

STANISLAUS COUNTY  
WORKFORCE DEVELOPMENT BOARD

# LOCAL PLAN



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## 2025 - 2028

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STANISLAUS COUNTY  
**WORKFORCE**  
DEVELOPMENT

## INTRODUCTION

The Stanislaus County Workforce Development Board (SCWDB), as appointed by the Stanislaus County Board of Supervisors (BOS) is the administrator of Workforce Innovation and Opportunity Act (WIOA) funds and services in the local area. Acting as staff to the Board and facilitating these services is Stanislaus County Workforce Development (SCWD). WIOA requires each Local Workforce Development Area (LWDA) to develop and submit a comprehensive four-year plan. This Local Plan term begins on July 1, 2025, and ends on June 30, 2029. Every two years the Plan must be re-evaluated for modification and adjustments based on changing needs for services and economic conditions in the local area.

The primary purpose of the Local Plan is to facilitate access to workforce services at the local level. Stanislaus County Workforce Development staff has collaborated with America's Job Center of California Memorandum of Understanding partners, businesses, and community-based organizations throughout Stanislaus County. The publication of the Local Plan for Stanislaus County is the result of months of local and regional research, formal and informal workgroup sessions, introspection, and process improvement. The Local Plan was cultivated by including the varying vantage points of multiple stakeholders and current WIOA program participants.

This Local Plan seeks to address current and future strategies and efficiencies that will continue the optimization of the workforce system. Each subsequent Local Plan will change as local employment needs and the relationship between workforce development and economic development continue to evolve, and circumstances that alter the ways services are delivered to constituents of Stanislaus County materialize. The four-year Local Plan is the embodiment of SCWD's vision and strategic goals and will be re-evaluated in two years.

The goals set forth by SCWD in this plan address the current workforce, prescribe strategies for the development of the future workforce, and call for greater enhancement of business growth. Each goal is coupled with distinct strategies that SCWD believes will work towards the fulfillment of the relevant goals. The Local Plans' guiding principles of collaboration and alignment, data-driven strategy, and the maximization of resources are woven throughout the fabric of this document.

### Local Workforce Development Board Priorities

The Stanislaus County Workforce Development Board has recently established current strategic goals for the purpose of aligning the County's Vision with the Mission of SCWD. Those strategic priorities are defined as:

- **Data Driven:** Be data and results driven in decision making, communication, and thoughtful leadership.
- **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.
- **Development of a Skilled Workforce:** Collaborate with, and build, a skilled workforce responsive to the needs of the in-demand business community.

- **Outreach & Engagement:** Increase awareness of, and engagement with Stanislaus County Workforce Development throughout the community and among business partners.
- **System Alignment and Collective Impact:** Inform and be informed by broad efforts and initiatives across Stanislaus County that are aligned with the mission.
- **Diverse and Strategic Funding:** Attract and pursue funding that fosters innovation and aligns with community needs.

These priorities will provide SCWDB with a beacon for shaping and strengthening local and regional workforce development efforts.

## **FEDERAL AND STATE REQUIREMENTS FOR LOCAL ADMINISTRATION OF THE WORKFORCE INNOVATION AND OPPORTUNITY ACT**

Stanislaus County Workforce Development is primarily directed by WIOA, which was signed into law by former President Barack Obama in July of 2014 and went into effect on January 1, 2015. References to the Workforce Innovation and Opportunity Act, Public Law 113-128, enacted July 22, 2014, are available at the U.S. Department of Labor Employment and Training Administration website: [www.doleta.gov](http://www.doleta.gov).

## **PUBLIC COMMENT**

In accordance with WIOA, Section 108(d), the Workforce Development Board shall make copies of the proposed Local Plan available to the public through electronic and other means, such as public hearings, Social Media sources, and local news media to allow for public comment. The Public Comment period will end no later than the end of the 30-day period beginning on the date the proposed Plan is made available to the general public. Any comments that represent disagreement with the Plan will be included with submission of the Local Plan. Appendix B of the Plan highlights the SCWD's public comments received.

## **LOCAL OVERVIEW**

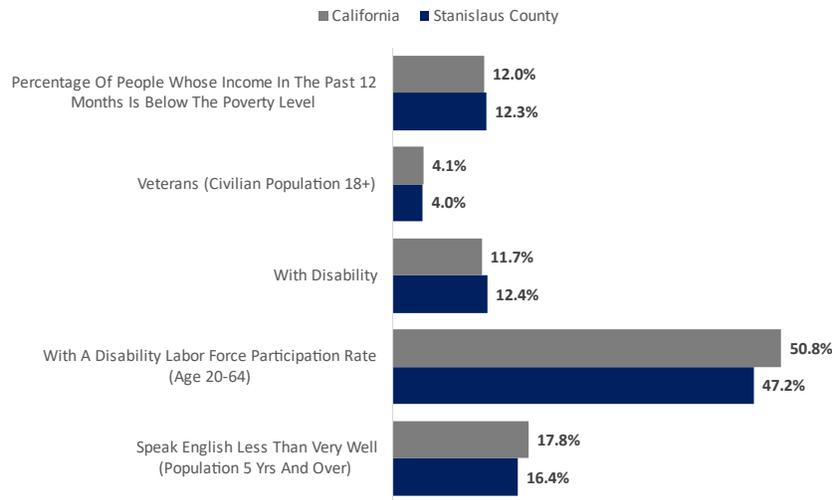
Stanislaus County lies in the heart of the San Joaquin Valley of California, in the center of the State. Stanislaus County, with nine incorporated cities and encompassing 1,515 square miles, has a population of approximately 551,430 residents. The County Seat is Modesto, the largest of the nine incorporated cities which also include Ceres, Hughson, Newman, Oakdale, Patterson, Riverbank, Turlock, and Waterford.

## **Social Demographics Snapshot**

Stanislaus County, in many ways, typifies the character of California as a whole. While there are some notable demographic differences in the local area, as shown in Figure 1, there are many similar characteristics between Stanislaus County residents and California residents as a whole. The most notable statistical differences in Figure 1 are individuals who speak English less than very well, individuals with a disability, and labor force participation rate for individuals with a disability.

The U.S. Census Bureau’s American Community Survey (ACS) collects data on a wide range of topics, including race and ethnicity. In practice, ethnicity (Hispanic/Latino) is grouped with race in some datasets to explore the overlap and differences between people from different racial backgrounds who may share the same cultural or linguistic heritage. Figures using this data will have race and ethnicity grouped together in some instances.

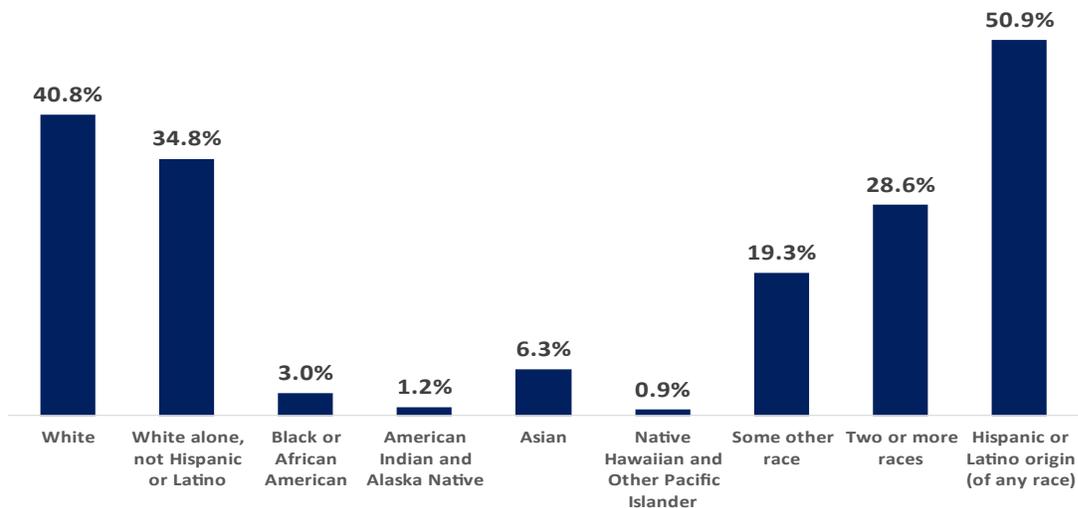
**Figure 1. Stanislaus County Social Demographics**



Source: ACS 1-Year Estimates 2023.

The largest single race category in Stanislaus County is White (40.8%). Within the County, 50.9% of the overall population identify as Hispanic ethnically. Interestingly, Figure 2 shows 28.6% identify as two or more races, lending credence to the concept of multi-culturalism in Stanislaus County.

**Figure 2. Stanislaus County Race and Ethnicity**



Source: ACS 1-Year Estimates 2023

## Education Snapshot

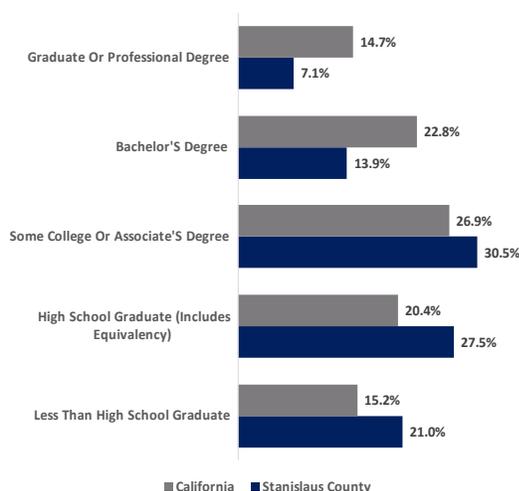
Stanislaus County is home to two publicly funded post-secondary educational campuses. Modesto Junior College (MJC), part of the Yosemite Community College district, is located in the heart of Modesto. MJC is primarily engaged in providing associate degrees and skills certifications, as well as providing preparation for students interested in transferring to a four-year college. MJC serves the needs of Stanislaus County residents in providing vocational education on a wide array of skills, teaching both theoretical and practical applications. MJC has partnered with SCWD on many occasions, providing WIOA enrolled individuals with pre-apprenticeship programs, cohort trainings, addressing adult education needs, and providing the community at large with educational options on a wide array of topics.

California State University, Stanislaus is located in Turlock and is the local provider of post-secondary education undergraduate degrees, graduate degrees, and advanced degrees. Widely recognized for its dedicated faculty and high-quality academic programs, the University offers forty-five majors, forty-seven minors and 101 areas of concentration, along with twenty-two master's degree programs, 15 credential programs and a doctorate in educational leadership.

According to the Stanislaus County Office of Education Quick Facts report, the K-12 Education System has twenty-six distinct school districts and one Office of Education, serving an estimated 106,973 students. There are nine Unified school districts, and one High School district, servicing approximately 34,813 Secondary School enrollees (2022-2023 enrollments). SCWD has partnerships with the three largest school districts, Ceres Unified School District, Modesto City Schools, Turlock Unified School District, as well as a cooperative agreements with The Stanislaus County Office of Education.

The educational attainment of Stanislaus County residents is represented in Figure 3. Notably, there are discrepancies in the levels of postgraduate and graduate degrees held by residents of Stanislaus County compared to the overall State of California. The rate of bachelor's degree attainment in Stanislaus County is 61% of the State's rate, while the rate for graduate degree attainment is 48% of the State's rate.

