

**AGENDA  
WORKFORCE DEVELOPMENT BOARD  
WEDNESDAY, FEBRUARY 25, 2026**



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PATRICIA VIRGEN  
EXECUTIVE DIRECTOR

NICOLE SNYDER  
DEPUTY DIRECTOR  
TINA LaBOUNTY  
DEPUTY DIRECTOR



**COUNTY OF SAN JOAQUIN**  
EMPLOYMENT AND ECONOMIC DEVELOPMENT DEPARTMENT

**AGENDA  
WORKFORCE DEVELOPMENT BOARD  
WEDNESDAY, FEBRUARY 25, 2026**

Dear Workforce Development Board Members:

Attached is your agenda for the Wednesday, February 25, 2026, meeting of the Workforce Development Board (WDB).

The meeting will be held:

DATE: Wednesday, February 25, 2026  
TIME: 7:30 a.m.  
PLACE: WorkNet Building  
6221 West Lane, Suite #105  
Stockton, CA

If you have any questions, please call me at 468-2245.

Sincerely,

A handwritten signature in black ink that reads "Patricia Virgen".

PATRICIA VIRGEN  
EXECUTIVE DIRECTOR



A proud partner of the America's **JobCenter** network of California™

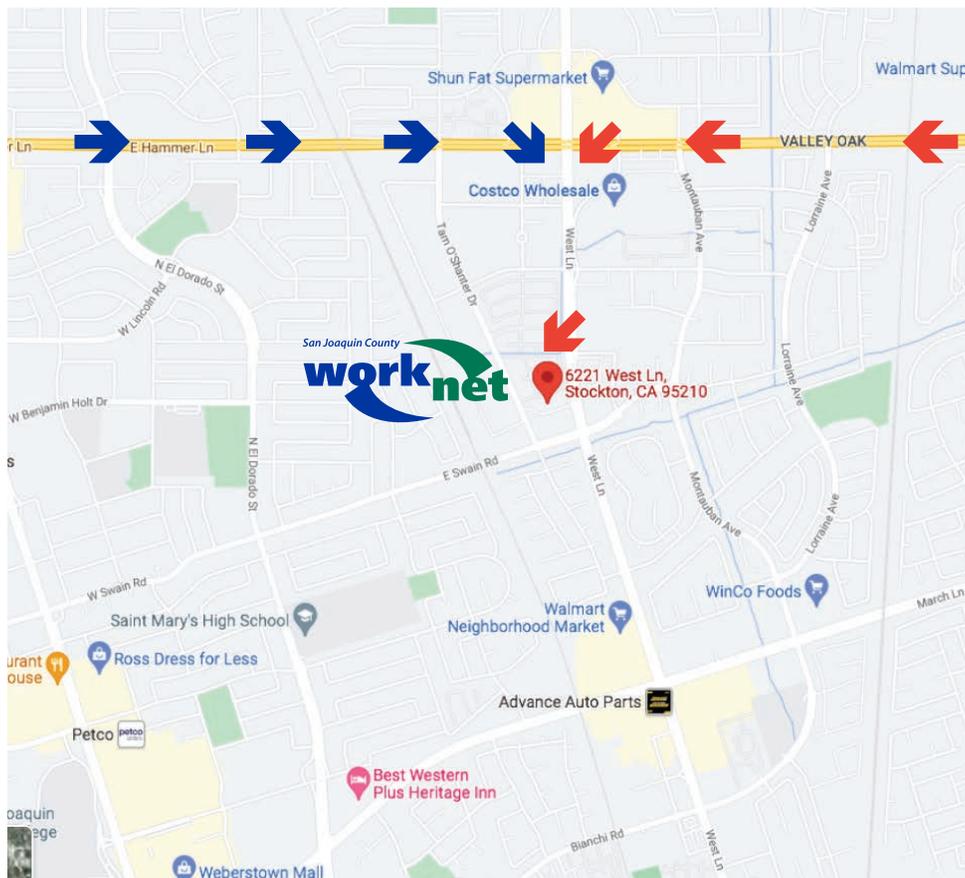
### From HWY 99

From **Highway 99**, take the **Hammer Lane West** exit. Head **westbound on Hammer Lane** and prepare to turn **LEFT** on West Ln from Hammer Lane (Next main intersection after Monteabaun), to head **south on West Lane**. Using the right lane, you will pass one set of traffic lights on Hammertown, and then proceed to turn into our parking lot just before Swain. **Look for the WorkNet sign as a cue to turn into our parking lot.**

### From Interstate 5

From **Interstate 5**, take the **Hammer Lane West** exit. Head **eastbound on Hammer Lane** and prepare to turn **RIGHT** on West Ln from Hammer Lane (Next main intersection after Tam O'Shanter), to head **south on West Lane**. Using the right lane, you will pass one set of traffic lights on Hammertown, and then proceed to turn into our parking lot just before Swain. **Look for the WorkNet sign as a cue to turn into our parking lot.**

From Interstate 5



From HWY 99

**AGENDA**  
**WORKFORCE DEVELOPMENT BOARD**

February 25, 2026 - 7:30 a.m.  
Stockton WorkNet Center  
6221 West Lane, Suite 105  
Stockton, CA 95210

**ROLL CALL**

**APPROVAL OF MINUTES**

**STATEMENTS OF CONFLICT OF INTEREST**

**PUBLIC COMMENT**

**ACTION ITEMS**

- A-1 Amend Workforce Development Board Bylaws Regarding Alternate Designee and Vacancy Notification Provisions
- A-2 Approval of 2026 Workforce Development Board Meeting Schedule
- A-3 Authorization to Transfer Funds from Workforce Innovation and Opportunity Act (WIOA) Formula Dislocated Worker Program to WIOA Formula Adult Program

**PRESENTATION**

- P-1 WIOA Program Resilience in San Joaquin County

**COMMITTEE REPORTS**

**INFORMATION ITEMS**

- I-1 WorkNet Center Customer Service Survey
- I-2 Success Stories
- I-3 San Joaquin County Labor Market Information Snapshot

## **DIRECTOR'S REPORT**

### **BOARD MEMBERS QUESTIONS AND COMMENTS**

#### **\*\*\* PUBLIC COMMENT \*\*\***

Public Comments, limited to 250 words or less, may be submitted by sending an email to [wdbcomments@sjcworknet.org](mailto:wdbcomments@sjcworknet.org). **Please no personal attacks.**

Every effort will be made to read all comments received into the record, but some comments may not be read due to time limitations. Comments received after an agenda item will be made part of the official record on file.

If you need disability-related modification or accommodation in order to participate in this meeting, please contact Annette Lovato at (209) 468-3524 at least 48 hours prior to the start of the meeting.

### **ADJOURNMENT**

The next WDB meeting pending approval is scheduled for Wednesday, March 25, 2026.

This WIOA Title I - Financially Assisted Program or Activity is an Equal Opportunity Employer/Program. Auxiliary aids and services available upon request to individuals with disabilities. If you require special accommodation, please contact Annette Lovato (209) 468-3524 at least one day in advance of the meeting. California Relay Service 711 or [1-800-735-2922](tel:1-800-735-2922) (English) [1-800-855-3000](tel:1-800-855-3000) (Spanish).

## **APPROVAL OF MINUTES**

**MINUTES  
OF THE  
WORKFORCE DEVELOPMENT BOARD**

August 27, 2025

WorkNet

6221 West Lane, Suite 105, Stockton, CA 95210

**WORKFORCE DEVELOPMENT BOARD MEMBERS PRESENT**

Diane Vigil, Chair

Gene Acevedo  
LaChelle Adams  
Mark Berger  
Jateen Bhakta  
Troy Brown  
Frank Ferral  
Les Fong  
Mahalia Gotico  
Robert Gutierrez  
Gorgina Halaufia

Raul Hernandez  
Julie Jansen  
Dr. Lisa Aguilera Lawrenson  
Foung Ly  
Tim Robertson  
Steven Stevenson  
Michael Sorensen  
Linda Wilcox  
Chris Woods

**MEMBERS ABSENT**

John Doucette  
Jose Hernandez  
William Kelly  
Dr. Paul I Lanning

Brooke McCollough  
Jason Schwarz  
Doug Strach

**GUESTS/STAFF PRESENT**

John Lutzow, Employment & Economic Development Dept.  
Douglas Francovich, Employment & Economic Development Dept.  
Jose Parocua, Employment & Economic Development Dept.  
Tina LaBounty, Employment & Economic Development Dept.  
Patty Virgen, Employment & Economic Development Dept.  
Belinda Petate-Chan, Employment & Economic Development Dept.  
Megan McSwain, Employment & Development Dept.  
Andrea Moccia, Employment & Development Dept.  
Armando Ayala, Employment & Economic Development Dept.  
Alejandra Mata, Employment & Economic Development Dept.  
Melyn Cardenas, Employment & Economic Development Dept.  
Paul Huerta, Employment & Economic Development Dept.  
Marcella Galindo, Employment & Economic Development Dept.  
Annette Lovato, Employment & Economic Development Dept.  
Kirin Virk, County Counsel

Guests who did not identify themselves may not be listed.

**ROLL CALL**

Chair Vigil called the meeting to order at 7:32 a.m. Roll call was taken, and a quorum of the Board was present.

**APPROVAL OF MINUTES**

**MOTION**

Mr. Ferral moved, and Mr. Stevenson seconded to approve the May 28, 2025, Workforce Development Board meeting minutes.

M/S/C unanimously.

**STATEMENTS OF CONFLICT OF INTEREST**

None.

**PUBLIC COMMENT**

None.

**ACTION ITEMS**

**A-1 Approval of Workforce Innovation and Opportunity Act Formula Fund Budget for Program Year 2025-26**

Mr. Parocua provided a brief presentation explaining that Local Workforce Development Boards are required to approve the annual budget for Workforce Innovation and Opportunity Act (WIOA) formula funds, including Adult, Dislocated Worker, and Youth program allocations.

Approval of this recommendation authorizes the use of \$10,393,627 in federal WIOA formula funds for Program Year 2025–26 in San Joaquin County.

**MOTION**

Mr. Ferral moved, and Mr. Acevedo seconded to approve the Workforce Innovation and Opportunity Act Formula Fund Budget for Program Year 2025-26.

M/S/C unanimously.

**PRESENTATIONS**

None.

## **COMMITTEE REPORTS**

None.

## **INFORMATION ITEMS**

- I-1 WorkNet Center Customer Service Survey
- I-2 Success Stories
- I-3 San Joaquin County Labor Market Information Snapshot

## **DIRECTOR'S REPORT**

Director Virgen provided the following updates:

- Funding 2025–2026 is higher than anticipated, but additional funding is not guaranteed moving forward.
- Subgrant agreement approved by the Board of Supervisors.
- Monitoring federal guidance regarding WIOA funding.
- New legislation, including a 50% training mandate, is still under consideration.
- Performance: 631 individuals enrolled; approximately half (316) received training.
- State reviews for ETPL eligibility are currently backlogged.
- Met with Representative Josh Harder regarding concerns about potential reductions or loss of WIOA funding.
- The department currently has NFJP and AB109, and CalWORKs funding.
- Will continue to monitor developments in WIOA legislation and provide updates to the Board.

## **BOARD MEMBERS QUESTIONS AND COMMENTS**

Mr. Ferral provided an update on the STAART program (Standing Together Against All Regional Theft). He reported that the Board of Supervisors authorized onboarding the STAART application in other jurisdictions.

## **ADJOURNMENT**

### **MOTION**

Mr. Robertson moved, and Ms. Halaufia seconded to adjourn the meeting at 8:08 a.m.

M/S/C unanimously.

**MINUTES  
OF THE  
WORKFORCE DEVELOPMENT BOARD**

December 17, 2025

WorkNet

6221 West Lane, Suite 105, Stockton, CA 95210

**WORKFORCE DEVELOPMENT BOARD MEMBERS PRESENT**

Gene Acevedo, Vice Chair

LaChelle Adams  
Jateen Bhakta  
Troy Brown  
John Doucette  
Frank Ferral  
Gorgina Halaufia  
Raul Hernandez

Foung Ly  
Tim Robertson  
Jason Schwarz  
Steven Stevenson  
Michael Sorensen  
Eddie Lira

**MEMBERS ABSENT**

Mark Berger  
Les Fong  
Mahalia Gotico  
Robert Gutierrez  
Jose Hernandez  
Julie Jansen  
William Kelly

Dr. Paul I Lanning  
Dr. Lisa Aguilera Lawrenson  
Brooke McCollough  
Doug Strach  
Diane Vigil  
Linda Wilcox  
Chris Woods

**GUESTS/STAFF PRESENT**

John Lutzow, Employment & Economic Development Dept.  
Douglas Francovich, Employment & Economic Development Dept.  
Jose Parocua, Employment & Economic Development Dept.  
Tina LaBounty, Employment & Economic Development Dept.  
Nicole Snyder, Employment & Economic Development Dept.  
Patty Virgen, Employment & Economic Development Dept.  
Belinda Petate-Chan, Employment & Economic Development Dept.  
Armando Ayala, Employment & Economic Development Dept.  
Marcella Galindo, Employment & Economic Development Dept.  
Kirin Virk, County Counsel

Guests who did not identify themselves may not be listed.

**ROLL CALL**

It is hereby noted that the roll call was not taken, and a quorum of the Board was not present for the scheduled meeting. As a result, no formal actions or decisions could be made.

## **APPROVAL OF MINUTES**

A quorum was not present; therefore, the motion to approve August 27, 2025, Workforce Development Board meeting minutes were not considered, and the minutes were not approved.

## **STATEMENTS OF CONFLICT OF INTEREST**

None.

## **PUBLIC COMMENT**

None.

## **ACTION ITEMS**

### **A-1 Amend Workforce Development Board Bylaws Regarding Alternate Designee and Vacancy Notifications Provision**

A quorum was not present; therefore, the motion could not be considered.

### **A-2 Approval of 2026 Workforce Development Board Meeting Schedule**

A quorum was not present; therefore, the motion could not be considered.

