



**WORKFORCE
INVESTMENT BOARD
MERCED COUNTY**



**End of Year Report
July 2007 - June 2008**

Message from the WIB Chair

As the elected WIB Chair, it has been an honor serving this past year. Our WIB continues to develop a collective vision and develop a strategic regional approach in order to create greater changes in our communities for both employers and job seekers. The Merced WIB has adopted the California Partnership for the San Joaquin Valley's regionally accepted industry clusters as the focus for continued achievements in the areas of manufacturing, healthcare, transportation and logistics, agriculture as well as renewable energy. Our Regional Nursing Project continues to increase the number of Licensed Vocational Nurses graduating. This regional strategy provides a unified voice for the Central California Counties and increases opportunities for more diverse resources in the future.



From Bakersfield to the South and Stockton to the North, our mission is for employers to begin using similar assessment tools and continuously improve the pool for skilled workers. These assessments are provided by using the WorkKeys Assessment System. By using the WorkKeys Assessment System, businesses are able to hire qualified candidates with relevant job skills. These assessments help Job seekers move quickly through career paths where they can reach their full potential. WorkKeys assessments are a valuable tool to determine what activities are needed to increase employability while providing an easy to understand format for employers to determine the skill level and potential that employment candidates possess.

The Merced WIB has begun the process of focusing on Renewable Energy and has been convening workgroups bringing together organizations that can assist in shaping the landscape for green technology in the Merced region. Our goal is to be at the forefront of Renewable Energy strategies and assist in creating a pipeline for "green jobs".

I want to thank all of the members that contributed in 2007-08, you help provide the vision we need in order to become a viable economic community. Together, we can craft strategies that will help us endure these tough economic times.

Respectfully yours,



A handwritten signature in cursive script, appearing to read "Robert Harmon".

Robert Harmon
Workforce Investment Board of Merced County

WIB Vision



Merced County's Workforce Investment System will keep pace with new growth, the emerging economy, and the ever-changing needs of the employers by creating a better educated, highly skilled workforce that's capable, prepared, and thoroughly knowledgeable.

WIB Goals

On July 24, 2006, the Workforce Investment Board established seven areas of focus for 2006 and beyond.

GOAL 1

CLARIFIED ROLES & RESPONSIBILITIES & IMPROVED COMMUNICATION IN ECONOMIC DEVELOPMENT

GOAL 2

INCREASED PRIVATE SECTOR INVOLVEMENT & OWNERSHIP OF THE WIB

GOAL 3

INCREASED VISIBILITY WITH CLEAR, CONSISTENT MESSAGE FOCUSED ON BUSINESS

GOAL 4

MORE DIVERSE RESOURCES AND EFFICIENCY/EFFECTIVENESS MEASURES

GOAL 5

IDENTIFY AND DELIVER SERVICES NEEDED BY BUSINESS

GOAL 6

IMPLEMENT ONE ADDITIONAL INDUSTRY CLUSTER

GOAL 7

INCREASED SUPPORT FOR K-12 IMPROVEMENT

About the WIB

Merced County is home to 245,658, of whom approximately 108,800 people make up the areas labor force. The Merced County Workforce Investment Board (WIB) provides workforce development services to employers and jobseekers in Merced County through a system of universally accessible Worknet Employment Resource Centers located in the city of Merced and in the City of Los Baños. The Merced WIB oversees federally funded workforce programs that assist employers in obtaining skilled and trained jobseekers. IT is responsible for being a convenor to address issues that impact the workforce development. Further, it is responsible for keeping the pulse of the needs of business involving human capital needs and development. The WIB is composed of volunteer members, who are appointed by the County Board of Supervisors, and includes representatives of local businesses (comprising 51% of the Board), labor unions, educational organizations, and One-Stop partners.

The WIB uses a standing committee structure and implements ad hoc committees as required. The Executive Committee and the Youth Council meet monthly to provide systematic processes to recommend and set policy, fashion strategies, foster interagency coordination, and oversee the implementation of comprehensive and operational plans to enhance the vitality of the Merced County workforce job market and economy.

Executive Committee

Robert Harmon—Chair

The duties of the Executive Committee include organizing committees and assigns responsibilities to ensure that essential information on the status of WIB activities is available. The Executive Committee also provides administrative and fiscal oversight of the Workforce Investment Act funding in Adult, Dislocated Worker and Youth plans. Along with approving the Local Operational plan, they identify and recruit new WIB members and develop strategies for advocacy with respect to legislative issues at state and federal levels. This committee also monitors all expenditures by ensuring that its resources are being utilized efficiently and effectively.

Youth Council

Rennise Ferrario—Chair

The Merced County Youth Council is responsible for the youth workforce development strategic plan for Merced County. The Council recommends eligible service providers for Workforce Investment Act (WIA) programs, conducts oversight of youth programs and advocates for youth development. The duties of the Youth Council include establishing linkages with educational agencies and other youth entities, and provide a forum for initial discussion on emerging issues affecting youth and the workforce development system.

About the WIB - (continued)



Economic Development (ad hoc)

Albert Montejano—Chair

In order to turn Goal 1 into action, an ad hoc committee was formed to clarify the WIB 's role in Economic Development. The WIBs role is to assist the local region in any way that involves workforce. Since business leaders represent the majority of WIB members along with educators, economic development leaders, labor representatives, workforce development professionals, and a member of the Merced County Board of Supervisors, there is no better convener and facilitator between these entities to develop the human capital needed to develop the economic vitality of the region.

The committee meets on an as-needed basis to review and discuss current and future economic and workforce development issues and events. Leaders of economic development agencies, chambers of commerce, businesses, and other community leaders are invited to the meetings. These meetings serve as a communication link to continuously align workforce development goals with the goals of the region. Meetings are used as forum to notify the attendees of new and existing services available to each other and the business community, and to develop and continuously improve business services.

There were four meetings held during program year 07/08. The committee expressed a desire to focus on the official WIB demand industry clusters. Attendees were introduced to the Executive Pulse. The "Pulse" is a business retention and expansion (BR&E) database/tool used to collect information on businesses, which allows professionals engaged in BR&E to look at customer data in new ways to make strategic decisions about how to best apply economic, workforce and community development resources. There were presentations informing the attendees about biotech training and occupations in the valley along with PG&E and their alternative/renewable energy programs.

About the WIB - (continued)



WIB One-Stop Certification (ad hoc)

Steve Newvine—Chair

During the program year 07/08, an ad hoc One-Stop Certification Committee was formed. One of the first tasks of the committee was to recertify the Los Banos One-Stop by determining if the Center was providing the 11 Core Statutory Requirements as outlined in the Workforce Investment Act. The WIB took action to approve the recertification as an affiliate site meeting all of the 11 requirements for three years. The committee's next task was to determine the best method for a comprehensive State-sanctioned certification for the Merced County One-Stops. The WIB's One-Stop Certification ad hoc committee recommended utilizing the California Awards for Performance Excellence (CAPE) along with its strict requirements adhering to the Malcolm Baldrige National Quality Award (MBNQA). The CAPE Prospector application addresses seven categories and 18 items contained in the MBNQA criteria. The CAPE application process addresses strengths and opportunities for improvements. The process will be a very objective look at the One-Stops by a State-sponsored entity outside of the WIB's governance. The committee's intent is to certify both the Merced and Los Banos One-Stops for three years. The process should be complete by the end of calendar year 2008.

WIB Members - PY 07/08



Robert Harmon	Harmon Insurance Service	Chair
Albert Montejano	AT&T	2nd Vice Chair
Don Bergman	Courtesy Chevrolet	1st Vice Chair
Lee Andersen	Merced County Office of Education	
Andrea Baker*	Merced County Department of Workforce Investment	
Bob Bittner**	California State Employment Development Department	
Kathleen Crookham*	Merced County Board of Supervisors	
Ed Dietz*	Legal Support Net	
Ben Duran	Merced College	
Rennise Ferrario**	Merced County Housing Authority	
Ernie Flores	Central Valley Opportunity Center	
Peter Fluetsch	Fluetsch & Busby Insurance	
John Fowler	Commerce, Aviation, & Economic Development	
Debra Glass	Merced Adult School	
Carol Greenberg	Cold Stone Creamery	
Darren Hughes	Merced County Human Services Agency	
Henry Ildefonso	Golden Valley Health Centers	
Garith Krause	Merced Irrigation District	
Joseph Lombardi	Memorial Hospital	
David Long	Hilltop Ranch	
Anne Newins	Merced College	
Steve Newvine*	PG&E	
Terry Nichols	California State Department of Rehabilitation	
Rick Osorio**	Osorio Financial/Intervalley Insurance Services	
Alfonse Peterson	Omni Concepts	
Carole Roberds	Merced Adult School	
Al Romero*	Valley Auto Wreckers	
Vann (Mike) Smith* **	Smith & Ransom, CPAs	
Loretta Schlosser	Commerce, Aviation & Economic Development	
John Stewart	Merced/Mariposa Local Council	
Mike Sullivan	Golden Valley Health Centers	
Thomas Tsubota	Union Bank of California	
Nancy Ugarte	Hilmar Cheese	
Lyle Wright	UC Merced	

* Executive Committee Member

** Youth Council Member

WIB Accomplishments



Healthcare Industry - LVN

It is one-and-one-half years into the three year, \$1.8 million Department of Labor Community Based Job Training Grant that is being used to train and certify 170 Licensed Vocational Nurses in Stanislaus, Merced, and Madera Counties. The Grant provides funding for salaries, supportive services (such as books, uniforms, supplies, and licenses), and other expenses associated with the training and administration of the Grant. The Department of Workforce Investment is managing the nursing project, which will provide greatly needed LVNs in the region.