**Figure 3. Educational Attainment, Age 25-64**



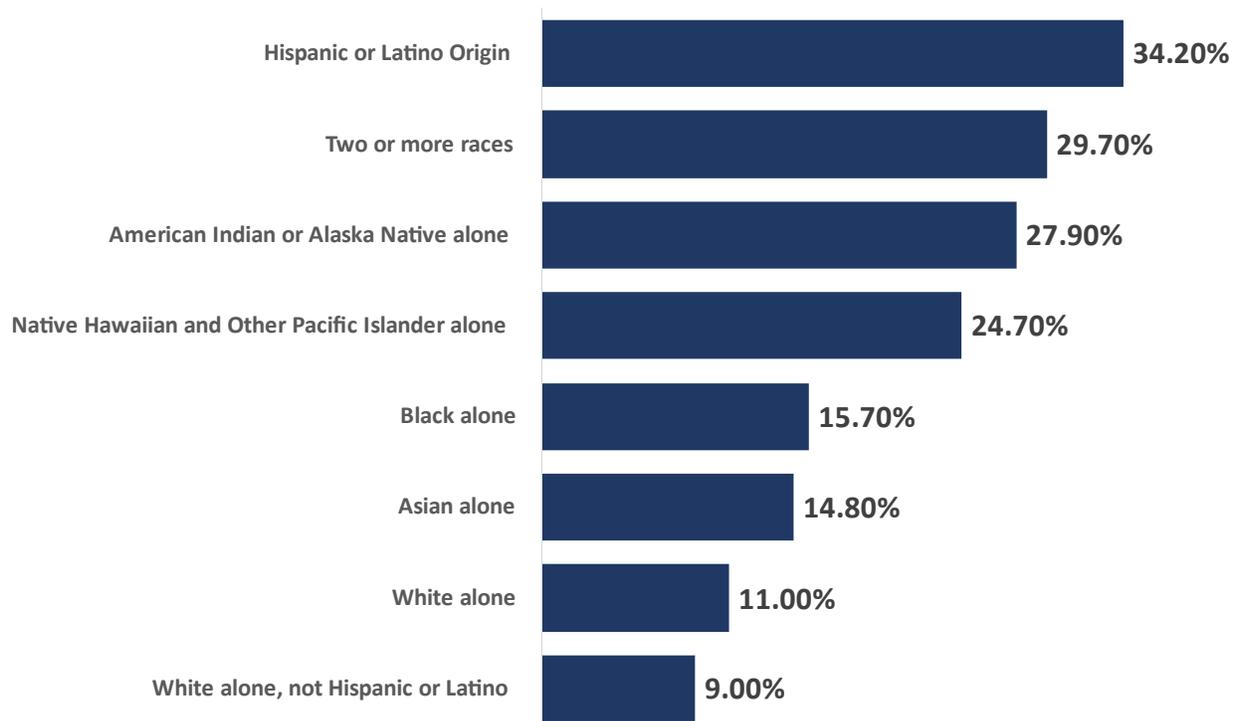
Source: ACS 1-Year Estimates 2023

## Education Level by Race in Stanislaus County

In an effort to determine how race and ethnicity impacts educational preparedness, Figures 4, 5, and 6 show the educational levels broken down by Race and Ethnicity. Within each graph, the percentages represent the proportion of individuals in the selected racial and ethnic category who meet the respective educational attainment metric. Using Asian's alone as an example, 14.8% of all Asian's alone are not High School Graduates, 85.2% are at least High School Graduates, and 41.1% have a bachelor's degree or higher.

Figure 4 shows that individuals of Hispanic origin make up the highest individuals without a High School Diploma with 34.2% of Hispanics not completing High School. Figure 4 shows the Educational Breakdown for those that are not High School Graduates.

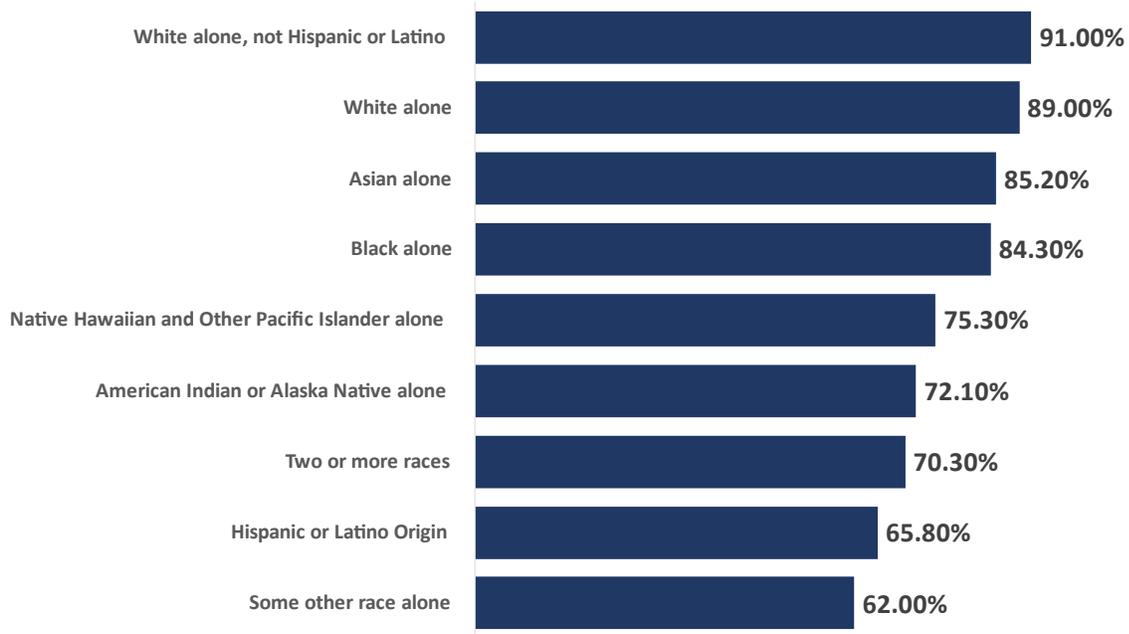
**Figure 4. Educational Attainment by Race/Ethnicity: Not High School Graduates**



Source: ACS 1-Year Estimates 2023

Figure 5 shows the distribution of individuals getting at least a High School Diploma; these percentages also include those with college degrees. Individuals who are White alone and not Hispanic or Latino make up the highest individuals with at least a High School level of education with 91% of this group being High School Graduates.

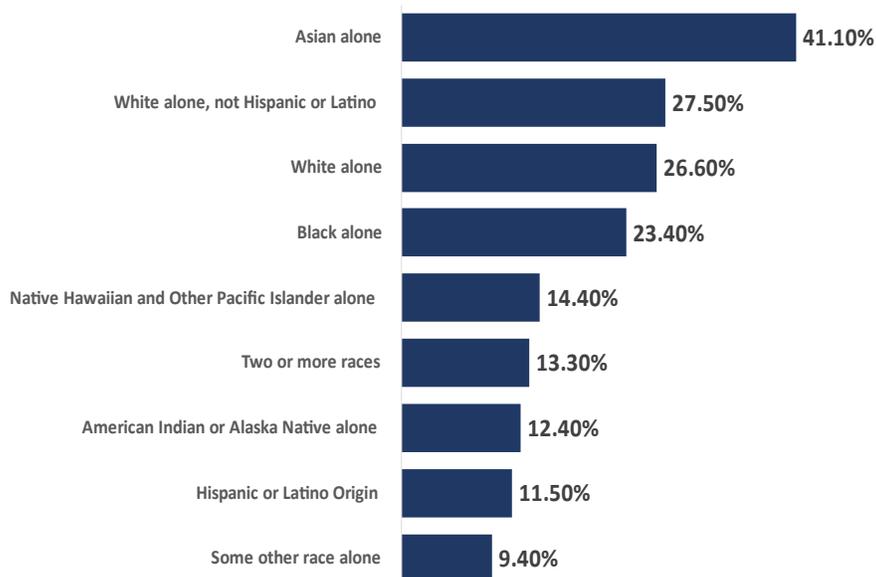
**Figure 5. Educational Attainment by Race/Ethnicity: High School Graduate or Higher**



Source: ACS 1-Year Estimates 2023

Figure 6 shows the distribution of ethnicity with a college degree. Asians have a significantly higher percentage of college degrees than all other ethnic categories, exceeding the next highest level, White alone (not Hispanic or Latino), by 13.6 percentage points. Individuals identifying as Hispanic have the lowest level percentage, with only 11.5% achieving a college degree. Figure 6 shows there are significantly fewer Hispanics getting a college degree.

**Figure 6. Educational Attainment by Race/Ethnicity: Bachelor’s Degree or Higher**

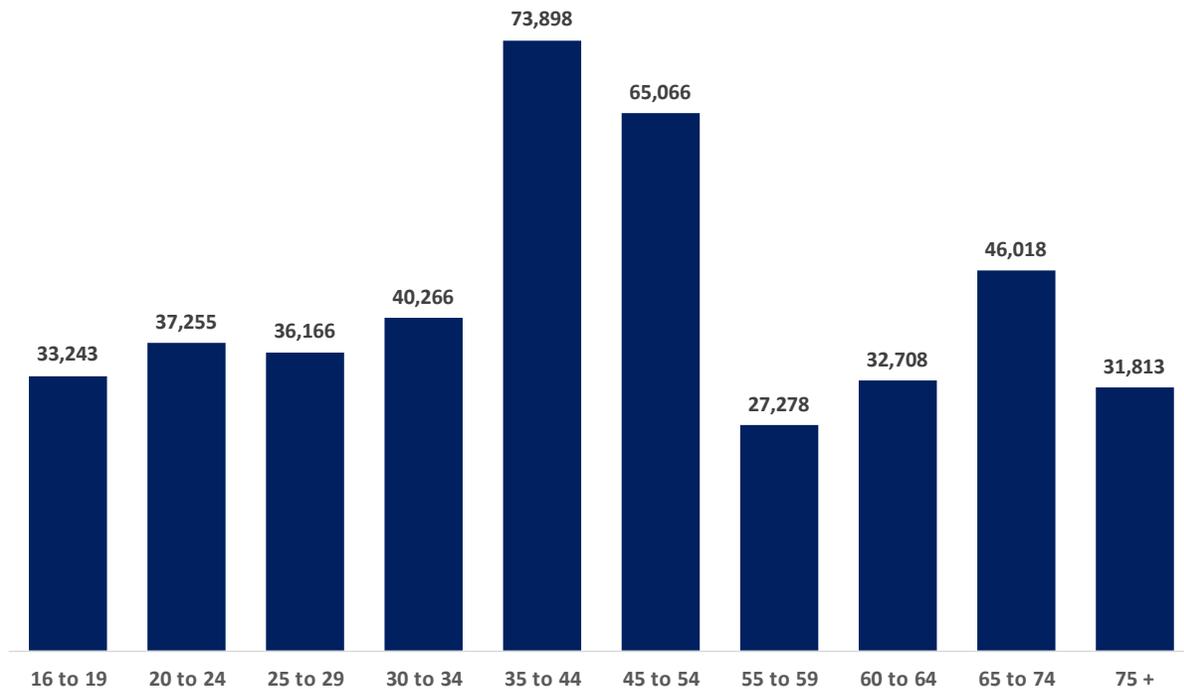


Source: ACS 1-Year Estimates 2023

## Workforce Snapshot

Stanislaus County's workforce population has a reasonable distribution in terms of age, as shown in Figure 7. The segment of the population ages 25-59 account for 57.3% of the overall workforce, while youth workers age 16-24 represent the smallest percentage of working age individuals at 16.6% of the working age population. Workers in the 60+ age ranges account for 26.1% of the working population, about 9.5 percentage points higher than the youth workers. The workforce percentages for these age groups has not significantly changed from pre-pandemic comparable percentages

