

Community Coordinator Report

Lassen County
JANUARY – MARCH
2015

2015 Labor Law Update Workshop

The 2015 Labor Law Update Workshop was held at Business and Career Network on January 13, 2015. Traci Holt, PHR, Executive Director for Alliance for Workforce Development, Inc. (AFWD) facilitated the workshop. Mrs. Holt shared her expertise and knowledge on current labor laws with local businesses to assist them with their business and Human Resource needs.

Topics included:

- What new laws apply to your business?
- Leaves and Benefits
- Workplace Safety
- Discrimination and Retaliation Protections
- Background Checks

Other items worth noting:

- Paid Sick Leave
- Wage Orders
- Meal Breaks

Attendee Rocky Parker from Northeastern Rural Health Clinic commented, "I so appreciate gaining this knowledge from this workshop" and Helen Finks, Lassen Diversified Management, Inc., expressed, "I appreciate being able to contact AFWD during the year with questions."

Alliance for Workforce Development, Inc. provides workforce development and human resource services throughout Butte, Lassen, Modoc, Plumas and Sierra Counties. Through a team approach, and in collaboration with other organizations, AFWD is committed to meeting employer's workforce preparation needs.



Professional Development: Job and Career Transition Coach Certification



AFWD staff from all five counties participated in the Job and Career Transition Coach (JCTC) Certification three day interactive certification training in February. The certification training was provided by Richard Knowdell of the Career Planning and Adult Development Network. AFWD staff learned the importance and impact of emotions on job and career transitions by using his assessment tools and techniques. Participants of the training were trained and certified in:

- Career Assessment Tools
- Job and Career Exploration
- How to Focus on an Immediate Job Objective or a Long-Term Career Goal
- Building and Managing a Job Development Plan or a Career Strategy Plan
- Hands-On Practice of Coaching Techniques
- Introduction to Get Both Job Search and Career Planning Clients Unstuck
- Introduction to Job Search Techniques

Mr. Knowdell has established one of America's first successful corporate career development programs, instituted an internal employee assistance program, established an executive outplacement consulting firm, is an accomplished author, and served as an executive coach. The JCTC certification Mr. Knowdell provides is preferred by career practitioners and case managers who train and coach job seekers and those seeking a career change.

AFWD staff had a busy and fun-filled training with Mr. Knowdell. They obtained invaluable career coaching assessment tools that will help provide even better service to their clients. It was a great opportunity for staff of all five counties to get better acquainted and share ideas.

Pictures on next page

Career Coaching Tools

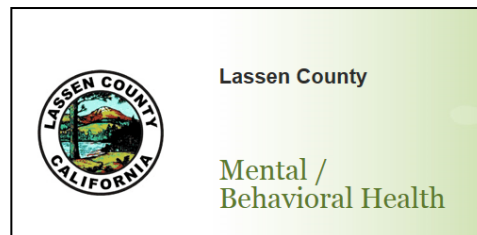


A New Career Opportunity

Paula Todd recently moved to Lassen County to be near her family. When she started looking for fulltime employment in the clerical field, she soon realized that the local job market was challenging. Referred by a friend, Paula decided to meet with a Career Center Advisor with AFWD.

Paula was enrolled and received extensive career counseling that included the development of a career plan. This also covered instruction on the content and formatting of resumes, cover letters, and identifying specific employment positions. Paula was now armed with the necessary skills to do well in interviews and ultimately receive a job offer.

Within a few weeks Paula had not one, but two job offers. She attributed her success to the career guidance she received from her Career Center Advisor. Paula accepted a fulltime position with the Lassen County Mental/Behavioral Health Department as an Administrative Assistant.



Paula reports, “She loves her new job and is grateful for the assistance AFWD provided.”

Job seeker success story



Nurses characterize determination, compassion and integrity in their professional life, and in most cases, their personal life. This was surely the case with Kim Kersh. She came to the Business and Career Network in July of 2013 looking for assistance with her self-initiated training at the College of the Siskiyous, Registered Nursing Step-Up program.

Having been a License Vocational Nurse for many years, it had been her dream to go back to school and finish her credentials for a Registered Nurse and show her children that hard work does pay off. It wasn't easy. She made many personal sacrifices and had to spend much time away from home due to the commute, her family, friends and Career Advisor were there for her, supporting her each step of the way and cheering her on.

Her Career Advisor assisted her with assorted costs associated with her training and when her training was complete, assisted her with job search. It wasn't long before she was offered a position as a Registered Nurse working at High Desert State Prison. She says that she is enjoying the work and loves the daily challenges her new job offers.

*"I attribute my success to this
I never gave or took any excuse"
- Florence Nightingale.*



Carol Cleans Up With a New Job Opportunity

Carol came to the Lassen Business and Career Network for assistance with questions she had in re-opening her Unemployment Insurance claim. She was referred to contact the EDD Marysville regional office and was provided an overview of services AFWD offers. She soon met with a Career Center Advisor and Carol was enrolled as a client. She had worked in housekeeping all her life, specifically in medical housekeeping for the past eleven years. Not having worked in a field where technology knowledge was needed, she required some extra guidance with the use of computers. She received assistance with developing a resume and opening and using an email account for job applications.

