



**WORKFORCE
INVESTMENT BOARD**
MERCED COUNTY

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**Policy
For
Occupations In Demand**

Purpose: This policy/procedure provides the Department of Workforce Investment (WI) and other interested parties guidance for determining regional occupations in demand. The determination of these occupations will assist WI in the development of career plans that are focused on jobs that are in demand and may lead to a self-sufficiency wage.

Policy: It is WIs intention to adhere to The Workforce Investment Act (WIA) 134(d)(4)(A)(iii) which states: Linkage to occupations in demand for training services provided under this paragraph shall be directly linked to occupations that are in demand in the local area, or in another area to which an adult or dislocated worker receiving such services is willing to relocate. It is also WIs policy to work in accordance with the latest version of the [Comprehensive Five Year Local Plan](#) submitted to the State. The local Workforce Investment Board (WIB) may also approve changes to the demand sectors and trainings if it is determined that changes are needed in accordance with the latest labor market information. Industry demand clusters must demonstrate high potential for sustained demand or growth in the region as well as potential for delivering or leading to a self-sufficiency wage. Refer to WIB [Policy Self-Sufficiency Wage](#) which contains a link to a calculator that will help determine that threshold.

In order to determine which occupations have high potential for sustained demand or growth in local areas, one or more of the following criteria must be used:

1. The seven Workforce Investment Board approved demand industry clusters
Note: The qualifying industry must be documented in the case notes.
 - a. Agriculture
 - b. Health and Wellness
 - c. Manufacturing
 - d. Energy
 - e. Logistics
 - f. Water Technology
 - g. Public Sector Infrastructure
2. Current job orders from official job postings
Note: There must be three or more unique job orders under the same job title or have the same job description (within the 6 county region of Stanislaus, Merced, Madera, Fresno, San Benito, and Santa Clara) and job orders must be present in case file.

3. Specific employer requests

Note: Specific requests must be submitted and approved by the Director in writing with documentation placed in the case file.

The Department of Workforce Investment may allow training and services for occupations that do not meet the above criteria but appear promising for high potential for sustained demand or growth in the regional labor market. These exceptions must be approved by the Director.

Responsible Official: Special Projects

Reviewed Date: October 21, 2013

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