

**Career Development Committee**

Thursday, September 19, 2024  
Self-Help Credit Union Community Room  
900 Crows Landing Rd.  
Modesto, CA 95351  
11:00 a.m. – 12:30 p.m.

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

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

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

All meetings are conducted in English.

If you require assistance per Government Code Section 549539G, please submit a request to [chavezv@stanworkforce.com](mailto:chavezv@stanworkforce.com) for such accommodation as soon as practicable, or at least 48 hours prior to the meeting. The sooner the request is made, the more likely it is that Stanislaus County Workforce Development can provide the accommodation or an alternative.

Public notice of all Career Development Committee meetings are posted 72 hours in advance of the meeting on the webpage at <https://www.stanworkforce.com/workforce-board/#committees>

1. Call to Order and Introductions
2. Conflict of Interest
3. Public Comment Period
4. Presentation
  - A. Overview of available SCOE trainings—Kevin Fox
5. Chair Report
  - A. SCWD In-Demand Occupational Local Training Provider Discussion
6. Business Development Committee Updates
7. Department Update
  - A. Updates
    - i. Bylaws and Attendance
8. Discussion and Action Item
  - A. Approve the Minutes of the March 21, 2024 Career Development Committee Meeting
9. Future Topics, Discussion, and Announcements
10. Adjournment

Next Quarterly Meeting:

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

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

| Health Care and Social Assistance                 | Median Hourly Earnings | Typical Entry Level Education     | Eligible Training Provider                             | Northern California Apprenticeships | Community Training Providers            |
|---|------------------------|-----------------------------------|--|-------------------------------------|---|
| Registered Nurses                                 | \$64.41                | Bachelor's degree                 |  |                                     | Modesto Junior College , CSU Stanislaus |
| Nursing Assistants                                | \$18.18                | Postsecondary nondegree award     | First Lady Permanente, Gurnick                         |                                     | Modesto Junior College                  |
| Medical Assistants                                | \$19.14                | Postsecondary nondegree award     | First Lady Permanente, Stellar Career College, Gurnick |                                     | Modesto Junior College                  |
| Medical Secretaries and Administrative Assistants | \$21.76                | High school diploma or equivalent | Institute of Technology, Stellar, Career College       |                                     |   |
| Dental Assistants                                 | \$22.33                | Postsecondary nondegree award     | Dental Assisting Institute                             |                                     | Modesto Junior College                  |
| Licensed Practical and Licensed Vocational Nurses | \$29.97                | Postsecondary nondegree award     | Institute of Technology, Gurnick                       |                                     |   |
| Medical and Health Services Managers              | \$63.23                | Bachelor's degree                 |  |                                     | CSU Stanislaus                          |
| Social and Human Service Assistants               | \$22.14                | High school diploma or equivalent |  |                                     | Modesto Junior College                  |
| Receptionists and Information Clerks              | \$17.37                | High school diploma or equivalent | Stellar Career College                                 |                                     | Modesto Junior College                  |
| Billing and Posting Clerks                        | \$20.03                | High school diploma or equivalent | Stellar Career College                                 |                                     |   |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |          |                                   |   |  |   |
|---|----------|-----------------------------------|---|--|---|
| Substance Abuse, Behavioral Disorder, and Mental Health Counselors              | \$24.49  | Bachelor's degree                 |   |  | CSU Stanislaus  |
| Office Clerks, General  | \$18.81  | High school diploma or equivalent | Central Valley Opportunity Center, Stellar Career College |  | Modesto Junior College  |
| Physical Therapists   | \$60.35  | Doctoral or professional degree   |   |  | CSU Stanislaus  |
| Physicians, All Other   | \$120.40 | Doctoral or professional degree   |   |  |   |
| First-Line Supervisors of Office and Administrative Support Workers             | \$29.77  | High school diploma or equivalent | Central Valley Opportunity Center, Stellar Career College |  | Modesto Junior College "Business Information Technology Levels" |
| Preschool Teachers, Except Special Education                                    | \$18.87  | Associate's degree                |   |  | Modesto Junior College  |
| Marriage and Family Therapists  | \$28.14  | Master's degree                   |   |  | CSU Stanislaus  |
| Dental Hygienists   | \$51.65  | Associate's degree                |   |  |   |
| Health Technologists and Technicians, All Other                                 | \$23.05  | Postsecondary nondegree award     | Institute of Technology, Stellar Career College           |  |   |
| Social and Community Service Managers   | \$33.39  | Bachelor's degree                 |   |  | CSU Stanislaus  |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | \$22.48  | High school diploma or equivalent |   |  | Modesto Junior College "Business Information Technology Levels" |
| Clinical Laboratory Technologists and Technicians                               | \$34.46  | Bachelor's degree                 | Institute of Technology, Stellar Career College           |  |   |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |  |                                 |
|--|---------|-----------------------------------|--|--|---------------------------------|
| Medical Records Specialists                  | \$23.28 | Postsecondary nondegree award     |  |  |                                 |
| Nurse Practitioners                          | \$72.95 | Master's degree                   |  |  | CSU Stanislaus                  |
| Radiologic Technologists and Technicians     | \$49.90 | Associate's degree                |  |  |                                 |
| Dentists, General                            | \$79.37 | Doctoral or professional degree   |  |  | University of the Pacific       |
| Child, Family, and School Social Workers     | \$23.55 | Bachelor's degree                 |  |  | CSU Stanislaus                  |
| Respiratory Therapists                       | \$48.79 | Associate's degree                |  |  | Modesto Junior College          |
| Surgical Technologists                       | \$36.82 | Postsecondary nondegree award     |  |  |                                 |
| Healthcare Support Workers, All Other        | \$21.50 | High school diploma or equivalent |  |  | CSU Stanislaus, Stockton Campus |
| Healthcare Social Workers                    | \$44.16 | Master's degree                   |  |  | CSU Stanislaus                  |
| Physician Assistants                         | \$74.45 | Master's degree                   |  |  |                                 |
| General and Operations Managers              | \$47.50 | Bachelor's degree                 |  |  |                                 |
| Bookkeeping, Accounting, and Auditing Clerks | \$23.15 | Some college, no degree           | Modesto Junior College, Stellar Career College |  | Modesto Junior College          |
| Counselors, All Other                        | \$21.55 | Master's degree                   |  |  | CSU Stanislaus                  |
| Business Operations Specialists, All Other   | \$32.61 | Bachelor's degree                 | Institute of Technology                        |  |                                 |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |   |  |                        |
|---|---------|-----------------------------------|---|--|------------------------|
| Customer Service Representatives        | \$18.77 | High school diploma or equivalent | Institute of Technology, Stellar Career College |  |                        |
| Physical Therapist Assistants           | \$35.07 | Associate's degree                |   |  |                        |
| Psychiatric Technicians                 | \$24.46 | Postsecondary nondegree award     |   |  |                        |
| Medical Equipment Preparers             | \$31.59 | High school diploma or equivalent |   |  |                        |
| Maintenance and Repair Workers, General | \$23.74 | High school diploma or equivalent | Institute of Technology                         |  | Modesto Junior College |
| Pharmacists                             | \$74.35 | Doctoral or professional degree   |   |  |                        |
| Family Medicine Physicians              | \$85.44 | Doctoral or professional degree   |   |  |                        |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

