

Career Development Committee

Thursday, December 14, 2023
Veterans Foundation, Room 112
3500 Coffee Road, Suite #15, Modesto, CA 95355
11:00 a.m. – 12:30 p.m.

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

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

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>
<https://www.stanworkforce.com/workforce-board/>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/>

All meetings are conducted in English.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 558-2114, 72 hours in advance of the meeting.

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

1. Call to Order and Introductions
2. Conflict of Interest
3. Public Comment Period
4. New Committee Members Tiffani Burns and Richard Carnes
5. Chair Report
 - A. Vision & Goals
 - B. Member Position & Agency Description
6. Department Update
 - A. Annual Report - Client Services pg. 15-20
7. Discussion and Action Item
 - A. Approve the Minutes of the March 16, 2023 Career Development Committee Meeting
 - B. Approval of the 2024 Dates and Times for the Career Development Committee Meetings

C. Approval of the 2023-2024 In-Demand Occupation List for Workforce
Innovation and Opportunity Act

8. Future Topics and Discussion

9. Adjournment

Next Meeting: Tentative upon approval of Agenda item 7.C.

Date: Thursday, March 21, 2024
Self-Help Credit Union Community Room
900 Crows Landing Rd., Modesto CA 95351
Time: 11:00 AM – 12:30 PM

Career Development Committee Meeting

Thursday, March 16, 2023

Veterans Foundation, Room 114

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

11:00 a.m. – 12:30 p.m.

Members in attendance:

Charles Dossett, Chair

Bonnie Acree

Timothy Burns

Ryan Kegley

Kari Knutson Miller

Aubrey Priest

Kendra Mitchell

Cecil Russell

Absent:

Rachelle Barkus

Wardee Bruce

Kevin Fox

Johnny Garcia

Kristopher Helton

Pedro Mendez

Staff in attendance:

Elizabeth Lopez

Sara Redd

Oscar Valencia

Additional guest present:

There were three additional guests present

I. Call to Order and Introductions

Charles Dossett, Career Development Committee (CDC) Chair, called the meeting to order at 11:06 a.m., thanked everyone for attending and invited those present to introduce themselves.

II. Conflict of Interest

Chairman Dossett outlined the Conflict of Interest Policy.

III. Public Comment Period

Chairman Dossett gave information on the Public Comment Period. Pete Butler from the National Electric Contractors Association stated that they are looking to expand their apprenticeship program to include student programs for engineering and project management with the County's support. John Brown from the National Electric Contractors Association, Veterans Electric Entry Program is also looking to expand their apprenticeship programs.

IV. Presentation

Guadalupe Sanchez from Modesto Junior College Technical Education, presented on Modesto Junior College's specialized programs and apprenticeships as well as partnerships with other businesses including Gallo Winery and Modesto City Schools. Guadalupe presented on their Modesto Junior College Workforce Development Upskill program which includes student support services, matriculation and registration, orientation, tutoring, and financial aid assistance. She also presented on Modesto Junior College's Accelerated Careers in Technology (ACT) program which allows students to learn a trade and be ready for work in 6-12 months.

V. Assistant Director Report

Workforce Development Assistant Director, Sara Redd, shared with the Committee Stanislaus County's Agriculture Workforce Snapshot. This snapshot summary details the potential growth and sector trends in the Agriculture, Health Care, Manufacturing, Logistics/Warehousing and Construction sectors. These are the five on demand sectors that the Career Development Committee will focus on.

Assistant Director, Redd also shared that on May 12, 2023 there will be 27 County departments that will be hosting a job fair at the Martin Petersen Center for over 600 open County positions. Currently there is over 20% County vacancy rate. Workforce Development will be hosting this job fair. A flyer for the event will be shared with the Committee once it is approved.

VI. Consent Items

- A. Approve the Minutes of the November 17, 2022 Career Development Committee meeting.
Consent items adopted. T. Burns/B. Acree
- B. Acceptance of the Conflict of Interest Policy and Code of Conduct
Consent items adopted. C. Russell/T. Burns

VII. Discussion and Action Item

A. Acceptance of Nominations and Appointment of Career Development Committee Officer Position of Vice Chair. Dr. Aubrey Priest volunteered to serve as Committee Vice-Chair. Cecil Russel made the motion to accept Dr. Priest as Vice-Chair, the motion was seconded by Timothy Burns. Motion passed.

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

The Committee approved to adopt the Workforce Development Board's Vision Statement and approved the following Mission Statement:

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

C. Russell/Ryan Kegley, unan. Motion passed.

C. Approval of 2023 Dates and Times for the Career Development Committee Meetings. A. Priest/T. Burns, unan. Motion passed.

