HEALTHCARE HEROES VIRTUAL HIRING EVENT

APRIL 20th  11 AM- 2 PM

Are you looking to join the healthcare team in your community? Come explore open positions in Northern California healthcare facilities. Healthcare Heroes Virtual Hiring Event is for anyone who is considering a career in the healthcare industry.

Open positions include – Admissions, IT, Housekeeping, Medical Records, Registered Nurses, Physicians, Accounting and more!

Join the event and speak with hiring staff to learn more about open positions, company culture and career opportunities to consider.

Now is the time to consider options to become a Healthcare Hero in your community.

Please Join Us

Tuesday April 20th from 11 AM to 2 PM

REGISTER TODAY!

HTTPS://TINYURL.COM/HEALTHCAREHEROESHIRINGEVENT

Questions and resume assistance are available by contacting https://afwd.org/ to “Chat Live” with AFWD staff.
Uncharted Waters Provide SUCCESS!

Remember your first job fair? You were dressed to the nines, portfolio in hand with dozens of resumes printed on fancy resume paper. You had spent days preparing, practicing your introduction in front of the mirror, your handshake was perfected and you were determined not to be the first to look away during your conversation with companies you hoped to become a team member of. As you approached the door your stomach was jittery with excitement and nervous at the same time.

This was the stage for companies large and small until 2020 when in person recruitment really took an avenue that previously was underutilized by most communities. Enter the “Virtual Job Fair” – an online event where employers and job seekers can interact via video conferencing, chat rooms, telephone conversations and other technology-mediated communication.

Alliance for Workforce Development, Inc. (AFWD) utilizing the Premier Virtual platform on January 20, 2021 hosting the first ever AFWD Regional Virtual Job Fair. This regional area covered Butte, Lassen, Modoc, Nevada, Plumas and Sierra Counties respectfully. Seventy-two businesses throughout the AFWD region participated in the “New Year, New Career” event providing over 1000 openings for the one hundred and seventy-one job seekers who attended during the 10am – 1pm event window.

Company recruiters interacted with these individuals through the “chat” feature as the job seekers entered their virtual booths enabling these people to gain more insight of the company, job openings and share what skills they have and/or their willingness to learn. Job seekers had prepared for this interaction by uploading their resume which was then available to share within the virtual booths of interest. In addition, job seekers had the opportunity to attend multiple workshops to prepare for the virtual format. Recruitment teams through this quick exchange where able to schedule future interviews, request company applications be completed and have current contact information for all the people who visited their booth.

Some comments shared by the companies that attended included:

“This Virtual Job Fair was the highlight of my week. Because I have an online company, communication using online ways is so important. I collected 19 resumes today, and all of them, based on the fact they were all able to navigate the job fair, placed them all in a league of possible candidates. Not everyone chatted with me, but some chatted quite a bit. It showed me their communication skills. From those chatters, several asked for my email address for follow up afterwards. That tells me more about those candidates, namely that they have great communication skills.” – Solar Cowboyz

“Thank you for inviting us to the virtual job fair. I believe it was successful for us at a minimum for exposure that we’re out here as an employer. We had some great conversations with some job seekers. Overall, I think this was a successful event for us. Thanks again.” – Sierra Army Depot

“Thank you so much for inviting us. We had beneficial contact with jobseekers. Please keep us posted if you decide to put together another virtual job fair.” – California Highway Patrol, Alturas
In the fall of 2020, Alliance for Workforce Development, Inc. (AFWD) received special funding to provide temporary jobs for agencies needing short-term laborers due to COVID-19 impacts. The AFWD office in Modoc County provided two long term unemployed individuals with the opportunity to fill positions as temporary Sanitation Maintenance Workers for the Covid-19 project at Modoc County Health Services.

Ryan Abernethy and Phillip Skaggs had both contacted AFWD seeking assistance in finding employment. AFWD staff interviewed and assessed both and determined that they were eligible for the temporary work program due to long term unemployment. Their career interests and goals were also a good fit for the temporary Sanitation Maintenance Worker position as both enjoyed working with their hands and were eager to learn new skills. They welcomed the opportunity to earn much needed income and to increase their skill set in basic construction skills and Covid sanitation.

Ryan and Phillip were trained and supervised on this project by Modoc County Public Works staff. Their job duties included properly sanitizing the Health Services facility using COVID 19 protocols and installing COVID19 protective barrier equipment. AFWD staff provided support to the workers during the project, assisted them in updating their resumes and helped them job search for permanent positions. After their 12 week contract was successfully completed, Modoc County was impressed with their work and offered full time positions to both Phillip and Ryan to work on a new phase of the Health Services project. In their new positions they will be given the opportunity to learn and practice more advanced constructions skills. Both Ryan and Phillip expressed excitement about their future career and gratitude for the opportunities that the temporary work program gave them. Phillip stated, “I have learned so much already and am excited to learn even more!” Congratulations, Ryan and Phillip!