**Figure 7. Stanislaus County Working Age Population by Age Group**

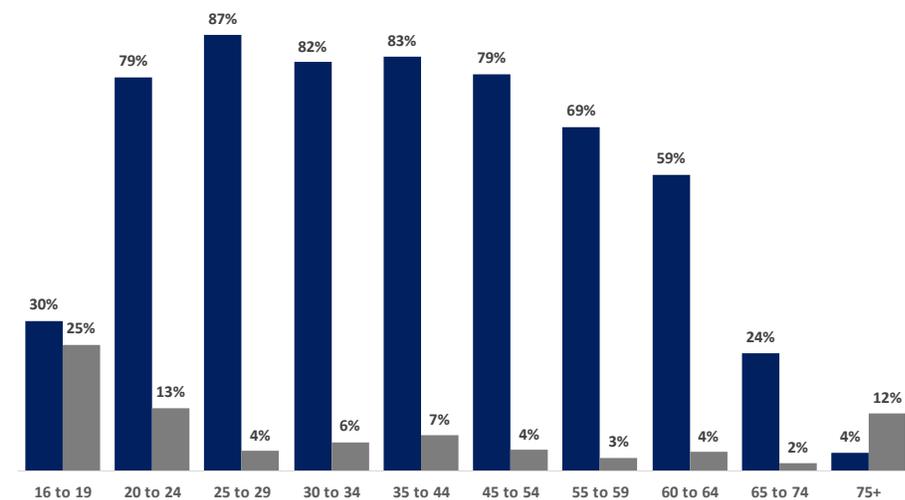


Source: ACS 1-Year Estimates 2023 (Population 16 years and over is 423,711)

The labor force participation rates and unemployment rates in Figure 8 show the youth section of the labor spectrum is having difficulty entering the workforce. Only 30% of youth from 16-19 participate in the labor force, and the unemployment rate is a staggering 25%. In contrast, 59% of 60–64-year-olds are still participating in the workforce, and have an unemployment rate of only 4%.

75+ year olds hold a smaller participation rate, but the unemployment rate for this worker category is still half the unemployment rate of 16-19-year-olds. The highest labor participation rates are predictably in the 25- to 59-year-old categories, considered to be the prime working age, with the highest labor force participation rate being 25- to 29-year-olds.

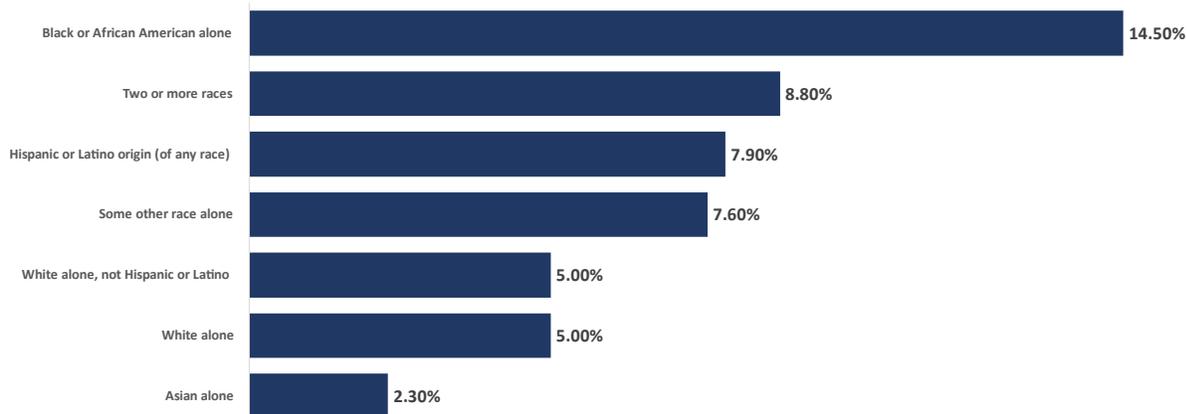
**Figure 8. Stanislaus County Labor Force Participation and Unemployment by Age Group**



Source: ACS 1-Year Estimates 2023.

Figure 9 shows race and ethnicity in relationship with the unemployment rate in Stanislaus County. The highest level of unemployed individuals identify as Black or African American alone (14.5%), followed by individuals who identify as two or more races (8.8%), then Individuals who identify as Hispanic or Latino origin at 7.9%. The top category is significantly higher than the other categories.

**Figure 9. Unemployment Rate by Race/Ethnicity**



Source: ACS 1-Year Estimates 2023 Data Note: “American Indian and Alaska Native alone” and “Native Hawaiian and Other Pacific Islander alone” data is not available for the region because the number of sample cases is too small

### Industry Sector Snapshot

Industries with existing demand in Stanislaus County are similar to those of the San Joaquin Valley Regional Planning Unit (SJVPRU). Many factors are considered when determining the Industry Sectors which should be the focus of the Local Workforce Development Area. Factors may include growth, potential future emerging occupations, past and future commitments for development made by the County and its component

cities, make-up of current employment in the industry sector, and Location Quotient (LQ) which is a measure of industry concentration in comparison to the nation (1.00 indicates the region has the same concentration of an industry as the nation). The Stanislaus County Workforce Development Board has identified Healthcare and Social Assistance, Transportation and Warehousing, Agriculture, Manufacturing and Construction as targets for development of industry sectors. The Workforce Development Board annually reviews and approves the targeted sectors.

- Healthcare and Social Assistance is one of the largest employment sectors in the county and will likely continue that trend based on historical growth and a projected growth of 10%. The expanding need for healthcare services is being driven by demographics, an aging population across the region, and a large expansion of access to healthcare insurance beginning in 2014 with the Affordable Care Act. Health Care and Social Assistance account for 16.27% of the total employment in Stanislaus County.
- Transportation and Warehousing, while encompassing a smaller share of the workforce (5.45%), is projected to grow by 13% over the next five years and has a high concentration of workers compared to national trends. The growth in this sector is likely driven by the expansion of online shopping in the past decade.
- Agriculture accounts for 6.26% of employment and Stanislaus County has five-times the number of workers compared to the national average (LQ = 5.37). This is likely due to San Joaquin Valley being one of the leading agricultural production regions in the world. The low growth in agriculture can be attributed to automation and technological advances that reduce the number of workers needed as well as geographic limitations on expansion of current agricultural output. Despite the low growth, the seasonality of agriculture employment combined with outsized portion of total employment and LQ indicates that there is employment demand.
- Data from the Manufacturing industry suggests demand for workers, with a growth rate of 6% locally. While manufacturing does account for 10.98% of the jobs in Stanislaus County, these are largely in the agricultural food processing subsectors. Additionally, the LQ is better than the national average, and shows signs of increasing.
- Construction, while it represents only 6.07% of employment, shows moderate signs of growth with a 3% projected gain in new jobs from 2023 to 2028. Additionally, Stanislaus County through the Stanislaus 2030 report has identified a need for greater growth due to its high employment of traded sector occupations. While higher earnings are not normally associated with Construction, the average earnings are \$79,812, the 4<sup>th</sup> highest depicted in Figure 10.

Figure 10 below lists the industries with the highest employment demand. In Stanislaus County, Healthcare and Social Assistance is the industry with the highest percent employment and total projected job growth, while also maintaining a 1.25 concentration of sector employment (also referred to as location quotient or LQ).

Over the 2020 to 2030 period, the fastest growing occupational group in Stanislaus County is Food Preparation and Serving Related Occupations with a +37.7% rate of growth. The strongest forecast by number of jobs over this period is expected for Food Preparation and Serving Related Occupations (+5,410 jobs) and Transportation and

Material Moving Occupations (+4,400 jobs). Occupations within these groups can be considered promising career paths with the potential to lead to higher-paying occupations as experience increases.

**Figure 10. Stanislaus County Top 10 Industries with Existing Employment Demands, 2023**

NAICS	Description	2023 % of Total Employment	2023 Jobs	2028 Jobs	2023 - 2028 Change	2023 - 2028 % Change	2023 Location Quotient*	Avg. Earnings
62	Health Care and Social Assistance	16.27%	35,723	39,427	3,704	10%	1.25	\$89,055
90	Government	14.73%	32,333	34,492	2,159	7%	1.03	\$94,961
31	Manufacturing	10.98%	24,112	25,566	1,453	6%	1.43	\$89,244
44	Retail Trade	10.96%	24,055	24,148	94	0%	1.16	\$48,524
72	Accommodation and Food Services	9.06%	19,894	21,722	1,828	9%	1.09	\$31,909
11	Agriculture, Forestry, Fishing and Hunting	6.26%	13,754	12,739	-1015	-7%	5.37	\$64,886
23	Construction	6.07%	13,334	13,732	399	3%	1.05	\$79,812
48	Transportation and Warehousing	5.45%	11,965	13,564	1,599	13%	1.26	\$77,400
81	Other Services (except Public Administration)	4.38%	9,624	9,600	(24)	(0%)	0.89	\$41,967
56	Administrative and Support and Waste Management and Remediation Services	4.37%	9,601	9,490	(112)	(1%)	0.73	\$51,223

Source: Lightcast Industry Table (Q4 2024 Data Set). Ranked by 2023 % of Total Employment. Proportion of total employment is calculated out of total of 219,571 employed in Stanislaus County.

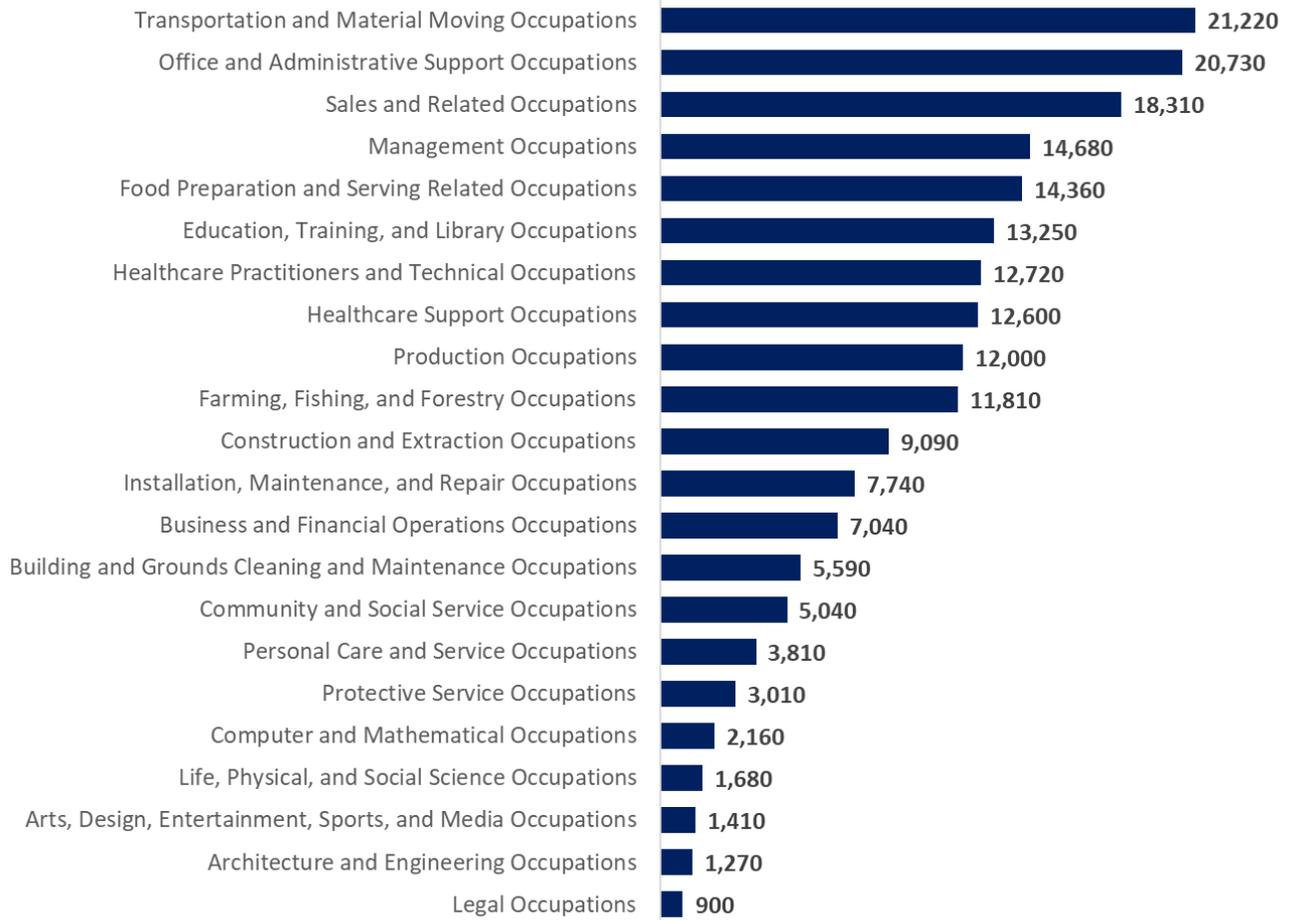
\* Location Quotient (LQ) is a measurement of concentration in comparison to the nation. An LQ of 1.00 indicates a region has the same concentration of an industry (or occupation) as the nation. An LQ of 2.00 would mean the region has twice the expected employment compared to the nation and an LQ of 0.50 would mean the region has half the expected employment in comparison to the nation.

