

Community Coordinator Report

Lassen County
APRIL-JUNE

2022

SUCCESSFUL PARTNERSHIPS & OUTCOMES

Alliance for Workforce Development (AFWD) held an in-person job fair in November 2021 at the Lassen County Fairgrounds. At that time, the Lassen County Superior Court was actively recruiting for the positions of Court Clerk and Administrative Specialist. The Superior Court was struggling to find qualified candidates to fill their vacancies. AFWD's Business Service Representative (BSR) had the opportunity, while at the job fair, to discuss their On-the-Job Training (OJT) program with the Superior Court who attended the job fair. They were very interested in working with AFWD.

In December, the court partnered with AFWD and found two potential employees they would like to hire but recognized that both needed extensive training to perform the duties of their new positions. The Superior Court encouraged the employees to participate in the OJT program with AFWD, to which they eagerly agreed.

Both employees started their new positions in December and successfully completed their OJT's recently. The Superior Court is extremely pleased with the partnership with AFWD and with the success of the OJT program and the outcome of the program. They look forward to continuing to work with AFWD in the future.



TEAMING UP WITH FBLA



Since 2009, Lassen High School's Future Business Leaders of America (FBLA) classes have been teaming up with Alliance for Workforce Development's (AFWD) Youth Program to provide Interviewing training and competition. FBLA is the high school division of a career and technical organization (CTSO) dedicated to preparing students for careers in business. The event has evolved over the years to six days. Staff come in for two days to provide in-depth information on how to prepare, how to identify their skills for a particular job, how to answer specific questions and how to follow up on their interview. As many are on a college path, the importance of internships and how to find them are reviewed.

On the third day, business mentors from the community are invited in to give professional advice on how to respond to specific questions. They also learn what questions to ask the potential employers to gain more insight on the job. This year's event Chris Sullivan, Assistant Director of Lassen County Child Support, Jacob Rule, Program Coordinator for Lassen County jail, Brenda Poteete, Executive Director of Sierra Cascade Family Opportunities, and Chrissy Adams, our very own Adult Career Advisor. were on-hand to assist the students in gaining self-confidence and providing a positive impression.

Day four and five, the students were provided a panel interview and graded on specific questions. The students were dressed to impress and the judges were impressed with their skills! This year's judges were Lassen High School Principle, Morgan Nugent, local Realtor and Lassen High School Board Member, Shantel McDonald and AFWD Business Service Representative, Jolea Clapp.

The last day, a Youth Advisor announces the winners in each internship category and the overall winners of the event. Each student receives a certificate. This year's overall winner was Ms. EmmaLee Rotlisberger, a Lassen High School senior.

The hope is that each student can navigate a job interview with more confidence and obtain those future employment opportunities!



RE-ENTERING THE WORKFORCE AFTER DIXIE

Cody came to Alliance for Workforce Development (AFWD) seeking assistance with finding employment. Cody last worked full time as a Warehouse Manager at Got Watts? Electrical, Solar, and HVAC in Concord, CA before moving to Susanville, CA. Cody was finding it a challenge to re-establish his life after the Dixie Fire. Cody describes himself as someone who is very observant and pays attention to details. Cody takes pleasure in being of service to others and is currently pursuing a long-term career pathway in the Construction Sector, where he can continue his training and education in a growing industry. Cody had applied for and was given a conditional job offer as a Construction Worker with Jason Colbert Construction contingent upon participating in an On-The-Job Training (OJT).



On March 1, 2022 he was enrolled in the AA Dixie Fire program and participated in the On-The-Job Training program. Cody had successfully shown how eager he was to learn new skills and applying them to his new position at Jason Colbert Construction. On March 15, 2022, according to his supervisor, Cody is quickly learning the new skills and improves every day.

Cody's OJT ended May 23, 2022 and according to his supervisor, Cody was able to be successfully trained in all of the core competencies listed on the OJT evaluation. Cody will continue to learn new skills and meet any challenges he will be faced with in his new position in the Construction Sector.



LASSEN COLLEGE CORRECTIONAL OFFICER ACADEMY



Sheriff Dean Growdon and Captain John McGarva with LCSO's seven graduates, Ben Cunningham, Wyatt Langslet, Kolby Loflin, Scott Kilgore, Ariana Bollinger, Brenna Hunrath and Samantha Powers.

On May 19th, thirteen Correctional Officers completed the Correctional Officer Academy (CORE) training held at the Lassen Community College Public Safety Training Center. Seven of the participants are currently employed by Lassen County Sheriff's Office. The rest were from agencies from other neighboring counties. Two of these trainees, Ariana Bollinger and Wyatt Langslet, were previously successful participants in On-the-Job Trainings (OJT) through a partnership between Alliance for Workforce Development, Inc. and Lassen County Sheriff's Office, and one other, Brenna Hunrath, is in a currently ongoing Correctional Officer OJT.

