



Submitted by Terri Hiser-Haynes

October 1, 2009 through December 31, 2009



*Alliance For
Workforce Development, Inc.
Providing pathways to success*

Lassen Career Network

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Successful Times Two: Youth and Summer Youth

Chivon Nelson came into the Lassen Career Network in March of this year seeking help with finding work. Referred to AFWD's Youth Program, she met several eligibility factors and was enrolled in the program on March 26th. Chivon's goals included not only working full time, but earning enough to live independently on her own, and gaining better understanding of work/careers that would be a good fit for her. She diligently participated in Youth Workshops that helped her improve job search, interviewing, and customer service skills. She completed activities to help her to understand a paycheck, employee benefits, maintaining a personal budget and positive credit, banking, paying taxes, finding housing, and finding/owning transportation. Chivon also completed interest and temperament assessments to learn career areas and types of work she would enjoy doing. About the time Chivon had completed these trainings and assessments, our Summer Youth Program was getting underway. Completing a work experience job was one of the program activities suggested for Chivon to meet her goals. Being eligible for this program as well, she was co-enrolled in Summer Youth and placed as an office helper with City of Susanville Public Works. Chivon worked her seven week contract demonstrating exceptional gains in work maturity skills and the best bonus of all: a full time job! Chivon and her co-workers are very happy to have her as an Office Assistant I at City of Susanville Public

Works.



Computer Lab Coordinator Welcomed!

Abel Ramoz joined the AFWD team on October 1st as Computer Lab Coordinator. He came to Lassen Career Network with 6 years in the military, 18 years in fire, and 16 years in the Emergency Medical field. Abel graduated in 2009 from Lassen Community College with an Associates of Arts degree in Liberal Arts, an Associates of Science degree in Fire Technology, and A Certificate of Achievement in Fire Science. Abel has worked for CDF (now Cal-Fire), Sierra Army Depot Fire Department, U.S. Forest Service on the Modoc National Forest, Lassen Ambulance, and Medicar Ambulance in San Jose. He has have been teaching Fire Technology at the College since September 2007.

With Abel diverse education and involvement in government amities he has a valued knowledge of the government and state application processes. He is able to offer the clients of Lassen Career network stream line techniques for completing applications and resumes.

Abel's off hours are spent with his wife Cheryl and sons Eldon and Dillon.



Resume Writing Workshop Held At Lassen Career Network

On October 8th Lassen Career Network presented a work-shop to help customers and clients learn how to write a winning resume. Sue Vivilacqua, Career Center Advisor presented the 2 hour workshop at the Lassen Career Network with the help of Jackie Tillery, Career Center Advisor, from AFWD's Modoc Employment Center office in Alturas. The objective of the workshop was to learn 3 things: 1) The purpose of a resume 2) What is a resume? And 3) Why use a cover letter? There were examples of resumes and cover letters and great discussion on what to include in a resume as well as what NOT to include in a resume. Included in the workshop was a section on Transferrable Skills and handouts to help guests understand what transferrable skills are, how to incorporate them into the resume and action words and phrases to use. Sue states "There were great questions and discussions and everyone agreed they learned something and enjoyed the workshop. It's important for job seekers to have the extra edge in this job market by using a professional resume and cover letter". Sue says she will be scheduling more resume workshops and is also working on more workshops to cover Interview Skills and Career Assessments in the near future. Keep your eyes on the job board for flyers announcing the upcoming workshops.



MORE WORK-SHOPS TO COME!

Entrepreneur Train the Trainer with Juan Casimiro

On October 7th – 9th, Leslie Scott and Chris Sullivan were able to attend the Insight Entrepreneur Train the Trainer with Juan Casimiro in Mt Shasta. Over the course of the exciting three day workshop they were introduced to the eye opening concept of entrepreneurship. Leslie and Chris also discovered the key components of how to identify, foster and direct people that have interesting business ideas and concepts. Juan provided them with tools, strategies and provocative concepts to assist people in making their dreams a reality. Curriculum included instruction, activities, guest speakers, practical applications, and a business plan at the conclusion of the workshop. As a group they experienced several different activities that will assist staff when working with participants. Topics addressed included: Business Plan Development, Market Research, Strategies for Success, Income Statements, Producing a Sales Commercial, Financial Ratios, Negotiation Skills, Advertising Materials, Reading a Financial Statement, and Investment Strategies. Throughout the workshop Juan provided excellent resources and information that Leslie and Chris can use when working with entrepreneurs, including workbooks, websites and even possible investors. The last day of the workshop was terrific, as the participants broke down into partnerships and created short business plans, logo's, slogan's, and commercials. It was fantastic to get a taste of what entrepreneurs need to complete as well.

