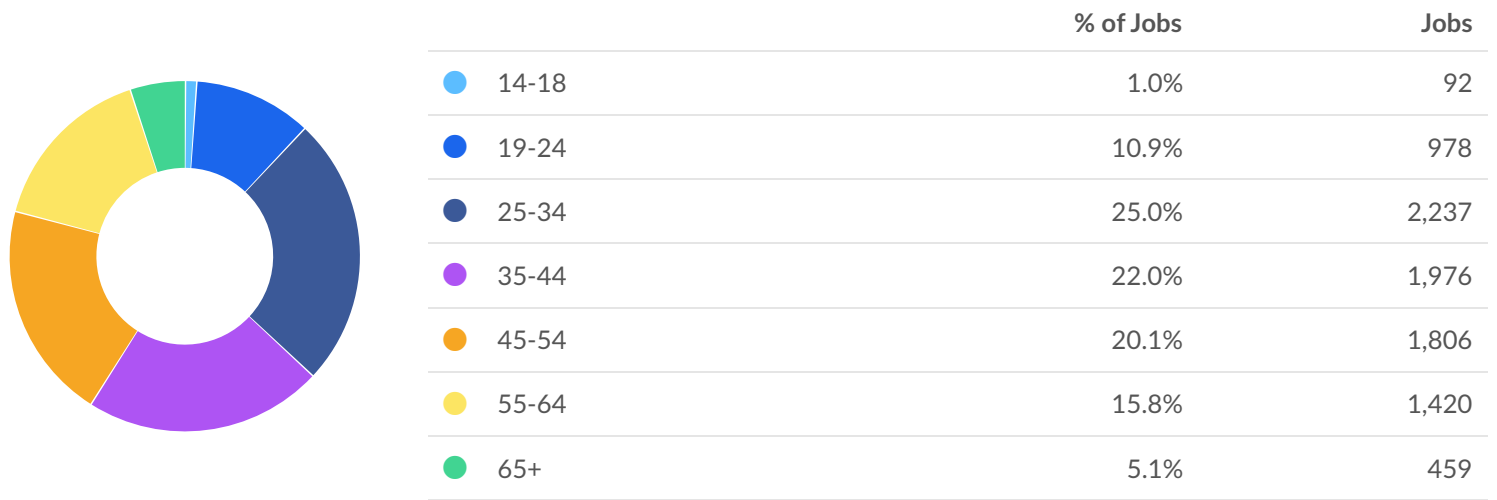
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.

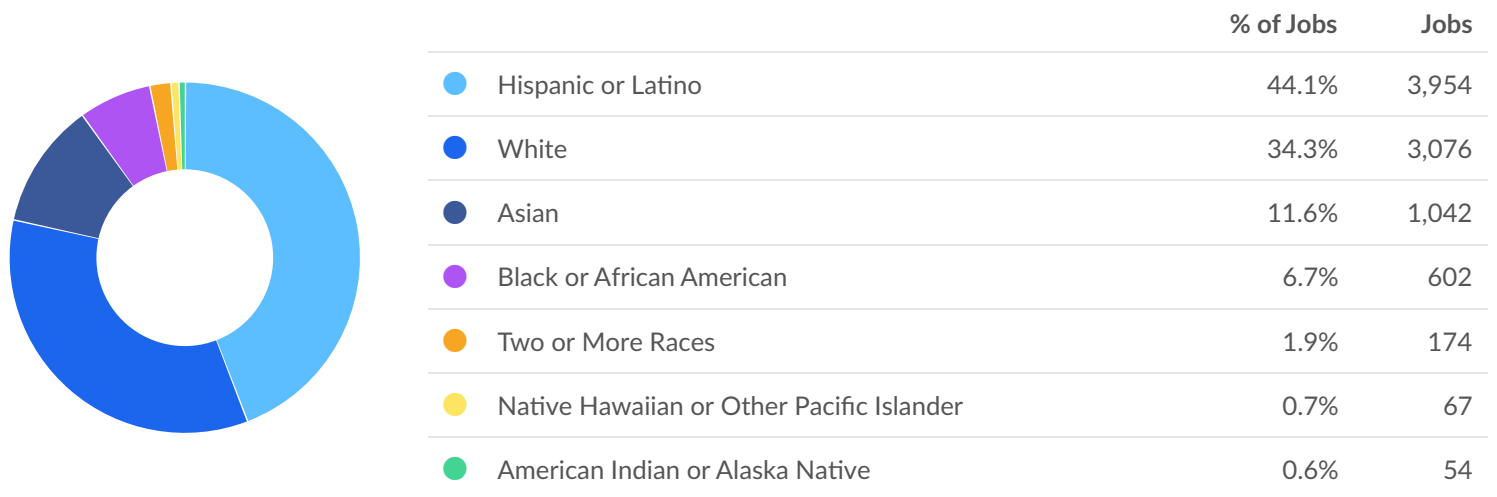


Demographic Details

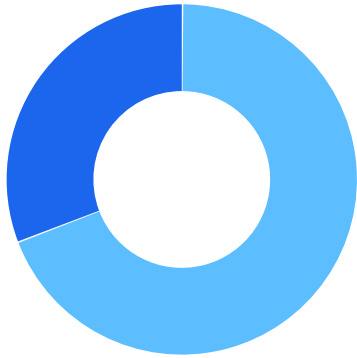
Industry Age Breakdown



Industry Race/Ethnicity Breakdown

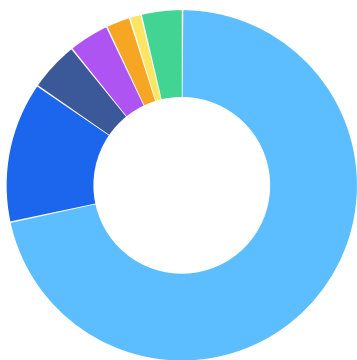


Industry Gender Breakdown



	% of Jobs	Jobs
● Males	69.1%	6,197
● Females	30.9%	2,771

Most Jobs are Found in the Transportation and Material Moving Occupations Industry Sector



Occupation	% of Industry in Occupation (2021)
● Transportation and Material Moving Occupations	71.6%
● Office and Administrative Support Occupations	13.0%
● Installation, Maintenance, and Repair Occupations	4.6%
● Management Occupations	3.8%
● Business and Financial Operations Occupations	2.2%
● Protective Service Occupations	1.1%
● Other	3.8%

Demand



169 Employers Competing

All employers in the region who posted for this job over the last 12 months.



1,343 Unique Job Postings

The number of unique postings for this job over the last 12 months.



24 Day Median Duration

Posting duration is 3 days shorter than what's typical in the region.

Top Companies	Unique Postings
Penske Automotive Group	132
Dot Foods	101
FedEx	69
United States Postal Service	57
UPS	54