| Construction   | Median Hourly Earnings | Typical Entry Level Education     | Eligible Training Provider | Northern California Apprenticeships   | Community Training Providers   |
|--|------------------------|-----------------------------------|----------------------------|---|--|
| Construction Laborers  | \$21.62                | No formal educational credential  | Cal-Trade Welding, SCOE    | Northern California Terence J. O'Sullivan Laborers Training Center San Ramon, CA (925) 828-2513 <a href="http://www.norcaltc.org">www.norcaltc.org</a>  | SCOE Adult Construction Training Program, SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Carpenters   | \$28.65                | High school diploma or equivalent | SCOE                       | Carpenters Training Committee for Northern California Pleasanton (925)462-9640 <a href="http://www.ctcnc.org">www.ctcnc.org</a>   | SCOE Adult Construction Training Program   |
| Electricians   | \$29.88                | High school diploma or equivalent |                            | Central Valley Joint Apprenticeship Training Center IBEW & LOCAL 684 Modesto, CA (209)579-5417 <a href="http://cvjatc684.org">cvjatc684.org</a> San Joaquin & Calaveras Counties Electrical Apprenticeship Stockton, CA (209) 462-0751 <a href="http://www.595eastjatc.com">www.595eastjatc.com</a> | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Access Electric                          |
| Painters, Construction and Maintenance                               | \$23.16                | No formal educational credential  | SCOE                       | International Union of Painters and Allied Trades (IUPAT) Finishing Trades Institute's Apprenticeship Programs West Sacramento, CA (510) 785-8467 <a href="http://dc16apprentice.org/training-centers/">dc16apprentice.org/training-centers/</a>  | SCOE Adult Construction Training Program,  |
| First-Line Supervisors of Construction Trades and Extraction Workers | \$37.59                | High school diploma or equivalent | Cal-Trade Welding          |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT,  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |  |  |   |
|---|---------|-----------------------------------|--|--|---|
| Construction Managers   | \$41.23 | Bachelor's degree                 |  |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Plumbers, Pipefitters, and Steamfitters                               | \$27.65 | High school diploma or equivalent | DeHart, Institute of Technology, Cal-Trade Welding | Local Union 442<br>Modesto, CA<br>209-338-0751<br><a href="http://llu442.com">llu442.com</a>                               | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Heating, Air Conditioning, and Refrigeration Mechanics and Installers | \$28.98 | Postsecondary nondegree award     | DeHart, Institute of Technology                    | Local Union 442<br>Modesto, CA<br>209-338-0751<br><a href="http://llu442.com">llu442.com</a>                               | HVAC/R Training Institute:<br><a href="https://www.hvacrtraininginstitute.com/">https://www.hvacrtraininginstitute.com/</a> |
| Drywall and Ceiling Tile Installers                                   | \$23.83 | No formal educational credential  |  | NorCal Carpenter Training<br>4 yr. Program<br>Fresno, CA<br>559-226-0273<br>ctcnc.org                                      | SCOE Adult Construction Training Program  |
| Office Clerks, General  | \$18.81 | High school diploma or equivalent |  |  | MJC, SCOE, IOT, Stellar College   |
| Operating Engineers and Other Construction Equipment Operators        | \$37.60 | High school diploma or equivalent |  | Operating Engineers<br>Local 3 Journeyman & Apprentice Training Center<br>Sloughhouse, CA<br>916-354-2029<br>oe3jatc.org   | SCOE Adult Construction Training Program  |
| Cement Masons and Concrete Finishers                                  | \$30.21 | No formal educational credential  |  | The Northern California<br>Cement Masons JATC<br>norcalcementmasonsap<br>prenticeship.org<br>925-484-2271<br>Livermore, CA | SCOE Adult Construction Training Program  |
| Managers, All Other   | \$39.74 | Bachelor's degree                 |  |  | SCOE Adult Construction Training program, MJC, VOLT, IOT  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |  |  |
|--|---------|-----------------------------------|--|--|--|
| Roofers  | \$29.15 | No formal educational credential  |  | United Union of Roofers, Waterproofers, and Allied Workers<br>Sacramento, CA<br>(916) 646-6754<br>unionroofers.com | SCOE Adult Construction Training Program   |
| General and Operations Managers  | \$47.50 | Bachelor's degree                 |  |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College  |
| Cost Estimators  | \$36.64 | Bachelor's degree                 |  |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College  |
| Project Management Specialists   | \$46.49 | Bachelor's degree                 |  |  | MJC, SCOE Adult Construction Training Program, IOT, Stellar College  |
| Bookkeeping, Accounting, and Auditing Clerks   | \$23.15 | Some college, no degree           | Modesto Junior College, Stellar Career College                                     |  | Stellar College, MJC, IOT  |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive                  | \$22.48 | High school diploma or equivalent |  |  | Stellar College, MJC, IOT  |
| Heavy and Tractor-Trailer Truck Drivers  | \$23.40 | Postsecondary nondegree award     | Advance Bus & Truck Driving School, Green Valley Truck School, J&R Trucking School |  | Western Pacific Truck Driving, Centro Truck Driving School, Big Rig Truck Driving School, Mission Truck Driving School, Truck Nation School, J&R Trucking School, CTDS California Truck School, SCOE |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | \$27.20 | High school diploma or equivalent |  |  | MJC, Stellar College, IOT  |
| Tile and Stone Setters   | \$27.47 | No formal educational credential  |  | Northern California Tile Industry (NCTI) Joint Apprenticeship Training Committee<br>Livermore, CA (510) 632-8453   | SCOE Adult Construction Training Program   |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |                    |  |  |
|--|---------|-----------------------------------|--------------------|--|--|
| Sheet Metal Workers                      | \$30.45 | High school diploma or equivalent |                    | SMART, the International Association of Sheet Metal Modesto Area Sheet Metal Workers JATC Modesto, CA (209) 523-1323 www.smart-union.org | VOLT, Cal Trade, MJC, IOT, VOLT                    |
| Plasterers and Stucco Masons             | \$24.24 | No formal educational credential  |                    | Plastering Industry JATC Apprenticeship Program Fresno, CA (559) 251-8259 or Sacramento, CA (916) 372-9860 www.opcmia.org                | SCOE Adult Construction Training Program           |
| Structural Iron and Steel Workers        | \$29.29 | High school diploma or equivalent | Cal-Trade Welding, | International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers Lodi, CA (209) 369-0699 www.ironworkers.org    | SCOE Adult Construction Training Program, IOT, MJC |
| Welders, Cutters, Solderers, and Brazers | \$23.28 | High school diploma or equivalent | Cal-Trade Welding, | United Association-Union of Plumbers, Fitters, Welders, Service Tech Sacramento, CA (916) 383-1102 www.ua.org                            | VOLT, Cal Trade, MJC, IOT, VOLT                    |
| Solar Photovoltaic Installers            | \$23.17 | High school diploma or equivalent |                    |  | SCOE Adult Construction Training Program           |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |                                 |  |  |
|---|---------|-----------------------------------|---------------------------------|--|--|
| First-Line Supervisors of Mechanics, Installers, and Repairers      | \$39.70 | High school diploma or equivalent |                                 |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Helpers--Carpenters   | \$22.78 | No formal educational credential  |                                 | Carpenters Training Committee for Northern California Pleasanton (925) 462-9640 www.ctcnc.org  | SCOE Adult Construction Training Program, MJC            |
| Laborers and Freight, Stock, and Material Movers, Hand              | \$18.04 | No formal educational credential  |                                 | Northern California Terence J. O'Sullivan Laborers Training Center San Ramon, CA (925) 828-2513 www.norcaltc.org   | SCOE Adult Construction Training Program                 |
| First-Line Supervisors of Office and Administrative Support Workers | \$29.77 | High school diploma or equivalent |                                 |  | MJC, SCOE MS Boot Camp Class                             |
| Helpers, Construction Trades, All Other                             | \$24.77 | No formal educational credential  | DeHart, Institute of Technology |  |  |
| Reinforcing Iron and Rebar Workers                                  | \$28.92 | High school diploma or equivalent |                                 | International Association of Bridge, Structural, Ornamental, and Reinforcing Iron Workers Lodi, CA (209) 369-0699 www.ironworkers.org  | SCOE Adult Construction Training Program                 |
| Glaziers  | \$24.28 | High school diploma or equivalent |                                 | International Union of Painters and Allied Trades (IUPAT) Finishing Trades Institute's Apprenticeship Programs West Sacramento, CA 510-785-8467 dc16apprentice.org/training-centers/ |  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |                         |   |  |
|---|---------|-----------------------------------|-------------------------|---|--|
| Insulation Workers, Floor, Ceiling, and Wall                                | \$23.47 | No formal educational credential  |                         | International Union of Painters and Allied Trades (IUPAT) Finishing Trades Institute's Apprenticeship Programs West<br>Sacramento, CA<br>(510) 785-8467<br>dc16apprentice.org/training-centers/ |  |
| Floor Layers, Except Carpet, Wood, and Hard Tiles                           | \$22.60 | No formal educational credential  |                         | International Union of Painters and Allied Trades (IUPAT) Finishing Trades Institute's Apprenticeship Programs West<br>Sacramento, CA<br>(510) 785-8467<br>dc16apprentice.org/training-centers/ | SCOE Adult Construction Training Program                 |
| Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters | \$20.26 | No formal educational credential  |                         | Bricklayers & Allied Crafts Local 3 J.A.T.E.C. Tracy, CA<br>(209) 830-7200<br>www.bac3train.com   | SCOE Adult Construction Training Program                 |
| Civil Engineers   | \$51.06 | Bachelor's degree                 |                         |   | MJC  |
| Brickmasons and Blockmasons   | \$24.93 | High school diploma or equivalent |                         | Bricklayers & Allied Crafts Local 3 J.A.T.E.C. Tracy, CA<br>(209) 830-7200<br>www.bac3train.com   | SCOE Adult Construction Training Program                 |
| Accountants and Auditors  | \$38.81 | Bachelor's degree                 |                         |   | MJC  |
| Installation, Maintenance, and Repair Workers, All Other                    | \$19.37 | High school diploma or equivalent | Institute of Technology |   | SCOE Adult Construction training program, MJC, VOLT, IOT |

