On January 31, 2019 employers and Alliance for Workforce Development, Inc. (AFWD) staff attended in person or via webinar the Labor Law Update 2019 workshop hosted by Butte College-The Training Place and facilitated by Ann M. Wick, Attorney at Law. Ann has an extensive career with more than 20+ years of experience in employment and labor law.

2019 offered the second year of presenting the update by webinar access, which allowed participants from Lassen, Modoc, Plumas and Sierra counties to participate without having to deal with the dangers of winter driving conditions.

Ann provided brief overviews of significant labor and employment legislation taking effect in 2019 and provided clarification on previous legislation. Participants were also able to ask Ann questions during the “Ask the Expert” open forum. New labor law subjects discussed included:

- New Laws in Response to #MeToo Movement
- Federal and State Wage and Hour Changes
- New Sexual Harassment Training Prevention Requirements
- Independent Contractor Issues

Ann revisited laws involving:

- Ban the Box Clarification
- Affordable Care Act

Niki Lemke from Modoc Transportation/Sage Stage commented that she attended the workshop last year in person in Chico and this year by webinar. She stated, “Either way was beneficial and I learned just as much.”
Trinity- The Meaning of Hard Work, Determination and Resourcefulness

Trinity Lopez came to Modoc Business and Career Network, back in October 2018. She relocated to Alturas from Oxnard, CA with her boyfriend. She was unemployed and was temporarily staying with her grandmother. She was provided with an overview of services and a review of the youth program and its benefits. She was in need of employment and secure housing. After determining eligibility, she was enrolled to the Youth Program.

Trinity completed several assessments to help determine her career path. All of her assessments pointed to a medical career field, which she decided to pursue. Trinity also received assistance in creating a professional resume, as well as a master application. She was provided with a binder to help her keep all her employment information organized. Even though Trinity struggled to find employment, she kept a positive attitude and never gave up. She knew she wanted to become an Emergency Medical Technician (EMT) or Emergency Room Nurse to help people, but she recognized she had no previous training or experience. She also recognized she needed a temporary job that would help her get income, but would also give her the flexibility to work and possibly take EMT classes. Trinity received assistance in submitting several applications, and soon she began working with Holiday Market as a full-time Cashier.

Trinity was informed that Modoc Medical Center was having EMT classes that were available to the public. Trinity was assisted in completing an enrollment application and was soon accepted into the EMT program. She is currently still participating in the training. The training is every Saturday, and is scheduled to end in mid-May. Trinity has shown hard work, positive attitude, determination, and dedication to work full-time during the week and attend EMT training during the weekend. She also has shown fortitude in finding time to study and complete her homework. Trinity stated; “She feels overwhelmed at times, but feels proud of herself for doing her best to work and in getting a step closer to her career goals”.

Keep up the good work Trinity!
On-The-Job Training Program  
Custom Fit For Your Business Needs!

The On-The-Job (OJT) Program through the Workforce Innovation and Opportunity Act (WIOA) offers many benefits to employers including assistance with creating an appropriate skills plan as a foundation for training their new employee. The program offers reimbursement of wages during a predetermined contract period to help the employer make up for losses in productivity while their new employee is in training. Additionally, each OJT is custom fit in length to fit both the complexities of the position and the new employee’s skill set.

The Business Service Representative from the Modoc Business and Career Network worked with the City of Alturas to create a customized skills plan for their Maintenance Worker position. This position required a broad range of skills beyond the typical duties of a general maintenance worker. Duties ranged from road paving and road sign repair to water and sewer maintenance/repair to airport fueling and runway inspections. Public Works Director, Joe Picotte indicated that it could take up to three years for a new employee lacking previous experience in these areas to become competent in carrying out the required duties for the position which includes obtaining a Class B license and Water Distribution and Treatment certifications.

Understanding the broad nature of duties for this position, a 26 week OJT was deemed necessary to give the new employee, Tyler Stains the foundation necessary to be successful in his new position. Tyler has been working side by side with his trainer, Kim Dodds gaining skills and learning the policies and procedures of the City of Alturas. Tyler began his OJT on January 28, 2019.

Public Works Director, Joe Picotte also expressed that corroborating on this training opportunity was an important step for the City of Alturas to begin preparing a new generation of workers.
The February Career Club meeting hosted by the Modoc Business and Career Network (BCN) featured guest speaker Carol Madison, the Director of the local non-profit, TEACH (Training, Employment & Community Help, Inc.). Carol shared information about the many beneficial programs and services offered through TEACH to residents of Modoc County. Those services/programs include:

- CASA (Court Appointed Special Advocates)
- Child Care Resource and Referral
- Commodities-Food Distribution Program
- County Jail Inmate Outreach and Classes
- LIHEAP-Low Income Energy Assistance Program
- Foster Family Agency
- GED (General Education Diploma) Tutoring & Test Prep
- IHSS (In-Home Supportive Services) Training & Registry
- Life Skills and Parenting Classes
- Modoc Crisis Center
- Rainbow Family Support & Resource Network
- Senior Citizens-Meals on Wheels
- TEACH Thrift Store

Carol also shared information about career opportunities available at TEACH in areas such as administration, client services, and child development. She stated that TEACH employs an average of 50 people and only has a few positions that require a college degree. She also shared the characteristics and skills she looks for in job seekers. These qualities and skills include: computer skills, interpersonal skills, punctuality, confidentiality, appropriate dress and cell phone use, ability to get along with people and positive social media presence. She also emphasized the importance of job seekers being able to multi-task and to be willing to be cross-trained. (Continued on next page)
In addition, Carol stated that her primary goal in serving the community is for her staff at TEACH to meet the needs of every person coming into their office for assistance. If TEACH does not provide the service they are seeking, her staff is committed to making sure that the customer is connected with the person or agency that can meet their needs. This is a goal which the Modoc BCN shares.

