

Community Coordinator Report

Nevada County
JULY – SEPTEMBER
2015



Welcome Alliance for Workforce Development to Nevada County

As of July 1, 2015, the communities of Nevada County have become part of the Alliance for Workforce Development, Inc.'s service area. AFWD has successfully delivered workforce development services since 1985 and is now providing services in Butte, Lassen, Plumas, Modoc, Nevada and Sierra Counties. AFWD is a private non-profit corporation delivering Workforce Innovation and Opportunity Act (WIOA) programs for Adults, Dislocated Workers, Youth, and Business Services. AFWD's goal is to continue to provide job seekers with access to employment and training opportunities as well as providing our employers with links to qualified applicants. We are pleased to provide our workforce and business services in Nevada County.

In Grass Valley our office is located at 715 Maltman Drive. We are fortunate to be co-located with Nevada County's CalWORKs program, Health Care Options and Experienced Works. Additional services that are available at the One Stop are resource and information from our partners programs including EDD - Employment Development Department, Department of Vocational Rehabilitation, Department of Child Support Services, and Sierra College.

Traci Holt the Executive Director of AFWD, Luis Moreno the Assistant Director and Alisa Marble the Fiscal Director are working closely with the new Program Manager for Nevada County, Kristine Farrell. To ensure exceptional services are being brought to the communities in Nevada County. Kristine has worked for AFWD in the Butte County offices since 2011 and has worked in other One Stop facilities, providing workforce investment programs in northern California and served in the military prior to her position with AFWD. Together, their leadership and experience will guide this organization in providing high quality services to job seekers and businesses throughout Nevada County.



Visit us at www.afwd.org for more information

Or come see us at:
Grass Valley One Stop Business & Career Center
715 Maltman Drive
Grass Valley, CA 95945
530-265-7088

STAFF TRAINING

Getting Nevada County AFWD Staff Started

In preparation of taking over WIOA services in Nevada County, staff training was held for the newest members of the Alliance for Workforce Development, Inc., (AFWD) team at the One Stop Business & Career Center in Grass Valley, California from June 16th – June 29th and ending with an All AFWD Staff Meeting in Oroville, CA June 30th.

The training was spearheaded by Kristine Farrell (Program Manager of Nevada County), and was eleven days of all-inclusive Job Seeker and Business Services information. With the help from Sue Vivillacqua (Adult Program Manager), Heather Alexander (Youth Program Manager), Anthony Tardiville (Business Services Manager) and our Fiscal team, the newest members of AFWD received a substantial amount of information in a very short period of time! The veteran staff at AFWD provided a fun, high energy learning environment to train on the many levels of services AFWD provides to Job Seekers and Businesses.

The Nevada team was trained on everything from Reception/Resource operations to Business Services and everything in-between. Including an overview of Northern Rural Training and Employment Consortium (NoRTEC) and the role they play in the North State Workforce Development.

Some of the newest members of the AFWD Nevada team were prior staff members of the previous provider, including Christine Hoxsie (Business Service Representative) and Amie Weaver (Career Center Advisor). Kalie Steele (Career Center Advisor), Jessica Platte (Youth Career Center Advisor) and Laura Gatten (Reception-Resource) were also added to the Nevada County AFWD team.

Welcome Nevada County AFWD Staff Members!!!





(Photo courtesy of KVMR)

Community Collaboration in Action... Youth Excels

Community collaboration can be a powerful force. When Ronald Baldwin first came to One-Stop he was challenged by some serious barriers, as well as some very mature choices – ones which would shape his future. Faced with a juvenile record and considering living out of a car, his future did not look bright. He was provided many options, and much needed mentoring. He decided to participate in our youth program with his case manager and began to excel. Shortly thereafter Ron was matched in a Work Experience (WEX) at local non-profit radio station KVMR, which is a valuable asset to our community. The new building (photo above) was created to look historic and maintain the rustic feel of downtown Nevada City, but offers state of the art technology. Ron learned distinctive and valuable skills at the radio station. Additionally he participated in engineering live at a local festival with KVMR professionals. He learned transferable job skills and formulated important relationships.