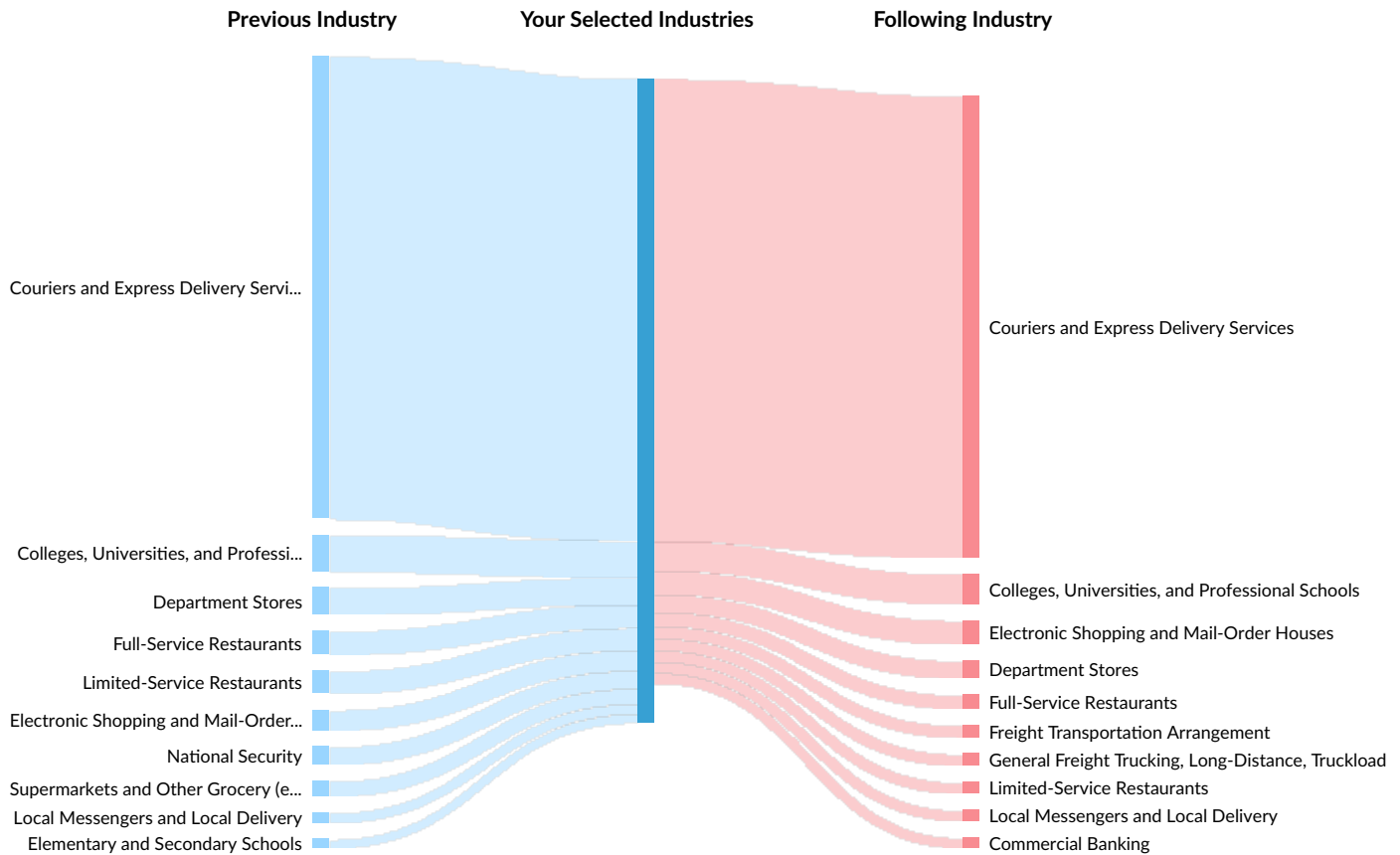
Top Job Titles	Unique Postings
CDL-A Truck Drivers	148
OTR CDL-A Truck Drivers	33
CDL-A Refrigerated Truck Drivers	20
Local CDL-A Truck Drivers	20
Regional CDL-A Truck Drivers	20

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level. Also your selection has been limited to 100 industries.

The following represents the job transitions of employees in your selected industries in the United States:



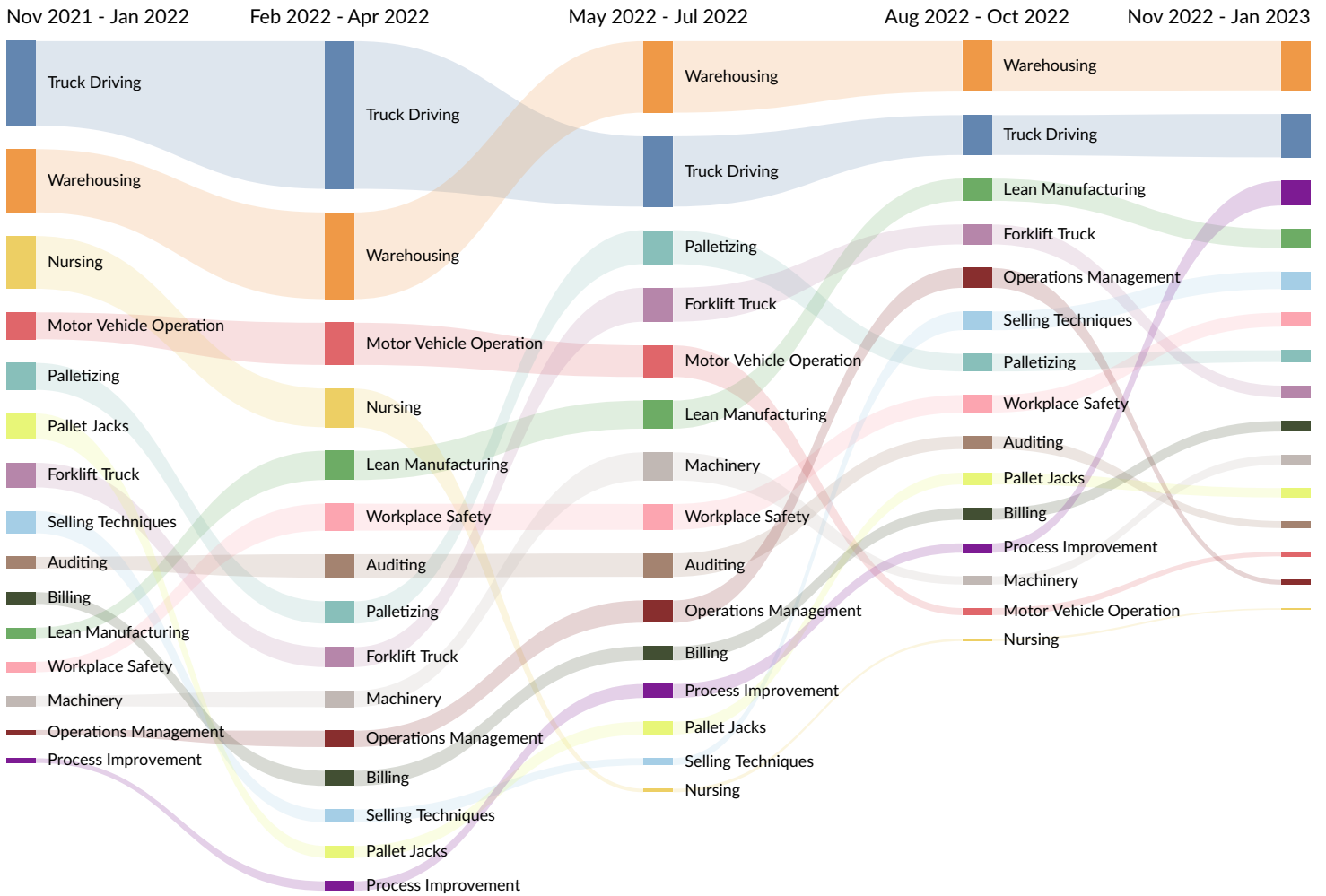
Previous Industries	Transitions
Couriers and Express Delivery Services	44,430
Colleges, Universities, and Professional Schools	3,526
Department Stores	2,584
Full-Service Restaurants	2,266
Limited-Service Restaurants	2,174

Following Industries	Transitions
Couriers and Express Delivery Services	44,430
Colleges, Universities, and Professional Schools	2,870
Electronic Shopping and Mail-Order Houses	2,286
Department Stores	1,715
Full-Service Restaurants	1,361

What skills are they posting for?

Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$937.8M

Earnings (2021)

\$122.5M

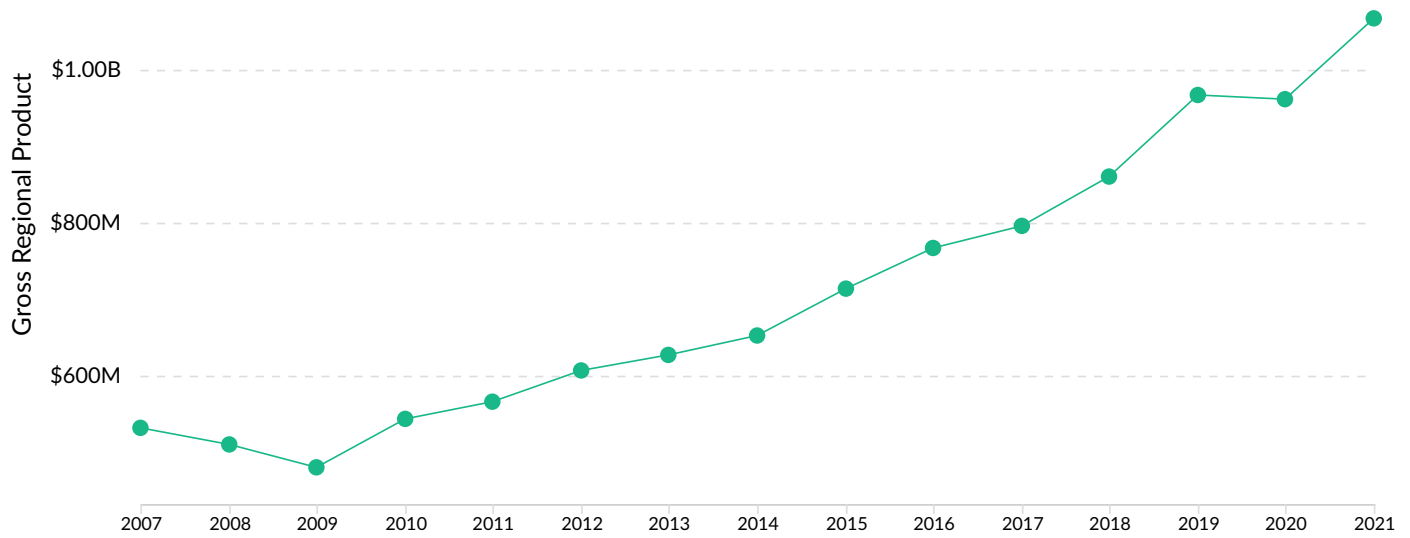
Property Income (2021)

\$6.9M

Taxes (2021)

\$1.1B

Total GRP (2021)



Industry Requirements


Purchases from	In-region Purchases	Imported Purchases	Total Purchases
General Warehousing and Storage	\$64,677,706	\$22,356,281	\$87,033,988
Couriers and Express Delivery Services	\$27,978,851	\$30,946,196	\$58,925,047
Corporate, Subsidiary, and Regional Managing Offices	\$15,989,217	\$34,205,772	\$50,194,988
Temporary Help Services	\$44,132,380	\$208,118	\$44,340,498
Freight Transportation Arrangement	\$3,339,615	\$38,108,696	\$41,448,311

STANISLAUS COUNTY CONSTRUCTION WORKFORCE SNAPSHOT
2021

5.51%

Percent of Stanislaus County's labor force employed in the Construction sector (As of 2021)

10,814 Total Employed 

19.27% 

Percent of Growth in Stanislaus County's Construction Labor Force (Historical 5 Years, 2016 - 2021)

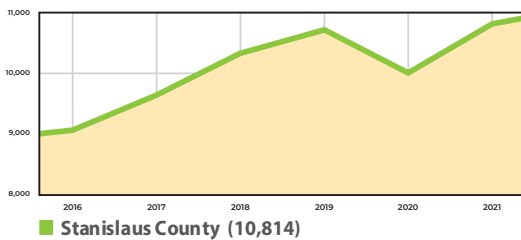
Projected Growth Over 5 Years
Construction Labor Force in Stanislaus County (2021 - 2026)

 **5.40%**

Number of People Employed

Construction Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

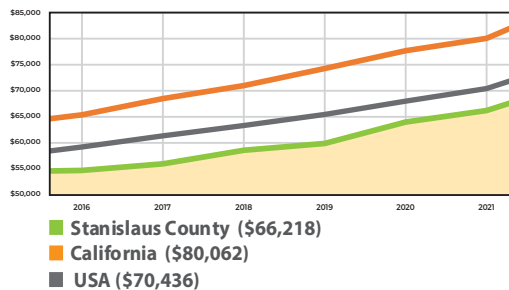
9,067 → **10,814**
2016 → 2021



Average Employee Wage

Construction Industry, Stanislaus County (Historical 5 Years, 2016 - 2021)

\$54,726 → **\$66,218**
2016 → 2021




TOP 3 CONSTRUCTION SUBSECTORS
Ranked by Number Employed | 2016 - 2026

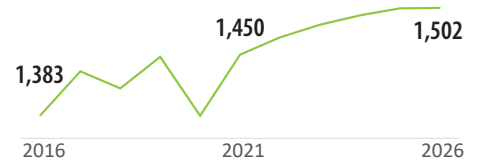
Subsectors represent all employers classified by North American Industry Classification System to the 6th level.

1. Plumbing, Heating, & Air-Conditioning Contractors

Ex: Humphrey Plumbing, Turlock

 **1,450** Total Employed

Historical Growth Rate: **4.9%**  Projected Growth Rate: **3.6%** 

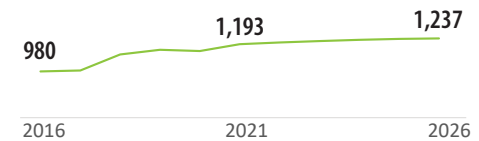


2. Electrical Contractors and Other Wiring Installation Contractors

Ex: Bestco Electric, Modesto

 **1,193** Total Employed

Historical Growth Rate: **21.7%**  Projected Growth Rate: **3.7%** 

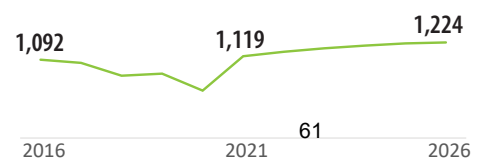


3. New Single-Family Housing Construction (Except For-Sale Builders)

Ex: Bright Development, Modesto

 **1,119** Total Employed

Historical Growth Rate: **2.4%**  Projected Growth Rate: **9.4%** 



TOP 10 CONSTRUCTION OCCUPATIONS RANKED BY NUMBER OF PEOPLE EMPLOYED	Employed 2021	Median Annual Wage	Projected Employed In 2026
CONSTRUCTION LABORERS	1,278	\$45,843	1,406
CARPENTERS	1,066	\$64,043	1,108
ELECTRICIANS	627	\$61,360	660
FIRST-LINE SUPERVISORS OF CONSTRUCTION TRADES & EXTRACTION WORKERS	563	\$77,730	609
PAINTERS, CONSTRUCTION AND MAINTENANCE	535	\$47,611	590
DRYWALL & CEILING TILE INSTALLERS	408	\$48,464	402
OFFICE CLERKS, GENERAL	384	\$37,523	387
HEATING, AIR CONDITIONING, & REFRIGERATION MECHANICS & INSTALLERS	357	\$48,630	371
PLUMBERS, PIPEFITTERS, & STEAMFITTERS	349	\$59,384	369
GENERAL & OPERATIONS MANAGERS	306	\$77,771	324
TOTAL EMPLOYED IN TOP 10 OCCUPATIONS	5,873		6,225

