

BOARD MEETING AGENDA

June 1, 2026
12:00 PM – 2:00 PM
Self-Help Credit Union
Community Room
900 Crows Landing Rd.
Modesto, CA 95351
www.stanworkforce.com

Board Members

<i>Bill O'Brien, Chairman</i>	<i>Dr. Kari Knutson Miller, Ph.D.</i>
<i>Cecil Russell, Vice-Chair</i>	<i>Scott Kuykendall</i>
<i>Jennifer Shipman, Secretary</i>	<i>Mary Machado</i>
<i>Erika Angel</i>	<i>Doug Murdock</i>
<i>Margarita Cabalbag</i>	<i>Sam Romeo, MD</i>
<i>Dean Fadeff</i>	<i>Chris Savage</i>
<i>Supervisor Mani Grewal</i>	<i>Steve Stevenson</i>
<i>Jessica Hill</i>	<i>Doug Van Diepen</i>
<i>Kris Helton</i>	
<i>Will Kelly</i>	

The Stanislaus County Workforce Development Board welcomes you to its meeting, your interest is encouraged and appreciated.

The Workforce Development Board complies with all provisions of the Brown Act and the Conflict of Interest Code on file with the Stanislaus County Department of Workforce Development. See links below.

https://leginfo.legislature.ca.gov/faces/billNavClient.xhtml?bill_id=202520260SB707

<https://www.stanworkforce.com/workforce-board>

PUBLIC COMMENT PERIOD: Matters under the jurisdiction of the Board, and not on the posted agenda, may be addressed by the general public at the beginning of the regular agenda and any off-agenda matters before the Board for consideration. However, California law prohibits the Board from taking action on any matter which is not on the posted agenda unless it is determined to be an emergency by the Board. Any member of the public wishing to address the Board during the "Public Comment" period shall be permitted to be heard once for up to 5 minutes unless the Chairperson of the Board sets a different time limit. Please complete a Public Comment Form and give it to the Clerk of the Board. If you would like to provide a written comment, please email your comment form to the Clerk of the Board at ixtak@stanworkforce.com by 4:00 p.m. on the Friday prior to the meeting. Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/public-comment-forms/>. Your written comment will be distributed to the Board and kept on file as part of the official record of the Board meeting.

The agenda is divided into two sections:

CONSENT ITEMS: These matters include routine financial and administrative actions. All consent items will be voted on as a single action at the beginning of the meeting under the section titled "Consent Items" without discussion. If you wish to discuss a consent item, please notify the Clerk of the Board prior to the beginning of the meeting or you may speak about the item during Public Comment Period.

DISCUSSION AND ACTION ITEMS: These items will be individually discussed.

ANY MEMBER OF THE AUDIENCE DESIRING TO ADDRESS THE BOARD ON A MATTER ON THE AGENDA: Please raise your hand or step to the podium at the time the item is announced by the Board Chairperson. In order that interested parties have an opportunity to speak, any person addressing the Board will be limited to a maximum of 5 minutes unless the Chairperson of the Board sets a different time limit.

BOARD AGENDAS AND MINUTES: Board agendas, Minutes, and copies of items to be considered by the Workforce Development Board are typically posted on the Internet on Thursday afternoons preceding a Monday meeting at the following website: https://www.stanworkforce.com/workforce-board/#current_agenda.

NOTICE REGARDING NON-ENGLISH SPEAKERS: SCWD Board meetings are conducted in English. Language assistance request should be made by noon the Friday before the meeting by contacting the Clerk at 209-595-0556.

REASONABLE ACCOMMODATIONS: In compliance with the Americans with Disabilities Act, if you need special assistance to participate in this meeting, please contact the Clerk of the Board at (209) 595-0556. Notification 72 hours prior to the meeting will enable the Department to make reasonable arrangements to ensure accessibility to this meeting.

Please note: The proceedings of this meeting will be recorded solely for internal reference and record-keeping.

1. Call to Order
 2. Introductions
 3. Conflict of Interest
 4. Presentations
 - A. Labor & Education – Board Member Steve Stevenson, Training Coordinator - Central Valley-Motherlode Plumbers, Pipe and Refrigeration Fitters
 - B. “Workforce Wins” - Julie Orona, Community Outreach & Marketing Manager
 5. Public Comment Period
 6. Committee Reports
 - A. Workforce Strategy & Innovation Committee – Kris Helton & Jennifer Shipman
 1. Statistics Reports and Sector Strategy Updates 10/2025 – 12/2025
 - B. Youth Development Committee – Mary Machado
 1. Youth Workforce Summary
 - C. Director/Board Chair Committee – Bill O’Brien
 7. Department Report
 - A. Director’s Update
 - B. High Performing Board Designation 7/1/26 thru 6/30/29
 - C. SB 827 Update
 8. Consent Items
 - A. Approve the Minutes of the March 2, 2026 Stanislaus County Workforce Development Board Meeting
 - B. Approval of Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$100,000 of Workforce Innovation and Opportunity Act Dislocated Worker 2025-2026 Program Year Funds to the Workforce Innovation and Opportunity Act Adult Fund Category
 9. Discussion and Action Items
 - A. Acceptance of the New Workforce Committee Formation Update
 - B. Approval to Request the Board of Supervisors Proclaim September 2026 as Workforce Development Month in Stanislaus County
 - C. Approval of Updated Supplemental Application and Board Fact Sheet and Authorize the Clerk of the Workforce Development Board to Make Updates as Necessary
 - D. Workforce Development Board Priorities: Review and Determination of Next Steps
 - E. Approval of the 2026–2027 In-Demand Sectors and Occupations, Including Committee-Recommended Additions
 10. Future Topic(s), Discussion, Announcements
- Next Meeting: September 14, 2026
12:00 PM – 2:00 PM
Self-Help Credit Union

Business Services Division Quarterly Report

Employer Engagement Activities	Oct 2025 to Dec 2025	Oct 2024 to Dec 2024	Percent Change
Total Employers Served	81	100	-19%
Total Services Provided	385	414	-7%
Employer Job Placement Activities	Oct 2025 to Dec 2025	Oct 2024 to Dec 2024	Percent Change
Positions Filled/ Clients Hired	162	126	29%

Sector Strategy Updates

- Agriculture Sector:** Stanislaus County Farm Bureau (sector convenor) participated in the sector partnership meeting at the 2025 Business Expo on November 6, followed by a recap meeting on November 20. The organization has continued its efforts to market and promote the December ELL class. Farm Bureau is also scheduled to participate in the Sector Partnership Conveners Meeting on January 15, 2026.
- Underserved Business Sector:** Ceres Chamber of Commerce (sector convenor) will convene its first sector meeting on December 11 at the Ceres Community Center. The first milestones for Stanislaus Equity Partners (sector convenor), the Latino Chamber (sector convenor), and the Modesto Chamber of Commerce (sector convenor) have all been completed. The Modesto Chamber held its first sector meeting at the 2025 Business Expo on November 6th and participated in a recap meeting on November 20th. The Latino Chamber will hold its first sector meeting on December 9th in Turlock at the Hampton Inn, and Stanislaus Equity Partners is planning a second meeting for January 28, 2026, at the Self-Help Credit Union.
- Healthcare Sector:** Health Force Partners California participated in the sector partnership meeting at the 2025 Business Expo on November 6th. Health Force Partners is also scheduled to participate in the Sector Partnership Conveners Meeting on January 15, 2026.
- Manufacturing Sector:** The first sector partnership meeting for the Manufacturers Council of the Central Valley (sector convenor) took place on December 17 at 10:00 a.m. at Beard Land Improvement Co. The organization is also scheduled to participate in the Sector Partnership Conveners Meeting on January 15, 2026.
- Construction Sector:** Workforce Pathway Solutions (sector convenor) participated in the sector partnership meeting at the 2025 Business Expo on November 6, as well as the recap meeting on November 20. The organization is also scheduled to participate in the Sector Partnership Conveners Meeting on January 15, 2026.
- Transportation/Warehouse:** Staff continue to explore Convening Authority options.

CAREER SERVICES QUARTERLY REPORT

165

WIOA Participants

148 Adult

17 Dislocated Worker

WIOA Totals	Total
Total Clients (Adult, DW*)	165
Employed at Exit	33
Ave Wage at Exit	\$23.78
Active VT*	4
Complete VT*	1
Employed After VT*	0

*VT = Vocational Training DW = Dislocated Workers

JOB READINESS WORKSHOPS

WTW

1,243

Attendees

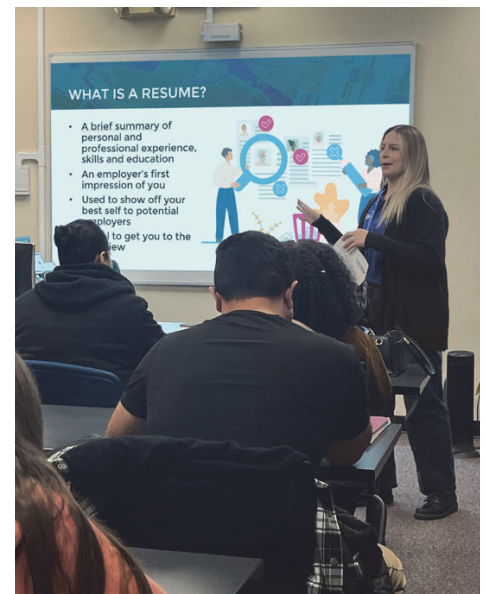
WIOA

37

Attendees

ELIGIBILITY APPS Q2 (Adult, DW)	
Complete	77
Enrolled	44
Total	123

JOB CENTER VISITS (By Location)	Total
Modesto Comprehensive AJCC	1,889
Oakdale Resource Center	130
Patterson Resource Center	77
Turlock Job Club Center	338
Total	2,434




STANISLAUS COUNTY YOUTH WORKFORCE SUMMARY


American Community Survey: 2024 ACS 5-Year Estimates, Civilian Population 16 to 24

Percent of Stanislaus County's population that are youth (Age 16 - 24 yrs)

12.7%

Total Stanislaus County Population
556,972
Total Population (Age 16 to 24)
70,708

32,919 Youth (16 - 19 yrs) 

37,789 Youth (20 - 24 yrs) 

Percent of Stanislaus County's labor force that is youth (Age 16 - 24 yrs)

14.9%

Total Stanislaus County Labor Force (16+ yrs):
260,768

38,802 Youth (16 - 24 yrs) able to work or seeking employment

11,491 Age (16 - 19 yrs)

27,311 Age (20 - 24 yrs)

Employment rate for Stanislaus County Youth (Age 16 - 24 yrs)

87.3%

33,863 Total Employed Youth (16 - 24 yrs)

4,939 Total Unemployed Youth (16 - 24 yrs)

16.6% Youth Unemployment Rate (16 - 19 yrs)

11.1% Youth Unemployment Rate (20 - 24 yrs)

TOTAL YOUTH POPULATION
IN STANISLAUS COUNTY:
(Age 16 - 24 yrs)

70,708

INCOME Median Income in the Past 12 Months (2024 Inflation-Adjusted Dollars)

HOUSEHOLD INCOME BY AGE OF HOUSEHOLDER | STANISLAUS COUNTY | CALIFORNIA

15 - 24 YEARS | \$61,803 | \$57,848

25 - 44 YEARS | \$87,482 | \$110,667

45 - 64 YEARS | \$100,280 | \$115,569

65 YEARS AND OVER | \$56,113 | \$69,469

PERCENT BELOW POVERTY LEVEL

15.8%
Under 5 years

19%
5 to 17 years

12.3%
18 to 34 years

DISABILITY STATUS

Disability related survey information was received for 549,358 individuals

AGE	WITH A DISABILITY	PERCENT
UNDER 5 YEARS	158	0.4%
5 TO 17 YEARS	5,763	5.2%
18 TO 34 YEARS	8,579	6.6%

EDUCATION

POPULATION IN STANISLAUS COUNTY (18 - 24 yrs) **53,934**

% OF TOTAL YOUTH EDUCATED

EDUCATIONAL ATTAINMENT

10.8%

Less than high school

46.5%

High school graduate (includes equivalency)

32.9%

Some college or associate's degree

9.8%

Bachelor's degree or higher

Board Meeting Minutes

Monday, March 2, 2026

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

12:00 p.m. – 2:00 PM

Members in attendance: Cecil Russell, Jennifer Shipman, Mary Machado, Erika Angel, Supervisor Mani Grewal, Will Kelly, Doug Murdock, Sam Romeo, Chris Savage, Steve Stevenson, Doug Van Diepen

Members Absent: Bill O'Brien, Kris Helton, Margarita Cabalbag*, Dean Fadeff, Jessica Hill, Kari Knutson Miller, Scott Kuykendall

Staff in attendance:

Doris Foster, Sara Redd, Kris Ixta, Julie Orona, Donya Nunez (County Counsel)

(*Unexcused)

10 additional guests were present

Cecil Russell, Workforce Development Board Vice Chair, called the meeting to order at 12:05 PM

Introductions

Everyone introduced themselves.

