Spring Hiring Fairs!

Take a look at these great opportunities! These companies requested the assistance of AFWD services for recruitment efforts, screening, and room reservations. This has been the season for interviews here at our Chico Employment Center!

The new facility in the Target shopping center will be open in mid-June but hiring is fast and furious! In one day 35 part time employees were hired on the spot and another day of interviews is already on the calendar!

Full time, benefited positions at a sustainable wage! The interest from job seekers was amazing as they each got an in depth look into what employment life at United Healthcare is all about!

**Chico Heat Baseball**

Two full days of interviews, 90 seasonal new hires and two orientation workshops held at the Chico Employment Center! Play Ball!

One day of over 100 interviews! All hands on deck for this as we checked in, pre-screened and directed to interviews in customer service and packaging. Thank you LuLu’s for the great spirit wear!

An online bra company from San Francisco has decided to take the leap and build their call center in Chico because of our unique Customer Service oriented workforce. Information and interviews conducted with 5 full time job offers! Welcome to Chico ThirdLove!
TEAM CHICO

Team Chico is an economic development partnership between the City of Chico, Chico Chamber of Commerce, CSU Chico, Downtown Chico Business Association, 3CORE, Butte College The Training Place, and Alliance for Workforce Development, Inc.

2017 brings us all together for the common goal of business prosperity. In the past few months we have visited over 265 employers in the Chico area while on our walks! When we visit we are there as friendly faces ready to hear the voice of business. Engaging in conversations can lead to helpful referrals or a simple invitation to attend an upcoming Safety Meeting can open the door to a lasting business relationship. If we haven’t visited you, please let us know and we will plan a walk in your area soon!

BUSINESS WALKS ARE HELD THE LAST FRIDAY OF EACH MONTH.
Alliance for Workforce Development, Inc. are pro’s at customized job fairs! Just ask Lulu’s, a growing online merchandiser in Chico. Over the past year, Lulu’s has expanded from their main location on Humboldt Ave. to an additional two warehouses on Park Ave. and Hegan Lane. That increase in size also called for an increase in staff to help process orders for domestic and international customers. Lulu’s needed help finding the right candidates fast and reached out to Alliance for Workforce Development for help.

After reviewing the difficulties they came across during their first job fair, AFWD coordinated a plan which included a new location and additional staff provided by AFWD to manage the flow and overall organization of more than 150 job seekers in six hours. AFWD also assisted with pre-screening candidates and fast tracking advanced job seekers to meet with specific department managers.

In the end, Lulu’s gained a strong applicant pool and continue to hire candidates on a weekly basis. They have also become familiar with AFWD’s OJT and Youth programs and appreciate the additional assistance in training new employees to be successful in their company.
Alliance for Workforce Development received a call from a local employer that has been doing business since 1984. Chico Collision Center was seeking an employee for an entry level Auto Repair position. The owner of the business explained to our Business Services Representative that the position was very difficult to fill. He went on to say that it generally takes up to 2 years of training for this position because there are so many different unique situations and on top of that they serviced all vehicles. The business owner had been recruiting but was not finding anyone who was a good fit for the position. Being a small business they did not have a lot of time to screen applicants and call on candidates so they requested some help.

The Business Services Representative quickly assisted the business with recruitment. After a short period of time a young adult, Eric Medina, was interested in the position, on top of that he was eligible for an On the Job Training program. The employer was excited to give him a try under the On the Job Training program. A training plan was created for Eric and that at first seemed intimidating but he was excited to get started.

