



MADERA COUNTY WORKFORCE

Investment Corp

SPECIAL MEETING **A G E N D A**

July 16, 2026
3:00 p.m.

Meeting will be held at:

Workforce Assistance Center – Executive Conference Room
2037 W. Cleveland Avenue, Madera, CA 93637, 559-662-4589

REASONABLE ACCOMMODATION FOR ANY INDIVIDUAL WITH A DISABILITY Pursuant to the Rehabilitation Act of 1973 and the Americans with Disabilities Act of 1990, any individual with a disability who requires reasonable accommodation to attend or participate in a meeting or function of the Madera County Workforce Investment Corporation, may request assistance by contacting the Executive Assistant at Madera County Workforce Investment Corporation office, 2037 W. Cleveland Avenue, Madera, CA 93637; Telephone 559/662-4589; CRS 711; Fax 559/673-1794.

This agenda and supporting documents relating to the items on this agenda are available through the Madera County Workforce Investment Corporation (MCWIC) website at <http://www.maderaworkforce.org/mcwic-meetings-and-agenda/>. These documents are also available at the Workforce Assistance Center – office of the Executive Director. MCWIC is an equal Opportunity Employer/Program. Auxiliary aids and services are available upon request.

1.0 Call to Order

1.1 Pledge of Allegiance

2.0 Additions to the Agenda

Items identified after preparation of the Agenda for which there is a need to take immediate action. Two-thirds vote required for consideration (Government Code Section 54954.2(b)(2))

3.0 Public Comment

This time is made available for comment from the public on matters within the Board's jurisdiction but not appearing on the agenda. The Board will not take action on any items presented under public comment. The comment period will be limited to 15 minutes.

4.0 Introductions and Recognitions

5.0 Adoption of Board Agenda

6.0 Closed Session

6.1 Request for Closed Session Pursuant to Government Code 54957 – Employee Performance Evaluation: MCWIC Executive Director (Chief Officer of Organization).

7.0 Information Items

7.1 MCWIC Executive Director End-of-Year Goals Update

8.0 Next Meeting

August 27, 2026

9.0 Adjournment

JULY 2025 – JUNE 2026

ANNUAL GOALS UPDATE

MAIKNUEVANG,
EXECUTIVE DIRECTOR
JULY 16, 2026

EXECUTIVE SUMMARY

PY 25-26 has been an exciting year of opportunities. The organization has made substantial progress toward achieving our strategic goals. Major milestones, including strengthened organizational leadership, exceeding local performance outcomes, High Performing Board designation, the launch of Workforce on Wheels, expansion of sector partnerships, successful rebranding efforts, and significant philanthropic investments, have positioned the organization for continued growth and long-term sustainability. While several initiatives remain in progress, particularly around Ticket to Work, work-based learning, and Madera Promise implementation, the overall trajectory reflects a strong commitment to innovation, collaboration, and leading with purpose. I look forward to expanding our footprint and improving access and workforce outcomes for Madera County residents. Information in [BLUE](#) reflect current updates to annual goals.

GOAL 1: SUCCESSION PLANNING

❖ Objective 1: Develop Tailored Plan & Budget for Essential Roles

- Deputy Director - Budget approved in August 2025. Program Supervisor position terminated January 2026. Recruitment for Deputy Director (DD) released and closed February 17, 2026. Interview panel included MCWIC Controller and 1 representative from both MCWIC and WDB boards.
- Controller – Develop budget for higher-level Accounting Tech.

❖ Objective 2: Provide Opportunities for Upskilling

- Include training, mentoring, job shadowing, etc. opportunities. DD has been included in all state, regional, and federal meetings with the ED, has worked closely with the Controller on budget and facilities, attended the SHRM conference in April 2026, and participated in additional HR related trainings and webinars as available. Upon successful completion of introductory period, DD will enroll in SHRM's Employment Law Micro Credential Course.

❖ Objective 3: Evaluate and Adjust

- Regularly assess the effectiveness of succession plan and adjust as necessary. Continuous – the DD has been a tremendous asset to the organization.

GOAL 2: STAFF DEVELOPMENT

❖ Objective 1: Continuous Support for Skill Development and Lifelong Learning

- DISC Assessment & Customer Service Academy training for all staff. Completed October 17 and 24, 2025.
- Next Gen Sector Partnership & ToP Facilitation training for identified staff. Next Gen completed September 17, 2025. Tops Facilitation completed June 4 & 5, 2026.
- Community Partner Work Incentives Counselor training for identified staff. Staff will be registered for upcoming training once suitably cleared.
- Staff Apprenticeship opportunities, if available.
 - CWA Executive Bootcamp – No current offerings.
 - CWA Workforce Development Apprenticeship Program (WDAP) – No current offerings.

❖ Objective 2: Staff Presentations at CWA Conferences. Program Manager and ED presented with Probation at Meeting of the Minds Conference in September 2025. Program Manager and Navigator presented with Advanced Career Institute at WorkCon in April 2026.

