Healthcare Careers Workshop

The Alliance For Workforce Development, Inc. (AFWD) management team and the Modoc Business and Career Network (BCN) staff have been actively working with Healthcare partners in Modoc County to support and achieve the goals discussed at the Modoc County Healthcare Employer’s Roundtable meeting in January of this year. 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.

Modoc BCN staff was looking for ways to assist Modoc Medical Center with recruitment for upcoming Certified Nursing Assistant (CNA) and Emergency Medical Technician (EMT) training programs and to also offer job seekers an employer’s perspective on the hiring process and information about Healthcare careers. BCN staff approached Modoc Medical Center (MMC), Human Resources Manager Amber Mason about partnering to present a Healthcare Careers Workshop to job seekers in Modoc County. Amber was enthusiastic and supportive of the idea.

BCN staff marketed the event and the resulting workshop was held on July 31st at Modoc Medical Center with six participants in attendance. Amber was joined by Paramedic and EMT instructor, Renae Sweet. Renae shared information about the growing field of EMT and Paramedic careers and the increased need for firefighters with these certifications. She also provided information about an upcoming Advanced EMT class beginning in September and a Basic EMT class that will be offered in January 2019.

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Amber provided an overview of Healthcare career paths and job opportunities available now along with future possibilities once the new hospital is constructed. She presented helpful information about the hiring process at MMC such as policies regarding pre-employment drug testing and marijuana. She also shared about the qualities that MMC looks for in an employee, emphasizing the importance placed on hiring people who enjoy caring for and helping others.

Additionally, Amber provided specific examples of what her department looks for in applications, resumes and cover letters and offered critique of individual applicant’s resumes. She also gave tips for the interview and follow up processes and encouraged participants to use email to communicate with the HR department.

Modoc BCN staff offered an Overview of Services available through their office and will be following up with each workshop participant to evaluate their needs and provide assistance. Five of the six workshop participants expressed interest in a Healthcare career and a desire to enter the upcoming CNA training program. Workshop participant, Amber Provart remarked, “It was helpful to have the information available for the community and to learn that there are many local opportunities available in the Healthcare field.” After attending the workshop, Amber applied for the CNA program and was accepted!

A sincere thank you to Amber Mason and Renae Sweet for their informative presentations and to all the workshop participants for attending.
ACE-cing the Interview

Cameron came to the Modoc Business and Career in June 2018 looking for assistance with job search. He had recently relocated to Alturas, CA from Santa Barbara, CA. He was given an overview of services and upcoming trainings including the Summer Youth Employment Boot Camp, which caught Cameron’s attention. The Boot Camp covered everything from career assessments, filling out job applications, creating a resume, financial literacy, interviewing skill and mock interviews. Many local businesses were also planning to participate. Cameron recognized that he could benefit, so he decided to attend.

After participating in the four-day event, Cameron submitted several applications to local businesses. Three days later, he had two job interviews and soon, two job offers. He was given a lot of positive feedback on his resume and his interviewing skills. Cameron decided to accept Four Seasons – Ace Hardware’s offer of employment in July as a full-time Yard Worker. Some of his responsibilities included helping customers, loading and unloading lumber trucks, operating a forklift to move lumber and providing lumber and other material tickets to customers.

It has been three months since Cameron started his job and he could not be happier. He attributes much of his success to the skills that he learned in Boot Camp. He not only learned skills that would help him find and keep employment, but he also made great friends.

Congratulation Cameron!!!
John Myers came to the Modoc Business and Career Network (BCN) for assistance in making a career change. John had worked for a small, independent grocery store for almost seven years as a Cashier/Retail Clerk. In order to provide for his growing family, John was seeking a career position that would yield a higher wage, provide medical and retirement benefits and which would also allow for career mobility and advancement in the future. When a Correctional Officer position opened up with the Modoc County Sheriff’s Office in nearby Alturas, John was instantly interested as the position offered everything he was looking for in his search for a new career. Through assessments and interviews between John and his Career Center Advisor (CCA) this career was determined to be a good fit for both his interests and needs. But, he was lacking the skills and work experience necessary for the position. Thankfully, the Sheriff’s Office was willing to give John a chance in this position through an On-The-Job Training (OJT) Program partnership where a portion of John’s training expenses would be reimbursed while he gained the skills and experience necessary for success in the position. John completed his 16-week OJT with flying colors on July 23, 2018 and is living his dream of a new career!