Modoc BCN staff followed Carol’s presentation by sharing information with Career Club participants about the free services available to job seekers through the Modoc One Stop office which include:

- Help with Education or Retraining Costs
- Career Counseling and Guidance
- Assessments and Skill Testing
- Job Readiness Workshops
- One on One Assistance with a Career Advisor
- Job Search, Resume and Application Assistance

Additionally, Modoc BCN staff began a new collaboration with TEACH in February. TEACH staff members have been meeting weekly with County Jail inmates to provide Life Skills classes and GED assistance in partnership with the Modoc County Sheriff’s Office. BCN staff will join TEACH staff member, Sarah Merrick once a month to present a workshop to the inmates. In February, a total of nine inmates from the jail population participated in the first monthly workshop which covered the topic of “Resilience” from the 21st Century Skills series. Participants learned about the characteristics of resilience and identified the differences between a growth vs. fixed mindset and how mindset can influence one’s ability to be resilient. Participants also learned about the science of how the human brain learns and were provided with a goal planning handout to help them identify positive goal areas that they could focus on accomplishing while incarcerated. TEACH staff will follow up weekly on goal progress.

Both the Modoc BCN and TEACH staff are excited for this new collaboration opportunity and look forward to future partnering possibilities. We love working together for our community!
In February, staff members from the eleven county Northern Rural Training and Employment Consortium (NoRTEC) gathered in Anderson, CA for training in the Ascend method for working with criminal offenders after release. Criminal defense attorneys and Ascend founders, Christine Morse and Toni White presented the principles of the Ascend Program during the riveting two-day training.

Christine and Toni created the program after watching their clients continually return to the criminal justice and prison systems over the years. They reported that the recidivism rate for offenders in California is 67%, the highest in the nation! Frustrated by that statistic and their client’s experiences, they created a curriculum which addressed the causes of criminal behavior with input from psychologists and researchers at Sacramento State University. Ascend utilizes science-backed practices to help people effect change. The curriculum includes cognitive behavioral therapy, legal education, life-skills training, challenging physical activities, yoga, meditation, and career counseling. Ascend graduates to date have a reported success rate of 75%!

The training initially focused on the six criminogenic risk factors that threaten the success of rehabilitation for an offender after release. These risk factors, which cause or are likely to cause criminal behavior included:

- Anti-Social Network (The Leading Risk Factor)
- Anti-Social Beliefs
- Family Dysfunction
- Addiction
- Lack of Job/Education
- Poor Impulse Control

“...When the gates of the prison open, the path ahead should lead to a better life.”

George W. Bush

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The second focus area of the training was the importance of recognizing when our brains are experiencing “Decision Fatigue” and how to rectify it. “Decision Fatigue” leads to a tendency to procrastinate and to make reckless decisions which can be detrimental for ex-offenders. Glucose and rest are the antidotes to “Decision Fatigue” and help to maintain the ability to use rational thought in decision making.

The third focus area of the training delved into the laws where a person can accidentally become involved in illegal behavior or “guilt by association” crimes. These include Aiding/Abetting, Conspiracy, and Constructive Possession crimes. These crimes often ensnare innocent people who make the mistake of associating with people involved in criminal behavior. It is the most common reason that offenders are charged with new crimes and/or violate probation/parole and it often plunges them back into the cycle of the criminal justice and prison system.

Additionally, a series of role playing exercises and games were utilized by Christine and Toni to reinforce the focus areas and to allow participants to experience the Ascend method first hand. Participants were also able to imagine walking in a client’s shoes while role playing through everyday scenarios that ex-offenders face in life. Christine and Toni concluded the training by emphasizing the importance of Workforce staff utilizing the Ascend method to work with clients. Christine stated, “When Ascend comes together with Workforce, we don’t feel so alone and we have a much greater impact.”
# AFWD America’s Job Center of California

## Statistics

**PY 2018 - 2019**

### Modoc County

**Total Visitors**

1,126

**Modoc County Business Services**

- Businesses Served: 38
- Services Provided: 163

**AFWD**

**Total Clients Enrolled**

1,439

### Unemployment Rate

(As of: February 2019)

- Butte: 6.1%
- Lassen: 6.2%
- Modoc: 10.9%
- Nevada: 3.9%
- Plumas: 12.5%
- Sierra: 7.8%

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**Modoc Business & Career Network**

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