Conflict of Interest

Vice Chair Cecil Russell outlined the Conflict of Interest Policy.

Presentations

Jennifer Jennison from the Stanislaus County Public Defender's Office presented on The Hub.

Andrew Munoz from The Munoz Group provided an overview of what his role is as Workforce Developments One-Stop Operator.

Public Comment Period

Lourdes Uranday from Be Everything Museum spoke about and invited everyone to the Women's Expo and Job Fair coming up on April 2nd.

Committee Reports

- Youth Development Committee – Committee Chair Mary Machado reported that next meeting will be held on April 7th.
- New Committee – Committee Co-Chair Jennifer Shipman reported that the first meeting of the new committee is scheduled for March 12th.

- Director/Board Chair Committee – In Chairman O'Brien's absence Director Doris Foster reported that the Regional Director and Board Chair meeting was held in Madera on February 20th. As a result of the meeting, the region will form workgroups "Affinity Groups," such as Finance, Marketing, Career Services etc. The purpose is to collaborate on how each region is managing WIOA funds, identify what practices are effective or ineffective, and to potentially develop new strategies. Chairman O'Brien will give a detailed report at the next board meeting.

Department Report

Director Foster provided the following updates:

- It was noted that a display featuring the Department's Mission Statement and the Board's Strategic Priorities was presented at the meeting. Going forward, each agenda item submitted for Board approval will include at least one corresponding strategic priority.
- An overview of federal funding was provided. A new appropriations bill was signed, which includes a \$10 million cut nationwide. Funds will be allocated to the state and then distributed to local areas. If current regulations remain in place for 2026-2027 the Department will operate Workforce Innovation and Opportunity Act regulations. If the proposed 2026 A Skilled Workforce Act (ASWA) goes into effect, the required amount for training funds would increase from 20% at the state level to the federally required 50%. The Department has prepared for these potential changes and have now lifted the two-year hiring freeze and are in the process of restructuring the organization.
- Update on Senate Bill 707 (SB 707), noting that one of the new requirements is for Board members to receive a copy of The Brown Act. It was confirmed that copies were provided to each board member. Additional information on the remaining SB 707 requirements will be shared as it becomes available.
- Julie Orona, Community Outreach & Marketing Manager presented the "Workforce Wins" video.

Discussion and Action Items

- Approve the Minutes of December 1, 2025 Stanislaus County Workforce Development Board Meeting
S. Romeo / C. Savage
- Approval to Request Authorization from Stanislaus County Board of Supervisors for the Workforce Development Director to Apply for and Accept Workforce-Related Grants; Issue Requests for Proposals; and Negotiate, Execute, and Amend Contracts Funded by Workforce-Related Sources During Fiscal Year 2027 for Both Stanislaus County and in the Role of Regional Organizer
C. Savage / W. Kelly
- Approval of Contract Renewals for Existing Service Providers for Workforce Innovation and Opportunity Act Services to Underserved Businesses, Sector Strategy, One Stop Operator, and Human Resource Hot Line Services for the 2026-2027 Program Year
S. Romeo / J. Shipman (Chris Savage abstained)

Future Topic(s), Discussion, Announcements

Director Foster reported that she will be meeting with the Board's labor-representative members to discuss labor-education relations for a presentation planned for the next Board meeting.

Meeting adjourned: 1:33 PM

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 8.B.
AGENDA DATE: June 1, 2026

CONSENT:

SUBJECT:

Approval of Stanislaus County Workforce Development to Submit a Request to the State to Transfer \$100,000 of Workforce Innovation and Opportunity Act Dislocated Worker 2025-2026 Program Year Funds to the Workforce Innovation and Opportunity Act Adult Fund Category

STAFF RECOMMENDATION:

1. Approve Stanislaus County Workforce Development to submit a request to the State to transfer \$100,000 of Workforce Innovation and Opportunity Act (WIOA) Dislocated Worker 2025-2027 Program Year funds to the WIOA Adult fund category.

DISCUSSION:

The transfer of funds between Adult and Dislocated Worker funding categories is a permissible action under the Workforce Innovation and Opportunities Act as necessary to meet local needs. Under WIOA, up to 100% of funds may be transferred between Adult and Dislocated Worker funding streams. The transfer request requires completion and submission of a Transfer Request form (Attachment 1), a new Participant Plan (Attachment 2) and a Budget Plan revision (Attachment 3).

Stanislaus County Workforce Development is requesting approval to transfer \$100,000 of the Program Year 2025-2027 allocation from Dislocated Worker funds to the Adult Services fund. Approval of this transfer will allow the Department to spend Fiscal Year 2025-2027 Dislocated Worker funds during the period of availability that ends June 30, 2027.

The period of availability to use Adult and Dislocated Worker funds is for a term of 24 months that starts on July 1 of the Fiscal Year, with the requirement to spend 80% of the allocation the first year. Therefore, all the funds should be expended by June 30, 2027. Demand for Adult services is slightly higher than Dislocated Worker services, however this is starting to change with the number of layoffs in Stanislaus County. The transfer of funds will allow Stanislaus County Workforce Development to serve a greater percentage of the adult population without negatively impacting services to dislocated workers.

POLICY ISSUE:

Under Workforce Innovation and Opportunity Act (WIOA) section 133(b) (4), local areas have the authority to transfer up to 100% of funds between Dislocated Worker and Adult funds. Per Employment Development Department’s Directive WSD22-09, all transfer of funds requests must be approved by the Local Workforce Development Board.

FISCAL IMPACT:

There is no overall impact on the Department’s budget as Adult and Dislocated Worker funds are fully interchangeable. Transferring these funds from Dislocated Worker to Adult funds will allow the Department to spend all Fiscal Year 2025-2027 funds by June 30, 2027.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board’s priority of Diverse and Strategic Funding. By transferring funds, it will allow greater services through the Adult funding.

STAFFING IMPACT:

There is no staffing impact associated with this item.



Doris Foster, Director

Transfer of Funds Request

1. Local Area Stanislaus County

2. Subgrant Number AA611041 3. Request Date 6/1/2026

4. Program Year 2025/2027 5. Transfer Request No 1

6. Direction of Transfer (Check One):

Adult to Dislocated Worker

201 → 299

202 → 200

Dislocated Worker to Adult

501 → 499

502 → 500

7. Amount of Transfer \$100,000

8. Contact Person Doris Foster

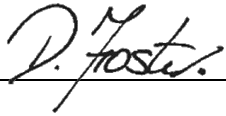
9. Contact Person's Telephone Number 209-558-2100

10. All transfer requests must be approved and signed off by the Local Board.

Date of Local Board meeting to discuss transfer 6/1/2026

Date of Local Board meeting to approve transfer 6/1/2026

11. By signing below, the Local Area Administrator/Designee requests a transfer of funds and certifies that this transfer request was approved at the Local Board Meeting on the date indicated above.

Signature 

Name Doris Foster

Title Director

Date 06/1/2026

12. Taking into account the factors described under the Transfer of Funds Procedures section on page 5 of the directive, describe the Local Board's reasoning to request a transfer of funds.

Demand for Adult services has historically outpaced the need for Dislocated Worker services, and this continues to be the case in the current fiscal year. Adult services

remain in slightly higher demand; however, this balance is beginning to shift as layoffs increase across Stanislaus County. Despite this emerging trend, Stanislaus County Workforce Development projects that existing Dislocated Worker funding will be sufficient to meet anticipated service needs, as Dislocated Worker funding will be sufficient to meet anticipated service needs, as Dislocated Worker expenditures, on average, remain lower than those of Adult programs.

Transfer of Funds Request Participant Plan

Local Area: Stanislaus County

Prepared Date 6/1/2026

Enter the number of individuals in each category.

TOTALS FOR PY 2025	ADULT	DW
1. Registered Participants Carried in from PY 2024	169	17
2. New Registered Participants for PY 2025	111	28
3. Total Registered Participants for PY 2025 (Line 1 plus 2)	280	45
4. Exiters for PY 2025	176	27
5. Registered Participants Carried Out to PY 2026 (Line 3 minus 4)	104	18

PROGRAM SERVICES		
6. Career Services	280	45
a. Basic Career Services	280	45
b. Individualized Career Services	280	45
7. Training Services	46	6

Sara Redd, Assistant Director

Contact Person, Title

209-558-2100

Telephone Number

Comments:

Transfer of Funds Request Budget Plan

Local Area <u>Stanislaus County</u>	Date Prepared <u>5/22/2026</u>
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Subgrant Number <u>AA611041</u>	Grant	Adult to DW	DW to Adult
Year of Appropriation <u>2025/2026</u>	Code	<input type="checkbox"/> 201 → 299	<input type="checkbox"/> 501 → 499
		<input type="checkbox"/> 202 → 200	<input checked="" type="checkbox"/> 502 → 500

FUNDING IDENTIFICATION	ADULT	DW
1. Formula Allocation	2,713,022	2,379,563
2. Prior Adjustments - Plus or Minus		
3. Previous Amounts Transferred		
4. Current Amount to be Transferred	100,000	(100,000)
5. TOTAL FUNDS AVAILABLE (Lines 1 through 4)	2,813,022	2,279,563

TOTAL ALLOCATION COST CATEGORY PLAN		
6. Program Services (Lines 6a through 6c)	2,531,720	2,051,607
a. Career Services (WIA Core Services / Intensive Services)	1,322,120	1,071,395
b. Training Services	843,907	683,869
c. Other	365,693	296,343
7. Administration	281,302	227,956
8. TOTAL (Lines 6 plus 7)	2,813,022	2,279,563

QUARTERLY TOTAL EXPENDITURE PLAN (cumulative)		
9. September 2025	177,721	125,292
10. December 2025	489,789	433,028
11. March 2026	988,100	769,067
12. April 2026	1,231,376	1,001,223
13. September 2026		
14. December 2026		
15. March 2027		
16. June 2027		
17. Setpember 2027		
18. December 2027		
19. June 20__		
20. September 20__		
21. December 20__		

COST COMPLIANCE PLAN (maximum 10%)		
21. % for Administration Expenditures (Line 7/Line 5)	10.00%	10.00%

<u>Doris Foster, Director</u>	<u>209-652-2458</u>
Contact Person, Title	Telephone Number

Comments

STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD AGENDA ITEM

BOARD AGENDA: 9.A.
AGENDA DATE: June 1, 2026

DISCUSSION AND ACTION:

SUBJECT:

Acceptance of the New Workforce Committee Formation Update

STAFF RECOMMENDATION:

1. Accept the updated information of the New Workforce Committee formation.

DISCUSSION:

At the Workforce Development Board meeting on December 1, 2025, the Board approved the consolidation of the Business Development and Career Development Committees into a single standing advisory body. At that same meeting, the Board authorized the appointment of Kris Helton and Jennifer Shipman to serve as co-chairs and to jointly lead the development of the committee's structure and direction.

The first meeting of the new Workforce Committee was held on Thursday, March 12, 2026. During this meeting, members discussed the committee's objectives, reviewed the mission and vision statements, considered proposed meeting schedules, and selected an official name for the committee.

At this meeting, the Committee approved the adoption of the Workforce Development Board's Vision Statement and approved the following Mission Statement:

"To collaborate across business, education, training, and job seekers to foster a cohesive workforce system that provides the Workforce Development Board with strategic guidance and leads staff in the creation of innovative programming and funding"

The Committee also formally adopted its official name:

"Workforce Strategy & Innovation Committee"

The Workforce Strategy & Innovation Committee will meet quarterly during the month prior to Workforce Development Board meetings and will provide an update to the Board at each meeting.

POLICY ISSUE:

Workforce Innovation and Opportunity Act (WIOA) Section 107(b)(4) stipulates that standing committees must be chaired by a member of the local board. Bylaws approved by the Board of Supervisors on November 24, 2020 Agenda Item 2020-0616, states that the Workforce Development Board may designate and direct the activities of standing advisory committees to provide information and to assist the Board in carrying out Workforce Development activities.