## **PRESENTATIONS**

None.

## **COMMITTEE REPORTS**

None.

## **INFORMATION ITEMS**

- I-1 WorkNet Center Customer Service Survey
- I-2 Success Stories
- I-3 San Joaquin County Labor Market Information Snapshot

## **DIRECTOR'S REPORT**

Director Virgen provided the following updates:

- Due to new legislation, approximately 21,000 CalWORKs individuals currently receiving aid will be subject to additional requirements next year. About half are expected to receive waivers, while the remaining individuals will require services, and preparations are underway to support them.
- Staff continue working with the Building Trades Council, which has eight cohorts beginning; some cohorts started intake this week.
- The department continues its partnership with North Valley Thrive, to expand efforts in advanced manufacturing. The Manufacturers Council of the Central Valley has also begun collaborating with North Valley Thrive. While North Valley Thrive has primarily operated in Stanislaus County, it has expanded services to San Joaquin and Merced Counties.
- Through North Valley Thrive, the State Workforce Development Board Chair toured the region and expressed satisfaction with the Building Trades programs, particularly MC3, and the work being conducted within the jails.
- Efforts continue to expand partnerships within the healthcare sector.
- Participant enrollments and training enrollments are higher compared to the same time last year.
- A request will be brought forward next year to transfer Dislocated Worker funds to the Adult fund due to higher proportion of adult enrollments this year.
- Regarding the proposed federal 50% training expenditure requirement, staff are aware the requirement is likely to move forward; however, the related legislation has not advanced since the last update.

## **MEMBERS QUESTIONS AND COMMENTS**

None.

## **ADJOURNMENT**

The meeting was adjourned without a motion due to the absence of a quorum.

## **STATEMENTS OF CONFLICT OF INTEREST**

**PUBLIC COMMENT**

**ITEM #1**

**Amend Workforce Development Board Bylaws Regarding Alternate  
Designee and Vacancy Notification Provisions**

DATE: February 25, 2026

ACTION ITEM: 1

TO: Workforce Development Board

FROM: Patricia Virgen, Executive Director

SUBJECT: Amend Workforce Development Board Bylaws Regarding Alternate Designee and Vacancy Notification Provisions

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**IT IS RECOMMENDED:**

That the Workforce Development Board (WDB):

1. Approve the amendments to the WDB bylaws to clarify language prohibiting the designation of an alternate and proxies when a member is unable to attend a meeting and the process for notifying the Clerk of the Board of Supervisors of a vacancy to ensure a prompt nomination and appointment process.
2. Forward the recommendation to the San Joaquin County Board of Supervisors for approval.

**REASON FOR RECOMMENDATION:**

In accordance with Workforce Innovation and Opportunity Act (WIOA) regulations and U.S. Department of Labor guidance, local boards must maintain bylaws that outline key operational procedures, including processes for member representation and vacancy management.

Periodic review and revision of WDB bylaws are necessary to ensure continued compliance with federal regulations and alignment with evolving local governance practices. During a recent review of the WDB's current bylaws, two areas were identified as requiring updates:

1. Section 3.30 of the bylaws prohibit WDB members from appointing alternates to represent them in their absence. A recent state review of WDB bylaws identified that bylaws should explicitly state that the Brown Act prohibits the use of proxies and that no alternates may be designated or used. While the WDB has historically operated in compliance with the Brown Act, the proposed amendments add clarifying language to ensure full alignment with state guidance and open-meeting law requirements. This revision ensures compliance with both the Brown Act and the recommendations from the state review. It provides transparency to the public, clarity to board members, and consistency with statewide expectations for WDB governance.

Proposed amendment:

Members nominated and appointed to the WDB are expected to personally fulfill their duties. Alternates may not be designated or used. Proxies are prohibited under the Brown Act.

2. Section 3.40 of the bylaws includes general language regarding the filling of board vacancies. However, 20 CFR 679.310(g)(3) mandates a defined process for notifying the Chief Elected Official (CEO), which is the Board of Supervisors for our County, of board vacancies in a timely manner to facilitate prompt appointments.

Proposed amendment:

In the event of a vacancy, whether due to resignation, removal, expiration of term, change in employment status, or other cause, the WDB Chairperson or designated staff shall notify the Clerk of the Board of Supervisors in writing within ten (10) business days of becoming aware of the vacancy. The Clerk of the Board of Supervisors shall initiate the process for filling the vacancy and appointment by the Board of Supervisors in accordance with applicable membership criteria under WIOA and governing local laws and procedures. The notice shall include the name of the departing member, membership category, entity or organization the member represented, and the reason for the vacancy, if known.

All vacancies on the WDB shall be filled within the specified timeframes consistent with protocols established by the Board of Supervisors.

These recommended revisions will strengthen the WDB's governance structure, promote compliance with WIOA requirements, and support the board's ability to function effectively and inclusively.

FISCAL IMPACT:

There is no fiscal impact for the approval of this Action Item by the WDB.

ACTION TO BE TAKEN FOLLOWING APPROVAL:

1. Submit recommendation for approval to the San Joaquin County Board of Supervisors (January 13, 2026)

ACTION TAKEN: APPROVED: \_\_\_\_\_ DISAPPROVED: \_\_\_\_\_ OTHER: \_\_\_\_\_

BY: \_\_\_\_\_ DATE: \_\_\_\_\_

MOTIONED BY: \_\_\_\_\_ SECONDED BY: \_\_\_\_\_

YES: \_\_\_\_\_

NO: \_\_\_\_\_

**BYLAWS**

**WORKFORCE DEVELOPMENT BOARD**

**OF**

**SAN JOAQUIN COUNTY**

The Workforce Development Board of San Joaquin County hereby creates these Bylaws.

**RECITALS**

- A. The State of California, pursuant to the Workforce Innovation and Opportunity Act (WIOA) of 2014, hereafter called the Act, has designated the County of San Joaquin as a Workforce Development Area (WDA) for the operation of employment and training programs at the local level, and provides funding thereto.
- B. The State and Federal rules and regulations promulgated pursuant to the Act provide for program activities and require San Joaquin County to establish a Workforce Development Board, to be as follows:

**1.00 NAME**

The name of this body shall be the Workforce Development Board of San Joaquin County, hereafter referred to as the WDB.

**2.00 PURPOSE AND FUNCTION**

- 2.10 The purpose of the WDB shall be to: (1) Provide strategic and operational oversight in collaboration with the required and additional partners and workforce stakeholders to help develop a comprehensive and high-quality workforce development system in the local area and larger planning region; (2) Assist in the achievement of the State’s strategic and operational vision and goals as outlined in the Unified State Plan; and (3) Maximize and continue to improve the quality of services, customer satisfaction, and effectiveness of the services provided.
- 2.20 The WDB shall serve as the San Joaquin County business and industry contact point for the local employment and training system. The WDB will present the views of the private sector, organized labor, public assistance agencies, community based organizations, educational agencies, including public education, rehabilitation agencies, economic development agencies, and the California Employment Development Department ensuring programs are responsive to local employment needs.
- 2.30 The WDB shall provide direction on ways to increase private sector employment and training opportunities that align with regional labor market dynamics for persons under the Act.

- 2.40** The WDB shall identify the skills gap and needs of local employers and formulate programs to address those needs.
- 2.50** The WDB shall provide policy guidance for, and exercise oversight with respect to, activities under the local Workforce Development Plan (WDP) for its Workforce Development Area (WDA) in partnership with San Joaquin County.
- 2.60** Pursuant to requirements of the Act, the WDB has entered into a written WDB/Board of Supervisors Agreement with San Joaquin County that describes:
- a. Methods and procedures for development of the local and regional Workforce Development Plan (WDP) and budget for the local WDA;
  - b. Designation of San Joaquin County as the WDA grant recipient and administrator of the plan;
  - c. A process for achieving approval of the WDP by both the WDB and the County of San Joaquin;
  - d. A process to select WorkNet (One Stop) Operators;
  - e. A process to approve local performance measures to be negotiated with the State;
  - f. A process to approve budgets for One-Stop and Youth systems under WIOA.

In any instance in which the terms of the Agreement referred to above conflict with these Bylaws, the terms of the WDB/Board of Supervisors Agreement shall prevail.

- 2.70** The WDB shall discharge and perform any and other duties, responsibilities, and functions deemed appropriate by action of the WDB, the WIOA, or State enabling legislation or required by governing agencies and their respective rules and regulations which are herein incorporated into these Bylaws by reference.

### **3.00 MEMBERSHIP**

- 3.10** Pursuant to provisions authorized by the Act, San Joaquin County has established the membership and structure of the WDB. Determination of the size and membership of the WDB remains the sole authority of the WDB. Individuals appointed to the WDB may represent more than one category of membership.

- 3.20** WDB membership shall include the following:

- a. A majority of the members of the Local Board must be representatives of business in the local area. At a minimum, two members must represent small business as defined by the U.S. Small Business Administration. Each business representative must meet the following criteria:
  - (i) be an owner, chief executive officer, chief operating officer, or other individual with optimum policy-making or hiring authority;
  - (ii) provide employment opportunities in in-demand industry sectors or occupations, as those terms are defined in WIOA sec. 3(23); and

- (iii) are nominated by local business organizations and/business trade associations.

One Business Representative shall be appointed from each supervisorial district and the remainder shall be “at-large” appointments.

- b. At least 20 percent of the members of the local board must be workforce representatives. These representatives:
  - (i) must include two or more representatives of labor organizations who have been nominated by local labor federations;
  - (ii) must include one or more representatives of a joint labor management, or union affiliated, registered apprenticeship program within the area who must be a training director or a member of a labor organization; and
  - (iii) are nominated by local business organizations and/business trade associations.
  - (iv) may include one or more representatives of community-based organizations that have demonstrated experience and expertise in addressing the employment, training or education needs of individuals with barriers to employment, including organizations that serve veterans or provide or support competitive integrated employment for individuals with disabilities; and
  - (v) may include one or more representatives of organizations that have demonstrated experience and expertise in addressing the employment, training, or education needs of eligible youth, including representatives of organizations that serve out-of-school youth.

At least 15 percent of Local Board members shall be representatives of labor organizations unless the local labor federation fails to nominate enough members. If this occurs, then at least 10 percent of the Local Board members shall be representatives of labor organizations.

Where labor representatives described above do not exist, representatives must be selected from other employee representatives.

- c. Each local board shall include representatives of entities administering adult education and training activities in the local area, who:
  - (i) shall include at least one representative of eligible providers administering adult education and literacy activities under WIOA title II; and
  - (ii) shall include at least one representative of institutions of higher education providing workforce investment activities (including community colleges).
- d. Each local board shall include representatives of governmental and economic and community development entities serving the local area, who:
  - (i) shall include at least one representative of economic and community development entities;

- (ii) shall include at least one representative from the State employment service office under the Wagner-Peyser Act (29 U.S.C. 49 et seq.); and
  - (iii) shall include at least one representative of the programs carried out under title I of the Rehabilitation Act of 1973 (29 U.S.C. 720 et seq.), other than section 112 or part C of the title (29 U.S.C. 732, 741).
- e. Each local board may include other individuals or representatives of entities as the chief elected official in the local area may determine to be appropriate such as:
- (i) entities administering education and training activities who represent local educational agencies or community-based organizations with demonstrated expertise in addressing the education or training needs for individuals with barriers to employment;
  - (ii) governmental and economic community development entities who represent transportation, housing, and public assistance programs; and
  - (iii) philanthropic organizations serving the local area.

**3.30** ~~Members nominated and appointed to the WDB are expected to serve, and may not appoint alternates.~~

~~Members nominated and appointed to the WDB are expected to personally fulfill their duties. Alternates may not be designated or used. Proxies are prohibited under the Brown Act.~~

**3.40** WDB members are responsible for notifying the WDB upon change of status, which could lead to lack of representation as identified in these Bylaws. Upon such notice, WDB shall determine if the member may continue. Members whose status changes may remain on the WDB pending recruitment and replacement.

~~In the event of a vacancy, whether due to resignation, removal, expiration of term, change in employment status, or other cause, the WDB Chairperson or designated staff shall notify the Clerk of the Board of Supervisors in writing within ten (10) business days of becoming aware of the vacancy. The Clerk of the Board of Supervisors shall initiate the process for filling the vacancy and appointment by the Board of Supervisors in accordance with applicable membership criteria under WIOA and governing local laws and procedures. The notice shall include the name of the departing member, membership category, entity or organization the member represented, and the reason for the vacancy, if known.~~

All vacancies on the WDB ~~membership~~ shall be filled within the specified timeframes consistent with protocols established by the ~~San Joaquin County~~ Board of Supervisors.

**3.50** The term of WDB membership shall be for two (2) years from the date of appointment by the San Joaquin County BOS.

Members shall serve past the expiration date of their term until their successors are appointed.

**3.60** Members may be re-appointed, except those members who have been removed from the WDB for cause. Such members may not be re-appointed, except with two-thirds approval of the full WDB.

**3.70** WDB members may resign upon written notice.

- 3.80** An official membership list, attendance materials, a record of the actions of the WDB, and a detailed statement on the composition, structure, membership, and nomination process for the WDB shall be maintained by the WDB.
- 3.90** a. WDB members may be removed for cause by two-thirds vote of the WDB members in attendance at any regular meeting providing that a quorum of the WDB is present. Removal of WDB members may only be accomplished at meetings of the full WDB. Such authority may not be assigned to an Executive or other committee. Cause shall be defined as determined by the WDB that the member has violated the WDB's Code of Conduct.
- b. Three (3) consecutive unexcused absences of a board member from regularly scheduled meetings of the WDB shall be deemed as a resignation of that board member.

It shall be the responsibility of the respective WDB member to notify the WDB when he or she will be absent and provide the reason for the absence.

Individuals deemed to have resigned from as a WDB member under this section may appeal removal to the Executive Committee of the WDB who shall have discretion on whether to reinstate the individual as a WDB member.

