January 20\textsuperscript{th} AFWD is hosting the virtual hiring event – \textbf{“New Year, New Career”} from 10:00 am to 1:00 pm. Job seekers will be able to connect with multiple employers (81 at current count) from six Northern California counties. The opportunity to explore career options, consider relocation opportunities and interact with recruiters via chat and video (optional) all while maintaining a safe distance.

Job seekers can upload their resume instantly so participating employers can view their resume and chat with them directly. This is a unique opportunity for job seekers to meet with a variety of employers in and around the north state. Employers and job seekers alike, will get the rare opportunity to interact with each other, exchange job descriptions and resumes and can even conduct on the spot virtual interviews from wherever they are on any device.

AFWD is here to assist with preparing job seekers for the event, resume development and providing a series of virtual job fair readiness workshops. Job seekers can register for the Virtual Job Fair Readiness Workshops by following the links below to register for a workshop.

\textbf{Direct Link to register for Jan. 7\textsuperscript{th} workshop, 2:00pm PST:}  
https://us02web.zoom.us/webinar/register/WN_0Gcl-ra1S1mB5S9GXDtVdw

\textbf{Direct Link to register for Jan. 12\textsuperscript{th} workshop, 2:00pm PST:}  
https://us02web.zoom.us/webinar/register/WN_uQZMmPCxRTiYXn1mWQZgVg

Job Seekers can register for the Virtual Job Fair at:  
https://portal.premiervirtual.com/event/register-jobseeker/3450-year-career-afwd-virtual-fair
Rebecca was referred by her instructor to the Alliance for Workforce Development, Inc. (AFWD) in Susanville for assistance with the Lassen Community College Certified Medical Assisting (CMA) program. She had always wanted to work in the medical field, and decided that beginning as a Medical Assistant would be a good place to start on her career path. Rebecca met with a Career Center Advisor (CCA) and completed assessments, which showed her interests were in line with Medical Assisting positions in the healthcare sector, making her an excellent candidate for the Workforce Innovation and Opportunity Act (WIOA) Adult program. Although some protocols for the CMA program had to be modified due to Covid-19, Rebecca completed the CMA program at Lassen Community College in June of 2020, with the assistance of AFWD.

Rebecca wanted to stay in the Susanville area to work. While waiting to take her exam to become registered, she began working at Northeastern Rural Health Clinics (NRHC) as a Customer Service Representative, to gain worksite experience, with the plan of working there as a Medical Assistant once she became registered. Rebecca decided to become a Registered Medical Assistant (RMA), took the exam, and achieved her RMA through the American Medical Technologists October 1, 2020, and began working as an RMA soon afterwards.

Rebecca shared that her mom has been a Registered Nurse (RN) for over 30 years now, and has been a great inspiration to her. She is also a wound nurse at Northeastern Rural Health Clinics. Eventually, Rebecca would like to follow in her mother’s footsteps and become an RN as well. Good luck with everything, Rebecca! You can do it!
Nobles Construction Components, Inc. (NCC) began in April 2014 at the old sawmill site in Susanville, CA. Owner/President Tim Nobles put into motion products to fit a very unique manufacturing niche in the construction field, engineering and building floor and roof panels. The Nobles team was less than ten employees when the company first opened. Positions were for Journeyman Carpenters, Forklift Operators, Drafter Technician, and Carpenter. Tim contracted a trucking company to traveling down to the central valley and the coast for the first two years of operation, delivering the modular panels.

With the need for recruitment assistance, labor law information, and ultimately a strong On-the-Job Training (OJT) partnership, staff from Alliance for Workforce Development, Inc. (AFWD) have worked right alongside Nobles Construction Components as this company has grown. There have been OJT placements that continue to move up the company structure and individuals who share the services AFWD has to offer. These services assist in OJT partnerships for job seekers who require that extra opportunity for a new career path.