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|   |         |                                   |                         |  |  |
|---|---------|-----------------------------------|-------------------------|--|--|
| Helpers--Installation, Maintenance, and Repair Workers                        | \$18.82 | High school diploma or equivalent | Institute of Technology |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Maintenance and Repair Workers, General                                       | \$23.74 | High school diploma or equivalent | Institute of Technology |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Telecommunications Line Installers and Repairers                              | \$37.14 | High school diploma or equivalent |                         |  | IBEW, VOLT, MJC  |
| Mobile Heavy Equipment Mechanics, Except Engines                              | \$29.64 | High school diploma or equivalent |                         |  | UTI, MJC Automotive                                      |
| Paving, Surfacing, and Tamping Equipment Operators                            | \$27.76 | High school diploma or equivalent |                         |  | Operators Local 3, Laborers Local 1130                   |
| Telecommunications Equipment Installers and Repairers, Except Line Installers | \$32.06 | Postsecondary nondegree award     |                         |  | IBEW, VOLT, MJC  |
| Pipelayers  | \$32.97 | No formal educational credential  |                         |  | VOLT (Basic Plumbing) Plumbers/ Pipe Fitters Local 442   |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

| Manufacturing  | Median Hourly Earnings | Typical Entry Level Education     | Eligible Training Provider                | Northern California Apprenticeships  | Community Training Providers  |
|--|------------------------|-----------------------------------|---|--|---|
| Packaging and Filling Machine Operators and Tenders  | \$22.44                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, SCOE Adult Construction Training Program, MJC, VOLT, IOT                          |
| Laborers and Freight, Stock, and Material Movers, Hand                                       | \$18.04                | No formal educational credential  |   | Northern California Terence J. O'Sullivan Laborers Training Center San Ramon, CA<br>(925) 828-2513<br>www.norcaltc.org | SCOE Adult Construction Training Program  |
| Industrial Truck and Tractor Operators   | \$21.93                | No formal educational credential  | Advance Bus & Truck Driving, Green Valley |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Access Electric   |
| First-Line Supervisors of Production and Operating Workers                                   | \$32.73                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program,   |
| Industrial Machinery Mechanics   | \$32.16                | High school diploma or equivalent | SCOE                                      |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT,   |
| Inspectors, Testers, Sorters, Samplers, and Weighers   | \$19.80                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$34.21                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Heavy and Tractor-Trailer Truck Drivers  | \$23.40                | Postsecondary nondegree award     | Advance Bus & Truck Driving, Green Valley |  | HVAC/R Training Institute:<br><a href="https://www.hvacrtraininginstitute.com/">https://www.hvacrtraininginstitute.com/</a> |
| Food Batchmakers   | \$18.00                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |                         |   |  |
|---|---------|-----------------------------------|-------------------------|---|--|
| Maintenance and Repair Workers, General                     | \$23.74 | High school diploma or equivalent | Institute of Technology |   | MJC, SCOE, IOT, Stellar College  |
| Welders, Cutters, Solderers, and Brazers                    | \$23.28 | High school diploma or equivalent | Cal-Trade Welding       |   | SCOE Adult Construction Training Program   |
| General and Operations Managers                             | \$47.50 | Bachelor's degree                 |                         |   | SCOE Adult Construction Training Program   |
| Production Workers, All Other                               | \$21.13 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training program, MJC, VOLT, IOT   |
| Production, Planning, and Expediting Clerks                 | \$25.19 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training Program   |
| Mixing and Blending Machine Setters, Operators, and Tenders | \$22.06 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College  |
| Industrial Production Managers                              | \$50.31 | Bachelor's degree                 |                         |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College  |
| Machinists  | \$23.40 | High school diploma or equivalent |                         | International Association of Machinists and Aerospace Workers<br>Oakland, CA<br>(510) 569-8450<br>www.goiam.org | MJC, SCOE Adult Construction Training Program, IOT, Stellar College  |
| Paper Goods Machine Setters, Operators, and Tenders         | \$23.64 | High school diploma or equivalent |                         |   | Stellar College, MJC, IOT  |
| Sales Managers  | \$41.94 | Bachelor's degree                 |                         |   | Stellar College, MJC, IOT  |
| Stockers and Order Fillers                                  | \$17.52 | High school diploma or equivalent |                         |   | Western Pacific Truck Driving, Centro Truck Driving School, Big Rig Truck Driving School, Mission Truck Driving School, Truck Nation School, J&R Trucking School, CTDS California Truck School, SCOE |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |   |  |
|--|---------|-----------------------------------|--|---|--|
| Cabinetmakers and Bench Carpenters   | \$18.27 | High school diploma or equivalent |  | Carpenters Training Committee for Northern California Pleasanton (925) 462-9640 www.ctcnc.org | MJC, Stellar College, IOT                                |
| Food Science Technicians   | \$23.59 | Associate's degree                |  |   | SCOE Adult Construction Training Program                 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners  | \$17.09 | No formal educational credential  |  |   | VOLT, Cal Trade, MJC, IOT, VOLT                          |
| Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders                             | \$23.52 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |
| Customer Service Representatives   | \$18.77 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program, IOT, MJC       |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$28.57 | High school diploma or equivalent |  |   | VOLT, Cal Trade, MJC, IOT, VOLT                          |
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic                      | \$17.71 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |
| Managers, All Other  | \$39.74 | Bachelor's degree                 |  |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Light Truck Drivers  | \$18.32 | High school diploma or equivalent | Green Valley Truck School, J & R Trucking School |   | SCOE Adult Construction Training Program, MJC            |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic                          | \$22.20 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |

