

## Board Meeting

Monday, January 8, 2024

Self-Help Credit Union

Community Room

900 Crows Landing Rd., Modesto, CA 95351

12:00 p.m. – 2:00 p.m.

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

<https://oag.ca.gov/sites/all/files/agweb/pdfs/publications/brownAct2003.pdf>

<http://stanworkforce.com/board>

The Agenda at each meeting allows for a public comment period, limited to 5 minutes.

Public Comment forms are available at <https://www.stanworkforce.com/workforce-board/>

All meetings are conducted in English.

If you require assistance per the Americans with Disabilities Act, please notify Stanislaus County Workforce Development at (209) 595-0556 72 hours in advance of the meeting.

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

1. Call to Order and Introductions
2. Conflict of Interest
3. Public Comment Period
4. Presentation(s)
  - A. AJCC Partners – Rachel Ren, Job Corp
5. Committee Reports
  - A. Business Development Committee – Kris Helton
  - B. Career Development Committee – Jennifer Shipman
  - C. Youth Development Committee – Mary Machado
6. Department Report
  - A. Director's Update
  - B. Update on Business Services and Client Services – Work-Based Training & Learning Services - Handout
7. Discussion and Action Items
  - A. Approve the Minutes of the October 2, 2023 Workforce Development Board Meeting
  - B. Approval of Nominations and Appointment of Workforce Development Board Officers
  - C. Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan
  - D. Approval of the 2023-2024 In-Demand Occupation List for Workforce Innovation and Opportunity Act
8. Future Topic(s), Discussion, Announcements

Next Meeting:

Date: Monday, April 8, 2024

Self-Help Credit Union Community Room

900 Crows Landing Rd., Modesto CA 95351

Time: 12:00 – 2:00 PM

**Board Meeting Minutes**

Monday, October 2, 2023  
Self-Help Credit Union  
Community Room  
900 Crows Landing Rd., Modesto, CA 95351  
12:00 p.m. – 2:00 p.m.

Members in attendance:

Bill O'Brien, Chair	Doug Murdock
Ross Briles	Maryn Pitt
Dean Fadeff	Cecil Russell
Kris Helton	Chris Savage
Scott Kuykendall	Jennifer Shipman
Mary Machado	Doug Van Diepen
Pedro Mendez	Greg Vincelet

Members excused:

Margarita Cabalbag Supervisor Grewal	Ardria Weston
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Staff in attendance:

Doris Foster	Adolph Lopez
Eugene Garcia	Donya Nunez
Kris Ixta	

10 additional guests were present.

- I. Call to Order and Roll Call  
Bill O'Brien, Workforce Development Board Chair, called the meeting to order at 12:01 p.m., thanked everyone for attending and invited the Board members and staff to introduce themselves.
- II. Conflict of Interest  
Chairman O'Brien outlined the Conflict of Interest Policy.
- III. Public Comment Period  
Chairman O'Brien gave information on the Public Comment Period. There were no comments.
- IV. Board Report  
Director Foster reported that Board member Charles Dossett has resigned from the Board. She also announced the re-appointment of members Chris Savage and Jennifer Shipman.

The Board took a brief pause to take group photos.

## V. Presentation(s)

### Pre-Apprenticeship/Apprenticeship Committee:

Doug Murdock gave a presentation on the Pre-Apprenticeship Program and apprenticeship opportunities. Additionally, he provided an overview of the programs committee.

### Ag Sector Presentation:

Workforce Development Business Services Supervisor Chris Hancock and Anna Genasci, Communication & Education Director from the Stanislaus Farm Bureau provided the Board with an Agriculture Sector update.

## VI. Committee Reports

### A. Youth Development Committee

Jennifer Shipman, Youth Development Committee Chair, reported the following:

- The 3rd annual STANd Out! Youth Leadership event was held on July 21st. There were 60 youth that attended. Feedback for the event was good, survey results by the attendees rated the event 4.6 out of 5.
- Summer Youth Program for in-school youth ages 17-21 was completed. Jennifer provided additional details on the program.
- The Department is currently applying for the STEP Grant through the Department of Rehabilitation. Jennifer provided an overview of the grant details.
- New Youth Workforce Development Programs branding project has been completed for the out of school youth programs. It was felt that this specific branding was needed to clearly identify to the public that these are Workforce Development programs.
- Budget update: the budget has grown substantially from \$2.4M in 2021/2022, \$4.3M in 2022/2023, to \$6.8M for the current 2023/2024 fiscal year.

### B. Business Development Committee

Kris Helton, Business Development Committee Chair, reported the following:

- Reviewed what the purpose of the Committee is.
  - Work closely with staff to see progress being made with each sector to make sure they are staying connected to business owners to see what their needs are so that they can communicate that to the other committees as well as the Workforce Development Board.
  - Work to connect the Business Services Division with businesses.
  - Many groups in our county are talking about the Workforce pipeline, the Committee needs to ensure they are aware of what is going on in those meetings and what questions are being asked in order to know what the needs in the community are.