### Occupational Snapshot

According to statistics supplied by Lightcast in Figure 11, the largest major occupation group in Stanislaus County is Transportation and Material Moving Occupations (21,220 workers), followed by Office and Administrative Support Occupations (20,730 workers), then Sales and Related Occupations (18,310 workers). Some occupations represented

in this graph may be used in multiple industries. As an example, Office and Administrative Support Occupations exist in Health Care industry sector, as well as the Construction sector and Manufacturing sector. Additionally, Business and Financial Operations occupations exist in all industry sectors.

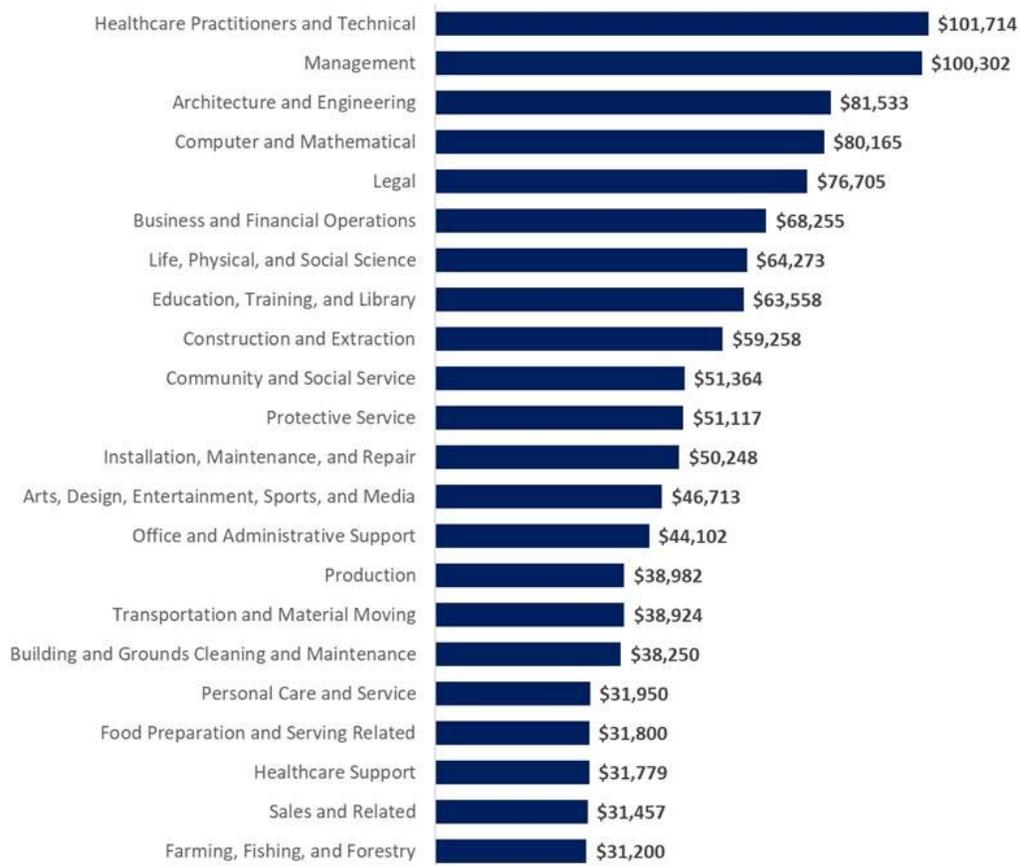
**Figure 11. Stanislaus County, Overall Occupational Employment by Job Category, 2023**



Source: ACS 1-Year Estimates 2023

Occupational groups in Stanislaus County with the highest average wages per worker are as noted in Figure 12, Healthcare Practitioners and Technical Occupations (\$101,714), Management Occupations (\$100,302), and Architectural and Engineering Occupations (\$81,533).

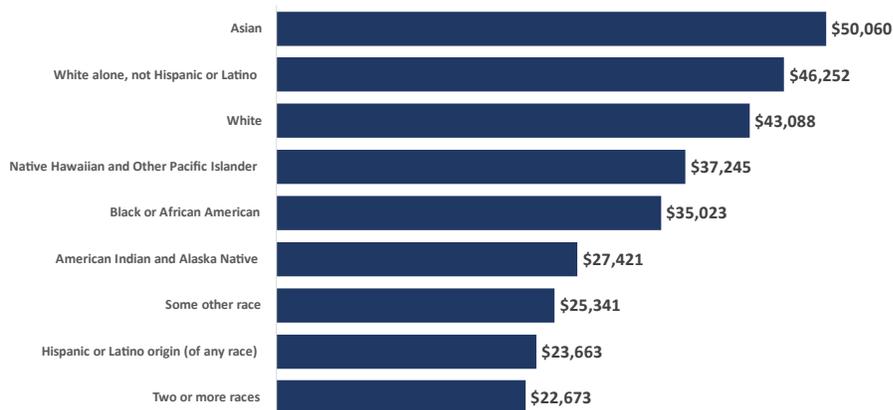
**Figure 12. Median Annual Wages by Occupational Category**



Source: EDD LMI 2023

When Race and Ethnicity are considered, the average annual income depicts a significant differential between the highest earners, Asians at \$50,060 versus Two or More Races at \$22,673. This represents a 45.3% reduction from the average Asian income.

**Figure 13. Average Income by Race/Ethnicity**



Source: ACS 1-Year Estimates 2023

## **WIOA / AJCC CORE AND REQUIRED PROGRAM PARTNER COORDINATION**

The primary purpose of the local plan and the corresponding Core Partner discussion is to facilitate access to workforce services at the local level in order to achieve the following goals:

1. Strengthen the Current Workforce
2. Develop Future Talent
3. Support Business Growth

The Stanislaus County Workforce Development Board (SCWDB) continues to work collaboratively with all core partners (Title I, Title II, Title III, and Title IV) and actively engaged them in the planning and implementation of this local plan.

Through the collaboration of the established partnerships and activities across the local area, SCWD continues to enhance the strategic initiatives, leverage its resources, and align business and educational goals. Partners comprising the California AJCC workforce system utilize a uniform referral process, which further expands access to employment, training, education, and supportive services for eligible individuals. The AJCC Memorandum of Understanding (MOU) partnership accomplishes this by having in place an integrated service delivery model that braids resources and coordinates services at the local level to meet clients' and business needs.

### **WIOA Title II Adult Education and Literacy**

SCWDB coordinates with Adult Education and Literacy Activities established under WIOA Title II. SCWDB staff will continue to work with WIOA Title II Adult Education providers, secondary and post-secondary education programs such as Modesto Junior College (MJC), Stanislaus Partners in Education (SPIE), Stanislaus County Office of Education (SCOE), Learning Quest, Turlock Unified School District and various other school districts within the county to facilitate communication and coordination of Adult Education and Literacy Activities in the local area. The local educational community is committed to working with the SCWDB and its staff to better understand the adult education needs of the local population and how best to address those needs going forward. SCWD continues to attend collaborative meetings, as well as facilitate engagement with the adult and higher education consortium in Stanislaus County. Coordination of these activities have advanced further with increased participation by the K-12 education system, Title II Adult Education and post-secondary education providers. SCWD continues to review local providers' WIOA Title II applications and meeting with adult education representatives to suggest avenues that will assist the Title II providers in aligning with the local and regional plans. Local education providers have demonstrated a commitment to participate in the strategic planning process and understand the value of being in alignment with local and regional workforce development planning.

### **WIOA Title III Wagner-Peyser and Unemployment Insurance**

SCWDB coordinates with employment services established under WIOA Title III, maximizes coordination, and avoids duplication of Wagner-Peyser Act services. Wagner-Peyser services are delivered through the local AJCC by coordination between SCWDB and the State of California Employment Development Department. SCWD staff and EDD

are co-located and regularly collaborate to coordinate the delivery of services and address issues. This coordination allows SCWDB and EDD to jointly serve WIOA and Wagner Peyser participants enrolled in the Trade Adjustment Assistance program and Veteran Services. Both workforce staff and EDD partners use the CalJOBS system when meeting with clients to verify participant registration and data to avoid duplication of services. The CalJOBS system is also used to enhance communication and the sharing of participant data to partner services funded by WIOA. CalJOBS allows the workforce system to move clients through the AJCC system utilizing a common set of career services designed to increase employability and job retention.

### **Vocational Rehabilitation and WIOA Title IV**

WIOA places a high importance on understanding and overcoming the barriers of participants with physical, mental, or emotional disabilities, which may preclude them from gaining meaningful careers. SCWDB coordinates with vocational rehabilitation programs established under WIOA Title IV, including coordinating case management and aligning service delivery.

The Department of Rehabilitation (DOR) is co-located in the Modesto AJCC and has a Local Partnership Agreement (LPA) that encompasses San Joaquin and Stanislaus County. The intent of the agreement is to increase options for Competitive Integrated Employment (CIE) and improve the levels of services and employment opportunities for individuals with disabilities. The agreement focuses on improving the outcomes of individuals with disabilities through person-centered planning, and streamlining the provision of services targeted to individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD).

The LPA core partners collaborate amongst each other to prepare individuals with disabilities on promoting their level of pre-employment transition skills. Services by partner agencies may include:

- DOR: Counseling and Guidance, Self-Advocacy, Career Exploration, Work Experience, Customized Employment, Employment Services.
- Local Education Agencies: Transition Planning, Individual Education Plan (IEP), WorkAbility I, Adult Transition Program, Transition Partnership Programs, California Career Innovations.
- Community Partner Agencies: Employment Preparation, Job Placement, Job Coaching, Personal Vocational Social Adjustment, External Situational Assessment, Work Experience. DOR is represented on the Stanislaus County Workforce Development Board and regularly participates in the AJCC monthly co-located partner, and the quarterly AJCC partnership meetings.

