



Submitted by Terri Hiser-Haynes

**January 1 through March 31, 2010**



*Alliance For  
Workforce Development, Inc.  
Providing pathways to success*

Lassen Career Network

1616 Chestnut Street Susanville, CA 96130  
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[www.workforce.org](http://www.workforce.org)

## **2010 Labor Law Workshop**

By: Terri Hiser-Haynes

January 1, 2010 is the dawning of a new day, New Year and new labor laws taking effect. Traci Holt, Executive Director for Alliance For Workforce Development, Inc. facilitated the 2010 Labor Law Workshop at Lassen Career Network on January 14, 2010.

The purpose of this valuable workshop was to assist local businesses in familiarizing and understanding what laws apply to their businesses and how to comply with the laws and guidelines. As with all laws the effect is not only with the business owners but with the employees as well. Business owners and managers need to have comprehensive knowledge of laws and labor requirements to ensure both are in compliance with the Federal and State laws.

There were 27 attendees, who reviewed handout reference material, an overview of the new laws, as well as a refresher on the standard Federal and State employment laws.



## Lassen County Chamber of Commerce “2009 Member of the Year”

By Terri Hiser-Haynes

On Friday, January 29, 2010, the Lassen County Chamber of Commerce held its 122nd Annual Chamber Dinner and Awards Ceremony. This event gives the Chamber an opportunity to honor individuals and businesses in Lassen County that have gone above and beyond. 2010 President Brian Wilson gave tribute to the 2009 Chamber Member of the Year, Chamber Business of the Year, and the Volunteer of the Year.

Alliance For Workforce Development, Inc. (AFWD) was awarded the 2009 “Chamber Member of the Year.” The award is given to a member who provided extraordinary support to the Chamber. Traci Holt, Executive Director accepted the award on behalf of AFWD. The Chamber and AFWD have teamed up on many educational workshops that benefit the local business community and will continue to build and support our Lassen County’s businesses.

# California Workforce Association Youth Conference

By: Chris Sullivan

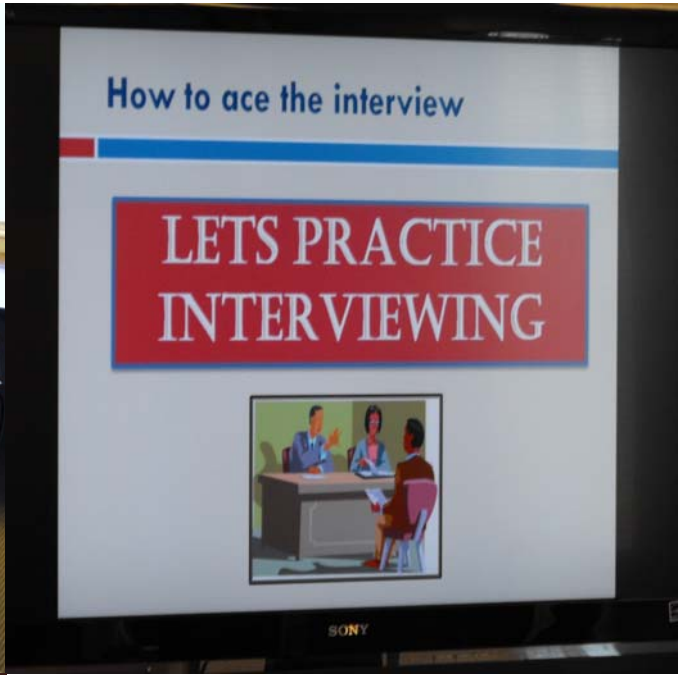
Alliance For Workforce Development Inc. (AFWD) staff members: Chris Sullivan, Leslie Scott, Tina Stetler, Jan Prichard and Brendan Norris attended the California Workforce Association (CWA) Youth Conference in Long Beach, January 18 thru 22, 2010 . Despite the crazy weather this year's CWA conference offered a renewed sense of stability, energy, and hope for our programs and the young people that we work with. The CWA conference offered 43 different workshops and AFWD staff were able to attend most of them. Through these workshops AFWD staff learned and renewed the idea of creativity, passion and thoughtfulness that youth service providers must have in order to influence our young people positively. The conference goals were ambitious, comprehensive and thought provoking. AFWD staff walked away with new connections, a new perspective for how other programs work, and a new energy and positive outlook for the future of youth programs.

## Interview Workshops For Job Seekers

By: Susan Vivilacqua

During February and March, Career Center Advisor Sue Vivilacqua at Lassen Career Network presented the workshop for “Ace The Interview”. The 2 hour workshop consists of valuable information presented on Power Point to educate job seekers on 3 keys facts about interviewing: Preparation, Presentation and Content. Job seekers learned how to prepare for an interview using the 3 R’s: Research, Review and Rehearse. Sue explained how and why to **Research** the company you are interviewing with, how to **Review** the job description for possible interview questions as well as reviewing your resume and ways to **Rehearse** for your interview.

