Modoc County Celebrates!

The Modoc County Sheriff’s Office hosted an Open House to celebrate their vision for the future under the leadership of Sheriff Tex Dowdy who took office in January of 2019. With the motto, “Our Family Protecting Yours” to guide the way, Sheriff Dowdy shared both short term and long term goals for the department. Long term goals included decreasing inmate recidivism at the County Jail, maintaining a successful alternative work program for inmates and creating a community relationship that offers opportunities and support for the public, businesses and justice involved individuals. The Sheriff also spoke about the success of the K-9 program which is funded primarily by donations. His goal is to increase utilization of K-9 partners for deputies.

Community members were given the opportunity to tour the freshly renovated office facility which included the dispatch area and learn more about how the department operates. The office facility was filled with collages of both historical and current photos of staff from the Sheriff’s Office working in the community. The Modoc Business and Career Network (BCN) partners with the Sheriff’s Office on a number of levels including training support, pre-employment testing and job recruitment. BCN staff were excited to attend the open house in support of the Sheriff Dowdy and his vision for both the Sheriff’s Office and the residents of Modoc County. We look forward to continuing and enhancing our partnership in the future!

(continued on next page)
After the Open House, the community celebration continued next door with a Chamber Mixer at the Modoc County Courthouse hosted by the Alturas Rotary and Alturas Sunrise Rotary Clubs, Modoc County Historical Society and the Alturas Chamber of Commerce. BCN staff joined community members and business owners to view the stunning historical timeline mural of Modoc County in the rotunda of the courthouse. The mural was funded by a Pacific Power Foundation grant and donations from the City of Alturas and Surprise Valley Service Club. The mural took a year to develop, spearheaded by Tiffany Martinez, Clerk of the Board/Assistant County Administration Officer. Many others in the community contributed to the development of the mural including Dixie Server of the Modoc County Historical Society, Cheryl Baker from the Modoc County Library, Pam Randall, Chester Robertson and the Modoc County Board of Supervisors.
A Career with a Bright Future in Healthcare

Staff at the Modoc Business and Career Network (BCN) have been actively working with Healthcare partners in Modoc County to support and achieve goals discussed at the Modoc County Healthcare Employer’s Roundtable meeting held in January of 2018. 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.

Through continued partnership with Modoc Medical Center (MMC), BCN staff identified that the On-The-Job Training (OJT) program would be a training tool that would be beneficial to MMC for their newly graduated C.N.A. Samantha Calhoon. Samantha had successfully completed the C.N.A. training program at MMC and obtained certification, but was lacking the actual hands-on skills necessary for the position. A Career Center Advisor (CCA) from the Modoc BCN met with Samantha and through interviews and assessments determined that a she would benefit from the OJT program. A 16 week OJT was set up for her with a 50% reimbursement of wages to MMC during the term of the OJT. Modoc BCN staff supported Samantha and her trainer during the training and met with both on a monthly basis to evaluate her progress. Samantha successfully completed her OJT on March 11, 2019.

The OJT program was a win-win for both Samantha and MMC. Samantha gained the hands-on experience and hard skills necessary to proficiently perform her duties and MMC benefited from the reimbursement of wages during the time that Samantha was training and less productive than an experienced worker. Samantha stated at the end of her OJT, “I love my job and am so happy to have a career position in Healthcare with Modoc Medical Center.”
The Surprise Valley Health Care District (SVHCD) hosted a Health Faire at their clinic in Cedarville on April 12, 2019. The event offered healthcare focused information and service booths staffed by SVHCD and Modoc County Public Health employees. Emergency preparedness information was also offered to participants by local law enforcement agencies and emergency service providers. The Business Service Representative (BSR) from the Modoc Business and Career Network (BCN) attended the event to network and support SVHCD and their efforts to foster community health and wellness in Modoc County.

Health screenings, physician consults and educational opportunities were offered to the public at the event. Screenings included Pulse Rate, Blood Pressure, Blood Glucose and Free Lipid Panels with Consultation. Participants were able to learn about the Physical Therapy, Radiology, and Ambulance Service departments and meet staff which included the new clinic Physician.

Representatives from the Modoc County Sheriff’s Office, California Highway Patrol, Bureau of Land Management, Sierra Medical Services Alliance (SEMSA) and Air Methods Advantage were also on hand to provide participants with emergency preparedness information. The Sheriff’s Office assisted participants through the sign up process for the Code Red Emergency Alert System which offers voice, text or email emergency notifications. Air Methods offered membership information for their air ambulance transport services which provide a vital link to emergency services for remote rural areas like Modoc County.