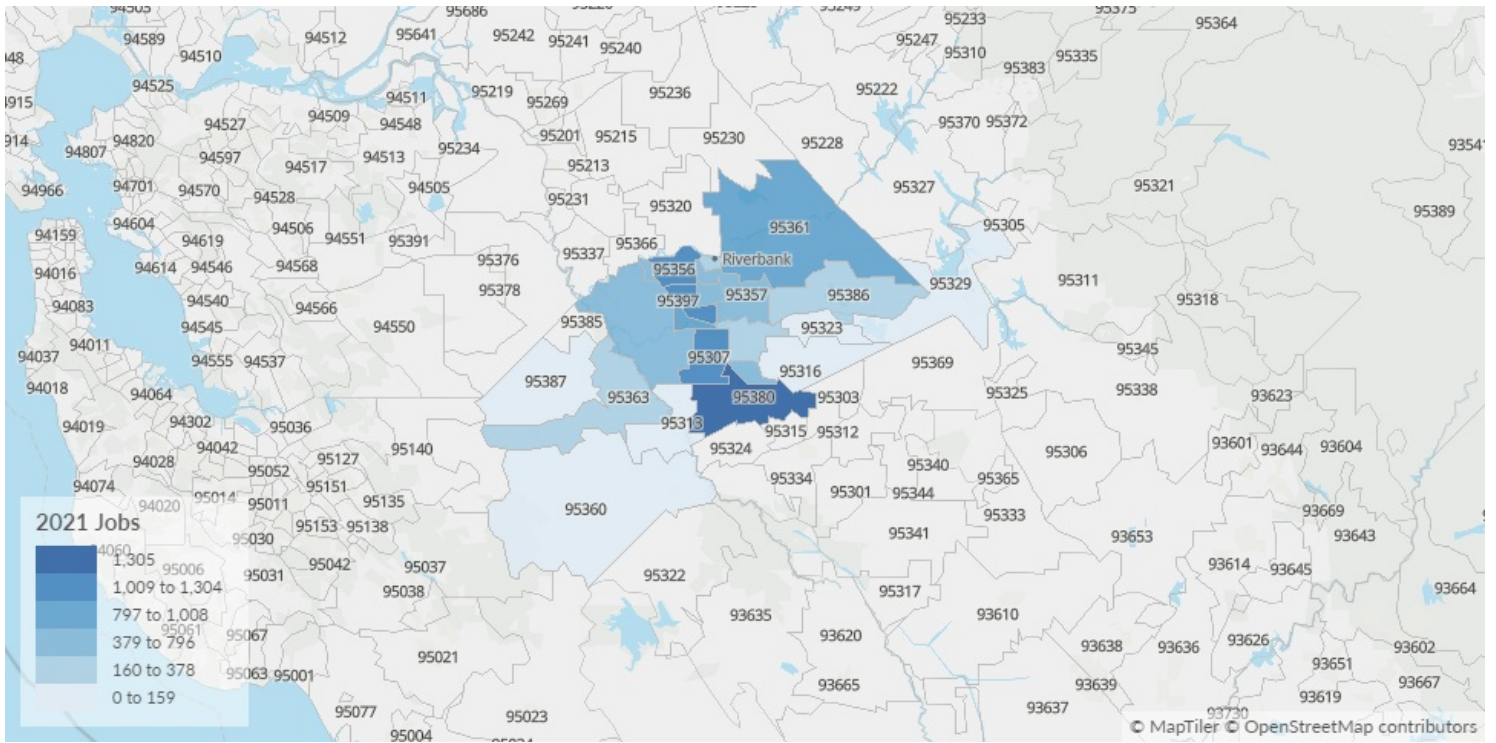
* Positions with earnings below 200% of the 2022 Lower Standard Income Level (LLSIL for one person: \$17.01 per hour, \$35,384 per year)

Source: Lightcast™. 2022, Employment rounded to the nearest whole number.

Construction in Stanislaus County, CA

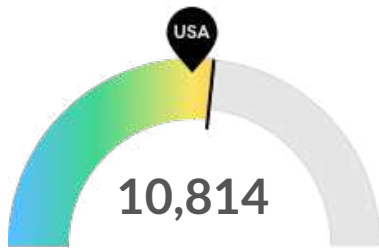
251 E. Hackett Rd. C-2
Modesto, California 95358

Workforce Map



Executive Summary

Light Hiring Competition Over an Average Supply of Regional Talent



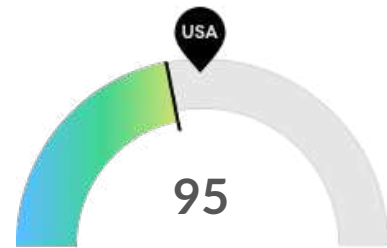
Supply (Jobs)

Stanislaus County, CA is about average for this kind of talent. The national average for an area this size is 9,817* employees, while there are 10,814 here.



Earnings Per Job

Earnings per job are about the same as the national average. The national average salary for Construction in an area this size is \$82,905, while in Stanislaus County, CA it is \$77,843. Earnings per jobs is the total industry earnings divided by the number of jobs in the industry.



Demand (Job Postings)

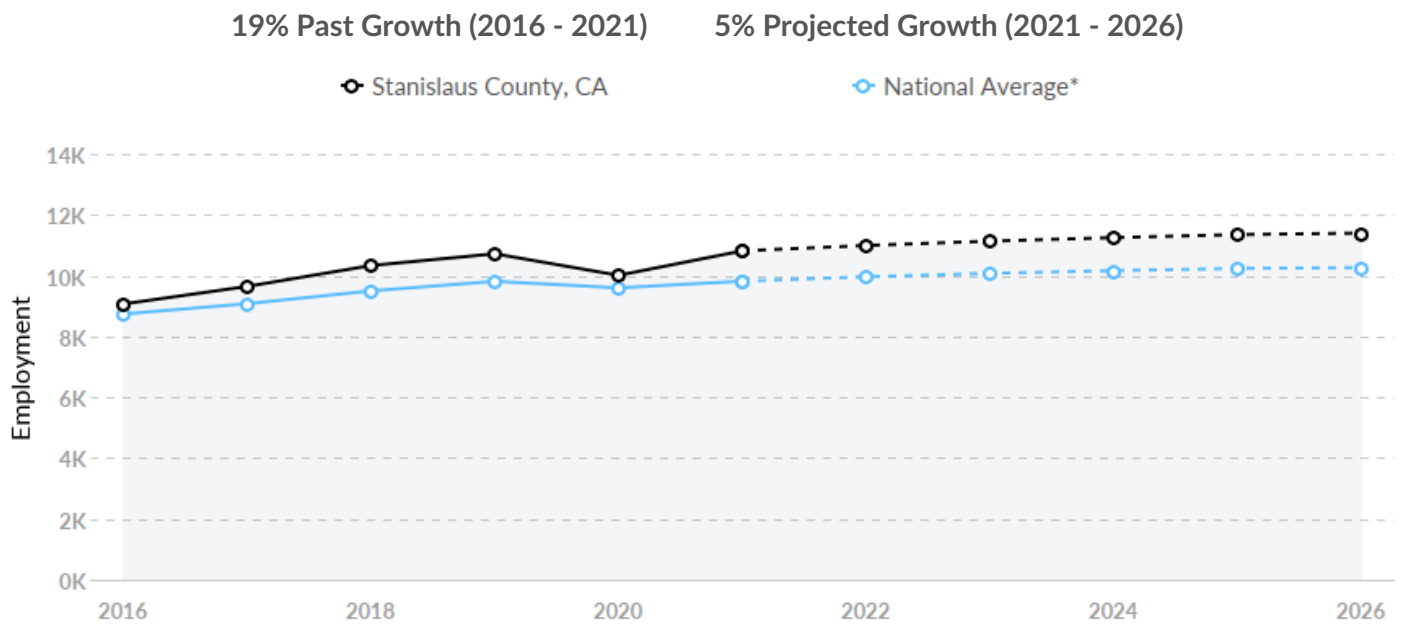
Competition from online job postings is low in Stanislaus County, CA. The national average for an area this size is 115* job postings/mo, while there are 95 here.

*National average values are derived by taking the national value for Construction and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Supply (Jobs)

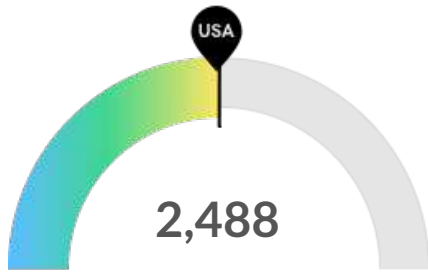
Supply Is Higher Than the National Average

The regional vs. national average employment helps you understand if the supply of Construction is a strength or weakness for Stanislaus County, CA, and how it is changing relative to the nation. An average area of this size would have 9,817* employees, while there are 10,814 here. This higher than expected supply may make it easier to find candidates. The gap between expected and actual employment is expected to increase over the next 5 years.



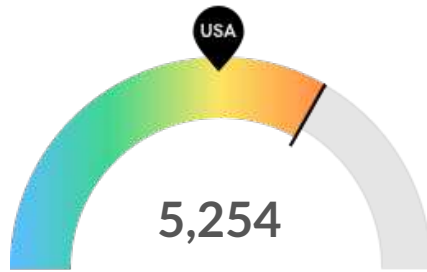
*National average values are derived by taking the national value for Construction and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

Retirement Risk Is About Average, While Overall Diversity Is High



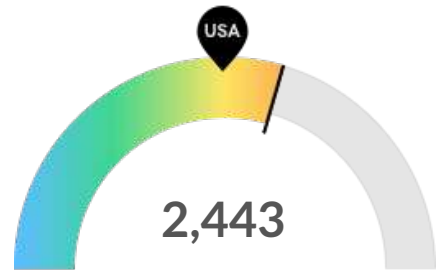
Retiring Soon

Retirement risk is about average in Stanislaus County, CA. The national average for an area this size is 2,480* employees 55 or older, while there are 2,488 here.