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|  |         |                                   |  |  |                              |
|--|---------|-----------------------------------|--|--|------------------------------|
| First-Line Supervisors of Mechanics, Installers, and Repairers | \$39.70 | High school diploma or equivalent |  |  | MJC, SCOE MS Boot Camp Class |
|--|---------|-----------------------------------|--|--|------------------------------|

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

| Manufacturing  | Median Hourly Earnings | Typical Entry Level Education     | Eligible Training Provider                | Northern California Apprenticeships  | Community Training Providers  |
|--|------------------------|-----------------------------------|---|--|---|
| Packaging and Filling Machine Operators and Tenders  | \$22.44                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, SCOE Adult Construction Training Program, MJC, VOLT, IOT                          |
| Laborers and Freight, Stock, and Material Movers, Hand                                       | \$18.04                | No formal educational credential  |   | Northern California Terence J. O'Sullivan Laborers Training Center San Ramon, CA (925) 828-2513 www.norcaltc.org | SCOE Adult Construction Training Program  |
| Industrial Truck and Tractor Operators   | \$21.93                | No formal educational credential  | Advance Bus & Truck Driving, Green Valley |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Access Electric   |
| First-Line Supervisors of Production and Operating Workers                                   | \$32.73                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program,   |
| Industrial Machinery Mechanics   | \$32.16                | High school diploma or equivalent | SCOE                                      |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT,   |
| Inspectors, Testers, Sorters, Samplers, and Weighers   | \$19.80                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$34.21                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program, MJC, VOLT, IOT  |
| Heavy and Tractor-Trailer Truck Drivers  | \$23.40                | Postsecondary nondegree award     | Advance Bus & Truck Driving, Green Valley |  | HVAC/R Training Institute:<br><a href="https://www.hvacrtraininginstitute.com/">https://www.hvacrtraininginstitute.com/</a> |
| Food Batchmakers   | \$18.00                | High school diploma or equivalent |   |  | SCOE Adult Construction Training Program  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |                         |   |   |
|---|---------|-----------------------------------|-------------------------|---|---|
| Maintenance and Repair Workers, General                     | \$23.74 | High school diploma or equivalent | Institute of Technology |   | MJC, SCOE, IOT, Stellar College   |
| Welders, Cutters, Solderers, and Brazers                    | \$23.28 | High school diploma or equivalent | Cal-Trade Welding       |   | SCOE Adult Construction Training Program  |
| General and Operations Managers                             | \$47.50 | Bachelor's degree                 |                         |   | SCOE Adult Construction Training Program  |
| Production Workers, All Other                               | \$21.13 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training program, MJC, VOLT, IOT  |
| Production, Planning, and Expediting Clerks                 | \$25.19 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training Program  |
| Mixing and Blending Machine Setters, Operators, and Tenders | \$22.06 | High school diploma or equivalent |                         |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College   |
| Industrial Production Managers                              | \$50.31 | Bachelor's degree                 |                         |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT, Stellar College   |
| Machinists  | \$23.40 | High school diploma or equivalent |                         | International Association of Machinists and Aerospace Workers<br>Oakland, CA<br>(510) 569-8450<br>www.goiam.org | MJC, SCOE Adult Construction Training Program, IOT, Stellar College   |
| Paper Goods Machine Setters, Operators, and Tenders         | \$23.64 | High school diploma or equivalent |                         |   | Stellar College, MJC, IOT   |
| Sales Managers  | \$41.94 | Bachelor's degree                 |                         |   | Stellar College, MJC, IOT   |
| Stockers and Order Fillers                                  | \$17.52 | High school diploma or equivalent |                         |   | Western Pacific Truck Driving, Centro Truck Driving School, Big Rig Truck Driving School, Mission Truck Driving School, Truck Nation School, J&R Trucking School, CTDS California Truck |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |   |  |
|--|---------|-----------------------------------|--|---|--|
| Cabinetmakers and Bench Carpenters   | \$18.27 | High school diploma or equivalent |  | Carpenters Training Committee for Northern California Pleasanton (925) 462-9640 www.ctcnc.org | MJC, Stellar College, IOT                                |
| Food Science Technicians   | \$23.59 | Associate's degree                |  |   | SCOE Adult Construction Training Program                 |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners  | \$17.09 | No formal educational credential  |  |   | VOLT, Cal Trade, MJC, IOT, VOLT                          |
| Extruding, Forming, Pressing, and Compacting Machine Setters, Operators, and Tenders                             | \$23.52 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |
| Customer Service Representatives   | \$18.77 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program, IOT, MJC       |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$28.57 | High school diploma or equivalent |  |   | VOLT, Cal Trade, MJC, IOT, VOLT                          |
| Molding, Coremaking, and Casting Machine Setters, Operators, and Tenders, Metal and Plastic                      | \$17.71 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |
| Managers, All Other  | \$39.74 | Bachelor's degree                 |  |   | SCOE Adult Construction Training Program, MJC, VOLT, IOT |
| Light Truck Drivers  | \$18.32 | High school diploma or equivalent | Green Valley Truck School, J & R Trucking School |   | SCOE Adult Construction Training Program, MJC            |
| Cutting, Punching, and Press Machine Setters, Operators, and Tenders, Metal and Plastic                          | \$22.20 | High school diploma or equivalent |  |   | SCOE Adult Construction Training Program                 |

**2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List**

|  |         |                                   |  |  |                              |
|--|---------|-----------------------------------|--|--|------------------------------|
| First-Line Supervisors of Mechanics, Installers, and Repairers | \$39.70 | High school diploma or equivalent |  |  | MJC, SCOE MS Boot Camp Class |
|--|---------|-----------------------------------|--|--|------------------------------|