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

- ❖ Objective 1: Re-evaluate and engage leadership to ensure that the right leaders of today are investing in the leaders of tomorrow. Added Gurminder Sangha, MCC, Erick Niino, EVAPCO, Aaron Chambers, MCWIC, and Michelle Jones, Autozone, to the WDB. Joe Perez, Department of Rehabilitation, has been replaced by Veronica Moreno. Donald Foster, Golden Valley Chambers of Commerce, was not re-appointed, and the WDB is currently recruiting for a renewable energy private sector member. Michelle Jones, Autozone, has resigned and Armando Cortez, Transportation Operations Manager with Autozone, has submitted his application to the WDB to replace Michelle. Both items will be taken to the WDB for approval in August.
 - Provide leadership development and engagement opportunities for members at local, regional, and state levels. Board member participation at BOS presentation of proclamation for Workforce Professional's Month for September 2025, at MCWIC's Workforce Professional's Day on September 12, 2025 and EDC State of the County Luncheon on November 13, 2025. Additionally, Gurminder Sangha, Erick Niino, and Kristina Gallagher attended Meeting of the Minds Conference in September 2025. Rob Poythress attended the ribbon cutting for MUSD's Parent Resource Center on January 22, 2026, and spoke on behalf of the WDB and the workforce services available next door. Nichole Mosqueda attended the National Association of Workforce Boards Conference in March 2026. Board members also participated in the Graduate Profile showcase on March 23, 2026, at the EDC Economic Summit on April 29, 2026, and the unveiling and ribbon cutting for the WOW mobile on May 20, 2026.
 - Develop a PPT or speaking points for Board members to use and include in marketing plan & efforts. Still in progress with Archer and Hound (A&H) as they complete rebranding and website.

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

- ❖ Objective 2: Develop responsive training to meet industry demands. Work has been delayed due to restructuring of WDB. New members have recently been assigned, and the committee is making progress.
 - Grow Sector Partnerships in Healthcare, Transportation, and Manufacturing to determine short term/long term needs. We launched Madera Thrive; our sector partnership initiative. Staff meet regularly with Transportation and Manufacturing partners, have re-engaged with Healthcare partners, and launched a new sector partnership for Green Energy.
 - Identify occupational shortages, pain points, and skills gaps to bring new training programs and opportunities to Madera County. Added new training opportunities for School Bus Driver training, Valley Build Pre-Apprenticeship, and Childcare. Finalizing additional training offerings for CNA and dispatcher trainings. Childcare training will expand to include an entrepreneurship pathway.
 - Launch Work-Based Learning (WBL) initiative – Still in progress

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

- ❖ Objective 3: Increase community focus on cultural adaptability and work ethics.
 - Develop metrics of Madera Promise. **In progress with Imago. Developing AI assessments to measure soft skills.** Staff introduction to Imago assessments held on June 26, 2026. Train the Trainer with Imago is scheduled for July 24, with a launch date of August 1, 2026.
 - Develop work-based learning opportunities aligned with Madera County School districts for students who are achieving the Madera Promise. **Still in progress.**
 - Develop common messaging/marketing of Madera Promise. **Currently working on language and utilizing WDB to identify 5-10 local businesses to commit to the Madera Promise.** All staff and several WDB members participated in the Graduate Profile Showcase on March 23, 2026.
 - Connect and align the WDB Essential Workforce Skills workshops with the Madera Promise (Adult ED). **Completed 1st and 2nd quarters 2025.**

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

- ❖ Objective 4: Design and implement a marketing plan that increases awareness, access, and value of the Workforce system.
 - Develop brand and consistent messaging/campaigns to elevate our work and Madera County. **Internal launch completed April 2026 with Boards, partners, and during job fairs.** External launch of rebrand in progress with A&H. Marketing team has developed consistent branding templates and campaigns for social media, community presentations, and outreach materials.
 - Re-design WDB logo and website. **Logo refresh completed February 2026.** New website in progress with A&H – website and official launch of rebrand to the public slated for Summer 2026.

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

❖ Objective 4: Design and implement a marketing plan that increases awareness, access, and value of the Workforce system.

- Launch mobile services to increase visibility in the Community and further expand services to rural and Eastern Madera County. **Completed** – unveiling and ribbon cutting held May 20, 2026. A&H designing calendar of events for mobile services.
- Design and launch Annual Report. **In progress** – staff met on June 3, to introduce the annual report, share program stories, and prioritize data that should be highlighted this program year. The marketing team has been gathering program information and success stories from staff and will be designing the annual report, which will be available in the Fall.

GOAL 3: WDB ACTION PLANNING IMPLEMENTATION

❖ Objective 5: Create a unified & aligned vision for Madera County that supports inclusive policies and demonstrates our connectedness.