#### **4.00 OFFICERS**

- 4.10** The presiding officer of the WDB shall have a two-year term of office beginning on July 1 and ending on June 30, two years later.
- 4.20** The WDB shall elect by a majority vote from its membership its Chairperson and Vice-Chairperson. Elections shall occur prior to July 1, biennially. The WDB Chairperson and Vice-Chairperson shall be business representatives, and may succeed themselves if so re-elected.
- 4.30** The San Joaquin County BOS must ratify the WDB's selection of a Chairperson. The Board of Supervisors shall either affirm the Chairperson selected by the WDB membership or appoint another business representative on the WDB to serve as Chairperson. The BOS has the final authority to appoint or re-appoint the WDB Chairperson.
- 4.40** The Chairperson and Executive Director WDB/Employment and Economic Development Department (EEDD) shall have the responsibility of preparing the agenda for WDB meetings and the management of business of the WDB.
- 4.50** In absence of the WDB Chairperson, the elected Vice-Chairperson shall serve as the presiding officer. In the absence of both the Chairperson and Vice-Chairperson, the WDB shall, at the beginning of its meeting, designate by majority vote, a Chairperson pro tem to serve as presiding officer of that meeting. Such a Chairperson pro tem must be a business representative.

#### **5.00 MEETINGS AND QUORUMS**

- 5.10** The WDB shall meet not less than four (4) times annually on a calendar quarterly basis.

- 5.20** The WDB Chairperson, or a majority of the WDB, or the Executive Director of the EEDD may call special meetings of the WDB.
- 5.30** All meetings of the WDB shall be conducted and noticed in conformance with the Ralph M. Brown Act (California Government Code 54960, et seq. as amended).
- 5.40** A quorum shall consist of fifty-one percent (51%) of the authorized WDB. Authorized WDB members shall be defined as those Board members currently in office, exclusive of vacancies.
- 5.50** Action may be taken by a simple majority of those present and voting, provided that a quorum is attained. If the quorum, duly obtained at any regular meeting, is lost due to a member(s) disqualification due to conflicts of interest, so that no decision is possible and business is stalled, the quorum for that particular meeting or issue shall be reduced by the number of disqualified members and the particular item or business shall be determined by a vote of a majority (50% + 1), unless otherwise required, of the newly designated and convened quorum.
- 5.60** The WDB meetings shall be governed by Robert's Rules of Order, Revised, in all cases to which they are applicable and to the extent in which they are not inconsistent with, or in conflict with, these Bylaws.
- 5.70** WDB members may participate in a scheduled board meeting via teleconference call provided the call is scheduled in conformance with Brown Act requirements. The name of the WDB member, the address and location of the teleconference call shall be published with the release of the WDB meeting agenda to allow any member of the public to attend the meeting at the published location.

The location selected must be consistent and in compliance with the Brown Act.

## **6.00 COMMITTEES**

- 6.10** The WDB Chairperson, with the approval of the WDB, shall establish committees of the WDB, which may be standing committees, technical workgroups, and/or business or community advisory groups as determined to be required by the WDB.
- 6.20** The WDB Chairperson shall appoint Committee chairpersons and vice-chairpersons from the WDB membership.
- 6.30** Committee members shall be appointed by the WDB Chairperson and include WDB members. Committees may be supplemented by non-voting, ex-officio, non-WDB members, as deemed appropriate by the WDB Chairperson. Standing committees must be chaired by a member of the local board, may include other members of the local board, and must include other individuals appointed by the local board who are not members of the local board and who have demonstrated experience and expertise in education or workforce development as determined by the local board.
- 6.40** The WDB may empower a Committee to take action on behalf of the WDB for specified purpose(s). The power of any committee to act on behalf of the full WDB requires a two-thirds (2/3) majority vote of a WDB quorum. Notification of such a committee meeting shall be sent to all WDB members, who may attend and vote. Such meetings shall be subject to the provisions of the Ralph M. Brown Act.

WDB Committees empowered to take full action on behalf of the full Workforce Development Board shall have a quorum requirement of fifty-one percent (51%), of the authorized committee members. WDB Committees whose functions are to recommend an action or whose roles are advisory in nature, requiring confirmation by the Workforce Development Board, shall have no quorum requirement.

- 6.50** All actions of WDB Committees are advisory to WDB unless the WDB delegates the authority to act on behalf of the WDB.

### **7.00 STAFFING AND SUPPORT OF THE WDB**

- 7.10** San Joaquin County shall provide, from funds made available under the Act, staff and necessary office and material support for the WDB.

- 7.20** At a minimum, staff support to the WDB shall include:

- a. A Director WDB/EEDD who shall be managing officer of the WDB and who shall be managing officer of the WDA.
- b. Legal Counsel, available from the County of San Joaquin, and other sources as required.
- c. Other staff support to the WDB as is deemed appropriate and necessary under its responsibilities described in Agreement with San Joaquin County, the Act, and applicable State legislation to provide, under direction of the Director WDB/EEDD, professional, clerical, and technical staff support for the WDB and its committees.

### **8.00 CONFLICT OF INTEREST**

- 8.10** No member of the WDB may receive any of his/her income from funds available under the Act.

- 8.20** No WDB member shall engage in any activity, including participation in the selection, award, or administration of a subgrant or contract supported by WIOA funds if a conflict of interest, real or apparent, would be involved. Such a conflict would arise when the individual, and member of the individual's immediate family, the individual's partner or an organization which employs, or is about to employ, any of the above, has a financial or other interest in the firm or organization selected for award. The officers, employees, or agents of the agency making the award will neither solicit nor accept gratuities, favors, or anything of monetary value from contractors, potential contractors, or parties to subagreements. WDB members shall not participate in financial matters before the WDB that pertain to organizations that they represent.

A WDB member shall not cast a vote on, nor participate in, any decision-making capacity on the provision of services by such member (or any organization, which that member directly represents), nor on any matter, which would provide any direct financial benefit to that member.

Neither membership on the WDB, nor the receipt of WIOA funds to provide training and related services shall be construed, by themselves, to violate the provisions of this section. Members of the WDB may vote on the Workforce Development Plan.

- 8.30** WDB members shall avoid organizational conflict of interest, and they and their personnel, employees, or agents shall avoid personal conflict of interest and appearance of conflict of interest in awarding financial assistance, and in the conduct of procurement activities involving funds under the Act.
- 8.40** Members of the WDB shall comply with the intent of the California Political Reform Act of 1979, as amended (commencing with Section 87300 of Chapter 7, Title IX, of the California Government Code) and the County of San Joaquin Conflict of Interest Code.

### **9.00 AMENDMENTS**

- 9.10** Amendments to these Bylaws may be approved by a two-thirds (2/3) affirmative vote of the full WDB membership, at any regular meeting of the WDB, provided however, that the amendments proposed have been submitted in writing at the previous regular meeting or included in the call to the meeting. Amendments proposed to these Bylaws must be received by the WDB membership no less than ten (10) working days prior to their consideration by the WDB.

### **10.00 EFFECT**

- 10.10** These Bylaws shall become effective upon initial adoption by a majority vote of the WDB, and shall remain in effect, as amended per section 9.00 above, until dissolution of WDB.
- 10.20** In any conflict arising between the provisions of the Act, applicable State law, or other implementing regulations, the legal provisions of law and regulation shall prevail, except as the Bylaws represent allowable discretion by WDB in interpretation and implementation of law and regulation.

**ITEM #2**

**APPROVAL OF 2026 WORKFORCE DEVELOPMENT  
BOARD MEETING SCHEDULE**

DATE: February 25, 2026 ACTION ITEM: 2  
TO: Workforce Development Board  
FROM: Patricia Virgen, Executive Director  
SUBJECT: APPROVAL OF 2026 WORKFORCE DEVELOPMENT BOARD MEETING SCHEDULE

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**IT IS RECOMMENDED:**

That the Workforce Development Board (WDB) approve the attached 2026 Workforce Development Board Meeting Schedule.

**REASONS FOR RECOMMENDATION:**

Historically, the Workforce Development Board (WDB) approved an 11 meetings per year schedule that reflected monthly meetings through October with a combined November/December meeting. This provided the flexibility, allowing the WDB to take appropriate action on time-sensitive agenda items as required by the State, however many meetings were canceled due to lack of actionable items. In 2016, the Board recognized that monthly meetings were not necessary and a more strategic schedule was developed to coincide with specific activities required of the Local WDB.

The 2026 WDB meeting schedule is anticipated to require seven (7). However, policies and procedure directives from the U.S. Department of Labor and the State WDB may require the scheduling of additional meetings. If additional meetings are needed to meet a specific unexpected deadline imposed by the State, Department of Labor or other funding source, a meeting could be scheduled. There will be sufficient time to notify the WDB and schedule the meeting.

Approval of this WDB meeting schedule should enable the Board to act in a timely manner to meet all WIOA regulatory and statutory requirements.

**FISCAL IMPACT:**

There is no fiscal impact for the approval of the 2026 Workforce Development Board Meeting Schedule.

**ACTION TO BE TAKEN FOLLOWING APPROVAL:**

1. Immediately release and publicize the approved meeting schedule.

ACTION TAKEN: APPROVED: \_\_\_\_\_ DISAPPROVED: \_\_\_\_\_ OTHER: \_\_\_\_\_

BY: \_\_\_\_\_ DATE: \_\_\_\_\_

MOTIONED BY: \_\_\_\_\_ SECONDED BY: \_\_\_\_\_

YES: \_\_\_\_\_

NO: \_\_\_\_\_



PATRICIA VIRGEN  
EXECUTIVE DIRECTOR

NICOLE SNYDER  
DEPUTY DIRECTOR

TINA LaBOUNTY  
DEPUTY DIRECTOR

**COUNTY OF SAN JOAQUIN**  
EMPLOYMENT AND ECONOMIC DEVELOPMENT DEPARTMENT



# WORKFORCE DEVELOPMENT BOARD MEETING SCHEDULE 2026

MONTH	SCHEDULED MEETING DATE AND TIME
February	February 25, 2026 @ 7:30 a.m.
March	March 25, 2026 @ 7:30 a.m.
May	May 27, 2026 @ 7:30 a.m.
July	July 22, 2026 @ 7:30 a.m.
August	August 26, 2026 @ 7:30 a.m.
October	October 28, 2026 @ 7:30 a.m.
December	December 16, 2026 @ 7:30 a.m.

**ITEM #3**

**Authorization to Transfer Funds from Workforce Innovation and Opportunity Act (WIOA) Formula Dislocated Worker Program to WIOA Formula Adult Program**

DATE: February 25, 2026

ACTION ITEM: 3

TO: Workforce Development Board

FROM: Patricia Virgen, Executive Director

SUBJECT: AUTHORIZATION TO TRANSFER FUNDS FROM WORKFORCE INNOVATION AND OPPORTUNITY ACT (WIOA) FORMULA DISLOCATED WORKER PROGRAM TO WIOA FORMULA ADULT PROGRAM

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IT IS RECOMMENDED:

That the Workforce Development Board:

1. Authorize the Executive Director of the Employment and Economic Development Department to transfer, subject to State approval, up to \$2,485,745 (79%) of the Program Year (PY) 2025-26 WIOA Formula Dislocated Worker funds to the WIOA Formula Adult funds; and
2. Authorize the Executive Director to sign all documents related to this action.

REASONS FOR RECOMMENDATION:

Under Section 133(b)(4) of the WIOA, local workforce development areas are allowed to transfer up to 100% of funds between the Formula Adult and Dislocated Worker programs. This provision provides essential flexibility to adapt funding to local demand at America's Job Centers of California (AJCC) WorkNet Centers.

Historically, the demand for WIOA Adult program services in San Joaquin County significantly surpasses that of the Dislocated Worker program. During PY 2024-25, 90% of the individuals enrolled in career and training services at the AJCCs were classified as Adults.

The most recent allocations for PY 2025-26 provided 53% of the total funds to the Adult program and 47% to the Dislocated Worker program, amounting to \$3,613,634 and \$3,163,454, respectively. These proportions, while in line with the State formula, do not reflect the service demand patterns observed locally.

To ensure that funding aligns with participant needs, we propose transferring \$2,485,745 (79%) from the Dislocated Worker program to the Adult program. This adjustment would increase the Adult program's share of available resources to 90% of total funds while leaving sufficient resources to meet any potential demand from Dislocated Workers.

Since the inception of WIOA in 2014, San Joaquin County has successfully utilized this transfer mechanism multiple times to better serve our community. The most recent

transfer, approved on February 12, 2025, reallocated \$1,706,971 (71%) of PY 2024-25 Dislocated Worker funds to the Adult program.

**WIOA Formula-Funded Service Levels**

There is a higher demand for Formula-funded services to customers classified as Adult compared to Dislocated Workers at the AJCC WorkNet Centers. The following chart presents the breakdown of individuals who received WIOA Formula-funded services in PY 2024-25:

<b>Service Type</b>	<b>Adult</b>	<b>Dislocated Worker</b>	<b>Total Adult and Dislocated Worker</b>
Individualized Career (enrolled)	390	48	438
Training	244	22	266
<b>TOTALS</b>	<b>634</b>	<b>70</b>	<b>704</b>

WIOA authorizes career services for Adults and Dislocated Workers. There are three types of career services: basic career services, individualized career services, and training services.

**Basic Career Services** are universally accessible services and must be made available to all individuals seeking employment and training services at the AJCC. These services typically require less staff time and involvement, encompassing tasks such as eligibility determination, initial skill assessments, labor exchange services, providing program information, and making referrals to services and programs. For the PY 2024-25, 11,705 individuals were provided basic career services.

**Individualized Career Services** must be provided to participants once the AJCC staff determines that such services are required to either retain or secure employment. These services involve significant staff time and are customized to meet the unique needs of each individual. Individualized career services include specialized assessments, developing individual employment plans, counseling, and work experience, among others.

**Training Services** include education and employment training opportunities for participants who haven't secured employment. Typically, these services involve either referring participants to eligible (determined by the State) training providers for classroom training or facilitating On-the-Job Training Programs by local employers.

Approximately 89% of customers receiving Individualized Career Services (390/438) and 92% of customers receiving Training Services (244/266) at SJC AJCC WorkNet Centers are classified as Adult.

