Modoc Alliance for Workforce Development, Inc. (AFWD) was invited to participate in the 2018 College and Career Fair at Modoc High School. The goal of the event was to present several career and education paths for students of different ages. Several colleges participated, such as, Lassen College, Chico State University, College of the Siskiyou and Feather River College. Many recruiting agencies also participated including the Navy, Army, and National Guard.

Students from 8th to 12th grades had the opportunity to meet with colleges and agencies to see what career field they might want to pursue after high school. Several students had the opportunity to sit in classroom presentations with local industry experts, which provided personal insight into those careers. Some of the presentations included information on welding, culinary arts, and nursing. In total, 322 students participated in this year’s event.

(continued next page)
The Modoc Youth Career Advisor and Youth Program Supervisor were on-hand to give an overview of the Youth program and to review local training and employment opportunities. The students were encouraged to utilize a variety of online assessments to determine their interests, skills and aptitudes and were able to participate in a fun, interactive personality shapes assessment. Local labor market information was shared, and students were shown which industry sectors were projected to grow in the next few years. Participants were advised that when considering future educational and employment goals a little upfront research could pay off in spades for them in the end.

*Thank you Modoc High School for allowing us to participate in this wonderful event!*
The 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 Business Service Representatives determined worksites that would benefit from the program and assisted with the recruitment of temporary workers to work with these entities on their storm related projects.

The Business Service Representative with the Modoc Business and Career Network established new relationships with the Engineering Department at the Modoc National Forest and Caltrans stations in both Alturas and Adin for this project. Contracts were set up with these worksites to provide them with 100% funding of wages for a total of five temporary workers to be part of crews working on storm related projects in Modoc County from May-October of 2018.

Caltrans Alturas Highway Maintenance Supervisor, Travis Farber commented, “Having TJC Storm workers available to perform duties was an asset which increased our worksite’s ability to complete storm repairs by providing extra manpower on the ground and giving heavy equipment operators the opportunity to focus on repairing larger storm damaged areas and roads impacted by the 2017 Winter storms.”
NEG-TJC STORM
Skill Building Opportunities for the Long Term Unemployed

The National Emergency Grant-Temporary Job Creation program (NEG-TJC) for Storm repair work targeted eligibility to workers who had experienced a layoff, had their hours reduced due to the storm impacts or had been unemployed 15 out of the last 26 weeks and lived in a storm affected area. Potential workers in Modoc County were assessed by Career Center Advisors from the Modoc Business and Career Network for temporary storm positions with the Modoc National Forest and Caltrans and provided support to the workers for the duration of their employment. Five workers took part in the program and all were long term unemployed. This temporary work was designed to enable them to earn an income while adding to their skill set, to close the long term gap in their work history and to make them more marketable for future regular employment. The worker’s duties included traffic control, asphalt repair, cutting brush and vegetation with a weed eater, cleaning out culverts and cattle guards, repairing storm damaged signs and cleanup of materials as needed. Caltrans storm participant, Greg Mangrum commented, ‘I was facing a tremendous challenge and essentially starting life over from the ground up. This job opportunity provided for my economic needs and solidified me as a responsible individual in the community. I was able to transition into full time work with a local employer from the storm project.”
Behind the Shield

Tristin Compton came to the Modoc Business and Career Network (BNC) looking for help finding employment. He had relocated to Modoc County from Southern California and was looking for local resources. Eligible for the Youth Program, he was enrolled and completed assessments to evaluate his interest, skills, strengths, and personality. Tristin applied for a Correctional Officer position with Modoc County Sheriff’s Office. He interviewed and did great. Because he had never actually worked in the industry, he was an excellent candidate for an On-the-job Training (OJT). The Sheriff’s Office agreed this would be a great opportunity for Tristin to learn new skills that would help him become proficient as a Correctional Officer.

Tristin officially started his OJT on October 10, 2018. Part of his OJT consisted of attending the Adult Correctional Core Training in Shasta County. During the month long training, he learned many things including the roles and responsibilities of a Correctional Officer. He also learned the process of handcuffing, and how to deal with current social issues, including mental health. At the end of the training, Tristin graduated and received a completion certification. Tristin will continue his OJT until the end of January to allow him to utilize the skills that he has learn at Core Training in the Modoc County jail. Both the Sheriff’s Office and Tristin could not be happier.

Congratulations Tristin!!
An Exciting Journey to a New Career!