Racial Diversity

Racial diversity is high in Stanislaus County, CA. The national average for an area this size is 3,331* racially diverse employees, while there are 5,254 here.



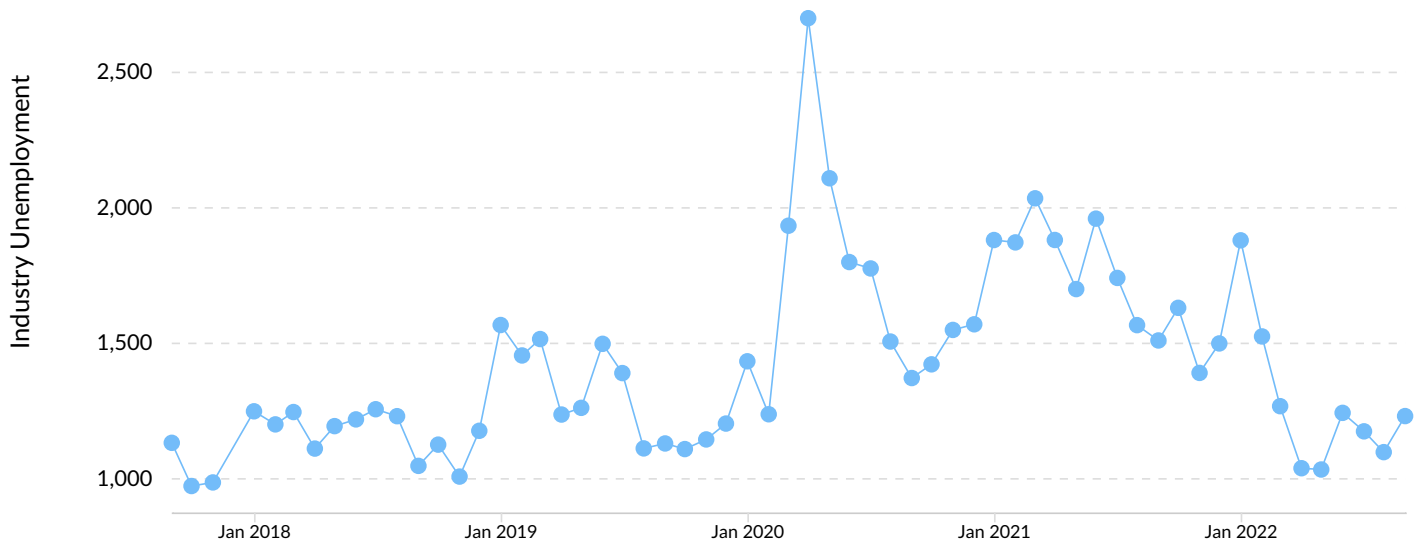
Gender Diversity

Gender diversity is high in Stanislaus County, CA. The national average for an area this size is 1,899* female employees, while there are 2,443 here.

*National average values are derived by taking the national value for Construction and scaling it down to account for the difference in overall workforce size between the nation and Stanislaus County, CA. In other words, the values represent the national average adjusted for region size.

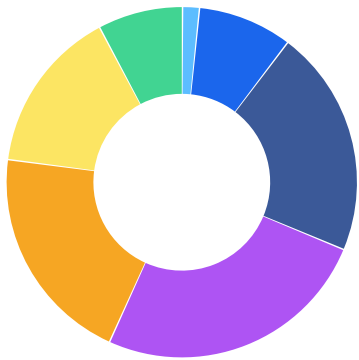
Unemployment Rate Trends

Unemployment shown at the 2-digit sector level.



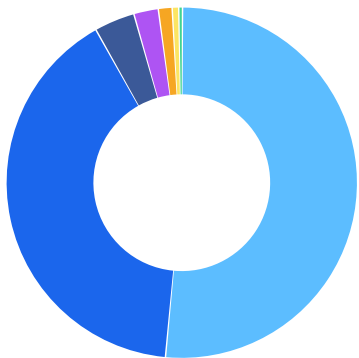
Demographic Details

Industry Age Breakdown



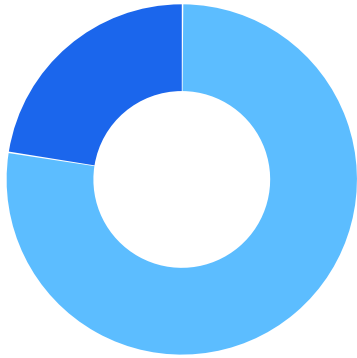
	% of Jobs	Jobs
14-18	1.6%	168
19-24	8.7%	941
25-34	20.9%	2,265
35-44	25.5%	2,757
45-54	20.3%	2,196
55-64	15.2%	1,640
65+	7.8%	847

Industry Race/Ethnicity Breakdown



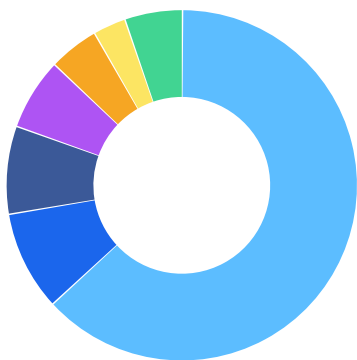
	% of Jobs	Jobs
White	51.4%	5,560
Hispanic or Latino	40.4%	4,365
Asian	3.7%	404
Black or African American	2.3%	245
Two or More Races	1.3%	137
American Indian or Alaska Native	0.6%	65
Native Hawaiian or Other Pacific Islander	0.3%	38

Industry Gender Breakdown



	% of Jobs	Jobs
● Males	77.4%	8,371
● Females	22.6%	2,443

Most Jobs are Found in the Construction and Extraction Occupations Industry Sector



Occupation	% of Industry in Occupation (2021)
● Construction and Extraction Occupations	63.1%
● Office and Administrative Support Occupations	9.2%
● Installation, Maintenance, and Repair Occupations	8.1%
● Management Occupations	6.6%
● Business and Financial Operations Occupations	4.6%
● Transportation and Material Moving Occupations	3.0%
● Other	5.3%

Demand



285 Employers Competing

All employers in the region who posted for this job over the last 12 months.



1,142 Unique Job Postings

The number of unique postings for this job over the last 12 months.



29 Day Median Duration

Posting duration is 2 days longer than what's typical in the region.

Top Companies	Unique Postings
Hilton Hotels & Resorts	77
Lancaster Painting	64
Honey's Air & Solar	54
Penguin Home Solutions	40
ABM Industries	36