### C. Career Development Committee

This will be discussed under Discussion and Action.

## VII. Department Report

### A. Director's Update

Doris Foster, Workforce Development Director, reported on the following:

1. 2023-2024 Budget: Director Foster reviewed the Allocations at a

Glance overviewing the 2023-2024 Budget

2. Cost-Benefit Analysis Report Update: Request for bids were sent out. Adolph Lopez, Workforce Development Manager, added that the entity that will prepare the cost benefit analysis has been selected and his department is currently in the process of notifying those that were not selected. Once the contract is signed they will work on collecting the data to begin creating the report. The draft report will go to the sub-committee for review prior to being presented to the Board.
  3. Enrich & Employ Update: The Ice Cream Company which works with disabled have 5 individuals enrolled in the program and they all have completed 4 modules, with 3 more in progress. There has been 1 person permanently employed from this program.
  4. CWA Meeting of the Minds 2023: 5 board members attended the conference. Board members that attended gave positive feedback on the event.
- B. Update on Business Services and Client Services
1. Business Services Manager, Eugene Garcia, reviewed handout #1 which included statistic on Work-Based Training & Learning Services for the time period 7/1/23 – 9/30/23, compared to the same time period from 2022. He also reviewed handout #2 reviewing 7/1/23 – 9/30/23, compared to the same time period from 2022, statistics for job center visits, new client enrollment, Enrich and Employ, total employed (including average wage), training, and individual training accounts. He also reviewed statistics for StanWORKS services for the same time frame.
- C. Regional Organizer/Regional Training Coordinator  
Adolph Lopez, Workforce Development Contracts & Planning Manager/SJVAC Regional Organizer, reviewed handout #3 which included updates on the following: HR Hotline Services, RERP Grant, H RTP “Healthcare” Grant, RPI 5.0 activity.

VIII. Consent Items

Consent items adopted. C. Russell / K. Helton.

- A. Approve the Minutes of the April 3, 2023 Workforce Development Board Meeting.

IX. Discussion and Action Items

- A. Approval of the 2024 Calendar Year Workforce Development Board Meeting Dates and Locations. A motion was made by C. Savage, seconded by G. Vincelet, to accept the January and October meeting dates and move the April meeting to the 8<sup>th</sup> and the July meeting to the 8<sup>th</sup>. The motion passed unanimously.
- B. Selection of a Member of the Workforce Development Board to Serve as Chair of Any Vacant Committee Seat. Kris Helton made a motion to nominate Jennifer Shipman as Career Development Committee Chair and to for Mary Machado to serve as Youth Development Committee Chair. The motion was seconded by Pedro Mendez. The motion passed unanimously.
- C. Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan. A motion was

made by M. Pitt, seconded by R. Briles to accept the agenda item with the below updates being made to the Strategic Action Plan. The Motion passed unanimously.

- “Build a “Life & Career” class in High School and Junior High” – this topic needs further discussion, possibly remove this action item.
- “Develop a “clearinghouse” for – apprenticeship opportunities” – remove from the Action Plan and assign it to the Career Development Committee.
- “Develop a true belief in a shared mission of the workforce related employment objectives” – remove from Action Plan.
- “Mapping all organizations in economic develop & education to define missions/outcomes. Then work to align objectives and outcomes to minimize duplication” – Clarification was requested. The Board explained they would like staff to make sure we have representatives at the various community meetings to ensure that Workforce Development is aligned with the same initiatives as the other groups within our community.
- “Consolidate Workforce Development’s efforts between County organizations and initiatives. (Stan 2030, SPIE, C2C)” - Clarification was requested. The Board explained they would like Workforce Development staff to branch out and be more inclusive with other organizations. This includes identifying gaps where assumptions may be made that organizations are doing a certain kind of work but perhaps maybe they have had some sort of adjustment in their alignments. Make sure we aren’t missing a particular demographic. Focus on prevention.

D. Accept the Annual Report for Stanislaus County Workforce Development for all Programs in the 2022-2023 Program Year. J. Shipman / D. Fadeff.

X. Future Topic(s), Discussion, Announcements  
There were none.

Meeting adjourned: 2:09 p.m.

Next Meeting: Monday, January 8, 2024  
Location: Self-Help Credit Union  
Community Room  
900 Crows Landing Rd., Modesto, CA 95351  
Time: 12:00 p.m. – 2:00 p.m.

Future Meeting: Monday, April 8, 2024  
Location: Self-Help Credit Union  
Community Room  
900 Crows Landing Rd., Modesto, CA 95351  
Time: 12:00 p.m. – 2:00 p.m.

**STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD  
AGENDA ITEM**

BOARD AGENDA: 7.B.  
AGENDA DATE: January 8, 2024

DISCUSSION AND ACTION:

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**SUBJECT:**

Approval of Nominations and Appointment of Workforce Development Board Officers

**STAFF RECOMMENDATION:**

Approve the Nomination and Appointment of Workforce Development Board Officer positions of Chair, Vice Chair, and Secretary

**DISCUSSION:**

On October 5, 2020 the Stanislaus County Workforce Development Board (SCWDB) approved the latest version of the Bylaws and on November 24, 2020, the Stanislaus County Board of Supervisors approved the SCWDB Bylaws as required by regulations. The Bylaws include the authority of the Workforce Development Board, its purpose, define the membership, officers, meetings, committees, quorum, voting, vacancies, conflict of interest and amendments. A recommendation to amend, repeal, or alter the Bylaws, in whole or in part may be made by a majority vote of the WDB. Any amendments to the Bylaws, shall take effect only upon approval by the Stanislaus County Board of Supervisors.

As stated in the Bylaws under Article V Officers:

“The Officers of the Board shall be a Chair, a Vice Chair, and a Secretary. Only members of the Board may be Officers. Each Office shall have a term of two (2) years. Officers shall be elected at a regular meeting of the Board. The Chair of the Board shall, if present, preside at meetings of the Board and exercise and perform such other powers and duties as may be from time to time assigned to the Chair by the Board or prescribed by these Bylaws.

In the absence or disability of the Chair, the Vice Chair shall perform all the duties of the Chair, and when so acting shall have all the powers of, and be subject to all the restrictions upon, the Chair. The Vice Chair shall have such other powers and perform such other duties as from time to time may be prescribed by the Board or these Bylaws.

The Secretary shall keep or cause to be kept a book of minutes of all meetings and actions of the Board. The Secretary shall give, or cause to be given, notice of all meetings of the Board and of committees of the Board. At the Board’s discretion, the Secretary may delegate the responsibilities contained in this paragraph to Stanislaus County Workforce Development staff.”

On January 6, 2020, the Workforce Development Board elected the following Officers for a two-year term.

Chair – William (Bill) O'Brien

Vice Chair – Cecil Russell

Secretary – Jennifer Shipman

Two years have passed from the January 10, 2022 election of Officers. In compliance with the Bylaws, the Workforce Development Board is required to elect a Chair, Vice Chair and Secretary. The election of each of the Officers requires an action by the majority of members present.

**POLICY ISSUE:**

The Stanislaus County Workforce Development Board (WDB) is governed by Workforce Innovation and Opportunity Act (WIOA). Per WIOA law § 107, paragraph (3) "CHAIRPERSON.— The members of the local board shall elect a chairperson for the local board from among the representatives described in paragraph (2) (A)." WIOA law also states in § 679.310 "The CEO must establish by-laws, consistent with State policy for Local WDB membership." The current WDB bylaws, approved by the Stanislaus County Board of Supervisors on November 24, 2020 state in article V "The Officers of the Board shall be a Chair, a Vice Chair, and a Secretary. Only members of the Board may be Officers. Each Office shall have a term of two years. Officers shall be elected at a regular meeting of the Board.

**FISCAL IMPACT:**

No fiscal impact is associated with this Agenda Item.

  
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Doris Foster, Director

## STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD AGENDA ITEM

BOARD AGENDA: 7.C.  
AGENDA DATE: January 8, 2024

DISCUSSION AND ACTION:

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### SUBJECT:

Acceptance of the Updated Information on the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan

### STAFF RECOMMENDATION:

Accept the updated information of the 2022-2024 Two Year Stanislaus County Workforce Development Board Strategic Action Plan.

### DISCUSSION:

Stanislaus County Workforce Development Board approved the Strategic Action Plan July 11, 2022. The Strategic Action Plan provides the Boards priority areas to ensure the focus of the Department aligns services that guide activities toward the Boards mission. Upon the Workforce Development Boards approval of the Strategic Action Plan on July 11, 2022, Stanislaus County Workforce Development (SCWD) staff have worked to align initiatives and services to meet the needs of businesses and jobseekers while implementing changes for the Workforce Development Boards Strategic Action Plan.

As a reminder, the key question that guides the Stanislaus County Workforce Development Board Action Plan:

What are the practical actions the Stanislaus Workforce Board can take over the next 24 months to work with Stanislaus 2030 and show positive impact in the Community. The Workforce Development Board came up with the following:

1. Align K-16 Education & Apprenticeships to Develop Career Pathways to meet Workforce needs
2. Develop Resources to Guide Young Students in Career Opportunities
3. Educate Board on the Functions on Workforce Development Staff
4. Develop Business Services Aimed at Success
5. Develop Alternative Career Pathways with Incentives that Break Down Barriers
6. Map Assets and Align Resources Towards a Common Purpose



Stanislaus County Workforce Development staff set a timeline to complete identified Action Plan outcomes. Beginning at the January 9, 2023 Stanislaus County Workforce Board meeting, updates regarding the action steps taken by the Department and staff have been provided to the Board at each Board meeting.