Eric is now in his second month at Chico Collision Center and is doing great. The owner told us he is happy with Eric and very appreciative for finding him someone who wanted to start a career as an Auto Repair Person. The Business Services Representative has built a relationship with the business owner and will continue to recruit for new positions. This placement was a great example of how Alliance for Workforce Development assists small business owners find the right fit for hard to fill positions.
The Business Services Team assisted Northwest Lineman College with their Career Strategies and Planning course during the month of June. Over 200 students participated in the course conducted over a two week period which included resume writing instruction, resume review, and grading of their final resume and cover letter. Students were assigned current actual job postings related to the Power Delivery Industry and were taught how to tailor their resume and cover letter to be specific to that position. Students learned how to pull key words from job descriptions and how using those key words would help their resume get identified through an online application system that many employers now use to screen candidates. Students were also encouraged to visit Alliance for Workforce Development offices in Chico and Oroville for additional resume writing assistance from our Resource Team.
Terra Fuego, a non-profit organization, has partnered with Alliance for Workforce Development as part of the Storm Project clean-up efforts. AFWD has provided 10 fully funded Laborers to assist with removing vegetation, downed trees, and other overgrowth along the Feather River. This growth sprouted after the winter storms and began washing downstream clogging waterways into Lake Oroville. In the pictures above, the vegetation on a hillside behind a building is being cleared to prevent the run off from pushing into the waterway that leads to the North Fork of the Feather River. Terra Fuego has several upcoming contracts with the Department of Water Resources, Cal Fire, and the Bureau of Land Management to continue storm clean-up via landscape improvement and looks forward to a continued partnership with Alliance for Workforce Development.
AFWD Oroville One Stop partnered with the Oroville Area Chamber of Commerce to host a job fair in Oroville. Butte County employers were invited to participate and, of course, Butte County job seekers. The event was held on May 18, 2017 at the historic Eagles Hall on Montgomery Street in Oroville from 10:00 AM to 2:00 PM. Sixteen (16) employers participated in the event and job seekers in attendance totaled 115.

The Job Fair was the first event of this nature held in Oroville. Employers and job seekers were happy with the turnout. Some of the employers participating were Butte County, Feather Falls Casino, Merit Medi Transport, Oroville Hospital Post-Acute Care, Roseleaf Cares, Butte County Office of Education, California Vocations, North Valley Indian Health Care, Express Employment Professionals, Diversified Products Mfg., and the Boy and Girls Club. Overall, this was a great event and we look forward to making this annual.

Oroville Strong!

Oroville, CA has been in the national spotlight now for many weeks. Not much of the news is good news... Is Oroville safe? Are businesses open? The city has a big job ahead of painting a friendly, thriving and welcoming place to live and do business.

Oroville Strong! is a collaboration of organizations focused on combining resources and expertise to provide outreach and direct business assistance to Oroville businesses. The goal of this Economic Development collaboration is business expansion and retention; resulting in job creation and placement, and capital investment in the community.

Business Walk!

Oroville Strong conducts monthly business walks, meeting one-on-one with businesses clustered throughout the Oroville Area. Smart Business Links, a quick reference guide to the various business resources in Oroville are given to each business visited during the Walk as well as the Oroville Economic Index. All of the information collected during a Business Walk will help identify specific business needs and help to develop a protocol to address the identified needs and issues of key industry sectors.
Everyone loves immediate gratification. But, sometimes getting something really worthwhile takes time, work and perseverance. A good example is the fact that more often than not Job Seekers will end up applying to too many job postings with various companies. They will spend time updating and re-creating resumes, brushing up on interviewing skills, interviewing and following up after the interviews. Only to start all over the next day, week or month. This can be very disheartening to say the very least.

Alliance for Workforce Development (AFWD) has excellent resources to assist the Job Seeker with each step of their Job Search. They have Resource Specialist to spend time with Job Seekers in reviewing their skills, assisting with on-line applications, reviewing resumes, providing interview tips and suggesting ways to follow up throughout the job search. AFWD also offers up to date information in the form of workshops that the Job Seeker can attend. The PowerPoint presentations offered by AFWD Staff are; Job Searching and Networking, Resumes and Applications and Interviewing for Success. There is a wealth of information shared with those that attend.

Living in a small town means that on occasion, you run into people at the local grocery store, pharmacy or gas station. Most recently this happened and a client from several years ago shared his new job information. Don was an enrolled client in Job Search. He’d been looking for work for quite some time and had some barriers to employment, both with how long he had been unemployed, as well as legal. At times he was very discouraged. By working with his Career Center Advisor he attended Workshops and received one on one assistance to learn how to continually update his resume to match job postings. He also learned how to address his barriers with employers during his interviews. Don eventually found entry level, minimum wage employment in production labor.

Fast forward 4 years, Don is now the Lead Custodian at Northwest Lineman’s College in Oroville. He has had a substantial increase in his wage, full benefits, and a 401K. He shared that by receiving the Job Search assistance previously, he knew how to update his resume and felt confident when he interviewed for this new position. He was also able to get his truck fixed and running, so he no longer had to ride his bike.