FISCAL IMPACT:

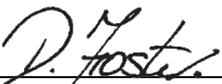
No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The actions recommended within this agenda item align with all the Board’s priorities. These include: being *Data Driven* in decision making, communication and thoughtful leadership; inclusively strengthening and maintaining effective relationships across the Workforce Development system, focusing on the in-demand business community and other workforce partners by forming *Effective Relationships; Development of a Skilled Workforce* by collaborating with, and building a skilled workforce responsive to the needs of the in-demand business community; Increasing awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners by performing *Outreach & Engagement; System Alignment and Collective Impact* by informing and being informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission; and attracting and pursuing funding that fosters innovation and aligns with community needs for *Diverse and Strategic Funding*.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.B.
AGENDA DATE: June 1, 2026

DISCUSSION AND ACTION:

SUBJECT:

Approval to Request the Board of Supervisors Proclaim September 2026 as Workforce Development Month in Stanislaus County

STAFF RECOMMENDATION:

1. Staff are requesting the Board's approval to request the Board of Supervisors Proclaim September 2026 as Workforce Development Month in Stanislaus County

DISCUSSION:

Created in 2005 by the National Association of Workforce Development Professionals (NAWDP), Workforce Development Month raises awareness about the importance of the workforce industry to a growing national economy. Originally celebrated in May, NAWDP moved the designation to September in 2012.

The Department proposes to formally recognize September 2026 as Workforce Development Month in Stanislaus County. This designation would highlight the critical role that workforce development programs play in supporting local employers, job seekers, and the overall economy. The month would serve as an additional opportunity to promote awareness, celebrate successes, and encourage engagement in workforce development initiatives.

Workforce development programs are essential in preparing individuals for in-demand careers and supporting businesses in meeting their talent needs. By designating September as Workforce Development Month, Stanislaus County Workforce Development will align with national and state efforts to recognize the importance of these programs and encourage community-wide participation.

As part of the process, Workforce Development staff will submit an Agenda Item on August 25, 2026, to the Board of Supervisors to receive approval to declare September 2026 as "Workforce Development Month". Additionally, the Agenda Item would request approval to give a presentation at the following Board of Supervisors' meeting. If approved by the Board of Supervisors, the declaration and presentation would take place on September 15, 2026, at the Board of Supervisor's meeting. This meeting would be the day after staff bring the Annual Report to the Workforce Development Board on September 14, 2026.

POLICY ISSUE:

Approval of the Board of Supervisors is required to make a local proclamation to recognize September 2026 as “Workforce Development Month”.

FISCAL IMPACT:

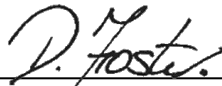
No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board’s priority of *Outreach & Engagement* by increasing awareness of and engagement with Stanislaus County Workforce Development throughout the community and among business partners.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.C.
AGENDA DATE: June 1, 2026

DISCUSSION AND ACTION:

SUBJECT:

Approval of Updated Supplemental Application and Board Fact Sheet and Authorize the Clerk of the Workforce Development Board to Make Updates as Necessary

STAFF RECOMMENDATION:

1. Approve the updated Supplemental Application and Board Fact Sheet and authorize Clerk of the Workforce Development Board to make updates as necessary.

DISCUSSION:

Staff are recommending updates to the Supplemental Board Member Application and the Board Fact Sheet to ensure both documents fully reflect current Workforce Innovation and Opportunity Act (WIOA) regulatory requirements and provide greater clarity for prospective applicants. The revised supplemental application is designed to gather all necessary eligibility information so applicants can determine whether they meet the regulatory requirements for board membership. This will help streamline the appointment process by reducing incomplete or ineligible submissions.

The revised Board Fact Sheet will give applicants a clearer breakdown of the governmental regulations tied to the specific seat they're seeking, outline the term limits of those seats, and offer a more detailed description of board member duties. After approval, these updated materials will replace the versions currently posted on the Board of Supervisors' "Boards, Commissions, and Special Districts" webpage.

To maintain accuracy over time, staff also recommend authorizing the Clerk of the Workforce Development Board to make minor updates to the Supplemental Application and Fact Sheet as needed. This includes changes in regulations or adjustments to Board-approved in-demand sectors. Any significant changes will be brought back to the Workforce Development Board for approval.

- Attachment A – Current Supplemental Questionnaire
- Attachment B – New Supplemental Application
- Attachment C – Current Board Fact Sheet
- Attachment D – New Board Fact Sheet

POLICY ISSUE:

Federal regulation 20 CFR 679.320 requires that every Local Workforce Development Board be composed of members selected by the Chief Elected Official in accordance with the criteria outlined in WIOA Section 107(b)(1). The regulation further mandates that the composition of the board must meet all requirements set forth in WIOA Section 107(b)(2), ensuring that each Local Board is properly structured and representative of key workforce, business, and community stakeholders.

FISCAL IMPACT:

No fiscal impact is associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The actions recommended within this agenda item align with all the Board’s priorities. These include: being *Data Driven* in decision making, communication and thoughtful leadership; inclusively strengthening and maintaining effective relationships across the Workforce Development system, focusing on the in-demand business community and other workforce partners by forming *Effective Relationships*; *Development of a Skilled Workforce* by collaborating with, and building a skilled workforce responsive to the needs of the in-demand business community; Increasing awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners by performing *Outreach & Engagement*; *System Alignment and Collective Impact* by informing and being informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission; and attracting and pursuing funding that fosters innovation and aligns with community needs for *Diverse and Strategic Funding*. These actions align with the Board’s priorities since establishing and approving next year’s meeting dates ensures the Board can plan, coordinate, and monitor progress on each of these strategic areas in a timely and organized manner. Regularly scheduled meetings enable consistent data review, collaborative discussion, and informed decision-making—key elements that support the Board’s commitment to effective leadership and impact across the workforce development system.

STAFFING IMPACT:

There is no staffing impact associated with this agenda item.



Doris Føster, Director

STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD SUPPLEMENTAL QUESTIONNAIRE

Submit this Questionnaire along with the Application for Boards & Commissions located online at

<http://www.stancounty.com/bos/b&c/on-line-application.pdf>

Name _____ Email _____

Please select all of the following categories that you represent as outlined in Workforce Innovation and Opportunity Act:

- | | |
|---|--|
| <input type="checkbox"/> Business | <input type="checkbox"/> Economic & Community Development |
| <input type="checkbox"/> Labor Organization | <input type="checkbox"/> Wagner-Peyser- Employment Services Office |
| <input type="checkbox"/> Higher Education | <input type="checkbox"/> Rehabilitation Act |
| <input type="checkbox"/> Community Based Organization | <input type="checkbox"/> Organization Serving Individuals With Barriers |
| <input type="checkbox"/> Youth Organization | <input type="checkbox"/> Governmental |
| <input type="checkbox"/> Adult Education & Literacy WIOA Title II | <input type="checkbox"/> Philanthropic Organizations |
| <input type="checkbox"/> Joint Labor Management, Union Affiliated, or other Apprenticeship Program | <input type="checkbox"/> Other: _____ |

Business Representatives

Representative who is the Owner, Chief Executive Officer, Chief Operating Officer, or other individual with optimum policymaking or hiring authority; representative of business, including small business, or organizations representing businesses that provide employment opportunities in in-demand industry sectors or occupations and provide high-quality, work-relevant training and development opportunities to its workforce or the workforce of others; and representatives nominated by local business organizations and business trade associations.

Workforce Representatives

Labor Organizations: Representative of a labor organization nominated by local labor federations, or other representatives of employees and a representative of a labor organization or training director from a joint labor-management apprenticeship program, or if no such joint program exists within Stanislaus County, a representative of an apprenticeship program within Stanislaus County

Community Based Organizations: Representative with demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities

Youth Organizations: Representative with demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth

Education and Training Representatives

Adult Education & Literacy WIOA Title II: Representative of a provider administering adult education and literacy activities under the Workforce Innovation and Opportunity Act Title II

Higher Education: Representative of institutions of higher education providing workforce investment activities, including community colleges

Organization Serving Individuals With Barriers: Representative of local educational agencies or community-based organizations with demonstrated experience and expertise in addressing the education or training needs for individuals with barriers to employment (as described on the Fact Sheet)

Economic/Community Development Representatives

Economic & Community Development: Representative of economic and community development activities

Wagner-Peyser- Employment Services Office: Representative from the State employment service office under the Wagner-Peyser Act serving Stanislaus County

Rehabilitation Act: Representative of the programs carried out under Title I of the Rehabilitation Act of 1973 serving Stanislaus County, other than section 112 or Part C of that title

Governmental: Representative agencies or entities administering programs serving Stanislaus County relating to transportation, housing, and public assistance

Philanthropic Organizations: Representative of a philanthropic organization serving Stanislaus County

Other Representatives

Representatives of entities that the Board of Supervisors determines to be appropriate and consistent with the Workforce Innovation and Opportunity Act



STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD

Supplemental Application Form

Instructions:

Please complete this Supplemental Application Form and submit it along with the *Application for Boards & Commissions*, available online at:
<http://www.stancounty.com/bos/b&c/on-line-application.pdf>

Applicant Information

Full Name: _____

Organizational Affiliation / Business Information

Title: _____

Primary Job Function: _____

Name of Business or Agency: _____

Function of Business/Agency: _____

Category of Representation

Please select the category of representation for which you are applying. For detailed position descriptions, refer to the Board Fact Sheet linked below.

<https://www.stancounty.com/bos/b&c/pdf/sc-workforce-development-fact-sheet.pdf>

- Business
- Small Business
- Representative of a Labor Organization
- Joint Labor-Management Apprenticeship program
- Community-Based Organization (CBO) (serving individuals with barriers to employment)
- Youth (serving eligible youth, including out-of-school youth)
- Adult Education and Literacy
- Institution of Higher Education
- Organization Serving Individuals with Barriers
- Economic/Community Development Representative
- Wagner-Peyser Employment Service Office
- Department of Rehabilitation

For Business Applicants

Business must provide employment opportunities that include high-quality, work-relevant training and development within one of the approved in-demand sectors below. Please select the sector that is represented:

- Health Care and Social Assistance
- Manufacturing
- Construction
- Transportation and Warehousing
- Agriculture, Forestry, Fishing, and Hunting

Approximate Number of Employees Who Meet the Criteria Listed Above: _____

Business Address: _____

Website: _____

Phone: _____

Email: _____

For Labor Applicants

Nominating Agency Information

Attach a copy of the Board or other nominating action, if applicable.

Name of Nominating Agency: _____

Representative Name (Print): _____

Title: _____

Signature: _____

Date: _____

Phone: _____

Email: _____

Additional Information (optional)

List any other relevant organizational affiliations, experience, or qualifications:

COMMITTEE FACT SHEET

NAME: STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
ESTABLISHED: July 1, 2016

COMPENSATION: None

Members of this board are required to file Conflict of Interest Disclosure Statements

LEGAL AUTHORITY: Workforce Innovation and Opportunity Act of July 2014
 Board of Supervisors Resolution #2016-171.

MEMBERSHIP: The Board consists of no more than 28 members appointed by Board of Supervisors, as outlined in Workforce Innovation and Opportunity Act (20 CFR 679.320)

QUALIFICATIONS:**Business Representatives (at least 51% of members, 4 year terms)**

Representative who is the Owner, Chief Executive Officer, Chief Operating Officer, or other individual with optimum policymaking or hiring authority; representative of business, including small business, or organizations representing businesses that provide employment opportunities in in-demand industry sectors or occupations and provide high-quality, work-relevant training and development opportunities to its workforce or the workforce of others; and representatives nominated by local business organizations and business trade associations.

Workforce Representatives (20% of the members, 4 year terms)

Labor Organizations: (2 or more members) Representative of a labor organization nominated by local labor federations, or other representatives of employees and **(1 or more members)** representative of a labor organization or training director from a joint labor-management apprenticeship program, or if no such joint program exists within Stanislaus County, a representative of an apprenticeship program within Stanislaus County

Community Based Organizations: (1 or more members, 4 year terms)

Representative with demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities

Youth Organizations: (1 or more members, 4 year terms) Representative with demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth

Education and Training Representatives (1 or more members)

Adult Education & Literacy WIOA Title II: (4 year terms) Representative of a provider administering adult education and literacy activities under the Workforce Innovation and Opportunity Act Title II

Higher Education: (1 or more members, 4 year terms) Representative of institutions of higher education providing workforce investment activities, including community colleges

Organization Serving Individuals With Barriers: (1 or more members, 4 year terms) Representative of local educational agencies or community-based organizations with demonstrated experience and expertise in addressing the education or training needs for individuals with barriers to employment

Economic/Community Development Representatives (1 or more members)

Economic & Community Development (4 year terms): Representative of economic and community development activities

Wagner-Peyser- Employment Services Office: (1 or more members, 4 year terms) Representative from the State employment service office under the Wagner-Peyser Act serving Stanislaus County

Rehabilitation Act: (1 or more members, 4 year terms) Representative of the programs carried out under Title I of the Rehabilitation Act of 1973 serving Stanislaus County, other than section 112 or Part C of that title

Governmental: (1 or more members, 4 year terms) Representative agencies or entities administering programs serving Stanislaus County relating to transportation, housing, and public assistance

Philanthropic Organizations: (1 or more members, 4 year terms) Representative of a philanthropic organization serving Stanislaus County

Other Representatives: (At the Discretion of the Board, 2 year terms)
Representatives of entities that the Board of Supervisors determines to be appropriate and consistent with the Workforce Innovation and Opportunity Act

TERM: 2 or 4 year period depending on the seat.