At the October 2, 2023 Stanislaus County Workforce Board meeting, Stanislaus Workforce Development staff requested clarification on some of the remaining action steps to ensure year two of the Action Plan still aligned with the intent of the Board's Mission. Attachment A reflects the changes discussed at the October 2, 2023 Stanislaus County Workforce Board Meeting.

Updates regarding the action steps identified by staff to present to the Board at this January 8, 2024 meeting are:

1. Define Partnership strategy with UC Merced, CSU Stanislaus and Modesto Junior College
2. Work with Stanislaus Equity Partners (S.T.E.P.) (Formerly City Ministries) to reach & teach small business

### **Define Partnership strategy with UC Merced, CSU Stanislaus and Modesto Junior College.**

Stanislaus County Workforce Development Director and Assistant Director worked in collaboration with University of California - Merced, California State University - Stanislaus, Modesto Junior College, and many other local educational partners, such as Stanislaus County Office of Education and Modesto City Schools, over the past 12 months to apply for the Regional K-16 Education Collaboratives Grant Program. Director Foster is the co-chair of the Executive Steering Committee and Assistant Director Redd is on the Design Team. As part of these roles, the direction of the Stanislaus County Workforce Development Board has been shared as well information obtained from the education partners has been brought back to the Department.

This initiative called WE Will! was awarded to the Northern San Joaquin Valley K-16 Regional Partnership in the amount of \$18,130,000. The overarching goal of the grant is to increase the number of socio-economically disadvantaged high school students that transition to and through a community college to a four-year institution; increase dual enrollment offerings, participation, and course completion along with FAFSA/CADA completion for socio-economically disadvantaged students for the region's TK12 student population; increase the number of students participating in quality work-based learning experiences in the health and education industry sectors; and improve TK12 college and career readiness. Currently there is a call to educational partners to submit a grant in

order to carry out the goals of the WE Will initiative. Stanislaus County Workforce Development will continue to participate in these meetings to build partnerships and ensure there is alignment in initiatives.

Additionally, California State University – Stanislaus, Modesto Junior College as well as many other local educational partners participate on the Career Development Committee. As this Committee continues to look at their goals and direction, the partnership between agencies will continue to align and develop opportunities for stronger programming available to the community.

### **Work with Stanislaus Equity Partners (S.T.E.P.) (Formerly City Ministries) to reach & teach small business**

Stanislaus County Workforce Development has contracted with Stanislaus Equity Partners (S.T.E.P.) to provide ongoing support and sector building among small and underserved businesses throughout Stanislaus County. As part of the contracted services, S.T.E.P. will be providing the following services to Stanislaus County Small Business during fiscal year 2023-2024:

- Hosting two Small/Underserved Business Sector meetings designed to generate discussion and gather feedback about the barriers and struggles of small business owners and managers throughout the county. The first meeting occurred on September 26, 2023.
- Facilitate three workshops, based on feedback from the Business Sector meetings, that will provide information, resources, and ultimately solutions to the struggles that small and underserved businesses face.
- Workshop topics identified are: Small/Underserved Business Access to Capital and Grants, Mentorship and Coaching Resources for Small Businesses, Small Business Lifecycle Mapping and Strategic Planning. The first workshop occurred December 5, 2023. The topic was Access to Capital for Underserved Business and Entrepreneur. Twenty-four participants attended.
- Conducting outreach to more than 1,100 County businesses that received COVID-19 grant funding from Stanislaus County Workforce Development. The outreach efforts include gathering information regarding the current financial health of the business, employment and employee outcomes as the business emerged from COVID-19 lockdowns. Additional information being gathered is if there is any current or future growth anticipated. Outreach efforts will also include referrals to SCWD, Small Business Development Center (SBDC), and other organizations or institutions that can provide small business support.

In addition to the contract with S.T.E.P, SCWD is contracting with the Stanislaus Latino Chamber of Commerce to provide the following services to small/underserved businesses in Stanislaus County:

- Workshop training: Basic Financial Literacy for Small/ Underserved Business Owners and entrepreneurs
- Workshop training: Social media marketing and advertising strategies for small businesses
- Workshop training: Licensing, registration, and permitting processes for Small/ Underserved businesses in Stanislaus County
- Conduct outreach to more than 200 small/ underserved businesses with limited or no legal status to operate and register to attend workshops or training sessions that will guide them through the licensing or registration process. The identified businesses are those that had greater difficulty in obtaining grants during the pandemic.

The partnerships and contracts align and support the action steps that staff implemented in the first year of the action plan and continue to support services aimed for small business success: **Develop readily available resources for small businesses**, and **Create a workshop new/existing small business for business planning**.