D. Approval of Stanislaus County Workforce Development to Research and Engage Local Institutions to Expand the list of Available Trainings for In-Demand Occupations. C. Russell motioned to approve to direct Stanislaus County Workforce Development to research and engage local institutes to expand the list of available trainings for in-demand occupations for Career pathway advancement. T. Burns seconded. unan. Motion Passed.

Discussions ensued on the following:

- Barriers to upskilling, specifically those clients who have a history of incarceration and have difficulty obtaining identification paperwork. There is a three to four-month turnaround with the DMV for clients who are released from incarceration to be able to obtain identifying paperwork.
- Barriers that need to be addressed alongside upskilling i.e. housing, right to work documents.
- Attracting jobseekers to in demand occupations.
- Oscar Valencia explained how the ETPL list works, how it is coded and how providers are added to ETPL list.
- How to train an individual and transition them from a pathway of a promising job to a career.
- Better communication between providers in order to meet the needs of the community.
- Specific focus of the committee with regards to the ETPL list.
- Committee member Cecil Russell recommended that the Career Development Committee focus on those who have jobs and who need to get to the next step in their career; typically, the County partners with providers to coordinate trainings.

VIII. Questions

There were no additional questions.

IX. Adjournment

Chairman Dossett adjourned the meeting at 12:37 p.m.

Next Meeting: June 15, 2023
 Veterans Foundation
 Room 114
 3500 Coffee Road, Suite #15, Modesto CA 95355
 11:00 a.m.-12:30 p.m.

December 14, 2023

Stanislaus County Career Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Approval of the 2024 Dates and Times for the Career Development Committee Meetings

ITEM NUMBER: 7.B.

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the 2024 dates and times for the Career Development Committee meetings.

POLICY:

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

DISCUSSION:

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

At the November 17, 2022 Career Development Committee meeting, Workforce Development staff recommended the Committee schedule quarterly meetings prior to each Stanislaus County Workforce Development Board meeting. As such, meetings are scheduled to take place in March, June, September, and December of 2024. The recommended meeting dates for 2024 are the third Thursday of the month as indicated in the table below with the exception of December, the second Thursday of the month:

Date	Time
March 21, 2024	11:00 am – 12:30 pm
June 20, 2024	11:00 am – 12:30 pm
September 19, 2024	11:00 am – 12:30 pm
December 12, 2024	11:00 am – 12:30 pm

Meeting Location: Self-Help Credit Union
Community Room
900 Crows Landing Rd., Modesto, CA 95351

Workforce Development Staff will send out a calendar invite for all of the approved meeting dates.

ADMINISTRATIVE BUDGET IMPACT: None



Sara Redd, Assistant Director

December 14, 2023

Stanislaus County Business Development Committee Agenda Item

TO: Career Development Committee

FROM: Sara Redd, Assistant Director

SUBJECT:

Approval of the 2023-2024 In-Demand Occupation List for Workforce Innovation and Opportunity Act

ITEM NUMBER: 7.C.

ITEM TYPE: Discussion and Action

STAFF RECOMMENDATION:

Approve the 2023-2024 In-Demand Occupation list for Workforce Innovation and Opportunity Act.

POLICY ISSUE:

In-Demand Occupations are occupations that have, or are projected to have, a large number of positions that lead to economic self-sufficiency and/or opportunities for advancement. Workforce Innovation and Opportunity Act (WIOA) section 3(23) (B), states: The determination of whether an industry sector or occupation is in-demand under this paragraph shall be made by the State board or local board, as appropriate, using State and regional business and labor market projections, including the use of labor market information.

DISCUSSION:

While regulations require the Workforce Development Board to approve the In-Demand Sectors, the local Workforce Development Board has requested to review and approve the In-Demand Occupations List. Workforce Innovation and Opportunity Act allows eligible individuals in need of occupational skills training to select the training program that will best meet the individual's employment or career goal with the caveat that the local Workforce Development Board may limit the choices for training to occupations that are In-Demand in the local area. Stanislaus County Workforce Development (SCWD) provides a list of existing and emerging In-Demand Occupations to inform participants of occupations that are most likely to provide viable employment in the local area as required in WIOA Sec. 134(c)(3)(G)(iii).

On December 7, 2023, the Business Development Committee approved the 2023-2024 In-Demand Occupations. The In-Demand list utilized Lightcast, which was vetted by the Department's Data Analyst and is the primary data analytics tool used by the Department.