It is nice to know that AFWD has a long term, lasting impact on our job seeking clients and that the warm feeling of helping others is not just immediate. Way to go Don!
Pamela Samuelson found herself at the America’s Job Center in Chico four days after being paroled from Chowchilla State Prison. She stated she needed a job and “Any job that paid would do!” She was given Universal Services and she edited her resume in the computer lab. She had construction experience and sales experience, but construction was last on her list of desired jobs. Pamela met regularly with a Career Center Advisor (CCA) until she enrolled in job search activities. She obtained full-time employment and was exited from the Adult Program. She obtained employment as a sales representative at a local business. She said it wasn’t her ideal position, but it was work.

Pamela continued to provide updates on her employment for over a year. After a year of full-time employment, she called and stated she was laid—off, but had obtained a full-time position as a maintenance worker at a local golf course. She said she enjoyed the position more than the sales job, but felt she needed a career. She pursued training at Butte College and enrolled herself as a full-time student. She wanted to pursue a career in Social Services. She began her program and was soon underway a new career path. She was enrolled into the Dislocated Worker Program and received assistance in purchasing textbooks. At first she was nervous, but she remained positive.

Pamela researched her degree and labor market information and decided to change her degree to Office Administrator. She said it would provide more opportunities in the future. She struggled at first during the transition, but kept reminding herself about her situation prior to walking into the America’s Job Center. She progressed in her training and her grades were very good.

Pamela graduated on May 26, 2017 from Butte College. She earned an Associate’s Degree in Office Administration. She had overcome her circumstances and was now a role model for her daughter and granddaughter. She recently obtained a scholarship to attend Drug Counselor training in Sacramento. On the Monday following her graduation, Pamela began her full-time job at the Skyway House as a scheduler. She will be able to use her employment for her mandatory internship hours for the Drug Counseling program in Sacramento. When she attended her last appointment with her CCA, she stated, “Not bad for a girl like me, told you I could do it.” Pamela indeed proved she could!
Like many CSU, Chico graduates, Eddie Bracho wanted to continue living in Butte County upon completion of his training. This meant finding employment, preferably in his new career with a self-sufficient wage. He recently earned a Bachelor of Science Degree in Computer Science with a Minor in Mathematics. Eddie had no work experience in this sector to add to his formal training however he accomplished many personal projects in this field, well recognized by the computer science industry. In addition, he was acting Vice President of the prestigious Chico State ACM club (Association for Computing Machinery), preparing and presenting programming and computer science problems during club meeting as well as hosting seminars on concepts and problems related to different theories and dynamic programming. Regardless of Eddie’s accomplishments, he knew it would be challenging to obtain employment and submitted many resumes throughout Butte County.

Fortunately, a growing, local tech company connected with AFWD regarding the On the Job Training program and selected Eddie for employment. The OJT program provides workforce solutions for businesses by providing employers assistance with wages during the training period to defray training expenses and help maintain productivity.

Due to Eddie’s lack of work experience in the computer sector, he was a respectable candidate for the OJT program. His formal training provided knowledge and skills related to this new position, however, he would require supplementary preparation to learn skills essential to the full and adequate performance of the job.

Eddie completed his On the Job Training successfully and is self-sufficiently employed, doing what he always wanted to do for a career. The employer is thrilled and excited to have him as a member of this team.
Derek had been unemployed from his Junior Mechanical Engineering position at Springboard Biodiesel for 8 months when he came to see us. Despite his job title, Derek is not a Mechanical Engineer. His duties at Springboard included daily management of UCO and biodiesel filtration, the complete reorganization of production floor, and overseeing the routine maintenance and repair for all biodiesel production machinery. Derek has a BS in Bio Resource and Agricultural Engineering from Cal Poly but was not able to secure full time employment in Butte County with his degree.

The local labor market for Mechanical Engineers was not favorable in Butte County. Derek had the opportunity to become employed at Work Truck Solutions (WTS) as a Data Processing Specialist. WTS interviewed him and liked him for the position except he was lacking real world experience in processing data. A determination was made to utilize the On the Job (OJT) training program through AFWD, to facilitate Derek’s employment.

After Derek’s was enrolled into our Adult program he was provided an orientation of WIOA services, participated in assessments, which confirmed his interest in data processing. A transferrable skills analysis showed Derek already had some of the transferrable skills needed to be successful in this position including Reading Comprehension, Monitoring, Active Listening, and Written Comprehension.