### **The AJCC Partnership and System Coordination**

*How the Local Board and AJCC Partners will coordinate the services and resources identified in their MOUs.*

The AJCC system provides an opportunity to connect clients with the full range of services available in their communities. Each organization that participates in the AJCC system

has signed a local AJCC Partnership Memorandum of Understanding (MOU). The purpose of the MOU is to establish a cooperative working relationship between the parties and to define their respective roles and responsibilities in achieving the policy objectives. This includes education and training services as well as other wrap-around, supportive and supplementary services that are critical to ensuring the successful placement and retention of quality jobs.

The partners meet monthly to discuss co-enrollment, streamlining processes, and available services and resources through the AJCC. All partner agencies are dedicated to developing an educated, skilled workforce that strengthens business and contributes to overall economic success. It is with this primary focus that SCWD strives for effective coordination of all services with the partnership. The following table shows current partners in the MOU and the roles that they represent.

Organization	Represents	Co-located
Stanislaus County Workforce Development	WIOA Title I	Yes
Ceres Unified School District	WIOA Title II-Adult Education and Literacy	Yes
Modesto City Schools	WIOA Title II-Adult Education and Literacy	No
Turlock Unified School District	WIOA Title II-Adult Education and Literacy	No
Yosemite Community College District	WIOA Title II-Adult Education and Literacy / Carl Perkins Career Tech. Ed	No
Learning Quest Stanislaus Literacy Centers	WIOA Title II-Adult Education and Literacy	Yes
Employment Development Department (EDD)	WIOA Title III-Wagner Peyser/ Unemployment Ins. / Trade Adjustment Act/ Veterans Service	Yes
California State Department of Vocational Rehabilitation	WIOA Title IV- Vocational Rehabilitation	Yes
SER-Jobs for Progress, Inc. Senior Community Service	Title V - Older Americans Title V	Yes
Job Corp	WIOA Title I-Job Corp	Yes
California Indian Manpower Consortium, Inc.	WIOA Section 166- Native American Programs / Comm. Services Block Grant	No
Central Valley Opportunity Center	WIOA Section 167- Migrant Seasonal Farmworkers	Yes
Housing Authority of Stanislaus County	Housing and Urban Development	No
Stanislaus County Community Services Agency	Temporary Assistance to Needy Families / CalWORKS/ CalFRESH Employment and Training	No

SCWDB and AJCC partners ensure the continuous improvement of eligible providers through the system and that such providers meet the employment needs of local employers, workers, and job seekers. Other representative organizations may join this

MOU, and while there is no Youth Build in the local area, options for inclusion of these types of programs are available should these programs exist in the future. SCWD has an active Justice-involved Re-Entry program and works with Stanislaus County Probation and other justice-involved population service providers for co-enrollments. The SCWDB strives to create an integrated, client-centered, and seamless workforce system for employers and jobseekers. Through ongoing collaboration, the SCWDB is striving to develop consistent service definitions, business practices, and efficiencies that will allow for improvement of the client experience for both business and jobseeker clients.

***How the Local Board and AJCC partners will work towards co-enrollment and common case management as a service delivery strategy, as outlined in Strategic Co-Enrollment – Unified Plan Partners (WSD19-09).***

SCWD and AJCC partners work towards co-enrollment and/or common case management as a service delivery strategy, as outlined in WSD19-09 (PDF), Strategic Co-Enrollment – Unified Plan Partners. In support of common case management and co-enrollment strategies, all Title I and Title III partners use the CalJOBS system as the primary tool for capturing WIOA intake and case management information. This system accurately tracks co-enrolled activities and includes at a minimum, projected start and end dates, details regarding service outcomes, identifies coordinated services and the responsibilities of the partners associated with the co-enrolled services. Inter-partner referrals are currently being processed by use of the AJCC Partnership Referral Form, which has streamlined the process of communicating pertinent client information to all parties involved. An electronic format is still under consideration by the partnership.

Additionally, SCWD and the Stanislaus County Community Services Agency co-enroll Welfare-to-Work clients to increase program efficacy. SCWD developed a new approach to co-enroll with Welfare-to-Work entitled Access to Employment. This new approach seeks to braid the funding from Welfare-to-Work and WIOA, to create a seamless delivery of services to both WIOA and Welfare-to-Work clients. Access to Employment provides a pathway that can be tailored to the participants' specific needs and skillset. The roadmap includes assessing the individual for eligibility and employability, preparing them for employment, and developing both foundational and hard skills.

The co-enrollment approach gives Welfare-to-Work qualified individuals the ability to access the full array of services in order to assist them in finding and maintaining successful employment. The ultimate goal is for individuals, regardless of the funding source used to provide services, to become self-sufficient. This can include, but is not limited to, enrollment in activities such as On-the-Job training, Occupational Skills Training, or Paid Internships/ Work Experience.

Modesto Junior College and SCWD often collaborate on special projects that promote co-enrollment to increase the occupational skills of shared clients. SCWD continues collaboration with the AJCC partners to develop best practices in communicating, tracking, and case managing of shared clients that will ensure that all services are being coordinated and not duplicated.

The One-Stop Operator convenes monthly meetings of the co-located partners in the AJCC and quarterly meetings of all AJCC partners. Partners have opportunities to provide input and comments regarding service provision, physical attributes of the center, and may highlight their organizations' challenges and successes in relationship to the AJCC. Additionally, well attended bi-annual meetings occur for staff cross-training with all AJCC partners.

***How the Local Board and AJCC partners will facilitate access to services provided through the one-stop delivery system, including in remote areas, through technology and other means.***

SCWDB and AJCC partners facilitate access to services provided through the one-stop delivery system, including in remote areas, through the use of technology and other means. The SCWDB currently has one comprehensive AJCC. The SCWD website includes all AJCC partner website links with contact information. To increase access to services, the website is continually updated to promote AJCC services and programs.

The use of social media pages (e.g., Facebook and LinkedIn) provides a broad and inclusive communication avenue for job posting, AJCC events, and services. AJCC partners are available to answer client information via phone and email.

SCWD has physical presence in all areas of the County by providing offices in Turlock, Patterson, and Oakdale. These remote job centers serve clients in rural and outlying areas of the County and allow them access to all partner agencies and services.

In addition, SCWD has accelerated the use of technology by incorporating career-counseling sessions via Microsoft Teams, e-mail communication, and the use of self-service kiosks in the comprehensive AJCC. The COVID-19 crisis necessitated the development of virtual orientations and has alleviated the need for clients in outlying areas to travel for access to services. SCWD is using the CalJOBS WIOA Pre-Application, which streamlines the eligibility process as well as allowing uploading and confidential messaging for sensitive documents.

***How the Local Board and AJCC partners will coordinate workforce and education activities with the provision of appropriate supportive services.***

SCWDB and AJCC partners coordinate relevant secondary and postsecondary education programs and activities, including programs authorized under the Carl D. Perkins Career and Technical Education Act of 2006, to coordinate strategies, enhance services, and avoid duplication of services. The SCWD staff works with WIOA Title II Adult Education providers, secondary, and post-secondary education programs such as Modesto Junior College (MJC), the Stanislaus Partners in Education (SPIE), Stanislaus County Office of Education (SCOE), VOLT Institute, Career Training Education (CTE) programs, Turlock Adult Schools, and various other school districts within the County. SCWDB's goal is to facilitate communication regarding AJCC partner services, use of shared supportive services through co-enrollment, reductions of redundancies, and how to better coordinate adult education efforts in the local area.

The SCWDB, with the help of local community partners, will continue to participate in Sector Strategies as approved by the SCWDB for five key industry areas: Healthcare, Transportation and Warehousing, Agriculture, Construction, and Manufacturing. Sector Strategies helps businesses collectively articulate the skill gaps in each of the respective industries.

The educational community is striving to incorporate the opinions and needs of businesses and the workforce community to assure that the program designs are more targeted to the needs of businesses and will have a greater impact on the business community. The SCWDB seeks to assist businesses in closing gaps in hard and soft skill development through facilitating communication between businesses and the area educational and vocational partners. This type of facilitation will help ensure that the curriculum used for training and worker development meets industry demands.

The SCWDB will continue to encourage and facilitate the relationships between businesses and educational partners to assist in the development of career pathways. Career pathways are understood to provide substantive planning direction for WIOA. The SCWD staff continue to encourage the local educational community to work with business to better understand the workforce development needs of the local population and how to best address those needs going forward.

***How the Local Board and AJCC partners will comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical accessibility of facilities, programmatic accessibility of facilities, programs and services, assistive technology, and materials for individuals with disabilities, as outlined in Nondiscrimination and Equal Opportunity Procedures (WSD17-01).***

SCWDB and AJCC partners must comply with WIOA Section 188 and applicable provisions of the Americans with Disabilities Act of 1990 regarding the physical and programmatic accessibility of facilities, programs and services, technology, and materials for individuals with disabilities. The comprehensive AJCC is located in the Modesto EDD office, which is ADA compliant, providing ease of access to all persons with physical disabilities. The AJCC provides outreach materials and the website provides contact information for clients to request accommodations to access services. SCWD has contracted with a sign language translation service for presentations and makes that service available for individual appointments. Specialized appointments are available for Spanish speakers, and for requested language needs other than Spanish (e.g., Farsi and Assyrian). The AJCC staff has collaborated with the Department of Rehabilitation (DOR) to leverage their expertise and resources, to brainstorm accommodations and encourage co-enrollment of clients with specific needs.

To assist clients who have visual impairments, AJCC computers can enlarge the font for easier viewing, as well as setting option for text reading based on the needs of the individual. The AJCC has a workstation specifically designed to accommodate people with disabilities. This workstation has specialized computer software by Fusion, which provides for the needs of both the hearing and visually impaired. Additionally, AJCC staff

have collaborated with EDD staff to provide accommodations as needed, such as assistance with reading information to clients with visual impairments or assisting with basic data entry for clients with disabilities.

In accordance with WIOA Section 188, SCWD and the AJCC partners are committed to providing equal access to all clients to an environment free from discrimination. SCWD provides access to a workforce professional acting as an Equal Opportunity Officer and has posted signs in the AJCC advising clients of procedures they may follow including who to contact if they feel they have experienced discrimination or discriminatory activities within the AJCC. Additionally, staff in the AJCC and those providing Career Services attend trainings designed to promote cultural and ethnic understanding, which foster the ideology of inclusion. Regional trainings have focused on specific needs of Justice-involved individuals, Trauma Awareness and Trauma Informed service provision, Trauma Informed Systems Change, Cultural Intelligence, Race/Equity/Inclusion and Cultural Bias. SCWD is committed to nondiscrimination, compliance with WIOA Section 188, and the ADA in every aspect of operations and programs, as stated in the Regional Equity Statement of the San Joaquin Valley and Associated Counties Regional Planning Unit.

All participants in WIOA Title I Youth, Adult and Dislocated Worker intensive and training services are advised of the policies and procedures related to discrimination, equal access, and their rights as a program participant under WIOA in a written format. This form includes access to the Equal Opportunity Officer, specific covered individuals, and how to file a claim related to discrimination if a client experiences discrimination or has a programmatic grievance. All individuals sign this form and receive a copy of the information at eligibility determination.

## **STATE STRATEGIC PARTNER COORDINATION**

The Stanislaus County Workforce Development Board (SCWDB) is continuing to grow the strategic partnerships established under the previous Local Plan modification guidance. Within the SCWDB two-year modification of the PY 2021-2025 Local Plan, SCWDB endeavored to establish new partnerships with strategic partners included in the State Plan. Progress made by SCWDB in these partnerships since the modifications were complete as well as SCWDB's plan to continue the partnerships over the next four years are clarified in this section of the Local Plan.