Lightcast enables the Department to generate reports that show demand in the local area and the ability to identify prospective occupations for the In-Demand list. Lightcast allows Stanislaus County Workforce Development (SCWD) to obtain up-to-date occupational analysis based on the most recent Quarterly Census of Employment and Wages (QCEW) of the previous year. The In-Demand Occupation methodologies were calibrated as follows.

In-Demand Occupation Methodology

Occupations were screened based on Lightcast data.

Industry-Specific Occupations

1. For each of the 5 Targeted Industry sectors, selected the top 50 occupations with the most jobs in 2022
 - a. Agriculture Forestry Fishing and Hunting
 - b. Construction
 - c. Health Care and Social Assistance
 - d. Manufacturing
 - e. Transportation and Warehousing
2. Selected Occupations with Median Hourly Earnings greater than \$17.01
 - a. 2022 Lower Living Standard Income Level (LLSIL) at 200% for a single adult to determine the rate for self-sufficiency.
 - i. https://edd.ca.gov/Jobs_and_Training/pubs/wsd21-06att1.pdf
3. Selected occupations in projected 5 Year Forecast (2022-2027) with positive growth rate

Attachment 1 includes occupations identified to be In-Demand for Program Year 2023-2024, thus allowing for use of WIOA training funds for Vocational Trainings. Occupations selected are in the top 50 of industry Sector 2022 jobs, have median annual earnings greater than 200% LLSIL, and projected growth in next 5 years. No occupations with an average wage below 200% LLSIL are included in the In-Demand Occupations list. Work Based Learning programs, such as transitional jobs and on-the-job trainings may access all in demand occupational opportunities, not just those identified in the Targeted Industry Sectors.

Attachment 1 also includes Eligible Training Providers available in the local area for each listed occupation. All Eligible Training Providers listed have completed eligibility requirements to register their institution and programs with the State Board that governs the Eligible Training Provider List (ETPL). Registration allows the provider to be reimbursed for client training using WIOA funds.

Eligible Training Providers must be providing training services that lead to an industry-recognized credential, national or state certificate, or degree, including all industry appropriate competencies, licensing and/or certification requirements, or employment in a specific occupation after receiving measurable technical skills. The

program must also meet performance metrics, and accreditation standards set by the state. To become an Eligible Training Provider, the private or public post-secondary institute is required to register their program in CalJOBS through the initial eligibility process. The local ETPL Coordinator is notified when an application has been submitted and reviews the program information. Upon approval, the local ETPL Coordinator nominates the program for review by the State ETPL Coordinator. If the state approves the program, then the local coordinator will write an ETPL agreement for all parties to review and sign.

As seen on Attachment 1, not all identified in-demand occupations have a training identified in Stanislaus County. Approximately 60% of occupations listed typical education required at entry is a high school diploma or equivalent. Approximately 24% of occupations listed typical education required at entry is a Bachelor's degree or higher. There are currently 15 approved local area eligible training providers that offer 47 approved training programs. The health sector has several providers offering the same training but also has occupations requiring post-secondary education or an associate's degree with no eligible training provider. The majority of the identified gap are in the manufacture sector with less than 10% of the occupations have training identified.

The Board has discretion to modify the attached In-Demand Occupations list as necessary. The Director of the Department has the ability to make exceptions to the In-Demand Occupations list on a case-by-case basis. An example of such an exception is when an employer guarantees a job to an individual pending completion of a training program for an occupation that is not on the list. If approved by the Career Development Committee an agenda item will be taken to the Workforce Development Board for final approval of the In-Demand Occupation List.

ADMINISTRATIVE BUDGET IMPACT:

There is no Budget Impact associated with this item, however, approval of the In-Demand Occupations List allows funds to be expended on vocational skills training targeting occupations that will result in greater employability of participant.