Small Business Development Center Workshop Financing Options For Your Small Business

On October 7, 2009, Lassen Career Network was the host for Northeastern California Small Business

Development Center at Sierra College (SBDC) workshop titled “Financing Options For Your Small Business”. David Castaneda presented interested business owners valuable information on the following subjects:

- ε How does a small business get money?
- ε Bank Loans—are they impossible?
- ε Doing your homework before applying for a loan and who might be able to help you
- ε Why banks might not be able to lend to your business
- ε How SBA might help and the SBA loan guarantee program overview
- ε How does SBA look at my loan request?
- ε Tips for dealing with lenders
- ε What else can SBA do for my business?

Participants were able to get reference material and web links for many of the targeted subjects. For more information on the SBDC please use the following link: www.sbdcsierra.org

Intro to Federal Contracting

A workshop was held by The Federal Technology Center on October 27, 2009 at Lassen Career Network. The workshop was entitled: Intro to Federal Contracting. Seven businesses met in the Lassen Conference Room from 1:00pm to 4:00pm. Jayne Murnane was the spokes person who presented how to sell your product or services to the Federal Government. Jane utilized visuals from her lap top and handouts with step by step instructions and web links for the participants of this workshop. The Federal Technology Center’s Mission statement is “Our mission is to promote economic development by facilitating technology transfer between government and the private sector, and by helping small businesses successfully compete for government contracts.” Jayne was successful in providing all interested parties the necessary tools to get started on the path of federal contracting.

For more information contact: www.theftc.org





Sexual Harassment Prevention Training

On October 21, 2009, 10 area managers and supervisors, saved time and money by receiving state mandated Sexual Harassment Prevention training locally in Susanville. According to Holly Schirmer, Director of Business Services with the Alliance for Workforce Development, Inc., "Our October 21st workshop met California AB 1825 requirements for businesses employing 50 or more individuals. In addition, we encouraged all supervisors and business owners to attend, regardless of their company size, to protect themselves, their company and their employees."

Harassment claims are on the rise and are potentially very expensive to businesses. Many people are not aware that managers and supervisors can even be held personally liable for harassment conducted by or towards their employees.

Topics discussed at the workshop included: defining unlawful harassment, discrimination, and retaliation under California and Federal law; steps to take if harassing behavior occurs; how to report harassment complaints; how to prevent retaliation; the effect and consequences of workplace harassment; and, employer obligations to investigate workplace harassment claims. The highly interactive workshop was very well received by all attendees.

For further information on upcoming Alliance for Workforce Development, Inc. workshops, please visit: www.afwdhr.org



California Workforce Association (CWA) Hosts CWA Layoff Aversion: Getting Ahead of the Curve

Conference in San Francisco

On November 18, 2009 the California Workforce Association (CWA) hosted a one-day conference in San Francisco aimed at discussing and enhancing Layoff Aversion services for California businesses. Members representing economic development, workforce development, Department of Labor (DOL), California Employment Development Department (EDD), U.S. Department of Commerce, California Workforce Investment Board, education sector, private consulting, and Western Trade Adjustment Assistance Center (WTAAC) came together to discuss the current state of employment in California, and share the varied challenges and solutions in assisting businesses before they are forced with laying off workers.

Virginia Hamilton, Executive Director of CWA opened the conference by giving a California employment “state of the state” referring to the current unemployment over 12 % as the “Great Recession.” She also talked about the Economic Stress Index which is defined as the combined impact of unemployment, foreclosures, and bankruptcy on each county in California. And, throughout the state, the stress index continues to grow. Ms. Hamilton commented that while experts expect the job market to continue to decline in the short term, there are bright spots in the economy including people are still spending, even if not buying expensive or luxury items. She then gave an overview of the conference agenda and stated the goal of the day-long event was for attendees to take away ideas for enhancing layoff aversions services for their businesses and implementing those ideas into existing Rapid Response Services.

