

SAN JOAQUIN COUNTY

HUMAN RESOURCES & TRAINING • EDUCATION

EMPLOYEE RECRUITMENT & TRAINING

The employer make-up of San Joaquin County is changing due to growth and the modernization of industries using high technology. The community has responded with considerable investment into public and private job training programs. This network of Human Resources support provides a combined and integrated approach to accessing resources to meet the needs of individual firms.

As of July, 2009, San Joaquin County's unemployment rate was 16.0%.

To achieve maximum benefits in meeting initial and ongoing Human Resource needs, the San Joaquin Partnership and each of the following entities participate in a process to assist each employer define applicable programs, best application processes, and to assist in the implementation. The objective of this process is to meet the company's need for qualified, trained employees while maximizing available economic and resource benefits.

EMPLOYMENT TRAINING PANEL

The Employment Training Panel (ETP) is a State of California agency that provides \$80 to \$100 million in job training funds annually throughout the state. ETP is a funding agency only. Businesses determine their own training needs and how best to provide training.

ETP funds may be used for three types of training: New Hire (training people on Unemployment Insurance Benefit), Retraining (training those currently employed and in need of skills upgrade) and Special Employment Training programs (for companies not facing out-of-state competition or special categories of trainees). The performance based contracts may be up to two years in length with training for any one individual up to 200 hours over 21 months.

Most types of skills training can be included in the curriculum, including literacy skills training if an assessment is done. Average contracts awarded range from \$1,500 to \$2,400 per trainee.

State of California - Employment Training Panel, (916) 327-5262, [www.etp.ca.gov](http://www.etp.ca.gov)

SAN JOAQUIN COUNTY WORKNET

WorkNet assists companies expanding or moving into the area. Many new employers find it convenient to use one of the five WorkNet Centers, located throughout the County, to do their initial recruitment. The knowledgeable WorkNet staff may function as part of a company's human resource team to assist in designing an effective recruitment and screening program to meet specific employment needs.

Services may include developing hiring criteria, active recruitment, screening, testing and assessment of basic skills, interests and aptitudes, and skills training programs.

San Joaquin County WorkNet, (209) 468-3500, [www.sjworknet.org](http://www.sjworknet.org)



photo courtesy: SJCOE

EMPLOYMENT DEVELOPMENT DEPARTMENT

As the designated state agency for employment services, the Employment Development Department (EDD) is the nation's largest employment agency. The EDD is host of the California Job Openings Browse System (CalJOBS), a sophisticated, internet-based job listing and self referral system. Employers have a convenient option to enter job openings and search for qualified applicants either on their own or through the services of EDD staff.

EDD also assists with recruitment, screening for eligibility and referral, interviewing and testing accommodations, disability and unemployment insurance, family leave program and more, on a no fee basis. Whether you are an employer or job seeker, a student or an economic developer, information is available at : [www.labormarketinfo.edd.ca.gov](http://www.labormarketinfo.edd.ca.gov)

State of California Employment Development Department, (209) 948-7856  
[www.caljobs.ca.gov](http://www.caljobs.ca.gov)

REGIONAL OCCUPATIONAL CENTERS AND PROGRAMS

The Regional Occupational Centers and Programs (ROCP) is a Career and Technical Education program designed to further the occupational options for high school students. These programs are often "personalized" to allow for immediate entry into apprenticeship programs, articulated community college education programs, specific industry occupations, or directly into various work settings.

The ROCP also assists in the recruitment, assessment and training of new employees. It offers customized training, on or off site, in time frames to meet immediate employer needs as well as providing facilities, equipment and instructors for occupational training. The San Joaquin County Office of Education provides occupational programs and adult education throughout the county's school districts offering access to specific training to any person 15 years or older, with the intent that it will lead directly to work. Students range from high school juniors and seniors to adults re-entering the workforce or developing their skills. This pool of potential workers ranges from 4,000 to 8,000 contacts. There are Regional Occupational Program and Adult Education Centers in Lodi, Manteca, Stockton and Tracy. Facilities are available for use during the day, evenings and weekends. San Joaquin County Office of Education, ROCP (209) 468-4800, [www.sjcoe.k12.ca.us](http://www.sjcoe.k12.ca.us)



photo courtesy: SJCOE

# HUMAN RESOURCES & TRAINING

## CalWORKs

The San Joaquin County Human Services Agency administers an employer assistance program called CalWORKs that provides training and job placement to welfare recipients.