How to make a great first impression was discussed and the proper attire for a job interviews. The content of an interview was discussed which included the types of questions that will be asked and why certain questions are asked. The question; “Tell me about yourself?” that most interviewers ask was discussed. Sue explained what a job seeker should and should not say when asked this question and why it is asked. “Most people go blank or say all the wrong things when asked this question” states Sue. The workshop presented many tips and tricks to being prepared for an interview as well as exercises in proper handshaking and then participated in a mock Interview. The participants then discuss each participant’s performance in the mock interview and were given valuable tips on ways to answer the most commonly asked questions during interviews. Sue reiterated how important it is to practice, practice and practice some more. The participants are sent home with a little homework to help them become better at interviews that will improve their chances at landing the job. Job seekers were advised on the many ways they can receive assistance with writing resumes, interviewing and job search assistance and they were given information about the various workshops available that Lassen Career Network. Please contact our office at 257-5057 for dates and times of these workshops.



## *Serious Job Hunting Skills Workshop*



Meet "Joe" the Job Hunter

By: Debbie Jones

On January 28, 2010 twelve job seekers attended the first *Serious* Job Hunting Skills” Workshop at Lassen Career Network. Joe, the job hunter, led the group on the trail to seeking out and bagging a job! Everyone participated in this interactive presentation. Each person had a chance to share their story and listen to others. The group shared the common bond of unemployment and all the difficulties that go along with it. Guest speaker, Nick Ceaglio, shared his story of unemployment. His message inspired hope and the need for perseverance and hard work to find employment in today’s economic environment. The facilitator, Career Center Advisor, Debbie Jones outlined the steps necessary to be prepared and ready to apply for positions as they become available. They discussed the importance of monitoring the job market via the internet, newspaper, job board and networking for leads. Participants were given tips on resumes, interviewing skills, and identifying transferable skills. Mindy Nahlen from Employment Development Department (EDD) also spoke to the group to share information on Unemployment Insurance (UI) and UI extensions. She warned participants not to depend on getting extensions because there is no guarantee they will be available. She also answered questions about California Training Benefits. The participants seemed to enjoy this workshop and even stayed beyond the scheduled end time sharing and visiting with one another. This workshop will be offered monthly at the Lassen Career Network.





## Youth training with the Infamous Betti Austin

By: Chris Sullivan

Chris Sullivan, Alliance For Workforce Development Inc., Program Manager attended Betti Austin's youth training in Redding on February 23 and 24, 2010. During the youth program training each county had the opportunity to present their Summer Youth Programs. It was very interesting to watch the videos of several programs. It was exciting to see how each program ran a little differently, and amazing to see how many young people were positively affected by a summer jobs program. This was a wonderful experience that allowed youth program workers from all eleven (11) NoRTEC counties to come together and learn and share. During this two day training people were able to share how all the different youth programs work. Open discussions about the pro's and con's of each program design will help each county for future program implementation. It was an eye opening experience that allowed Chris to bring back new ideas and strategies to increase the youth success rates. Chris was particularly interested in the different kinds of certificate programs that the youth can now take part in. This experience also allowed all youth staff to network and make face to face connections that would otherwise been extremely difficult to arrange.



## Nothing “Sub” About This Youth

By: Leslie Scott

“It was nice to see Michael grow. He did a great job; and we are happy to offer him a job here”, stated Kelly Bigard, Store Manager of Subway in Susanville. Kelly was commenting on youth work experience participant Michael Watkins upon completion of his time at Subway. Michael accepted Kelly's job offer, and is now working part-time at Subway while finishing preparations to take the GED test. Michael's goal is to eventually enter post-secondary education.

Michael had been enrolled in the Summer Youth Program and due to some inopportune circumstances; his work experience contract could not be completed. With an interest and goal of obtaining a GED, and without any other work history, he met eligibility for the regular Youth Program and was enrolled in July of 2009. Michael participated in required workshops to assist him develop job readiness and job search skills. He completed a series of diagnostic pre-tests which showed, with the exception of one

subject area, he was ready to take the GED test. Michael worked briefly with a tutor and then decided to continue preparing on a self-study basis.

In order to test out his learned work maturity skills and gain a positive work history, in November, we sent Michael on a couple of interviews for work experience stints. He was somewhat shy and introverted, and also hesitant about working in a restaurant setting like Subway. After meeting and talking with Kelly though, Michael was much more comfortable and optimistic and looked forward to the challenge. Kelly proved to be the expert mentor: Michael gained skills to interact with customers and worked well with his co-workers. Kelly was equally impressed with Michael's initiative and his cash handling ability when given register duty. And his diligence paid off, he received a cash incentive for successful completion of a work experience and a permanent job!