Janelle Hardig, Business Services Coordinator, and Holly Schirmer, Director of Business Services, both of AFWD attended the conference in order to find out how AFWD could incorporate additional layoff aversion methods into its Rapid Response services for businesses.

Some key points learned included:

- Rapid Response as a Business Service
- Lay Off Aversion Options
- Example of Successful Lay off Aversion Strategies
- Incumbent Worker Training

One of the speakers, Mark Troppe, NIST, MEP, Manager of Strategic Partnerships, NIST Manufacturing Extension Partnerships, U.S. Department of Commerce, offered that preventative care is much better than emergency care. Meaning that by being proactive and assisting businesses before a downsizing, we are providing preventative care, versus offering to assist them after we are notified of a lay off, or when it is an emergency. To summarize, Troppe said that we must know our businesses and perform the following “preventative care” steps:

- Learn the risk factor
- Perform diagnostics
- Recommend changes
- Provide Resources
- Follow Up

According to Ms. Hardig, “I learned several new lay off aversion strategies today that I can take back to our Rapid Response Team. And, the ideas will assist us in providing enhanced services to our businesses and build long-term relationships.

For further information on the California Workforce Association, please visit: www.calworkforce.org



Hotel Mount Lassen Rapid Response

On Monday November 23, 2009, the Partners of Lassen Career Network learned of a business closing in Susanville, CA. Staff and residents of the Mount Lassen Hotel were notified on Friday November 20, 2009 that the Hotel and Restaurant would be closed indefinitely. The partners of Lassen Career Network responded by conducting two orientation sessions on Tuesday November 24, 2009 providing information on services available by Alliance for Workforce Development, Inc., (AFWD) the Employment Development Department and Lassen WORKS and Community Social Services. There were 12 employees that were affected by this business closure, 6 were in attendance for the orientations and 2 more were met with one on one the following day November 25, 2009.

The staff at Alliance for Workforce Development, Inc. spoke of services such as job search, resume writing, interview skills, re-training, etc. It was said by one of the affected employees that “I don’t know what I would have done without you guys, you have been so helpful”.

Mindy Nahlen of the Employment Development Department provided information regarding filing their UI claims, California Training Benefits and Cal Jobs. She was available and answered questions that the affected employees had regarding their Unemployment Insurance.

Connie Harnist of Lassen WORKS and Community Social Services provided information on social services such as Cash Aid, SNAP (Supplemental Nutrition Assistance Program, formerly known as Food Stamps), Medical and a program offered through the Lassen Economic Development Corporation out of Westwood, CA for energy assistance.

The affected employees responded very well to the information that was given to them. Each one left with an appointment to meet with a Career Center Advisor from AFWD regarding their job search needs.



Future Business Leaders of America welcomes Alliance For Workforce Development, Inc.

The Future Business Leaders of America (FBLA) are a very active group in our community and at Lassen Union High School. Recently AFWD was contracted to introduce the FBLA students to the world of interviewing. The exciting spin was that the class had received a special grant and so the winners would be able to win cash prizes as well as the number 1 interviewee would also get an interview with the COE from General Electric via the internet. AFWD staff were very excited to be part of this project. AFWD staff member Leslie Scott offered a 2 hour interviewing workshop the first week of November. Chris Sullivan then provided the class with 5 different jobs to choose to interview for. The class of 27 students then had 2 weeks to prepare for mock interviews. In those 2 weeks the class created resumes and practiced with sample questions. The third week of November Chris Sullivan and Jennifer Lindblom then conducted interviews with each individual. The FBLA class was able to record and later critique students that wanted to share their interviewing experience with the class. For each job listing there was a 1st, 2nd, and 3rd place winner. AFWD then chose the "Best of the Best" winners for overall interviews.

Our Best of the Best were as follows:

1st – Molly West

2nd – Matt Koller

3rd – Jayson Via

The interview exercises will also assist the FBLA students when they go to nationals in the Spring. We will be following up with them soon.