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

MEETINGS: Board meets quarterly

CONTACT: Kris Ixta
Stanislaus County Workforce Development
251 E. Hackett Rd. C-2
Modesto, CA 95358
Phone: 209-595-0556
Fax:
Email: IxtaK@stanworkforce.com
Website: <https://www.stanworkforce.com/workforce-board/>

FILE #: **BD88**
BYLAWS: 5/15/2018, 11/24/2020
VERIFICATION REQUESTED: 4/10/2025
VERIFICATION DATE: 4/10/2025 Kris Ixta

NAME: STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD

ESTABLISHED: July 1, 2016

COMPENSATION: None

LEGAL AUTHORITY: Workforce Innovation and Opportunity Act of July 2014 (Public Law 113-128).
Board of Supervisors Resolution #2016-171.

MEMBERSHIP: The Board consists of no more than 28 members appointed by the Board of Supervisors.

QUALIFICATIONS: California Unemployment Insurance Code (CUIC).
Division 7. California Workforce Innovation and Opportunity Act [14000-14531]. Chapter 4. Local Service Delivery [14200-14246].
Article 1. Local Workforce Development Board [14200-14211].

Business Representatives (4-year term)

Business: CUIC 14202(a) A majority of the members of each local board shall be representatives of business in the local area, who:

- (1) Are owners of businesses, chief executives or operating officers of businesses, or other business executives or employers with optimum policymaking or hiring authority.
- (2) Represent businesses, including small businesses, or organizations representing businesses described in this subdivision, that provide employment opportunities that, at a minimum, include high-quality, work-relevant training and development in in-demand industry sectors or occupations in the local area.
- (3) Are appointed from among individuals nominated by local business organizations and business trade associations.

Small Business: Federal code CFR 679.320(b) further requires: At a minimum, two members must represent small business as defined by the U.S. Small Business Administration.

Workforce Representatives (4-year term)

Labor: CUIC 14202(b) Not less than 20 percent of the members of each local board shall be representatives of the workforce within the local area, who:

- (1) Shall include representatives of labor organizations, for a local area in which employees are represented by labor organizations, who have been nominated by local labor federations and these representatives shall amount to not less than 15 percent of local board membership, and be subject to the following:
 - (A) For a local area in which no employees are represented by such organizations, other representatives of employees shall be appointed to the board but any local board that appoints representatives of employees that are not nominated by local labor federations shall demonstrate that no employees are represented by such organizations in the local area.

BOARD FACT SHEET

(B) Shall include a representative, who shall be a member of a labor organization or a training director, from a joint labor-management apprenticeship program, or if no such joint program exists in the area, such a representative of a state-approved apprenticeship program in the area, if such a program exists.

Community Based Organizations (4-year term)

CUIC 14202(b)(2) may include representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment needs of individuals with barriers to employment, including organizations that serve veterans or that provide or support competitive integrated employment for individuals with disabilities.

Youth Organizations (4-year term)

CUIC 14202(b)(3) may include representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

Education and Training Representatives (4-year term)

CUIC 14202(c) Each local board shall include representatives of entities administering education and training activities in the local area, who:

Adult Education & Literacy WIOA Title II

CUIC 14202(c)(1) Shall include a representative of eligible providers administering adult education and literacy activities under Title II of the Workforce Innovation and Opportunity Act.

Institution of Higher Education

CUIC 14202(c)(2) Shall include a representative of institutions of higher education providing workforce investment activities, including community colleges.

Organization Serving Individuals with Barriers

CUIC 14202(c)(2)(3) May include representatives of local educational agencies, and of community-based organizations with demonstrated experience and expertise in addressing the education or training needs of individuals with barriers to employment.

Economic/Community Development Representative (4-year term)

CUIC 14202(d) Each local board shall include representatives of governmental and economic and community development entities serving the local area, who:

(1) Shall include a representative of economic and community development entities.

BOARD FACT SHEET

Wagner-Peyser Employment Service Office

(1) Shall include an appropriate representative from the state employment service office under the Wagner-Peyser Act (29 U.S.C. Sec. 49 et seq.) serving the local area.

Rehabilitation Act

(1) Shall include an appropriate representative of the programs carried out under Title I of the Rehabilitation Act of 1973 (29 U.S.C. Sec. 720 et seq.), other than Section 112 or Part C of that Title (29 U.S.C. Sec. 732, 741), serving the local area.

Philanthropic Organizations

(1) May include representatives of philanthropic organizations serving the local area.

Other Representatives (At the Discretion of the Board, 2-year term)

CUIC 14202(e) Each local board may include such other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate.

DUTIES: California Unemployment Insurance Code (CUIC) 14206
[Summarized]

- (1) Develop and Submit Local and Regional Plan.
- (2) Workforce Research and Regional Labor Market Analysis.
- (3) Convene, Broker, Leverage local workforce development system stakeholders to assist in the development of the local plan and in identifying non-Federal expertise and resources to leverage support for workforce development activities.
- (4) Lead Business Engagement efforts to engage with a diverse range of employers and with entities in the region (A) to promote business representation (particularly representatives with optimal policymaking or hiring authority from employers whose employment opportunities reflect existing and emerging employment opportunities in the region) on the local board; (B) to develop effective linkages (including the use of intermediaries) with employers in the region to support employer utilization of the local workforce development system and to support local workforce investment activities; (C) to ensure that workforce investment activities meet the needs of employers and support economic growth in the region, by enhancing communication, coordination, and collaboration among employers, economic development entities, and service providers; and (D) to develop and implement proven or promising strategies for meeting the employment and skill needs of workers and employers (such as the establishment of industry and sector partnerships), that provide the skilled workforce needed by employers in the region, and that expand employment and career advancement opportunities for workforce development system participants in in-demand industry sectors or occupations.
- (5) Develop and Implement Career Pathways within the local area by aligning the employment, training, education, and supportive services that are needed by adults and youth, particularly individuals with barriers to employment.

BOARD FACT SHEET

- (6) Lead efforts in the local area to: (A) identify and promote Proven and Promising strategies and initiatives for meeting the needs of employers, and workers and jobseekers (including individuals with barriers to employment) in the local workforce development system, including providing physical and programmatic accessibility, in accordance with section 188, and applicable provisions of the Americans with Disabilities Act of 1990 (42 U.S.C. 12101 et seq.), to the one-stop delivery system; and (B) identify and disseminate information on Proven and Promising Practices carried out in other local areas for meeting such needs.
- (7) Develop strategies for using Technology to maximize the accessibility and effectiveness of the local workforce development system for employers, and workers and jobseekers.
- (8) Provide Program Oversight.
- (9) Participate in Negotiations of Local Performance Accountability Measures.
- (10) Selection of Operators and Providers - (A) The local board, with the agreement of the CEO for the local area, (i) shall designate or certify one-stop operators as described in section 3151(d)(2)(A) of Title 29 of the United States Code; and (ii) may terminate for cause the eligibility of such operators. (B) The local board (i) shall identify eligible providers of youth workforce investment activities in the local area by awarding grants or contracts on a competitive basis (except as provided in Section 3153(b) of Title 29 of the United States Code; and (ii) may terminate for cause the eligibility of such providers. (C) The local board shall identify eligible providers of training services in the local area. (D) The local board shall work with the State to ensure there are sufficient numbers and types of providers of career services and training services (including eligible providers with expertise in assisting individuals with disabilities and eligible providers with expertise in assisting adults in need of adult education and literacy activities) serving the local area and providing the services involved in a manner that maximizes consumer choice, as well as providing opportunities that lead to competitive integrated employment for individuals with disabilities.
- (11) Coordinate activities with education and training providers in the local area, including those offering adult education and literacy services, workforce development programs, and career and technical education.

TERMS: Terms are 2 or 4 years depending on seat as outlined in Fact Sheet.

REQUIREMENTS: Board members are required to submit a to file a Conflict-of-Interest Disclosure statement upon appointment. Form 700-Statement of Economic interest is required annually.

MEETINGS: Board meets quarterly

CONTACT: Kris Ixta, Clerk to the Workforce Development Board
Stanislaus County Workforce Development
251 E. Hackett Rd., C-2 Modesto CA 95358
Phone: (209) 595-0556
Email: ixtak@stanworkforce.com

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.D.
AGENDA DATE: June 1, 2026

DISCUSSION AND ACTION:

SUBJECT:

Workforce Development Board Priorities: Review and Determination of Next Steps

STAFF RECOMMENDATION:

1. Discuss the Workforce Development Board Priorities and determine next steps.

DISCUSSION:

On August 22, 2024, the Workforce Development Board members, together with Workforce Development Managers, convened for the Workforce Development Board Priorities Planning Session and established the Board Priorities. These priorities were formally approved by the Board on October 24, 2024. On March 3, 2025, the Board approved the goals that align with the Board approved strategic priorities. The approved Board Priorities and Goals are as follows:

- **Data Driven:** Be data and results driven in decision making, communication, and thoughtful leadership.
 - Goals 1: Increase the number of monthly job placements in high-demand industries and sectors.
 - Goal 2: Enhance accuracy, accountability, and follow-through.
- **Effective Relationships:** Inclusively strengthen and maintain effective relationships across the Workforce Development system, with a focus on the in-demand business community and other workforce partners.
 - Goal 1: Provide excellent customer service and assist clients effectively.
 - Goal 2: Establish regular communication with existing businesses and develop a strategy to engage new businesses, ensuring Stanislaus County Workforce Development (SCWD) and its programs remain top-of-mind.
- **Development of a Skilled Workforce:** Collaborate with, and build, a skilled workforce responsive to the needs of the in-demand business community.
 - Goal 1: Continuously refine processes and procedures at both unit and department levels.
 - Goal 2: Develop additional workshops to address skills gaps by collaborating with employers to identify workforce needs.

- **Outreach & Engagement:** Increase awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners.
 - Goal 1: Business Service staff transition to consultative influencers for business in Stanislaus County.
 - Goal 2: In-Demand Sector Partnerships for all five sectors are convening biannually.
 - Goal 3: Enhance the website as a valuable resource to encourage repeat visits from clients and businesses while attracting new visitors.
- **System Alignment and Collective Impact:** Inform and be informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission.
 - Goal 1: Collaborate with other agencies to streamline operations for efficiency.
 - Goal 2: Stay informed about upcoming events, new programs, and program changes.
 - Goal 3: Work with economic development organizations across Stanislaus County to align efforts that help current industries and business grow while providing resources and information to out-of-area businesses who are considering relocating here.
- **Diverse and Strategic Funding:** Attract and pursue funding that fosters innovation and aligns with community needs.
 - Goal 1: Seek opportunities for relevant grant funding that have a valuation of \$10 million per fiscal year.
 - Goal 2: Seek funding that furthers the initiatives of the Board and staff that reduces reliance on Workforce Innovation and Opportunity Act funding.

The purpose of setting these Board Priorities was to give the Board a clear focus and shared direction, helping guide decisions and ensure efforts support the organization's long-term goals.

When the Board approved these priorities, it was noted that staff would return in two years to ask whether the priorities still reflect the Board's direction or if a new planning session should be scheduled for review and update. At this time, staff are asking the Board to determine whether they would like to meet and discuss potential revisions now, or if they prefer to revisit the priorities at a later date, such as in another two years.

If the Board chooses to meet to discuss revisions, the proposed date and time is Monday, September 14th from 2:00–4:00 PM, directly following the regular Board meeting scheduled from 12:00–2:00 PM. The facilitator is tentatively holding the day pending Board decision.

POLICY ISSUE:

WIOA Section 107 (d) states that the function of the local board includes (6) **PROVEN AND PROMISING PRACTICES**.—The local board shall lead efforts in the local area to (A) identify and promote proven and promising strategies and initiatives for meeting the needs of employers, and workers and jobseekers (including individuals with barriers to employment) in the local workforce development system.

FISCAL IMPACT:

There is no fiscal impact associated with this agenda item.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The actions recommended within this agenda item align with all the Board’s priorities. These include: being *Data Driven* in decision making, communication and thoughtful leadership; inclusively strengthening and maintaining effective relationships across the Workforce Development system, focusing on the in-demand business community and other workforce partners by forming *Effective Relationships*; *Development of a Skilled Workforce* by collaborating with, and building a skilled workforce responsive to the needs of the in-demand business community; Increasing awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners by performing *Outreach & Engagement*; *System Alignment and Collective Impact* by informing and being informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission; and attracting and pursuing funding that fosters innovation and aligns with community needs for *Diverse and Strategic Funding*.

STAFFING IMPACT:

There is no staffing impact associated with this agenda item.