Tim shared, “there are many wall panel manufacturers out there, but very few floors and roof panel manufacturers on a large scale like we are. NCC builds 3-6 story Type 3/5 apartments which is much more complex than a two-story house or two-story 4-plex”. “Our specialty at NCC is prefabricated floor and roof panels, which we design in-house off of the Architect and Engineers’ contract documents. There isn’t an automated software that can do all of the work as people think but a computer program still can’t think like a human”, Tim stated.

Nobles Construction Components, Inc., now has its own trucking division, employs over 40 community members, and recently joined the Union, ensuring competitive wages and benefits. The cumulation of the importance of pride in craftsmanship, innovation in building design, off-site construction, and marrying the rural community with the metropolis community, meeting the needs in both areas.

For more information on Nobles Construction Components, Inc. visit:

https://www.noblesconstructioncomponents.com/?fbclid=IwAR29tIcNGBNQZDCt-kVGMsJz0uFONA9il5nRm73iR7RxW0UKVkol5pcgBQU

Or

https://www.facebook.com/Nobles-Construction-Components-290784461100568/
Steppin’ Out

Sometimes you have to step out of your comfort zone. This was something Alexis learned in stepping into her first job. Alexis was a recent high school graduate who had never worked. She was referred to Alliance for Workforce Development, Inc. (AFWD) Youth Program by Lassen County’s Housing Grant Program. Alexis was receptive to all services from the Youth Program. She diligently followed through with completing assessments, a resume, and a master application, and practiced multiple times on her interviewing skills. For her first job, she was looking for something routine and hands-on without a great deal of people contact. She stated that bustling businesses made her feel overwhelmed. Ready to job search, she was intrigued by an opening for a donut fryer. As an early morning job working primarily alone, this opportunity appealed to Alexis. Her Advisor helped her investigate the career by watching some videos about the job. She applied for the job opening. However, that job was not meant to be for her.

Her advisor with AFWD learned that she was a former foster child who upon being returned to her family, chose to not live with them during her last year of high school. She was mentored by a county social worker who was instrumental in assisting Alexis to graduate from high school. Her AFWD Career Center Advisor enlisted the help of that mentor to guide Alexis through her insecurities of entering the work world.

A couple of opportunities arose where AFWD could offer the employers an Internship or On-the-Job Training for her. One of those employers was Susanville Supermarket. Alexis and her Career Center Advisor met with both managers at Susanville Supermarket. Although familiar with AFWD’s internship and OJTs, they preferred to bring Alexis on board immediately, and offered her a job as a full-time Courtesy Clerk. Alexis was hesitant that it might be too people-intensive, but she and her advisor discussed the pros and cons, and she made the decision to accept the offer.

Alexis stepped out of her comfort zone and has been doing very well as a Courtesy Clerk. Her managers are very pleased. And, so is she.
Changing with the Times

Alliance for Workforce Development, Inc. (AFWD) participated in training through UC San Diego at the beginning of October 2020. The training was Training Online Essentials, which with a pandemic still going on, it is important to be versed in multiple facets to help our clients.

Training Online Essentials was a week-long class that all departments within AFWD participated in. The training consisted of a total of 5 modules with each module having a set of overviews, readings, videos, and assignments. Even with the assigned work being tailored more for those who work with job seekers than employers, we were all able to take something away from the week.

Participants were introduced to new tools that can help them assist clients through online outlets since the in-person activity is still very limited. A few of the tools introduced were Google Forms, Padlet, Google Classroom, and Kahoot, to name just a few. All of these platforms are free for people to use.

Having tools available and at no cost allows us to keep our clients engaged and participating in many workshops and/or training they are a part of. Being able to have new tools at hand allows AFWD to present material the best possible way for how the times have changed. Keeping material and our programs use relevant to all our clients is of the utmost importance. During this pandemic, we have relied on Microsoft Teams and Zoom a lot. With these new platforms introduced to us, we will continue to grow as a company and put our best foot forward with our clients.