Sara Redd, Assistant Director

2023-2024 Stanislaus County Workforce Development Occupational List



Attachment 1

SOC	Health Care and Social Assistance	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required	Eligible Training Provider
29-1141	Registered Nurses	\$64.41	4108	4381	6.6%	Bachelor's degree	None	None	
31-1131	Nursing Assistants	\$18.18	1462	1657	13.3%	Postsecondary nondegree award	None	None	First Lady Permanente, Gurnick
31-9092	Medical Assistants	\$19.14	1405	1561	11.1%	Postsecondary nondegree award	None	None	First Lady Permanente, Stellar Career College, Gurnick
43-6013	Medical Secretaries and Administrative Assistants	\$21.76	1208	1318	9.1%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology, Stellar Career College
31-9091	Dental Assistants	\$22.33	899	1043	16.1%	Postsecondary nondegree award	None	None	Dental Assisting Institute
29-2061	Licensed Practical and Licensed Vocational Nurses	\$29.97	841	950	12.9%	Postsecondary nondegree award	None	None	Institute of Technology, Gurnick
11-9111	Medical and Health Services Managers	\$63.23	632	764	20.9%	Bachelor's degree	None	Less than 5 years	
21-1093	Social and Human Service Assistants	\$22.14	504	584	16.0%	High school diploma or equivalent	Short-term on-the-job training	None	
43-4171	Receptionists and Information Clerks	\$17.37	464	536	15.6%	High school diploma or equivalent	Short-term on-the-job training	None	Stellar Career College
43-3021	Billing and Posting Clerks	\$20.03	416	447	7.4%	High school diploma or equivalent	Moderate-term on-the-job training	None	Stellar Career College
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	\$24.49	390	465	19.2%	Bachelor's degree	None	None	
43-9061	Office Clerks, General	\$18.81	371	405	9.0%	High school diploma or equivalent	Short-term on-the-job training	None	Central Valley Opportunity Center, Stellar Career College
29-1123	Physical Therapists	\$60.35	370	444	19.8%	Doctoral or professional degree	None	None	
29-1229	Physicians, All Other	\$120.40	347	357	2.9%	Doctoral or professional degree	Internship/residency	None	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	344	376	9.2%	High school diploma or equivalent	None	Less than 5 years	Central Valley Opportunity Center, Stellar Career College
25-2011	Preschool Teachers, Except Special Education	\$18.87	325	379	16.7%	Associate's degree	None	None	
21-1013	Marriage and Family Therapists	\$28.14	322	350	8.8%	Master's degree	Internship/residency	None	
29-1292	Dental Hygienists	\$51.65	302	369	22.2%	Associate's degree	None	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Health Care and Social Assistance (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required	Eligible Training Provider
29-2099	Health Technologists and Technicians, All Other	\$23.05	270	315	16.5%	Postsecondary nondegree award	None	None	Institute of Technology, Stellar Career College
11-9151	Social and Community Service Managers	\$33.39	267	305	14.2%	Bachelor's degree	None	Less than 5 years	
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$22.48	257	275	6.8%	High school diploma or equivalent	Short-term on-the-job training	None	
29-2018	Clinical Laboratory Technologists and Technicians	\$34.46	248	270	8.8%	Bachelor's degree	None	None	Institute of Technology, Stellar Career College
29-2072	Medical Records Specialists	\$23.28	241	255	5.9%	Postsecondary nondegree award	None	None	
29-1171	Nurse Practitioners	\$72.95	240	315	31.3%	Master's degree	None	None	
29-2034	Radiologic Technologists and Technicians	\$49.90	223	246	10.3%	Associate's degree	None	None	
29-1021	Dentists, General	\$79.37	221	257	16.1%	Doctoral or professional degree	None	None	
21-1021	Child, Family, and School Social Workers	\$23.55	211	249	17.8%	Bachelor's degree	None	None	
29-1126	Respiratory Therapists	\$48.79	201	219	9.1%	Associate's degree	None	None	
29-2055	Surgical Technologists	\$36.82	187	200	6.9%	Postsecondary nondegree award	None	None	
31-9099	Healthcare Support Workers, All Other	\$21.50	171	180	5.7%	High school diploma or equivalent	None	None	
21-1022	Healthcare Social Workers	\$44.16	167	199	19.2%	Master's degree	Internship/residency	None	
29-1071	Physician Assistants	\$74.45	163	198	21.4%	Master's degree	None	None	
11-1021	General and Operations Managers	\$47.50	155	189	21.9%	Bachelor's degree	None	5 years or more	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$23.15	155	166	7.3%	Some college, no degree	Moderate-term on-the-job training	None	Modesto Junior College, Stellar Career College
21-1019	Counselors, All Other	\$21.55	154	163	6.0%	Master's degree	None	None	
13-1199	Business Operations Specialists, All Other	\$32.61	154	170	10.8%	Bachelor's degree	None	None	Institute of Technology
43-4051	Customer Service Representatives	\$18.77	154	166	8.3%	High school diploma or equivalent	Short-term on-the-job training	None	
31-2021	Physical Therapist Assistants	\$35.07	152	193	27.0%	Associate's degree	None	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Health Care and Social Assistance (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
29-2053	Psychiatric Technicians	\$24.46	142	155	9.2%	Postsecondary nondegree award	Short-term on-the-job training	Less than 5 years	
31-9093	Medical Equipment Preparers	\$31.59	141	146	3.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-9071	Maintenance and Repair Workers, General	\$23.74	138	157	14.0%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
29-1051	Pharmacists	\$74.35	137	153	11.6%	Doctoral or professional degree	None	None	
29-1215	Family Medicine Physicians	\$85.44	133	140	5.0%	Doctoral or professional degree	Internship/residency	None	