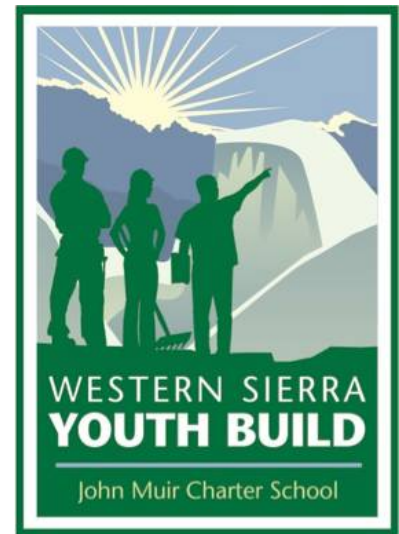
Ron recently completed the WEX successfully and transitioned into the Sierra Community College extension campus 'Mechatronics' fall 2015 program. Mechatronics is a combination of robotics, industrial automation and electromechanical systems, which prepares students for a range of vocations. Ron is slated to graduate the program in December 2016. Once he does, the combination of his work experience along with his highly specialized certification will prepare him as an ideal candidate in his chosen field of sound engineering.



A close-up of two additional Sun Corp. trainers used to teach industrial automation.

(Photo courtesy of Sierra College)

Youth to Join Electricians Union Diplomas & Trade Skills



Working together with partner agencies in our community is key, especially in rural areas like ours. Nevada county is lucky to have youth organizations who work together to ensure that we are neither duplicating services nor allowing gaps in service.

Jonthan's Chrismans story highlights community collaboration. Johnathan came to One Stop as a 'Youth', who faced multiple barriers. Partnering with Western Sierra Youth Build (WSYB) to help him achieve his academic goal. WSYB is an alternative small high school, which offers a dynamic integrated system. Half of the day students work on school credits, the second half, (in conjunction with Habitat for Humanity and John Muir Charter Schools) provides vocational hands on training where kids actually build and learn trade skills.

Johnathan earned his diploma, and learned about electrical fundamentals by participating in off campus internship with Grays Electric. These internships led to a single competitive permanent position at 'Greys Electric' where the business would not only directly hire, but also assist with their participation in IBEW Local union 340. Johnathan was hired and has been working at Greys Electric since late July. We applaud his success as he reaches his goals of graduation, as well as a valuable lifelong well-paid trade.

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Job Seeker Workshops in Nevada County!



In August, AFWD, Inc. Job Seeker Workshops started up with Career Advisor Amie Weaver presenting to attendees on Job Search and Networking, Resumes, and Interviewing. Workshops are held at the One-Stop Business Career Center allowing participants to learn more about how to develop materials to reach their employment goals. The interactive workshops allow attendees time to ask questions, practice various aspects of interviewing and much more.

A recent participant shared, “The resume workshop helped me develop a new updated resume and cover letter, that I was able to submit it for a job in the local area. Soon after submitting the resume and cover letter, I was called for an interview, staff prepped me for the interview and I ended up landing the job. The staff at the One-Stop Business and Career Center were a big part of helping me find a new job and put my best foot forward to get the job, thank you.”



In partnership with Nevada County libraries, AFWD will bring many of the Job Seeker workshops to the local library sites, an opportunity that will allow for more job seekers to learn of local services.



AFWD has also established a relationship with the Nevada County probation/DRC department to bring the three Phase Job Readiness Workshops to those on probation and re-entering the workforce. AFWD, in their Butte County locations has been successfully working with the DRC and probation on Job Readiness workshops for several years. “The opportunity to bring the Job Readiness Workshops to Nevada County in collaboration with probation is very exciting,” said AFWD staff.

LVN Success



Faith came to the One-Stop Business & Career Center with a desire to advance her career to become a Licensed Vocational Nurse. Faith was seeking full time employment, which would allow her a sustainable wage to support herself. She researched LVN programs and worked with her CCA to develop a plan with reaching her career goals. Faith attended the 18 month training with Kaplan College, took the state nursing exam for her license and is happy to have her LVN license.

After completing the training Faith was interested in finding work outside the Nevada County area, but after schooling and working with her Career Advisor realized working in Nevada County would give her experience, competitive wages and she loved the area. She has recently accepted full time employment as a LVN at Golden Empire Nursing & Rehab Center and expresses she is very happy and grateful for the assistance from her Career Advisor at One-Stop.



'Train the Trainer' at the Grass Valley One Stop

Alliance for Workforce Development, Inc. hosted a "Train the Trainer" workshop to familiarize staff and partner agencies with the new software system being utilized by the County of Nevada for their hiring process. The system is NeoGov, the nation's largest cloud software for HR in government and education and streamlines the job search and application process for job seekers. The new system went live September 8th and is a transition from the traditional paper applications in use to date.

The workshop was presented by Nevada County Senior Management Analyst Susan Kadera. The attendees not only learned about the new system, but had the opportunity to gain additional insight into the County's hiring process. Twelve individuals attended the training representing five local organizations including AFWD.

Successful training of the NeoGov system will help AFWD, Inc. help our clients better when applying for Nevada County positions with some helpful tips and tricks staff can share with their clients.