The PY 2025-26 WIOA Formula Adult and Dislocated Worker allocations were allocated 53% and 47% of the total \$6,777,088 allocation, respectively. WIOA Formula Adult and

Dislocated Worker expenditures are driven by participant enrollments, resulting in the need to transfer funds.

**Transfer of Funds - Formula Dislocated Worker to Formula Adult**

The chart below illustrates the current Formula funding levels for WIOA Adults and Dislocated Workers, the impact of the proposed transfer, and the total funding available to both the Adult and Dislocated Worker populations after the proposed transfer:

<b>Funding Source</b>	<b>Adult Program</b>	<b>Dislocated Worker Program</b>	<b>Total Adult and Dislocated Worker</b>
WIOA Formula Funds PY 25-26	\$3,613,634 (53%)	\$3,163,454 (47%)	\$6,777,088
Proposed Transfer (79% of DW PY 25-26)	2,485,745	(2,485,745)	-0-
<b>TOTAL Formula Funding After Proposed Transfer</b>	<b>\$6,099,379 (90%)</b>	<b>\$677,709 (10%)</b>	<b>\$6,777,088</b>

If approved, this transfer will ensure the continued availability of individualized career and training services for adults in need, particularly those with low incomes. Furthermore, should additional support for Dislocated Workers become necessary, San Joaquin County may apply for supplemental funding through the Governor’s discretionary grant program.

The proposed reallocation reflects our commitment to maximizing the impact of WIOA funding while ensuring our programs remain responsive to the needs of the community.

FISCAL IMPACT:

The transfer will reallocate \$2,485,745 (79%) of PY 2025-26 WIOA Formula Dislocated Worker funds to the WIOA Formula Adult program, resulting in a total of \$6,099,379 for Adult services and \$677,709 for Dislocated Worker services.

ACTION TO BE TAKEN FOLLOWING APPROVAL:

1. Submit transfer request to State. (February 25, 2026)

ACTION TAKEN: APPROVED: \_\_\_\_\_ DISAPPROVED: \_\_\_\_\_ OTHER: \_\_\_\_\_

BY: \_\_\_\_\_ DATE: \_\_\_\_\_

MOTIONED BY: \_\_\_\_\_ SECONDED BY: \_\_\_\_\_

YES: \_\_\_\_\_

NO: \_\_\_\_\_

**PRESENTATION #1**

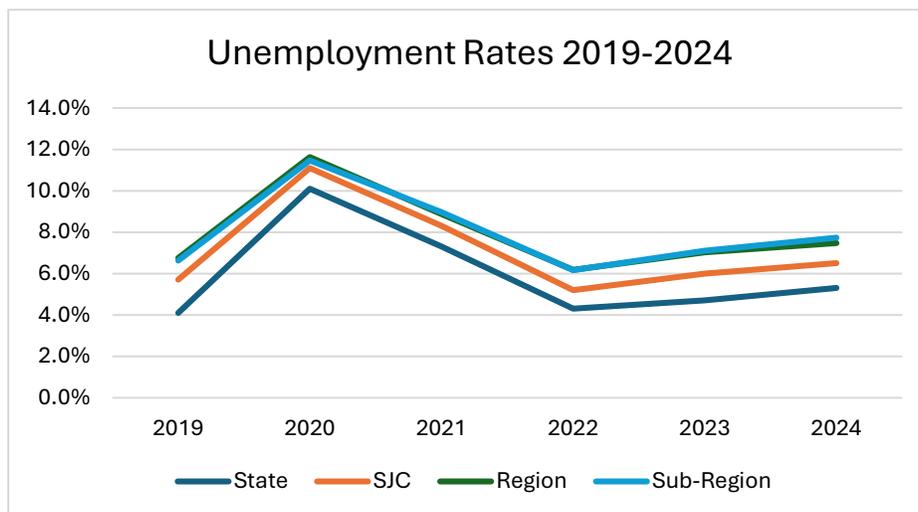
**WIOA PROGRAM RESILIENCE IN SAN JOAQUIN COUNTY**

# WIOA Program Resilience in San Joaquin County

## Navigating Workforce Shifts: Adult Participant Trends

From Program Year (PY) 2019 through PY 2024, San Joaquin County’s (SJC) WIOA Adult program operated amid dramatic labor market shifts caused by the COVID-19 pandemic, followed by uneven recovery, and gradual normalization. During this period, Adult participation (individuals aged 18 and older facing barriers such as low income, limited skills, or long-term unemployment) increased substantially, rising from 62.1% of WIOA participants in PY 2020 to 89.3% in PY 2024. Across the San Joaquin Valley and Associated Counties (SJVAC) Regional Planning Unit (RPU), the overall Adult share increased by 15%. Only Stanislaus County experienced a similar shift (88.2% in PY 2024).

SJC labor market conditions consistently trailed statewide averages, reflecting seasonal employment, concentration in agriculture and logistics, and limited economic diversification. SJC’s unemployment rate averaged 7.1% compared to 6.0% statewide. Although SJC outperformed neighboring Stanislaus and Merced Counties, these structural conditions continue to produce higher shares of low- and moderate-skill employment and fewer pathways to self-sufficient wages. As a result, Adult participants face ongoing challenges in securing unsubsidized employment with long-term stability.

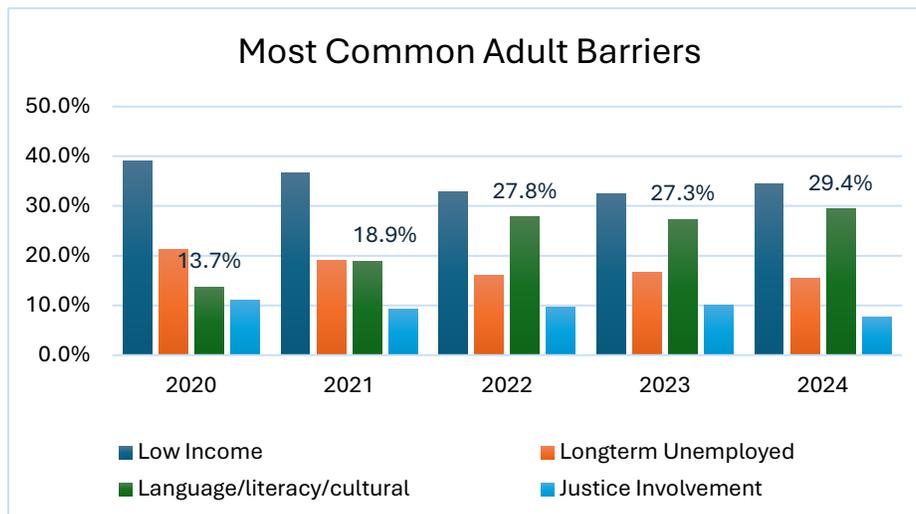


## Pandemic and Structural Challenges

Data on barriers to employment captures both the immediate impacts of the COVID-19 pandemic and ongoing structural workforce challenges. Total reported barriers rose from 933 in PY 2020 to a peak of 1,585 in PY 2022, driven by widespread job loss, income instability, and delayed workforce re-entry. Although barriers declined modestly in PY 2023

and PY 2024, they remained above pre-pandemic levels, reflecting sustained participant complexity.

Participants increasingly face multiple, overlapping barriers. The average number of barriers per participant rose from 1.91 in PY 2020 to 2.55 in PY 2023 and remained elevated at 2.44 in PY 2024. Low-income status, long-term unemployment, and language, literacy, or cultural barriers collectively account for approximately 85% of barriers. Notably, language, literacy, or cultural barriers more than doubled, from 13.7% in PY 2020 to 29.4% in PY 2024. Additional barriers, including justice involvement, single-parent status, and housing instability also affect significant share of participants.



Taken together, these trends indicate that the Adult program serves individuals facing long-term structural barriers rather than short-term employment disruptions. Elevated barrier counts highlight the need for comprehensive, integrated services strategies that extend beyond job placement to include skills development, education, and supportive services, to promote stable, self-sufficient employment.

## Adult Program Outcomes Compared to State Benchmarks

SJC WIOA Adult outcomes for high-volume barriers consistently meet or exceed statewide benchmarks. English Language Learners demonstrate higher employment in both Q2 and Q4 after exit, higher median earnings, and strong outcomes in credential attainment and measurable skill gains (MSGs). Participants with justice involvement show improving employment outcomes, higher median earnings, and robust skill gains. Long-Term Unemployed and Low-Income participants achieve stable employment and earnings that exceed statewide averages, while Single Parents and Homeless Individuals demonstrate particularly strong post-pandemic recovery, exceeding statewide improvement trends in recent years.

Barriers with very few participants, such as displaced homemakers, individuals exhausting TANF within two years, Migrant and Seasonal Farmworkers, and Youth in foster care, can show large swings in performance from year to year. Any apparent over- or underperformance in these groups primarily reflects the small number of participants, not the quality of the program.

## Performance Amid Disruption and Recovery

State performance targets are negotiated one year in advance and are designed to reflect expectations for continuous improvement. For example, PY 2020 and PY 2021 targets were set in September 2019, prior to the onset of the COVID-19 pandemic. Assessing Adult program outcomes against these targets demonstrates both resilience in the face of external shocks and the challenges posed by labor market disruptions.

**Pandemic (PY 2020):** Performance exceeded or approached state targets despite COVID-related disruptions. (Q2 employment 71.7%, Q4 68.8%; median earnings \$8,699; credential attainment 76.5%; MSGs 74.3%.)

**Recovery (PY 2021–PY 2023):** All measures surpassed targets, with Q4 employment reaching 74.5% in PY 2021 and median earnings peaking at \$10,208 in PY 2023. Credential attainment and MSGs remained strong, reflecting effective service delivery to participants with multiple barriers.

**Normalization (PY 2024):** Q2 employment 77.0%, Q4 71.3%; median earnings \$9,818; credential attainment 80.5%; MSGs 87.7%. MSG performance exceeded benchmarks, while employment reflects the higher-barrier participant population and ongoing labor market challenges.

As the share of Adults served has grown, program outcomes increasingly reflect not only the effectiveness of services but also the greater support needs of participants. Employment outcomes highlight the ongoing difficulty of meeting ambitious post-pandemic goals and reflect the challenges of local labor market conditions, suggesting that state-negotiated targets assumed a somewhat stronger recovery than local conditions supported.

## Regional Comparison and Strategic Implications

San Joaquin, Stanislaus, and Merced Counties comprise a subregional labor market historically characterized by agriculture-based economies diversifying into logistics, healthcare, and service industries. Within this context, SJC consistently outperforms subregional peers and generally matches or exceeds Stanislaus County in employment, earnings, credential attainment, and MSGs. Median earnings are \$500 to \$1,100 higher than

those of subregional peers, while employment and skill gains consistently surpass regional averages.

These results underscore the program's effectiveness in serving high-barrier Adults and its ability to deliver measurable outcomes despite ongoing labor market challenges. The program's continued focus on barrier-informed, locally responsive strategies, including integrated education and training, employer engagement, and supportive services, is essential to sustaining outcomes, advancing self-sufficiency, and preparing participants for resilient employment sectors.

Overall, the WIOA Adult programs have successfully adapted to a rapidly changing labor market, serving a growing share of high-barrier participants while maintaining strong performance across key indicators. Employment, earnings, credential attainment, and MSG outcomes consistently meet or exceed state targets and outperform subregional benchmarks. While the post-pandemic normalization continues to challenge employment outcomes, highlighting the need for targeted strategies and continued integration of education, training, and supportive services remains critical.

## WIOA Adult Program Performance Table

YEAR	WIOA MEASURE	SJC TARGET	SJC ACTUAL	SUBREG. AVG	REGIONAL AVG	CA TARGET	CA ACTUAL
<b>PY 2020</b>	Q2 Employment	75%	71.7%	70.6%	73.0%	67%	60.9%
	Q4 Employment	66%	68.8%	67.3%	70.3%	66%	60.3%
	Median Earnings	\$7,600	\$8,699	\$7,900	\$8,897	\$6,000	\$6,765
	Credential Attainment	58%	76.5%	71.7%	79.8%	60%	67.2%
	MSG	56%	74.3%	66.4%	85.1%	50%	62.1%
<b>PY 2021</b>	Q2 Employment	74%	74.5%	70.6%	74.3%	67%	65.7%
	Q4 Employment	70%	74.5%	71.7%	73.3%	66%	60.1%
	Median Earnings	\$8,600	\$9,102	\$8,077	\$9,010	\$6,000	\$7,791
	Credential Attainment	80%	81.0%	77.1%	76.1%	60%	63.4%
	MSG	75%	82.5%	68.2%	80.5%	50%	65.6%
<b>PY 2022</b>	Q2 Employment	76%	76.8%	72.3%	76.9%	64%	71.0%
	Q4 Employment	74%	75.2%	70.9%	75.4%	61%	61.9%
	Median Earnings	\$9,000	\$9,556	\$8,719	\$8,992	\$7,000	\$8,307
	Credential Attainment	78%	82.0%	78.0%	75.7%	65.5%	70.5%

	MSG	80%	85.0%	74.3%	85.4%	55%	67.4%
<b>PY 2023</b>	Q2 Employment	78%	77.5%	73.5%	70.7%	64%	68%
	Q4 Employment	75%	74.8%	71.4%	68.3%	61%	67%
	Median Earnings	\$9,800	\$10,208	\$8,636	\$8,115	\$7,000	\$8,640
	Credential Attainment	80%	81.5%	75.5%	81.5%	65.5%	68.8%
	MSG	80%	86.0%	75.7%	69.0%	55%	68.7%
<b>PY 2024</b>	Q2 Employment	80%	77.0%	73.8%	72.9%	67.5%	67.7%
	Q4 Employment	78%	71.3%	70.8%	73.1%	65.5%	66.5%
	Median Earnings	\$9,800	\$9,818	\$8,492	\$6,649	\$7,800	\$8,771
	Credential Attainment	80%	80.5%	76.1%	79.3%	66%	72.8%
	MSG	80%	87.7%	79.9%	67.2%	60%	72.8%

## Disruption, Recovery, and Reemployment in the Dislocated Worker Program

From PY 2019 through PY 2024, the SJC Dislocated Worker (DW) program, which serves individuals displaced by layoffs, company closures, or economic disruptions, operated during a period of unprecedented labor market upheaval followed by uneven recovery. The COVID-19 pandemic disproportionately affected workers in manufacturing, logistics, hospitality, and other regionally significant industries. As the economic conditions stabilized, the DW program increasingly served workers facing prolonged reemployment challenges rather than short-term job transitions.