SOC	Construction	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
47-2061	Construction Laborers	\$21.62	1835	2044	11.4%	No formal educational credential	Short-term on-the-job training	None	Cal-Trade Welding, SCOE
47-2031	Carpenters	\$28.65	1828	1981	8.4%	High school diploma or equivalent	Apprenticeship	None	SCOE
47-2111	Electricians	\$29.88	795	898	13.1%	High school diploma or equivalent	Apprenticeship	None	
47-2141	Painters, Construction and Maintenance	\$23.16	770	844	9.6%	No formal educational credential	Moderate-term on-the-job training	None	SCOE
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	\$37.59	722	806	11.6%	High school diploma or equivalent	None	5 years or more	Cal-Trade Welding
11-9021	Construction Managers	\$41.23	653	738	13.0%	Bachelor's degree	Moderate-term on-the-job training	None	
47-2152	Plumbers, Pipefitters, and Steamfitters	\$27.65	429	472	9.9%	High school diploma or equivalent	Apprenticeship	None	DeHart, Institute of Technology, CalTrade Welding
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	\$28.98	423	470	11.1%	Postsecondary nondegree award	Long-term on-the-job training	None	DeHart, Institute of Technology
47-2081	Drywall and Ceiling Tile Installers	\$23.83	388	399	2.7%	No formal educational credential	Moderate-term on-the-job training	None	
43-9061	Office Clerks, General	\$18.81	332	355	7.2%	High school diploma or equivalent	Short-term on-the-job training	None	
47-2073	Operating Engineers and Other Construction Equipment Operators	\$37.60	310	351	13.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
47-2051	Cement Masons and Concrete Finishers	\$30.21	294	325	10.7%	No formal educational credential	Moderate-term on-the-job training	None	
11-9199	Managers, All Other	\$39.74	288	315	9.3%	Bachelor's degree	None	Less than 5 years	
47-2181	Roofers	\$29.15	273	292	7.0%	No formal educational credential	Moderate-term on-the-job training	None	
11-1021	General and Operations Managers	\$47.50	238	274	15.4%	Bachelor's degree	None	5 years or more	
13-1051	Cost Estimators	\$36.64	212	230	8.5%	Bachelor's degree	Moderate-term on-the-job training	None	
13-1082	Project Management Specialists	\$46.49	194	222	14.4%	Bachelor's degree	None	None	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$23.15	189	202	6.7%	Some college, no degree	Moderate-term on-the-job training	None	Modesto Junior College, Stellar Career College
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$22.48	179	188	5.0%	High school diploma or equivalent	Short-term on-the-job training	None	
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	156	179	14.7%	Postsecondary nondegree award	Short-term on-the-job training	None	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$27.20	144	161	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	
47-2044	Tile and Stone Setters	\$27.47	115	123	7.4%	No formal educational credential	Long-term on-the-job training	None	
47-2211	Sheet Metal Workers	\$30.45	109	119	8.8%	High school diploma or equivalent	Apprenticeship	None	
47-2161	Plasterers and Stucco Masons	\$24.24	108	112	3.5%	No formal educational credential	Long-term on-the-job training	None	
47-2221	Structural Iron and Steel Workers	\$29.29	93	107	16.1%	High school diploma or equivalent	Apprenticeship	None	Cal-Trade Welding, Modesto Technical College
51-4121	Welders, Cutters, Solderers, and Brazers	\$23.28	92	103	12.0%	High school diploma or equivalent	Moderate-term on-the-job training	None	Cal-Trade Welding, Modesto Technical College
47-2231	Solar Photovoltaic Installers	\$23.17	90	107	19.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$39.70	81	88	8.2%	High school diploma or equivalent	None	Less than 5 years	
47-3012	Helpers--Carpenters	\$22.78	76	81	6.6%	No formal educational credential	Short-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	74	81	9.9%	No formal educational credential	Short-term on-the-job training	None	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	72	76	6.7%	High school diploma or equivalent	None	Less than 5 years	
47-3019	Helpers, Construction Trades, All Other	\$24.77	71	76	7.0%	No formal educational credential	Short-term on-the-job training	None	DeHart, Institute of Technology
47-2171	Reinforcing Iron and Rebar Workers	\$28.92	70	76	9.7%	High school diploma or equivalent	Apprenticeship	None	
47-2121	Glaziers	\$24.28	68	80	18.7%	High school diploma or equivalent	Apprenticeship	None	
47-2131	Insulation Workers, Floor, Ceiling, and Wall	\$23.47	63	67	6.3%	No formal educational credential	Short-term on-the-job training	None	
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	\$22.60	59	65	10.0%	No formal educational credential	Moderate-term on-the-job training	None	