Hannah Holman was a single mother who had relocated to Modoc County and was seeking assistance in finding full time employment. She had previously worked part-time as an Office Manager for a real estate agency in Oregon. Hannah expressed interest in a Member Relations Specialist position with Pacific Crest Federal Credit Union and her assessments and interviews indicated it was a good match. Though Hannah had some transferrable skills from working as an Office Manager, she was still lacking many of the skills necessary for the position. Pacific Crest Federal Credit Union recognized the value of an OJT partnership opportunity for this position and agreed to offer Hannah the job. Hannah excelled during her four month OJT program. Her trainer was impressed by Hannah’s accuracy, friendliness and ability to learn and recall both member’s names and banking procedures. Hannah successfully completed her OJT on July 24, 2018.

Congratulations on your new careers, John and Hannah!
Forest Service Federal Hiring Workshop

The Modoc Business and Career Network (BCN) partnered with the Modoc National Forest on August 23, 2018 to offer a Federal Hiring Workshop to twelve Modoc County job seekers. Support Service Specialist and Veteran’s Affairs Liaison Officer, Mike Hinton offered an overview of the federal hiring process, provided valuable handout material and gave a comprehensive tour of the USA JOBS website. He also provided veteran specific information, resume and application tips and motivational stories to inspire the attendees.

The workshop was timed to assist the Forest Service with their Fall Fire Hire and Spring/Summer 2019 Seasonal recruitment and to provide job seekers with the necessary information to successfully navigate the USA JOBS website when applying for these positions. Federal positions are advertised on USA JOBS and job applicants are required to create an account and apply for jobs through the website. The BCN will be following up with a hands on workshop in September to assist job applicants in applying for these positions. BCN staff will also be communicating with the participants individually to assess needs and to identify appropriate services available for these job seekers.

One participant remarked after the workshop, “Mike did a phenomenal job today. I left motivated and educated. You two could take this workshop to area high schools. I know it would have helped me fourteen years ago.”

A sincere thank you to Mike Hinton for his inspiring and educational presentation.
Alliance for Workforce Development Inc.’s (AFWD) Youth Career Center Advisor (CCA) had the opportunity to attend the Community Café hosted by Sierra Cascade Family Opportunities (Head Start) on August 30, 2018. The purpose of the workshop was to provide feedback on community strengths, family needs, and area resources in Modoc County. The workshop was creatively presented and several local businesses participated. It was also a great opportunity to network and share AFWD employment services. Some of the attendees included: Public Health, Social Services, Early Head Start, and Modoc Medical Center.

After a few introductions, topics were introduced. Issues such as low-income housing, education, healthcare, employment, transportation, and childcare were discussed. Because of the rural nature of Modoc County, and the aspect of seasonal employment, low-income housing is scarce. Local citizens with justice-system involvement struggle even more to find full-time work and to afford adequate housing. The lack of flexible public transportation is also an issue and can make it difficult to commute to and from work. These are all issues that Youth Program participants can struggle with and that the Youth Program under AFWD addresses.

Discussing these challenges and coming up with creative ways to deal with them to improve local resident’s lives was the main focus of the meeting. While the solutions to these dilemmas will take time to implement, a renewed focus has been sparked and the energy in the room was palatable. The old saying “it takes a village to raise a child” could not be more true. The “village” of Modoc County is ready to step up!
Small Business Administration (SBA) Loan Readiness Class

The Modoc Business and Career Network (BCN) had the pleasure of working with SBA Economic Development Specialist, David Castaneda to present a Loan Readiness class to ten participants in Modoc County on September 19, 2018.

Topics included:

- Possible sources of business funding.
- What lenders look for in a loan applicant (“Five C’s of Credit”.)
- What a credit score is and why it matters.
- What’s included in a loan application, including the importance of a Business Plan and cash flow projections and assumptions, AND
- Avoiding predatory lending practices.

David also provided participants with informational handout material including a Loan Readiness Checklist, Active Lender Listing and Questions for Interviewing Potential Lenders. Rose Boulade, Assistant VP/Branch Manager from Plumas Bank (who is a SBA preferred lender) and Angela Cross from the USDA were also in attendance and provided their insights about SBA loans. Additionally, the Sierra Small Business Development Center (SBDC) in Truckee was identified as an additional resource partner available to assist business owners in Modoc County with starting, growing and sustaining their businesses. Additionally, the SBA hopes to open a satellite SBDC center in Alturas in the future and to offer additional classes in Modoc County.
AFWD America’s Job Center of California
Statistics
PY 2018-2019

Modoc County
Total Visitors
402

Modoc County
Business Services
Businesses Served 30
Services Provided 67

AFWD
Total Clients Enrolled
620

Unemployment Rate
(As of: August 2018)
Butte 4.7% Nevada 3.4%
Lassen 4.4% Plumas 5.3%
Modoc 5.9% Sierra 5.1%