**POLICY ISSUE:**

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

**FISCAL IMPACT:**

The fiscal impact associated with the actions identified in this Agenda Item have been included in the 2023-2024 Budget.

  
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Doris Foster, Director

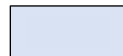
**Stanislaus County Workforce Development Board Action Plan Updated January 2024**

Q: What are practical actions the Stanislaus County Workforce Board can take over the next 24 months to work with Stanislaus 2030 and show positive impact in the Community?

Align K-16 education & apprenticeships to develop career pathways to meet Workforce needs	Develop resources to guide young students in career opportunities	Educate the Board on the functions of workforce development staff	Develop small business services aimed at success	Develop alternative career pathways with incentives that break down barriers	Map assets and align resources towards a common purpose
Map out all trades & CTE pathways to provide career clarity.	Promote Apprenticeships with High School students earlier	Educate Board Members on Staff scope of work (job shadow)	Facilitate collaboration between business & education for common goals	Provide housing incentives tied to employment and/or training.	Present Stanislaus 2030- Review five factors of economic growth to identify priorities for Board.
Define Partnership strategy with UC Merced, CSU Stanislaus and Modesto Junior College.	Build a "Life & Career" class in High School and Junior High.	Develop longitudinal study of at-risk youth	Increase Business Services headcount with the goal of doubling participation and awareness	Promote and create programs and training for persons with disabilities.	Mapping all organizations in economic develop & education to define missions/outcomes. Then work to align objectives and outcomes to minimize duplication.
Align K-16 education with local Workforce	Business & Education need to develop (K-12) partnership to develop career pathways	<del>Develop a true belief in a shared mission of the workforce related employment objectives</del>	Work with City Ministries to reach & teach small business	Build partnership cycle for seasonal workforce	Conduct asset map to increase vocational opportunities to align with business needs
	Engage future Job Seekers at an early age		Develop readily available resources for small businesses (Finance literacy, H.R. help)	Learn gig economy-create a location for day work	Consolidate workforce development efforts between County organizations and initiatives. (Stan 2030, SPIE, C2C, Focus on Prevention)
	<del>Develop a "clearinghouse" for apprenticeship opportunities (Assigned to Career Development Committee)</del>		Create a workshop new/existing small business for business planning.		
			Support small business by providing advisory/mentoring services		



Implemented Year 1



Q2 - January 2024



2023-2024 Year 2 Remaining Action Items



## Stanislaus County Workforce Development

251 E. Hackett Road, Modesto, CA 95358 • www.stanworkforce.com • 209-558-2100 • 209-558-2164 fax

### STANISLAUS COUNTY WORKFORCE DEVELOPMENT BOARD AGENDA ITEM

BOARD AGENDA: 7.D.  
AGENDA DATE: January 8, 2024

DISCUSSION AND ACTION:

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#### SUBJECT:

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

#### STAFF RECOMMENDATION:

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

#### DISCUSSION:

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

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

### **In-Demand Occupation Methodology**

Occupations were screened based on Lightcast Data Industry-Specific Occupations.

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

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

On December 7, 2023, the Business Development Committee approved the 2023-2024 In-Demand Occupations, on December 14, 2023 the Career Development Committee approved the 2023-2024 In-Demand Occupations. In viewing the In-Demand Occupations, the Career Development Committee also compared the occupations to the Eligible Training Provider List.

The Board has discretion to modify the attached In-Demand Occupations list as necessary. The Director of the Department has the ability to make exceptions to the In-Demand Occupations list on a case-by-case basis. An example of such an exception is when an employer guarantees a job to an individual pending completion of a training program for an occupation that is not on the list.

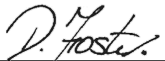
### **POLICY ISSUE:**

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

appropriate, using State and regional business and labor market projections, including the use of labor market information. While regulations require the Workforce Development Board to approve the In-Demand Sectors, the local Workforce Development Board has previously requested to review and approve the In- Demand Occupations List.

