Making Connections

In the month of January 2019, there was a mutual effort to refresh and build upon the relationship between the Plumas Business and Career Network (BCN) Youth Program and Plumas County Behavioral Health Department. The youth staff gave an overview of the career services offered, as well as the services provided in the Youth Program. BCN’s 15-minute presentation went longer than expected. Going over the time allotted was not surprising, with all the questions and answers that naturally flowed with the meeting. The Youth Career Center Advisors (CCA) were ready to answer questions, hand out flyers, and provide business cards.

Being from a small community it was great to see familiar faces, and meet new members of the Plumas County Behavioral Health Department. Due to changes in laws and policies, there can be a gap of knowledge among the agencies regarding services available to the community and our shared clientele. The CCA’s were able to shine a brighter light on our programs, services, job board, and so much more at our office, as well as our sister offices in our shared counties.

Making connections with others in the community was not only informative and exciting, but also helpful for all. Exchanging contact information will aid in collaborating services and getting answers quickly for the client. Here is to making connections and building upon relationships, with the mutual goal of helping others.
Finding a New Purpose and Excelling

Dustin came into the Business and Career Network looking to obtain full time employment. He had been utilizing the general career services in the computer lab and checking the job boards over a period of time. Dustin was enrolled into Alliance for Workforce Development, Inc.’s Workforce Innovation & Opportunity Act (WIOA) program as a Dislocated Worker/Job Seeker.

Dustin is also a Veteran and we wanted to do our level best to serve him as he served his country. His most recent job was driving as a respite worker for Plumas County, but it was part time and ended, due to no fault of his own. He had been doing extensive job searching and submitted many applications. Being an able bodied person, we advised him of an opening there was with DigitalPath for Network Expansion Technicians, and he applied. After doing a mock interview to prepare, DigitalPath interviewed Dustin and offered him the position of an Internet Installer/Technician, working 40 hours a week making a livable wage with full benefits. He performed so well that when his probationary period was up, he was given a raise and his benefits kicked in!

Dustin was doing so well in his first 6 months, they saw fit to invest time in training him for other endeavors in their company. He was sent to a tower climbing/rescue certification training. Not everyone in the company is offered this, so Dustin was happy to attend. This training would teach him very specific safety tactics for 2-person teams, for tower climbing when technical issues arise here in our mountainous area. Attending this training has made him more valuable and diverse in his position with Digital Path. He successfully completed the training is now an authorized person for Fall Arrest & Tower Rescue!

The managers at DigitalPath have been very happy with Dustin’s progress and his motivation to work. Things are going very well for Dustin and he is very grateful for the opportunity that AFWD and the WIOA program were able to give him. Here is to Dustin continuing a worthwhile and rewarding career. His hard work has paid off and it shows!

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2019 Labor Law Update Workshop

Alliance for Workforce Development, Inc. (AFWD) in partnership with Butte College - The Training Place offered employers the annual Labor Law Update Workshop with Ann M. Wicks, Attorney at Law presenting the California Labor Law updates for 2019. Participants could attend in person at the Training Place or via live webinar. This workshop assisted local businesses in becoming familiar with how the new California labor laws affect their business, their employees, and ultimately themselves.

The topics covered included:

- Wage and Hour changes – Minimum wage increase impacts
- The new laws in response to #MeToo Movement
- New Sexual Harassment Training Prevention Requirements

Ann revisited laws involving:

- Ban the Box Clarification
- Affordable Care Act

Participants in the webinar were able to type in their questions and all were able to hear the question and answers. This allowed participants to obtain clarification on complex issues such as the determination of independent contractor vs. employee status. Several questions were raised when discussing the more than 20 “tests” used to make this determination. Kevin Williams from Plumas Pines Resort attended an earlier session and commented, “Each year the California laws get more complicated to enforce. I’m so grateful AFWD offers this annual training, it will help to keep us compliant with the changing law.”

AFWD services support the growth of local businesses and their success in our rural communities. Offering professional led workshops like the Labor Law Update provides businesses with the information and resources necessary to help guide them in operating their business in compliance with California law.
Referred by family, Keiland Dunmore came into Plumas Business and Career Network (BSN) looking for assistance in finding a job. Keiland had just moved back to Plumas County and was having a hard time with his job search. Unsuccessful on his own and needing assistance, he was introduced to the Youth Career Center Advisor (CCA). Together Keiland and the CCA went over the Youth Program and what services it has to offer. He agreed that the extra help would be extremely helpful and was enrolled in the Youth Program. Through assessments, it was determined that Keiland would be best suited working in customer service.

Right away, Keiland and his CCA set to work preparing him for the workforce. Working together, they highlighted his customer service skills in a professional resume. They also reviewed and created a master application, ensuring everything was worded appropriately. Then they created a job plan. They reviewed local options and honed in on the places that Keiland thought sounded fun. Then they did a little research on those employers and applied for their open positions. Keiland’s dedication and persistence paid off; he was called for an interview at Round Table Pizza. He then reviewed interview techniques with his CCA and practiced what he had learned. Before the interview was over, he was offered a job. Since starting his employment, Keiland has flourished. He stated, “I love my job, and thank you so much for all you guys have done.” He commented to his CCA that he has been telling everyone he knows about Alliance for Workforce Development Inc. and that they can help simplify job search.

With his newfound financial freedom, Keiland has found a new sense of independence. He exclaims, “It can only get better from here. The sky’s the limit!” We are proud of you Keiland and your initiative!
Finding a Career that He LOVES

Lonnie came into the Plumas Business and Career Network (BCN) after his most recent part time employment ended. He needed full time employment. He had recently moved from out of state and he needed a full time job to help meet the needs of his growing family. Lonnie had been utilizing the computer lab at the BCN and requested assistance from a Career Center Advisor (CCA) with Alliance for Workforce Development, Inc. (AFWD).

With the help from the CCA, Lonnie applied for a job as a technician with Integrity Heating and Air Conditioning. Lonnie was very interested in becoming a Heating, Ventilation, and Air Conditioning (HVAC) technician, as it had always been a field of interest to him. They interviewed Lonnie and, although they were very interested in hiring Lonnie, he lacked the relevant experience in this field. The Plumas Business Service Representative (BSR) contacted the manager at Integrity Heating and Air and discussed a possible On-the-Job Training (OJT) with Lonnie. The manager confirmed that they were interested in hiring Lonnie. And while Lonnie’s past work experience had provided him some transferable skills, giving him a good foundation for a career in this industry, the manager was concerned with the fact that Lonnie lacked the necessary experience for the position of an HVAC technician. The staff at the BCN worked with Integrity Heating and put together an employment plan for Lonnie that would provide him with the abilities and knowledge required to become a HVAC technician.

Lonnie completed his OJT with flying colors. His supervisor was very impressed with how well Lonnie progressed in the HVAC business and how quickly he adapted to learning new skills. Throughout the OJT he was exposed to many different tasks, and he picked up on all of it in a quick and prompt manner. His supervisor said Lonnie was “a jewel in their crown” and couldn’t be happier with the employee that Lonnie has become. Lonnie’s opportunity with the OJT has allowed him to stay gainfully employed and he has received a raise since finishing his OJT. The employer and employee were both grateful for the opportunity that had been provided to them through AFWD. Lonnie received a start in a career path he has always been interested in AND Integrity Heating and Air has a new employee trained specifically on their processes and procedures. It’s a win-win for everyone! Congratulations, Lonnie!
AFWD America’s Job Center of California

Statistics
PY 2018 -2019

**Plumas County**

**Total Visitors**

2,640

**Plumas County**

Business Services

- Businesses Served: 120
- Services Provided: 810

**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%

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