Alliance for Workforce Development, Inc. Briefs

Lassen County Board of Supervisor

During the Lassen County Board of Supervisors regular public meeting on November 24, AFWD's Human Resource Consultant, Terri Hiser-Haynes gave the following report. This [report](#) was done to update the Board of Supervisors on the completion of the 2009 Summer Youth Jobs Program.



HR Training for Lassen Career Network Staff

On December 3rd 2009 Mark Vegh, of Wells, Small, Fleharty & Weil came to the Lassen Career Network. Mr. Vegh presented staff training to AFWD's managers and directors, Employment Law and H.R. Issues for Supervisors. Because California employment laws change frequently it is necessary to stay abreast of the issues on a regular basis. The training workshop focused on Employment Discrimination, Employee Discipline and Workplace Harassment issues.





U.S. Forest Service and AFWD Hold Job Fair

USDA Forest Service





On Dec. 15th, and 16th 2009, Lassen Career Network hosted the U.S. Forest Service here for a Fire Job Fair. There were presentations from Alliance For Workforce Development Inc, and Lassen National Forest. The main focus was the electronic application process thru Avue, which is used primarily by the federal and state governments. Career Center Advisers explained our job seeker service programs that are available here at the Lassen Career Network Center. The Lassen National Forest had representatives from engine and hotshot crews, who presented an informative video on fire suppression which was a great introduction to the challenges in firefighting careers. Fifty four (54) job seekers participated over the two days, and we continued to have job seekers come in for assistance in applying for various positions before the deadline of December 31, 009.

Alliance for Workforce Development, Inc. Provides Valuable Training to Local Susanville Hospital

At the request of Banner Lassen Medical Center in Susanville www.bannerhealth.com the Business Services Team of Alliance for Workforce Development, Inc. (AFWD) provided a customized Sexual Harassment Prevention (SHP) training session for 17 Banner Lassen supervisors and managers on December 18, 2009. The two-hour workshop was facilitated by Holly Schirmer, AFWD's Director of Business Services and focused on practical tips and techniques that supervisors can use to create a positive workplace environment, free from harassment and discrimination.

Key points of the training included:

1. Definition of Sexual Harassment
2. Cost to Business and People
3. Types of Sexual Harassment
4. Who's Responsible
5. Supervisors' Responsibility
6. Prevention
7. Complaint and Investigation Process

According to Ms. Schirmer, "One of the most important aspects of the training is to help supervisors and

managers understand that they play a key role in the prevention of workplace (sexual) harassment and to give the supervisors practical tools that they can use in their day to day jobs. Tools that will help them recognize and stop inappropriate behavior when it happens.”

As much publicity as there is on the topic of sexual harassment in the workplace and news reports of large lawsuit settlements, and that businesses know it exists, they are sometimes unsure how to prevent or stop harassment in the workplace. As a result, employer liability for sexual harassment continues to be a huge issue in the workplace.

Failure to develop and implement a comprehensive Harassment Policy can result in very costly lawsuits, loss of employee morale, decline in productivity, and customer/public disappointment. Some businesses do not understand the risk they take by failing to take a pro-active approach with workplace harassment prevention.

In California, AB1825 www.dfeh.ca.gov is a law designed to help reduce the instances of sexual harassment in the workplace by mandating SHP training for California supervisors/managers in companies with 50 or more employees, every two years. Alliance for Workforce Development, Inc. as part of its human resource services to businesses, offers sexual harassment prevention training to local employers throughout Lassen, Modoc, Plumas, and Sierra counties. AFWD strives to assist businesses in staying compliant with the (California) law as well as providing them with HR services to help their businesses stay vital and grow.

For further information on AFWD, Inc. and its business services including workshop listings please visit www.aworkforce.org



INTERNSHIPS HIT LASSEN COUNTY

Westwood Family Resource Center

Desiree Naseath is like most youth/young adults, unemployed and not able to find work. She has two young children and it was important for her to stay local and be close to home. While she was attending Feather River College to further her education, she received an email from the college stating a Summer Youth Program was going to start. She jumped on the chance to have some help with getting a job so she enrolled in the program. That is where the road changed directions in her life. Desiree stated “without the Summer Youth Program I would never have applied for the position at Westwood Resource Center. I would not have thought it was a job I was capable of doing. I feel confident to do the job.”