**FISCAL IMPACT:**

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

  
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Doris Foster, Director

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



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

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

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

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
47-2073	Operating Engineers and Other Construction Equipment Operators	\$37.60	310	351	13.5%	High school diploma or equivalent	Moderate-term on-the-job training
47-2051	Cement Masons and Concrete Finishers	\$30.21	294	325	10.7%	No formal educational credential	Moderate-term on-the-job training
11-9199	Managers, All Other	\$39.74	288	315	9.3%	Bachelor's degree	None
47-2181	Roofers	\$29.15	273	292	7.0%	No formal educational credential	Moderate-term on-the-job training
11-1021	General and Operations Managers	\$47.50	238	274	15.4%	Bachelor's degree	None
13-1051	Cost Estimators	\$36.64	212	230	8.5%	Bachelor's degree	Moderate-term on-the-job training
13-1082	Project Management Specialists	\$46.49	194	222	14.4%	Bachelor's degree	None
43-3031	Bookkeeping, Accounting, and Auditing Clerks	\$23.15	189	202	6.7%	Some college, no degree	Moderate-term on-the-job training
43-6014	Secretaries and Administrative Assistants, Except Legal, Medical, and Executive	\$22.48	179	188	5.0%	High school diploma or equivalent	Short-term on-the-job training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	156	179	14.7%	Postsecondary nondegree award	Short-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$27.20	144	161	11.5%	High school diploma or equivalent	Moderate-term on-the-job training
47-2044	Tile and Stone Setters	\$27.47	115	123	7.4%	No formal educational credential	Long-term on-the-job training
47-2211	Sheet Metal Workers	\$30.45	109	119	8.8%	High school diploma or equivalent	Apprenticeship
47-2161	Plasterers and Stucco Masons	\$24.24	108	112	3.5%	No formal educational credential	Long-term on-the-job training
47-2221	Structural Iron and Steel Workers	\$29.29	93	107	16.1%	High school diploma or equivalent	Apprenticeship
51-4121	Welders, Cutters, Solderers, and Brazers	\$23.28	92	103	12.0%	High school diploma or equivalent	Moderate-term on-the-job training
47-2231	Solar Photovoltaic Installers	\$23.17	90	107	19.3%	High school diploma or equivalent	Moderate-term on-the-job training

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$39.70	81	88	8.2%	High school diploma or equivalent	None
47-3012	Helpers--Carpenters	\$22.78	76	81	6.6%	No formal educational credential	Short-term on- the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	74	81	9.9%	No formal educational credential	Short-term on- the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	72	76	6.7%	High school diploma or equivalent	None
47-3019	Helpers, Construction Trades, All Other	\$24.77	71	76	7.0%	No formal educational credential	Short-term on- the-job training
47-2171	Reinforcing Iron and Rebar Workers	\$28.92	70	76	9.7%	High school diploma or equivalent	Apprenticeship
47-2121	Glaziers	\$24.28	68	80	18.7%	High school diploma or equivalent	Apprenticeship
47-2131	Insulation Workers, Floor, Ceiling, and Wall	\$23.47	63	67	6.3%	No formal educational credential	Short-term on- the-job training
47-2042	Floor Layers, Except Carpet, Wood, and Hard Tiles	\$22.60	59	65	10.0%	No formal educational credential	Moderate-term on-the-job training
47-3011	Helpers--Brickmasons, Blockmasons, Stonemasons, and Tile and Marble Setters	\$20.26	58	60	3.0%	No formal educational credential	Short-term on- the-job training
17-2051	Civil Engineers	\$51.06	58	66	13.2%	Bachelor's degree High school diploma or equivalent	None
47-2021	Brickmasons and Blockmasons	\$24.93	58	62	7.6%		Apprenticeship
13-2011	Accountants and Auditors	\$38.81	56	64	14.0%	Bachelor's degree	None
49-9099	Installation, Maintenance, and Repair Workers, All Other	\$19.37	53	57	6.8%	High school diploma or equivalent	Moderate-term on-the-job training
49-9098	Helpers--Installation, Maintenance, and Repair Workers	\$18.82	50	54	8.0%	High school diploma or equivalent	Short-term on- the-job training
49-9071	Maintenance and Repair Workers, General	\$23.74	46	52	12.8%	High school diploma or equivalent	Moderate-term on-the-job training
49-9052	Telecommunications Line Installers and Repairers	\$37.14	46	50	8.7%	High school diploma or equivalent	Long-term on-the- job training

SOC	Construction (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
49-3042	Mobile Heavy Equipment Mechanics, Except Engines	\$29.64	44	50	13.0%	High school diploma or equivalent	Long-term on-the- job training
47-2071	Paving, Surfacing, and Tamping Equipment Operators	\$27.76	42	49	16.1%	High school diploma or equivalent	Moderate-term on-the-job training
49-2022	Telecommunications Equipment Installers and Repairers, Except Line Installers	\$32.06	42	44	6.2%	Postsecondary nondegree award	Moderate-term on-the-job training
47-2151	Pipelayers	\$32.97	40	42	4.9%	No formal educational credential	Short-term on- the-job training