Doris Foster, Director

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD
AGENDA ITEM**

BOARD AGENDA: 9.E.
AGENDA DATE: June 1, 2026

DISCUSSION AND ACTION:

SUBJECT:

Approval of the 2026–2027 In-Demand Sectors and Occupations

STAFF RECOMMENDATION:

1. Approve the 2026–2027 In-Demand Sectors and Occupations, including committee-recommended additions.

DISCUSSION:

The Workforce Innovation and Opportunity Act allow eligible individuals in need of occupational skills training to select vocational training or work-based training programs that will best meet the individual’s employment or career goal. 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).

WIOA Section 3(23) defines an in-demand industry sector or occupation as follows:

- (A) IN GENERAL—The term “in-demand industry sector or occupation” means—
 - (i) an industry sector that has a substantial current or potential impact (including through jobs that lead to economic self-sufficiency and opportunities for advancement) on the State, regional, or local economy, as appropriate, and that contributes to the growth or stability of other supporting businesses, or the growth of other industry sectors; or
 - (ii) an occupation that currently has or is projected to have a number of positions (including positions that lead to economic self-sufficiency and opportunities for advancement) in an industry sector so as to have a significant impact on the State, regional, or local economy, as appropriate.
- (B) DETERMINATION—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.

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. This data 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 Sector and Occupation Methodology

The top sectors and occupations were identified using Quarter 1 2026 job data and five-year growth projections from Lightcast Data.

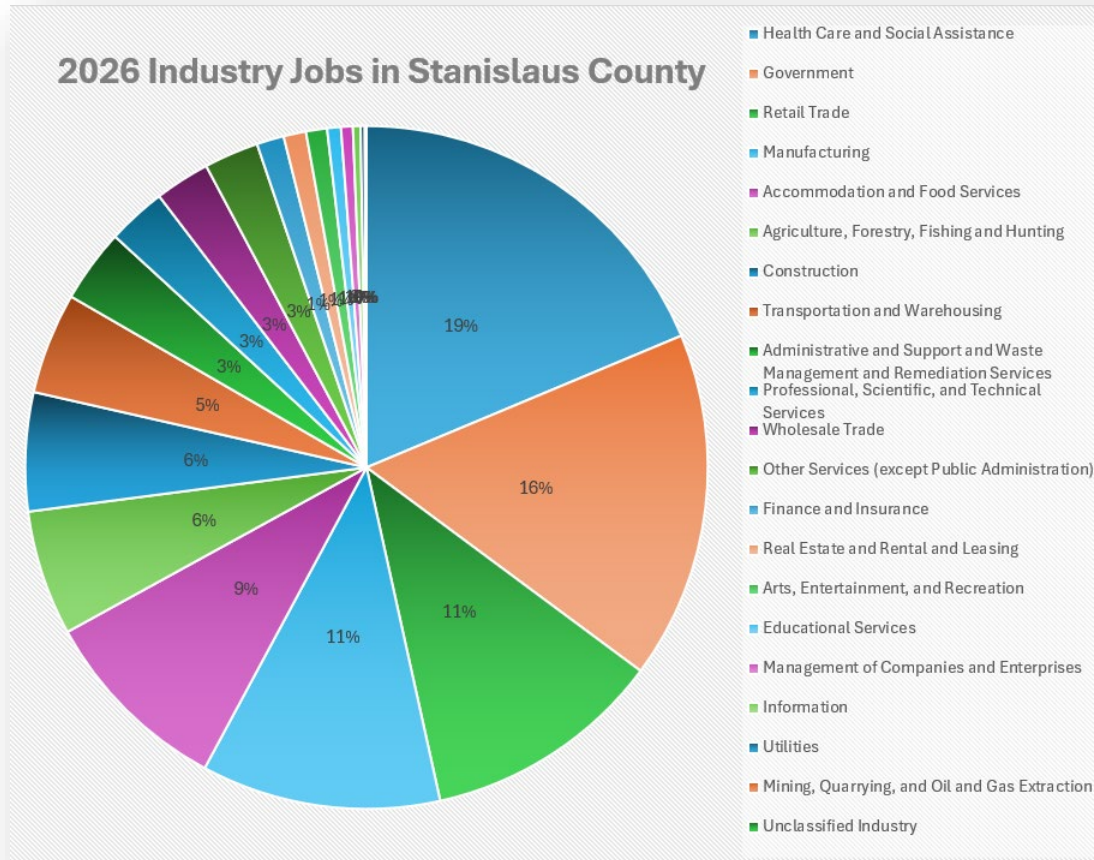
In the 2024-2025 Annual Report, there were 221,224 individuals employed in Stanislaus County. Using the Lightcast data, individuals who are self-employed, contracted, or work in the gig economy are not identified under industry sectors. For the analysis of determining in-demand sectors and occupations, 202,240 occupations were identified.

Occupations identified in each of the sectors were:

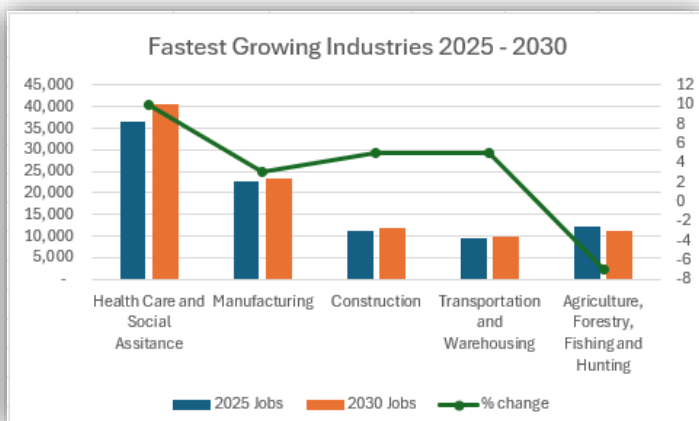
Industry	2026 Jobs
Health Care and Social Assistance	37,811
Government	33,292
Retail Trade	23,005
Manufacturing	22,913
Accommodation and Food Services	18,485
Agriculture, Forestry, Fishing and Hunting	11,996
Construction	11,355
Transportation and Warehousing	9,695
Administrative and Support and Waste Management and Remediation Services	7,032
Professional, Scientific, and Technical Services	5,644
Wholesale Trade	5,275
Other Services (except Public Administration)	5,225
Finance and Insurance	2,610
Real Estate and Rental and Leasing	2,150
Arts, Entertainment, and Recreation	2,020
Educational Services	1,314
Management of Companies and Enterprises	1,130
Information	725
Utilities	400
Mining, Quarrying, and Oil and Gas Extraction	125
Unclassified Industry	38
Total Jobs	202,240

Sectors identified at 5% or over were:

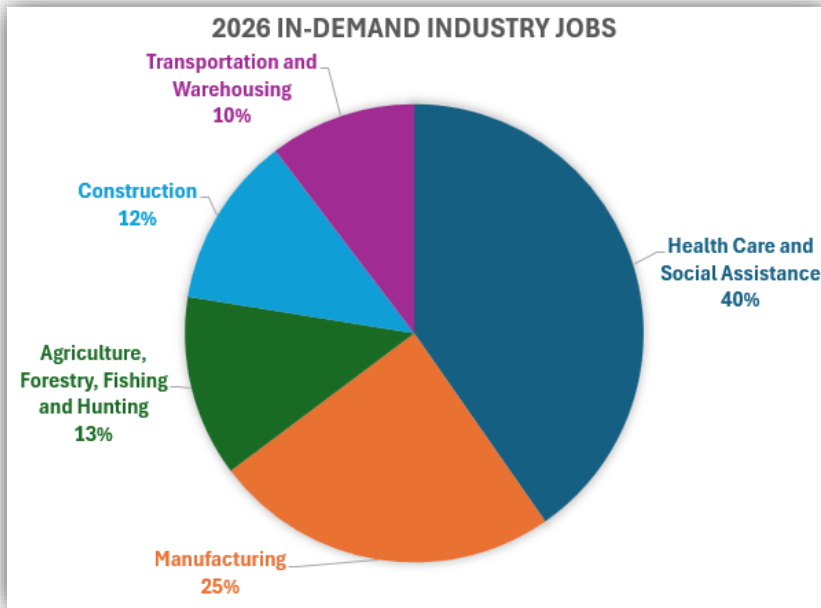
- Health Care and Social Assistance – 19%
- Government – 18%
- Retail Trade – 11%
- Manufacturing – 11%
- Accommodation and Food Services – 9%
- Agriculture, Forestry, Fishing and Hunting – 6%
- Construction – 6%
- Transportation and Warehousing – 5%



Occupations are projected in the 5 Year Forecast (2025-2030) with positive growth rate, except for Agriculture, Forestry, Fishing and Hunting are.



The top five industries approved last year by the Workforce Board are as identified in the chart below. Retail Trade and Accommodation and Food Services were excluded due to salaries and earnings falling below Self-Sufficiency guidelines. Additionally excluded was the Government Sector.



In determining the in-demand occupations, taken into consideration was:

1. Selected Occupations with Median Hourly Earnings greater than \$20.28
 - a. Board approved on January 7, 2019, Agenda Item VII-B - Lower Living Standard Income Level (LLSIL) at 200% for a single adult to determine the rate for self-sufficiency.
 - b. May 2026 LLSIL was used.
2. For each of the industry sectors, the top 50 occupations were selected with the most jobs in 2026.

Attachment 1 includes occupations identified as 2026 occupation with the identified sectors of Health Care and Social Assistance, Manufacturing, Agriculture, Forestry, Fishing and Housing, Construction and Transportation and Warehousing. Occupations selected are in the top 50 of the industry sectors 2026 jobs and have median annual earnings greater than 200% LLSIL. No occupations with an average wage below 200% LLSIL are included in the attached list.

Vocational Training and Work Based Learning programs, such as transitional jobs and on-the-job training may access all occupational opportunities, not just those identified in the Targeted Industry Sectors.

At the May 7, 2026, meeting, the Workforce Strategy & Innovation Committee reaffirmed approving the five (5) existing in-demand sectors and recommended to the Workforce Board the addition of Educational Services as a sixth (6th) sector, citing its growing importance and workforce need throughout the County.

The proposed In-Demand Sectors recommended are:

- Health Care and Social Assistance
- Manufacturing
- Agriculture, Forestry, Fishing and Hunting
- Construction
- Transportation and Warehousing
- Educational Services (attachment 2)

The Committee further recommended that the Workforce Development Board consider adding Education, and Childcare Administrators, Preschool and Daycare to the Health Care and Social Assistance occupations. Significant need for child care services has been identified through the Stanislaus 2030 initiative.

POLICY ISSUE:

In-Demand Occupations are occupations that have, or are projected to have, many 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.

The Board has discretion to modify the Occupations list as necessary. The Director of the Department can make exceptions to the Workforce Development Board approved 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.

FISCAL 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 clients.

WORKFORCE DEVELOPMENT BOARD PRIORITY:

The recommended actions are consistent with the Board's priority of *Development of a Skilled Workforce* by collaborating with and building with, a skilled workforce responsive to the needs of the in-demand business community.

STAFFING IMPACT:

No staffing impact is associated with this agenda item.