After completing the Summer Youth Program in August, Desiree was offered a part-time position with paid vacation and holidays. She was so excited to be offered the position which boosted her self-confidence and was able to work in the same town she lives in. She continues to grow in her position and will be completing her Associates of Arts degree in next semester at Lassen Community College.



City of Susanville Public Works

John Lommori has worked in the title business for most of his career. He was laid off due to cut backs and down turn in the real estate business. John and his wife moved to Susanville to be near his daughter and grandchildren. He came to Lassen Career Network for assistance with job search. He was interested in finding employment with a local title company or bank. He also considered working for Lassen County or the City of Susanville. He diligently applied for numerous jobs for the next 10 months without success. In Oct. John accepted an intern position with the City of Susanville in their street maintenance department. Although this was not his intended career path, he was hoping to use this temporary position as an opportunity to show his ability and eagerness to work. He set out to learn the City maintenance procedures from the ground up. John worked with the road repair crew maintaining street, maintenance of parks and city buildings. John's supervisor gave very positive evaluations of his performance as an intern. He recognized the value of John's work ethic and would have hired him; however funds were not available in his budget. John's supervisor went to the City Council a request to approve hiring John for a meter reader position after the internship is completed. The council approved a temporary full time hire at this time, then they will consider making it a permanent benefited position after budget issues are resolved. John is very appreciative of this opportunity and will be even happier to secure a full time position with benefits.

Plumas Bank Susanville

Natalie Cook loves working for Plumas Bank and all the job experience she is gaining. From being a Teller, opening new accounts, and auditing data. Prior to her enrolling, she was attending school in New Mexico when she came home for the summer. While home her mother had told her about a great opportunity for employment through the Summer Youth Program. She jumped on the chance to get a job while home and make some money. Natalie's only other work experience was working at a Deli outside of town and was looking forward to working in a different field to help with opening new doors for the her future. ““ I love working here at the bank and all the skills I'm acquiring. Now that I have steady income, I'm able to make my car payment and all the other bills that come along with it.”” Natalie also commented that she has gained a lot of responsibility with having this job. Learning valuable life skills and paying bills on time. She is planning on attending college this spring and continuing her education.

The American Recovery and Reinvestment Act funds have directly affected Natalie in a positive light and added to her life skills to make her a productive citizen.



Brian Wilson State Farm Insurance

Sarah Biggs, a woman with varied talents and professional aptitude, showed up at Alliance for Workforce Development Inc., looking to parlay her previously acquired skills into a new career. Coming from a cosmetology background, Sarah knew that she needed a career that would provide more financial stability than that of a self-employed cosmetologist. She was also looking for a career that would allow her to utilize the skills she loved to exercise the most. Who knew that there was something right around the corner for her? On September 30, 2009, Sarah was selected by both Brian Wilson's State Farm Insurance Company and Alliance for Workforce Development Inc., (AFWD) for an internship. Though she would be employed by AFWD, she would be allotted the opportunity to work as an Insurance Receptionist at State Farm. Sarah's receiving training on insurance products and will eventually become licensed as a Customer Service Representative to sell personal lines of insurance. "Sarah does more than just answer the phones. Each task has multiple phases of understanding to it. She is doing such a great job,""states Jacque Ricci, office manager. Jacque feels that she is a great asset to the team and after completion of her internship; they plan to offer her a regular position as a Customer Service Representative. She is making steady progress and is working to learn the fastidious nature of the multi-faceted insurance agency. Though she has more to learn, she is well on her way to SUCCESS!!! Thanks to the American Recovery and Reinvestment Act (ARRA), funds are not only used to help businesses, they are also used to help people like Sarah. With ARRA funding, career exploration can become more than

just a distant desire. It becomes a tangible reality.



