Malwina Grant, the Nevada County Business Service Representative, in partnership with Christine Hoxsie, Jennie Sparks and Joanne Laracy from Sierra Human Resources Association (SHRA) and Susan George from Nevada County Regional Chambers of Commerce (NCRCC) have worked hard to put on the annual Labor Law update held on February 7, 2019.

The 3 hour long seminar not only covered this year’s labor law changes that the HR professionals need to keep in mind, but also offered information about workplace harassment that was a helpful insight to make HR staff’s work easier.

David Cohen of Sacramento’s Cohen Durrett LLP did a tremendous job presenting new legislation, case law, & legal issues that affect businesses. His attention to the audience and his willingness to answer endless and very specific questions that the employers/HR professionals had, made the seminar further beneficial to the attendees. The attendees’ feedback was very positive and appreciative of both the information presented and the format in which it was delivered. Everyone walked away with handouts of the covered material to be able to easily refer to in the future.

The Business and Career Network works hard to support local businesses and ensure that they thrive. The Labor Law Update and Business Essentials Seminar is an example of the educational and informative sessions being provided to employers and their staff members and also of how we work with local partners such as the NCRCC and SHRA to ensure the local businesses thrive.
The AFWD Truckee office attended the ASCEND training in Andersen, CA. The training was in regards to the wrap around serving of people who had been incarcerated and were coming out of the justice system. The training from ASCEND showed how we as CCA’s could use some of their techniques to help individuals break out of the circle of incarceration, or Revolving Door.” One of the techniques used is getting those on parole or probation to understand how they think and what they can do to change that thinking so they are not rearrested.

This pyramid that was used during the training, represents the different challenges that are faced for individuals in the criminal system.

The ASCEND training addresses each of these topics and helps find solutions. For example an Anti-Social Network is countered by a more social network. That is the person coming out of incarceration does not go back to the same neighborhood but instead surrounds him/herself with an environment that is more conducive to succeeding out in the world. If appropriate, education or training is provided so that they can obtain a job. Steps that help a person include being aware of how our minds work and being able to identify vulnerabilities that threaten the path of success and staying out of incarceration. All of the learned skills are to help anyone who is in the criminal justice system to get out of the Revolving Door syndrome and be a healthy contributor to society.

The Truckee AFWD office shared high lights with the Nevada County probation office in Truckee. They were very interested in the Empowerment Checklist packet and are looking to adapt the list to their needs for their existing programs. They remarked: “Great info... and after going through it I am impressed to say that Nevada County is a very forward thinking county.... I do like the idea of the empowering packet. We have been addressing individual criminogenic needs and have referrals out to CBT classes. We are even offering them free of charge in house and in the jail now. There is quite a push for reentry programs that help people more directly from jail and prison. I foresee a bigger push there in the next year or so. Thanks for sharing!”-

Nevada County Probation Office- Truckee Division.
In winter of 2016 David Williams achieved his Advance Armed Security Guard Card. Through AFWD David was able to attend the intensive training at Security and Firearms Training Academy (SAFTD). While in the US Navy, David worked in the Armory and had a good base knowledge of fire arms so a Security Guard position was a perfect fit. David was successful in lining up a job while in the SAFTD and was posted at the Nevada County Court. The County Court recently switch vendors for their security services. The new company picked up the contract for the Nevada County Court, retaining David for the same post and providing him with a raise and the necessary equipment for him to perform his job well. It has been two years that David has been working as an armed security guard. He loves his job and doesn’t anticipate doing anything different.

Sara Leslie came into the Truckee AFWD office looking for a job that would support herself and her two children. She was suddenly faced with the responsibility as a sole supporter of her family. The local post office had been looking for employees and was having difficulty finding people that were local and comfortable driving in severe winter conditions. Over the Holidays the post office was forced to recruit employees from other areas to help deliver mail. Working for the US Postal Service requires a great deal of testing as well as an intensive background check as it is a federal job. Learning that there was a new Post Master, the Truckee office contacted him to see how we could help the post office employ more people. Sara happened to walk in right at this same time period, was referred to, and applied for the Rural Courier position. She has successfully completed and passed all the testing and it is looking very favorably that she will be a great addition to the Truckee postal service.

“Motto” of the Postal Service: “Neither snow nor rain nor heat nor gloom of night stays these couriers from the swift completion of their appointed rounds”
Ronald was referred from a friend to the Nevada County Business & Career Network’s Youth Program. He is a 22 year old who’s barrier was homelessness. Ron had previously been enrolled in the youth program with a different service provider, before the Nevada County Business & Career Network, AFWD opened their offices in Nevada County. Ron re-enrolled in services because he was unable to find work in his desired field and found himself.

Staff worked with him to help him find transitional housing, develop a resume, practice soft skills, develop job search and interview skills. Ron worked with staff to identify a position with a local employer where he could utilize his mechatronics certificate. He received supportive services from staff where he was able to purchase interview attire and review interview Q&A. Instead of the advertised position of Solar Installer he was offered a Project Manager and IT position! He was hired directly and began training right away.

Ron remained an enrolled client for a bit of time to ensure that the workplace was a good match for him. He also received supportive services to obtain his California Driver’s License as well as support for his car insurance until he started receiving regular paychecks. He began budgeting and saving for an apartment. He worked with staff to identify permanent housing options in the area and is on several waitlists for affordable housing. He also decided that he would like to go to school in the fall to increase his education from a certificate to an AA degree. He plans to take online and night classes so that he can keep his job while he achieves his post-secondary goals. Ron is a great example of how far a youth client can go with determination and guidance.
AFWD America’s Job Center of California

Statistics
PY 2018-2019

**Nevada County**

**Total Visitors**
7,089

**Nevada County Business Services**

- Businesses Served: 127
- Service Provided: 637

**AFWD Total Clients Enrolled:**
1,439

**Unemployment Rate**
(As of: February 2019)

- Butte: 6.1%
- Lassen: 6.2%
- Modoc: 10.9%
- Nevada: 3.9%
- Plumas: 12.5%
- Sierra: 7.8%