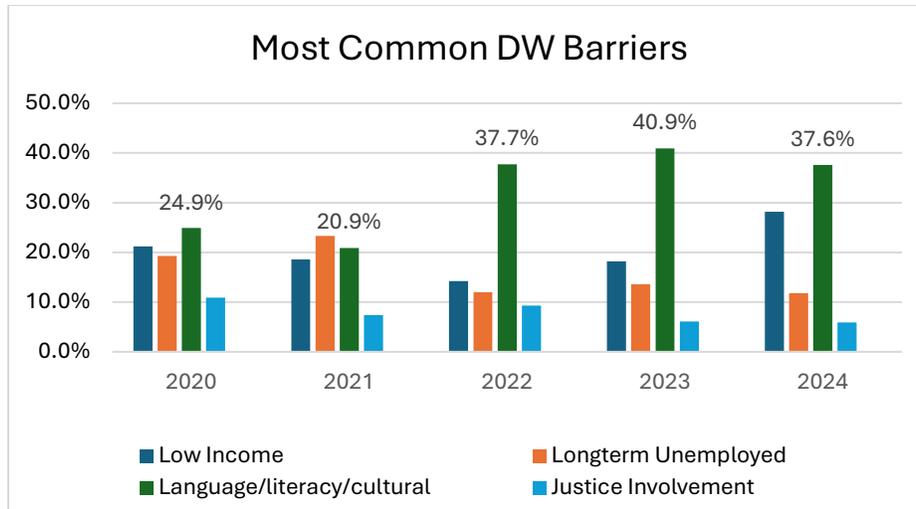
As pandemic-related layoffs decreased, the DW participant volumes declined relative to the Adult program. Over time, the DW program shifted toward a smaller, more targeted population facing multiple, complex barriers. This shift in scale and focus is important for interpreting barrier trends and performance outcomes.

### Barriers and Reemployment Challenges

Reported DW participant barriers illustrate the combined effects of pandemic disruption and structural labor market challenges. Total reported barriers fell from 405 in PY 2020 to 85 in PY 2024, reflecting lower participant volumes. Barriers per participant remained elevated, ranging from 1.13 to 1.57, indicating ongoing complexity. Rising barriers per participant reflect both the program's shift to higher-need populations and improved identification of challenges, particularly language and literacy needs.

Language, literacy, and cultural barriers emerged as the most prevalent challenge throughout the period, increasing from 24.9% in PY 2020 and peaking in PY 2022 (37.7%) and PY 2023 (40.9%), before remaining elevated in PY 2024 (37.6%). This sustained trend underscores an increasing need for education and language support services within the DW population.

Low-income status also represented a significant barrier, particularly early in the pandemic, accounting for 24.9% in PY 2020 before stabilizing at approximately 18–20% in subsequent years. Long-term unemployment remained a persistent but more moderate barrier, increasing after PY 2021 and peaking in PY 2023 at 13.6%. Justice involvement declined consistently over the period, decreasing from 10.9% in PY 2020 to 5.9% in PY 2024, while other barriers remained comparatively low and stable.



Other significant barriers among DW participants included older individuals and single parents, which together accounted for over 21% of total reported barriers. In contrast, homelessness and other less prevalent barriers among DW program participants remained relatively low.

## Program Outcomes by Barrier

High-volume DW barriers in SJC match statewide patterns. These populations provide the most reliable basis for performance evaluation. Barrier groups with very small participant counts, such as displaced homemakers, individuals exhausting TANF benefits, youth in foster care, and migrant or seasonal farmworkers, exhibit greater variability and should be interpreted with caution due to limited sample size.

Among core barriers, SJC consistently meets or exceeds statewide outcomes. Long-term unemployed participants demonstrate higher employment rates in both the second and fourth quarters after exit, along with higher median earnings. Low-income participants and English language learners achieve strong employment, earnings, and credential outcomes. Single parents and individuals with justice involvement also perform at or above statewide benchmarks in employment, earnings, credential attainment, and MSGs. Overall, SJC DW performance is strongest and most consistent among high-volume barriers, suggesting effective reemployment strategies and strong alignment with employer demand.

## Performance Against State Targets

Overall, employment targets during the pandemic years proved ambitious given the magnitude of labor market disruption. In contrast, earnings, credential attainment, and skill gain targets remained reasonable and consistently achievable throughout the period.

**Pandemic (PY 2020–PY 2021):** Q2 employment ranged from 72.6 to 75.8%, meeting or exceeding targets. Q4 employment reached 78.3% in PY 2021 compared to the 72.5% target. Median earnings exceeded targets, reaching \$10,436 in PY 2021 compared to the \$8,070 target. Credential attainment and MSGs substantially surpassed expectations.

**Recovery (PY 2022–PY 2023):** Q2 and Q4 employment exceeded targets. Median earnings rose to \$11,162 in PY 2022 and \$12,199 in PY 2023. Credential attainment and MSGs remained strong.

**Normalization (PY 2024):** Q2 employment was 84.1%, Q4 employment 83.9%. Median earnings reached \$12,482, and credential attainment and MSGs exceeded targets.

## Regional Outperformance in a Higher-Need Participant Environment

Compared to the shared labor market subregion of San Joaquin, Stanislaus, and Merced Counties, SJC consistently outperformed across employment, earnings, credential attainment, and MSGs. Median earnings frequently exceeded those of subregional peers by \$2,000 to \$3,000 per participant.

DW participants increasingly face multiple overlapping barriers as the program has shifted to a smaller, higher-need population. Despite this, the DW program consistently meets or exceeds statewide and subregional performance benchmarks in employment, earnings, credential attainment, and MSGs. These strong outcomes reflect the program's resilience, effective reemployment strategies, and sustained alignment with regional labor market demand. Continued emphasis on targeted, barrier-responsive services, particularly those addressing language, literacy, and other systemic challenges, will be critical to sustaining these positive performance results.

## WIOA Dislocated Worker Program Performance Table

YEAR	WIOA MEASURE	SJC TARGET	SJC ACTUAL	SUBREG. AVG	REGIONAL AVG	CA TARGET	CA ACTUAL
<b>PY 2020</b>	Q2 Employment	74.3%	75.8%	72.4%	71.2%	71.9%	63%
	Q4 Employment	72.5%	80.5%	77.1%	74.0%	72.5%	66.5%
	Median Earnings	\$8,070	\$9,586	\$8,670	\$8,480	\$8,070	\$8,668
	Credential Attainment	48.0%	88.8%	83.7%	85.3%	60%	69.3%
	MSG	57.0%	80.8%	68.6%	73.2%	50%	60.7%
<b>PY 2021</b>	Q2 Employment	74.3%	72.6%	65.5%	67.6%	71.9%	65.1%
	Q4 Employment	72.5%	78.3%	69.3%	71.4%	72.5%	62.9%
	Median Earnings	\$8,070	\$10,436	\$8,572	\$7,994	\$8,070	\$8,968
	Credential Attainment	48.0%	90.9%	82.3%	80.9%	60%	68.3%
	MSG	57.0%	93.4%	77.7%	82.7%	50%	63.8%
<b>PY 2022</b>	Q2 Employment	75.0%	83.2%	81.3%	79.0%	68%	75.3%
	Q4 Employment	79.0%	81.9%	82.6%	80.0%	66.5%	74.8%
	Median Earnings	\$9,900	\$11,162	\$10,399	\$9,555	\$8,508	\$9,782
	Credential Attainment	81.4%	87.2%	84.4%	81.8%	68.6%	74.4%

	MSG	75.0%	84.6%	78.2%	82.8%	55%	63.6%
<b>PY 2023</b>	Q2 Employment	75.0%	84.2%	82.1%	81.0%	68%	70.5%
	Q4 Employment	79.0%	77.6%	78.3%	75.0%	66.5%	71.5%
	Median Earnings	\$9,900	\$12,199	\$10,821	\$10,552	\$8,508	\$9,938
	Credential Attainment	81.4%	86.4%	81.6%	86.8%	68.6%	73.8%
	MSG	75.0%	87.0%	77.4%	83.7%	55%	69.5%
<b>PY 2024</b>	Q2 Employment	80.0%	84.1%	80.4%	79.7%	71%	70.6%
	Q4 Employment	78.0%	83.9%	73.8%	75.7%	71%	70%
	Median Earnings	\$11,800	\$12,482	\$10,443	\$11,209	\$9,500	\$10,850
	Credential Attainment	80.0%	87.5%	77.5%	82.2%	71.5%	78%
	MSG	80.0%	90.0%	88.2%	85.6%	60%	73.4%

## Disruption, Recovery, and Rebuilding the WIOA Youth Program

From PY 2019 through PY 2024, WIOA Youth programs operated under sustained disruption caused by the COVID-19 pandemic and its lasting effects. Unlike Adult and DW programs, which primarily address immediate job loss and reemployment, the WIOA Youth program was simultaneously affected by disruptions to education, early work experience, and developmental supports critical for workforce preparation.

Public health restrictions significantly constrained in-person service delivery, particularly employer-based activities such as paid and unpaid work experience, mentoring, job shadowing, and career exploration. Widespread closures and reduced operations in retail, hospitality, and food service curtailed work experience opportunities, reduced wages and hours, and limited employer participation. Summer youth employment programs, a cornerstone of WIOA Youth services, were severely disrupted in PY 2020 and PY 2021.

Recruitment and retention challenges intensified as school disruptions, limited technology access, and heightened family and economic stress reduced youth engagement. At the same time, broader pandemic impacts increased youth disconnection from both school and work and elevated mental health needs, extending timelines for employment and credential attainment.

Throughout this period, Youth program performance was evaluated not only against negotiated expectations, but also in comparison to subregional and regional averages. This comparative lens provides important context for understanding the magnitude of the pandemic-related disruptions, the impacts of contracted service delivery, and the early outcomes of the transition to in-house program operations.

## Recovery, Service Delivery, and Structural Transition

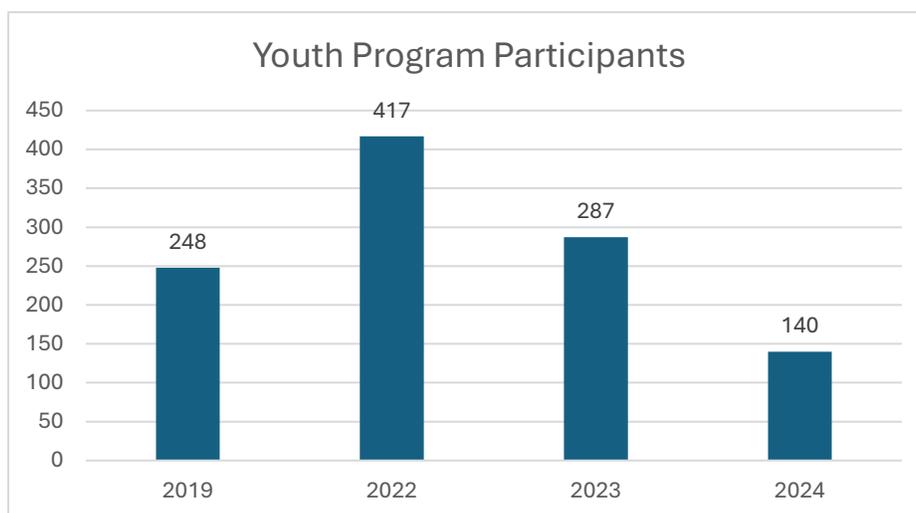
In the post-pandemic period, WIOA Youth programs did not recover as quickly as Adult or DW programs. SJC increasingly served youth with multiple overlapping barriers requiring longer engagement, intensive case management, and coordination with education, mental health, and community partners.

During PY 2022 and PY 2023, Youth services were delivered through contracted providers. Performance, particularly in credential attainment, employment, and work experience participation, was inconsistent despite improving economic conditions. In response, the program transitioned to a fully in-house model in PY 2024 to strengthen accountability, stabilize operations, improve data quality, and align services with participant needs. PY 2024 performance reflects a transition year, influenced by participants enrolled under prior contractors.

During PY 2022 to PY 2023, SJC youth outcomes under contracted services generally trailed subregional and regional averages, particularly in credential attainment and employment outcomes. Q2 and Q4 employment and median earnings consistently fell below peer benchmarks, reinforcing concerns about service consistency, access to quality work experience, and outcome alignment under the contracted model. These findings directly informed the decision to transition Youth services to in-house beginning in PY 2024.

## Youth Participation Trends

Youth participation declined by 66% from PY 2022 to PY 2024, reflecting ongoing post-pandemic challenges, reduced recruitment under the contracted model, and program restructuring during the in-house transition. Over this period, services became increasingly concentrated among higher-need youth, extending timelines to exit and follow-up outcomes.



## Youth Barriers and Workforce Preparation Challenges

Barrier data illustrate growing participant complexity within the WIOA Youth program. In PY 2024, youth averaged 2.85 barriers per participant, consistent with elevated post-pandemic challenges. The most prevalent barriers included low-income status (33.8%), language, literacy, or cultural barriers (26.6%), and long-term unemployment (27.1%). Homelessness or runaway status (5.0%) and justice involvement (3.0%) also contributed to participant complexity.

Total reported barriers declined from 1,216 in PY 2022 to 399 in PY 2024 due to reduced participation. However, average barriers per youth participant remained high, ranging from 2.34 in PY 2020 to 3.06 in PY 2023. This trend reflects the program serving a concentrated

population facing systemic barriers and improved intake and barrier identification practices, particularly for language and cultural needs.