Modoc Business and Career Network (BCN) staff have been on a journey with Licensed Vocational Nurse (LVN) Heather Weisenborn since early 2017, supporting her goal to enter the growing priority Healthcare sector to train to become a full time LVN. Heather was joined on this journey by her Career Center Advisor who supported her through the year-long LVN training program at Lassen Community College (LCC), assisted her through the testing and licensing phase after graduation from Lassen Community College, and worked with her through the job search process to find a permanent, full time position as an LVN. Alliance for Workforce Development, Inc. (AFWD) provided funding through the Workforce Innovation and Opportunity Act (WIOA) for Heather’s required uniforms, school books, supplies and a portion of the extra transportation costs she incurred commuting 210 miles round trip on a daily basis to classes at Lassen Community College.

Upon obtaining her LVN license, Heather began working part time initially while she job searched for a full time position. She worked as an LVN at flu clinics and bone density screening events for a number of Healthcare facilities. Through the exposure of working with different employers at clinics and events, Heather found the perfect full time LVN position with Dignity Health Medical Group -North State as a full-time LVN Specialty Float. She started her new position in mid-November.

Heather stated, “I feel like I am going to love it here and am excited to see what the future holds for me. All the hard work has paid off. Thank you for all your help!”
On-The-Job Training Successes
Modoc County Sheriff’s Office-Dispatchers

The Modoc Business and Career Network (BCN) partnered with the Modoc County Sheriff’s Office on two On-The-Job Training (OJT) opportunities for 911 Public Safety Dispatcher positions this quarter.

Sammie Dicus and Stephen Williamson had both visited the BCN looking for a new career position opportunity and had expressed a desire to work for the Sheriff’s Office as Dispatchers. However, they both lacked the necessary skills and experience for the position.

Sammie had a strong customer service background and had been working part-time as a Restaurant Hostess, but was unable to find full-time work with her current skill set. Her past work experience included jobs as a Concessions Clerk and Retail Cashier. Stephen had relocated to Modoc County from Arizona and was struggling to find full-time work since his relocation. He had limited work experience as a Patient Transporter in Arizona.

The Modoc BCN Career Center Advisor met with both job seekers to complete interviews and assessments, the results of which indicated that a career as a Dispatcher was a good fit for both candidate’s interests and abilities. The Sheriff’s Office recognized that both trainees were lacking the skills required for the position, but with the assistance of the OJT program would gain the skills necessary for the Dispatcher position. The Sheriff’s Office offered both Sammie and Stephen a full time Dispatcher position with OJT assistance. Both successfully completed their OJT’s with flying colors.

Congratulations to both Sammie and Stephen!
On-The-Job Training Partnerships for Businesses

The On-The-Job Training (OJT) Program offers reimbursement funding for training expenses to eligible employers through the Workforce Innovation and Opportunity Act (WIOA). OJT partnerships help businesses defray the extra costs that accompany the training of new employees when their productivity is lower than a fully trained worker. Reimbursement rates to employers under an OJT contract may be up to 50% of the wages for the contract period. An OJT partnership offers eligible participants structured occupational skills training on an actual job worksite and continued employment upon completion of their training. The OJT program also provides ongoing support to both the employer and trainee from Alliance For Workforce Development, Inc. (AFWD) staff during the course of training with monthly monitoring scheduled to evaluate training progress.

The Modoc AFWD Business Service Representative (BSR) continually conducts outreach with employers in Modoc County to identify both employer recruitment needs and job seeker candidates who would be a good fit to fill those needs through an OJT partnership. During the last quarter, the Modoc BSR has been working with Modoc Medical Center on both recruitment and training needs for Certified Nursing Assistant positions. In November, OJT contracts were initiated for two newly licensed CNA’s to begin a 16-week OJT training program and full time employment with Modoc Medical Center. Both of these candidates had recently completed a CNA classroom training program, but did not have hands on practice in the position or work experience in the Healthcare sector. The OJT program offered the perfect solution for this employer to fulfill their recruitment needs, train their new employees properly and have both financial and business support during the training period.
AFWD America’s Job Center of California

Statistics
PY 2018 – 2019

**Modoc County**

**Total Visitors**

780

**Modoc County Business Services**

Businesses Served 34
Services Provided 120

**AFWD**

**Total Clients Enrolled**

988

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

<table>
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<th>County</th>
<th>Rate</th>
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<tbody>
<tr>
<td>Butte</td>
<td>4.3%</td>
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<tr>
<td>Lassen</td>
<td>4.1%</td>
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<tr>
<td>Modoc</td>
<td>6.3%</td>
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<tr>
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<tr>
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</tr>
<tr>
<td>Sierra</td>
<td>4.8%</td>
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Butte 4.3%     Nevada 3.3%
Lassen 4.1%    Plumas 6.4%
Modoc 6.3%     Sierra 4.8%