The program offers innovative and customized training and services designed to assist employers with the cost of hiring and training new employees and assists those participants who become employed with child care and transportation costs.

In San Joaquin County, the CalWORKs case load is approximately 15,521 adults of which nearly 85% are female heads of households. Sixty percent (60%) of the clients have completed high school or acquired a GED, the majority have some work experience, and 47% are working part time while seeking full time employment.

Employers employing participants of the program may be eligible for federal welfare-to-work as well as work opportunity tax credits. They may also be eligible for state tax credits if located within the San Joaquin County Enterprise Zone.

San Joaquin County Human Services Agency, CalWORKs, (209) 953-7187, [www.co.san-joaquin.ca.us](http://www.co.san-joaquin.ca.us)

## SCAP

The Stockton Chamber Apprenticeship Program (SCAP) is an award-winning private/public partnership between the Human Services Agency (HSA), San Joaquin County WorkNet and the Greater Stockton Chamber of Commerce. SCAP provides employment opportunities for CalWORKs participants and gives employers a chance to evaluate these job seekers through a two-four week, non-paid Apprenticeship Program.

For details: [www.scapworks.com](http://www.scapworks.com)

## SAN JOAQUIN DELTA COMMUNITY COLLEGE TRAINING PROGRAMS

San Joaquin Delta College prepares students for careers in a wide variety of vocational areas designed to prepare individuals to meet the skilled workforce needs of local businesses and industry. Delta College offers a variety of technical certificate programs created in conjunction with local industry and creates additional, specialized training, both for credit and non-credit, tailored to the specific needs of the individual employer. Training or retraining of employees can be conducted at the job site, in nearby facilities, or on-campus, at times conducive to the employer.

San Joaquin Delta College, (209) 954-5051  
[www.deltacollege.edu](http://www.deltacollege.edu)

*These Human Resource Support Providers may assist with the respective services; some programs may be combined. Please contact the San Joaquin Partnership for details.*

	ETP	EDD	WorkNet	ROP	CalWorks	SJ Delta College
Recruiting		✓	✓		✓	
Screening		✓	✓		✓	
Testing / Assessment		✓	✓	✓	✓	✓
Training (new hires)	✓		✓	✓		✓
Retraining	✓		✓	✓		✓
Child Care					✓	✓
Transportation					✓	
Enterprise Zone Tax Credits		✓	✓		✓	

## NATIONAL UNIVERSITY

National University is a private, accredited, nonprofit institution of higher education. It is the second largest private institution in California with 27 learning centers in 11 major metropolitan areas. The University's 46+ undergraduate and graduate degree and 15 teacher credential and certificate programs are accredited by the Western Association of Schools and Colleges with further accreditations from the International Assembly for Collegiate Business Education, Commission on Collegiate Nursing (CCNE) and approval from the California Commission on Teacher Credentialing. [www.nu.edu](http://www.nu.edu)



National University Stockton Campus



University of Phoenix Lathrop Campus

## UNIVERSITY OF PHOENIX

University of Phoenix is a private accredited university offering undergraduate and graduate degree programs. Bachelor, master and doctoral degree programs are developed for fields such as business, criminal justice, education, health administration, nursing and technology.

Faculty members have substantial experience in the fields they teach; students learn effective industry practices in addition to the traditional academic theory. The University is accredited by The Higher Learning Commission and is a member of the North Central Association (ncahlc.org). [www.phoenix.edu](http://www.phoenix.edu)

## PRIVATE TRAINING SCHOOLS AND INSTITUTES

A growing number of private training schools serve the area, providing occupational technology and training for the local market place.