Low-income status remains the most common barrier, while long-term unemployment and homelessness have increased, indicating persistent labor market disconnection and housing instability. Although language, literacy, and cultural barriers declined from earlier peaks, they remain significant. These trends highlight the need for integrated, individualized approaches to support youth transition to education, training, and employment.

## Youth Outcomes by Barrier

Youth performance generally tracked statewide trends, focusing on high-volume barriers including low-income youth, English language learners, long-term unemployed youth, homeless or runaway youth, justice-involved youth, youth in foster care, and youth with disabilities.

Employment outcomes in the second and fourth quarters after exit were generally comparable to statewide averages, though slightly below during post-pandemic recovery. Median earnings trailed statewide results due to SJC's industry composition and prevalence of part-time, entry-level work among youth. Overall, outcomes mirrored statewide trends, indicating alignment with broader labor market recovery.

MSGs represented the program's strongest performance area, frequently meeting or exceeding statewide rates across major barrier groups. Credential attainment outcomes were more variable and fell below statewide averages for some barriers, reflecting longer timelines and pandemic disruptions to education and training pathways.

## Contracted Service Provider Performance and Transition

PY 2022–PY 2023 contracted services showed declining outcomes:

- Credential attainment fell from 70.0% to 41.7%
- Measurable skill gains dropped from 87.4% to 72.0%
- Employment outcomes weakened relative to subregional averages

These results, combined with inconsistent work experience availability, prompted the transition to in-house delivery to improve service consistency, accountability, and alignment with WIOA Youth priorities.

## Performance Against Expectations

**Pandemic impact period (PY 2020–PY 2021):** Q2 employment 64.4–67.4%, Q4 mid-60s, credential attainment mid-40s, MSG 68.0%.

**Recovery under contracted services (PY 2022–PY 2023):** Q2 employment 67.6%, credential attainment 41.7%, MSG 72.0%.

**In-house transition (PY 2024):** MSG improvements reflect early gains under in-house management, while exit-based outcomes still reflect legacy cohorts. Q2 employment 65.7%, Q4 62.2%, credential attainment 36.1%, median earnings \$4,896, MSG 92.1%, exceeding negotiated and regional benchmarks.

## Performance Relative to Subregional and Regional Averages

Across PY 2019–PY 2024, SJC WIOA Youth performance generally trailed subregional and regional averages in employment, median earnings, and credential attainment, particularly during the pandemic and contracted service delivery periods. Employment outcomes were most consistently below peer benchmarks, reflecting prolonged disruptions to work experience opportunities, employer engagement, and education-to-employment pathways for youth.

Median earnings consistently fell below subregional and regional averages throughout the period, driven by the concentration of participants in part-time, entry-level positions and industries with lower wage ceilings. These trends align with regional labor market conditions and statewide youth workforce patterns.

Credential attainment outcomes were volatile. SJC exceeded subregional and regional averages in PY 2022 but declined sharply in PY 2023 and PY 2024, falling below peers during the transition from contracted to in-house delivery. These outcomes reflect longer timelines for higher-need youth and the carryover of participants enrolled under prior service models.

In contrast, MSGs emerged as a relative strength. Performance exceeded both subregional and regional benchmarks in PY 2024. This improvement signals stronger engagement, case management, and documentation practices under in-house delivery, even as exit-based outcomes continue to reflect legacy cohorts.

## Program Status and Path Forward

WIOA Youth performance from PY 2019 through PY 2024 was shaped by prolonged pandemic disruption, increasing participant complexity, and challenges under contracted service

delivery. Early indicators from PY 2024 suggest stabilization under in-house operations, with MSGs emerging as the initial improvement to reflect the new in-house delivery model.

While employment and credential outcomes remain below peer averages, the transition to in-house delivery has strengthened operational stability and participant engagement. As legacy cohorts phase out over the next year, continued monitoring of outcomes will be critical. The increase in MSG in PY 2024 suggests that in-house delivery may be contributing to more stable outcomes.

### WIOA Youth Program Performance Table

YEAR	WIOA MEASURE	SJC TARGET	SJC ACTUAL	SUBREG. AVG	REGIONAL AVG	CA TARGET	CA ACTUAL
<b>PY 2020</b>	Q2 Employment	66.0%	67.4%	70.1%	67.7%	71%	66%
	Q4 Employment	71.0%	60.7%	69.5%	67.7%	71%	64.9%
	Median Earnings	\$3,100	\$3,388	\$3,755	\$4,161	\$3,490	\$4,117
	Credential Attainment	45.0%	46.9%	57.5%	62.6%	60%	59.8%
	MSG	55.0%	67.4%	72.3%	68.6%	56.4%	63.8%
<b>PY 2021</b>	Q2 Employment	66.0%	64.4%	72.4%	71.6%	71%	72.8%
	Q4 Employment	71.0%	65.6%	68.6%	69.7%	71%	68.8%
	Median Earnings	\$3,100	\$4,326	\$5,037	\$5,375	\$3,490	\$4,910
	Credential Attainment	45.0%	45.7%	50.0%	58.9%	60%	56.9%
	MSG	55.0%	68.0%	65.0%	64.5%	56.4%	63.3%
<b>PY 2022</b>	Q2 Employment	65.0%	78.3%	79.8%	76.0%	67.7%	72.8%

	Q4 Employment	68.0%	70.4%	75.7%	75.7%	65.7%	73.6%
	Median Earnings	\$3,500	\$3,869	\$5,026	\$5,470	\$3,870	\$4,971
	Credential Attainment	50.0%	70.0%	64.1%	69.5%	60.4%	58.7%
	MSG	68.0%	87.4%	73.3%	77.2%	57.7%	65.7%
<b>PY 2023</b>	Q2 Employment	65.0%	67.6%	75.4%	74.0%	67.7%	70.6%
	Q4 Employment	68.0%	60.9%	72.0%	74.5%	65.7%	70.9%
	Median Earnings	\$3,500	\$5,087	\$5,519	\$6,070	\$3,870	\$5,139
	Credential Attainment	50.0%	41.7%	63.4%	69.5%	60.4%	59.8%
	MSG	68.0%	72.0%	68.1%	73.5%	57.8%	66.6%
<b>PY 2024</b>	Q2 Employment	67.0%	65.7%	67.1%	68.9%	72%	69.4%
	Q4 Employment	68.0%	62.2%	67.9%	67.2%	71%	68%
	Median Earnings	\$4,600	\$4,896	\$5,381	\$6,148	\$4,500	\$5,380
	Credential Attainment	52.0%	36.1%	48.2%	63.2%	60.5%	61.6%
	MSG	70.0%	92.1%	81.5%	77.4%	61%	70.1%

### Why PY 2024 Looks Different: Youth Program Performance

PY 2024 represents a transition period for the San Joaquin County WIOA Youth program, as delivery shifted from contracted service providers to an in-house model. This structural

change has important implications for interpreting the performance metrics presented in the table above.

### **Transition to In-House Service Delivery**

- In PY 2024, internal staff began directly managing youth services, including outreach, case management, work experience placements, and training coordination.
- The in-house model allows for more consistent program oversight, tailored supports, and direct alignment with San Joaquin County WIOA Youth policy priorities, but these operational improvements take time to fully influence all outcome measures.

### **Why Measurable Skill Gains (MSG) Improved First**

- MSG measures short-term progress in education, training, or skill acquisition while participants are still enrolled.
- Because MSG is assessed during program participation, it is the first performance metric to respond to enhancements in service delivery.
- In PY 2024, MSG reflects immediate gains from more individualized support, better coordination of work experience, and improved access to training resources under the in-house model.

### **Why Exit-Based Outcomes Lag**

- Employment, credential attainment, and earnings are exit-based measures, calculated after participants leave the program.
- Youth enrolled in PY 2024 may not exit until later in the year or even into PY 2025. As a result, PY 2024 employment, Q4 employment, median earnings, and credential attainment data still partially reflect participants served under the previous contracted model.
- The full impact of in-house improvements will be more visible in subsequent program years, even if short-term indicators like MSG are already trending upward.

### **Other Factors Affecting PY 2024 Performance**

- Recruitment, retention, and access challenges remain in early PY 2024 as programs adapt lessons learned from pandemic disruptions, including virtual service delivery and technology access barriers.
- Work experience placements continue to recover from pandemic-related disruptions in employer availability and youth participation.
- Despite these challenges, PY 2024 shows promising early indications that in-house delivery will support stronger participant outcomes in the years to come.

## **COMMITTEE REPORTS**

**Executive Committee  
Youth Council  
Apprenticeship Committee**

**INFORMATION ITEM #1**

**WorkNet Center Customer Service Survey**

DATE: February 25, 2026

INFORMATION ITEM: 1

TO: Workforce Development Board

FROM: Patricia Virgen, Executive Director

SUBJECT: WorkNet Center Customer Service Survey

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I. SUMMARY: The following is a summary of the information item.

1. WorkNet Center Customer Service Survey

The WorkNet Center Customer Service Survey is a continuous improvement tool designed to collect information and feedback from customers.

# Report for AJCC Customer Satisfaction Survey

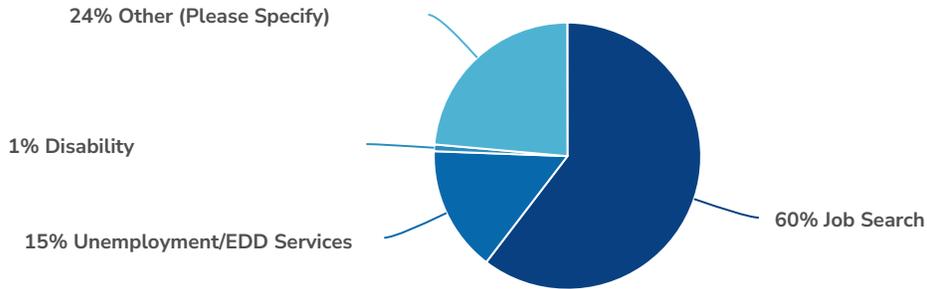
## Response Counts



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Totals: 1,520

# 1. What is the purpose of your visit to San Joaquin County WorkNet today?

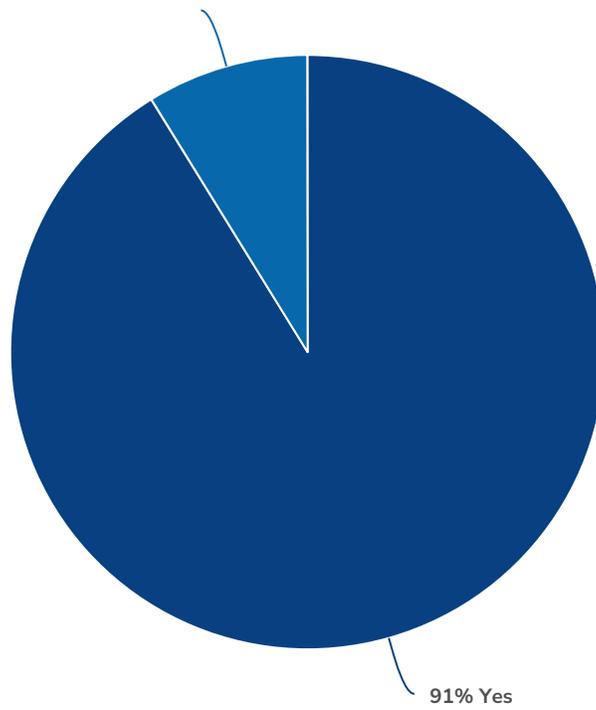


Value	Percent	Responses
Job Search	60.4%	860
Unemployment/EDD Services	15.2%	216
Disability	0.8%	12
Other (Please Specify)	23.6%	336

Totals: 1,424

## 2. Did you receive the service(s) to meet your needs?

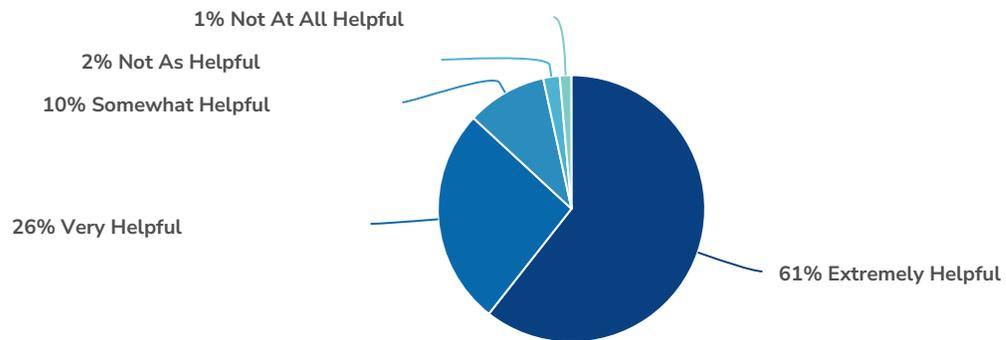
9% If No, why?



91% Yes

Value	Percent	Responses
Yes	91.2%	1,239
If No, why?	8.8%	119
<b>Totals: 1,358</b>		

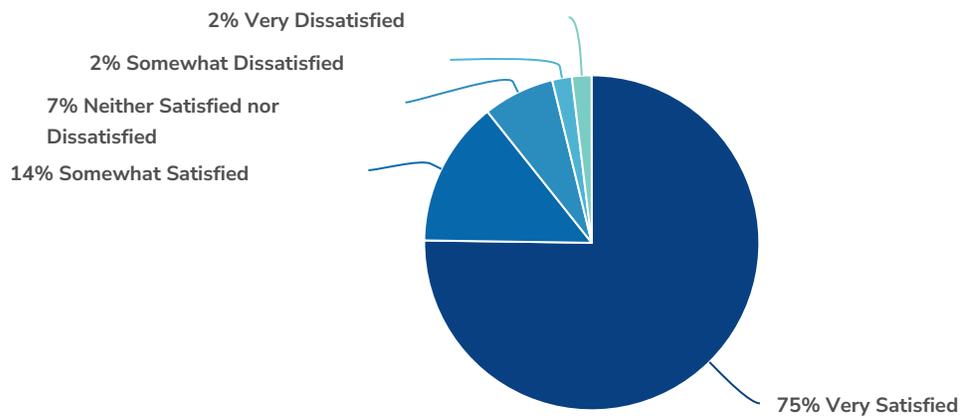
### 3. How helpful was the America's Job Center/WorkNet Center staff?