Specifically, he would need to learn to correctly demonstrate: the ability to process electronic data for multiple customers concurrently, show the ability to collaborate with internal resources to process data accurately and efficiently, and apply independent judgement in creative problem solving when unique data issues arise. Derek also needed training to demonstrate the ability to update project status using spreadsheets and an internal administration website, accurately enter data from truck body invoices using an internal administration website, and to audit dealer’s websites to ensure links to the Work Truck Solutions website are accurate.

At Derek’s final OJT monitoring in May, the employer expressed that he is a competent and successful employee that requires little supervision. Awesome job Derek!
DEJA-VU INTERNSHIPS

Alliance for Workforce Development, Inc. with the special funded program WIOA-National Dislocated Worker Grant (NDWG) was able to assist 6 Butte College Environmental Horticulture students with an opportunity to participate within a Sector NEG-Internship. The objective of this Internship was for each student to learn and practice industry standard operations with receiving hands-on experience within the agriculture sector industry. Nursery and greenhouse production is the fastest growing segment of U.S. agriculture, offering the opportunity to work with many types of plants – well known and exotic. Each Intern has chosen careers in the areas of “Greenhouse Nursery Manager”, “Pest Technician”, and “Pest Control Advisor” to “Farm/Ranch Manager” which are all Regional Priority Sectors, listed under Agriculture and will increase their employment opportunities within the local NoRTEC region.

Deja-Vu Antiques & Garden, located in Paradise, provided the Nursery/Greenhouse and supervision of the Interns. The Interns were able to learn propagation, potting, labeling, record-keeping, pruning, and transplanting techniques through involvement with the day-to-day operation of Deja-Vu Antiques & Garden. Additionally, this industry requires knowledge in pesticides, fertilizers, plant identification, types of soil, pruning and be able to assign schedules and direct staff. Cindy Dawson (Manager) reported with the help of the Interns they were able to plant over 3,000 types of flowers which will be paced in the Nursery for sale.

This 15-week internship began March 31 and will end August 11, 2017. At the end of the Internship program, each Intern will be provided a letter of recommendation, and/or references for future employment.
Hillary Hunter and Scott Currie (right) are busy transplanting saplings into larger pots for additional growth and eventual placement out in the Nursery. Scott is a Retired Army Veteran who attended Butte College. He attained his AS Degree in Environmental Horticulture plus a Certificate for Plant Protection. He stated “This Internship has provided me the actual hands on experience where I have gained the skills required for a Manager Positon with a Nursery for which I am eternally grateful.” Hillary will complete Butte College in the fall and then transfer to Chico State to complete her BS Degree. Hillary stated “I feel fortunate to have been chosen for this internship opportunity”. “This program has provided additional knowledge in the areas of Integrated Pest Management (IPM) and Rotation Systems with respect to pesticides, fungicide and herbicide use and management”. Hillary’s career choice is Pest Control Advisor.

Brenda Bergland (left) completed her course at Butte and received her Nursery Technician Certificate. She stated without the opportunity of the Internship and AFWD, Inc. she would not have gained the hands on experience most nurseries are requiring. Brenda is proud of the plants she is watering in the Greenhouse, she stated “These were all grown from seedlings”, “a lot of tender loving care has been put into these plants”.

Stephen Clifford (right-top-left) enjoys being out in nature. He stated “It’s awesome to be able to combine what I love to do and earn a living” hoping one day to have his own Nursery/Greenhouse. Stephen stated “this internship has been the best experience ever”, “I feel lucky and blessed to have been chosen to participate”. Stephen received his Nursery Technician Certification and will attain his AS Degree in the fall.

Brett Galloway (right-lower-left) his career choice is Pest Technician. He would like to work for local farmers to assist with Environmentally Safe Pesticides to use to keep their crops completely organic. Brett stated “this internship has been a valuable experience, one I will never forget” “Thank you AFWD”. Brett has achieved his Nursery Technician Certificate and will complete his AS Degree in the fall.
Devin Machado was introduced to AFWD’s Youth Program through a presentation at YouthBuild, where he was enrolled. Devin was at YouthBuild as a participant in an early-release program through the Butte County Sheriff’s Office. He was working on completing his High School diploma and was earning certifications in construction, surveying, welding, HazMat, OSHA, and technical rope skills. While he was attending YouthBuild, he was also attending court-mandated classes. Devin had several goals: find a job, get his own apartment, and regain custody of his son. He was determined to get his life back on track, so he buckled down and took care of the things he needed to. He completed his high school credits a month and a half before his set goal. He participated in all trainings and kept up with his community service hours. Although there were bumps along the way, he learned from the experiences and became a better person, something that was not only noted by himself, but his teachers and YouthBuild staff.