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

| Transportation and Warehousing   | Median Hourly Earnings | Typical Entry Level Education     | Eligible Training Provider   | Northern California Apprenticeships   | Community Training Providers  |
|--|------------------------|-----------------------------------|--|---|---|
| Heavy and Tractor-Trailer Truck Drivers  | \$23.40                | Postsecondary nondegree award     | Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School, Western Pacific Truck School |   | Western Pacific Truck School, Zone 1 Trucking School, Performance Trucking Academy, New Legend Truck Driving School, International Truck School, Easy Truck Driving School, United Truck Driving School, Mission Truck driving school, Centro Truck Driving School, Big Rig Truck Driving School, Truck Nation School, CTDS California Truck School, J&R Trucking School, |
| Laborers and Freight, Stock, and Material Movers, Hand   | \$18.04                | No formal educational credential  |  | Northern California Terence J. O'Sullivan Laborers Training Center<br>San Ramon, CA<br>(925) 828-2513<br>www.norcaltc.org | Nor Cal Laborers Apprenticeship   |
| Stockers and Order Fillers   | \$17.52                | High school diploma or equivalent |  |   | VOLT, IOT, MIC  |
| Industrial Truck and Tractor Operators   | \$21.93                | No formal educational credential  | Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School                               |   | Western Pacific Truck School, Zone 1 Trucking School, Performance Trucking Academy, New Legend Truck Driving School, International Truck School, Easy Truck Driving School, United Truck Driving School, Mission Truck driving school, Centro Truck Driving School, Big Rig Truck Driving School, Truck Nation School, CTDS California Truck School, J&R Trucking School, |
| Light Truck Drivers  | \$18.32                | High school diploma or equivalent | Advance Bus & Truck Driving School, Green Valley Truck School, J & R Trucking School                               |   | Western Pacific Truck School, Zone 1 Trucking School, Performance Trucking Academy, New Legend Truck Driving School, International Truck School, Easy Truck Driving School, United Truck Driving School, Mission Truck driving school, Centro Truck Driving School, Big Rig Truck Driving School, Truck Nation School, CTDS California Truck School, J&R Trucking School, |
| Bus Drivers, Transit and Intercity   | \$23.55                | High school diploma or equivalent |  |   |   |
| First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors | \$28.57                | High school diploma or equivalent |  |   | VOLT, IOT, MIC  |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|   |         |                                   |  |  |                        |
|---|---------|-----------------------------------|--|--|------------------------|
| Shipping, Receiving, and Inventory Clerks                                       | \$18.77 | High school diploma or equivalent |  |  |                        |
| Dispatchers, Except Police, Fire, and Ambulance                                 | \$22.52 | High school diploma or equivalent |  |  |                        |
| Bus and Truck Mechanics and Diesel Engine Specialists                           | \$29.49 | High school diploma or equivalent |  |  |                        |
| Transportation, Storage, and Distribution Managers                              | \$46.04 | High school diploma or equivalent |  |  |                        |
| Office Clerks, General  | \$18.81 | High school diploma or equivalent |  |  | Stellar Career College |
| General and Operations Managers   | \$47.50 | Bachelor's degree                 |  |  |                        |
| First-Line Supervisors of Office and Administrative Support Workers             | \$29.77 | High school diploma or equivalent |  |  |                        |
| Customer Service Representatives  | \$18.77 | High school diploma or equivalent |  |  |                        |
| Bookkeeping, Accounting, and Auditing Clerks                                    | \$23.15 | Some college, no degree           | Modesto Junior College, Stellar Career College |  |                        |
| Maintenance and Repair Workers, General   | \$23.74 | High school diploma or equivalent | Institute of Technology                        |  | VOLT, IOT, MJC         |
| Secretaries and Administrative Assistants, Except Legal, Medical, and Executive | \$22.48 | High school diploma or equivalent |  |  |                        |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |  |                                     |
|--|---------|-----------------------------------|--|--|-------------------------------------|
| Production, Planning, and Expediting Clerks  | \$25.19 | High school diploma or equivalent |  |  | MJC, IOT, Stan State                |
| Weighers, Measurers, Checkers, and Samplers, Recordkeeping                                       | \$17.65 | High school diploma or equivalent |  |  | MJC, IOT, Stan State                |
| Railroad Conductors and Yardmasters  | \$28.50 | High school diploma or equivalent |  |  | Operating Engineers Training Center |
| Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel | \$27.20 | High school diploma or equivalent |  |  | MJC, IOT, Stan State                |
| Order Clerks   | \$18.80 | Some college, no degree           |  |  | MJC, IOT, Stan State                |
| Managers, All Other  | \$39.74 | Bachelor's degree                 |  |  | Stan State                          |
| Locomotive Engineers   | \$44.19 | High school diploma or equivalent |  |  | Operating Engineers Training Center |
| Driver/Sales Workers   | \$18.16 | High school diploma or equivalent |  |  |                                     |
| First-Line Supervisors of Mechanics, Installers, and Repairers                                   | \$39.70 | High school diploma or equivalent |  |  | VOLT, MJC, IOT                      |
| Business Operations Specialists, All Other   | \$32.61 | Bachelor's degree                 |  |  | Stan State                          |
| Training and Development Specialists   | \$34.85 | Bachelor's degree                 |  |  | Stan State                          |
| Passenger Attendants   | \$17.70 | High school diploma or equivalent |  |  |                                     |

## 2023-2024 Stanislaus County Workforce Development Workforce Development Occupational List

|  |         |                                   |  |  |                      |
|--|---------|-----------------------------------|--|--|----------------------|
| Human Resources Specialists  | \$35.15 | Bachelor's degree                 |  |  | Stan State, MJC      |
| Inspectors, Testers, Sorters, Samplers, and Weighers   | \$19.80 | High school diploma or equivalent |  |  | VOLT, IOT, MJC, SCOE |
| Logisticians   | \$45.44 | Bachelor's degree                 |  |  | VOLT, IOT, MJC, SCOE |
| Billing and Posting Clerks   | \$20.03 | High school diploma or equivalent |  |  |                      |
| Janitors and Cleaners, Except Maids and Housekeeping Cleaners                                | \$17.09 | No formal educational credential  |  |  |                      |
| Aircraft Mechanics and Service Technicians   | \$38.81 | Postsecondary nondegree award     |  |  | MJC                  |
| Machine Feeders and Offbearers   | \$21.79 | No formal educational credential  |  |  |                      |
| Automotive Service Technicians and Mechanics   | \$22.40 | Postsecondary nondegree award     |  |  | MJC                  |
| Cargo and Freight Agents   | \$21.48 | High school diploma or equivalent |  |  |                      |
| Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products | \$34.21 | High school diploma or equivalent |  |  |                      |

**Career Development Committee Meeting**

Thursday, March 21, 2024

Sel-Help Credit Union Community Room  
900 Crows Landing Rd., Modesto, CA 95351  
11:00 AM – 12:30 PM

Members in attendance:

|                           |                 |
|---------------------------|-----------------|
| Jennifer Shipman, Chair   | Kevin Fox       |
| Aubrey Priest, Vice Chair | Kris Helton     |
| Tiffani Burns             | Kendra Mitchell |
| Richard Carnes            | Timothy Burns   |
| Johnny Garcia             | Cecil Russel    |

Absent:

|              |                     |
|--------------|---------------------|
| Bonnie Acree | Kari Knutson Miller |
|--------------|---------------------|

Staff in attendance:

|              |                |
|--------------|----------------|
| Sara Redd    | Kris Ixta      |
| Doris Foster | Valerie Chavez |

Additional guest present:

There were four additional guests

1. Call to Order and Introductions  
Jennifer Shipman, Career Development Committee, called the meeting to order at 11:05 am., thanked everyone for attending and invited those present to introduce themselves.
2. Conflict of Interest  
Chairman Shipman outlined the Conflict of Interest Policy.
3. Public Comment Period  
Chairman Shipman gave information on the Public Comment Period. There were no public comments.
4. Presentation
  - A. Workforce Analyst, David Campos, gave a presentation of the Stanislaus County Industries Dashboard
5. Chair Report
  - A. Jennifer shared about Tiffani Burns presentation at the Business Development Committee meeting

6. Business Development Committee Updates
  - A. Kris Helton spoke about the discussion that was had at the Business Development Committee on sector strategies and approaching the underserved business sectors in a more intentional way.
7. Department Update
  - A. Workforce Development Assistant Director, Sara Redd, presented the SCWD In-Demand Occupational Local Training Providers and started a discussion amongst the committee.
8. Discussion and Action Item
  - A. Approval of minutes for the December 14, 2023 Career Development Committee meeting. K. Fox/K. Helton
9. Future Topics, Discussion, and Announcements

Discussion ensued on the following:

  - Subgroups for community training opportunities and providers for in-demand industries were created.
  - Tiffany Burns to present at future meeting.
  - Interpreter Services for job training were suggested.
  - Developing a “Train the Trainer” cohort.
10. Adjournment

Chairman Shipman Meeting adjourned the meeting at 12:23 PM

Next Meeting: Thursday, June 20, 2024  
Self-Help Credit Union Community Room  
900 Crows Landing Rd., Modesto CA 95351  
11:00 AM – 12:30 PM

## GLOSSARY OF KEY TERMS & DEFINITIONS:

**Adult Basic Education:** Academic instruction and education services below the postsecondary level that increase an individual's ability to—(A) read, write, and speak in English and perform mathematics or other activities necessary for the attainment of a secondary school diploma or its recognized equivalent; (B) transition to postsecondary education and training; and (C) obtain employment."

**Americans with Disabilities Act:** A federal law providing for comprehensive civil rights protection to individuals with disabilities in areas of employment, public accommodations, state and local government services and telecommunications. (PL101-336)

**America's Job Centers of California:** The workforce system in California for enacting WIOA employment services as a network; often referred to as the "One-Stop system".