- Connect with other rural local WDBs on best practices to serve ALL communities. **Completed** - discussed at regional Central California Workforce Collaborative (CCWC) meetings. ED has also launched a rural workgroup for smaller WDBs to discuss challenges and share best practices.
- Work with PR Firm to ensure policies are meeting the needs of rural communities. **Completed.**
- Compile inventory list of Madera County CTE & ROP programs with academic partners. Schedule meetings to discuss alignment with WDB to support and enhance college and career ready students. **Reassigned members to join training committee to support this work. Still in progress.**

GOAL 4: FUND DIVERSIFICATION & PROGRAM EXPANSION

❖ Objective 1: Funds Identification & Development

- Implement foundation funding strategies provided by Metasoft Systems, Inc. **Feasibility study and prospect research complete. Funder outreach and engagement in progress. Metasoft has identified 229 potential funders and is conducting outreach to engage Phase I prospects. Metasoft completed Phase 2 funder outreach and engagement and Phase 3 master grant application development. The engagement period was extended to ensure outreach was rooted in our non-profit work. Results will present short- and long-term funding opportunities relevant to our mission and vision.**
- Position MCWIC with improved access to foundation grants and institutional readiness to pursue long-term philanthropic partnerships that will support needs for staffing, youth development, and operational continuity. **In progress.**

GOAL 4: FUND DIVERSIFICATION & PROGRAM EXPANSION

❖ Objective 1: Funds Identification & Development

- Seek and apply for available grants – Philanthropic, Foundation, Federal, State, and Local. Secured additional \$1 million from the James Irvine Foundation to support a childcare entrepreneurship pathway. Received \$75,676 contract from Madera County Superintendent of Schools/Madera Unified School District to provide Summer WEX opportunities for Foster Youth. Approved for High Performing Board designation and received an additional \$5,882 of discretionary funds. In partnership with the Fresno Regional Workforce Development Board, supported Fresno's CalFire application to expand the Forestry project in E. Madera County. Madera will also be supporting Fresno's grant application for Jobs For the Future (JFF) funding to provide another Valley Build pre-apprenticeship cohort in E. Madera County. In addition, staff will be submitting a solo grant application for JFF funds to develop AI capacity among staff and the organization.

GOAL 4: FUND DIVERSIFICATION & PROGRAM EXPANSION

❖ Objective 2: Redesign the Ticket to Work Program to increase revenue

- Hire dedicated staff person to serve persons with disabilities. **Career Specialist was hired July 8, 2025.**
- Provide Ticket to Work (TtW) training opportunities for staff person to understand Social Security and TtW program. **In progress and continuous.**
- Provide work incentives training through Virginia Commonwealth University to become certified as a Community Partner Work Incentives Counselor (CPWIC). **Pending staff's suitability clearance with SSA. ED and Program Manager have successfully completed 15 units to meet recertification requirement for CPWIC.**

GOAL 4: FUND DIVERSIFICATION & PROGRAM EXPANSION

❖ Objective 2: Redesign the Ticket to Work Program to increase revenue

- Review and analyze current marketing strategies, process, and materials. **Completed 1st and 2nd quarters 2025.**
- Revamp marketing and outreach plan to increase program awareness and ticket assignments. **Completed 1st and 2nd quarters 2025.**
- Generate ticket earnings to increase unrestricted fund balance. **Received \$12,520 in ticket payments.**

GOAL 5: PROFESSIONAL DEVELOPMENT

❖ Objective 1: Continue System Knowledge Development – Regional & State Levels

- Continue to develop & improve partnerships and professional relationships. **In progress – maintaining engagement on various boards, committees, and advisory groups at the local, regional, and state levels. Presented at the James Irvine Better Careers Convening in October 2025 on behalf of workforce boards. Hosted the Better Careers team in Madera County in April 2026. Sat on Deputy Director interview panel for Tulare County Workforce Investment Board in May 2026 and scheduled to sit on State Center Adult Education Consortium's Transitions Specialist & Coordinator interview panels in July 2026. Attended 2 Madera Rotary Club meetings and application has been submitted to become a member.**
- Continue to participate in regional and sub-regional efforts related to the Governor's Master CTE Plan and Jobs First. **In progress – hosted State Workforce Development Board during visit to the Central San Joaquin region in August 2025. Regional grant proposal submitted for round 1 of Jobs First funding. Working with K-16 Collaborative for additional funding opportunities to support regional sector engagement efforts. Scheduled to present on Madera County at the California Workforce Development Board meeting on July 8, 2026, for the Central San Joaquin Valley.**

GOAL 5: PROFESSIONAL DEVELOPMENT

- ❖ Objective 2: Maintain regular meetings with local key partners/individuals to align and support priorities. **In progress – working to maintain open lines of communication for all partners. Standing meetings with DSS, MUSD, MCC, and CAO. Meetings as needed with City of Madera and Chowchilla. Continue to meet and share information with key partners and individuals around WIOA reauthorization and allocation challenges, HR 1 requirements, business layoffs and closures, rapid response events, and industry initiatives.**
- ❖ Objective 3: Maintain visibility in the community. **Continue to attend ribbon cuttings, grand openings, ground breakings, community events, stakeholder meetings, industry initiatives, etc. as schedule permits.**

Thank you!
QUESTIONS & DISCUSSIONS?