As the 2022 school year came to a close in June, Sierra Cascade Family Opportunities Head Start (SCFO) found itself down several staff members and needed to fill more than five positions before the new school year started at the end of August. The Business Service Representative (BSR), Jolea Clapp, at the Alliance for Workforce Development (AFWD) Susanville office, partnered with Head Start to host a hiring event tailored specifically to filling their numerous positions in Lassen County.

On the day of the hiring event, Head Start had their staff on site ready to meet potential candidates, collect resumes and applications and conduct interviews on the spot. Candidates were dressed for success and came in ready to impress. Staff was able to utilize three of the conference/meeting rooms at the AFWD office to hold their hiring event and conduct private interviews. At the end of the event the Head Start staff were very happy with the outcome of the event and said “WOW, we had a better turnout than we thought we would, and think we filled our positions!”

After following up with Head Start after the event, Jolea was able to confirm that Head Start did offer all the open positions to people from the hiring event and that all their jobs were now filled. Jolea, was also able to partner with Head Start to get On-the-Job training started with one of the candidates, which she is hopeful will be another success story to write about in the near future.
Jared came into our Quincy office days before becoming a father for the first time. He wanted help finding a career that would support his family’s needs. After connecting with a Career Center Advisor, Jared was able to explore areas of interests and learn how they can apply to a career. Jared also received assistance with resume writing, job search, and filling out job applications. After exploring Jared’s interest, he soon learned that he loved working with his hands in a labor industry. Together Jared and his advisor put in just two applications before he was called for an interview with Brennan and Son’s for a roofer position. The AFWD advisor worked with Jared on interview skills in which he was able to use to impress who would become his new employer. Jared interviewed well but lacked the required experience and skills needed to be a competent roofer. However, Jared was still able to accept the job and learn the skills required through an On the Job Training opportunity with the employer. This allowed for a structured training plan with constant communication between the employer, Jared, and the Alliance for Workforce Development team. Jared was able to get assistance with new work clothes and work boots to get him ready for his new job.

Jared adapted to his new role and was quickly relied upon to get the job done. Jared was eager to learn more, sometimes at a faster pace than his employer was ready for, which led to some friction at the job site. Jared now had more responsibilities to juggle that he hadn’t had before that also created more stressful days. Within his On the Job monthly check ins, Jared and his employer were able to speak openly about any praise, comment, or areas of concern. Within the monthly check ins, Jared learned the importance of communication and self-care with the help of his AFWD advisor to handle all aspects of his life more positively.

Jared voices his views which were not always well received on the job, but with communication Jared has cultivated a positive environment at work and at home with his family. Today Jared continues to work as a roofer making a great wage to provide for his family and has created a lifelong bond with his employer.

IT TAKES TIME

Steve had been laid off and exhausted his unemployment benefits. He was long-term unemployed and desperately needed a stable job. He had one good thing going for him. He already had his Class A driver’s license. He applied for a position at Payless Building Supply as a Class A Driver/Foreman. The problem was, he didn’t have the foreman and product knowledge required to perform this job without special training. He was referred to the Susanville office of Alliance for Workforce Development (AFWD) to see if he would be eligible for an On-The-Job Training through the Workforce Innovation and Opportunity Act (WIOA) program.

Steve met with a Career Center Advisor (CCA) who helped him to evaluate his goals and interests. The results showed he was well-suited for a role such as Class A Driver/Foreman, if he were to complete specific training required by the employer. He was enrolled into the WIOA Dislocated Worker program. A personalized training plan was created based on the skills and knowledge Steve needed to gain to be able to work independently in this position with Payless Building Supply. Steve also requested and received supportive services rent assistance. Over the course of his training, there was a great deal to learn about the types and grades of lumber, as well as the other materials. At the end of his training, Steve’s supervisor stated, “He is always very safety conscious. He keeps his truck clean and is knowledgeable of his truck and knows when there is something wrong. He is still learning the computer system, which is new for all of the employees. He still has a lot to learn about the lumber industry, but it takes a long time to learn it all.” He went on to state Steve is catching on quickly and is a good fit for their operation.
Pedro was a veteran who was originally referred to meet with a Career Center Advisor (CCA) in the Susanville office of Alliance for Workforce Development (AFWD) in May of 2021 by the Lassen County Sheriff’s Office. It was determined he would benefit from an On-The-Job Training (OJT) as a Correctional Deputy with them, through a partnership with AFWD. Pedro met with his Career Center Advisor and assessments showed he had a long-term goal of becoming a law enforcement officer. Starting out as a Correctional Deputy would help him along this career path goal.

Pedro ultimately completed this OJT successfully, with WIOA assistance. As time went by, he knew he wanted to continue to pursue his dream of becoming a Law Enforcement Officer. Pedro decided to attend the College of the Siskiyous Law Enforcement Academy, Class 008. Candidates in this program had to complete more than 930 hours of training in the Officer Standards Training to become full-fledged peace officers within the State of California. Pedro graduated from this program in June of 2022, and was hired as a Police Officer with Susanville Police Department, where he is currently in Field Training.

It’s good to see how WIOA assistance can help someone overcome obstacles and move onward and upward in order to serve and protect our community. Thank you for your service and commitment, Pedro!
Bellamae was a walk-in referral at our Susanville office from Social Services. Bellamae is a mother of two young children, a part-time in-home supportive service worker, and a woman with a dream to be a midwife one day. Bellamae has provided care to family members and had learned skills through parenting her children in which she would love to use for full-time employment. Bellamae had done extensive research on what it would take for her to become a midwife in the future, but did not have training or experience to get her on the path she would like. Bellamae had never worked outside of the home and was nervous about entering the workforce. With guidance from her AFWD career center advisor they created a resume, practiced interview skills, purchased interview and work attire and applied for jobs within a healthcare setting, and looked into the first steps to accomplish her goal. Although Bellamae had never done an interview she applied the skills she knew about communication to the tools learned in an interview workshop to express herself thoughtfully and calmly through the interview process. After a few practice sessions she was called for the perfect position as a resident assistant at Lassen Nursing and Rehabilitation. Lassen Nursing and Rehabilitation is a perfect opportunity because not only will Bellamae get hands on experience, they encourage and help employees obtain their CNA license and support furthering their employees’ careers. Within weeks of starting her new career as a Resident Assistant Bellamae has started working on her CNA classes in between her breaks and at night. Bellamae stated that is wasn’t easy to balance work, life and classes but she was able to complete her classes in a month. She’s now waiting for the rest of her coworkers to catch up in order to work on clinicals on the job. Bellamae radiates confidence in her accomplishments and is on an unstoppable path to accomplish all of her goals.
Lassen County Q1 Statistics

Unemployment Information

UNEMPLOYMENT RATES AS OF 9/22:

California: 4.1%
Lassen County: 3.7%

Top 3 Affected Industry Sectors:

1. Accommodation & Food Services
2. Agriculture, Forestry, Fishing & Hunting
3. Administrative, Support, Waste Mgmt., & Remediation Services

Lassen County Q1 Statistics

One Stop Visitors: 2,109
Businesses Served: 30
Total AFWD Clients Enrolled: 519

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