MODOC COUNTY MEET AND GREET

The Alliance for Workforce Development, Inc. (AFWD) Leadership Team recently traveled to Modoc County for a “Meet and Greet” event at the AFWD office in Alturas. Leaders from the community including Kathie Rhoads and Ned Cole from the Modoc County Board of Supervisors and County Administrative Officer (CAO) Chester Robertson who were joined by business owner Glenn Zane from High Desert Lumber, local partners from T.E.A.C.H. Inc. and Head Start, and staff from our partner agency EDD-Redding office also stopped by for the event. The AFWD Leadership Team and local staff interacted with the attendees, brainstormed ideas, and learned more about the needs specific to the Modoc County workforce. Leadership staff was also able to learn about the exciting plans for High Desert Lumber to open and start production at the old Modoc Lumber Company site along with the valuable services in the areas of recruitment, HR, and On-the-Job Training (OJT) assistance that the local AFWD staff has provided to support the new business. Plans were made to meet again in the future to further discuss ideas for the remaining fiscal year and onward.

ASSISTING WITH TECHNOLOGY

Working in a rural county, we at Alliance for Workforce Development, Inc. (AFWD) in Modoc County have the opportunity to assist a wide variety of individuals, including a population of ranch and farm workers for whom English is a rudimentary second language. Thanks to appropriate training, our Frontline staff are able to use assistive technologies in order to offer aid when certain challenges exist, such as language barriers. Most recently, we had the pleasure of assisting a gentleman whose primary language is Spanish. He graciously received our help as we utilized online translation services so we could better understand one another. The results were a success, he left as a pleased customer, and we at AFWD were very happy to be able to help make his day a little easier, brighter, and better.
HIGH DESERT LUMBER COMES TO MODOC COUNTY

It is always exciting when a new business plans to open in Modoc County, especially one that is looking to fill multiple positions. The Alliance for Workforce Development, Inc. (AFWD) staff in Alturas have been experiencing the excitement of being part of the vision of the owners of High Desert Lumber becoming reality by assisting with recruitment and human resource assistance, local networking, and all-around support. The High Desert Lumber Mill will be open later this year at the old Warner Mountain Lumber site and has sought assistance from AFWD to find candidates to fill multiple Mill Worker positions.

Another service that the AFWD Business Services staff was able to offer to High Desert Lumber was the On-the-Job Training (OJT) program. The OJT program offers benefits to both the employee and their employer. The employer receives a 50% reimbursement of wages for a new employee during a pre-determined training period, and support from an AFWD Business Service Representative (BSR) who meets with the trainee and trainer to conduct monthly evaluations to insure training success. The employee also has the support of an AFWD Career Center Advisor (CCA) throughout their OJT and for one year after their training is completed.

A BSR from the Modoc AFWD office met with the mill owners to discuss possible OJT candidates for a Millwright position and to determine the skills needed for a Millwright OJT. In the course of the discussion, it was also determined that additional duties as a Safety Lead would be beneficial to the business if the right candidate was found for the Millwright position. The owners had an individual in mind that they thought would be the perfect candidate. AFWD staff met with Patricia Gilbert and determined that she was both eligible for the OJT program and a perfect candidate for the Millwright/Lead Safety position. Patricia had valuable transferrable skills and was looking for a position closer to home to establish a better work/life balance for herself and her family. She had been traveling approximately three hours a day roundtrip to Oregon on a daily basis but found that the situation became unsustainable as the time away from her family took its toll and gas prices skyrocketed. A 14-week OJT was determined to be an appropriate timeframe for Patricia to learn the basic skills needed to be proficient in her position as a Millwright and to set-up the safety program for the facility. Patricia has been on the job for just over a month and is making great progress in her training. She shared that she is loving the challenge of her new position and finds herself with an additional 5 hours a day at home with her family by working near home. Congratulations, Patricia!

ADVANCING MODOC

Alliance for Workforce Development, Inc.'s (AFWD) Alturas office staff recently joined with community partners from TEACH Adult Education, Tribal TANF, Head Start and First Five to attend an information session hosted by Advancing Modoc about the education and training required for careers as Childcare Workers and Human Service Professionals and how to break into these high-demand, stable jobs. Advancing Modoc, a division of TEACH, had identified the need for additional workers in these fields and has been working with College of the Siskiyous to offer this training that Modoc County desperately needs!
CALIFORNIA TRIBAL TANF PARTNERSHIP RE-OPENING CEREMONY

Alliance for Workforce Development, Inc. (AFWD) staff from the Modoc County office recently attended the California Tribal TANF Partnership Re-Opening Ceremony at their Alturas site. AFWD staff joined with community partners to celebrate the opportunity to meet in person with Tribal TANF staff and to share conversation and a lovely and delicious meal. The celebration also offered the opportunity to learn about the mission of Tribal TANF and to identify opportunities for future collaboration.

Site Manager, Ange Phoenix also shared information folders which included a fold-out pamphlet entitled, “Culture Card: A Guide to Build Cultural Awareness.” After the ceremony, AFWD staff reviewed the materials. They identified Tribal TANF services that were not available through AFWD but could be shared with customers and clients through a referral to Tribal TANF. Through reading the Culture Card pamphlet and discussion AFWD staff gained a greater understanding of the meaning of cultural competence and ways that staff could better understand, interact and assist Native American customers and clients.

The adapted “Five Elements of Cultural Competence” are listed below:

1. Awareness, acceptance, and valuing of cultural differences.

2. Awareness of one’s own culture and values.

3. Understanding the range of dynamics that result from the interaction between people of different cultures.

4. Developing cultural knowledge of the particular community served or to access cultural brokers who may have that knowledge.

5. Ability to adapt individual interventions, programs, and policies to fit the cultural context of the individual, family, or community.

A sincere thank you to Ange Phoenix from Tribal TANF for your gracious welcome, a beautiful luncheon, and for sharing your culture with us.
MODOC COUNTY AFWD Q2 Statistics

Unemployment Information
UNEMPLOYMENT RATES AS OF 12/22:
CALIFORNIA: 4.0%
MODOC COUNTY: 4.6%

TOP 3 AFFECTED INDUSTRY SECTORS:
1. AGRICULTURE, FORESTRY, FISHING & HUNTING
2. NA
3. NA

Modoc County Q2 Statistics
ONE STOP VISITORS: 298
TOTAL AFWD BUSINESSES SERVED: 1,499
TOTAL AFWD CLIENTS ENROLLED: 63

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