SOC	Agriculture, Forestry, Fishing and Hunting	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
45-2091	Agricultural Equipment Operators	\$18.54	447	466	4.3%	No formal educational credential	Moderate-term on-the-job training
45-1011	First-Line Supervisors of Farming, Fishing, and Forestry Workers	\$22.33	384	397	3.5%	High school diploma or equivalent	None
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	209	215	2.9%	Postsecondary nondegree award	Short-term on- the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	141	146	3.7%	No formal educational credential	Short-term on- the-job training
53-7051	Industrial Truck and Tractor Operators	\$21.93	130	136	4.9%	No formal educational credential	Short-term on- the-job training
49-9071	Maintenance and Repair Workers, General	\$23.74	94	94	0.2%	High school diploma or equivalent	Moderate-term on-the-job training
37-3011	Landscaping and Groundskeeping Workers	\$17.70	78	81	3.7%	No formal educational credential	Short-term on- the-job training
11-1021	General and Operations Managers	\$47.50	75	77	2.0%	Bachelor's degree	None
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$34.21	73	77	5.3%	High school diploma or equivalent	Moderate-term on-the-job training
53-3033	Light Truck Drivers	\$18.32	70	71	1.4%	High school diploma or equivalent	Short-term on- the-job training
51-9111	Packaging and Filling Machine Operators and Tenders	\$22.44	60	63	4.0%	High school diploma or equivalent	Moderate-term on-the-job training
11-9199	Managers, All Other	\$39.74	59	59	0.7%	Bachelor's degree	None

SOC	Agriculture, Forestry, Fishing and Hunting (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.09	55	56	1.9%	No formal educational credential	Short-term on- the-job training
19-4012	Agricultural Technicians	\$19.09	47	49	4.4%	Associate's degree	Moderate-term on-the-job training
13-2011	Accountants and Auditors	\$38.81	42	44	5.0%	Bachelor's degree	None
51-9199	Production Workers, All Other	\$21.13	42	42	0.8%	High school diploma or equivalent	Moderate-term on-the-job training
49-3041	Farm Equipment Mechanics and Service Technicians	\$29.39	37	40	9.3%	High school diploma or equivalent	Long-term on-the- job training
43-5071	Shipping, Receiving, and Inventory Clerks	\$18.77	33	34	2.9%	High school diploma or equivalent	Short-term on- the-job training
43-1011	First-Line Supervisors of Office and Administrative Support Workers	\$29.77	31	32	2.1%	High school diploma or equivalent	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$19.80	29	32	9.9%	High school diploma or equivalent	Moderate-term on-the-job training
45-2011	Agricultural Inspectors	\$24.19	28	29	3.0%	Bachelor's degree	Moderate-term on-the-job training
19-1013	Soil and Plant Scientists	\$36.70	24	25	4.7%	Bachelor's degree	None
13-1074	Farm Labor Contractors	\$23.38	23	24	4.5%	No formal educational credential	Short-term on- the-job training
53-7065	Stockers and Order Fillers	\$17.52	23	24	2.6%	High school diploma or equivalent	Short-term on- the-job training
53-1047	First-Line Supervisors of Transportation and Material Moving Workers, Except Aircraft Cargo Handling Supervisors	\$28.57	21	22	7.8%	High school diploma or equivalent	None
37-3012	Pesticide Handlers, Sprayers, and Applicators, Vegetation	\$17.66	21	22	5.4%	High school diploma or equivalent	Moderate-term on-the-job training
11-2022	Sales Managers	\$41.94	20	21	3.1%	Bachelor's degree	None
43-3051	Payroll and Timekeeping Clerks	\$26.64	20	20	1.8%	High school diploma or equivalent	Moderate-term on-the-job training
53-7011	Conveyor Operators and Tenders	\$18.35	19	20	4.2%	No formal educational credential	Short-term on- the-job training
11-3031	Financial Managers	\$63.23	19	20	7.6%	Bachelor's degree	None

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

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

SOC	Transportation and Warehousing	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
53-3032	Heavy and Tractor-Trailer Truck Drivers	\$23.40	2666	2898	8.7%	Postsecondary nondegree award	Short-term on- the-job training
53-7062	Laborers and Freight, Stock, and Material Movers, Hand	\$18.04	1386	1550	11.8%	No formal educational credential	Short-term on- the-job training