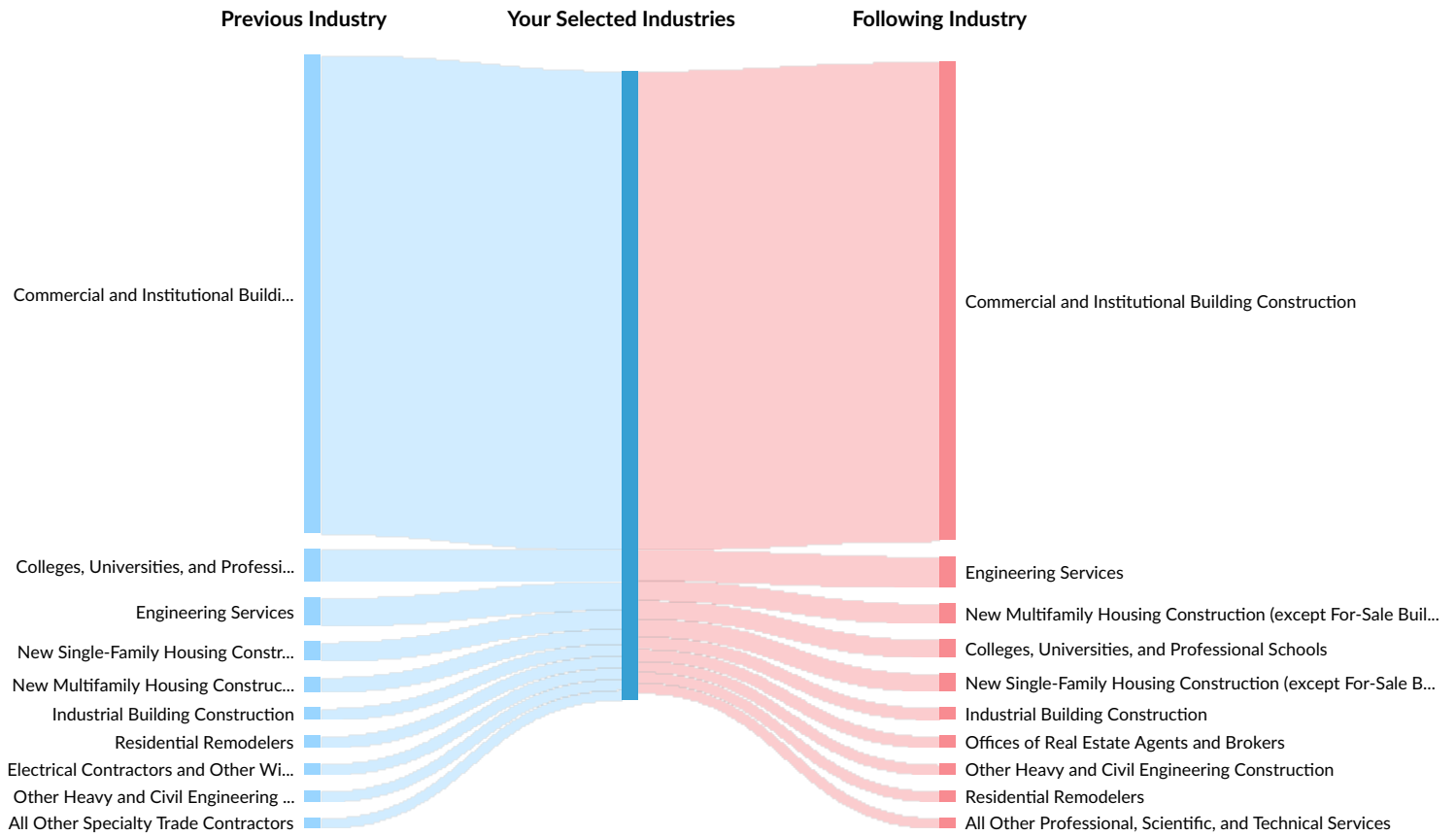
Top Job Titles	Unique Postings
Administrative Assistants	15
Estimators	15
Plumbing Service Technicians	14
Outside Sales Representatives	11
Construction Superintendents	10

Industry Gain and Drain

The table below analyzes the profiles of current and past people in your selected industries. The left column shows job transitions from other industries to your selected industries. The right column shows job transitions from your selected industries to other industries.

Please note, results are only available at the national level and the 6-digit NAICS level.

The following represents the job transitions of employees in your selected industries in the United States:



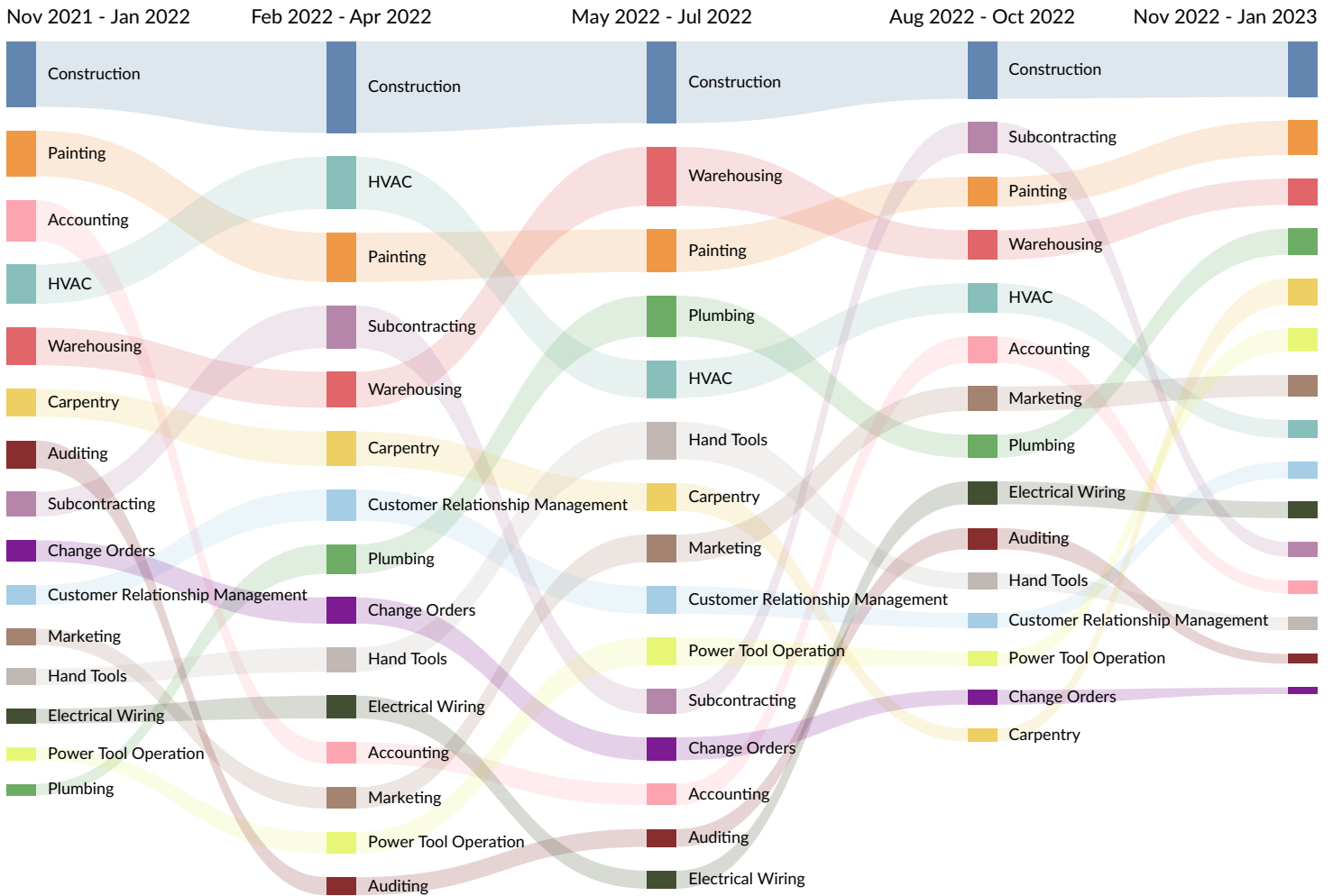
Previous Industries	Transitions
Commercial and Institutional Building Construction	89,338
Colleges, Universities, and Professional Schools	6,034
Engineering Services	5,214
New Single-Family Housing Construction (except For-Sale Builders)	3,582
New Multifamily Housing Construction (except For-Sale Builders)	2,788

Following Industries	Transitions
Commercial and Institutional Building Construction	89,338
Engineering Services	5,791
New Multifamily Housing Construction (except For-Sale Builders)	3,715
Colleges, Universities, and Professional Schools	3,415
New Single-Family Housing Construction (except For-Sale Builders)	3,352

What skills are they posting for?