Continuing education plays an important role in businesses. Times are consistently changing, being able to give clients current and accurate information is important. With the current pandemic, we have all had to rely on our computers and the internet more than ever. Having training that focuses on using online applications and programs was a great experience. This training could not have come at a better time. It is relevant and important for us to know as many outlets as possible that could benefit our clientele.
FALL OUTREACH TO LASSEN YOUTH

Outreach (out-rech’) an organized effort to extend services beyond usual limits, as to particular segments of a community.

Lassen’s Youth Program staff provided outreach services this fall to two organizations serving at-risk high school youth. The first was the Independent Living Program (ILP), a program administered by Lassen County Juvenile Probation focused on providing self-sufficiency training to foster youth. ILP is held weekly after school on the campus of Lassen High. Probation requested that Alliance for Workforce Development, Inc. (AFWD) speak to ILP participants about “Important Documents”. Developing a PowerPoint on Right to Work Documents, Lassen AFWD went armed with information on what constitutes a right to work document, and how to replace them if lost or stolen.

AFWD Youth staff offered important information and advice on obtaining a duplicate Social Security card and birth certificate. Many ILP participants are under age 18, so AFWD provided steps, contacts, and shortcuts to help with obtaining a school transcript and their first California ID. Additional information was offered about the process of obtaining a work permit. The presentation concluded with a Right to Work bingo game with a prize for the winner.

Credence High School, a small alternative school using a real-world focused curriculum, was the second recipient of AFWD Youth Program’s outreach. Targeting this year’s graduating seniors, AFWD gave an overview of the Youth Program and its services. Staff then offered an activity, League of Champions, based on the “Because I Said I Would” curriculum. Students discussed their favorite superheroes, what makes a superhero and the traits they have, and who in their lives has those same traits. Those people with traits such as compassion, honesty, and sacrifice could be counted on like superheroes to keep their promise.
Overcoming Obstacles

Fezze heard about potential Workforce Innovation & Opportunity Act (WIOA) services through Alliance for Workforce Development, Inc. (AFWD) in her Licensed Vocational Nursing (LVN) program orientation at Lassen Community College. She contacted a Career Center Advisor (CCA) in the Susanville office for assistance. Fezze had been trying to get into an LVN program for some time when she found the program at Lassen Community College. She relocated from San Diego to participate in the program. Before relocating and entering the LVN program, Fezze had been underemployed in 2 part-time jobs as a Nursing Assistant and Information Assistant in San Diego, CA. She decided she needed specialized training to find stable, full-time, self-sufficient work, as she was a single parent and the sole provider for her household.

Fezze met with a CCA in the Lassen Office for possible classroom training assistance. Together, they completed assessments to determine her need for support and her likelihood of success in completing her training. Fezze’s assessments showed her work preferences were compatible with LVN positions in the healthcare sector, making her an outstanding match for the WIOA Adult program. Fezze studied hard and achieved the LVN Certificate of Completion at the end of May 2020, despite the obstacles that COVID-19 threw her way. Unfortunately, Fezze had returned home to San Diego on a break before one final class which was needed for her AA Nursing Degree - IV Therapy - had been completed. Due to unforeseen circumstances, she was unable to return in time order to complete the class. Fezze prepared well and took and passed the NCLEX, which was required to become licensed as an LVN. Unfortunately, she still could not get her AA Nursing Degree from Lassen Community College and gain employment as an LVN without the IV Therapy Course. She found the IV Therapy Course offered in San Diego, but could not afford the fee. She asked her CCA for help. AFWD was able to provide her with financial assistance and she was able to complete the course.

Finally, with all of the requirements met, Fezze is now eligible for her AA Nursing Degree. She has been hired as an LVN with Kaiser in San Diego. Congratulations on getting through all of these obstacles, Fezze!
AFWD-America’s Job Center of California

Statistics
PY 2020-2021 Q2

**Lassen County**

*One-Stop Visitors:*
4,879

*Business Served:*
95

*Business Services:*
805

**AFWD**

*Clients Enrolled:*
298

**Unemployment Rate**
(As of: November 2020)
5.3%