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

SOC	Transportation and Warehousing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
43-5061	Production, Planning, and Expediting Clerks	\$25.19	61	68	11.5%	High school diploma or equivalent	Moderate-term on-the-job training
43-5111	Weighers, Measurers, Checkers, and Samplers, Recordkeeping	\$17.65	58	61	5.4%	High school diploma or equivalent	Short-term on- the-job training
53-4031	Railroad Conductors and Yardmasters	\$28.50	55	66	20.1%	High school diploma or equivalent	Moderate-term on-the-job training
41-3091	Sales Representatives of Services, Except Advertising, Insurance, Financial Services, and Travel	\$27.20	54	60	11.4%	High school diploma or equivalent	Moderate-term on-the-job training
43-4151	Order Clerks	\$18.80	53	53	0.0%	Some college, no degree	Short-term on- the-job training
11-9199	Managers, All Other	\$39.74	53	59	13.0%	Bachelor's degree	None
53-4011	Locomotive Engineers	\$44.19	52	63	21.8%	High school diploma or equivalent	Moderate-term on-the-job training
53-3031	Driver/Sales Workers	\$18.16	45	51	13.8%	High school diploma or equivalent	Short-term on- the-job training
49-1011	First-Line Supervisors of Mechanics, Installers, and Repairers	\$39.70	43	48	11.3%	High school diploma or equivalent	None
13-1199	Business Operations Specialists, All Other	\$32.61	42	48	13.4%	Bachelor's degree	None
13-1151	Training and Development Specialists	\$34.85	41	46	11.9%	Bachelor's degree	None
53-6061	Passenger Attendants	\$17.70	38	40	2.8%	High school diploma or equivalent	Short-term on- the-job training
13-1071	Human Resources Specialists	\$35.15	35	40	15.4%	Bachelor's degree	None
51-9061	Inspectors, Testers, Sorters, Samplers, and Weighers	\$19.80	31	33	6.9%	High school diploma or equivalent	Moderate-term on-the-job training
13-1081	Logisticians	\$45.44	31	38	20.7%	Bachelor's degree	None
43-3021	Billing and Posting Clerks	\$20.03	30	32	6.9%	High school diploma or equivalent	Moderate-term on-the-job training
37-2011	Janitors and Cleaners, Except Maids and Housekeeping Cleaners	\$17.09	29	35	19.8%	No formal educational credential	Short-term on- the-job training
49-3011	Aircraft Mechanics and Service Technicians	\$38.81	28	32	13.2%	Postsecondary nondegree award	None

SOC	Transportation and Warehousing (cont.)	Median Hourly Earnings	2022 Industry Jobs	2027 Industry Jobs	% Change (2022 - 2027)	Typical Entry Level Education	Typical On-The- Job Training
53-7063	Machine Feeders and Offbearers	\$21.79	25	28	13.6%	No formal educational credential	Short-term on- the-job training
49-3023	Automotive Service Technicians and Mechanics	\$22.40	23	27	19.1%	Postsecondary nondegree award	Short-term on- the-job training
43-5011	Cargo and Freight Agents	\$21.48	22	23	7.8%	High school diploma or equivalent	Short-term on- the-job training
41-4012	Sales Representatives, Wholesale and Manufacturing, Except Technical and Scientific Products	\$34.21	21	23	12.9%	High school diploma or equivalent	Moderate-term on-the-job training

## BUSINESS SERVICES PY 2023-2024 Quarter 2

WIOA SERVICES	SERVICES PROVIDED 10/1/23 – 12/31/23	AMOUNTS OBLIGATED 10/1/23 – 12/31/23	SERVICES PROVIDED 10/1/22 – 12/31/22	AMOUNTS OBLIGATED 10/1/22 – 12/31/22
On-the-Job Training (OJT)	15	\$130,859	12	\$85,117
Incumbent Worker Training (IWT)	1	\$47,532	0	0
Work Experience (WIOA)	11	\$80,459	4	\$32,516
<b>Totals</b>	<b>27</b>	<b>\$258,850</b>	<b>16</b>	<b>\$117,633</b>

SERVICES PROVIDED to BUSINESSES	SERVICES PROVIDED 10/1/23 – 12/31/23	SERVICES PROVIDED 10/1/22 – 12/31/22
Business Engagement Activities	856	646
Total Businesses Served	183	91

StanWORKS SERVICES	SERVICES PROVIDED 10/1/23 – 12/31/23	AMOUNTS OBLIGATED 10/1/23 – 12/31/23	SERVICES PROVIDED 10/1/22 – 12/31/22	AMOUNTS OBLIGATED 10/1/22 – 12/31/22
Work Experience (StanWORKS)	22	\$292,664	7	\$74,375

## CLIENT SERVICES PY 2023-2024 Quarter 2

Quarter 2	10/1/23 – 12/31/23	10/1/22 – 12/31/22
TOTAL JOB CENTER VISITS	2629	2243
NEW CLIENT ENROLLMENT	133	71
ENRICH AND EMPLOY	6	N/A
TOTAL EMPLOYED	33 AVG WAGE \$19.84	62 AVG WAGE \$19.97

TRAINING	INDIVIDUAL TRAINING CONTRACTS 10/1/23 – 12/31/23	AMOUNTS OBLIGATED 10/1/23 – 12/31/23	INDIVIDUAL TRAINING CONTRACTS 10/1/22 – 12/31/22	AMOUNTS OBLIGATED 10/1/22 – 12/31/22
INDIVIDUAL TRAINING ACCOUNTS	33	\$198,500	17	\$137,260

StanWORKS SERVICES	10/1/23 – 12/31/23	10/1/22 – 12/31/22
JOB READINESS EVALUATION	99	47
JOB READINESS WORKSHOPS	16	13
EMPLOYED DURING WORKSHOPS	8 AVG WAGE \$17.91	7 AVG WAGE \$17.29