Regional Manufacturing Project

The Northern San Joaquin Valley Partnership composed of Madera, Merced, San Joaquin and Stanislaus Counties continues to provide Maintenance Tech Skills Training to 90 Workforce Investment Act eligible participants in order to place them in high-growth, high-demand, and high-wage jobs in the manufacturing industry. Participants in the project are obtaining hands-on learning in welding and troubleshooting electrical components, and also practice interviewing techniques. The grant continues to connect workforce investment resources to the manufacturing industry, which is expected to play a major role in the expansion of the Northern San Joaquin Valley economy where current skill shortages are hampering business growth. The completion date for this project is expected to be in February 2009.

Manufacturing Skill Standards Council (MSSC)

Since August 2007, through the One-Stop Career Center, individuals have the option to test their knowledge and skills needed in high-performance manufacturing. Through an online assessment process approved by the Manufacturing Skill Standards Council, individuals are assessed in four critical functions and activities: Safety, Processes & Production, Quality Practices & Measurements, and Maintenance Awareness. Individuals that pass all four areas become fully certified "MSSC-Certified Production Technicians" (CPT). This pilot project will enable employers to use the information provided in the MSSC certificate to determine skill levels for hiring, promotions or trainings needed by their current employees.

WIB Accomplishments - (continued)



WorkKeys

Each Local Workforce Investment Area in the Central California Workforce Collaborative (CCWC) (all Central San Joaquin Counties between Bakersfield and Stockton) has adopted WorkKeys Assessments and Profiling. WorkKeys is a job skill standards assessment system that measures real world skills by assessing each individual in Locating Information, Reading for Information, and Applied Mathematics. The original assessment information was composed by profiling thousands of jobs and finding the skill levels needed for each individual job. To employers, WorkKeys provides critical information to hire the most qualified employees, target training to employees who need it the most and maximize the return on investment on training dollars.

Additionally, the WorkKeys assessment tool is being utilized by employers to select, train, develop and retain the high-performance workforce necessary to compete in today's global economy. The assessment provides the individual a score indicating their aptitude for work in a specific occupation. The process of the assessments culminates with a regional work-ready certificate. Applicants must score 3 or higher in each area to receive a certificate. The WorkKeys Assessment System is made possible as a regional initiative through the Governor's Grant for the CCWC. This approach provides a portable skills credential based on common language that is easily understood by employers, educators and the public.

The Connectory.com

Another regional effort by the CCWC (mentioned above) is the marketing of a unique way for businesses to connect with other companies. The Connectory.com website is a business-to-business tool, which offers methods for identifying sources of products, services, technologies, capabilities and capacities. Twenty-nine Merced County businesses have entered their information into the Connectory.com – The California Network's database. This database contains detailed profiles of California industrial and technology companies across all industries at every level of the supply chain. The goal is to link local California businesses to each other, and to provide information about the industrial/technology base of the nation's largest economy. There is no cost to the businesses to use the website.

WIB Accomplishments - (continued)



Business Services

The Business Resource Team had a busy year. The Team helps businesses with hiring tax credits including Enterprise Zone vouchering. There were 648 vouchers processed during the year. This equates to a total of \$45,360 collected for vouchering. The Business Resources Team held an Enterprise Zone Seminar for the businesses in Los Banos imparting information about the benefits and process for applying. In addition there were a number of job fairs conducted including the new Target store which opened in Los Banos. The Department enrolled 160 participants for Workforce Investment Act services which were ultimately hired by Target. There was a manufacturing meeting held at Hilmar Cheese in January for the development of a Manufacturing Skills Standards Council with the intent to create a standardized skills certificate for Valley manufacturers. There were three separate business focus groups held during the year for small, medium, and large businesses. Information was gathered to determine what services the Department could offer that would be of value to businesses.

Another service offered by the Business Resources Team is on-the-job training. Employers are reimbursed for a portion of the employee salary while training. The Team assists in putting together a training plan with frequent evaluations and assistance to facilitate a successful training. The Team also performs Rapid Response activities. This is a service where the Team visits businesses that have announced substantial lay-offs. Information is given to employees about what to expect upon being laid off. Applying for unemployment benefits, and other services available to dislocated workers are discussed. There were six rapid responses performed during the past program year.

WIA Common Measures



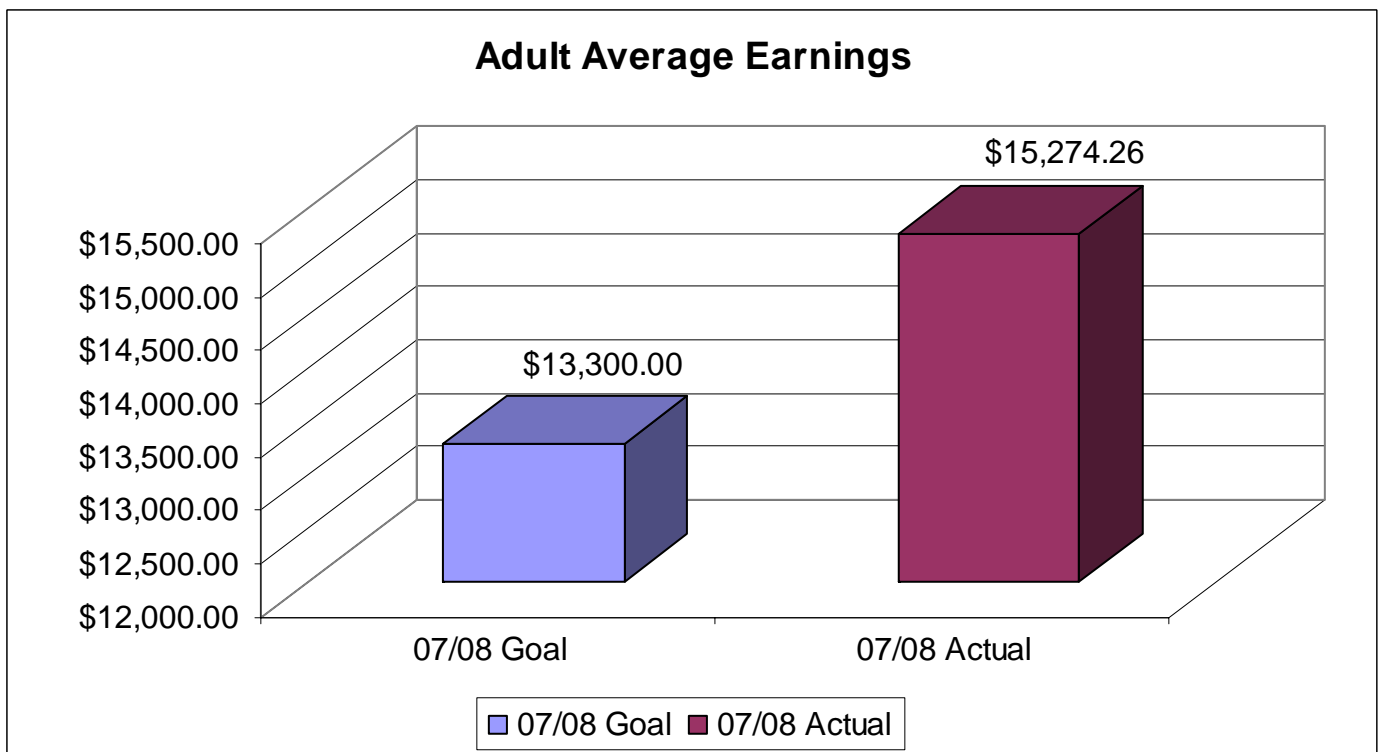
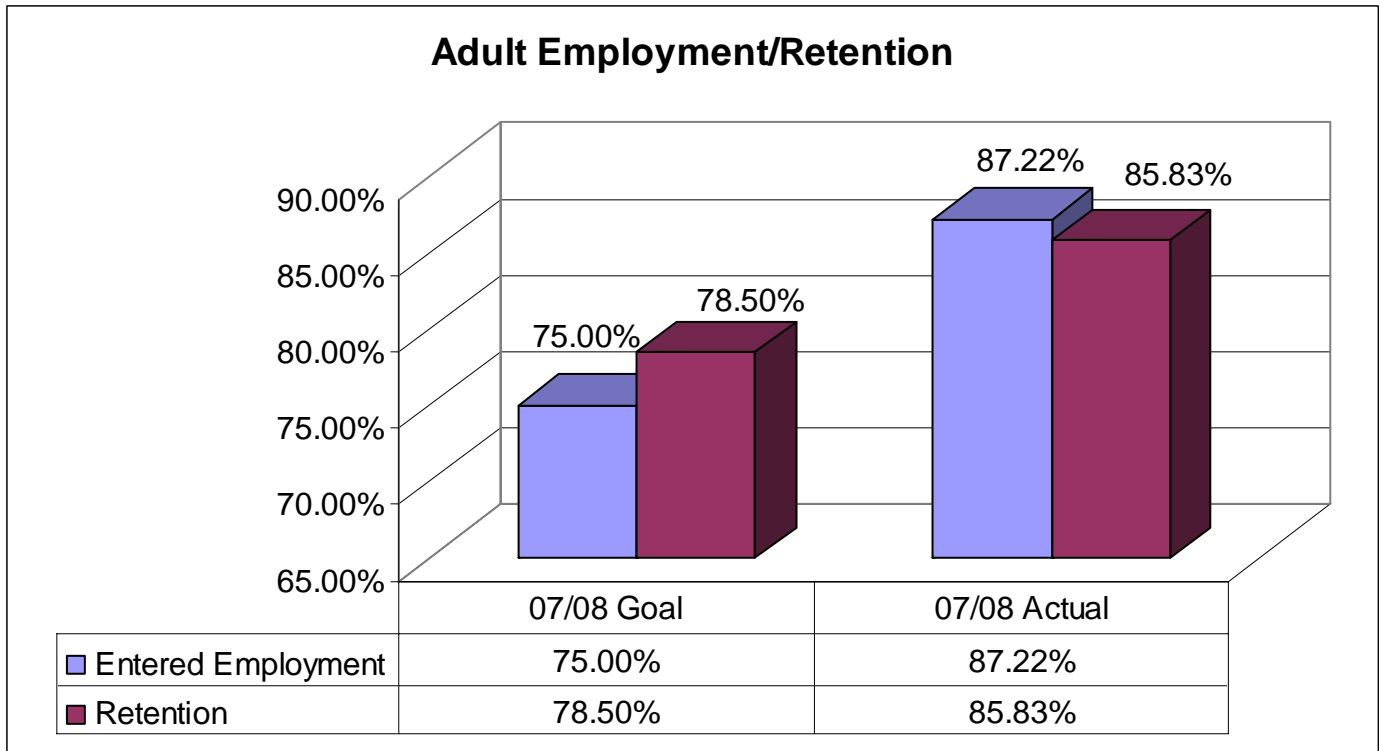
As part of the President's budget and performance integration initiative, the Office of Management and Budget and other federal agencies developed a set of common measures for programs with similar goals. Programs administered by the U.S. Departments of Labor, Education, Health and Human Services, Veterans Affairs, Interior, and Housing and Urban Development will implement common measures.