The CORE program was 5 weeks long, and was taught by ten expert instructors in criminal justice and corrections. This is the second year it has been available in Lassen County. The course is 195 hours and the participants must pass several written exams and hands-on skills tests.

The CORE Program held at Lassen Community College is certified by the California Board of State and Community Corrections. All full-time Adult Correctional Officers, working within local jail facilities throughout California are required to complete this training within one year of being employed in this capacity. In the past, Lassen County Sheriff's Office and other local agencies had to send their new recruits to Sacramento for this training, so the opportunity to hold it locally is truly a blessing for this community.

Alliance for Workforce Development, Inc. is pleased to have been able to assist with the training of these exceptional members of our community, and looks forward to a continued partnership with Lassen County Sheriff's Office and Lassen Community College.

NEW BUSINESS, NEW RELATIONSHIPS



Susanville has a new, locally owned business in town! On Tuesday, May 17th, Woode's Goodies located at 705 Cottage St. Susanville had a soft opening at their brand new retail location. Owner, Erin Wood has been running her business online since 2017 and is now excited to be adding a retail location as well. Jolea Clapp, Business Service Representative, (BSR) for Alliance for Workforce Development, Inc. (AFWD) had the opportunity to attend the soft opening for the business and meet with Erin in person. Jolea shared with Erin the services that AFWD has to offer to businesses in the area. Erin expressed her need for more hard-working, qualified employees to help her run her new business.

Together Jolea and Erin have come up with a plan to work together to get Erin the help she needs to run her business smoothly and efficiently.

Alliance for Workforce Development wishes Erin all the luck in her new business endeavor and looks forward to working with her now and in the future.



GETTING A FIRST JOB



Jericho came into our Susanville office with his parents needing work but unsure where to start. Jericho did not have much work experience and was very introverted when we first met. After enrolling Jericho into the Youth Program, we started working on job readiness skill development right away. Jericho came into the office every day eager to learn a new skill and determined to land his first job on a payroll. Jericho had gained some experience feeding animals on a farm as extra help but wanted a new experience.

He put in application after application waiting for a phone call with an invitation for an interview. Meanwhile, Jericho transformed into a confident and professional job seeker. Jericho practiced eye contact and interview skills, improving every day. He learned how to follow up on his applications, how to make a resume, and how to make a cover letter. Finally, his hard work paid off when he was called for his first interview. Jericho impressed his new manager and quickly started his new job as a dishwasher at Lumberjacks. Today Jericho is helping with not only dishes but also prep work in the kitchen. Because of Jericho's success at work he was able to move out into his own home in which he shares with his two brothers. Jericho has found a passion for Culinary Arts and would like to expand his knowledge and skills and become a chef one day.

DETERMINATION TO PROVIDE A BETTER LIFE

Kelly Loizer came to Alliance for Workforce Development (AFWD) office in Susanville looking for assistance in his job search. Kelly had recently relocated from Utah. He is a single parent who was receiving Public Assistance through the Supplemental Nutrition Assistance Program (SNAP) program. Kelly had previously worked at Ralph L. Wadsworth as a Welder/Laborer and relocated to give his child a better way of life.



On March 1, 2022 Kelly came in to AFWD to work on his resume and look at the Job Board and online to find positions he was interested in. Kelly was given some different websites he could review for more up to date resumes template as well as guidance on the best formats to highlight his work history and skill set. Kelly was determined to provide a safe and secure setting for his child.

Kelly decided to apply to Taylor Concrete as a part-time laborer until he could find full-time employment. Kelly advised that he revised his resume to be industry specific and wanted it reviewed prior to sending it in. March 6th Kelly with CCA's assistance, had submitted his online application to Taylor Concrete.

On March 18th Kelly was offered a part-time job with Taylor Concrete with the possibility of full-time work. Kelly decided to take the position and continue to look for full-time work so he could support his family. A month later Kelly was offered a full-time position at Taylor Concrete where he really enjoys the work and is able to now provide a better life for himself and his child.

A GREAT PLACE TO WORK

Krysta had been long-term unemployed, having been laid off due to a business closure and had exhausted her unemployment benefits. She was also a single mother of 4 and was in desperate need of a stable job. She had applied for an Administrative Specialist position with Lassen County Superior Court, and was referred to Alliance for Workforce Development, Inc. for assistance with work appropriate clothing and for the possibility of participating in an On-the-Job Training (OJT).

Krysta met with a Career Center Advisor (CCA) who helped her to evaluate her goals and interests. The results showed her interests were well aligned with the position she was considering. She explained she had an opportunity to do Work Study through Alliance for Workforce Development 7 years prior. In that program, she was able to learn professional skills, and determined what soft skills areas she was lacking in. She states the experience opened her eyes to what she was capable of and what she could achieve. Over the years, she has learned to adapt under stress and stay professional, as well as gaining management, accounting and supervisory skills. Krysta was enrolled in the Dixie Fire Additional Assistance Grant and a plan was created for her to participate in an OJT. It was discovered Krysta also needed some help in purchasing work attire, and chains for her vehicle, which she received.