The Modoc BSR was able to network with SVHCD staff, service providers and training candidates at the event. Recruitment and training needs were identified and relationships with partners further established. BCN staff will be following up on these contacts to provide services in the future. SVHCD will be hosting a fall Health Faire event and BCN staff has been invited to have a service booth to provide employment, career pathway and training information to the community. The Modoc BCN is excited to partner with SVHCD to bring stable employment and health and wellness to the Modoc County community.
In November of 2016, the Northern Rural Training and Employment Consortium (NoRTEC) released a County Regional Labor Market Profile for Modoc County. In that report it was determined that, “Much of the county’s employment is within the Government sector, due in part to the high proportion of public lands within the county. Many local jobseekers do not apply for these Government jobs, potentially because the hiring process is not centralized in the county. These jobs could provide great employment opportunities for local jobseekers if connections are made with these public entities to increase awareness and advertising of open positions.”

Since the release of the report, the Modoc Business and Career Network (BCN) has been reaching out to Federal agencies in a renewed effort to deepen connections, promote recruitment and assist job seekers through the Federal hiring process.

On April 17, 2019 the Modoc BCN partnered with the Modoc National Wildlife Refuge to offer a Federal Land Management Careers Workshop to Modoc County job seekers. U.S. Fish & Wildlife Service Administrative Officer, Mike Hinton offered an overview of the federal hiring process, discussed navigation of the USA JOBS website and provided resume and application tips. He also shared both veteran and ex-offender specific hiring information.

The Modoc BCN will be offering hands on assistance to job seekers for the USA JOBS computer application process. The BCN will also continue to build relationships with government agencies in Modoc County and assist with recruitment efforts.
Alliance for Workforce Development, Inc. (AFWD) was awarded federal/state emergency funds to help provide public and non-profit entities temporary workers for storm related projects due to damage from the Winter storms of 2017. AFWD recruited long term unemployed, temporary workers to assist these entities with their storm related projects. The temporary work was designed to enable long term unemployed workers to earn an income while adding to their skill set and closing the long term gap in their work history; making them more marketable for future regular employment.

Zach Richards was one of the temporary workers recruited to assist the Modoc National Forest with their storm projects. As a Temporary Crew Laborer, his job duties included clearing culverts, assisting with road damage repair and the repair and painting of storm damaged signage. When his temporary assignment ended, Zach struggled to find work that offered both full time hours and a wage that met his needs. His desire was to work outdoors and he dreamed of one day working for the Modoc National Forest again. With the assistance of his Career Center Advisor at the Modoc Business and Career Network (BCN), Zach fine tuned his resume and learned to navigate the USA JOBS website in order to apply for a position as a Sign Crew Lead with the Modoc National Forest. In May of 2019 his dream came true. Zach was hired by the Forest Service for the position. He began working full time on May 13, 2019 and has been assigned to supervise two employees.

Congratulations, Zach!
Alliance for Workforce Development, Inc. (AFWD) staff attended this year’s California Workforce Association (CWA) WORKCON 2019 held in Garden Grove, California May 15-17, 2019. This year’s theme was Fueling Curiosity with Joey Zumaya, from LinkedIn Learning, presenting the keynote address at the opening plenary. The entire three days were filled with a variety of content rich presentations for every workforce professional.

There were topics presented for every aspect of the workforce industry. Whether you operated in an urban or rural office there were insightful topics for all participants. Toni White, from Ascend Program, Inc. gave her thoughts on methods to reduce recidivism. Larry Robbin, Executive Director of Robbin & Associates, offered ways to eliminate barriers to employment. Currently, employers across the country are faced with the lowest unemployment rate since December 1969. Several talks addressed the challenges employers face finding skilled qualified staff. South Bay Workforce Investment Board presenters touched on creating pathways for the ex-offenders to help fill those skilled positions in their talk A Strategic Approach to Serving Adults on Parole.

Bob Lanter, Executive Director of CWA, presented the State of the Workforce during the Wednesday plenary session where he shared the insights from a panel discussion about the many issues facing urban and rural communities alike.