### **CalFresh Employment and Training (CFET)**

*How the Local Board will coordinate with County Health and Human Services Agencies and other local partners who serve individuals who access CalFresh Employment and Training services.*

SCWDB coordinates with the Stanislaus County Community Services Agency (CSA) and other local CalFresh Employment & Training partners such as community-based organizations (CBO) and community colleges to serve local CalFresh populations. Stanislaus County Workforce Development met with CSA's CalFresh Employment and Training (CFET) representatives to discuss their inter-agency relationship. Administrators

of the Stanislaus County Community Services Agency's CFET program have advised SCWD that the CFET program is limited to a 90-day duration, and because of funding levels there is one case manager assigned to the CFET program. At enrollment, the participant completes a work-readiness workshop and begins their job search activities. Staff may place a nominal number of participants on work experience sites and assist participants in job search activities. CFET clients are made aware of the services Workforce Development can provide to market their skills to the employer community. SCWD is co-located in CSA's buildings in Turlock, Oakdale, and Patterson for greater accessibility for CalFresh clients to access SCWD's services.

SCWD staff developed video-based workshops and shared the videos with CFET staff to provide guidance for CFET participants. The workshops focused on teaching participants how to present themselves and their skills to employers, interviewing skills, awareness of employers' expectations, resume building, and job search practices. The workshops will help participants understand the value of a longer-term program in assisting them to transition to career opportunities. The workshops also serve as the foundation for CFET referrals and co-enrollment with WIOA programs. The goal of this workshop series is to have some foundational skills prior to transitioning to Workforce Development, and for those that do not transition, to have a more developed understanding of employers' expectations and ability to find employment.

Referred participants are co-enrolled in WIOA services and receive intensive services designed to place them in employment, or in cases of underemployment, help them gain access to higher-level employment opportunities. Where appropriate and necessary, SCWD may refer participants to educational partners such as the K-12 system, Adult Education, or Modesto Junior College to enhance their educational portfolio. This will allow participants to meet industry minimum acceptable levels in reading and mathematics or get their High School Diploma or High School Equivalency credentials.

SCWD will case manage the CFET referrals through WIOA funded career management services and assist the client with their job search activities. The activities will be on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferrable skills. In cases where the skill level of enrollees does not match that needed by local employers, participants will be given vocational assessments to determine their skill level and given career guidance. Where vocational training or upskilling is warranted, the co-enrolled clients will be able to access WIOA funded training to assist them in attaining the skills necessary to reenter the workforce. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor, Modesto Junior College, Pre-Apprenticeships or other training opportunities that meet the local industry sector pathway goals.

When a CFET client has completed the workshops, vocational training or On-the-Job Training, and is ready to accept unsubsidized employment, the case manager will assist them with finding appropriate opportunities in the local labor market. Placement assistance would include referrals to employers and assisting the enrollees with support systems that would enable the participant to become more marketable to employers. This

will include supportive services in the form of interview and/or work clothing appropriate for the types of jobs that the participant is seeking. Community-based organizations such as Center for Human Services, AspiraNet, Central Valley Opportunity Center and others may be leveraged for wrap around supportive services such as mental health assistance, housing, utility assistance, drug and/ or alcohol dependency issues, etc.

SCWD also participated in the first cohort of the National Association of Workforce Boards (NAWB) SNAP Employment and Training Community of Practice. This year-long workgroup shared experiences of the nationwide SNAP E&T program, as well as exploring the various levels of partnership with human services organizations both at the state and local level. Through this community of practice, SCWD learned that the varied involvement of Workforce Boards is driven by the administration of SNAP programs in various states, and how the California CAL-Fresh program administration affects the Workforce Board's ability to integrate program services.

### **Coordinating Services to Non-Custodial Parents**

#### ***How the Local Board will coordinate with Local Child Support Agencies and other local partners who serve individuals who are non-custodial parents.***

SCWDB partners with Stanislaus County Department of Child Support Services and partner CBOs to serve the local non-custodial parent population. SCWDB currently has an agreement in place with Stanislaus County Department of Child Support Services to serve non-custodial parents (NCP's).

SCWD has a dedicated Case Manager who assists non-custodial parents to prepare for and re-enter the workforce. Many of these individuals are ready to return to work but lack fundamental job-seeking skills and are in need of coaching, identification of marketable skills and interviewing techniques to assist them in re-entering the workforce.

SCWD case manages the NCP's through WIOA co-enrollment funded career management services and assist the client with their job search activities. The activities are on a one-on-one basis, and include intensive services, assistance with identifying employers in need of their skills, and identification of cross-functional careers that utilize their transferable skills. Where vocational training or skills upgrading is warranted, the non-custodial parents may access WIOA funded training to assist them in attaining the necessary skills. Additional education and/or training may also be provided through local training providers, as appropriate and deemed necessary by the case managers, especially regarding offerings that promote sector pathways strategies and are focused on in-demand industries. Training may include On-The-Job Training or vocational training with an approved Eligible Training Provider List vendor to assist the NCP in obtaining careers focused on providing a livable wage and the ability to meet their child support requirements.

### **Support for Intellectual and Developmental Disabilities and Competitive Integrated Employment**

***How the Local Board will coordinate with local Partnership Agreement partners, established in alignment with the Competitive Integrated Employment Blueprint, and other local, regional, and statewide partners who serve individuals with developmental and intellectual disabilities.***

SCWDB coordinates with partners identified in the Local Partnership Agreement established in alignment with the Competitive Integrated Employment Blueprint to improve services for jobseekers with Intellectual Disabilities and Developmental Disabilities. The Department of Rehabilitation (DOR) has a Local Partnership Agreement (LPA) that encompasses San Joaquin and Stanislaus County. The intent of the agreement is to increase options for Competitive Integrated Employment (CIE) and improve the levels of services and employment opportunities for individuals with disabilities. The agreement focuses on improving the outcomes of individuals with disabilities through person-centered planning, and streamlining the provision of services targeted to individuals with Intellectual Disabilities and Developmental Disabilities (ID/DD).

The LPA seeks to bring participating organizations together to share information, reduce redundancy in the programs, detail plans for interagency referral and co-enrollment, and assist each other in determining the best course of action for consumers of the disability services sector. This is accomplished through shared documentation for which release of information forms are obtained from the primary partners providing the services. The LPA core partners collaborate amongst each other to prepare individuals with disabilities on promoting their level of pre-employment transition skills. Services by partner agencies may include:

- DOR: Counseling and Guidance, Self-Advocacy, Career Exploration, Work Experience, Customized Employment, Employment Services.
- Valley Mountain Regional Center: Paid Internship Program.
- Local Education Agencies (LEA): Transition Planning, IEP, WorkAbility I, Adult Transition Program, Transition Partnership Programs, California Career Innovations.
- Community Partner Agencies: Employment Preparation, Job Placement, Job Coaching, Personal Vocational Social Adjustment, External Situational.
- Assessment, Work Experience.

The LPA core partners will continue to collaborate on the best practices, communication, cross-training, resource building, networking and other efforts leading to the promotion of CIE outcomes for youth and adults with disabilities. Many of the LPA partners have representation on the Local Workforce Development Board and are partners in the AJCC system.

SCWDB supports this Local Partnership Agreement and encourages the partnership to develop stronger ties to the America's Job Center of California system for the development of more CIE sites.

SCWD staff have attended DOR trainings as part of an on-going effort to educate staff regarding the DOR policies, procedures and eligibility criteria. The trainings are part of a cooperative education component in association with DOR, California Workforce Association and the California Workforce Development Board. DOR is represented on the Stanislaus County Workforce Development Board and is co-located in the comprehensive AJCC one-stop center in Stanislaus County.

Services to individuals with disabilities continues to be a priority for WIOA funded programs, and SCWD plans on continuing to assist all partners in integrating services whenever possible. In an effort to increase outreach and inclusion to individuals with a disability. SCWD is exploring avenues to assist fledgling organizations such as Enrich and Employ, a local non-profit community-based organization, to increase program capacity and extend opportunities to the disabled community. SCWD contracts with Enrich and Employ to provide vocational training opportunities for people with disabilities that will lead to skills acquisition, good work habits, paid work experience, job placement, and 1 year of follow-up in a retail food service environment.

### **Inclusion of English Language Learners and Foreign Born / Refugee Services**

*How the Local Board will coordinate with community-based organizations and other local partners who serve individuals who are English language learners, foreign-born, and/or refugees.*

SCWDB coordinates with local partners, including CBOs, to improve service delivery to individuals who are English language learners, foreign born and/or refugees. SCWD provides career services to Limited English Proficient (LEP) clients throughout the AJCC. Once enrolled in WIOA, clients receive a wide array of services such as career advisement, vocational training in logistics and referrals for other non-employment related services like utility or housing assistance. SCWD continues to build strong linkages with service providers to the English Language Learner (ELL) community, such as the International Rescue Committee (IRC), and provides staff members that can address the needs of monolingual populations within the comprehensive career center. Languages for which translation services are provided by SCWD staff include Spanish, Farsi, Assyrian, Hindi, and Punjabi. SCWD works with partner organizations that traditionally serve the ELL community to provide a network of services designed to engage this population. Further support from multiple agencies will aid in retention in regional sector pathway programs, and training for in-demand occupations.

SCWD provides Spanish orientations, WorkKeys assessments, resume workshops and CalJOBS navigation workshops to Spanish speakers. Public communications, including event announcements, are published in both English and Spanish. SCWD staff have been fostering relationships with service groups including the Stanislaus Latino Chamber of Commerce, and Stanislaus Literacy Center – Learning Quest to increase awareness of WIOA programs to additional ELLs in the Stanislaus County area, including underrepresented business. Linkages are planned with adult education providers to coordinate services to address the basic skills needs of ELL individuals in the WIOA programs. SCWD is partnering with Ceres Adult School for co-enrollment of ELLs with

activities that are tied to obtaining work skills while participants are on the Adult Education track.

Central Valley Opportunity Center (CVOC), the local Title I WIOA 167 provider, regularly attends the Stanislaus County Workforce Development Board meetings and AJCC Partnership meetings and has a good working relationship with SCWD youth and adult program staff. CVOC is a High School Equivalency Program (HEP) grantee, 1 of only 12 in California, from the Department of Education (Federal) and provides intensive high school equivalency preparation to Migrant Seasonal Farm Workers. SCWD and CVOC provide cross-program orientations for Spanish speakers. CVOC has full-time staff on-site at the AJCC to co-facilitate the orientations and regularly participate in Rapid Response activities in the local area.

Under the Stanislaus County Community Services Agency's Welfare-to-Work program, SCWD manages contractual relationships with sub-recipient Community Based Organizations (CBOs) that provide services to the refugee population in Stanislaus County. Workforce Development and Stanislaus County Community Services Agency staff work with CBOs such as Central Valley Opportunity Center, AspiraNet, Center for Human Services, and Sierra Vista Child and Family Services to provide a wide range of services including Vocational English as a Second Language, job search skills, labor market information, job search and retention workshops. Community Services Agency staff develop the employment services plans for this population in coordination with SCWD and the CBO providing the services.

SCWD has been and continues to explore additional grant resources to assist refugees that are entering Stanislaus County as first-time immigrants. Recent arrivals of Afghan and Ukrainian refugees have created opportunities for additional services to new immigrants. The process of integrating into the local economy is difficult, and options for immigrants increase significantly if language barriers are addressed, and acculturation training is provided to new immigrants. In an effort to reach a broader audience, SCWD has recently added a tool for easy translation of the website into multiple languages. Moving forward, SCWD is researching and developing opportunities to address barriers for the immigrant population.