Lassen True Value Hardware

Spring of 2009 had many exciting events for Justin Martin of Westwood, CA. Justin graduated from Westwood Union High School in June 2009 and was about to embark on his adventure of Career choices and job skills when he learned about the Summer Youth Jobs program which was funded by the American Recovery and Reinvestment Act (ARRA). Justin was placed at Westwood High School working for the maintenance department. He became very familiar with extensive cleaning and repair techniques along with the skills of communication and working as a “team” with the other staff on site. Justin was successful in completing the Summer Youth Program on Aug. 6th, 2009. Alex deMartinprey, owner of Lassen True Value was intrigued with the various programs Alliance For Workforce Development Inc. (AFWD) was offering to area businesses and organizations. His store was a worksite for the Summer Youth Jobs program which was very successful for his youth employee, so he applied to the internship program. Alex requires all employees to go through his interview and selection process. Justin was successful in these pre-employment processes and placed at Lassen True Value as a Sales Associate. Alex has enjoyed having Justin as an employee and appreciates both the human resource assistance and financial help with training a new employee. The Summer Youth Program gave Justin the work experience he needed and allowed him more opportunities on his career exploration journey. Justin had experienced the difficulties of finding employment, so the internship has given him the ability to meet his financial obligations, help with his welding courses at Lassen College and costs of getting to and from school. “With the chance to work at True Value it will open more doors for other jobs and good experience since I have no other job history. I enjoy working with Alex and all the other employees” Justin stated. Alex has expressed that without the ARRA programs his business would not have been able to bring on any other employees. Along with Alliance for Workforce Development, Inc.'s, training plan and objectives Alex has a very intense training plan for all employees. Due to this training and work experience some very competent employees are entering the workforce. Lassen True Value will welcome any program Alliance for Workforce Development Inc. has to offer and Justin is a great referral resource for AFWD's services not just for the job seeker but the employer also.

Customer Talk

Jake Lovercheck is a young man with an artistic background who was enrolled in the Alliance for Workforce Development, Inc's (AFWD) WIA program in May of 2009. Jake was looking for a position that would someday turn into a career. His previous work experience ranged from retail customer service to tattoo apprenticing. Jake's goal was to find a job where he could allow his creative side to be utilized. On October 1, 2009, Jake was selected for a paid internship with Customer Talk, a local Susanville business that specializes in custom printing. He would work there as a Silk Screening and Sales Assistant and would be paid by AFWD, but his training would take place on site at Customer Talk.“ "This is not at all like a normal job, which is why I like it."stated Jake Lovercheck

Jake was elated to start his new position with Customer Talk as a Silk Screening Assistant. Not only is he able to build his resume by interacting with the public, he is also able to cultivate his artistic and eclectic sides as well. Jake is already proving that he is very adaptable and intelligent and is currently acquiring skills that he could use in future endeavors. "This program has helped us so much in that we have been able to grow our business. Having Jake here allows us to get more done." states Tammy Swayze-Owner

The internship program is funded by the American Recovery and Re-investment Act, which not only creates opportunities for job seekers, it helps grow businesses just like Customer Talk. Increased production leads to an increase in sales, which enables businesses to hire the staff they need. When businesses are able to grow, they will create opportunity for job seekers.

American Recovery and Reinvestment Act Training Clients

Dreams, Determination and Persistence Pay Off

Tamara Gomez, a determined woman with the goal of becoming a certified paralegal came to Lassen Career Network seeking assistance to reach her goal. Tamara had a good work history working for several companies in temporary positions in the office & administrative field but due to the economy she was laid off and without work once again. Tamara decided she needed to learn some new skills in a field that offered more stability and long term employment with a sufficient living wage. Tamara met with staff from Alliance for Workforce Development, Inc. and expressed her strong desire to become trained and certified as a paralegal. She researched employment for certified paralegals and found a local company who would hire her if she was certified as a Paralegal. Lassen Communications (LASCUM) in Susanville, CA had been seeking a Certified Paralegal to work for their company. Pat Ridgeway, owner of LASCUM states:

“ "I have wanted to get back into this type of work for quite some time, but with the new CA regulations regarding Paralegals I am unable to do so until I employ a State Certified Paralegal." “

Tamara was extremely motivated to achieve her goal. She completed many assessments to determine if being a Paralegal was a good fit for her and to see if she had the necessary abilities to do this type of work. Tamara also took and passed the GED test with flying colors which was a necessary requirement to be a Certified Paralegal. Tamara started training classes through CSUS Extension Paralegal Studies Program in September 2009. She

will complete the training in March 2010 and will be a Certified Paralegal at which time she will start her new job at Lassen Communications. Tamara has worked very hard and is extremely dedicated to her training and is passing her exams with 90% and above and is very excited to go to work soon. Tamara's training was funded by the American Recovery and Reinvestment Act of 2009 which provides training funds to persons in need of retraining to get them back to work as soon as possible.