Doris Foster, Director

In-Demand Occupation List 2026 - 2027

SOC	Health Care & Social Assistance	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
29-1141	Registered Nurses	4,583	4,857	274	6%	11.8%	\$81.45	Bachelor's degree	None	None
31-9092	Medical Assistants	1,584	1,739	155	10%	4.1%	\$23.31	Postsecondary nondegree award	None	None
43-6013	Medical Secretaries and Administrative Assistants	1,275	1,365	89	7%	3.3%	\$23.00	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2061	Licensed Practical and Licensed Vocational Nurses	922	960	38	4%	2.4%	\$36.41	Postsecondary nondegree award	None	None
31-9091	Dental Assistants	807	870	63	8%	2.1%	\$23.36	Postsecondary nondegree award	None	None
21-1018	Substance Abuse, Behavioral Disorder, and Mental Health Counselors	770	903	133	17%	2.0%	\$30.06	Bachelor's degree	None	None
11-9111	Medical and Health Services Managers	728	851	124	17%	1.9%	\$66.77	Bachelor's degree	Less than 5 years	None
21-1093	Social and Human Service Assistants	630	677	47	7%	1.6%	\$27.54	High school diploma or equivalent	None	Short-term on-the-job training
25-2011	Preschool Teachers, Except Special Education	405	439	34	8%	1.0%	\$23.28	Associate's degree	None	None
29-1171	Nurse Practitioners	400	497	97	24%	1.0%	\$79.11	Master's degree	None	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	377	398	21	6%	1.0%	\$34.06	High school diploma or equivalent	Less than 5 years	None
29-2099	Health Technologists and Technicians, All Other	354	400	46	13%	0.9%	\$28.60	Postsecondary nondegree award	None	None

29-1123	Physical Therapists	347	396	49	14%	0.9%	\$59.38	Doctoral or professional degree	None	None
29-2018	Clinical Laboratory Technologists and Technicians	325	342	17	5%	0.8%	\$32.43	Bachelor's degree	None	None
43-3021	Billing and Posting Clerks	320	344	23	7%	0.8%	\$23.21	High school diploma or equivalent	None	Moderate-term on-the-job training
29-1229	Physicians, All Other	279	293	14	5%	0.7%	\$84.93	Doctoral or professional degree	None	Internship/residency
21-1013	Marriage and Family Therapists	276	299	23	8%	0.7%	\$32.32	Master's degree	None	Internship/residency
29-2034	Radiologic Technologists and Technicians	271	294	23	8%	0.7%	\$54.27	Associate's degree	None	None
29-1126	Respiratory Therapists	265	289	25	9%	0.7%	\$49.91	Associate's degree	None	None
21-1021	Child, Family, and School Social Workers	245	258	13	5%	0.6%	\$31.35	Bachelor's degree	None	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	242	261	18	8%	0.6%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training
43-4111	Interviewers, Except Eligibility and Loan	236	229	(7)	(3%)	0.6%	\$29.05	High school diploma or equivalent	None	Short-term on-the-job training
29-1215	Family Medicine Physicians	234	240	6	3%	0.6%	\$147.51	Doctoral or professional degree	None	Internship/residency
11-9151	Social and Community Service Managers	225	246	21	9%	0.6%	\$37.35	Bachelor's degree	Less than 5 years	None
21-1022	Healthcare Social Workers	220	247	27	12%	0.6%	\$45.98	Master's degree	None	Internship/residency
29-2053	Psychiatric Technicians	215	279	64	30%	0.6%	\$30.11	Postsecondary nondegree award	Less than 5 years	Short-term on-the-job training

29-1292	Dental Hygienists	210	223	12	6%	0.5%	\$58.12	Associate's degree	None	None
29-1071	Physician Assistants	207	233	26	13%	0.5%	\$85.83	Master's degree	None	None
11-1021	General and Operations Managers	201	228	27	14%	0.5%	\$49.99	Bachelor's degree	5 years or more	None
13-1199	Business Operations Specialists, All Other	201	216	15	7%	0.5%	\$36.97	Bachelor's degree	None	None
29-2072	Medical Records Specialists	182	194	12	7%	0.5%	\$23.42	Postsecondary nondegree award	None	None
21-1019	Counselors, All Other	174	184	10	6%	0.4%	\$23.67	Master's degree	None	None
29-2055	Surgical Technologists	167	179	13	8%	0.4%	\$39.46	Postsecondary nondegree award	None	None
29-1021	Dentists, General	161	168	8	5%	0.4%	\$95.90	Doctoral or professional degree	None	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	157	164	7	4%	0.4%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
21-1023	Mental Health and Substance Abuse Social Workers	155	181	26	17%	0.4%	\$32.55	Master's degree	None	Internship/residency
49-9071	Maintenance and Repair Workers, General	151	162	11	7%	0.4%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
29-2032	Diagnostic Medical Sonographers	149	161	12	8%	0.4%	\$59.81	Associate's degree	None	None
13-1071	Human Resources Specialists	145	160	15	10%	0.4%	\$36.27	Bachelor's degree	None	None
31-9099	Healthcare Support Workers, All Other	142	151	9	6%	0.4%	\$23.53	High school diploma or equivalent	None	None

31-9093	Medical Equipment Preparers	141	150	9	7%	0.4%	\$33.48	High school diploma or equivalent	None	Moderate-term on-the-job training
31-9097	Phlebotomists	140	148	9	6%	0.4%	\$23.55	Postsecondary nondegree award	None	None
31-2021	Physical Therapist Assistants	136	163	27	20%	0.4%	\$46.11	Associate's degree	None	None
29-1051	Pharmacists	127	143	16	13%	0.3%	\$80.09	Doctoral or professional degree	None	None
19-3033	Clinical and Counseling Psychologists	126	148	22	18%	0.3%	\$41.00	Doctoral or professional degree	None	Internship/residency
21-1091	Health Education Specialists	121	128	7	6%	0.3%	\$29.19	Bachelor's degree	None	None
29-1122	Occupational Therapists	121	148	27	23%	0.3%	\$56.90	Master's degree	None	None
29-2043	Paramedics	112	123	12	10%	0.3%	\$31.21	Postsecondary nondegree award	None	None
29-2052	Pharmacy Technicians	109	119	10	9%	0.3%	\$22.80	High school diploma or equivalent	None	Moderate-term on-the-job training
29-1031	Dietitians and Nutritionists	102	112	10	10%	0.3%	\$47.41	Bachelor's degree	None	Internship/residency
11-9031	Education and Childcare Administrators, Preschool and Daycare	80	83	3	4%	0.2%	\$33.86	Bachelor's degree	Less than 5 years	None

SOC	Manufacturing	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
51-9111	Packaging and Filling Machine Operators and Tenders	1,982	2,035	53	3%	8.6%	\$27.39	High school diploma or equivalent	None	Moderate-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	928	961	33	4%	4.0%	\$26.59	No formal educational credential	None	Short-term on-the-job training
51-1011	First-Line Supervisors of Production and Operating Workers	752	783	32	4%	3.3%	\$37.05	High school diploma or equivalent	Less than 5 years	None
49-9041	Industrial Machinery Mechanics	575	645	69	12%	2.5%	\$37.67	High school diploma or equivalent	None	Long-term on-the-job training
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	517	536	19	4%	2.2%	\$24.92	High school diploma or equivalent	None	Moderate-term on-the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	473	481	8	2%	2.1%	\$36.74	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	467	473	6	1%	2.0%	\$25.07	Postsecondary nondegree award	None	Short-term on-the-job training
49-9071	Maintenance and Repair Workers, General	449	465	16	4%	2.0%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	431	401	(30)	(7%)	1.9%	\$27.12	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3092	Food Batchmakers	361	407	46	13%	1.6%	\$22.79	High school diploma or equivalent	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	320	323	3	1%	1.4%	\$24.81	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	317	331	14	4%	1.4%	\$49.99	Bachelor's degree	5 years or more	None
11-3051	Industrial Production Managers	291	301	10	3%	1.3%	\$58.06	Bachelor's degree	5 years or more	None
51-9198	Helpers--Production Workers	281	280	(2)	(1%)	1.2%	\$22.58	High school diploma or equivalent	None	Short-term on-the-job training
51-9199	Production Workers, All Other	276	287	11	4%	1.2%	\$27.09	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9196	Paper Goods Machine Setters, Operators, and Tenders	262	279	17	7%	1.1%	\$27.66	High school diploma or equivalent	None	Moderate-term on-the-job training
43-5061	Production, Planning, and Expediting Clerks	244	246	2	1%	1.1%	\$28.84	High school diploma or equivalent	None	Moderate-term on-the-job training
19-4013	Food Science Technicians	185	190	5	3%	0.8%	\$23.52	Associate's degree	None	Moderate-term on-the-job training

51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	182	187	5	3%	0.8%	\$22.55	High school diploma or equivalent	None	Moderate-term on-the-job training
11-2022	Sales Managers	180	185	5	3%	0.8%	\$45.62	Bachelor's degree	Less than 5 years	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	168	167	(1)	(0%)	0.7%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
51-9041	Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders	158	167	9	6%	0.7%	\$41.42	High school diploma or equivalent	None	Moderate-term on-the-job training
51-7011	Cabinetmakers and Bench Carpenters	156	159	3	2%	0.7%	\$22.51	High school diploma or equivalent	None	Moderate-term on-the-job training
51-2041	Structural Metal Fabricators and Fitters	151	138	(13)	(9%)	0.7%	\$23.46	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3093	Food Cooking Machine Operators and Tenders	149	156	7	4%	0.6%	\$38.61	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	140	143	2	2%	0.6%	\$24.00	High school diploma or equivalent	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	136	142	6	4%	0.6%	\$41.26	Bachelor's degree	None	None
51-4041	Machinists	133	134	1	1%	0.6%	\$24.43	High school diploma or equivalent	None	Long-term on-the-job training
51-9023	Mixing and Blending Machine Setters, Operators, and Tenders	132	134	2	2%	0.6%	\$28.02	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1199	Business Operations Specialists, All Other	128	132	4	3%	0.6%	\$36.97	Bachelor's degree	None	None
51-5112	Printing Press Operators	127	125	(1)	(1%)	0.5%	\$26.19	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1028	Buyers and Purchasing Agents	126	135	9	7%	0.5%	\$34.85	Bachelor's degree	None	Moderate-term on-the-job training
11-9199	Managers, All Other	126	129	3	3%	0.5%	\$52.95	Bachelor's degree	Less than 5 years	None
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	125	130	5	4%	0.5%	\$30.25	High school diploma or equivalent	Less than 5 years	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	120	123	2	2%	0.5%	\$34.06	High school diploma or equivalent	Less than 5 years	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	118	122	3	3%	0.5%	\$41.98	High school diploma or equivalent	Less than 5 years	None
13-1071	Human Resources Specialists	117	120	3	3%	0.5%	\$36.27	Bachelor's degree	None	None
17-2112	Industrial Engineers	112	126	13	12%	0.5%	\$50.00	Bachelor's degree	None	None

51-9161	Computer Numerically Controlled Tool Operators	111	106	(4)	(4%)	0.5%	\$22.86	High school diploma or equivalent	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	104	105	0	0%	0.5%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training
13-1081	Logisticians	95	105	11	11%	0.4%	\$44.16	Bachelor's degree	None	None
51-9124	Coating, Painting, and Spraying Machine Setters, Operators, and Tenders	93	95	2	2%	0.4%	\$23.51	High school diploma or equivalent	None	Moderate-term on-the-job training
51-3091	Food and Tobacco Roasting, Baking, and Drying Machine Operators and Tenders	83	87	4	5%	0.4%	\$25.18	No formal educational credential	None	Moderate-term on-the-job training
19-1012	Food Scientists and Technologists	78	83	4	6%	0.3%	\$38.99	Bachelor's degree	None	None
51-4031	Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic	77	76	(2)	(2%)	0.3%	\$23.33	High school diploma or equivalent	None	Moderate-term on-the-job training
17-2141	Mechanical Engineers	76	83	7	9%	0.3%	\$47.58	Bachelor's degree	None	None
51-9195	Molders, Shapers, and Casters, Except Metal and Plastic	75	76	1	2%	0.3%	\$27.80	High school diploma or equivalent	None	Long-term on-the-job training
11-3031	Financial Managers	74	80	7	9%	0.3%	\$74.59	Bachelor's degree	5 years or more	None
13-1161	Market Research Analysts and Marketing Specialists	74	78	4	5%	0.3%	\$32.15	Bachelor's degree	None	None
13-1082	Project Management Specialists	74	76	3	4%	0.3%	\$47.48	Bachelor's degree	None	None

SOC	Agriculture, Forestry, Fishing, and Hunting	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	333	312	(21)	(6%)	2.5%	\$25.53	High school diploma or equivalent	Less than 5 years	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	202	196	(6)	(3%)	1.5%	\$25.07	Postsecondary nondegree award	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	162	152	(10)	(6%)	1.2%	\$26.59	No formal educational credential	None	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	112	105	(7)	(6%)	0.8%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	94	91	(3)	(3%)	0.7%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	91	88	(3)	(3%)	0.7%	\$49.99	Bachelor's degree	5 years or more	None
11-9199	Managers, All Other	86	83	(3)	(3%)	0.6%	\$52.95	Bachelor's degree	Less than 5 years	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	81	82	1	1%	0.6%	\$36.74	High school diploma or equivalent	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	78	74	(4)	(5%)	0.6%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	76	70	(6)	(8%)	0.6%	\$27.39	High school diploma or equivalent	None	Moderate-term on-the-job training
49-3041	Farm Equipment Mechanics and Service Technicians	54	48	(5)	(10%)	0.4%	\$29.28	High school diploma or equivalent	None	Long-term on-the-job training
51-9199	Production Workers, All Other	53	52	(1)	(2%)	0.4%	\$27.09	High school diploma or equivalent	None	Moderate-term on-the-job training
19-4012	Agricultural Technicians	51	50	(1)	(3%)	0.4%	\$23.93	Associate's degree	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	39	39	(1)	(2%)	0.3%	\$41.26	Bachelor's degree	None	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	34	32	(2)	(6%)	0.3%	\$34.06	High school diploma or equivalent	Less than 5 years	None