Common measures are a management tool and a starting point for conversations about similar training and employment activities, based on the core purposes of the workforce system. Key attributes include an universal language and standardized data, employment-focused measures for adult programs, and skill attainment measures for youth programs. These performance measures were designed in partnership with other federal employment and training agencies.

Three common measures apply to programs serving adults, and three common measures apply to programs serving youth:

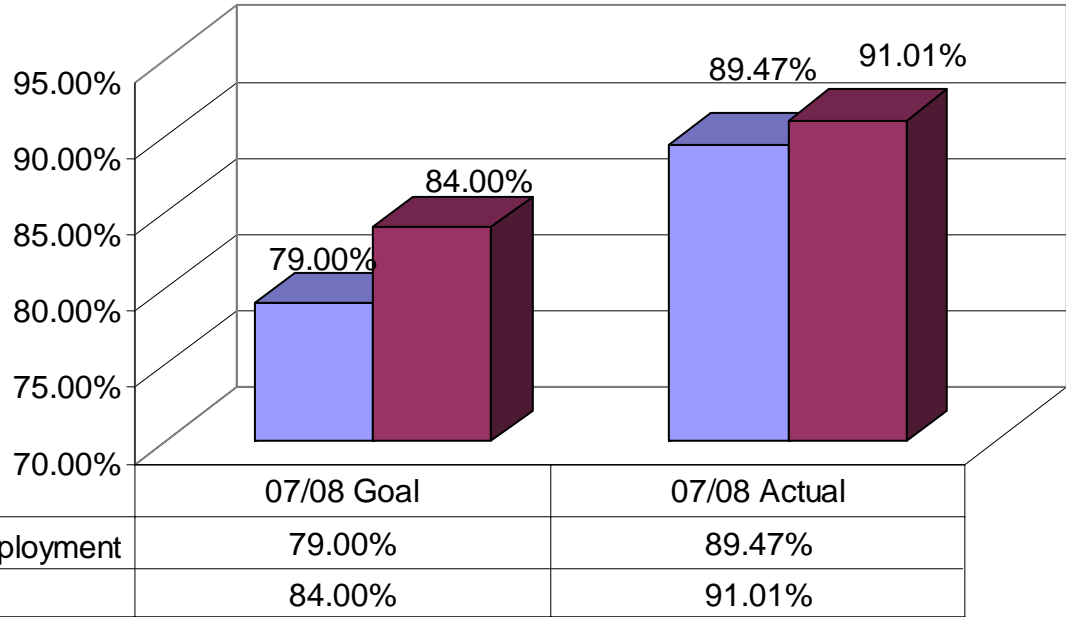
<u>Adult Measures</u>	<u>Youth Measures</u> (ages 14 – 21)
Entered Employment – measures the number of adults who are employed in the first 90 days after exiting the program.	Placement in Employment or Education – measures the number of youth in the program that find employment or enrolled in post-secondary education and/or advance training/occupational skills training.
Employment Retention – measures participants exited and still employed 9 months after exiting the program.	Attainment of a Degree or Certificate – measures the number of youth who attain a diploma, GED, or certificated.
Average Earnings – this measure looks at wages over six months after participants have exited the program.	Literacy and Numeracy Gains – measure the increase in skills of participants through a common assessment tool administered at program entry.