School	Offerings include:	Enrollment	Web Site
Heald College - Business	Accounting, business, software application	527	heald.edu
Heald College - Technical	Computer: networking & light programing, electronics	139	heald.edu
Humphreys College	BA & AA general business, paralegal, School of Law	690	humphreys.edu
ITT Technical Institute	Electronics, computer, CAD	650	itt-tech.edu
National University	Business, nursing, teaching credential/cert., computers	420	nu.edu
University of Phoenix	Post secondary degrees & undergrad degree programs	650	uophx.edu

## THE CALIFORNIA ADVANTAGE

# EDUCATION

### UNIVERSITY OF THE PACIFIC

University of the Pacific, rated one of the nation's top-50 "best value" institutions by U.S. News and World Report, has a strong presence in San Joaquin County that affords technology-based regional employers access to cutting-edge research and workforce talent.

Pacific has been ranked among the top 10 schools in the nation for faculty attention as well as financial aid, according to Kaplan/Newsweek. It provides a distinctive curriculum including paid-practical experience and applied research with the support of talented faculty. Collaborative academic programs are offered in Bioengineering, Engineering Management, Computer Science and Engineering Physics as well as high-quality core engineering degrees in Civil Engineering, Computer Engineering, Electrical Engineering, and Mechanical Engineering.

The School of Engineering and Computer Science acts as a partner in conducting beta-site testing and benchmarking for a variety of companies and agencies. Recent examples include projects covering disciplines such as water quality, sustainable development, artificial vision, material sciences, network security, and knowledge-based systems. Current external research funding exceeds \$6 million.

The University of the Pacific, with over 6,200 enrollments from more than 60 countries, and over 85 majors, is also well recognized for its McGeorge School of Law, Long School of Pharmacy and Health Sciences, and Eberhardt School of Business, whose faculty works closely with local employers, providing assistance in marketing research, business strategy and leadership/management development. The Business Forecasting Center provides customized forecasting and economic impact studies.

University of the Pacific, (209) 946-2011, [www.pacific.edu](http://www.pacific.edu)



photo courtesy: UOP

*"University of the Pacific is unique in California. It combines the accessibility and breadth of programs traditionally associated with large public institutions with the personal attention and academic rigor found only at small private colleges."*

- Donald DeRosa, President  
University of the Pacific

*"Pacific provides Cisco Systems with the total package... a package that includes a dynamic Engineering & Computer Science Cooperative Education program, an Engineering Industry Fellowship program, and experienced Pacific graduates making immediate impacts at Cisco when they join us as regular, full-time employees."*

- Marty Florian, Manager, Engineering  
Routing & Service Provider Technology Group



photo courtesy: CSUS-Stockton Center

### CALIFORNIA STATE UNIVERSITY, STANISLAUS - STOCKTON CENTER

California State University (CSU) Stanislaus- Stockton Center offers upper division and graduate courses that earn full academic credit and lead to selected baccalaureate and master's degrees and credentials. Most students attending classes in Stockton can complete their degrees without the need to commute to CSU Stanislaus main campus in Turlock. The Stockton Center's general computer access is available to its 1,100 full and part-time students throughout the week, including weekends. Course offerings are also available on-line. CSU's flexibility is ideal for employers seeking access for their employees to upgrade academic and computer skills as well as gain degrees or advanced degrees in the CSU system. In spring 2007 the Stockton Center began offering Extended Education courses and certificate programs.

California State University Stanislaus -Stockton Center, (209) 467-5300,  
<http://stockton.csustan.edu>

### SAN JOAQUIN DELTA COMMUNITY COLLEGE

San Joaquin Delta Community College has nearly 20,000 students enrolled in one or more of its wide range of programs. Students can choose from more than 120 certificate programs designed to prepare them for a variety of careers. The Applied Science and Technology Division offers a number of certificate programs and Associate in Science degrees in partnership with businesses such as Caterpillar, Inc. The college's nationally recognized Electron Microscopy program prepares students for employment in a variety of fields such as metallurgy, ceramics, computer and electronics, biotechnology, forensics and medicine. Delta College has a number of programs in areas such as engineering, computer technology, speech and animal science that allow students to participate in competitive events at local, state and national levels; teams traditionally place among the top three at the national level. Delta College has agreements with the California State University system that allows for a "seamless education program" in which students can transfer college credits. San Joaquin Delta College is located in the City of Stockton and has education centers in Tracy and Manteca. It also offers week-end, short-term and extensive Internet courses.