**Application:** The process which requires the physical attainment of all necessary eligibility documentation regarding citizenship, age, income, selective service registration (if applicable) plus basic skills assessment for math and reading levels. Upon completion of eligibility determination, and signing of the application, eligible customers are placed into the applicant pool for consideration for enrollment into intensive services.

**Apprenticeships:** An employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages.

**Assessment:** A judgment of vocational interests, abilities, previous education and work experience, income requirements, and personal circumstances.

**Barriers to Employment:** Conditions that may make employment difficult for certain individuals. Individuals with such barriers may include: single parents, displaced homemakers, youth, public assistance recipients, older workers, substance abusers, teenage parents, veterans, ethnic minorities, and those with limited English speaking ability or a criminal record or with a lack of education, work experience, credentials, transportation or child care arrangements.

**Basic Education:** Instruction usually conducted in an institutional setting that is directed towards imparting the basic skills of communication, computation, problem solving, health, consumer development, and citizenship. Instruction for youth could include, but not be limited to, enrollment in a secondary school. Adult Basic Education (ABE) would include upgrading the same basic skills, however, it is directed towards adults who are generally classified as functionally illiterate, undereducated, or whose inability to speak, read or write the English language constitutes a substantial impairment of their ability to get or retain employment commensurate with their readability. Such instruction is

designed to raise the level of education of such individuals with a view to making them less likely to become dependent on others, to improving their ability to benefit from occupational training and otherwise increasing their opportunities for more productive and profitable employment.

**Basic Literacy Skills:** Reading, writing, mathematics, problem solving and interpersonal skills training that enable adults to communicate in English, use math, obtain a high school diploma or GED and become productive and employable citizens.

**Basic Skills Deficient:** An individual has English reading, writing, or computing skill at or below the eighth grade level on a generally accepted standardized test or a comparable score on a criterion-referenced test. (WIA Section 101 (4))**Deficient in Basic Literacy Skills:** Is an individual who, at a minimum, meets the definition of Basic Skills Deficient; or is unable to compute or solve problems, read write, or speak English at a level necessary to function on the job, in the individual's family, or in society. (20 CFR Part 664.205(a)).

**Board of Supervisors:** A county board (also known as a board of county commissioners) is a group of elected officials charged with administering the county government in some states of the United States. County Board of Supervisors are usually made up of three or more individuals.

**Career Pathways:** A series of connected education and training programs, work experiences, and student support services that enable individuals to secure a job or advance in an in-demand industry.

**Career Services:** Career Services for adults and dislocated workers must be available in at least one Job Center in each local workforce development area. There are three types of career services, as identified in §678.430 of the WIOA Final Rules: Basic career services; Individualized career services; and Follow-up services.

**Case Management/Intensive Service:** A customer-centered approach in delivery of services, designed to: 1. Prepare and coordinate comprehensive employment plans, identifying barriers to participation and employment; devise service strategies for customers to ensure access to workforce investment activities and supportive services, using, where feasible, computer-based technologies; and 2. Assist in the enrollment of customers into allowable activities designed to enhance employability (i.e. motivation, assessment, job preparation workshops, educational classes and/or training, and/or employment services), providing job development and placement services, and assisting individuals and families in accessing community services, addressing emergency assistance and crisis intervention and immediate needs (i.e. food, housing, clothing, and transportation); and 3. Provide job and career counseling during program participation and after job placement.

**Categorical Income Eligibility:** Categorical Income Eligibility may be used to determine whether a customer is income eligible for intensive and training services. The applicant meeting categorical eligibility for income must meet all the other eligibility criteria. Applicants are deemed to have met the income eligibility requirements if the applicant that: 1. Receives or is a member of a household that receives, or has been determined eligible to receive, SNAP/food stamps within the six (6) month period prior to enrolling into a WIOA program; 2. Receives, or is a member of a household that receives cash payments under a Federal, State, or local income-based public assistance program such as TANF, RCA, GA or SSI; 3. Homeless; 4. Youth in state sponsored foster care or youth aging out of state-sponsored foster care.

**Chief Local Elected Official:** The chief elected executive officer is a unit of general local government in a local area, which is the Stanislaus County Board of Supervisors.

**Core Services:** Services available to all customers (universal access) of the One-Stop Center or affiliate partner agency. Core services include self-help services and services requiring minimal staff assistance as described under Section 134 (d) (2) of the Act. Note: When staff assistance is required to provide supportive services to Core service customers, registration is required and counted for performance measurement purposes.

**Credentials:** A credential is a nationally recognized degree or certificate or state recognized credential. Credentials include, but are not limited to, a high school diploma, GED, or other recognized equivalents, postsecondary degrees/certificates, recognized skill standards, licensure or industry-recognized certificates (i.e., ASE car repair, Hazmat, CAN, CDL, Boiler

Operator, Flag Person, Heavy Equipment Operator, etc.), and all state education agency recognized credentials. (This definition applies to current WIOA statutory adult, older youth and dislocated worker measures only it does not apply to the common measures).

**Customer:** A Customer is any person seeking assistance to find employment or training, whether employed or unemployed, and employers who need qualified workers for their company or training for the workers who are already employed with them.

**Customer-Centered:** Services and improvements to the system are made based on customer feedback.

**Customized Training:** Training that is designed to meet the special requirements of an employer or a group of employers; 2. Training that is conducted with a commitment by the employer to employ an individual on successful completion of the training; and 3. Training for which the employer pays for not less than 50 percent of the cost of training. The training may occur at the employer's site or may be provided by a training vendor able to meet the employer's requirements. Such training usually requires a commitment

from the employer to hire a specified number of trainees who satisfactorily complete the training.

**Disabled Veteran:** A veteran who is entitled to compensation under laws administered by the Veterans Administration, or an individual who was discharged or released from active duty because of service-connected disability.

**Disabled Veteran Outreach Program:** Disabled Veterans' Outreach Program (DVOP) specialists develop job and training opportunities for Veterans, with special emphasis on Veterans with service-connected disabilities.

**Disadvantaged Adults:** Educationally or skills disadvantaged adults are those persons who score below 8th grade level on standardized tests. They require educational assistance to bring their basic skills to a level that would make them eligible for secondary (high school) education or to hold a job with Basic English and math skills.

**Discretionary Grant:** Priority Selection for Career Services and Training Services Funded with WIOA Statewide (10%) Discretionary Grants/Contracts for purposes of WIOA statewide (10%) discretionary funds, the Governor has determined that these funds will be prioritized as follows: 1. Eligible veterans and spouses; 2. Unemployed individuals; 3. Low-income individuals; 4. Other job seekers. As indicated by the first priority, recipients of WIOA 10% discretionary grants and contracts will continue to provide priority selection of veterans for career and training services as required under P.L. 107-288 "Jobs for Veterans Act" and in alignment with Workforce System Policy 1009 Revision 2. In applying this policy to 10% funded projects, veterans who are unemployed and/or low-income, have priority over all other individuals served under these projects.

**Dislocated Worker:** An individual who: has been terminated or laid off from their job, or who received a notice of termination or layoff, from their employer; is eligible for or has exhausted their unemployment payments; or has been employed for a duration sufficient to demonstrate, to the appropriate entity at a one-stop center, attachment to the workforce, but cannot get unemployment compensation because of low earnings or having done work for an employer not covered under a State unemployment compensation law; and is unlikely to return to a previous industry or occupation; has been terminated or laid off, or has received a notice of termination or layoff, from employment as a result of any permanent closure of, or any substantial layoff at, a plant, facility or enterprise; is employed at a facility which the employer has made a general announcement that such facility will close within 180 days; or for purpose of eligibility to receive services other than training services, intensive services or supportive services, is employed at a facility at which the employer has made a general announcement that such facility will close; was self-employed (including employment as a farmer, rancher, or a fisherman) but is unemployed as a result of general economic conditions in the

community in which the individual resides or because of natural disasters, is a displaced homemaker; or is the spouse of a member of the Armed Forces on active duty and who has experienced a loss of employment as a direct result of relocation to accommodate a permanent change in duty station of such member; or is the spouse of a member of the Armed Forces on active duty and who meets the criteria.

