STAFF ATTEND POWERFUL TRAINING

Recently AFWD staff members were able to attend a two-day training from the creators of a dynamic training based on the book ‘Bridges out of Poverty.’ The book was written by Ruby Payne, PhD, Philip E DeVol and Terie Dreussi Smith who are industry leaders and innovative educators. The opportunity to provide essential training opportunities to staff came through the efforts of AFWD by obtaining special grant funding. The robust grant program offers a variety of youth services specifically related to incarcerated individuals. In addition, it incorporates specialized education and training to staff which is vital to ensure the success of the program. Thoughtful examination went into selecting organizations to participate in the ongoing training process and it was clear that this information is essential for understanding and serving our target populations.

‘Bridges’ training teaches about what class means in America, how hidden social cues, language and culture shape individuals within each class structure. Furthermore, it teaches how these relate to individuals in all areas by truly understanding the culture of each. Without understanding the perspective and conditions of populations they teach that one cannot connect and serve clients effectively. This training delivers the understanding and tools to do so.

Each presenter is certified through the ‘Aha Process’ in order to ensure that the curriculum is delivered properly. The instructor was engaging and provided multimedia tools to help the audience understand the material. Without trainings such as this critical services and funding may not be delivered effectively which limits programs impact and can frustrate recipients in its inefficiency. We’re fortunate to receive ongoing training such as this.
Social media can be a helpful resource! The Business Service Representative in Grass Valley kept an eye on the “Let’s Get Hired Nevada County” Facebook page for job postings. On August 17, 2017 there was a post stating that DeMartini’s Compounding was closing its doors. The Business Service Representative and the Service Coordinator jumped in the car and headed over to see what they could do to help. They were able to talk to a couple of employees who had a slight deer in the headlight look of “what do we do next?” The store was busy with people buying up the stock on close out specials. We were able to communicate our services and managed to set a time to meet on the following Monday the 21st before their doors opened.

The good thing about this is the ability to offer long standing dedicated employees a light at the end of the tunnel. We sat down with the five remaining staff, who were not sure of their next move and gave them information about filing for unemployment. We told them about the services Alliance for Workforce Development can provide and we eased their minds by knowing they have tools available to use that will follow them to successful outcomes. Two of the five employees have obtained employment and the other three are scheduled to meet with the Grass Valley Career Center Advisor to identify opportunities moving forward.

“We have a sad announcement to make. It has been a very difficult decision for us, but after over 37 years of providing compounding services in Nevada County, we have decided to close Demartini’s Compounding Center. We have thoroughly enjoyed the opportunity to serve our local community, but the new upcoming compounding requirements are more expensive than can be justified by the compounding volume in our little community. Our last day to dispense prescriptions will be Friday, September 1st until 1 pm. We have wonderful employees and have thoroughly enjoyed serving you. Thank you for supporting your local compounding pharmacy.”
BABY BOOMERS

As a baby boomer herself BCN Receptionist Irma Andrade knows how difficult it can be looking for a new job or career at an older age. Irma and other staff members worked closely with Annette Glabe for a while to help her find work.

Annette's success in finding work shows how our office staff works together, listening to our client’s needs, providing them access to latest information via workshops and helping with creating new or updating existing resume. In Annette's words: “As an older person looking for supplemental income in retirement, the local Business and Career Network staff were super in providing positive reinforcement and information in my search. The workshops sharpened my skills in interviewing and updating my resume, and helped keep me focused in my job search. I would recommend the Business and career Network to anyone seeking work!"

We wish Annette good luck at her new position!
Katelyn Jackson came in to the BCN in the spring to give her job search a boost as she had been looking for work since she was laid off from her previous position in February. She had a high school diploma and had previously attended one semester at Sierra College but did not pursue a degree at that time. She stated that her long term career goal was to be an occupational therapist and she needed to be able to support herself while going to school part time at Sierra College in the fall. Katelyn had her heart set on finding work in a medical setting where she could gain valuable on-the-job skills. Her limited work experience and lack of post-secondary education were making it difficult for her to obtain full time employment at a self-sustainable wage.

Katelyn had the opportunity to work as a Personal Care Aide at Ridgeline Pediatric, a local skilled nursing and respite care center. Though she possessed transferrable skills from previous positions, she lacked the required training and experience working in a medical clinic. Through the On-the-Job Training Program the BCN was able to create an incentive for Ridgeline Pediatric to hire Katelyn, an inexperienced but otherwise qualified job candidate. Throughout her On-the-Job Training Katelyn received glowing reports from her supervisor who found her to be a great addition to the team. There was a steep learning curve for her to master, but by the third month of her training she had shown a huge amount of progress and within four months had successfully completed her On-the-Job Training Program. Just in time, as she started her Associate of Science degree coursework at Sierra College just a few weeks before she finished her training! Not only is she supporting herself with her Personal Care Aide position, it is also a stepping stone towards her ultimate goal of occupational therapy. This job is proving to be valuable opportunity for her to get a solid start to her career path in the Health Care sector.
Free Seminar for Business Owners

On August 18th the Business and Career Network in Grass Valley hosted a free seminar: Federal and State Basic Payroll Tax. The Seminar was intended to help business owners and HR/ payroll staff learn more about; state and federal payroll reporting requirements, employer obligations, forms posting requirements, employee classification and payment, electronic filing and payment options.

The material was broken up into manageable pieces and presented in a fun and easily understood manner. Both representatives from the Employment Development Department (EDD) and the Internal Revenue Service (IRS), were happy to answer many questions for the attending employers to help them understand the policies, requirements and the legal and financial consequences of not complying with the law.

The turnout was great with 12 employers present, 2 of which traveled from Truckee to attend the seminar. All attendees expressed gratitude for the opportunity to attend such an informational seminar and were interested in future seminars. The Business and Career Network is planning on hosting more of these types of seminars where the information is provided to the employers in a manageable way and are hoping to arrange them to take place in our Truckee office as some employers from there expressed interest.
In September, Alliance for Workforce Development’s Adult Career Center Advisors and Resources staff attended a day-long training in Oroville, CA with an eye towards improving customer service through the seamless incorporation of partner resources. As part of this multi-faceted training, three Employment Development Department (EDD) representatives gave presentations to the group. Ignacio Magana provided helpful tips on how clients may best navigate the EDD Employment Services. Michael MacDonald, of EDD Veteran’s Services, shared valuable information on how to assist military veterans in accessing specialized services geared towards smoothing their transitioning to civilian employment. Finally, Luis Alejo provided staff with a comprehensive overview of how to utilize EDD labor market information to best aid in clients’ research of the local and state job market when exploring and assessing employment options.

Staff also leaned more on sharing customers with partner’s, the target sector’s we are focusing on, what occupations fall within those sector’s and what those career pathways look like. A quick review of Bridges out of Poverty for the group helped them see possible misconceptions and their needs. And additional training on Gauging Your Audience when dong workshop and assisting clients with more professional and tech savvy resume’s was most helpful. Staff came away with a better understanding of how to most effectively leverage these resources in serving various client populations.
AFWD America’s Job Center of California

Statistics
PY 2017 -2018

Nevada County
Total Visitors
2,850

Nevada County
Business Services
Business Served 58
Service Provided 152

AFWD
Total Clients
Enrolled: 491

Unemployment Rate
(As of: August 2017)
Butte 6.3% Nevada 4.7%
Lassen 5.9% Plumas 6.7%
Modoc 6.6% Sierra 5.8%