Value	Percent	Responses
Extremely Helpful	60.6%	821
Very Helpful	26.3%	357
Somewhat Helpful	9.7%	131
Not As Helpful	2.0%	27
Not At All Helpful	1.4%	19

Totals: 1,355

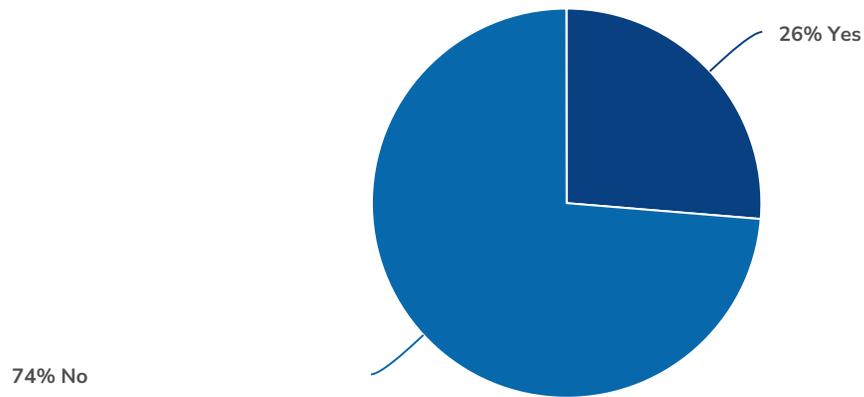
#### 4. Overall, how satisfied or dissatisfied are you with AJCC/WorkNet?



Value	Percent	Responses
Very Satisfied	75.3%	1,011
Somewhat Satisfied	14.1%	189
Neither Satisfied nor Dissatisfied	6.9%	92
Somewhat Dissatisfied	1.9%	25
Very Dissatisfied	1.9%	26

**Totals: 1,343**

## 5. Would you like to be contacted about your answers?



Value	Percent	Responses
Yes	26.3%	351
No	73.7%	983
		<b>Totals: 1,334</b>

## **INFORMATION ITEM #2**

### **Success Stories**

DATE: February 25, 2026

INFORMATION ITEM: 2

TO: Workforce Development Board

FROM: Patricia Virgen, Executive Director

SUBJECT: Success Stories

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I. SUMMARY: The following is a summary of the information item.

1. Success Stories

Success Stories of Individuals who have gone through our program and have successfully transitioned into self-sufficient employment.

# **INDIVIDUAL PARTICIPANT SUCCESS STORY**

**Participant Name:** Christine S

**Participant's City:** Manteca

	<b>Before Participation</b>	<b>After Participation</b>
<b>Industry/Sector</b>	Health Care	Health Care
<b>Job Category</b>	Administrative	Caregiver
<b>Hourly Wage or Salary</b>	\$16.00	\$17.50

**1. What were the goals of the participant when entering the program?**

Christine was referred by CalWORKS agency to participate in the EWorks classes provided through the WorkNet program. She has been a long-term unemployed individual and was required to attend EWorks classes to continue receiving her CalWORKS benefits.

Christine entered the program with the primary goal of securing employment. She was uncertain about her next steps and was exploring potential career and educational pathways. She expressed interest in learning more about the programs offered at Delta College as she considered her options. In addition, she aimed to enhance her job readiness by strengthening her resume and cover letter, as well as improving her interviewing skills to build confidence and increase her competitiveness in the job market.

**2. Describe how the AJCC center helped the participant achieve his/her goals. What programs did the participant use? How has this improved the lives of the participant and his/her family?**

EWORKS Instructor/Case Manager at the AJCC Center Alma Suarez provided individualized guidance and access to program resources to support Christine in achieving her goals. During her participation in EWORKS, Alma assisted her in developing a resume that was effectively tailored to her job search and continued to provide guidance on formatting and updates even after program completion. She also worked with Christine to create a professional cover letter and delivered detailed coaching on interview skills, including appropriate attire and strategies for responding to common interview questions. These skills were reinforced through mock interviews, which strengthened Christine's confidence and overall preparedness.

In addition, Alma provided information about educational opportunities and connected Christine with individuals who could address questions related to her career interests. As a result of this support, Christine is currently attending Carrington College to pursue her Medical Assistant degree and is employed as a caregiver at Cogir of Manteca, earning \$17.50 per hour. With the stability gained through employment and education, she is now balancing work, school, and caring for her special needs child, while preparing to move into her own home. Overall, the services provided through the AJCC have significantly contributed to her increased financial stability, independence, and improved quality of life for herself and her family.

**3. Please include a quote from the Participant about his/her experience.**

"Everything is looking up for me and my son, and I couldn't be happier. EWORKS was a great experience that helped me build confidence and feel more prepared in my job search."

# **INDIVIDUAL PARTICIPANT SUCCESS STORY**

**Participant Name:** Jose

**Participant's City:** Lodi, CA

	<b>Before Participation</b>	<b>After Perception</b>
<b>Industry / Sector</b>	Gambling Service Worker	Transportation and Logistics
<b>Job Category</b>	Casino Dealer	Truck Driver
<b>Hourly Wage or Salary</b>	\$16.00	\$25.00

**1. What were the goals of the participant when entering the program?**

Jose is a young family man who had worked at a casino for 16 years, earning 16 per hour. He decided he needed a career change to provide a better life for his family. Since he enjoys driving, he chose to pursue a career as a truck driver. He learned about WorkNet and that we help pay for school, so he came to ask for assistance to see if he qualified. His biggest dream is to be able to provide a better life for his family.

**2. Describe how the AJCC center helped the participant achieve his/her goals. What programs did the participant use? How has this improved the lives of the participant and his/her family?**

Jose visited the Lodi Worknet Center seeking information and assistance on how he could qualify for the program. He met with case manager Lorena Arellano, who explained that he qualified as a low-income family. Jose completed his application, and his packet was submitted to Intake. After being notified that he was eligible for the low-income Adult Program, Jose began completing all the required steps to start his training.

Case Manager Lorena supported Jose throughout the entire process, including the WorkKeys assessments, the Career Scope evaluation, and the development of his Individual Employment Plan. Jose performed well in all areas and was ready to begin school.

Jose successfully completed his training. Although he did not pass his exam on the first attempt, he passed on the second try and obtained his truck driver's license. Jose received assistance with tuition costs, and supportive services needed for his training. Jose was very happy to achieve his goal, knowing this would allow him to provide a better life for his family. Two weeks after receiving his license, Jose secured a job as a truck driver at Devil Mountain Wholesale Nursery, earning \$25 per hour and working 10 hours a day.

**3. Please include a quote from the Participant about his/her experience.**

The case manager contacted Jose to check in on how he was doing. Jose expressed "I am very grateful for the Work Net program without the assistance provided, I would not have been able to afford the training. I now earn more money, and has weekends free, allowing me to spend quality time with my family."

# **INDIVIDUAL PARTICIPANT SUCCESS STORY**

Participant Name: Adam

Participant's City: Stockton

	Before Participation	After Participation
Industry/Sector	Dock Worker	Transportation
Job Category	Transportation	Class A Truck Driver
Hourly Wage or Salary	\$17.5	\$29.00

**1. What were the goals of the participant when entering the program?**

When enrolling in the WIOA program, the client's primary goals were to gain employment and improve long-term job stability. The client expressed interest in developing job skills, receiving support with job search activities, and exploring training or education opportunities that would lead to better paying and more sustainable employment. Overall, the client sought assistance to overcome barriers to employment and work toward career advancement and self-sufficiency.

**2. Describe how the AJCC center helped the participant achieve his/her goals. What programs did the participant use? How has this improved the lives of the participant and his/her family?**

Adam first visited the AJCC with an interest in the Truck Driving program and a strong desire to improve his employment situation. He enrolled in the WIOA Adult program and partnered with case manager Kristine Wanket who worked closely with him throughout every step of the process. Understanding that Adam faced barriers that required more individualized support, case manager Kristine provided consistent one-on-one guidance to help him fully understand the training requirements, expectations, and career opportunities within the trucking industry. With this support, Adam selected 160 Driving Academy as the training provider that best aligned with his needs and goals. He began training at the end of September and, through commitment and perseverance, successfully completed the program in December, earning his Class A license. As Adam transitioned into employment, the AJCC continued to support his job search efforts. While open to Over-the-Road positions, Adam took a proactive approach by focusing first on local opportunities. His determination led to securing a local driving position with Frank C. Alegre Trucking, earning \$25.00 per hour. This achievement has provided Adam and his family with increased financial stability, confidence, and a clear pathway toward long-term career success.

**3. Please include a quote from the Participant about his/her experience.**

"Before coming to the AJCC, I didn't know where to start. The support and guidance I received helped me earn my Class A license and find a job that works for me."

# **INDIVIDUAL PARTICIPANT SUCCESS STORY**

**Participant Name:** Linette

**Participant's City:** Lodi, CA

	<b>Before Participation</b>	<b>After Perception</b>
<b>Industry / Sector</b>		Government
<b>Job Category</b>		Workforce Development
<b>Hourly Wage or Salary</b>	none	\$20.18

**1. What were the goals of the participant when entering the program?**

Linette came into the Lodi WorkNet Center seeking assistance with obtaining employment. She shared that her mother works in the fields as a farmworker and, wanting a better future for her daughter, made significant sacrifices to send her to college. Although Linette successfully completed her college education, she had been unable to secure employment in her field.

She arrived at the center accompanied by her mother, who expressed concern about her daughter's ongoing difficulty in finding a job. Staff at the center provided Linette with information about the program, explained how services could support her employment goals, and outlined the requirements needed to move forward.

**2. Describe how the AJCC center helped the participant achieve his/her goals. What programs did the participant use? How has this improved the lives of the participant and his/her family?**

Linette began the eligibility process for the WorkNet program and, as the daughter of a farmworker, qualified for the NFJP program. She completed all required assessments, and her Case Manager, Lorena Arellano, provided continuous guidance and support throughout the process. Once eligibility was finalized, her resume was referred to the Job Developer for an On-the-Job Training (OJT) opportunity.

Linette secured employment as an office clerk at a law office through the OJT program, allowing her to gain valuable work experience while continuing to pursue long-term career opportunities, including positions with the county.

After several weeks, Linette learned of an opening with WorkNet and submitted her application. She was interviewed and offered a part-time position as a Program Assistant. Within two months, due to her strong performance and dedication, she was promoted to a full-time position as an Intake and Referral Specialist with full benefits. Linette is thrilled to have achieved her goal of securing steady employment, earning a reliable income, and continuing on the path to self-sufficiency.

**3. Please include a quote from the Participant about his/her experience.**

The case manager contacted Linette to follow up on how she feels now that she is employed. Linette stated "coming to WorkNet gave me the confidence to apply for more jobs, and I feel fortunate to have found a position with the county where I can continue to grow my skills while serving the community. Having this job has provided me with stability, and a clear sense of direction, and has made me feel more confident about my future."

# INDIVIDUAL PARTICIPANT SUCCESS STORY

Participant Name: Charles

Participant's City: Stockton

	Before Participation	After Participation
Industry/Sector	General Labor	Class A
Job Category	Pallet Jack Operator	Commercial Driver
Hourly Wage or Salary	\$16.00	\$35.00

**1. What were the goals of the participants when entering the program?**

Charles was struggling to secure stable employment when he entered the program, despite his strong desire to work full-time. He faced barriers to employment, including a past record, which made it difficult to obtain long-term opportunities. As a result, he was only able to find temporary, short-term jobs. When he came to WorkNet, he was able to receive the support and assistance he needed to move toward stable employment.

**2. Describe how the AJCC center helped the participant achieve his/her goals. What programs did the participants use? How has this improved the lives of the participant and his/her family?**

Charles came to WorkNet and enrolled in the AB109 program. As part of the enrollment process, he completed the required assessment workshop and CASAS test. His Case Manager, Christine Matney, guided him in setting clear career goals, developing his resume, and practicing interview skills. They also explored various career pathways to determine the best fit for his interests and strengths.

While completing program requirements, Charles was encouraged to attend job fairs to seek employment opportunities. Together, Charles and Christine developed an Individual Employment Plan. Based on his assessment results, it was identified that he had a strong interest in truck driving. Christine provided him with an Occupational Research Questionnaire, which required him to interview three training schools before making a decision. After careful consideration, Charles chose to enroll in Advanced Bus and Truck Driving School.

Charles successfully completed his training and obtained his Class A license. Through the AB109 program, WorkNet covered his tuition cost, DMV fees, and supportive services, and also provided incentive gift cards. He has since secured full-time employment as a Class A Truck Driver with Topside Enterprise, earning \$35.00 per hour.

Charles is now financially stable, earning a strong income, and is a true success story of the program.

**3. Please include a quote from the participant about his/her experience. Client stated**

“I am grateful for Christine, and the Worknet program for the assistance I was provided, they saved my life. Having my Class A is a life changer for me.”

## San Joaquin County Worknet Youth Program Success Story Participant: Jose

The San Joaquin County Worknet Youth Program is committed to serving low-income young adults who face barriers to employment due to limited work experience, lack of training, and economic hardship. Through individualized case management, work readiness instruction, vocational exploration, and supportive services, our program equips participants with the tools necessary to build sustainable careers.

Jose Monroy co-enrolled in the Youth Program and NFJP Program at a time when he felt uncertain about his future. Prior to enrollment, Jose worked in agricultural fields picking and processing fruits and vegetables. While hardworking and dependable, he lacked formal training and clear career direction. Like many young adults from low-income backgrounds, he needed guidance, structure, and access to opportunity.