#WorkingTogether
With each new approaching year, Alliance for Workforce Development, Inc. (AFWD) collaborates with Butte College; The Training Place to provide a timely Labor Law update for businesses in our northern California counties. Ann Hicks, Labor Law attorney, presents this workshop.

This year many new changes were affecting our California businesses. Some of the topics covered this year include the new minimum wage and minimum salary updates, classification of independent contractors, the new factors of Prop 22 regulating App-based drivers, like Uber, and various exceptions to the ‘employment’ rules. While some issues are yet to be determined, the Labor Law Update for 2021 gives insight into requirements and issues facing our local businesses. There are new training requirements for Sexual Harassment Training and Prevention classes for all businesses. As a sign of our times, additional training is now required for transit companies in Human Trafficking Recognition training.

2021 Labor Law included the focus on diversity training. California leads the way with diversity in the workplace, and the new AB 979 bill requires women (2 out of 5) on boards for all publicly held domestic and foreign corporations with principal offices in California. There are changes to the California Family Rights Act (CFRA), including grandchildren and domestic partners, a positive addition to the federal Family Medical Leave Act (FMLA). A significant discussion was made concerning the Covid-19 legislation and Family First Coronavirus Relief Act (FFCRA) which expired December 31, 2020.

There are continual updates to the FFCRA as Covid-19 continues to be present in our lives and business. Much of the Covid-19 legislation continues to change and Ms. Hicks suggests all business owners keep informed by visiting Department of Labor and EDD websites regularly.

Business owners attending this workshop indicated this was one of the most necessary and impactful Labor Law Workshops. Continued changes are impacting small businesses with 5 or fewer employees. The many factors of Covid-19, including reporting policies, affects all businesses with employees. Chris Schneider, a business owner, remarked, “This workshop was so packed with information and it will take some time to digest.” Several businesses commented they were so grateful to AFWD for making them aware of this workshop. This is a vital way that we keep small businesses in our communities informed and up-to-date and will continue to do so, year after year.
The old saying, “Practice Makes Perfect” became a positive reality for Karen Knighton. Karen initially visited the Alliance for Workforce Development, Inc. office in Alturas for assistance in filing an unemployment claim after being laid off from her position due to Covid-19 impacts. AFWD staff also provided Karen with information about priority services available to her as a veteran and individualized services offered to enrolled job seekers such as Interview, Resume and Job Search assistance and Career Guidance and Planning.

Karen was especially interested in working one-on-one with AFWD staff to practice and improve her interviewing skills as she had rated her comfort in interviewing at a “1” out of “10” with “1” being very uncomfortable or “a nervous wreck” as Karen described herself during the interviewing process. She agreed to attend the AFWD Virtual Interviewing Workshop online and afterwards made an appointment for a practice interview session with AFWD staff. Karen was able to take the tips she had learned at the workshop into the practice interview, took notes after and refined her answers with AFWD staff’s support and feedback. With practice and her notes, Karen expressed that she felt much more confident about the interview process.

Additionally, Karen completed an ONET Interest Profiler assessment to aid her in identifying a specific career path goal. This assessment revealed that Karen’s interests were a good match with Secretarial, Administrative Assistant and other Office Work occupations. Karen agreed that this type of work appealed to her and was a good match for her transferrable skills. She applied for an Office Manager position with Heard Plumbing /Modoc Drilling, Inc. and her interviewing practice paid off as she was offered the full time position. Karen is thriving in her busy and challenging new position. Congratulations, Karen!
Working Together for Modoc County Youth

Business Service staff from the Alliance for Workforce Development, Inc. (AFWD) office in Modoc County continue to work in partnership with the City of Alturas’ Public Works Department to assist with their hiring and training needs. The City of Alturas had previously identified the need to recruit and train up workers to replace staff who would be retiring over the next few years. The Public Works Department recognized the need to be pro-active about recruitment and understood that training would play an important role in accomplishing their goal, given the varied skills and broad range of duties required of the position.

A Maintenance Worker position with the City of Alturas’ Public Works Department requires an extensive range of skills that is beyond the typical duties of a general maintenance worker. Entry-level duties can vary from season to season and include summer road paving, winter road patching, road sign repair, year-round water, and sewer maintenance/repair, airport fueling and runway inspections, maintenance of buildings and equipment, emergency response to after-hours issues and the list goes on. Having good time management and the ability to work independently are also essential skills necessary for the position.