## **Services to Veterans**

### ***How the Local Board will coordinate with Local Veteran Affairs, community-based organizations, and other local partners who serve veterans.***

SCWD collaborates closely with the local EDD office, the County Veterans Services office, and the VA to coordinate and provide individualized services to Stanislaus County veterans. SCWD assures that veterans and eligible spouses are given Priority of Service in accordance with the EDD Directive (WSD 24-15). SCWD staff make regular visits to veteran partner offices to meet individually with vets and attend veteran-focused meetings. Local veteran agencies refer interested veterans to the AJCC for employment services where Priority of Service begins with the first visit and continues through available services - from employment preparation, training, employment, and follow-up.

Veterans also are offered specialized assistance from specially trained staff in obtaining and navigating the way through various community-based organizations to obtain services, benefits, and documentation including DD214s, VA benefits, Unemployment Benefits, and access to their GI Bill. In addition, SCWD has a job center located at the Veteran's Center that is staffed by appointment and is always available to veterans for self-service activities. SCWD plans to continue to coordinate with local veterans' agencies to provide local veterans with employment and training services.

## **Environmental Sustainability**

### ***How the Local Board will collaborate with the Strategic Planning partners to address environmental sustainability.***

Stanislaus County is part of the North San Joaquin Valley THRIVE Strategic Plan which outlines the area's goals and aspirations for a sustainable and inclusive future for San Joaquin, Stanislaus, and Merced Counties. The Plan outlines four priority sectors: Advanced Manufacturing, Clean Energy, Carbon Management, and the Circular Bioeconomy that are identified as pivotal in transitioning the area toward a more sustainable, high-value, and equitable economy that will meet challenges such as climate change, localization of supply chains, and increasing economic resilience.

**Advanced Manufacturing:** The North San Joaquin Valley (NSJV) is historically rooted in food processing and logistics and is the current manufacturing sector in the area is expanding into higher-value activities. The plan identifies key industries such as building materials, mobility technologies, and measurement and testing products as critical subsectors that not only offer higher wages and more resilient career pathways but also align with the broader goal of reducing the region's environmental footprint.

**Clean Energy:** Clean Energy is the broad portion of the energy that does not use fossil fuels. The region's abundant sunlight, available land, and existing infrastructure make it an ideal location for large-scale renewable energy projects which uniquely positions the area to become a hub for clean energy innovation, particularly in solar energy, green hydrogen, and biofuels. By developing this sector, the NSJV can not only create significant job opportunities in energy efficiency, renewable energy generation, and the manufacturing of energy-efficient products but will have the added benefit of improving local air quality, reducing greenhouse gas emissions, and ensuring that the benefits of clean energy development are equitably distributed among its residents.

**Carbon Management:** There is enormous growth potential and increasing demand for carbon capture and sequestration technologies and the NSJV's geological features offer the capacity for underground carbon storage and the potential for increasing carbon management projects. With the expected creation of high-quality jobs, many of which can leverage the existing skills of the region's workforce, the strategic development of carbon management infrastructure will not only contribute to global climate goals but also position the NSJV as a leader in this emerging field.

The Circular Bioeconomy: Bio industrial manufacturing and the broader circular bioeconomy is a forward-looking sector that is transforming waste streams from biomass (such as agricultural and forestry residues, municipal solid waste, and food processing byproducts) into valuable bioproducts such as fuels, plastics, chemicals, solvents, fabrics, polymers, food additives, alternative proteins. By supporting the growth of this sector, the region can reduce waste, lower greenhouse gas emissions, create new economic opportunities, develop a robust talent pipeline, and ensure that the growth of the bioeconomy is inclusive and benefits local communities.

Moving forward, Stanislaus County will be an active participant with the NSJV and will seek out opportunities involving the four priority sectors of Advanced Manufacturing, Clean Energy, Carbon Management, and Circular Bioeconomy. The region is poised to not only drive economic growth and improve local environmental conditions but also address critical challenges like climate change, supply chain disruptions, and environmental sustainability while creating a sustainable, inclusive, and resilient future. SCWD is currently working closely with local companies to fill job openings in the biofuel and Circular Bioeconomy industries (Caribou Biofuels and Divert). The benefits of helping to establish this industry sector locally is outlined in the Stanislaus 2030 Investment Blueprint initiative's comprehensive market assessment which was developed in affiliation with the Brookings Institution. Stanislaus County's economic development efforts must prioritize diversifying its current industry base with higher-value traded sectors that build on historic strengths, and as an emerging industry sector, Stanislaus County economic development organizations consider the Bioeconomy a plausible future economic option.

## **WIOA TITLE I COORDINATION**

### **Staff Training and Preparations to Enhance Client Satisfaction**

*Training and/or professional development that will be provided to frontline staff to gain and expand proficiency in digital fluency and distance learning and trainings that will ensure cultural competencies and an understanding of the experiences of trauma-exposed populations*

Training related to cultural competencies has occurred through the Regional Training Coordinator, including Race/Equity and Inclusion, Cultural Bias, Implicit Bias, Managing Conflict, and Developing Inclusive Language. SCWD staff have a Cultural Awareness workgroup, which enhances the understanding of the importance of multi-culturalism in the organization.

Staff were trained to better understand behaviors of Trauma Exposed population through Scott McClure's workshops for reintegration techniques for previously incarcerated individuals, Trauma Informed Systems Change for Management, and Trauma Informed Case Management. Additional training and professional development will be made available through the Regional Planning Coordinator's professional development training opportunities.

The COVID-19 pandemic changed the way services are delivered to target audiences. In response to limitations of in-person visits and suspension of group activities such as in-person orientations and workshops, distance learning and virtual meetings become an additional option. Staff have developed skills necessary for video conferencing and have increased their digital fluency through training on the use of popular platforms such as Microsoft Teams and Zoom. Video enabled virtual workshops and the ability to access those workshops remotely give clients the choice of what method they prefer to use.

Equally important is the staff's sensitivity to clients that do not have ready access to technology that is required to interact in this manner. Staff will continue to strike a balance between the needs of clients and the newly acquired ability to interact with clients in a virtual environment. SCWD will continue to invest in staff's ability to meet technological challenges and provide clients with options that enable services to be delivered in multiple settings. Staff have already received training in Conducting Virtual Meetings and Conducting Virtual Workshops as part of their professional development for integration of technology in service provision.

### **Coordination of Workforce Activities and Rapid Response Activities**

*How the Local Board will coordinate workforce investment activities in the Local Area with statewide rapid response activities, as outlined in Rapid Response and Layoff Aversion Activities (WSD16-04).*

SCWDB coordinates workforce investment activities carried out in the Local Area with statewide rapid response activities as outlined in the EDD's Directive 16-04, Rapid Response and Layoff Aversion Activities. The primary purpose of Rapid Response activities is to enable affected workers to return to work as quickly as possible following a layoff, or to prevent layoffs altogether. Rapid Response also tracks labor market trends, increased Unemployment Insurance claims, public announcements through the California Worker Adjustment and Retraining Notification (WARN) Act notices and analyzing economic data to assess the health of local industries.

SCWD acts as the local Rapid Response coordination body and works as a conduit for directing dislocated workers affected by layoffs or closures to the AJCC. SCWD is familiar with the programs and processes that serve affected workers and receives WARN notices for action directly from the EDD. When making presentations to the personnel of companies, SCWD invites partner organizations such as the EDD, and CVOC to assist in providing information regarding AJCC partnership services. It is in the regional coordination of these partnerships where the appropriate business and employment solutions can be identified, defined and implemented. Business engagement activities such as customized training, incumbent worker training, and work sharing strategies are among the many WIOA funded strategies that SCWD can deploy on a local and regional basis to assist companies in averting layoffs. This value-added approach promotes trust in the business community and positions the AJCC workforce system as an information resource for critical business needs in the local and regional economic area.

Layoff aversion strategies are an important ingredient in addressing the needs of local businesses through Rapid Response activities. Services to business include assistance with securing capital to maintain business operations or help with growth opportunities, and provide education, guidance, and mentorship for fledgling start-ups. Annually, SCWD and a local company, BBSI, organize a business expo to connect businesses with resources. Prior to the expo, several “at risk” business are identified by Econovue and subsequently invited and sponsored to attend in an effort to help keep them buoyant.

As part of the Sector Strategy plan, contractual relationships will continue to be developed for specialty organizations to convene local businesses to information share about their industry sector and assists businesses in problem solving and identification of industry issues and best practices. SCWD had exercised the option for a Workforce Development Board Business Development Committee to review and strategize how the Local Workforce Development Board can effectively administer Sector Strategies options and maximize the involvement of local employers in planning services provision to local businesses.

**Title I Adult and Dislocated Worker Services and Activities**

**Provide a description and assessment of the type and availability of adult and dislocated worker employment and training activities in the Local Area.**

Stanislaus County Workforce Development (SCWD) and the AJCC partnership works with the general population of adults and dislocated workers as prescribed in the WIOA to assist with accessing relevant opportunities to increase employability and long-term occupational growth. Services provided to clients by the career services unit are shown below:

**Basic Career Services**

Eligibility Determination	Complete intake process for WIOA enrollment.
Workforce Preparation Activities	Activities focused to increase client employability, i.e., Labor Market Information and research, access to internet and e-mail, resume preparation and printing.
Employment Skill Assessments	Complete eSkill, typing tests.

**Individualized Career Services**

Development of Individual Employment Plan	Determine action steps that will assist client in meeting employment objectives.
Career Advisement	Provide information and feedback regarding employment focus activities.
Supportive Services	Obtain transportation, clothing, and other financial assistance to complete activities.

Comprehensive Assessment	Determine specific employment gaps and formulate a detailed activity plan around the assessment results received in basic career services.
Case Management	Receive intensive case management from professional staff skilled in providing guidance and support during program participation.
Work Based Learning Activities	Participate in paid internship/work experience and earn income while learning employment skills.

SCWD and the AJCC partnership also provide assessment of basic skills and current occupational skill-sets using National Reporting System (NRS) approved assessment tools and WorkKeys, which are also available to Spanish speaking clients. Using the results of those assessments, workforce staff counsel clients in labor market trends and career choices based on labor market data and may recommend training in paid internships, On-the-Job Training or gauge the need for occupational skills training with a private post-secondary education or training provider.

SCWD has administrative access to the Eligible Training Provider List (ETPL) through CalJOBS, and regularly updates and manages the training providers in the local area to assure that training meets performance standards, insurance requirements are met, and courses are available for local adult, dislocated workers and youth participants. SCWD maintains a system to vet the needs of clients who select to attend vocational skills training, and require those students to conduct labor market research to assure they are aware of their self-directed training options.

### Training Services

Vocational and Customized Training	Receive classroom provided training focused on providing a certificate recognized and valued by industry.
On-the-Job Training	Employer provided training that is specific to upgrading a participant's skills as identified by their position and a comprehensive training plan.

### Follow-Up Services

Services provided for participants placed in unsubsidized employment	Staff will assist participant's services such as updating resumes, interviewing techniques and career guidance for up to 12 months after the first day of employment.
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SCWDB ensures priority for adult career and training services will be given to recipients of public assistance, other low-income individuals, and individuals who are basic skills deficient as outlined in WIOA Adult Program Priority of Service (WSD 24-06). SCWDB

complies with AJCC State guidance and policies. Priority for receipt of individualized career services and training services is given to clients who are residents of Stanislaus County in the following order:

1. To veterans and eligible spouses who are recipients of public assistance; low income, including those who are underemployed; or basic skills deficient
2. To other recipients of public assistance; low-income individuals, including those who are underemployed; or individuals who are basic skills deficient
3. To veterans and eligible spouses who are not recipients of public assistance; not low-income individuals, including the underemployed; or who are not basic skills deficient
4. To long-term unemployed individuals
5. To all other persons who are not listed above

Priority of service (WSD 24-06) is given specifically to the adult and dislocated worker populations who meet WIOA Title I eligibility criteria. Through the work of the Title I providers, adult and dislocated workers can access career services, supportive services, individual employment plan development, structured job search, group and individual career counseling, individualized skill development strategies, work experience opportunities, as well as other services.