WIA Adult Programs

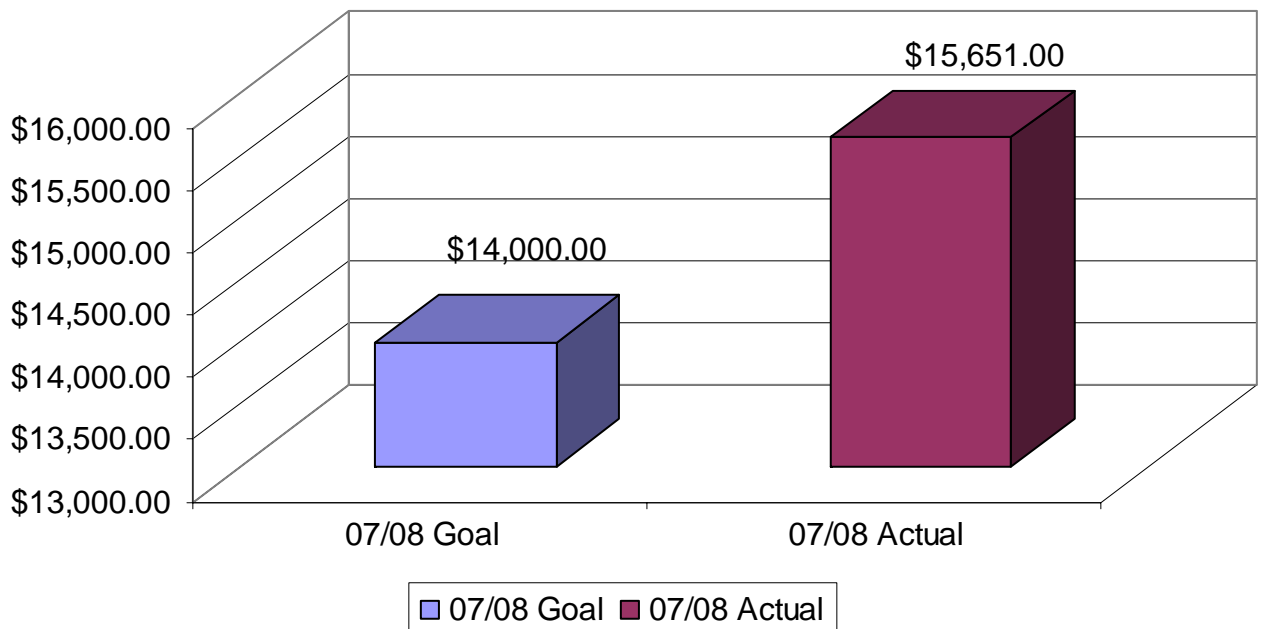


WIA Dislocated Worker Programs

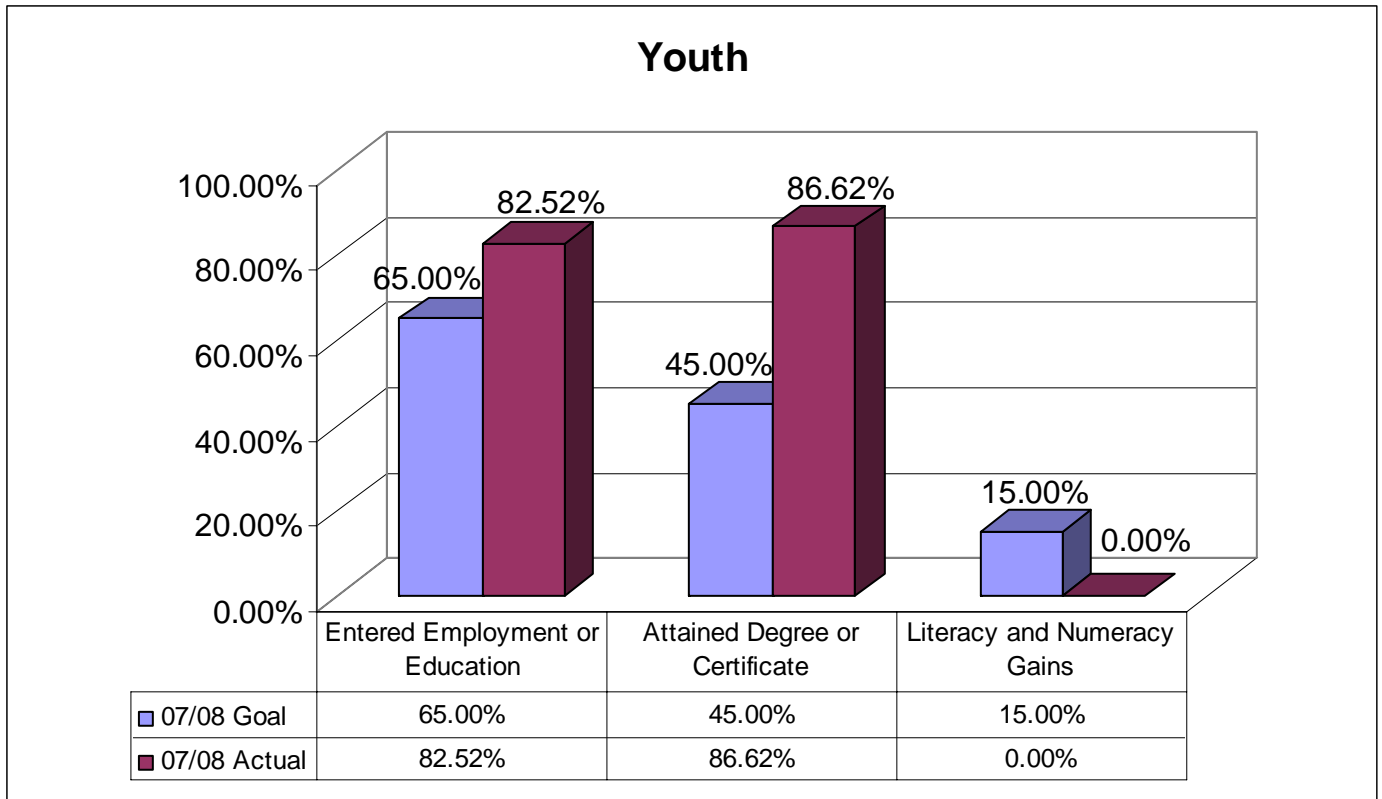
Dislocated Worker Employment/Retention



Dislocated Worker Average Earnings



WIA Youth Programs



Fiscal Reports



Adult
Available Funds (All Sources) \$1,482,188
FY 2007/2008

	Planned		Actual	
	Budget	*Expenses	**Obligated and/or Committed Funds	Unobligated/ Uncommitted Carry Forward
Core A	386,205	355,120	31,085	
Core B	574,388	528,552	45,836	
Intensive	130,451	109,730	20,721	
Training	391,144	289,270	101,874	
Total	\$1,482,188	\$1,282,672	\$199,516	\$0

Dislocated Worker
Available Funds (All Sources) \$1,146,188
FY 2007/2008

	Planned		Actual	
	Budget	*Expenses	**Obligated and/or Committed Funds	Unobligated/ Uncommitted Carry Forward
Core A	337,029	290,859	46,170	
Core B	511,767	470,580	41,187	
Intensive	98,683	82,138	16,546	
Training	198,709	170,067	28,642	
Total	\$1,146,188	\$1,013,644	\$132,544	\$0

Youth
Available Funds (All Sources) \$1,968,217
FY 2007/2008

	Planned		Actual	
	Budget	*Expenses	**Obligated and/or Committed Funds	** Unobligated/ Uncommitted Carry Forward
In-School	1,194,328	693,362	500,966	
Out-of-School	773,889	650,095	123,794	
Total	\$1,968,217	\$1,343,457	\$624,760	\$0

* All expenditures are calculated on an accrual basis.

** Obligated/Committed includes contracts and other committed funds.

Fiscal Reports - (continued)



**Administration
Available Funds (All Sources) \$416,050
FY 2007/2008**

	Planned		Actual	
	Budget	*Expenses	**Obligated and/or Committed Funds	Unobligated/ Uncommitted Carry Forward
	416,050	207,637	27,630	180,783
Total	\$416,050	\$207,637	\$27,630	\$180,783

**Rapid Response
Available Funds (All Sources) \$203,523
FY 2007/2008**

	Planned		Actual	
	Budget	*Expenses	**Committed Funds	Unobligated/ Uncommitted Carry Forward
Rapid Response	203,523	203,523		
Total	\$203,523	\$203,523	\$0	\$0

**Incentive Funds
Available Funds (All Sources) \$22,656
FY 2007/2008**

	Planned		Actual	
	Budget	*Expenses	**Obligated and/or Committed Funds	Unobligated/ Uncommitted Carry Forward
	22,656	22,656		
Total	\$22,656	\$22,656	\$0	\$0

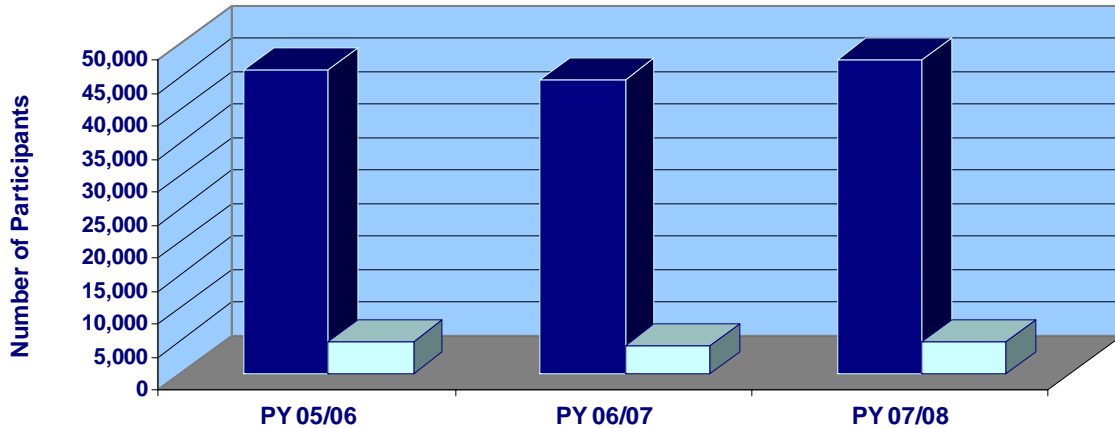
** All expenditures are calculated on an accrual basis.*

*** Obligated/Committed includes contracts and other committed funds.*

Participant Data

Participant Data Sign-ins and First Visits PY 05/06 , 06/07, 07/08

■ Daily Sign-ins
□ First Visits



Source: Workforce Investment Sign-in Sheets

Customer Assistance Tracking

	Total, All Locations		
	PY 05/06	PY 06/07	PY 07/08
Daily Sign-ins	46,161	44,620	47,722
First Visits	4,776	4,215	4,662
Internet Job Search	16,614	15,239	24,003
Resume	4,679	5,294	6,726
Typing	826	1,347	2,135
Typing Certificate	584	1,107	741
Career	606	745	1,194
Job Listings	10,303	5,146	5,737
Fax	4,259	11,490	16,958
Copier	2,959	4,725	6,023
Telephone	2,403	2,493	3,095
Typewriter	182	133	70
Resource Library	157	15	61
Skills Certificate	69	44	61
Basic Skills Lab	7,043	6,709	7,486
Workshop	2,529	771	1,254
Orientation	589	385	821
Staff Appt			1,313
Special Class			147
Unemployment Application			525
Certificate (not typing)			364