At the Thursday luncheon, The Northern Rural Training and Employment Consortium (NoRTEC) and AFWD were presented with the 2019 Charlie Brown award for the significant work they have contributed for the Camp Fire survivors. The entire executive staff along with many other staff from all counties were on hand at the award luncheon. Traci Holt, Executive Director, shared phenomenal pictures and touching remarks as she gracefully accepted the award.

John Baker, retiring from CWA, gave a heartfelt talk of his time with the organization through a beautiful slide show. Later when asked about his thoughts regarding rural communities, he said “There are career paths in rural areas, but they look different than the larger communities. Understanding the needs unique to your community is important.” Several talks presented ideas for attracting skilled employees in a full economy. To attract and keep qualified employees, employers should understand what motivates each employee. Mr. Baker commented, “Find out why employees are attracted to the company and what keeps them there, it’s not always money. Understanding what motivates each employee is an important aspect to keeping staff.”

This conference gave us an opportunity to speak with industry experts and learn from other workforce professionals around the state. Winning the prestigious Charlie Brown award was humbling and made us realize our team efforts were recognized.
Dispatcher in Training

Sarah was referred to Modoc Business and Career Network (MBCN) by the Modoc County Sheriff’s Office. Sarah had applied for a 911 Emergency Dispatcher position and completed an initial interview, but lacked the skills and work experience required for this field. She came to MBCN requesting assistance with any training opportunities that would help her obtain the Dispatcher position. She was very interested in this career field and ultimately becoming a K-9 Deputy. Sarah was given an overview of services for the Youth Program and Sarah agreed that she could benefit from the program. She completed a pre-application to determine eligibility for the Youth program.

Sarah was enrolled Mid-January, in the Youth program and completed several assessments to identify if law enforcement was a good career path for her. All of Sarah’s assessments were a match to the Dispatcher position. Career Center Advisor and Business Service Coordinator contacted the Modoc County Sheriff’s Office and set up an On-the-Job-training (OJT) for the 911 Emergency Dispatcher position.

Sarah soon began her OJT and had the opportunity to do a ride-along with one of the departments deputies. The ride-along helped to confirm to Sarah that she was following the right career path. It also allowed Sarah to observe the activities and procedures that are involved in the daily duties of a patrol Officer. Sarah was able to observe Deputy Nessling and obtained a better understanding of local landmarks, and rural areas. Overall Sarah has been doing a good job working the dispatch system as well as learning local landmarks. Sarah will be completing her OJT the end of June, and she couldn’t be happier.

Congratulations Sarah!!
Grocery Outlet Is Coming to Town!

Modoc County residents have been watching with great anticipation as construction on the new Grocery Outlet building has developed over the last few months. The new store will be opening on June 20, 2019 and will provide greatly needed jobs for approximately 35 employees. Additionally, the store will offer brand name products and lower prices for Modoc County residents, many of whom travel over 100 miles one way to Klamath Falls, Oregon to shop on a regular basis.

During the month of May, staff at the Modoc Business and Career Network (BCN) assisted Grocery Outlet owners, Jeff and Adrienne Moore with their recruitment outreach for the store’s grand opening. The Moore’s were facing the challenge of trying to hire staff for the store opening before relocating from the Sacramento area. BCN staff advertised their job openings, collected close to 100 applications, scheduled interviews for over 50 candidates and hosted a two-day hiring event at the BCN office on May 20th and 21st. The Grocery Outlet also utilized the BCN office for an orientation and safety training session for new employees on May 31st.

The Grocery Outlet was able to successfully hire their pre-opening staff by the end of May and their new employees began working on June 2nd. Owner, Adrienne Moore remarked, “I can’t thank you enough for everything you have done for us.” Helping new businesses with their recruitment needs is just one way that Alliance for Workforce Development, Inc. (AFWD) staff works with employers in “Providing Pathways to Success”. The Modoc BCN looks forward to providing additional services for the Grocery Outlet in the future.
AFWD America’s Job Center of California

Statistics
PY 2018 -2019

Modoc County

Total Visitors

1,662

Modoc County Business Services

Businesses Served  46
Services Provided  229

AFWD

Total Clients

Enrolled

1,766

Unemployment Rate
(As of: May 2019)

Butte  4.3%     Nevada  3.0%
Lassen  4.0%    Plumas  6.3%
Modoc  5.8%     Sierra  4.7%

Modoc Business & Career Network * 802 N. East St., Alturas, CA 96101 * 530-233-4161