Modoc County Healthcare

Employer’s Roundtable Meeting

On January 30, 2018 Alliance for Workforce Development, Inc. (AFWD) organized an Employer’s Roundtable meeting with healthcare representatives from Modoc Medical Center, Canby Clinic, Mountain Valleys Health Centers, Mayers Memorial Hospital, Strong Family Health Center, Sierra Medical Services Alliance (SEMSA) and the CA299 Collaborative. The participants took part as members of the Rural Health Care Industry Sector Partnership whose mission is to improve the accessibility of quality healthcare in Northeastern California.

The goals of the partnership project are to identify employer workforce and training needs and improve the alignment between education and workforce resources in order to meet that objective. AFWD Executive Director, Traci Holt shared a presentation with the group recapping the positive progress made towards these goals and the assistance provided by AFWD over the last year. This assistance included funding for On the Job Trainings, Internships, HR Assistance and Client Support. Additionally, AFWD hosted a Leadership Training series titled “Leading in a Health Care Environment.” Traci shared future training opportunities including the possibility of bringing “Hi-Touch Health Care: The Critical Six Soft Skills” to Modoc County.

Consultant Rudeen Monte shared Labor Market Information and the progress made on filling positions in Modoc County in the Healthcare field. She also reported about the
collaboration between Modoc Medical Center and College of the Siskiyou’s to offer Certified Nurse Assistant (CNA) training, the partnership between Lassen College and SEMSA for EMT training and lastly Lassen College’s Licensed Vocational Nursing (LVN) program. The Lassen LVN program recently saw 18 students graduate all of which were assisted by AFWD with funding for training required expenses such as tuition, supplies, travel expenses and testing/licensing fees.

Additionally, Jennifer Caravantes from the CA299 Health Collaborative gave a presentation which highlighted the efforts over the last three years between hospitals and clinics along Highway 299 to recruit healthcare professionals for their facilities. The collaborative recently launched a website that allows job seekers to explore the area and find jobs that are available in each community. The key point that everyone agreed on was that Modoc County cannot compete with the higher wages offered in larger counties. Instead, local healthcare providers need to showcase the unique and wonderful aspects of Modoc County. Jennifer played a promotional video created by the CA 299 Collaborative which did just that. Watch the video at this link:

https://www.youtube.com/watch?v=Yks467ZAeyo
Heraclitus's quote, “The only thing that is constant is change” certainly holds true for Labor Laws and Employer/Employee relations. On January 24, 2018 employers, managers, community members and Alliance for Workforce Development, Inc. (AFWD) staff attended in person or via webinar hosted by Butte College, The Training Place – Labor Law Update 2018 workshop facilitated by Ann M. Wick, Attorney at Law. Ann has more than 20+ years of experience advising companies of all sizes in matters involving employment and labor law.

2018 offered a first by offering webinar access, which allowed participants from Lassen, Modoc, Plumas and Sierra counties to participate without having to deal with the winter driving conditions.

Ann provided brief overviews of significant labor and employment legislation taking effect in 2018 and court decisions from 2017 that affect employers. New labor law subjects discussed encompassed:

- New Hire Changes-Ban the Box and Salary History Issues
- Immigration Worker Protection Act
- New Parental Leave Law
- Human Trafficking Issue

Ann revisited laws involving:

- Harassment Training Requirements
- California Sick Leave Law
- Increase in Minimum Wage
- Changes to NLRB Enforcement Policies

Participants were able to ask questions with Ann providing clarification for the diverse subject matter that was delivered during this workshop. Leslie Boyle from Alturas Ranches in Modoc County felt that the webinar was, “very informative and hearing both the employer perspective and a legal perspective was valuable and appreciated.”
The Modoc Business and Career Network (BCN) staff worked with 13 Adult Education clients with diverse backgrounds, work experience and assistance needs over the last quarter. This group of clients participated in the month long Employment Skills Workshop series which covered topics such as Resume Building, Customer Service, Communication and Interviewing Skills. The workshop participants were also assessed for Math and English skill levels, Career interest compatibility through the O*NET Interest Profiler and a Communication Styles Assessment. Each was challenged to identify both a career path of interest and a skill that they could focus on learning in order to make themselves more marketable for their chosen career path. Staff worked with each client individually to create a service strategy which fit both their personal needs and career goals.

In their initial assessment, workshop participants Michael Weimann and Daniel Martinez both expressed a desire to work outdoors as their career path goal. Their interest profiler results and transferrable skills from previous employment as ranch hands indicated compatibility with Wildland Firefighting as a first step towards their goal. Both clients were also assessed as eligible for the Youth program and were provided with the support of a Youth Career Advisor for career planning. They were assisted through the application process in USA JOBS for firefighting positions with the Bureau of Land Management. In addition, after successfully completing the Employment Skills workshop series, both began taking prerequisite basic firefighting preparation coursework online and will continue working with a Youth Career Advisor to obtain employment.