Source: Workforce Investment

Merced County
Worknet Employment
Resource Centers in
2007/2008 are located
in:

- Merced
- Los Banos

Customer Satisfaction



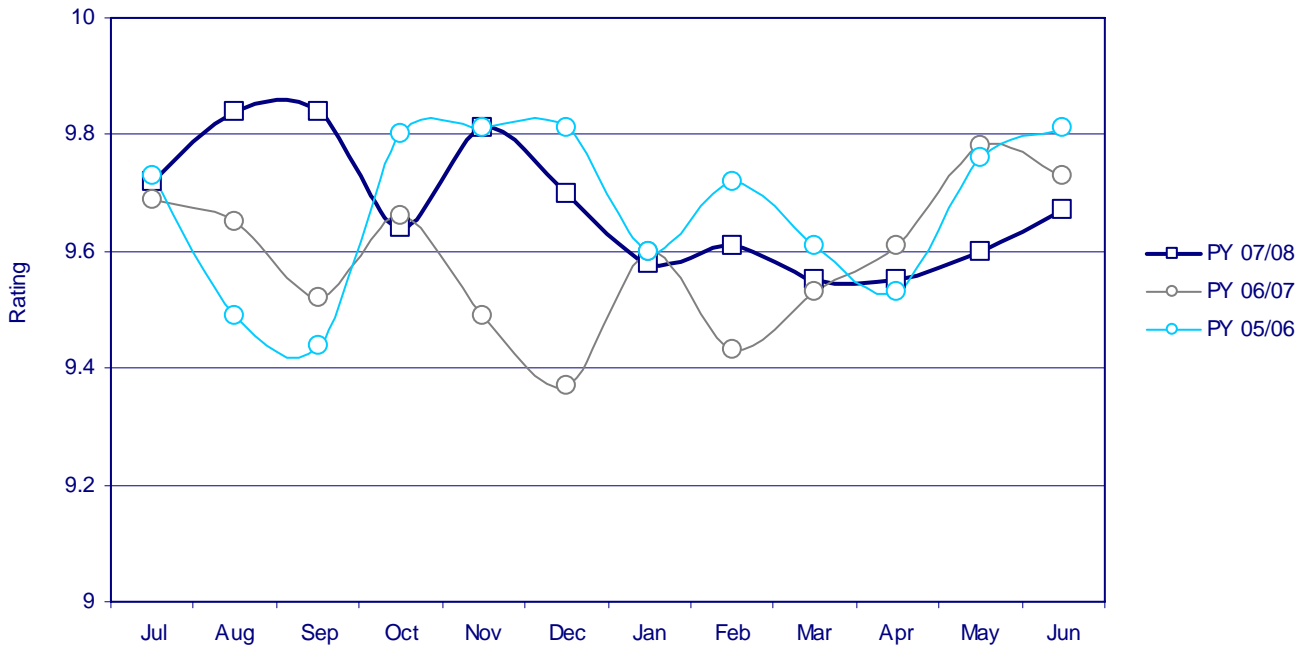
Customer Satisfaction Survey Results Program Year 2007/2008

1 = Very Dissatisfied: 10 = Very Satisfied

											Rated 5 and Under		Overall Rating
	1	2	3	4	5	6	7	8	9	10	#	%	
Assist Time	5	2	7	4	17	25	46	144	328	2,712	35	1.1%	9.67
Info Received	9	0	7	6	18	37	52	122	323	2,708	40	1.2%	9.66
Satisfied	6	2	6	11	14	27	42	129	313	2,729	39	1.2%	9.68
Helped Today	7	5	3	12	16	34	49	125	286	2,748	43	1.3%	9.67
Courtesy of Staff	4	1	4	5	24	26	64	156	298	2,704	38	1.2%	9.66

Source: Workforce Investment Customer Satisfaction Questionnaire

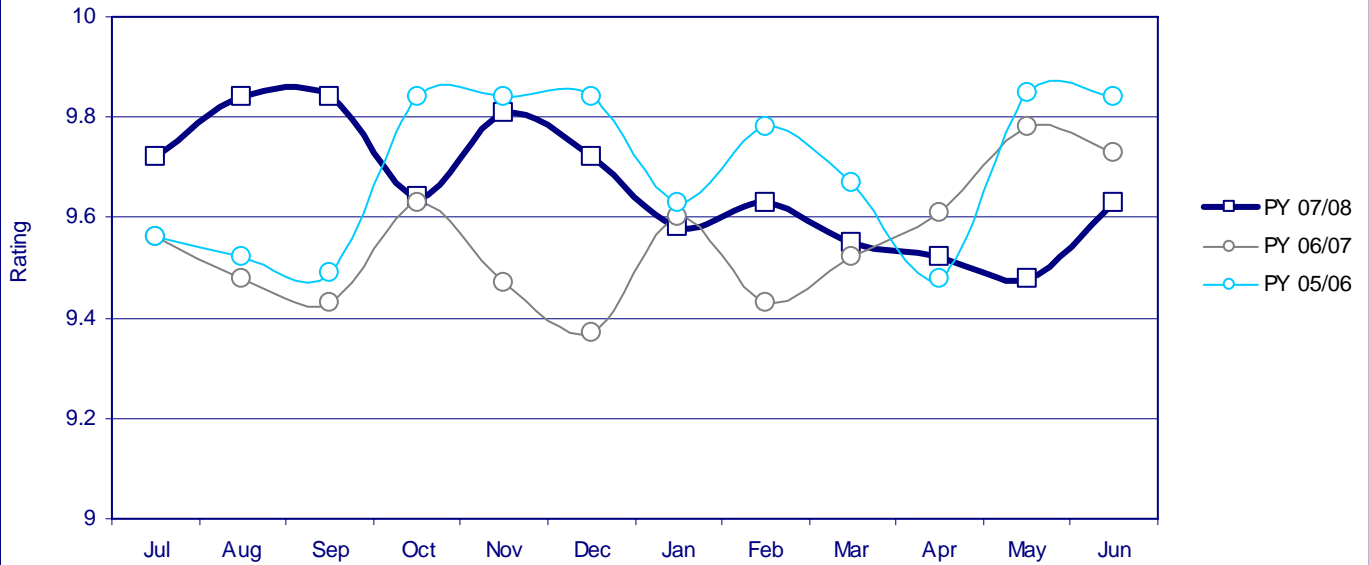
Customer Satisfaction - Time it took for staff to assist you?
1 to 10 Scale (1 = Very Dissatisfied; 10 = Very Satisfied)



Source: Workforce Investment Satisfaction Questionnaire

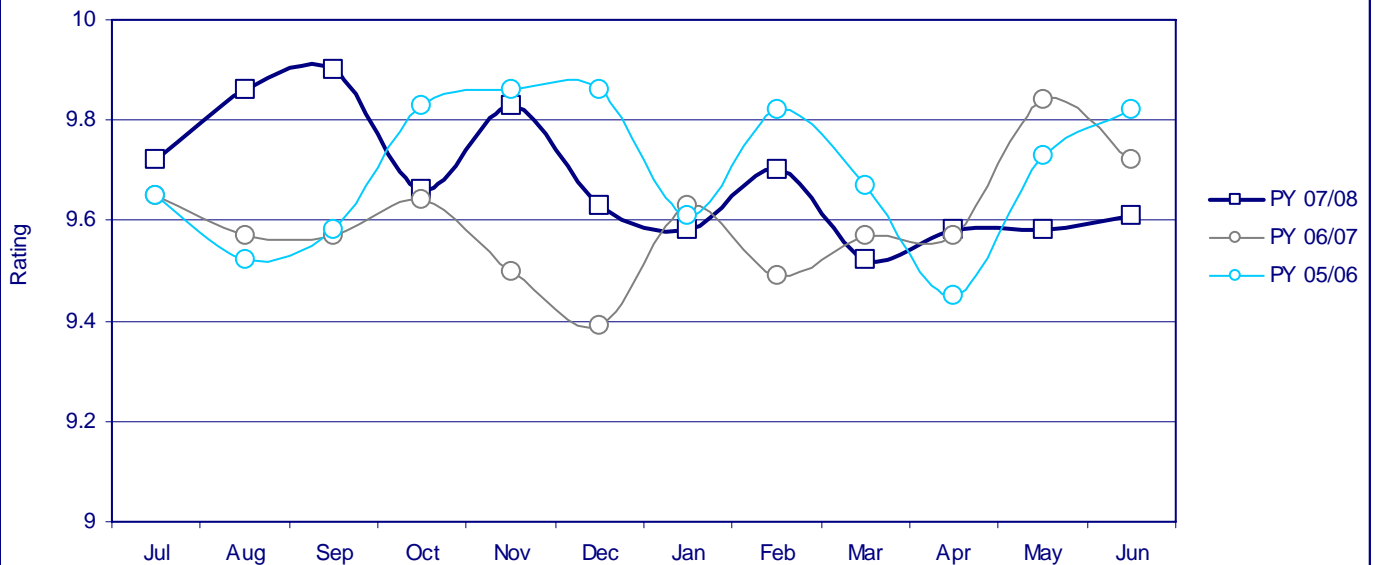
Customer Satisfaction

Customer Satisfaction - Did you get the information you needed?
1 to 10 Scale (1 = Very Dissatisfied; 10 = Very Satisfied)