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$20.26	58	60	3.0%	No formal educational credential	Short-term on-the-job training	None	
17-2051	Civil Engineers	\$51.06	58	66	13.2%	Bachelor's degree	None	None	
47-2021	Brickmasons and Blockmasons	\$24.93	58	62	7.6%	High school diploma or equivalent	Apprenticeship	None	
13-2011	Accountants and Auditors	\$38.81	56	64	14.0%	Bachelor's degree	None	None	
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$19.37	53	57	6.8%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
49-9098	Helpers--Installation, Maintenance, and Repair Workers	\$18.82	50	54	8.0%	High school diploma or equivalent	Short-term on-the-job training	None	Institute of Technology
49-9071	Maintenance and Repair Workers, General	\$23.74	46	52	12.8%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
49-9052	Telecommunications Line Installers and Repairers	\$37.14	46	50	8.7%	High school diploma or equivalent	Long-term on-the-job training	None	
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$29.64	44	50	13.0%	High school diploma or equivalent	Long-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$32.06	42	44	6.2%	Postsecondary nondegree award	Moderate-term on-the-job training	None	
47-2151	Pipelayers	\$32.97	40	42	4.9%	No formal educational credential	Short-term on-the-job training	None	
SOC	Agriculture, Forestry, Fishing and Hunting	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
45-2091	Agricultural Equipment Operators	\$18.54	447	466	4.3%	No formal educational credential	Moderate-term on-the-job training	None	
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	\$22.33	384	397	3.5%	High school diploma or equivalent	None	Less than 5 years	
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	209	215	2.9%	Postsecondary nondegree award	Short-term on-the-job training	None	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	141	146	3.7%	No formal educational credential	Short-term on-the-job training	None	
53-7051	Industrial Truck and Tractor Operators	\$21.93	130	136	4.9%	No formal educational credential	Short-term on-the-job training	None	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
49-9071	Maintenance and Repair Workers, General	\$23.74	94	94	0.2%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
37-3011	Landscaping and Groundskeeping Workers	\$17.70	78	81	3.7%	No formal educational credential	Short-term on-the-job training	None	
11-1021	General and Operations Managers	\$47.50	75	77	2.0%	Bachelor's degree	None	5 years or more	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$34.21	73	77	5.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
53-3033	Light Truck Drivers	\$18.32	70	71	1.4%	High school diploma or equivalent	Short-term on-the-job training	None	Green Valley Truck School, J & R Trucking School
51-9111	Packaging and Filling Machine Operators and Tenders	\$22.44	60	63	4.0%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-9199	Managers, All Other	\$39.74	59	59	0.7%	Bachelor's degree	None	Less than 5 years	
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.09	55	56	1.9%	No formal educational credential	Short-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Agriculture, Forestry, Fishing and Hunting (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required	Eligible Training Provider
19-4012	Agricultural Technicians	\$19.09	47	49	4.4%	Associate's degree	Moderate-term on-the-job training	None	
13-2011	Accountants and Auditors	\$38.81	42	44	5.0%	Bachelor's degree	None	None	
51-9199	Production Workers, All Other	\$21.13	42	42	0.8%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-3041	Farm Equipment Mechanics and Service Technicians	\$29.39	37	40	9.3%	High school diploma or equivalent	Long-term on-the-job training	None	
43-5071	Shipping, Receiving, and Inventory Clerks	\$18.77	33	34	2.9%	High school diploma or equivalent	Short-term on-the-job training	None	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	31	32	2.1%	High school diploma or equivalent	None	Less than 5 years	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$19.80	29	32	9.9%	High school diploma or equivalent	Moderate-term on-the-job training	None	
45-2011	Agricultural Inspectors	\$24.19	28	29	3.0%	Bachelor's degree	Moderate-term on-the-job training	None	
19-1013	Soil and Plant Scientists	\$36.70	24	25	4.7%	Bachelor's degree	None	None	
13-1074	Farm Labor Contractors	\$23.38	23	24	4.5%	No formal educational credential	Short-term on-the-job training	Less than 5 years	
53-7065	Stockers and Order Fillers	\$17.52	23	24	2.6%	High school diploma or equivalent	Short-term on-the-job training	None	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$28.57	21	22	7.8%	High school diploma or equivalent	None	Less than 5 years	