AFWD Business Service staff offered our On-the-Job Training (OJT) program as a service that would benefit the Public Works Department in their training of new Maintenance Worker employees. The OJT program offers a 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. AFWD works with the employer to determine a list of essential skills to focus on for the training period. AFWD staff meets with the trainee and training supervisor monthly to evaluate progress. Additionally, the OJT is custom fit in length to fit both the complexities of the position and the new employee’s skill set.

Public Works Director, Jason Diven, agreed the OJT program would be of great benefit to the Public Works Department. The chosen candidate for the position was a recent high school graduate named Anthony who had limited work experience but a desire to establish a career and become independent. Anthony had been unable to find permanent work due to his lack of work experience. Public Works wanted to be part of providing a career to local youth with the support of the OJT program. Given the scope of training necessary for Anthony to become proficient, a six-month OJT was initiated on 2/25/21 with a reimbursement rate of 75% to the employer during training. Best Wishes to Anthony on his new career!
Let’s Talk Careers!

Alliance for Workforce Development Inc., (AFWD), the Job Training Center and Smart Workforce Center joined forces to sponsor the Let’s Talk Careers! Virtual Hiring event for Sierra Pacific Industries (SPI) in February 2021.

Sierra Pacific Industries is a 3rd generation family-owned forest products company based in Anderson, California. SPI manages over 2 million acres of timberland in California and Washington, and is among the largest lumber producers in the United States. Operations in California include:

Sawmills: Anderson, Burney, Lincoln, Quincy, and Sonora
Millwork: Red Bluff and Richfield
Remanufacturing: Richfield
Bark Plants: Oroville and Sonora
Chip Coloring Facilities: Lincoln and Sonora

This event was structured to allow interested job seekers to experience a “Meet and Greet” format with staff from 10 divisions of SPI to learn more about the culture of each location, positions available, career advancement opportunities and other Sierra Pacific Industries benefits. Additional information was shared on how each division accepts applications, hiring requirements and highlight positions that offered a hiring bonus. Two-time frames were provided to ensure people had an opportunity to participate.

One job seeker remarked, “I’ve never attended a virtual hiring event before. It was easy to navigate and I was glad to speak to an actual hiring person. She set me up for a personal interview right on the spot.” Another attendee mentioned, “It was a very relaxed atmosphere. The interaction through the chat feature made you feel very comfortable asking questions. SPI staff wanted you to know this can be a long-term career, not just a job.”

The use of these virtual events has extended the workforce base and is allowing individuals the chance to consider rewarding trade careers with family based companies.
In this job, your partners are essential. Particularly important during this pandemic and the transition to virtual services. TEACH Adult Education in Modoc County is one of our valued partners, and lucky for us, we are collocated in the same building. While Sarah Merrick works with a wide range of clients over 18 years old that are seeking their diploma or their HiSET, she has a particular soft spot for her younger clientele. Because of her caring nature, she not only is conserved about their education, but also their well-being. She is often referring these clients to the AFWD Youth Program knowing they will get one-on-one assistance with career guidance and job search. This is a huge benefit to the client, as they only need to go to one location, to receive the services that they will need. Our continued collaboration is valued and appreciated.

Thanks Sarah!!!
The Virtual Job Fair in January of 2021 offered Modoc County resident Kathi Mathys the opportunity to interact with employers in Modoc County and other Northern California counties. Business Service staff from Alliance for Workforce Development, Inc. (AFWD) provided Kathi with tips to the employers who were offering positions that fit her skill set. Kathi visited an array of employer booths through the online platform and was able to submit her resume and chat with potential employers online. Through the job fair connections she established, Kathi received follow-up interviews from two employers. One was from a local employer about an hour and a half away and the other from an out-of-area employer with a remote job opening. Kathi had not considered remote work previously in her job search efforts. After interviewing for the remote position she realized the potential for remote work given her extensive administrative background. Kathi shared that she had inquired about remote options for the local position she interviewed for due to the long commute and the employer was open to discussion. Kathi is currently entertaining job offers and deciding which job offer is the best fit for her. She shared, the Virtual Job Fair was easy to navigate and enlarged her job search vision. She also stated, “At first I did not want to participate in the Virtual Job Fair, but I am sure glad that I did!” Kudos to Kathi for participating in the Virtual Job Fair and being open to new ideas for her job search!
AFWD-America’s Job Center of California
Statistics
PY 2020-2021 Q3

**Modoc County**

One-Stop Visitors:
591

Business Served:
42

Business Services:
701

**AFWD**

Clients Enrolled:
698

Unemployment Rate
(As of: February 2021)
9.3%