Source: Workforce Investment Satisfaction Questionnaire

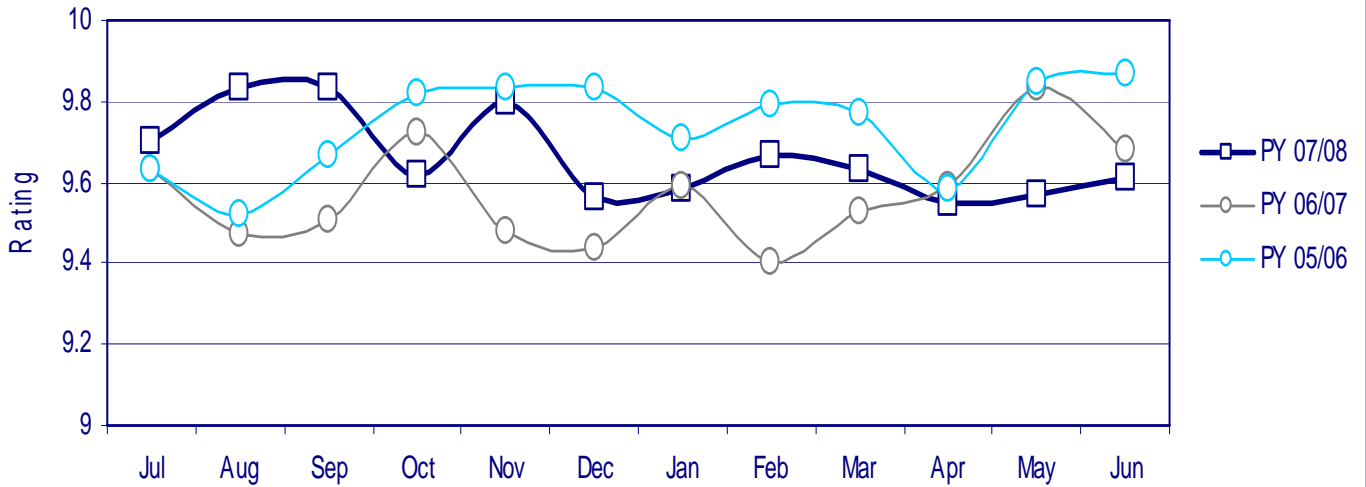
Customer Satisfaction - Were you satisfied with the services?
1 to 10 Scale (1 = Very Dissatisfied; 10 = Very Satisfied)



Source: Workforce Investment Satisfaction Questionnaire

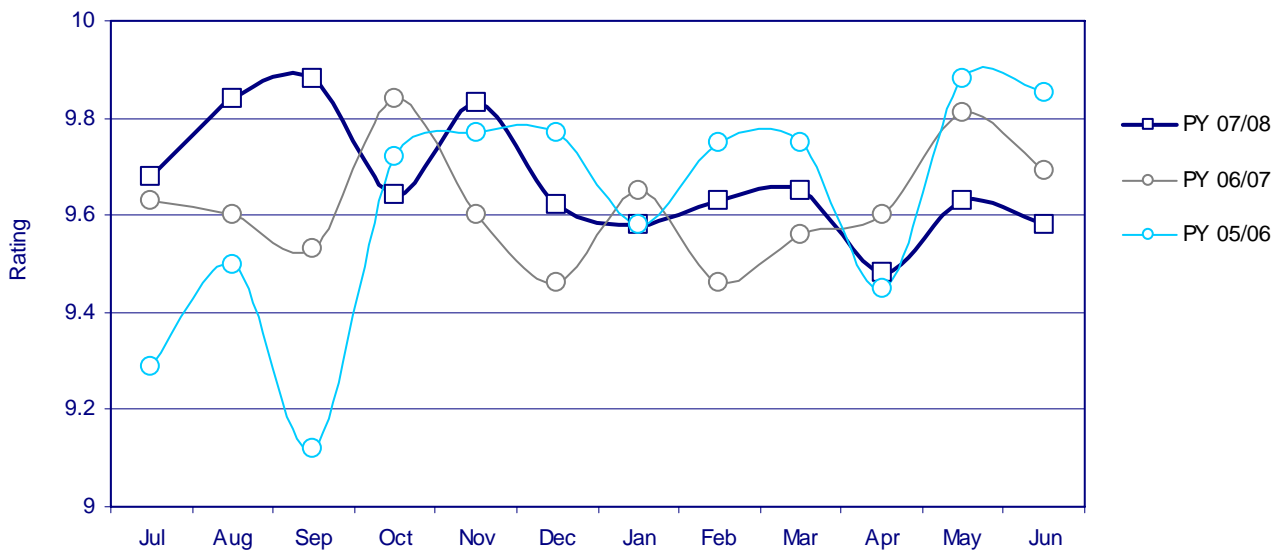
Customer Satisfaction

Customer Satisfaction - Did we help you today?
 1 to 10 Scale (1 = Very Dissatisfied; 10 = Very Satisfied)



Source: Workforce Investment Satisfaction Questionnaire

Customer Satisfaction - Courtesy of Staff?
 1 to 10 Scale (1 = Very Dissatisfied; 10 = Very Satisfied)



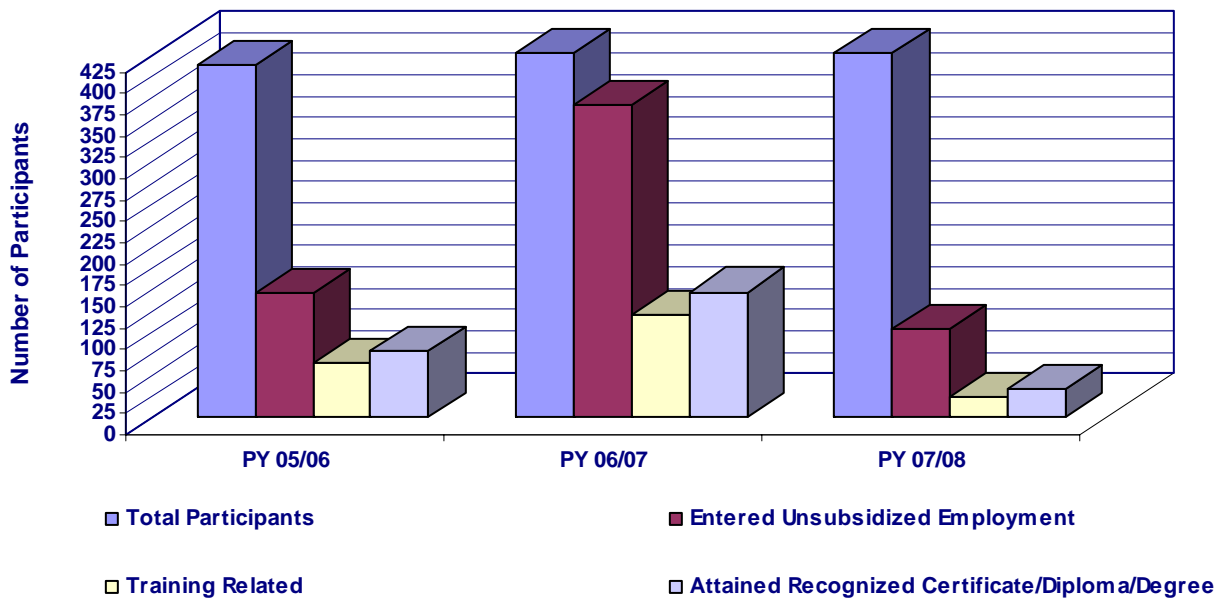
Source: Workforce Investment Satisfaction Questionnaire

Participant Data

Adults	PY 05/06	PY 06/07	PY 07/08
Total Participants	412	532	433
Entered Unsubsidized Employment	145	365	103
Training Related	63	119	22
Attained Recognized Certificate/Diploma/Degree	77	146	33