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$17.66	21	22	5.4%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-2022	Sales Managers	\$41.94	20	21	3.1%	Bachelor's degree	None	Less than 5 years	
43-3051	Payroll and Timekeeping Clerks	\$26.64	20	20	1.8%	High school diploma or equivalent	Moderate-term on-the-job training	None	Central Valley Opportunity Center, Stellar Career College
53-7011	Conveyor Operators and Tenders	\$18.35	19	20	4.2%	No formal educational credential	Short-term on-the-job training	None	
11-3031	Financial Managers	\$63.23	19	20	7.6%	Bachelor's degree	None	5 years or more	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Manufacturing	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The-Job Training	Work Experience Required	Eligible Training Provider
51-9111	Packaging and Filling Machine Operators and Tenders	\$22.44	1750	1771	1.2%	High school diploma or equivalent	Moderate-term on-the-job training	None	
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	1208	1227	1.6%	No formal educational credential	Short-term on-the-job training	None	
53-7051	Industrial Truck and Tractor Operators	\$21.93	776	789	1.6%	No formal educational credential	Short-term on-the-job training	None	
51-1011	First-Line Supervisors of Production and Operating Workers	\$32.73	724	761	5.2%	High school diploma or equivalent	None	Less than 5 years	
49-9041	Industrial Machinery Mechanics	\$32.16	635	706	11.1%	High school diploma or equivalent	Long-term on-the-job training	None	SCOE
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$19.80	529	543	2.7%	High school diploma or equivalent	Moderate-term on-the-job training	None	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$34.21	502	519	3.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	430	434	0.9%	Postsecondary nondegree award	Short-term on-the-job training	None	
51-3092	Food Batchmakers	\$18.00	411	449	9.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-9071	Maintenance and Repair Workers, General	\$23.74	408	423	3.6%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
51-4121	Welders, Cutters, Solderers, and Brazers	\$23.28	376	377	0.2%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-1021	General and Operations Managers	\$47.50	303	321	5.9%	Bachelor's degree	None	5 years or more	
51-9199	Production Workers, All Other	\$21.13	284	294	3.2%	High school diploma or equivalent	Moderate-term on-the-job training	None	
43-5061	Production, Planning, and Expediting Clerks	\$25.19	261	267	2.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	\$22.06	250	256	2.6%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-3051	Industrial Production Managers	\$50.31	243	253	4.2%	Bachelor's degree	None	5 years or more	
51-4041	Machinists	\$23.40	221	244	10.5%	High school diploma or equivalent	Long-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Manufacturing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
51-9196	Paper Goods Machine Setters, Operators, and Tenders	\$23.64	218	227	4.1%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-2022	Sales Managers	\$41.94	199	202	1.5%	Bachelor's degree	None	Less than 5 years	
53-7065	Stockers and Order Fillers	\$17.52	193	202	4.5%	High school diploma or equivalent	Short-term on-the-job training	None	
51-7011	Cabinetmakers and Bench Carpenters	\$18.27	182	203	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	
19-4013	Food Science Technicians	\$23.59	176	179	1.4%	Associate's degree	Moderate-term on-the-job training	None	
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.09	166	171	3.1%	No formal educational credential	Short-term on-the-job training	None	
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	\$23.52	164	171	4.4%	High school diploma or equivalent	Moderate-term on-the-job training	None	
43-4051	Customer Service Representatives	\$18.77	144	146	2.0%	High school diploma or equivalent	Short-term on-the-job training	None	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$28.57	143	144	0.9%	High school diploma or equivalent	None	Less than 5 years	
51-4072	Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic	\$17.71	141	154	9.7%	High school diploma or equivalent	Moderate-term on-the-job training	None	
11-9199	Managers, All Other	\$39.74	139	145	4.9%	Bachelor's degree	None	Less than 5 years	
53-3033	Light Truck Drivers	\$18.32	134	137	1.8%	High school diploma or equivalent	Short-term on-the-job training	None	
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	\$22.20	132	137	3.2%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$39.70	127	132	4.3%	High school diploma or equivalent	None	Less than 5 years	

