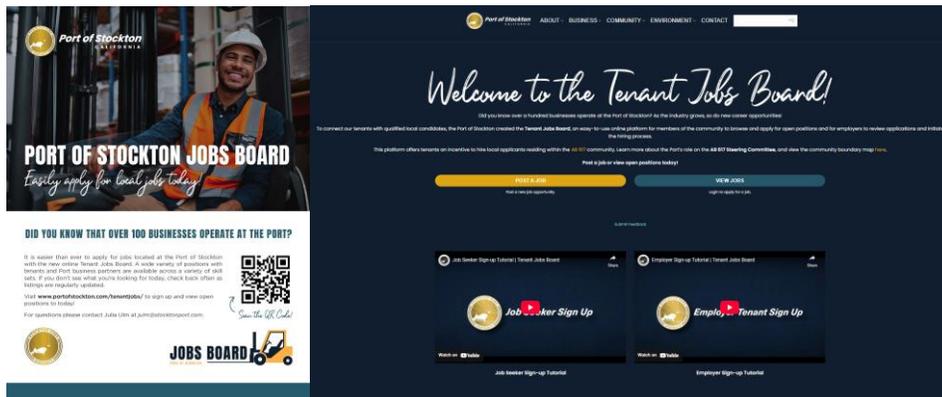




AAPA Lighthouse Award Project Highlight

Port of Stockton Tenant Jobs Board



Port of Stockton Stockton, California

Project Overview

Port of Stockton Tenant Jobs Board

Award Category: Excellence in Administrative Practices

Completion Date: Ongoing

Description: The Tenant Jobs Board is an ongoing effort to connect job seekers from Stockton, CA, particularly those residing in environmentally burdened areas, with employment opportunities from the Port's tenant businesses. It represents an innovative administrative solution that integrates economic development with social equity, workforce inclusion, and environmental justice, while streamlining communication between tenants, job seekers, and Port staff.

Inspiration

Over the past few years, Port staff identified a recurring issue: tenants were struggling to fill open positions, while residents were increasingly approaching the Port with job inquiries. Recognizing an opportunity to bridge this gap, staff designed and implemented the Tenant Jobs Board as a structured, replicable administrative practice that creates a transparent, centralized, and equitable hiring channel.

Challenges

The Port collaborated with software developers, marketing experts, and community organizations to meet the challenge of building a customized platform that is accessible, intuitive, and impactful. Equally important was the administrative challenge of promoting and sustaining adoption among both tenants and job seekers. The Port has conducted extensive outreach, including a door-to-door campaign, attending community events, holding informative lunch and learn sessions, and providing financial incentives for tenants. These have been effective in increasing the visibility and use of the platform resulting in over 40 jobs posted to the site to date, over 30,000 total views on the site, and over 350 applications submitted.

Lessons Learned

The program has demonstrated the importance of stakeholder engagement. From the outset, the Port has prioritized meaningful engagement, building a collaborative model where tenants, residents, and staff all shape the program's success. As a leading employer in the region, the Port is committed to strengthening the local workforce and encouraging businesses that operate at the Port to hire locally. The Jobs Board now serves as a scalable model for other ports and agencies seeking to align administrative processes with broader community development goals. The project is an efficient and mutually beneficial solution for both tenants and job seekers.

Value

This program ties together many aspects of the Port's core values, mission, and vision to be a regional economic hub, give back to the community, and be a good neighbor. The program also prioritizes hiring residents from a historically underserved community, demonstrating the Port's commitment to environmental justice and equity.

Quotes

"We've tried multiple recruiting solutions over the years, and the Port of Stockton Jobs Board has outperformed every paid platform we've used. It's easy to use, delivers more relevant candidates, and the support from the Port staff has been excellent. Plus, the rent credits don't hurt. It's truly a win-win for Port tenants."

— Michael Vilarino, ADA Scales and Transload Solutions

Additional Information

The Tenant Jobs Board is still in its formative stage and is evolving based on stakeholder feedback and expanding operations at the Port. There are a number of large projects in development by Port tenants, including the Sierra Logistics Center, which will generate hundreds of new high-quality jobs in the coming years. These include a wide variety of jobs at all skill levels and opportunities for local residents to gain on-the-job training, creating a ladder of opportunities. The Jobs Board is a cornerstone of the Port's long-term administrative commitment to workforce development and demonstrates how effective practices can create lasting economic and social impact.

Contact

Contact Person: Jeff Wingfield

Title: Deputy Port Director, Regulatory and Public Affairs

Email: jwingfield@stocktonport.com

Phone: 209.946.0246

Resources

The Tenant Jobs Board can be accessed here: <https://www.portofstockton.com/tenantjobs/>

An informational video can be viewed here: <https://www.youtube.com/watch?v=xQ48Y5xQimM&t=4s>

Job Seeker sign-up tutorial can be viewed here: <https://www.youtube.com/watch?v=nzlvDudM4kE>

Employer sign-up tutorial can be viewed here: https://www.youtube.com/watch?v=_DsTSr7CRdo