**DOL, USDOL:** The U.S. Department of Labor, including its agencies and organizational units.

**Economic Development:** Local planning and zoning commissions or boards, community development agencies, and other local agencies and institutions responsible for regulating, promoting, or assisting in local economic development.

**Eligible Provider:** The term “eligible provider”, used with respect to: 1. Training services, means an organization, such as a public or private college and university, or community-based organization whose application has been approved for the State list of training services as identified; 2. Intensive services, means a provider who is identified or awarded; 3. Youth activities, means a provider who is awarded a grant or a contract; 4. Other workforce investment activities, means a public or private entity selected to be responsible for such activities, such as a one-stop operator designated or certified.

**Eligible Training Provider List (ETPL):** A statewide collection of providers that are approved to give services through the One-Stop system. These lists contain consumer information, including cost and performance information for each of the providers, so that customers can make informed choices on where to use their Individual Training Accounts.

**Employment Development Department:** The California Employment Development Department, which is responsible for administering Unemployment Insurance Benefits, the Workforce Innovation and Opportunity Act, and Wagner Peyser Services in California.

**English as a Second Language (ESL):** English language education for adults whose inability to understand, speak, read, or write the English language is a barrier to their ability to get or keep employment. This also has effects on their real ability to function in society or successfully complete the citizenship application process.

**Firewall:** Separation as a part of the procurement process.

**General Equivalency Diploma-GED:** A high school equivalency diploma, which is obtained by passing the General Educational Diploma Equivalency Test that, measures skills and knowledge generally associated with four years of traditional high school instruction.

**In-Demand Industry Sector or Occupation:** 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 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.

**Individual with a Barrier to Employment:** A member of one or more of the following populations: displaced homemakers; low-income individuals; Indians, Alaska Natives, and Native Hawaiians, as such terms are defined in section 166; persons with disabilities, including youth who with disabilities; older individuals; ex-offenders; homeless individuals as defined in the Violence Against Women Act of 1994, or homeless children and youths as defined in the McKinney-Vento Homeless Assistance Act; youth/young adults who are in or have aged out of the foster care system; person who are English language learners, individuals who have low levels of literacy, and individuals facing substantial cultural barriers; eligible migrant and seasonal farmworkers; persons within 2 years of exhausting lifetime eligibility under part A of Title IV of the Social Security Act; single parents including single pregnant women; long-term unemployed person; and such other groups as the Governor involved determines to have barriers to employment.

**Individual Training Accounts (ITA):** An expenditure account established on behalf of an eligible customer in WIA Title IB adult, youth and dislocated worker programs to purchase training services from eligible providers they select in consultation with the case manager, counselor or coordinator.

**Individual with a Disability:** 1. In general, an individual with any disability (as defined in section 3 of the Americans with Disabilities Act of 1990 (42 U.S.C. 12`02)). 2. Individuals with Disabilities. more than one individual with a disability.

**Intensive Services:** Services available to adults and dislocated workers who have completed one or more Core Services and are still unable to gain employment or who are employed and have been determined in need of services to get a better job in order to gain self-sufficiency. Intensive Services include individual career planning, resume preparation, job clubs, career counseling, internships, and comprehensive assessments. Basic education, ESL, and basic computer literacy are also sometimes considered intensive. Note: All customers in intensive services must be registered and are counted for performance measurement purposes.

**Internships:** WIOA considers an internship to be a form of paid or unpaid work experience, defined as an opportunity for exposure to the requirements of a particular occupation or industry, the work environment and the behavioral expectations for success

on the job. Such work experiences are not expected to provide formal training for occupational skills, although some skills may be learned.

**Justice Involved:** An adult or juvenile who is or has been subject to any stage of the criminal justice process, and for whom services under this Act may be beneficial; or who requires assistance in overcoming artificial barriers to employment resulting from a record of arrest or conviction.

**Labor Force:** The total of all civilians classified as employed and unemployed and members of the Armed Forces stationed in the United States. (Bureau of Labor Statistics Bulletin 2175).

**Labor Market Area:** An economically integrated geographic area within which individuals can reside and find employment within a reasonable distance or can readily change employment without changing their residence. Such an area shall be identified in accordance with criteria used by the Bureau of Labor Statistics of the Department of Labor in defining such areas or similar criteria established by a Governor.

**Labor Market Information:** Labor Market Information (LMI) must be provided to customers in every program. LMI generally involves four major areas of information, which include national job trends (including supply and demand), local job opportunities, education and skill requirements for jobs, and job seeking skills (writing resumes, job interview techniques, etc.).

**Life Skills:** Those skills which are included in adult literacy dealing with such topics as consumer economics, government and law, occupational knowledge, community resources, and health that are included into an educational agency's basic literacy skills course of study.

**Local Area:** The local workforce development area(s) designated by a Governor for delivery of WIOA services.

**Local Workforce Development Board:** A local workforce development board established under section 107 of WIOA.

**Low Income Individuals:** The term "low-income individual" means a person who: 1. receives, or is a member of a family that receives, cash payments under a Federal, State, or local income based public assistance program; 2. received an income, or is a member of a family that received a total family income, for the 6-month period before application for the program involved (besides unemployment compensation, child support payments, payments described in subparagraph (A), and old-age and survivors insurance benefits received under section 202 of the Social Security Act (42 U.S.C. 402) that, for their family size, is not more than the higher of—

- (i) the poverty line, for an equivalent period; or
- (ii) 70 percent of the lower living standard income level, for a similar period;

3. Belongs to a household that receives (or has been decided within the 6-month period before application for the program to be eligible to receive) food stamps according to the Food Stamp Act of 1977 (7 U.S.C. 2011 et seq.); 4. is a homeless person, as defined in subsections (a) and (c) of section 103 of the Stewart B. McKinney Homeless Assistance Act (42 U.S.C. 11302); 5. is a foster child for whom State or local government payments are made; or 6. in cases permitted by rules decided by the Secretary of Labor, is a person with a disability whose own income meets the requirements of a program described in subparagraph (1) or of subparagraph (2), but who is a member of a family whose income does not meet such requirements.

**Lower Living Standard Income Level:** The income level (adjusted for regional, metropolitan, urban, and rural differences and family size) determined annually by the Secretary of Labor based on the most recent lower living family budget issued by the Secretary.

**Mature Worker:** An individual age 50 or older.

**Migrant Seasonal Farm Worker (MSFW):** a migrant farmworker , a seasonal farmworker , or a migrant food processing worker: **Seasonal Farmworkers** - is a person who during the preceding 12 months worked at least an aggregate of 25 or more days or parts of days in which some work was performed in farmwork and earned at least half of his/her earned income from farmwork, and was not employed in farmwork year round by the same employer. **Migrant Farmworkers** -is a seasonal farmworker who had to travel to do the farmwork so that he/she was unable to return to his/her permanent residence within the same date. **Migrant Food Processing Worker** - means a person who during the preceding 12 months has worked at least an aggregate of 25 or more days or parts of days in which some work was performed in food processing (as classified in the North American Industry Classification System (NAICS) 311411, 311611, 311421 for food processing establishments), earned at least half of his/her earned income from processing work and was not employed in food processing year round by the same employer, provided that the food processing required travel such that the worker was unable to return to his/her permanent residence in the same day. Migrant food processing workers who are fulltime students but who travel in organized groups rather than with their families are excluded.