Tamara states:

“The funding provided me through the American Recovery & Reinvestment Act has made it possible for me to achieve my greatest dreams and utmost career goal of becoming a Paralegal. I have wanted this for so long but it was unobtainable to me without this funding. I have worked hard to get to this point and now I am enrolled in a very extensive Paralegal Certificate Program course through U.C. Davis. I am a 51 year old student now - Living the dream. It is a lot of hard work but I'm loving every minute of it. It goes to show you it's never too late to go to school, to learn or to follow your dreams. I owe all of this to the great people at Alliance for Workforce Development, Inc. for without all of their hard work and help I would have never achieved this goal. They went through every step with me. They provided the opportunity, the encouragement and the compassion to enable me to Succeed. Upon completion of the program I will be working for LASCUM located in Susanville. The owner, Pat Ridgway is very excited about the expansion of services we will be able to offer the community. Again I want to thank all those who worked so hard to make this possible, so Thank you Lassen Career Network for MAKING MY DREAMS COME TRUE.”



Dreams and Wishes Do Come True

It was a childhood dream of a young girl playing nurse with her toy nurses kit. She wore the paper nurses hat and the plastic stethoscope dangled from her neck. She wrapped bandages around all her dolls and the family cat as she tended to their pretend wounds and nursed them back to health. Ashlie Hughes came to Alliance For Workforce Development, Inc. (AFWD), while employed at an engineering and design company as a clerical assistant in the accounting department. Although she enjoyed the company and people she worked with it, this was not what her heart told her she should do. Ashlie wanted to pursue a career change that would allow her the opportunity to earn a self sufficient wage to support her young family and allow her the job satisfaction she desired by helping people. She felt working with people suited her better than working with computers and

paper. Ashlie explored opportunities in the health care field. She applied and was accepted into the CNA program at Country Villa Riverview in Susanville. Living in Lake Almanor, she had to travel an hour each way to her classes. The most difficult part of the training for her was the financial strain on the family while in school and not earning an income.

Ashlie says, "If not for the financial and emotional support from AFWD, I could not have managed to complete this training. I'm so thankful and appreciative for the help to achieve my dream."

She was assisted by the American Recovery and Reinvestment Act funds through supportive services to pay for travel costs to training, the required expenses of books, blood pressure kit, stethoscope, watch, scrubs, nursing shoes, CPR Card, and final exam fees.

Upon completion of the CNA program, she passed her board exam and was able to secure employment at Seneca Hospital. This was completion of step one in Ashlie's employment plan. She now plans to continue her quest for education and career advancement and will pursue her LVN license at Lassen Community College. After that is complete, she plans to pursue her RN degree. The good news is that her current employer, Seneca Hospital supports her goals and will work with her regarding her work schedule to accommodate her education goals.

We are proud to have assisted this young lady to achieve her childhood dream and encourage her to continue striving for more education. As a society, many many people will benefit from her heart felt care giving.

US Census Bureau Testing

We have once again partnered up with the US Census Bureau! Lassen Career Network is again accommodating the US Census Bureau for employment testing to help with further recruitment for the 2010 Census team. Testing sessions for the various available positions were conducted at Lassen Career Network at the beginning of 2009 and picked back up during the months of September 2009 through December 2009. Testing will continue through February 2010. To further advertise to the public about the reoccurring employment and testing opportunities the US Census Bureau broadens awareness by using public announcements on our local radio station. This partnership again has proven to be very beneficial to our community as well as our job seekers.

UPCOMING EVENTS

January 14 - 2010 Labor Law Update

Resume Workshop Series- January 15, February 4 and 19, March 4 and 18

Interviewing Workshop Series - January 21, February 11 and 25, March 11 and 25

January 28 - SERIOUS Job Hunting Skills

April 10 - "Your Roadmap to Success" 2010 Career Expo