### **Youth Services under WIOA**

*Provide a description and assessment of the type and availability of youth workforce investment activities in the Local Area, as outlined in WIOA Youth Program Requirements (WSD17-07).*

SCWDB has a sitting Youth Development Committee to advise the Board and assist staff in the development of youth-centered programs. The WIOA places an emphasis on the expansion of youth services. As a result, SCWD has created a Youth Services Division to provide direct services to youth under several youth grants and In-School Youth Program funding. Integration of youth services into the AJCC is expanding, and both current and future youth service organizations will be expected to maintain a presence in the AJCC. This integration will maximize coordination between youth providers and minimize duplication of services, as well as provide direct access to youth service providers at the comprehensive AJCC. A larger emphasis is being placed on Out-of-School youth, as WIOA identifies Out-of-School youth as the target population most in need of services. Specialized services to youth have been expanded to focus on those who have disabilities, experiencing homelessness, and English Language Learners.

The SCWD youth service provider(s) is required to complete assessments (including individual service strategies for each participant); enter eligibility documentation into the CalJOBS system; and provide financial literacy, work maturity skills, career counseling, supportive services, and transitional services for post-secondary education. They also offer extensive assistance on resume preparation, interviewing skills and techniques, and how to properly present themselves to employers when seeking employment.

The youth services provider(s) offers work-based learning activities such as paid work experience and On-the-Job Training opportunities, as these types of work-based learning services teach youth foundational skills that are required to be successful in the workplace. Occupational skills training at local vocational education providers are also made available for youth that have a specific career goal that requires vocational training. Participants entering a youth program without a High School Diploma or General Equivalency Diploma (GED) are required to attend secondary school equivalent courses with the expectation that these individuals obtain a High School Diploma or GED.

Youth with disabilities have been and continue to be served by SCWDB youth programs and contracted providers. SCWD has developed stronger ties to other organizations providing services to disabled youth. SCWD now administers the Department of Rehabilitation's Student Training and Employment Program (STEP) in the local area, placing in-school youth with disabilities into Work Experiences that shape how they integrate into the workforce. Other services include pre-employment preparation and self-advocacy workshops and placement for youth with disabilities. Additionally, English Language Learner (ELL) services are available by contracted youth providers to ensure inclusion of youth who may have limitations in English proficiency.

The youth provider(s) has all enrolled clients go through a set of pre-employment workshops. During these workshops, basic technology and digital literacy are introduced and covered with each client, focusing on email, job search/job applications, digital resumes, social media and work do's/don'ts. Clients have access to laptops in all of the offices to complete these tasks, and are shown how to use computers, and how to print and save documents appropriately. Clients who are working on academics in any form are also shown how to properly use on-line platforms, such as Zoom, Skype, and Microsoft Teams etc. In addition, the youth provider currently has a Website Development Program which allows youth to learn how to build and maintain live functional websites, basic coding graphic design and other technological terminology. The Youth provider also collaborates with Stanislaus County Office of Education (SCOE) and Modesto Junior College (MJC) to assist youth to enroll in their IT Certification Program, which allows youth to gain further IT certifications that are industry required, recognized, and increase the digital literacy of local youth.

The Workforce Development Board Youth Development Committee has also actively supported youth through the formation of an annual Leadership Conference. The STANd OUT Conference is a one-day leadership development activity focused on workshops designed to inspire youth and help youth understand the importance of the role they play in the future of the workforce.

## **Disbursement of WIOA Funds in Stanislaus County**

**Describe the entity responsible for the disbursement of grant funds as determined by the Chief Elected Official (CEO) or the Governor and the competitive process that will be used to award the sub-grants and contracts for WIOA Title I activities.**

The agency responsible for disbursement of grant funds and grant administration in Stanislaus County is Stanislaus County Workforce Development, a County department. The Chief Local Elected Official (CLEO) and the Board of Supervisors (BOS) maintain fiduciary responsibility for WIOA funds and have delegated administrative authority to Stanislaus County Workforce Development. Stanislaus County Workforce Development submits its spending plan/budget to the Board of Supervisors for approval.

Subgrants and contracts for services that are necessary and not provided by SCWD are competitively procured in accordance with guidelines for procurement outlined in 2 CFR §200, the Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards. When specialty services are necessary and/or a competitive procurement produces no bidders, SCWD follows 2 CFR §200 guidelines and may procure the necessary services through a sole-source procurement methodology. Requests for Proposals are initiated by SCWD and processed through to completion by the Stanislaus County General Services Agency- Purchasing Division.

The Department's fiscal staff submits monthly and quarterly expenditure reports to the State on a cumulative basis following the modified accrual basis of accounting. The State then reimburses the County Treasurer, which in turn holds the funds in the Stanislaus County's cash pool account. Stanislaus County's Auditor Controller's Office issues all checks and payments to vendors and contractors on behalf of Stanislaus County Workforce Development.

## **America's Job Center of California (AJCC) Operator and Career Services Provision**

**Provide a description of how the Local Board fulfills the duties of the AJCC Operator and/or the Career Services Provider as outlined in Selection of AJCC Operators and Career Services Providers (WSD22-13). This should include the name(s) and role(s) of all entities with whom the Local Board contracts.**

The SCWDB currently has one comprehensive AJCC one-stop in Stanislaus County. The AJCC One-Stop Operator currently is a contracted entity for a multi-county sub-region of the San Joaquin Valley and Associated Counties. At the July 10, 2017, meeting, the Stanislaus County Workforce Development Board approved to enter into a sole-source agreement with the five-county consortium made up of Stanislaus, San Joaquin, Merced, Madera and Kings Counties to engage the services of an AJCC One-Stop Operator for the region, after competitive Requests for Proposals failed to secure a qualified AJCC One-Stop Operator. The consortium's contract for the AJCC One-Stop Operator includes duties allowed by law to be considered an AJCC One-Stop Operator, and staffing for the Stanislaus County AJCC reverts to Stanislaus County Workforce Development and its AJCC partner organizations. The AJCC One-Stop Operator service contract agreement with Beaudette Consulting began July 1, 2021, and ends June 30, 2025, at which time

the consortium will again engage an AJCC One-Stop Operator through the competitive RFP process.

Workforce Innovation and Opportunity Act (WIOA) Final Regulations, Section 679.410(b) states that a local workforce development board may act as a provider of Career Services only with the agreement of the chief elected official in the local area and the Governor. The Stanislaus County Workforce Development Board has been granted the approval to continue providing Career Service internally since 2016. Approval was received from the Stanislaus County Board of Supervisors, the California Workforce Development Board (CWDB) and the Governor's office for Stanislaus County Workforce Development to provide Career Services. SCWD plans on continuing to provide Career Services for the AJCC, and has submitted an application to Provide Career Services through program years 2025-2028

## Stakeholder and Community Engagement Summary

The development of comprehensive plans entails building broad and inclusive partnerships with regional and local entities in a variety of sectors. This includes engaging with employers, labor organizations, and community-based organizations as well as WIOA core, required, and strategic program partners. Utilizing input from the communities themselves will ensure the inclusion of person-centered approaches to addressing multifaceted barriers to employment.

Stakeholders participating in the planning processes should include, but are not limited to, employers, labor organizations, education partners, human services and housing partners, as well as community-based organizations that provide services to target populations such as the following: justice-involved, English language learners, refugees, immigrants, youth, older adults, veterans, people with disabilities, and any other entities supporting historically unserved or underserved communities.

Using the template below, Regional Planning Units and Local Workforce Development Boards should provide a detailed description of how meaningful stakeholder involvement and community engagement was achieved when developing the Regional and Local Plans. This summary should be included as an attachment to both the Regional and Local Plans.

Mode of Outreach	Target of Outreach	Summary of Attendance	Comments
Social media posts on LinkedIn, Facebook, and Instagram for the local forum in English.	General public, English	13 attendees from the general public and local organizations including CVOC, Digital Nest, Stanislaus 2030, Valley Sierra SBDC, GoEducate, and West Modesto Community Collaborative.	
Social media posts on LinkedIn, Facebook, and Instagram for the local forum in Spanish	General public, Spanish	2 attendees from Stanislaus Equity Partners (local nonprofit), 3 SCWD staff members.	
Published in Valley Sierra Small Business Development Center's Newsletter	General public, business community	attendees at English forum	



November 5, 2024



3:00 PM



In-Person Meeting

## Your Input is Needed!

Stanislaus County Workforce Development is drafting the 2025 - 2028 Workforce Innovation and Opportunity Act Local Plan and needs your input to address local challenges that could effect Stanislaus County.



### Questions

- How can the workforce system best support Small Businesses in the current economy?
- What changes to the labor market resulted from the pandemic and how do lingering issues related to the pandemic effect small businesses?
- What types of skill and or worker shortages are you experiencing and what can the workforce system do to assist small businesses in meeting hiring challenges?

### Who Should Attend?

- Business Owners and Individuals Representing the Interests of Business
- Economic Development Representatives
- Workforce Development Board Members
- Community Based Organizations
- Community Members (Public)
- Education (Private And Public)



### Save The Date

Date: 11/5/24 - Time: 3:00 p.m.-4:30 p.m.

Harvest Hall Rooms ABC  
3800 Cornucopia Way, Ste B, Modesto, CA 95358

The project is fully funded (100%) by California Workforce Development Boards (CWDB) Regional Plan Implementation 5.0 grant allocation totaling \$4,900,000 and is an Equal Opportunity Employer/Program. Auxiliary aids and services are available upon request to individuals with disabilities.





November 8, 2024



3:00 PM



In-Person Meeting

## ¡Tu aporte es necesario!

El Departamento de Desarrollo de la Fuerza Laboral del Condado de Stanislaus está redactando el Plan Local de la Ley de Innovación y Oportunidad de la Fuerza Laboral 2025 - 2028 y necesita su opinión para abordar los desafíos locales que podrían afectar al Condado de Stanislaus.



### Preguntas

- ¿Cómo puede el sistema de fuerza laboral apoyar mejor a los solicitantes de empleo en las condiciones actuales del mercado laboral?
- ¿Cómo puede el sistema de fuerza laboral apoyar mejor a las empresas de todos los tipos y tamaños en la economía actual?
- ¿Qué habilidades cree que están más en demanda por los empleadores locales pero que actualmente faltan en la fuerza laboral?
- ¿Qué recursos o sistemas de apoyo son más necesarios para ayudar a las personas a realizar la transición hacia carreras con mejores ingresos o mayor estabilidad?

### ¿A quién va dirigido?

- Propietarios de negocios e individuos que representan los intereses de las empresas
- Representantes de Desarrollo Económico
- Miembros de la Junta de Desarrollo de la Fuerza Laboral
- Organizaciones Comunitarias
- Miembros de la comunidad (público)
- Educación (Privada Y Pública)



### Reserva La Fecha

Fecha: 11/8/24 - Hora: 3:00 p.m.-4:30 p.m.

Harvest Hall Rooms ABC  
3800 Cornucopia Way, Ste B, Modesto, CA 95358

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