Upon enrollment, Jose began Work Readiness training, where he developed foundational employability skills such as communication, professionalism, time management, and workplace expectations. Simultaneously, he participated in structured career exploration activities designed to identify his strengths, interests, and long-term goals.

Through vocational exploration and one-on-one mentoring with case manager Jesse Gonzalez, Jose discovered that a hands-on technical career aligned well with his personality, work ethic, and background. After careful consideration and guidance, he identified welding as a career path that offered stability, growth potential, and long-term self-sufficiency.

Through the National Farmworker Jobs Program (NFJP), which serves eligible agricultural workers and their families, Worknet was able to provide full support for Jose's vocational training. This assistance included tuition, required tools, clothing, and other necessary supplies to remove financial barriers that would have otherwise prevented his enrollment.

Today, Jose is successfully enrolled in a Welding Vocational Program and is performing exceptionally well. He has demonstrated strong attendance, commitment, and academic progress. In addition, he continues to strengthen his employability skills through ongoing Work Readiness training.

Jose's transformation reflects the power of structured support, targeted training, and personal determination. What began as uncertainty has evolved into clear direction and measurable progress toward a skilled trade career. Through hard work and the comprehensive services provided by the San Joaquin County Worknet Youth Program, Jose is building a pathway toward long-term employment and economic stability.

Jose's story exemplifies how strategic investment in youth workforce development yields meaningful outcomes—not only for the individual participant, but for the broader community and local economy.



**INFORMATION ITEM #3**

**San Joaquin County Labor Market Information Snapshot**

DATE: February 25, 2026

INFORMATION ITEM: 3

TO: Workforce Development Board

FROM: Patricia Virgen, Executive Director

SUBJECT: San Joaquin County Labor Market Information Snapshot

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I. SUMMARY: The following is a summary of the information item.

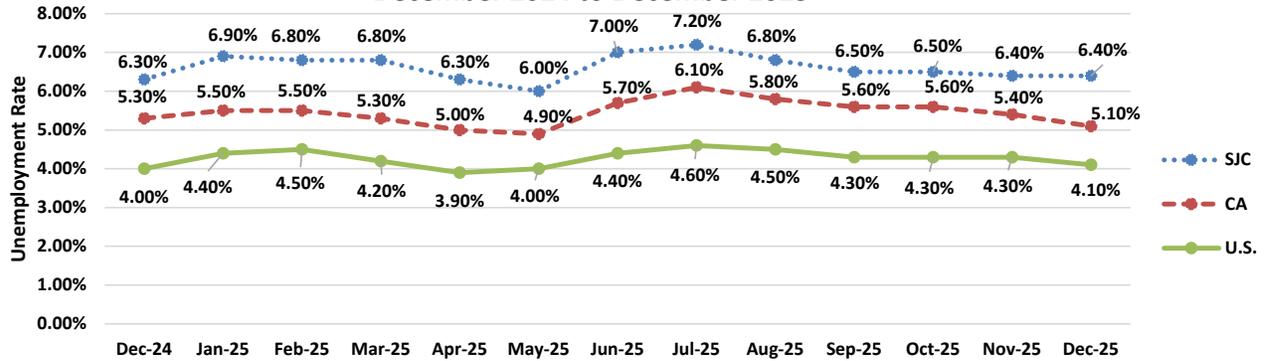
Attached, you will find the San Joaquin County (SJC) labor market review. The Snapshot has been developed by Employment and Economic Development Department (EEDD) staff for the San Joaquin County Workforce Development Board to combine four separate reports provided by the California Employment Development Department (EDD).

The first chart details the Unemployment Rate of San Joaquin County, California, and the United States for a one-year look-back period starting one month prior. The second chart details the Unemployment Rate of San Joaquin County down to the sub-county areas – cities and other Census Designated Places (CDPs). The third chart details San Joaquin County as part of the San Joaquin Valley and Associated Counties Regional Planning Unit (RPU). The RPU is comprised of all counties in the San Joaquin Valley and is one of 14 RPUs designated by the State. Page two of the SJC Snapshot details the Labor Force and Industrial Employment in San Joaquin County and provides data for three months prior and uses the benchmark from March 2022 as established by EDD.

## A San Joaquin County Labor Market Review - Dec 2025

Welcome to the San Joaquin County Labor Market Review. The snapshot provides a quick review of labor market information in San Joaquin County for the previous month, the most up-to-date information provided by the California Employment Development Department (EDD). The data and information is provided by the California EDD Labor Market Information Division (LMID). For more information please call (916) 262-2162 or visit the LMID website at <https://www.labormarketinfo.edd.ca.gov/>.

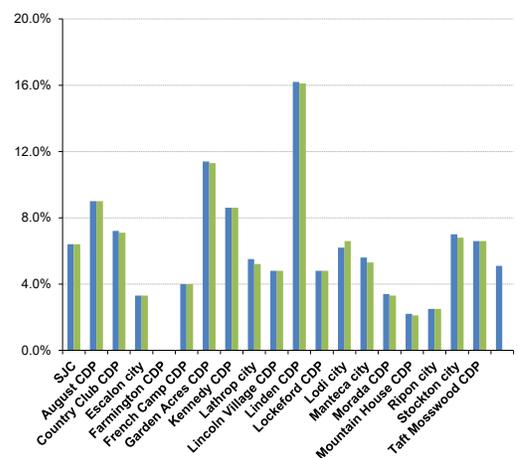
### San Joaquin County, California, and the United States Unemployment Rates December 2024 to December 2025



### Sub County average unemployment rates for the county, cities, and municipalities.

Area Name	Labor Force	Employment	Unemployment	
			Number	Rate
<b>San Joaquin County</b>	<b>379,600</b>	<b>355,500</b>	<b>24,100</b>	<b>6.4%</b>
August CDP	3,500	3,200	300	9.0%
Country Club CDP	5,000	4,700	400	7.1%
Escalon city	3,600	3,400	100	3.3%
Farmington CDP	100	100	0	0.0%
French Camp CDP	1,100	1,000	0	4.0%
Garden Acres CDP	5,100	4,500	600	11.3%
Kennedy CDP	1,200	1,100	100	8.6%
Lathrop city	18,400	17,400	1,000	5.2%
Lincoln Village CDP	1,900	1,800	100	4.8%
Linden CDP	1,100	900	200	16.1%
Lockeford CDP	1,800	1,700	100	4.8%
Lodi city	33,300	31,100	2,200	6.6%
Manteca city	42,700	40,500	2,300	5.3%
Morada CDP	1,600	1,500	100	3.3%
Mountain House CDP	12,200	11,900	300	2.1%
Ripon city	8,100	7,900	200	2.5%
Stockton city	148,600	138,500	10,200	6.8%
Taft Mosswood CDP	500	500	0	6.6%
Tracy city	50,600	48,100	2,400	4.8%

San Joaquin County Community Unemployment

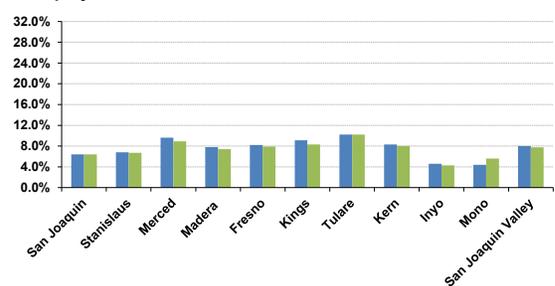


\*CDP - Census Designated Place

### Counties in the San Joaquin Valley Quick Look

County	Rank	Labor Force	Employed	Unemployed	Rate
<b>San Joaquin</b>	<b>36</b>	<b>379,600</b>	<b>355,500</b>	<b>24,100</b>	<b>6.4%</b>
Stanislaus	41	259,200	241,700	17,500	6.8%
Merced	55	122,600	110,900	11,800	9.6%
Madera	48	70,200	64,700	5,500	7.8%
Fresno	49	477,800	438,600	39,200	8.2%
Kings	53	59,500	54,100	5,400	9.1%
Tulare	56	223,800	200,900	22,900	10.2%
Kern	50	416,300	381,600	34,600	8.3%
Inyo	14	8,340	7,960	380	4.6%
Mono	10	8,330	7,960	370	4.4%
San Joaquin Valley		2,025,670	1,863,920	161,750	8.0%

Counties in the San Joaquin Valley Unemployment Rates



San Joaquin County is part of the San Joaquin Valley and Associated Counties Regional Planning Unit (RPU) comprised of all counties in the San Joaquin Valley. Above is a comparison of all counties in the RPU. This WIOA Title I-financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities.

Labor Force and Industrial Employment	Dec 24	Oct 25	Nov 25	Dec 25	Percent Change	
			Revised	Prelim	Month	Year
<i>*Data not seasonally adjusted</i>						
Civilian Labor Force (1)	373,000	0	381,400	379,600	-0.5%	1.8%
Civilian Employment	349,300	0	356,800	355,500	-0.4%	1.8%
Civilian Unemployment	23,700	0	24,600	24,100	-2.0%	1.7%
Civilian Unemployment Rate	6.4%	0.0%	6.4%	6.4%		
(CA Unemployment Rate)	5.2%	0.0%	5.4%	5.1%		
(U.S. Unemployment Rate)	3.8%	0.0%	4.3%	4.1%		
Total Wage and Salary (2)	299,800	300,100	302,800	302,500	-0.1%	0.9%
Total Farm	12,100	12,600	10,900	11,200	2.8%	-7.4%
Total Nonfarm	287,700	287,500	291,900	291,300	-0.2%	1.3%
Total Private	241,300	237,100	240,500	240,400	0.0%	-0.4%
Goods Producing	38,000	37,700	36,800	36,700	-0.3%	-3.4%
Mining, Logging and Construction	14,600	14,400	14,100	14,000	-0.7%	-4.1%
Mining and Logging	0	0	0	0	#DIV/0!	#DIV/0!
Construction	14,600	14,400	14,100	14,000	-0.7%	-4.1%
Specialty Trade Contractors	10,300	10,100	9,900	9,700	-2.0%	-5.8%
Manufacturing	23,400	23,300	22,700	22,700	0.0%	-3.0%
Durable Goods	11,000	10,900	10,900	10,900	0.0%	-0.9%
Non-Durable Goods	12,400	12,400	11,800	11,800	0.0%	-4.8%
Food Manufacturing	6,400	6,300	5,900	5,800	-1.7%	-9.4%
Service-Providing	249,700	249,800	255,100	254,600	-0.2%	2.0%
Private Service Providing	203,300	199,400	203,700	203,700	0.0%	0.2%
Trade, Transportation, and Utilities	93,200	88,400	91,800	92,400	0.7%	-0.9%
Wholesale Trade	12,500	12,400	12,400	12,400	0.0%	-0.8%
Retail Trade	27,700	26,900	27,200	27,300	0.4%	-1.4%
General Merchandise Retailers	7,100	6,600	7,000	7,000	0.0%	-1.4%
Department Stores	2,300	2,100	2,300	2,400	4.3%	4.3%
Clothing, Clothing Accessories, Shoe, and Jewelry	2,000	1,800	1,900	1,900	0.0%	-5.0%
Transportation, Warehousing, and Utilities	53,000	49,100	52,200	52,700	1.0%	-0.6%
Transportation and Warehousing	51,300	47,400	50,500	51,000	1.0%	-0.6%
Truck Transportation	8,800	9,100	9,200	8,900	-3.3%	1.1%
Warehousing and Storage	33,500	30,400	33,300	33,700	1.2%	0.6%
Information	1,000	900	900	900	0.0%	-10.0%
Financial Activities	7,500	7,400	7,500	7,500	0.0%	0.0%
Finance and Insurance	4,000	4,000	4,000	4,100	2.5%	2.5%
Credit Intermediation and Related Activities incl	1,500	1,500	1,500	1,500	0.0%	0.0%
Professional and Business Services	23,500	22,300	22,900	22,300	-2.6%	-5.1%
Administrative and Support and Waste Management and	16,000	15,300	15,700	15,300	-2.5%	-4.4%
Private Education and Health Services	45,900	47,500	47,400	47,600	0.4%	3.7%
Private Educational Services	4,800	4,800	4,900	4,800	-2.0%	0.0%
Health Care and Social Assistance	41,100	42,700	42,500	42,800	0.7%	4.1%
Leisure and Hospitality	24,200	24,700	24,900	24,800	-0.4%	2.5%
Arts, Entertainment, and Recreation	2,800	2,900	2,900	2,900	0.0%	3.6%
Accommodation and Food Services	21,400	21,800	22,000	21,900	-0.5%	2.3%
Food Services and Drinking Places	19,600	19,900	20,100	20,000	-0.5%	2.0%
Other Services	8,000	8,200	8,300	8,200	-1.2%	2.5%
Government	46,400	50,400	51,400	50,900	-1.0%	9.7%
Federal Government	3,000	2,800	2,800	2,800	0.0%	-6.7%
Federal Government excluding Department of Defense	1,800	1,700	1,700	1,700	0.0%	-5.6%
Department of Defense	1,200	1,100	1,100	1,100	0.0%	-8.3%
Total State and Local Government	43,400	47,600	48,600	48,100	-1.0%	10.8%
State Government	4,700	4,800	4,800	4,800	0.0%	2.1%
Local Government	38,700	42,800	43,800	43,300	-1.1%	11.9%
Local Government Educational Services	24,500	28,200	29,100	28,700	-1.4%	17.1%
Local Government excluding Education	14,200	14,600	14,700	14,600	-0.7%	2.8%
County Government	8,400	8,700	8,800	8,800	0.0%	4.8%
City Government	3,900	4,100	3,800	4,000	5.3%	2.6%
Special Districts plus Tribes	1,900	1,800	2,100	1,800	-14.3%	-5.3%
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(1) Civilian labor force data are by place of residence; include self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding. The unemployment rate is calculated using unrounded data.

(2) Industry employment is by place of work; excludes self-employed individuals, unpaid family workers, household domestic workers, & workers on strike. Data may not add due to rounding.

## **DIRECTOR'S REPORT**

## **BOARD MEMBER QUESTIONS AND COMMENTS**