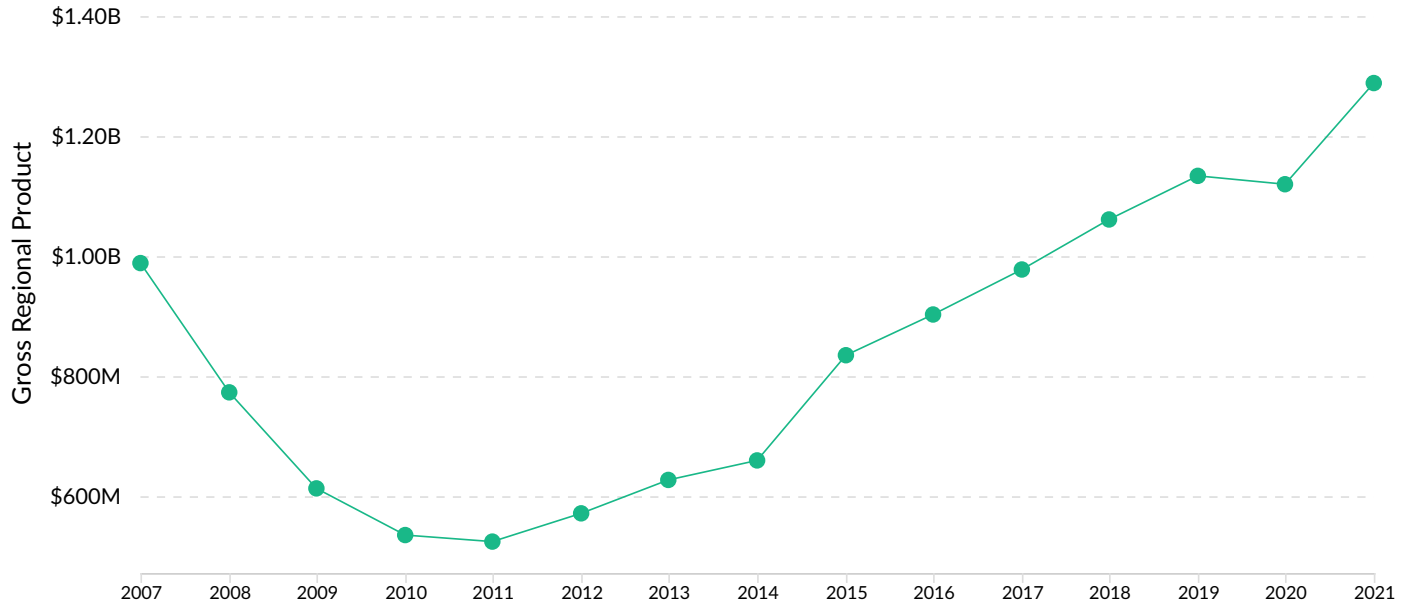
Top 15 Skills for All Job Types by Quarter

Skills help us understand the direction an industry is headed.



Gross Regional Product (GRP)

\$1.0B	\$311.1M	-\$37.7M	\$1.3B
Earnings (2021)	Property Income (2021)	Taxes (2021)	Total GRP (2021)



Industry Requirements

Purchases from	In-region Purchases	Imported Purchases	Total Purchases
Home Centers	\$18,111,105	\$33,660,313	\$51,771,418
Engineering Services	\$13,898,511	\$24,002,329	\$37,900,841
Ready-Mix Concrete Manufacturing	\$22,776,509	\$14,237,128	\$37,013,637
Other Building Material Dealers	\$19,117,707	\$11,990,988	\$31,108,695
Petroleum Refineries	\$16,093,453	\$9,617,523	\$25,710,977

What is Lightcast Data?

Lightcast data is a hybrid dataset derived from official government sources such as the US Census Bureau, Bureau of Economic Analysis, and Bureau of Labor Statistics. Leveraging the unique strengths of each source, our data modeling team creates an authoritative dataset that captures more than 99% of all workers in the United States. This core offering is then enriched with data from online social profiles, resumés, and job postings to give you a complete view of the workforce.

Lightcast data is frequently cited in major publications such as *The Atlantic*, *Forbes*, *Harvard Business Review*, *The New York Times*, *The Wall Street Journal*, and *USA Today*.



March 2, 2023

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

SUBJECT:

Approval of Stanislaus County Workforce Development (SCWD) to Conduct Marketing Outreach and Engagement with Local Small Businesses by Providing Quarterly Business Engagement and Education Workshops.

ITEM NUMBER: VIIIA

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the planning process and implementation of Business Engagement and Education Workshops for local small businesses throughout Stanislaus County.

POLICY:

Per 20 CFR, Part 678, § 678.435 there are a variety of business services provided through the one-stop delivery system. (b) Local areas may also provide other business services and strategies that meet the workforce investment needs of area employers, in accordance with partner programs' statutory requirements and consistent with Federal Cost Principles. These business services may be provided through effective business intermediaries working in conjunction with the Local Workforce Development Board, or through the use of economic development, philanthropic, and other public and private resources in a manner determined appropriate by the Local Workforce Development Board and in cooperation with the State.

DISCUSSION:

The prior Employer Assistance Program (EAP) Contract involved providing ongoing engagement, partnerships, and relationship-building activities with businesses throughout the County. These partnership activities allowed Workforce Development staff to be either a direct resource to businesses or to connect businesses to outside resources such as business loans, assistance programs, or economic development activities.

During the COVID-19 pandemic, Workforce Development worked to provide small business grant funding to local businesses in Stanislaus County. As SCWD staff engaged with business owners for grant application and processing assistance, it was noted that a significant number of these businesses seemed to lack key knowledge of business processes, methods, or tools commonly utilized in conducting various business activities.

In 2020, SCWD contracted with a local organization to provide support to the Underserved Business community emerging from the pandemic and the business closures that were occurring as a result. This organization, Stanislaus Equity Partners (STEP), has continued to assist SCWD in identifying local businesses that are in need of information and resources in order to remain healthy and provide continued employment opportunities to the Stanislaus County labor market. A large section of the businesses that STEP has engaged with have indicated the same lack of knowledge of business processes or tools that are utilized in conducting day-to-day business activities.

In 2021, SCWD, in cooperation with our regional workforce areas, implemented a regional HR Hotline in an effort to provide up-to-date and customized Human Resource information to area businesses. This valuable service also provides business owners and managers with the ability to ask specific questions and received qualified guidance from seasoned HR professionals. The HR Hotline was implemented as just one direct response to the requests of businesses throughout the County and workforce region.

As we have emerged from the pandemic and returned to a more normal business environment, Business Services staff and contracted service providers have continued to be engaged by local businesses with inquiries and requests for guidance regarding day-to-day business practices. Some of the most common categories of information requested include:

- Business Accounting Methods
- Human Resource Policies
- Payroll Methods and Tools
- Business Planning
- Marketing and Communications
- Project Management
- Practices for Document Storage and Retrieval
- Applying for Government Grants and Loans
- Preparing Common Reports

PROPOSAL:

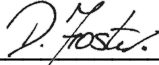
While there are some limited services being offered to assist local businesses in obtaining information or guidance about fundamental business practices, it has been observed that much more could be done to engage and assist with the sharing of knowledge base, information, and best practices to our business community.

SCWD is proposing the creation of a Business Engagement and Education Workshop Program which will leverage resources and partnerships in place to provide a variety of networking and educational workshops pertaining to the aforementioned categories. The proposed workshops will begin during the PY 2023-2024, and will be initially conducted on a quarterly basis. If the need exists, this schedule can be modified. Workshops will be facilitated by SCWD staff, contracted instructors, and guest speakers. All proposed workshop topics and/ or curriculum will be presented to the Business Development Committee for discussion, recommendations, and approval.

SCWD will act as both a convener and a facilitator by providing ongoing marketing efforts to attract business interest and participation, providing a location for the workshops to be conducted, and arrange for guest speakers and presenters. It is the hope that providing ongoing Business Engagement and Education Workshops to local business partners, Workforce Development can assist in the expansion of good business practices, create a more healthy employer base, and develop meaningful and impactful relationships with the business community throughout the County.

ADMINISTRATIVE BUDGET IMPACT:

There is no fiscal impact at this time of information gathering.



Doris Foster, Director

March 3, 2023

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

SUBJECT:

Approval to Pursue Waiver Application to Increase the On-the-Job Training Reimbursement Rate to 90 Percent During Fiscal Year 2023-2024 for Employers with 50 or Fewer Employees.

ITEM NUMBER: VII-B

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the Waiver Application to Increase the On-the-Job Training (OJT) reimbursement rate up to 90 percent.