After successfully completing the workshop series two clients obtained jobs. Brittany Philpot and Lincoln James had been struggling to find employment, but applied the knowledge gained through the workshops to fine tune their resumes and improve their interviewing skills which resulted in job offers for both. Brittany was hired by Dollar General and Lincoln by Four Seasons/Ace Hardware. Lastly, other workshop participants will continue to be supported in their job search efforts through individual career counseling with BCN staff.
Tristin Moon came to Modoc Business and Career Network in June 2017. He relocated to Alturas with his wife and young son from Hoopa, CA. He was referred to Alliance for Workforce Development Inc. (AFWD) from the Forest Service. Tristin was looking for employment and housing that will help him settle down in Modoc County and enable him to provide for his family.

Tristin’s previous work experience included working for Hoopa Tribal Community Civilian Corp (TCCC) as a Corp Member. Some of his responsibilities were land conservation, flood damage clean up, and environmental projects. He also worked for a Motel doing maintenance and housekeeping.

Tristin enrolled in the AFWD Youth Program at the end of June 2017. Tristin completed several assessments that helped him set an employment goal. He completed a master application which helped him keep all his previous employment history accurate. He also completed a professional resume to attach to applications.

He applied to several local businesses, and was determined to find employment. After a few weeks he had four interviews and was offered three positions out of the four. He was offered a Full-Time position as Client Driver for Strong Family Health Center, which he accepted.

He did such a great job that his boss recommended he take the CHR (Community Health Representative) test. He took the CHR test and passed with flying colors. He was soon promoted and received a four dollar raise. He was also able to find housing for himself and his growing family.

Tristin is glad to have a place of his own, and thankful to have employment that helps him provide for himself and his young family.

Your hard work and determination paid off. Keep up the good work.

Congratulations Tristin!
Finding My Career Path

Ashley Pratt came to Business and Career requesting assistance finding employment. Ashley grew up in Alturas and graduated from Modoc High School in June 2017. She had been doing tutoring for kids at the Elementary School a few hours a week. Ashley discovered she had a high interest in mathematics, but was unsure what career field she wanted to pursue.

Ashley was enrolled to the Youth Program in October 2017. After several assessments her results showed a high interest match in Accounting, Bookkeeping, and Auditing. After a few months and newly discovered interests and skills, an internship opportunity opened with Modoc County Administration Office as an Entry Level Accounting Clerk.

This internship would involve entering numerical data, creating graphs and charts, inputting data into county budget books, and creating spreadsheets. This internship was perfect for Ashley. She started the end of February and has been doing absolutely fantastic.

Ashley has shown she is gifted and motivated, and has definitely proven to be a hard working individual eager to learn and grow. Ashley is excited to be doing something she enjoys and is not only looking forward to getting more work experience but also looking forward to attend College in the near future now that she has chosen a career path she loves.

Keep up the great job!
Stepping Stones to Success

Sarah came to Business and Career Network in November 2017, looking for help finding employment. She wanted an opportunity to work with kids, but had struggled to find employment and she lacked the skills that were required.

She was eligible for the Youth Program, and she was enrolled in December 2017. Sarah completed several assessments to determine her interests, personality, and strengths. Sarah’s results all showed working with kids was a perfect fit to her. She built a resume and practiced her interviewing skills.

An opportunity came up to do a Paid Internship with Head Start in Alturas. For the last few weeks Sarah has been working as a Preschool Teacher’s Aide. She has been instructing kids to have good hygiene habits and teaching kids how to communicate effectively utilizing various teaching aids such as toys, books, charts and games. She also assists with group lessons and supervises students in class.

She would like to start taking online classes to complete her Child Development requirements to become a Preschool Teacher when the opportunity comes. This internship is helping Sarah get a step closer to the career she wants.

Great Job Sarah!

Sarah Wyckoff
AFWD America’s Job Center of California

Statistics
PY 2017 -2018

**Modoc County**

**Total Visitors**
1,577

**Modoc County Business Services**

- Businesses Served: 61
- Services Provided: 172

**AFWD**

**Total Clients Enrolled**
721

**Unemployment Rate**
(As of: February 2018)

- Butte: 5.7%
- Lassen: 6.3%
- Modoc: 10.5%
- Nevada: 3.9%
- Plumas: 11.7%
- Sierra: 7.8%

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