43-3051	Payroll and Timekeeping Clerks	30	28	(3)	(9%)	0.2%	\$27.92	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1011	Chief Executives	30	30	(0)	(1%)	0.2%	\$76.67	Bachelor's degree	5 years or more	None
19-1013	Soil and Plant Scientists	29	28	(1)	(2%)	0.2%	\$50.08	Bachelor's degree	None	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	29	27	(2)	(7%)	0.2%	\$24.92	High school diploma or equivalent	None	Moderate-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	26	24	(2)	(7%)	0.2%	\$30.25	High school diploma or equivalent	Less than 5 years	None
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	25	24	(1)	(3%)	0.2%	\$34.91	High school diploma or equivalent	None	Long-term on-the-job training
11-3031	Financial Managers	23	23	0	2%	0.2%	\$74.59	Bachelor's degree	5 years or more	None
13-1071	Human Resources Specialists	22	21	(1)	(3%)	0.2%	\$36.27	Bachelor's degree	None	None
51-1011	First-Line Supervisors of Production and Operating Workers	22	21	(1)	(5%)	0.2%	\$37.05	High school diploma or equivalent	Less than 5 years	None
11-2022	Sales Managers	21	20	(1)	(3%)	0.2%	\$45.62	Bachelor's degree	Less than 5 years	None
45-2011	Agricultural Inspectors	20	18	(2)	(10%)	0.1%	\$32.86	Bachelor's degree	None	Moderate-term on-the-job training
49-9041	Industrial Machinery Mechanics	20	19	(1)	(5%)	0.1%	\$37.67	High school diploma or equivalent	None	Long-term on-the-job training
45-2021	Animal Breeders	19	19	(1)	(3%)	0.1%	\$27.00	High school diploma or equivalent	None	Short-term on-the-job training
11-1031	Legislators	17	17	(0)	(2%)	0.1%	\$31.70	Bachelor's degree	Less than 5 years	None
13-1028	Buyers and Purchasing Agents	16	16	(0)	(1%)	0.1%	\$34.85	Bachelor's degree	None	Moderate-term on-the-job training
51-4121	Welders, Cutters, Solderers, and Brazers	16	15	(0)	(3%)	0.1%	\$24.81	High school diploma or equivalent	None	Moderate-term on-the-job training
41-9099	Sales and Related Workers, All Other	15	13	(2)	(12%)	0.1%	\$23.67	High school diploma or equivalent	None	None
13-1199	Business Operations Specialists, All Other	15	14	(0)	(3%)	0.1%	\$36.97	Bachelor's degree	None	None

49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	14	13	(0)	(2%)	0.1%	\$35.01	High school diploma or equivalent	None	Long-term on-the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	13	12	(1)	(5%)	0.1%	\$41.98	High school diploma or equivalent	Less than 5 years	None
11-3051	Industrial Production Managers	13	12	(0)	(2%)	0.1%	\$58.06	Bachelor's degree	5 years or more	None
47-2073	Operating Engineers and Other Construction Equipment Operators	12	12	0	0%	0.1%	\$41.24	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9032	Cutting and Slicing Machine Setters, Operators, and Tenders	12	11	(0)	(4%)	0.1%	\$24.00	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9192	Cleaning, Washing, and Metal Pickling Equipment Operators and Tenders	12	10	(1)	(10%)	0.1%	\$22.55	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9012	Separating, Filtering, Clarifying, Precipitating, and Still Machine Setters, Operators, and Tenders	10	<10	(1)	(7%)	0.1%	\$27.12	High school diploma or equivalent	None	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	10	<10	(1)	(11%)	0.1%	\$28.86	High school diploma or equivalent	None	Moderate-term on-the-job training
11-3071	Transportation, Storage, and Distribution Managers	10	<10	(0)	(4%)	0.1%	\$46.36	High school diploma or equivalent	5 years or more	None
41-4011	Sales Representatives, Wholesale and Manufacturing, Technical and Scientific Products	10	<10	(0)	(2%)	0.1%	\$42.14	Bachelor's degree	None	Moderate-term on-the-job training
11-2021	Marketing Managers	<10	<10	(0)	(2%)	0.1%	\$69.51	Bachelor's degree	5 years or more	None
11-3012	Administrative Services Managers	<10	<10	1	24%	0.0%	\$50.56	Bachelor's degree	Less than 5 years	None
11-3013	Facilities Managers	<10	<10	(0)	(3%)	0.1%	\$59.14	Bachelor's degree	Less than 5 years	None
11-3021	Computer and Information Systems Managers	<10	<10	0	1%	0.1%	\$75.72	Bachelor's degree	5 years or more	None
11-3061	Purchasing Managers	<10	<10	0	1%	0.0%	\$64.03	Bachelor's degree	5 years or more	None
11-3121	Human Resources Managers	<10	<10	(1)	(6%)	0.1%	\$77.77	Bachelor's degree	5 years or more	None
11-9141	Property, Real Estate, and Community Association Managers	<10	<10	(0)	(4%)	0.1%	\$30.44	High school diploma or equivalent	Less than 5 years	None

SOC	Construction	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
47-2031	Carpenters	1,729	1,751	22	1%	12.4%	\$29.35	High school diploma or equivalent	None	Apprenticeship
47-2061	Construction Laborers	1,432	1,524	93	6%	10.3%	\$25.48	No formal educational credential	None	Short-term on-the-job training
47-1011	First-Line Supervisors of Construction Trades and Extraction Workers	796	839	43	5%	5.7%	\$43.89	High school diploma or equivalent	5 years or more	None
47-2111	Electricians	781	869	88	11%	5.6%	\$35.34	High school diploma or equivalent	None	Apprenticeship
47-2141	Painters, Construction and Maintenance	701	712	11	2%	5.0%	\$23.56	No formal educational credential	None	Moderate-term on-the-job training
11-9021	Construction Managers	616	659	43	7%	4.4%	\$44.29	Bachelor's degree	None	Moderate-term on-the-job training
47-2152	Plumbers, Pipefitters, and Steamfitters	549	582	33	6%	4.0%	\$28.88	High school diploma or equivalent	None	Apprenticeship
49-9021	Heating, Air Conditioning, and Refrigeration Mechanics and Installers	419	453	34	8%	3.0%	\$29.99	Postsecondary nondegree award	None	Long-term on-the-job training
47-2051	Cement Masons and Concrete Finishers	359	363	4	1%	2.6%	\$32.62	No formal educational credential	None	Moderate-term on-the-job training
47-2081	Drywall and Ceiling Tile Installers	358	355	(3)	(1%)	2.6%	\$30.04	No formal educational credential	None	Moderate-term on-the-job training
47-2073	Operating Engineers and Other Construction Equipment Operators	324	342	19	6%	2.3%	\$41.24	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2181	Roofers	319	334	15	5%	2.3%	\$29.44	No formal educational credential	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	311	329	18	6%	2.2%	\$49.99	Bachelor's degree	5 years or more	None
13-1082	Project Management Specialists	287	306	19	7%	2.1%	\$47.48	Bachelor's degree	None	None
11-9199	Managers, All Other	224	231	7	3%	1.6%	\$52.95	Bachelor's degree	Less than 5 years	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	210	211	1	0%	1.5%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	205	211	6	3%	1.5%	\$28.86	High school diploma or equivalent	None	Moderate-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	202	213	11	5%	1.5%	\$25.07	Postsecondary nondegree award	None	Short-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	179	184	5	3%	1.3%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training

13-1051	Cost Estimators	179	179	1	1%	1.3%	\$39.05	Bachelor's degree	None	Moderate-term on-the-job training
47-2161	Plasterers and Stucco Masons	153	150	(2)	(1%)	1.1%	\$30.59	No formal educational credential	None	Long-term on-the-job training
47-2044	Tile and Stone Setters	106	105	(0)	(0%)	0.8%	\$25.90	No formal educational credential	None	Long-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	88	91	2	3%	0.6%	\$34.06	High school diploma or equivalent	Less than 5 years	None
51-4121	Welders, Cutters, Solderers, and Brazers	86	86	(0)	(0%)	0.6%	\$24.81	High school diploma or equivalent	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	82	87	5	5%	0.6%	\$41.26	Bachelor's degree	None	None
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	81	81	0	1%	0.6%	\$23.33	No formal educational credential	None	Moderate-term on-the-job training
17-2051	Civil Engineers	74	78	5	6%	0.5%	\$49.50	Bachelor's degree	None	None
47-2231	Solar Photovoltaic Installers	72	83	11	15%	0.5%	\$30.78	High school diploma or equivalent	None	Moderate-term on-the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	66	69	4	6%	0.5%	\$41.98	High school diploma or equivalent	Less than 5 years	None
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	65	68	3	5%	0.5%	\$34.91	High school diploma or equivalent	None	Long-term on-the-job training
47-2211	Sheet Metal Workers	61	64	3	5%	0.4%	\$36.25	High school diploma or equivalent	None	Apprenticeship
47-2121	Glaziers	59	55	(5)	(8%)	0.4%	\$26.34	High school diploma or equivalent	None	Apprenticeship
49-9052	Telecommunications Line Installers and Repairers	59	61	2	3%	0.4%	\$47.02	High school diploma or equivalent	None	Long-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	57	56	(1)	(1%)	0.4%	\$22.64	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9071	Maintenance and Repair Workers, General	55	58	4	6%	0.4%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
47-3015	Helpers--Pipelayers, Plumbers, Pipefitters, and Steamfitters	55	59	4	8%	0.4%	\$26.20	High school diploma or equivalent	None	Short-term on-the-job training
47-2021	Brickmasons and Blockmasons	50	50	(0)	(0%)	0.4%	\$24.20	High school diploma or equivalent	None	Apprenticeship
47-2221	Structural Iron and Steel Workers	49	48	(1)	(2%)	0.4%	\$23.66	High school diploma or equivalent	None	Apprenticeship
47-2071	Paving, Surfacing, and Tamping Equipment Operators	44	46	3	6%	0.3%	\$34.76	High school diploma or equivalent	None	Moderate-term on-the-job training
13-1199	Business Operations Specialists, All Other	43	45	2	4%	0.3%	\$36.97	Bachelor's degree	None	None
49-9011	Mechanical Door Repairers	39	40	1	4%	0.3%	\$28.26	High school diploma or equivalent	None	Moderate-term on-the-job training

43-5061	Production, Planning, and Expediting Clerks	37	38	1	2%	0.3%	\$28.84	High school diploma or equivalent	None	Moderate-term on-the-job training
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	36	37	2	4%	0.3%	\$31.29	Postsecondary nondegree award	None	Moderate-term on-the-job training
43-3051	Payroll and Timekeeping Clerks	34	32	(3)	(8%)	0.2%	\$27.92	High school diploma or equivalent	None	Moderate-term on-the-job training
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	33	31	(1)	(4%)	0.2%	\$23.71	No formal educational credential	None	Short-term on-the-job training
49-9044	Millwrights	32	33	0	1%	0.2%	\$47.12	High school diploma or equivalent	None	Apprenticeship
47-2171	Reinforcing Iron and Rebar Workers	32	29	(3)	(10%)	0.2%	\$29.64	High school diploma or equivalent	None	Apprenticeship
43-5032	Dispatchers, Except Police, Fire, and Ambulance	32	32	1	2%	0.2%	\$24.61	High school diploma or equivalent	None	Moderate-term on-the-job training
47-2151	Pipelayers	31	33	1	5%	0.2%	\$36.83	No formal educational credential	None	Short-term on-the-job training
47-2131	Insulation Workers, Floor, Ceiling, and Wall	29	28	(1)	(3%)	0.2%	\$26.18	No formal educational credential	None	Short-term on-the-job training

SOC	Transportation and Warehousing	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	2,607	2,655	48	2%	23.0%	\$25.07	Postsecondary nondegree award	None	Short-term on-the-job training
53-7051	Industrial Truck and Tractor Operators	920	984	64	7%	8.1%	\$26.59	No formal educational credential	None	Short-term on-the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	295	313	19	6%	2.6%	\$30.25	High school diploma or equivalent	Less than 5 years	None
43-5032	Dispatchers, Except Police, Fire, and Ambulance	192	191	(1)	(1%)	1.7%	\$24.61	High school diploma or equivalent	None	Moderate-term on-the-job training
49-3031	Bus and Truck Mechanics and Diesel Engine Specialists	169	169	0	0%	1.5%	\$35.01	High school diploma or equivalent	None	Long-term on-the-job training
53-3052	Bus Drivers, Transit and Intercity	150	157	7	5%	1.3%	\$32.43	High school diploma or equivalent	None	Moderate-term on-the-job training
11-1021	General and Operations Managers	141	147	6	4%	1.2%	\$49.99	Bachelor's degree	5 years or more	None
11-3071	Transportation, Storage, and Distribution Managers	136	148	11	8%	1.2%	\$46.36	High school diploma or equivalent	5 years or more	None
43-1011	First-Line Supervisors of Office and Administrative Support Workers	108	115	7	6%	0.9%	\$34.06	High school diploma or equivalent	Less than 5 years	None
49-9071	Maintenance and Repair Workers, General	97	108	11	11%	0.9%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
11-9199	Managers, All Other	83	91	7	9%	0.7%	\$52.95	Bachelor's degree	Less than 5 years	None
53-3051	Bus Drivers, School	81	71	(9)	(11%)	0.7%	\$30.01	No formal educational credential	None	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	64	63	(1)	(2%)	0.6%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
13-1199	Business Operations Specialists, All Other	63	68	5	7%	0.6%	\$36.97	Bachelor's degree	None	None
43-5061	Production, Planning, and Expediting Clerks	62	66	5	7%	0.5%	\$28.84	High school diploma or equivalent	None	Moderate-term on-the-job training
53-4031	Railroad Conductors and Yardmasters	61	66	4	7%	0.5%	\$34.60	High school diploma or equivalent	None	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	59	61	2	3%	0.5%	\$28.86	High school diploma or equivalent	None	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	57	57	1	1%	0.5%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training