During her OJT, Krysta's supervisor stated, "Krysta has been a phenomenal addition to our team! Her ability to listen and learn quickly as well as her willingness to take on any task do not go unnoticed." "Krysta is integral to the department. She is actually one of the 2 employees of the month for April. She is being recognized for all she has done so far and for all she continues to do each day. She recently helped start an employee morale program, which her past work experience helped with." "I can ask Krysta to do anything and she will do it. It is fantastic to have her in the department. It is a hard position to fill, with all of the different aspects of it. We have challenging days, but they get through them, and Krysta always has a positive attitude." Krysta stated she is grateful for this opportunity she has been given. She said, "Having such great supervisors...is integral to my success. It's a great place to work."



PLANNING AHEAD FOR P2E

While the Prison to Employment (P2E) grant of 2019, may be expired, Alliance for Workforce Development and NorTEC are preparing for the eventual release of a new grant to help those currently trying to navigate parole and probation conditions, while seeking employment. The P2E grant was heralded by the Career Advisor's that worked with the program to have been a huge success and the program is currently being studied by researchers from the University of California, Riverside to learn more about the impacts on the supportive services and employment services for the justice-involved.

Career Advisor's from all over NorTEC met together to talk about best practices, and ways to improve the program. Heather Chavez, Director of Youth Services for AFDW and Prison to Employment Coordinator for the NorTEC region kept the group engaged with an interactive group of activities. Advisors were able to provide input and tell their client's success stories.

The group is eager to meet again to be prepared to implement their suggestions when the new grant is released. P2E not only affected the clients that were enrolled in the program, but also the Career Advisor's that worked the program.



NEW BUSINESS, NEW RELATIONSHIPS

This March, AFWD had the opportunity to witness the first-ever Small Business Administration's Women's Business Summit! The Small Business Administration (SBA) is a cabinet-level federal agency dedicated to igniting change and sparking action so small businesses can confidently start, grow, expand or recover. This first annual event featured prominent Women in business, such as Assistant SBA Administrator, Natalie Madeira Cofield; SBA Administrator, Isabella Casillas Guzman; Deb Haaland, Secretary of the Interior; Vice President of the United States, Kamala Harris, and so many more.

Day one of the event was full of inspiring and eye-opening discussion. Executive Director Nicola Corzine with the Nasdaq Entrepreneurial Center delivered stellar statistics on women in business. She reported, "there are 114% more women entrepreneurs today than there were twenty years ago". Also, 64% of businesses started last year are owned by women of color. Additionally, women-owned US businesses generate \$1.8 trillion each year and employ 9.4 million people.

VP Kamala Harris spoke as well on day one. She addressed the challenges of women in business, particularly minority-women-owned businesses, in terms of wealth disparities, access to capital loans and banking services, and the like. VP Harris talked about the COVID-19 Hate Crimes Act to protect women-owned businesses of Asiatic, Native Hawaiian and Pacific Islander descent. One quote from VP Harris that stuck with me was a tribute to those who have "the ambition to see what can be without the burden of what has been". She revealed plans to expand access to banking services, community lenders, business development funds, affordable childcare, paid leave and more.

Day one culminated with excellent discussions. Mellody Hobson, Co-CEO and President of Ariel Investments, discussed the 3P's of investment: People, Purchasing, and Philanthropy. A panel discussion on Building an Equitable Recovery Framework for Women Entrepreneurs featured strategies to mend the disproportionately female-affected economic recovery from business closures and job loss. Another panel discussion, "From Essential Worker to Essential Entrepreneur: CARE Economy Entrepreneurship Opportunities" addressed issues and opportunities in the caregiving industry and revealed a goal to secure \$1 billion in funding for childcare for moms. Other important topics included Innovation and Investment, Contracting Opportunities for Women-led Firms, Exporting & E-commerce, and the Changing Landscape for the Entertainment Industry.

Day two of the Women's Business Summit featured excellent "Ask An Expert" sessions on several topics, including Innovation and Investment, Certification and Contracting, Accessing SBA Resource Providers, International Trade, and Accessing Loans & Micro Finance.

The entire event was recorded and is available online, along with resource links and relevant information: https://thecenter.nasdaq.org/womens-business-summit-sba-nec/?utm_medium=email&utm_source=govdelivery

AFWD's mission of providing pathways to success and meeting the needs of job seekers and employers is fully aligned with the mission of the SBA, and women in business has long been a focus of our efforts. AFWD is proud to partner with SBA and was honored to attend this wonderful conference.



AFWD - America's Job Center of California

Unemployment Rates

(As of: JUNE 2022)

California 4%

Lassen 3.3%

Unemployment Information



Top 3 Affected Industry Sectors - Lassen County



Lassen County - Through 4th Quarter

One-Stop Visitors: 6,160

Businesses Served: 104

AFWD

Clients Enrolled: 1,009

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