## Happy St Patricks Day with Lassen Community College

By: Chris Sullivan

Chris Sullivan, Alliance For Workforce Development Inc. (AFWD) Program Manager was pleasantly surprised to meet with Peggy Fulder on St Patricks Day at Lassen Career Network. Peggy Fulder is an Extended Opportunity Program & Services (EOP&S) counselor from Lassen Community College (LCC). Peggy dropped in to learn about the different services and programs that are offered through the Lassen Career Network (LNC). Peggy and Chris sat down for about an hour and discussed the job seeker services offered through AFWD which include resume building, mock interviews, job referrals and specifics regarding training. Chris explained AFWD business services which include customized recruitments, free job flyers and customized trainings. Chris was able to explain the different partnerships and how they work together at Lassen Career Network. Peggy also met with Nick Ceaglio, Rapid Response Project Coordinator and learned about some of the special grants including trainings that are getting under way in the near future. Peggy met with Abel Ramoz, Computer Lab Coordinator and was given a tour of the computer lab as well as all the varying services that AFWD provides



through the computer lab.

Peggy started out with the AFWD staff and then was able to meet with staff from Lassen Health and Social Services as well as the Employment Development Department. Peggy left with a clear picture of all of the services and entities offered through the One-Stop. She will continue to stay in contact with Chris when she has referrals.



## **Business Retention And Expansion Training Offers Tools to Work With Businesses**



By: Holly Schirmer

The Alliance for Workforce Development, Inc. Business Services staff recently attended a workshop aimed at providing business services tools to workforce development staff. The one-day event entitled, "Business Retention and Expansion," was hosted by NoRTEC and facilitated by Laith Wardi, CEcD,

President of ExecutivePulse, Inc.

Mr. Wardi opened the day noting that there is a “3G Effect on businesses today. This 3G Effect, consists of three (3) forces changing business:

Government bailouts

It's global – the world is flat as business relationships are global

Green Movement

Wardi also stated that unlearning outdated and ineffective ways of doing business is just as important as learning new ways. Additionally businesses are able to be productive with fewer workers, which translates into fewer workers being needed. This is particularly important to recognize because there are fewer jobs for workers who have been laid off and are looking for work.

What is the answer to this changing business climate? Innovation. Innovation can be our salvation according to Wardi. Job creation is not where it is at, as many companies are downsizing, as they do not need as many employees today and tomorrow.

Are we providing value to business? As business service workforce development professionals it is about the conversation with the businesses. Building long term relationships is the key in entering into the world of the business client. We must know and understand our customer before we can assist them with their business needs.

Some of the key business services elements that are important include:

- Economic and Workforce Development must be unified
- Keep it simple
- Commodity is information
- Business need to know we are there

The attendees were provided with handouts that listed good tips and techniques to getting in the door of businesses and establishing relationships by which communication lines are open, and needs and solutions can be determined.

Jan Prichard, Raid Response Coordinator for AFWD, Inc. “gained further insight into how to build good relationships in the community, enabling us to foster and strengthen our business alliances.”

Our business services staff looks forward to integrating the information learned at the conference in order to continue providing its businesses relevant and valued services.

For further information on Executive Pulse please visit:

<http://www.executivepulse.com/>

Alliance for Workforce Development, Inc.

<http://www.a workforce.org>





## **ARRA Intern 2009**

By Terri Hiser-Haynes

Alliance For Workforce Development Inc., through funding from the American Recovery and Reinvestment Act of 2009 facilitated an Internship program. An internship is defined as a planned, structured learning experience that is provided through contractual work site training by an employer in the public, private non-profit or private sector. Internships are designed to provide the experience needed to explore careers and to secure higher paying, higher skilled employment. Thirteen (13) businesses and fourteen (14) individuals benefited from the program with \$69,800.87 in wages put back into the local economy as a direct result of this program. Three (3) participants were successful with retaining employment with the internship employers.

## **Welcome to the Team!**

Lassen Career Network welcomes our newest member Denise Patton. Denise has accepted the position of Career Center Advisor, here in Lassen County. She brings with her 10 years case work experience. She holds an Associate of Science Degree. Denise has lived in Lassen County since 1996, and loves the outdoors. Her spare time is spent gardening, reading and enjoying walking on the many foot paths in

Lassen County. Welcome Denise!



## UPCOMING EVENTS

Resume Workshop Series	April 29	9am-11am
	May 24	2pm-4pm
Interviewing Workshop Series	April 14	9am-11am
	May 13	9am-11am
SERIOUS Job Hunting Skills	April 21	1pm-4pm
"Your Roadmap to Success" 2010 Career Expo -	April 10	9am-12pm

To learn more about these events contact your local **One-Stop Employment Center**.

**Lassen Career Network 257-5057**

**Modoc Employment Center 533-4161**

**Plumas Work Connection 283-1606**

**Sierra Work Connection 993-4295**