13-1151	Training and Development Specialists	54	60	6	11%	0.5%	\$33.27	Bachelor's degree	Less than 5 years	None
53-4011	Locomotive Engineers	49	52	3	7%	0.4%	\$52.23	High school diploma or equivalent	Less than 5 years	Moderate-term on-the-job training
13-1081	Logisticians	49	58	9	18%	0.4%	\$44.16	Bachelor's degree	None	None
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	47	49	2	3%	0.4%	\$41.98	High school diploma or equivalent	Less than 5 years	None
13-1071	Human Resources Specialists	44	48	4	9%	0.4%	\$36.27	Bachelor's degree	None	None
49-3043	Rail Car Repairers	44	43	(1)	(3%)	0.4%	\$32.92	High school diploma or equivalent	None	Long-term on-the-job training
43-5011	Cargo and Freight Agents	40	39	(0)	(1%)	0.4%	\$25.00	High school diploma or equivalent	None	Short-term on-the-job training
49-3011	Aircraft Mechanics and Service Technicians	39	42	2	6%	0.3%	\$51.17	Postsecondary nondegree award	None	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	35	38	4	11%	0.3%	\$24.92	High school diploma or equivalent	None	Moderate-term on-the-job training
13-2011	Accountants and Auditors	29	31	1	4%	0.3%	\$41.26	Bachelor's degree	None	None
43-3021	Billing and Posting Clerks	29	29	0	1%	0.3%	\$23.21	High school diploma or equivalent	None	Moderate-term on-the-job training
53-2012	Commercial Pilots	25	27	2	7%	0.2%	\$48.14	High school diploma or equivalent	None	Moderate-term on-the-job training
53-4022	Railroad Brake, Signal, and Switch Operators and Locomotive Firers	25	25	0	1%	0.2%	\$40.60	High school diploma or equivalent	None	Moderate-term on-the-job training
15-1299	Computer Occupations, All Other	24	27	3	10%	0.2%	\$42.96	Bachelor's degree	None	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	24	26	2	9%	0.2%	\$36.74	High school diploma or equivalent	None	Moderate-term on-the-job training
19-5012	Occupational Health and Safety Technicians	21	24	4	18%	0.2%	\$28.35	High school diploma or equivalent	None	Moderate-term on-the-job training
19-5011	Occupational Health and Safety Specialists	20	22	2	9%	0.2%	\$45.79	Bachelor's degree	None	None
13-1041	Compliance Officers	18	19	1	3%	0.2%	\$33.83	Bachelor's degree	None	Moderate-term on-the-job training
53-4013	Rail Yard Engineers, Dinkey Operators, and Hostlers	17	16	(1)	(5%)	0.2%	\$28.34	High school diploma or equivalent	None	Moderate-term on-the-job training
11-2022	Sales Managers	17	19	1	7%	0.2%	\$45.62	Bachelor's degree	Less than 5 years	None

47-4061	Rail-Track Laying and Maintenance Equipment Operators	17	18	1	6%	0.2%	\$33.21	High school diploma or equivalent	None	Moderate-term on-the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	17	19	2	12%	0.2%	\$27.39	High school diploma or equivalent	None	Moderate-term on-the-job training
49-9099	Installation, Maintenance, and Repair Workers, All Other	17	18	1	7%	0.2%	\$22.64	High school diploma or equivalent	None	Moderate-term on-the-job training
43-3051	Payroll and Timekeeping Clerks	17	16	(1)	(4%)	0.1%	\$27.92	High school diploma or equivalent	None	Moderate-term on-the-job training
43-4161	Human Resources Assistants, Except Payroll and Timekeeping	15	16	1	5%	0.1%	\$26.07	Associate's degree	None	None
49-9041	Industrial Machinery Mechanics	15	16	1	8%	0.1%	\$37.67	High school diploma or equivalent	None	Long-term on-the-job training
13-1028	Buyers and Purchasing Agents	15	17	2	11%	0.1%	\$34.85	Bachelor's degree	None	Moderate-term on-the-job training
49-3023	Automotive Service Technicians and Mechanics	15	15	0	3%	0.1%	\$27.37	Postsecondary nondegree award	None	Short-term on-the-job training
15-1252	Software Developers	13	14	1	8%	0.1%	\$55.56	Bachelor's degree	None	None
11-3031	Financial Managers	13	14	1	10%	0.1%	\$74.59	Bachelor's degree	5 years or more	None
11-3121	Human Resources Managers	13	14	1	9%	0.1%	\$77.77	Bachelor's degree	5 years or more	None
11-3013	Facilities Managers	12	13	1	9%	0.1%	\$59.14	Bachelor's degree	Less than 5 years	None

In-Demand Occupation List 2026 - 2027

SOC	Educational Services	Employed in Industry (2025)	Employed in Industry (2030)	Change (2025 - 2030)	% Change (2025 - 2030)	% of Total Jobs in Industry (2025)	Median Hourly Earnings	Typical Entry Level Education	Work Experience Required	Typical On-The-Job Training
25-1099	Postsecondary Teachers	152	148	(4)	(3%)	7.2%	\$42.36	Doctoral or professional degree	None	None
25-2021	Elementary School Teachers, Except Special Education	125	126	2	1%	5.9%	\$48.22	Bachelor's degree	None	None
25-2031	Secondary School Teachers, Except Special and Career/Technical Education	110	112	2	1%	5.2%	\$47.16	Bachelor's degree	None	None
25-3099	Teachers and Instructors, All Other	66	68	2	3%	3.1%	\$46.37	Bachelor's degree	None	None
25-2022	Middle School Teachers, Except Special and Career/Technical Education	48	49	1	2%	2.3%	\$48.96	Bachelor's degree	None	None
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	45	45	(1)	(1%)	2.2%	\$24.96	High school diploma or equivalent	None	Short-term on-the-job training
11-9032	Education Administrators, Kindergarten through Secondary	43	44	1	2%	2.0%	\$74.66	Master's degree	5 years or more	None
11-9039	Education Administrators, All Other	42	44	2	4%	2.0%	\$70.98	Bachelor's degree	Less than 5 years	None
25-3031	Substitute Teachers, Short-Term	42	42	(0)	(1%)	2.0%	\$28.08	Bachelor's degree	None	None
21-1012	Educational, Guidance, and Career Counselors and Advisors	39	39	(0)	(0%)	1.9%	\$44.61	Master's degree	None	None
25-2011	Preschool Teachers, Except Special Education	38	38	0	1%	1.8%	\$23.28	Associate's degree	None	None
25-9099	Educational Instruction and Library Workers, All Other	36	36	0	1%	1.7%	\$29.12	Bachelor's degree	None	None
11-1021	General and Operations Managers	29	31	2	7%	1.4%	\$49.99	Bachelor's degree	5 years or more	None
13-1151	Training and Development Specialists	23	24	1	3%	1.1%	\$33.27	Bachelor's degree	Less than 5 years	None
25-9031	Instructional Coordinators	23	24	1	3%	1.1%	\$60.18	Master's degree	5 years or more	None
11-9033	Education Administrators, Postsecondary	23	22	(1)	(5%)	1.1%	\$57.14	Master's degree	Less than 5 years	None

13-1199	Business Operations Specialists, All Other	19	20	0	3%	0.9%	\$36.97	Bachelor's degree	None	None
49-9071	Maintenance and Repair Workers, General	18	19	0	1%	0.9%	\$28.78	High school diploma or equivalent	None	Moderate-term on-the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	17	17	(0)	(2%)	0.8%	\$34.06	High school diploma or equivalent	Less than 5 years	None
43-4199	Information and Record Clerks, All Other	15	15	(0)	(1%)	0.7%	\$26.09	High school diploma or equivalent	None	Short-term on-the-job training
43-3031	Bookkeeping, Accounting, and Auditing Clerks	14	14	(1)	(5%)	0.7%	\$25.53	Some college, no degree	None	Moderate-term on-the-job training
25-2012	Kindergarten Teachers, Except Special Education	11	12	0	1%	0.5%	\$55.73	Bachelor's degree	None	None
11-1011	Chief Executives	<10	<10	0	0%	0.2%	\$76.67	Bachelor's degree	5 years or more	None
11-2021	Marketing Managers	<10	<10	0	2%	0.0%	\$69.51	Bachelor's degree	5 years or more	None
11-2032	Public Relations Managers	<10	<10	(0)	(0%)	0.0%	\$65.70	Bachelor's degree	5 years or more	None
11-2033	Fundraising Managers	<10	<10	(0)	(1%)	0.1%	\$73.75	Bachelor's degree	5 years or more	None
11-3012	Administrative Services Managers	<10	<10	(0)	(0%)	0.3%	\$50.56	Bachelor's degree	Less than 5 years	None
11-3013	Facilities Managers	<10	<10	(0)	(1%)	0.1%	\$59.14	Bachelor's degree	Less than 5 years	None
11-3021	Computer and Information Systems Managers	<10	<10	0	3%	0.1%	\$75.72	Bachelor's degree	5 years or more	None
11-3031	Financial Managers	<10	<10	0	3%	0.2%	\$74.59	Bachelor's degree	5 years or more	None
11-3121	Human Resources Managers	<10	<10	0	1%	0.0%	\$77.77	Bachelor's degree	5 years or more	None
11-3131	Training and Development Managers	<10	<10	0	5%	0.1%	\$53.18	Bachelor's degree	5 years or more	None
11-9031	Education and Childcare Administrators, Preschool and Daycare	<10	<10	(0)	(2%)	0.1%	\$33.86	Bachelor's degree	Less than 5 years	None
11-9072	Entertainment and Recreation Managers, Except Gambling	<10	<10	0	7%	0.1%	\$36.11	Bachelor's degree	Less than 5 years	None
11-9111	Medical and Health Services Managers	<10	<10	0	6%	0.0%	\$66.77	Bachelor's degree	Less than 5 years	None

11-9151	Social and Community Service Managers	<10	<10	0	2%	0.0%	\$37.35	Bachelor's degree	Less than 5 years	None
11-9199	Managers, All Other	<10	<10	0	3%	0.4%	\$52.95	Bachelor's degree	Less than 5 years	None
13-1041	Compliance Officers	<10	<10	(0)	(2%)	0.1%	\$33.83	Bachelor's degree	None	Moderate-term on-the-job training
13-1071	Human Resources Specialists	<10	<10	(0)	(0%)	0.4%	\$36.27	Bachelor's degree	None	None
13-1082	Project Management Specialists	<10	<10	0	2%	0.0%	\$47.48	Bachelor's degree	None	None
13-1111	Management Analysts	<10	<10	(0)	(1%)	0.0%	\$47.00	Bachelor's degree	Less than 5 years	None
13-1121	Meeting, Convention, and Event Planners	<10	<10	(0)	(1%)	0.0%	\$28.43	Bachelor's degree	None	None
13-1131	Fundraisers	<10	<10	0	2%	0.3%	\$33.83	Bachelor's degree	None	None
13-1161	Market Research Analysts and Marketing Specialists	<10	<10	0	4%	0.3%	\$32.15	Bachelor's degree	None	None
13-2011	Accountants and Auditors	<10	<10	0	2%	0.4%	\$41.26	Bachelor's degree	None	None
13-2071	Credit Counselors	<10	<10	(0)	(6%)	0.2%	\$29.11	Bachelor's degree	None	Moderate-term on-the-job training
13-2099	Financial Specialists, All Other	<10	<10	(0)	(4%)	0.1%	\$36.97	Bachelor's degree	None	None
15-1211	Computer Systems Analysts	<10	<10	(0)	(4%)	0.0%	\$50.38	Bachelor's degree	None	None
15-1231	Computer Network Support Specialists	<10	<10	(0)	(10%)	0.0%	\$37.79	Associate's degree	None	None
15-1232	Computer User Support Specialists	<10	<10	(0)	(6%)	0.3%	\$30.98	Some college, no degree	None	None