SOC	Transportation and Warehousing	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	2666	2898	8.7%	Postsecondary nondegree award	Short-term on-the-job training	None	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	1386	1550	11.8%	No formal educational credential	Short-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Transportation and Warehousing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
53-7065	Stockers and Order Fillers	\$17.52	913	963	5.4%	High school diploma or equivalent	Short-term on-the-job training	None	
53-7051	Industrial Truck and Tractor Operators	\$21.93	751	831	10.7%	No formal educational credential	Short-term on-the-job training	None	Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School. Western
53-3033	Light Truck Drivers	\$18.32	620	714	15.1%	High school diploma or equivalent	Short-term on-the-job training	None	
53-3052	Bus Drivers, Transit and Intercity	\$23.55	349	396	13.3%	High school diploma or equivalent	Moderate-term on-the-job training	None	
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$28.57	283	318	12.6%	High school diploma or equivalent	None	Less than 5 years	
43-5071	Shipping, Receiving, and Inventory Clerks	\$18.77	215	223	3.7%	High school diploma or equivalent	Short-term on-the-job training	None	
43-5032	Dispatchers, Except Police, Fire, and Ambulance	\$22.52	180	202	12.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	\$29.49	155	169	8.7%	High school diploma or equivalent	Long-term on-the-job training	None	
11-3071	Transportation, Storage, and Distribution Managers	\$46.04	152	170	12.3%	High school diploma or equivalent	None	5 years or more	
43-9061	Office Clerks, General	\$18.81	141	154	8.9%	High school diploma or equivalent	Short-term on-the-job training	None	
11-1021	General and Operations Managers	\$47.50	130	154	17.8%	Bachelor's degree	None	5 years or more	
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	105	117	11.1%	High school diploma or equivalent	None	Less than 5 years	
43-4051	Customer Service Representatives	\$18.77	86	94	9.7%	High school diploma or equivalent	Short-term on-the-job training	None	
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$23.15	78	82	5.0%	Some college, no degree	Moderate-term on-the-job training	None	Modesto Junior College, Stellar Career College
49-9071	Maintenance and Repair Workers, General	\$23.74	78	88	12.8%	High school diploma or equivalent	Moderate-term on-the-job training	None	Institute of Technology
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$22.48	66	69	5.6%	High school diploma or equivalent	Short-term on-the-job training	None	
43-5061	Production, Planning, and Expediting Clerks	\$25.19	61	68	11.5%	High school diploma or equivalent	Moderate-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Transportation and Warehousing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	\$17.65	58	61	5.4%	High school diploma or equivalent	Short-term on-the-job training	None	
53-4031	Railroad Conductors and Yardmasters	\$28.50	55	66	20.1%	High school diploma or equivalent	Moderate-term on-the-job training	None	
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$27.20	54	60	11.4%	High school diploma or equivalent	Moderate-term on-the-job training	None	
43-4151	Order Clerks	\$18.80	53	53	0.0%	Some college, no degree	Short-term on-the-job training	None	
11-9199	Managers, All Other	\$39.74	53	59	13.0%	Bachelor's degree	None	Less than 5 years	
53-4011	Locomotive Engineers	\$44.19	52	63	21.8%	High school diploma or equivalent	Moderate-term on-the-job training	Less than 5 years	
53-3031	Driver/Sales Workers	\$18.16	45	51	13.8%	High school diploma or equivalent	Short-term on-the-job training	None	
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$39.70	43	48	11.3%	High school diploma or equivalent	None	Less than 5 years	
13-1199	Business Operations Specialists, All Other	\$32.61	42	48	13.4%	Bachelor's degree	None	None	Institute of Technology
13-1151	Training and Development Specialists	\$34.85	41	46	11.9%	Bachelor's degree	None	Less than 5 years	
53-6061	Passenger Attendants	\$17.70	38	40	2.8%	High school diploma or equivalent	Short-term on-the-job training	None	
13-1071	Human Resources Specialists	\$35.15	35	40	15.4%	Bachelor's degree	None	None	
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$19.80	31	33	6.9%	High school diploma or equivalent	Moderate-term on-the-job training	None	
13-1081	Logisticians	\$45.44	31	38	20.7%	Bachelor's degree	None	None	
43-3021	Billing and Posting Clerks	\$20.03	30	32	6.9%	High school diploma or equivalent	Moderate-term on-the-job training	None	
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.09	29	35	19.8%	No formal educational credential	Short-term on-the-job training	None	
49-3011	Aircraft Mechanics and Service Technicians	\$38.81	28	32	13.2%	Postsecondary nondegree award	None	None	
53-7063	Machine Feeders and Offbearers	\$21.79	25	28	13.6%	No formal educational credential	Short-term on-the-job training	None	

2023-2024 Stanislaus County Workforce Development Occupational List

SOC	Transportation and Warehousing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training	Work Experience Required	Eligible Training Provider
49-3023	Automotive Service Technicians and Mechanics	\$22.40	23	27	19.1%	Postsecondary nondegree award	Short-term on-the-job training	None	
43-5011	Cargo and Freight Agents	\$21.48	22	23	7.8%	High school diploma or equivalent	Short-term on-the-job training	None	
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$34.21	21	23	12.9%	High school diploma or equivalent	Moderate-term on-the-job training	None	