When her Career Center Advisor notified her that Banner Lassen Hospital was advertising a full time position for an Environmental Services Associate, Carol was in the office immediately. Carol was assisted with the application process and interviewed for the opening. Unfortunately, Banner Lassen filled that position internally. Within a week, Banner had another opening for an Environmental Services Associate. Before the opening was even public, Banner's recruiter called Carol and asked her to submit her application to the new job number.

This time she was hired. Carol confidently and happily reported that she was able to complete much of her new job orientation on a computer!

*Carol Kiedrowski: "If it were not for all of AFWD's assistance,
I would not have landed my new job at Banner. I cannot
express my appreciation enough."*

This Quarter's Success Stories

Her Son - Her Muse

Kayrez Crawford is a single mother of an infant son. She says that motherhood has inspired her to achieve her dreams and to become an inspiration to her young son. Having completed her certified nursing training, she had never completed the actual test.

Enrolled in the Youth Program and working with her Youth Advisor, Kayrez realized that this was her opportunity. Working together towards a new career, self-sufficiency and stable housing, Kayrez applied and passed her C.N.A test on the first try. Considering that she had to work eight hours at her part time job prior to the test and then commute three hours to get to the test site, this was quite an accomplishment! Afterwards, Kayrez applied and was accepted for a full time position as a Certified Nursing Assistant at Lassen Nursing and Rehabilitation. Kayrez was able to quit her two part time positions that she had acquired while in the Youth Program, and focus on one job and being a mom.

She stated that "this is just the beginning," and knowing Kayrez, we believe her!



A New Beginning

Marita Dimond worked as a Library Director for a local community college. After several years in this position, she found herself unemployed after her position was downsized due to organizational restructuring.

Marita met with her Career Center Advisor soon after being laid off and together they created a game plan for her job search. Marita's Career Center Advisor determined eligibility and enrolled her in the program. She was provided with career counseling to help determine the necessary steps to achieve employment in her specific occupation/industry. Marita was well aware that due to her specialized profession, she would likely have to relocate. She focused her job search on specific areas including various universities, community colleges and community library districts. After interviewing and not being selected for several positions, Marita decided she needed to improve her interviewing skills. Her Career Center Advisor scheduled several mock panel interviews that were occupation specific. The mock panel interviews provided Marita with the feedback she needed to ace her next interview. Marita found this extremely helpful and in her words, "the mock interviews helped me realize I was not answering the interview questions as well as I should have and how to become better at interviewing."

Soon after participating in the mock interviews, Marita interviewed for a Librarian position with Tulare County Library District. Marita called her Career Center Advisor soon after her interview and told her she felt much more confident during her interview and attributed her confidence to the assistance AFD was able to provide her. A few days later, Marita called her Career Center Advisor again with even better news; she was offered the Librarian position.

Marita is thrilled and excited to start her new position in Tulare County and all of us at AFD are thrilled for her success and wish her all the best.

Overcoming Hardship

The dictionary defines hardship as, “a thing or circumstance that causes ongoing or persistent suffering or difficulty; and conditions of life difficult to endure.” If anyone truly understands the definition of hardship and all that it entails, it’s Laurissa Memmott.

Laurissa lived a happy life as a wife to her adoring husband, mother to her teen-aged children, and homemaker to her family. That is, until she found herself in an extreme family hardship. Her husband was the sole bread winner for their family until he found himself laidoff from his fulltime job of 15+ years at a local healthcare facility. Laurissa and her family were devastated. They didn’t know what to do or what options they had. They feared they would lose their home and everything they worked so hard for all of these years. Laurissa hadn’t worked fulltime in many years and felt her job skills were limited. After being referred by a friend, Laurissa and her husband decided to see what services Alliance for Workforce Development, Inc. had to offer in assisting them. They each met with a different Career Center Advisor (CCA) and received the guidance and support to start a new career path.

Together, Laurissa and her CCA developed an employment plan that assisted Laurissa in identifying her employment goals and a comprehensive plan to help her attain those goals. A few short months later, Laurissa found herself interviewing for a Correctional Officer position with the State of California Department of Corrections and Rehabilitation and soon received an offer of fulltime employment. Laurissa was thrilled for this exciting opportunity and gladly accepted the job offer. Her husband was also successful in gaining fulltime employment with another local company.

Laurissa says, “Recently I graduated from the DCDR Training Academy in Galt, CA to begin a career as a correctional peace officer for the State of California. I needed some assistance with purchasing uniforms that are required at the Academy. Through services provided from Alliance for Workforce Development, I was able to purchase a lot of what I needed and it was a huge help to me. I want to thank Shellie Anderson and the staff there for all of the help and support they gave me while striving for my goals.” The Memmott’s suffered a major setback but thankfully have overcome extreme hardship. They are truly an inspiration and we are so happy for their success.





AFWD America's Job Center of California

Statistics

Lassen County Visitors

15,590

AFWD Business Services

Business Served	1,345
Service Provided	6,688
Positions Filled	1,753
Training Assistance	505

Program Services

Total enrollments this quarter

Adult	261
Dislocated Worker	194
Youth	88
Employed	418

Unemployment Rate

Butte	8%	Plumas	14.1%
Lassen	9.4%	Sierra	10.9%
Modoc	11.1%		