Participant Data - Adult

PY 05/06, 06/07, 07/08



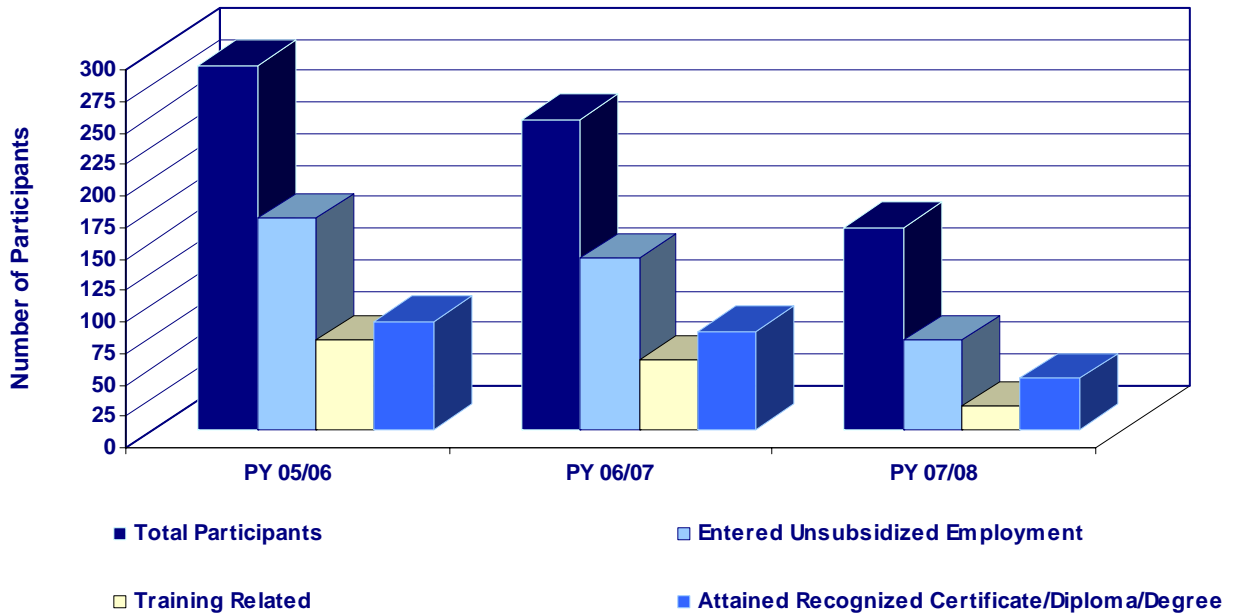
Source: State JTA System

Participant Data

Dislocated Worker	PY 05/06	PY 06/07	PY 07/08
Total Participants	289	246	160
Entered Unsubsidized Employment	167	136	71
Training Related	71	55	18
Attained Recognized Certificate/Diploma/Degree	86	78	40

Participant Data - Dislocated Worker

PY 05/06, 06/07, 07/08



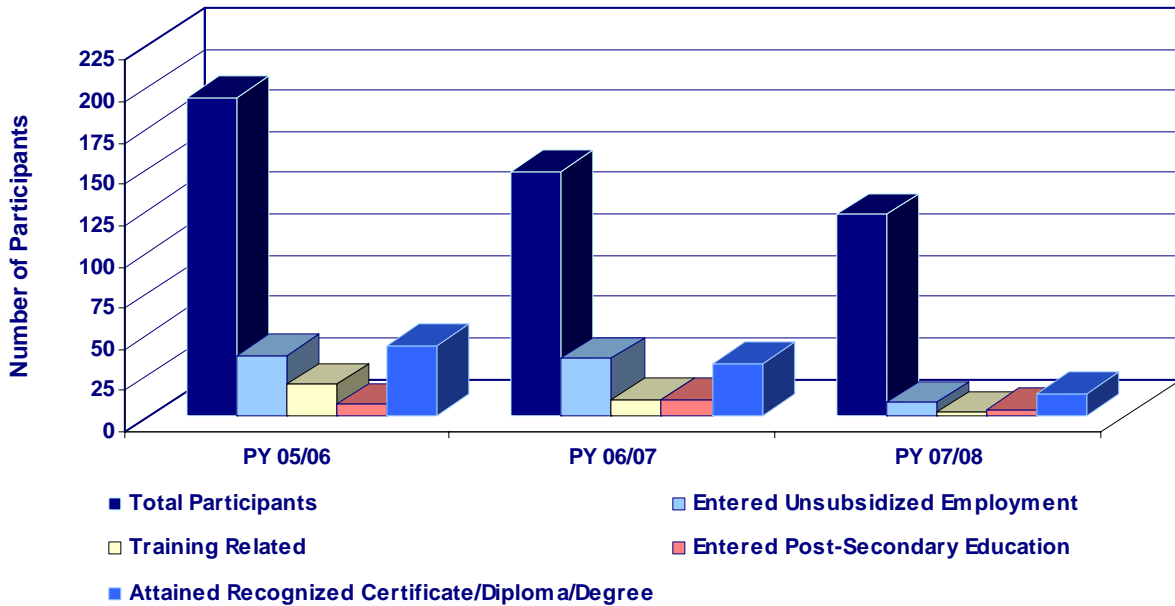
Source: State JTA System

Participant Data

Older Youth (19 - 21)	PY 05/06	PY 06/07	PY 07/08
Total Participants	193	148	122
Entered Unsubsidized Employment	37	35	8
Training Related	19	10	2
Entered Post-Secondary Education	7	10	4
Attained Recognized Certificate/Diploma/Degree	43	32	14

Participant Data - Older Youth (19-21)

PY 05/06, 06/07, 07/08



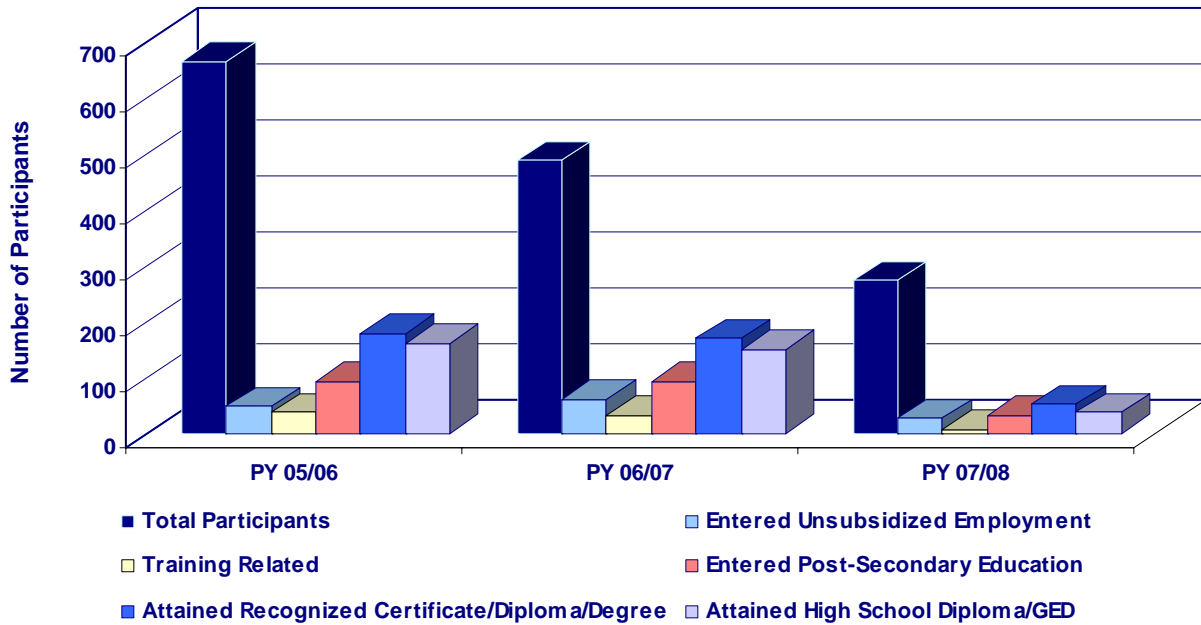
Source: State JTA System

Participant Data

Younger Youth (14 - 18)	PY 05/06	PY 06/07	PY 07/08
Total Participants	663	488	273
Entered Unsubsidized Employment	48	61	28
Training Related	38	33	7
Entered Post-Secondary Education	94	93	33
Attained Recognized Certificate/Diploma/Degree	179	169	53
Attained High School Diploma/GED	161	150	39

Participant Data - Younger Youth (14 - 18)