San Joaquin Delta Community College, (209) 954-5051  
[www.deltacollege.edu](http://www.deltacollege.edu)



San Joaquin Delta Community College's engineering faculty received the 1999 award in Electronics Engineering Technology. Students have consistently placed in CAD CAM competitions with international ASME and SME - nationally for design.

Career education begins well before students graduate from high school or college. Innovative programs have been developed through many public/private partnerships in San Joaquin County, including:

**SAN JOAQUIN A+** is a business and community-led effort to enhance elementary and secondary education with goals that include literacy standards, high school graduation rates of at least 90%, drug and violent free schools, and achievement by students of competency in challenging subject matter at different grade levels.

**CURRICULUM AND TECHNOLOGY SPECIALISTS**, or the CATS program, utilizes technology integration, role modeling in education technology, staff development workshops and peer coaching to help teaching professionals attain personal and instructional proficiency.

**CHARTER SCHOOLS:** San Joaquin County has 13 active Charter Schools located throughout eight of the County's school districts. The City of Lodi, which currently has four Charter Schools, was the first to receive approval in 1999 for a K-6 school, a joint effort in cooperation with Stanford University.

**K-12:** In San Joaquin County, students are being trained with the high technology skills that are necessary for industry to compete in the 21st century. These include award-winning programs with the Tracy Industry Education Partnership and the Manteca schools Computer Aided Design programming. Many of the schools are fully networked and have Internet access. Some schools, such as Tracy, have full certification through Microsoft and Cisco, and have adopted standards in technology for students and staff. All area schools are equipped with up to date computer labs and multi-media equipment.

Through the collective efforts of students, staff, and families, there is a creation of a safer, more secure school environment in San Joaquin County. A greater commitment to student achievement is evidenced by a consistent rise in test scores, and the tremendous involvement of parents as community members - one school district recorded nearly 100,000 hours of volunteer work in a years' time. High quality education for K through 12 is also available through the private school community. Small classes, high retention rates and the percentage of high school graduates that go on to college is recognized.



## SAN JOAQUIN PARTNERSHIP

A Private Non-Profit Economic Development Corporation Serving San Joaquin County

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Stockton, CA 95219  
(209) 956-3380 • (800) 570-JOBS • FAX (209) 956-1520  
Web: [sjpnet.org](http://sjpnet.org)  
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## THE COMMUTING WORK FORCE

Thousands of workers have migrated to San Joaquin County from the greater Bay Area over the years in search of affordable housing and a quality of life. As this commuting workforce has grown, the commute time has increased. The average commuter driving west to work each day spends 3 hours on the road instead of with their families. An estimated 80,000 people are making this commute. An astounding 88.9% are willing to give up the drive and go to work for an employer closer to home.

### EDUCATION PROFILE

Respondent's Education Level	Composite Commuter Valid %
Some High School	3.62%
High School Grad	32.87%
Tech. School Grad	13.74%
Associate Degree	18.20%
Bachelor's Degree	23.53%
Master's Degree	6.41%
Doctorate	1.64%

Source:  
San Joaquin Council  
of Governments  
(SJCOG) 2005  
Altamont Commuter  
Survey.  
Copies are available  
from the SJCOG  
209-468-3913

### QUICK STATS

San Joaquin County Population by Age	2008	2020 Projected
Children, 0-17	30.8%	31.4%
Adult, 18-64	59.1%	58.2%
Adult, 65-84	8.6%	9.5%
Adult, 85+	1.5%	0.9%

Source: Development Alliance 2008

San Joaquin County Adult Profile	2008	
Population Base:	685,660	
High School graduate or less	340,713	49.7%
Some College or Trade School	178,271	26.0%
College Graduate or more	111,077	16.2%

Source: Development Alliance 2008

### Number of Children to Classroom:

#### Student/Teacher Ratio

Escalon	Lathrop/Manteca	Lodi	Ripon	Stockton	Tracy
21.4/1	21.7/1	19.7/1	20.8/1	21.6/1	21.1/1

Source: San Joaquin County Office of Education, 2008

Note: Pupil-Teacher ratio should not be confused with average class size.

#### Student/Computer Ratio (number of students per computer)

Escalon	Lathrop/Manteca	Lodi	Ripon	Stockton	Tracy
3.8	5.2	3.3	4.8	4.9	5.9

Source: San Joaquin County Office of Education, 2007