Nevada County Resource Center Up and Running



As a new service provider to Nevada County, AFWD's Nevada County One Stop Business & Career Center's Reception and Resource is the first point of contact for locals looking for employment.

That first smile that welcomes customers to the One Stop Center assures our customers they are receiving the assistance they need. Some common questions or comments made by customers are *"help, I need a job!", "can you help me, I forgot my password to CalJOBS", "please, help me attach my resume to my email"*. These are just some of the usual 'business of the day' services provided by staff in the Resource Center.

The Reception staff provide a bright welcoming to customers. They send referrals for job seekers for Career Center Services and community resources. A recent customer commented, *"I really appreciated the help I received on my resume, the staff were thorough and specific in areas I needed to address. I am very thankful because it will help me find work. I got more than I expected and improved my writing and computer skills."* It was a great way to end the day and a gratifying reason to help new customers in the Nevada County community.



NEG Participant Instrumental in Making Sierra Watershed Projects Come to Fruition in Nevada County



The Alliance for Workforce Development, Inc. was awarded federal/state emergency grant funds to help provide public and non-profit entities temporary workers for drought related projects. AFWD recruited temporary workers to assist these entities with drought related projects. Eligibility requirements included layoffs, hours reduced due to drought conditions or having been unemployed 15 out of the last 26 weeks and are living in a drought affected area.

Mackenzie Morris was unemployed due to the drought and had been searching for work. Miraculously she was offered a temporary Referral Assistant position with Sierra Business Council (SBC) in Truckee, California, as a result of the special funding through the Drought NEG Temporary Job Creation grant. This position assists in drought mitigation efforts by providing research of regional water agencies and inventory of shovel ready capital improvement projects, which will have a direct impact increasing water storage capacity in the region.

Mackenzie has collected data from all the agencies and their district water use with contact information throughout the California Sierra region. She is also capturing all the data for projects including budget amounts requested and assessment status. This information will provide SBC with the status of projects that are in the design phase, conceptual phase, or are in shovel ready status. Mackenzie is currently categorizing the projects such as water supply, quality, and restoration. All in the hopes to help our communities with drought relief efforts.



Through this temporary job creation, Mackenzie is not only learning new skills and making new contacts, but now has something recent and marketable to add to her resume, all while being a part of the drought mitigation efforts going on in California.

First On-The-Job Training for AFDW in Nevada County

Samantha “Sam” Green came to AFDW for job search assistance because she was having a difficult time on her own and was anticipating her upcoming graduation from Sierra College with an AA in Business without a plan in place. While attending Sierra College Sam assisted in the Executive



Dean’s office, helping to efficiently run a fast-paced office where she handled sensitive and confidential information and became adept at mediating high stress situations. Sam loves to be of service and work with people rather than spend the workday behind a desk. When exploring career options with her Career Center Advisor (CCA), she expressed an interest in working for a non-profit organization where she could put her experience and schooling to use in a way that would benefit the community.

With her background in health services, looking for work at a medical non-profit seemed to be a natural direction for Sam to pursue. She worked with her CCA to improve and strengthen both her resume interviewing skills. She was being called for

interviews but the medical centers where she was interviewing were not offering full time work at self-sufficient wages. Sam was interested in a Referral Coordinator position at the non-profit, Sierra Family Medical Clinic (SFMC), which is the main medical services provider for the entire San Juan Ridge area. The organization needed someone who would be able to tackle the backlog of patients who needed to have their care coordinated between the appropriate medical offices and facilities under the correct insurance providers. However, there were two barriers to her being able to move forward with this position. The wages were not at a level that would provide self-sufficiency and Sam’s knowledge of medical software and medical coding and billing terminology was 10 years out of date. The AFDW Business Services Representative (BSR) approached SFMC about the possibility of doing an On-the-Job Training (OJT) for Sam. The supervisor at SFMC expressed interest in taking Sam on as an employee-in-training. The BSR was able to negotiate an increase to the hourly wage that would allow Sam to sustain herself and her daughter. She started her new position on August 26th and is already fitting in very well in her new work environment. Sam’s supervisor says, “She’s doing a great job and learning quickly”. Sam is excited for this opportunity and to serve her community.





AFWD America's Job Center of California Statistics

**Nevada County Visitors
3,753**

**AFWD Business
Services**

Business Served	436
Service Provided	1,303
Positions Filled	343
Training Assistance	71

Program Services

Total enrollments

Adult	92
Dislocated Worker	63
Youth	24
Employed	87

Unemployment Rate

Butte 6.9%	Nevada 5.2%
Lassen 6.4%	Plumas 7.6%
Modoc 7.3%	Sierra 6.5%