Devin also participated in a project sponsored by Alternative Grid Solutions. During that project, the AGS staff were observing the students for possible participants in their year-long Fellowship program. At the end of the project, Devin was offered the Fellowship! Around that same time, he was able to secure housing, and soon after gained full custody of his son.

Devin recently walked at YouthBuild’s graduation ceremony and received not only his diploma, but recognition for all of his accomplishments. His family in attendance were very proud of him, including his son. Devin is proud of himself, of all that he has done in 10 months, and of all that he has ahead of him. He is hoping to secure a permanent position with Alternative Grid Solutions at the end of his Fellowship, and may possibly start attending Butte College.
In December, some of Butte County’s Youth Program staff visited the Discovery ChalleNGe Academy. They brought back valuable information along with the possibilities the Academy could offer our Youth. One of Oroville’s Career Center Advisors (CCA’s) hit the ground running and disseminated this knowledge to the community and came across one particular youth that was extremely interested in the possibility of joining the Academy. This Youth was enrolled in Prospect High School at the time and was excited about the possibility of completing his credits ahead of what was scheduled. Even though the timeframe for enrollment was short and the next class at the Academy was scheduled to start on January 14th, the youth and CCA were able to get the required paperwork done in time for the Youth to be enrolled and quickly accepted into the Academy.

The youth has been attending the Academy since then and will be successfully graduating in mid-June. He is doing great and making immense advancements to completing his credits required to attain his High School Diploma. He is excelling so well and with enthusiasm that his squad mates, and even the whole Academy, have awarded him the nickname of “Motivator”. Due to his hard work and dedication, he was rewarded with the honor of becoming a squad leader back in April. He is extremely grateful for the CCA’s dedication to helping him and for the dedication of the entire Butte County Youth Program team for their encouragement as well.
AFWD Youth Staff Partner With Berry Creek Rancheria

Katina Campbell from Berry Creek Rancheria contacted AFWD requesting assistance with writing resumes and interviewing skills for their youth for the second year in a row. On June 28th, AFWD youth staff hosted a group of Berry Creek Rancheria youth at the Oroville One Stop. Youth had previously been provided with the Resume Building Worksheet form which they brought to the One Stop completed. Staff directed the youth in using the Win Way Resume computer program to write their resumes. They were then shown how to save and email a copy to themselves so they have access to their resume any time they need it. After all the resumes were completed, how to prepare for an interview and answering interview questions appropriately was reviewed.

The next day, the youth were dressed in their best clothing and had their professional resumes ready. The AFWD Youth Program Manager and staff went to Berry Creek Rancheria and conducted mock interviews with each of the youth who did an excellent job.

Each youth who completed their resume and took part in the mock interview will receive a paid summer job through the Berry Creek Rancheria.

AFWD looks forward to partnering with Berry Creek Rancheria and assisting them with resumes and interviews again next year. What a great experience for these youth!
Learning New Ways to Help Out Youth

The Alliance for Workforce Development Youth Program are always looking for ways to better serve our clients. The Youth team will attend trainings to learn new ways of helping their youth. Just recently they had staff from The Ascend Program come to the Chico office and do a two-day workshop with them as well as community partners. Staff learned new techniques on how to engage youth. They learned ways to better understand where youth are coming from, and received tools to help communicate with them and expose them to positive life choices. Everyone walked away with something new to bring back to their organization. Not only was this training educational, but the staff from Ascend made it fun for everyone involved. Thank you Ascend!
AFWD America’s Job Center of California

Statistics
PY 2016 - 2017

Butte County
Total Visitors
61,416

Butte County
Business Services
- Businesses Served: 872
- Services Provided: 5,520
- Positions Filled: 801

AFWD
Total Clients
Enrolled: 955

Unemployment Rate
(As of: May 2017)
- Butte 5.0%
- Lassen 5.0%
- Modoc 5.8%
- Nevada 3.8%
- Plumas 7.1%
- Sierra 5.7%