POLICY ISSUE:

Under WIOA Section 134(c)(3)(H)(i), Local Boards may reimburse an employer up to 75 percent of the wage rate of an On-the-Job Training (OJT) participant for the extraordinary costs of providing the training and additional supervision related to the training, taking into account the following factors: the characteristics of the participants; the size of employer; the quality of employer-provided training and advancement opportunities; and other factors local board may determine to be appropriate. Per Department policy 17-03, OJT reimbursement rate for individuals not meeting the above factors, including not identified as being in a priority population, position, or industry sector is 50 percent.

DISCUSSION:

SCWD applied for and was granted a Waiver for Program Year 2021-2022 as part of the COVID-19 WIOA Waivers (WSD 20-13). This Waiver allowed Local Boards to reimburse up to 90 percent of the wage rate on an OJT participant if the business has 50 or fewer employees. In 2021-2022 \$287,746 was spent on 35 OJTs with 22 employers with a 90% reimbursement rate. The initial waiver became effective July 1, 2021 and was revised to allow for extensions through June 30, 2023.

SCWD applied for and received the waiver extension for Program Year 2022-2023. SCWD has to-date expended \$198,344 on 30 OJT's for 23 unique Employers with an average wage of \$17.88/ hour in program year 2022-2023. While the current waiver targeted underserved businesses, only one of the OJT's met the criteria for 90% reimbursement rate (value of the OJT:

\$10,474.70) while 29 were reimbursed at the traditional 75% rate for businesses with 50 or fewer employees.

EDD released Draft Directive 241 (WSDD-241) on February 3, 2023, which enables SCWD to apply to continue this waiver for the 2023-2024 Program Year. The waiver strategies and conditions that Local Workforce Development Boards choose to be the focus of the 90% reimbursement rate can be stipulated during the application phase, but the primary conditions and parameters for the waiver have not changed in the Draft Directive. As part of the waiver request, California projected that increasing the OJT reimbursement rate for businesses with 50 or fewer employees would lead to a 25 percent increase in the number of adults and dislocated workers placed in OJT with small businesses for each full Program Year the waiver is in effect. There is no sanction or financial penalty for not reaching the goal of 25% more OJT's.

According to WIOA Section 3(44), OJT is training provided by an employer to paid while they are engaged in productive work in a job that provides knowledge or skills essential to the full and adequate performance of the job. It is limited in duration as appropriate to the occupation for which the client is being trained, taking into account the content of the training, the prior work experience of the client, and the service strategy of the client.

OJT is an important work-based learning option that is provided under a contract with an employer or registered apprenticeship program sponsor in the public, private non-profit, or private sector. OJT gets people back to work and earning a wage while simultaneously receiving training that directly addresses the gaps in their skills set that otherwise prevented them from obtaining the job. This “learn and earn” approach offers individuals a chance to upgrade their skills while earning a paycheck. For employers, OJT offers the opportunity to offset initial training costs to fill skilled positions.

On July 10, 2017, the Workforce Development Board approved the current employer reimbursement rates based on employer size. The Waiver, with the extension for Program Year 2023-2024, allows Local Boards to reimburse up to 90 percent of the wage rate of an OJT client if the business has 50 or fewer employees.

Employer Size	Current Reimbursement Rate	Waiver Reimbursement Rate
1-50	75%	90%
51-250	65%	65%
251+	50%	50%

In order for individuals to qualify for the above reimbursement rates, WIOA identifies adult funding priority of service for three types of populations who are recipients of:

- public assistance;
- low income; or
- basic skills deficient.

The majority of businesses in Stanislaus County are small businesses and most, if not all, have had to drastically change the way they conduct business in order to stay afloat in the face of the COVID-19 pandemic. Businesses have faced constant challenges - from changing business

models to shifting to contact-free transactions, from supply and demand issues to purchasing personal protection equipment (PPE), and from tackling outbreaks among staff to trying to hire qualified staff. This waiver would allow Local Boards to provide additional relief to small businesses who may be more risk-averse when it comes to hiring and training new employees during this time of economic instability.

ADMINISTRATIVE BUDGET IMPACT:

The financial impact would be approximately \$38,880 for the 2023-2024 Fiscal Year. This is based on increasing the reimbursement rate from 75% to 90% for an estimated 25 OJT contracts with businesses having 50 or fewer staff, with an average wage of \$18.00 per hour, for an average training duration of 576 hours. Thirty percent (30%) of the WIOA Budget must be allocated to training, which includes OJTs regardless of the reimbursement rate. The increased reimbursement rate will allow Workforce Development to more effectively assist local employers.



Doris Foster, Director

March 3, 2023

Stanislaus County Business Development Committee Agenda Item

TO: Business Development Committee

FROM: Doris Foster, Director

SUBJECT:

Approve to Pursue Waiver Application to Expend up to Thirty Percent (30%) of Workforce Innovation Opportunity Act (WIOA) Funds for the Provision of Transitional Jobs (Work Experience), During Fiscal Year 2023-2024

ITEM NUMBER: VII-C

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the application for the Waiver to expend up to thirty percent (30%) of WIOA Adult and Dislocated Workers funds for the provision of Transitional Jobs (Work Experience), during Fiscal Year 2022-2023.

POLICY ISSUE:

Under WIOA Section 134(d)(5), a Local Board may use up to 10 percent of their combined WIOA Title I Adult and Dislocated Worker formula funds for the provision of Transitional Jobs. The Employment Development Department (EDD) Draft Directive WDSS-241 (as revised) titled "WIOA Waiver Guidance" allows up to thirty percent (30%) of a Local Board's combined WIOA Title I Adult and Dislocated Worker formula funds to be used for the provision of Transitional Jobs.

DISCUSSION:

Transitional Jobs provide time-limited work experience which is wage-paid and subsidized, in the public, private, or non-profit sectors for individuals who are chronically unemployed or have inconsistent work history, as determined by the Local Board. Transitional jobs are designed to enable an individual to establish a work history, demonstrate work success in an employee-employer relationship, and develop the skills that lead to unsubsidized employment. Transitional Job services must be combined with comprehensive career and supportive services.

Subsidized employment is a proven tool for encouraging employers to hire new employees, especially individuals with barriers to employment, in order to meet new and changing economic demands. Due to the economic impact of the pandemic, utilizing transitional job

placements is a critical service delivery strategy, especially for clients with significant barriers to employment who are struggling to attach or re-attach to the labor market.

Taking advantage of the Transitional Job waiver allows Local Boards with increased flexibility to provide assistance to individuals with barriers to employment in order to gain both income and work experience. Utilizing this waiver could also assist employers who, because of the pandemic-related changes to work policies and procedures, may need to hire additional employees to adjust and meet new service standards and operating procedures.

According to the State, the projected programmatic outcome of increasing the percentage of adult and dislocated worker funds that are spent on transitional jobs would lead to an estimated 10 percent increase in the number of adults and dislocated workers placed in transitional jobs for each full program year the waiver is in effect. Local Boards will not be held to this percentage increase individually, but they are highly encouraged to mirror it since it could impact the state's ability to renew this waiver. Stanislaus County Workforce Development used \$33,419.74 in funding on four (4) transitional jobs in 2021-2022. During Program Year 2022-2023 to-date, SCWD has expended \$87,183 on ten (10) transitional jobs, a 250% increase in Transitional Jobs over the PY 2021-2022 level.

During Program Year 2021-2022, Stanislaus County Workforce Development received approval for the first round of this Waiver and received approval for renewal in Program Year 2022-2023. SCWD anticipates continuing to utilize this strategy for success of clients enrolled in WIOA, Welfare-to-Work, and with local business customers.

ADMINISTRATIVE BUDGET IMPACT:

Thirty percent (30%) of the Adult and Dislocated Worker fund must be allocated to training, which may include transitional jobs. Participation in transitional jobs would allow Workforce Development to more effectively utilize training dollars to assist local employers. By increasing the transition jobs allocation rate from 10% to 30%, the impact for 2022-23 Fiscal Year was an additional available funds of \$927,783. However, the Department budgeted \$200,000 for all paid internships, which included transitional jobs. The overall training budget for Fiscal Year 2022-2023 is \$2,420,887. Training Budget amounts for Fiscal Year 2023-2024 is unknown until State allocations are announced.



Doris Foster, Director