**Occupational Skills Training:** Includes both (1) vocational education which is designed to provide individuals with the technical skills and information required to perform a specific job or group of jobs, and (2) on-the-job training.

**ONET:** The Occupational Information Network is used for use matching the title of an occupation with its 5 or 6-digit occupational code (<http://online.onetcenter.org/>).

**On-the-Job Training:** Training by an employer that is provided to a paid customer while  
1. Engaged in productive work in a job that;  
2. Provides knowledge or skills essential to the full and adequate performance of job;  
3. Provides reimbursement to the employer of up to 50 percent of the wage rate of the customer, for the extraordinary costs of providing the training and the additional supervision related to the training; and  
4. Is limited in duration as appropriate to the occupation for which the customer is being trained; taking into account the content of the training, the prior work experience of the customer, and the service strategy of the customer, as appropriate.

**Pre-Apprenticeship:** Services and programs, often including classroom instruction, designed to prepare individuals to enter and succeed in Registered Apprenticeship programs. These programs should have a documented partnership with at least one Registered Apprenticeship program sponsor and together, they expand the customer's career pathway opportunities with industry-based training coupled with classroom instruction.

**Public Assistance:** Federal, State or Local government support provided to families for which eligibility is determined by a needs or income test. Includes TANF, childcare, food stamps (SNAP), housing assistance, work subsidies, and allowances or other cash payments to meet living expenses.

**Regional Areas/ Regional Planning Unit:** a group of local areas determined by the governor to have similar workforce needs, geographically defined borders, and/or common workforce needs, that have agreed to coordinate service delivery and develop regional WIOA plans.

**Registered Apprenticeships:** An employer-driven model that combines on-the-job learning with related classroom instruction that increases an apprentice's skill level and wages and is registered/approved with the US Department of Labor.

**Sector Partnerships:** Brings together employers, at a regional level, from the same industry with the education, training and other community support programs needed to implement solutions and services that ensure the target industry thrives.

**Supplemental Nutrition Assistance Program (SNAP):** Provides supplemental food and nutrition assistance to low income individuals. Replaced Food Stamp program.

**Talent Development:** Developing and guiding customer's skills, knowledge and abilities through understanding, managing and developing their talents in the best possible way;

in conjunction with occupational training, classroom training and work-based learning strategies.

**Temporary Assistance to Needy Families (TANF):** Is a federal program providing cash, medical or food assistance for parents and children.

**Trade Adjustment Assistance (TAA):** Trade Adjustment Assistance service and allowances provided for achieving reemployment of adversely affected workers, including TRA, training, and other re-employment services, and job search allowance and relocation allowances.

**Trade Readjustment Allowance (TRA):** A weekly allowance payable to an affected worker with respect to such worker's unemployment.

**Training Services:** The education and employment training services to be offered at no cost to One-Stop system customers who have been unable to get a job after having received one or more core services and one or more intensive services.

**Veteran:** An individual who served in the active military, naval, or air service, and who was discharged or released from such service under conditions other than dishonorable.

**Veteran (Recently separated):** Any veteran who applies for participation under this title within 48 months after the discharge or release from active military, naval, or air service.

**Vocational Rehabilitation:** Is a process/program which enables persons with functional, psychological, developmental, cognitive and emotional impairments or health disabilities to overcome barriers to accessing, maintaining or returning to employment or other useful occupation.

**Wagner-Peyser:** Employment Service programs – Employment Service basic labor exchange and other services funding source.

**Welfare and/or Public Assistance Recipient:** A person who, during the course of the program year, receives or is a member of a family who receives cash welfare or public assistance payments under a Federal, State, or local welfare program.

**Work-based Learning:** Experiential learning opportunities that take place within a business or onsite with an employer.

**Workforce Development:** Is an American economic development approach that attempts to enhance a region's economic stability and prosperity by focusing on people rather than businesses. It is essentially a human resources strategy.

**Workforce Innovation and Opportunity Act:** Is a comprehensive legislation that reaffirms, reforms, and modernizes the public workforce system, bringing together and

enhancing several key employment, education, and training programs. WIOA provides resources, services, and leadership tools for the workforce system to help individuals find and maintain good jobs and improves employer prospects for success in the global marketplace. It ensures that the workforce system operates as a comprehensive, integrated and streamlined system to provide pathways to prosperity for those it serves and continuously improves the quality and performance of its services.

**Workforce Innovation and Opportunity Act Adult:** An individual who is age 18 or older.

**Youth/Young Adults:** Means an individual between ages 14-24 who meets the Title I of WIOA Youth/Young Adult program eligibility.

### GLOSSARY OF KEY ACRONYMS

|  |  |
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| AARP: American Association of Retired Persons            | LWDB: Local Workforce Development Board                    |
| ABE: Adult Basic Education                               | MIS: Management Information System                         |
| ADA: Americans with Disabilities Act                     | MJC: Modesto Junior College                                |
| AEBG: Adult Education Block Grant                        | MOU: Memorandum of Understanding                           |
| AJCC: America's Job Centers of California                | MSA: Metropolitan Statistical Area                         |
| BDM: Business Development Manager                        | MSFW: Migrant Season Farm Worker                           |
| BOS: Board of Supervisors                                | NAICS: North American Industry Classification System       |
| CCWC: Central California Workforce Coalition             | NAWB: National Association of Workforce Development Boards |
| CDE: California Department of Education                  | NEG: National Emergency Grant                              |
| CDHS: California Department of Human Services            | NRS: National Reporting Standards                          |
| CIP: Classification of Instructional Program             | ONET: The Occupational Information Network                 |
| CLEO: Chief Local Elected Official                       | RFI: Request for Information                               |
| CSA: Stanislaus County Community Services Agency         | RFP: Request for Proposal                                  |
| CTE: Career Technical Education                          | RESEA: Re-employment Services and Eligibility Assessment   |
| CWA: California Workforce Association                    | SBDC: Small Business Development Center                    |
| DVOP: Disabled Veterans Outreach Program                 | SCOE: Stanislaus County Office of Education                |
| DOR: Department of Vocational Rehabilitation             | SCSEP: Community Services Employment Program               |
| DRAIL: Disability Resource Agency for Independent Living | SNAP: Supplemental Nutrition Assistance Program            |
| DW: Dislocated Worker                                    | SOC: Standard Occupational Classification                  |
| EDD: Employment Development Department                   | SPIE: Stanislaus Partners in Education                     |
| EEO: Equal Employment Opportunity                        | TAA: Trade Adjustment Assistance                           |
| ELL: English Language Learner                            | TANF: Temporary Assistance for Needy Families              |
| EMSI: Economic Modeling Specialists International        | U.S.C.: United States Code                                 |
| ESL: English as a Second Language                        | USDOL: United States Department of Labor                   |
| ETP: Employment Training Panel                           | Vets: Veteran Services                                     |

**GLOSSARY OF KEY ACRONYMS**

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| ETPL: Eligible Training Provider List              | SCWDB: Stanislaus County Workforce Development Board     |
| GED: General Equivalency Diploma                   | WARN: Workers Adjustment and Retraining Notification Act |
| GSA: General Services Agency                       | WDB: Workforce Development Board                         |
| ITA: Individual Training Accounts                  | WIA: Workforce Investment Act                            |
| LMI: Labor Market Information                      | WIOA: Workforce Innovation and Opportunity Act           |
| LMID: California Labor Market Information Division | WEX: Work Experience                                     |
| LVER: Local Veteran Employment Representative      | WP: Wagner-Peyser  |