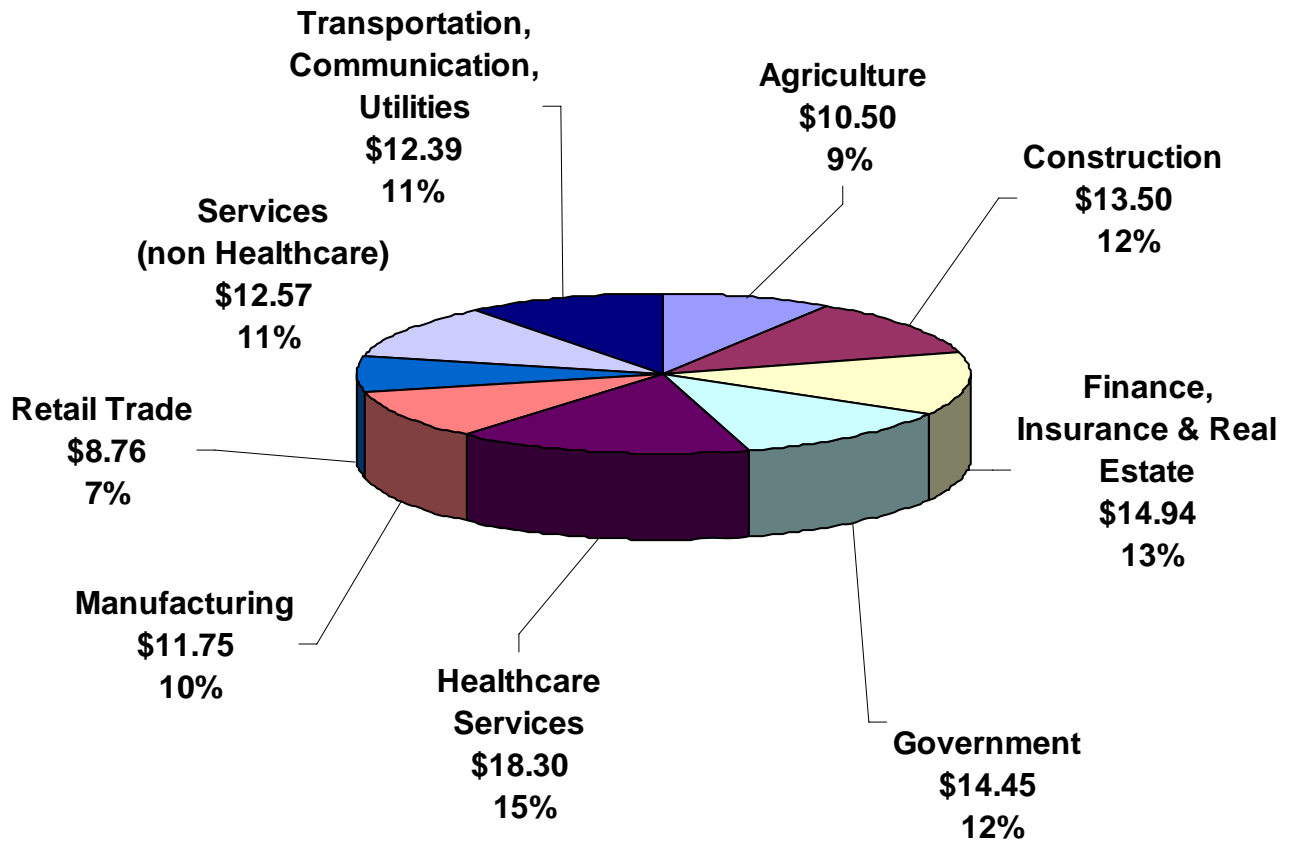
PY 05/06, 06/07, 07/08



Source: State JTA System

Job Placements

Percent Employed by Industrial Division and Average Hourly Wage PY 2007/2008



Jobs by Sector



Sector	Position	Hourly Wage	
Agriculture	Administrative Assistant	\$11.00	
	EH Agricultural Technician	\$10.50	
	Pesticide Applicator	\$10.00	
Construction	Construction Tech I	\$15.00	
	Equipment Operator	\$15.00	
	Stacker	\$10.50	
Finance, Insurance & Real Estate	Account Clerk	\$20.83	
	Accounts Receivable/Clerk	\$12.00	
	Agent	\$11.25	
	Bookkeeper	\$10.00	
	Cost Accountant	\$26.50	
	Customer Care Clerk	\$14.00	
	Operation Assistant	\$14.45	
	Porter	\$10.50	
	Government	Correctional Facilities Admissions Clerk	\$13.58
		Employment & Training Worker I	\$16.94
Employment & Training Specialist I		\$15.41	
EH Office Assistant II		\$11.74	
Firefighter		\$15.59	
General Office Clerk		\$13.41	
Healthcare Services	Biller/Collections	\$9.00	
	Bookkeeper	\$9.00	
	Caregiver	\$8.00	
	Caretaker	\$8.50	
	Chiropractic Assistant	\$8.00	
	Dietary Tech	\$8.50	
	Direct Care	\$8.50	
	Emergency Medical Dispatch	\$12.10	
	Home Health Aide	\$8.50	
	In Home Care Provider	\$8.50	
	Licensed Practical Nurse	\$27.00	
	LVN (2)	\$19.00 to \$20.20	
	Medical Assistant (5)	\$8.35 to \$13.88	
	Medical Data Entry Clerk	\$16.00	
	Medical Receptionist	\$9.00	
	Medical Records Clerk	\$10.33	
	PBX (Phone) Operator	\$12.00	
	Pharmacy Technician	\$21.00	
	Physical Therapy Aide	\$8.50	
	Prison Nurse	\$21.86	
	Registered Nurse	\$33.00	
	Rehabilitation Aide	\$13.00	
	Residential Health Tech	\$9.50	
RN (11)	\$30.00 to \$39.00		
Systems Status Technician	\$9.36		
Manufacturing	Administrative Assistant	\$11.00	
	Advance Maintenance Quality Tech	\$22.00	
	Customer Service Coordinator	\$25.50	
	General Laborer (3)	\$8.00 to \$12.50	
	General Worker	\$9.37	

Jobs by Sector



Sector	Position	Hourly Wage
Manufacturing	General Worker Press	\$9.68
	HVAC Technician (2)	\$10.50 to \$15.00
	Lab Assistant	\$9.50
	Lead Manufacturer	\$19.00
	Maintenance Mechanic	\$16.50
	Pick and Pack Worker	\$9.00
	Production Assistant (2)	\$8.00
	Production Clerk	\$10.50
	Production Worker (2)	\$8.50 to \$17.00
	Shipping/Receiving Clerk	\$14.00
	Stacker (3)	\$8.00 to \$10.10
	Supply Worker	\$7.50
	Welder/Combination	\$9.50 to \$12.50
	Winery Worker	\$11.75
	Retail Trade	Assets Protection
Cash Office Specialist (2)		\$9.00
Cashier (4)		\$8.25 to \$9.00
Cashier/Service Desk (29)		\$8.00 to \$8.50
Cashier/Stocker		\$8.00
Credit Clerk		\$9.00
Fast Food Worker		\$9.00
Floor Associate		\$9.00
Full Floor Specialist		\$9.35
General Customer Service		\$12.00
General Helper		\$7.50
Human Resource Assistant (2)		\$8.25 to \$8.75
Logistics Team Leader		\$11.00
Merchandise Distributor		\$8.50
Pharmacy Technician		\$21.00
Photo Lab Tech (3)		\$8.00 to \$8.25
Presentation Team Member (8)		\$8.00 to \$8.50
Product Demonstrator		\$9.00
Protection Specialist		\$9.00
Sales Associate		\$8.00
Sales Clerk (3)		\$8.00
Sales Consultant		\$11.00
Sales Floor/Fitting Room (34)		\$8.00 to \$8.50
Sales Representative (2)		\$9.38 to \$15.00
Shoe Specialist		\$9.00
Signing Specialist		\$9.00
Starbucks Team Leader		\$12.50
Stock Clerk (4)		\$7.50 to \$8.00
Stocker (50)		\$8.00 to \$8.50
Store Manager (2)		\$17.45 to \$20.00
Team Leader (11)	\$11.00 to \$13.00	
Team Member (10)	\$8.00 to \$8.50	
Team Specialist - Entertainment	\$9.00	
Ticket Taker/Customer Service	\$8.00	

Jobs by Sector



Sector	Position	Hourly Wage
Services (non Healthcare)	Account Executive	\$15.00
	Administrative Assistant (2)	\$12.50 to \$25.00
	Administrative Clerk (2)	\$10.00 to \$23.00
	Administrator/Designer	\$14.39
	After School Program Assistant	\$12.40
	Assistant Manager	\$8.00
	Central Station Operator	\$8.50
	Client Services Specialist	\$10.50
	Collections	\$12.00
	Customer Service Transaction Coordinator	\$12.00
	Developmentally Disabled Assistant	\$9.00
	Domestic Violence Advocate	\$8.00
	Electrician/Automotive	\$15.00
	Executive Administrator	\$17.75
	Extra Help Administrative Assistant	\$13.32
	Food Service	\$17.00
	Front Desk Clerk	\$8.00
	Garage Attendant	\$8.01
	General Clerical	\$8.50
	Guest Service Representative	\$8.25
	Laundry Worker	\$7.50
	Lead Supervisor	\$14.00
	Office Assistant (3)	\$10.00 to \$12.00
	Office Manager	\$15.00
	Office Specialist I	\$15.77
	Owner/Operator	\$18.00
	Patrol Sargent	\$13.75
	Program Asst/Receptionist	\$12.60
	Receptionist	\$8.00
	School Site Liason	\$13.79
	Secretary	\$9.00
	Service Dispatch/Billing	\$12.00
	Substitute Maintenance Worker	\$11.64
Teacher, Substituten (2)	\$17.14 to \$18.00	
Transportation, Communication, Utilities	Driver	\$9.00
	Driver/Maintenance	\$10.50
	Freight Biller	\$18.75
	Student Truck Driver	\$8.12
	Truck Driver (7)	\$8.13 to \$17.06