HEALTHCARE HEROES VIRTUAL HIRING EVENT

APRIL 20th  11 AM- 2 PM

Are you looking to join the healthcare team in your community? Come explore open positions in Northern California healthcare facilities. Healthcare Heroes Virtual Hiring Event is for anyone who is considering a career in the healthcare industry.

Open positions include – Admissions, IT, Housekeeping, Medical Records, Registered Nurses, Accounting and more!

Join the event and speak with hiring staff to learn more about open positions, company culture and career opportunities to consider.

Now is the time to consider options to become a Healthcare Hero in your community.

Please Join Us

Tuesday April 20th from 11 AM to 2 PM

REGISTER TODAY!

HTTPS://TINYURL.COM/HEALTHCAREHEROESHIRINGEVENT

Questions and resume assistance are available by contacting https://afwd.org/ to “Chat Live” with AFWD staff.
Uncharted Waters Provide SUCCESS!

Remember your first job fair? You were dressed to the nines, portfolio in hand with dozens of resumes printed on fancy resume paper. You had spent days preparing, practicing your introduction in front of the mirror, your handshake was perfected and you were determined not to be the first to look away during your conversation with companies you hoped to become a team member of. As you approached the door your stomach was jittery with excitement and nervous at the same time.

This was the stage for companies large and small until 2020 when in person recruitment really took an avenue that previously was underutilized by most communities. Enter the “Virtual Job Fair” – an online event where employers and job seekers can interact via video conferencing, chat rooms, telephone conversations and other technology-mediated communication.

Alliance for Workforce Development, Inc. (AFWD) utilizing the Premier Virtual platform on January 20, 2021 hosting the first ever AFWD Regional Virtual Job Fair. This regional area covered Butte, Lassen, Modoc, Nevada, Plumas and Sierra Counties respectfully. Seventy-two businesses throughout the AFWD region participated in the “New Year, New Career” event providing over 1000 openings for the one hundred and seventy-one job seekers who attended during the 10am – 1pm event window.

Company recruiters interacted with these individuals through the “chat” feature as the job seekers entered their virtual booths enabling these people to gain more insight of the company, job openings and share what skills they have and/or their willingness to learn. Job seekers had prepared for this interaction by uploading their resume which was then available to share within the virtual booths of interest. In addition, job seekers had the opportunity to attend multiple workshops to prepare for the virtual format. Recruitment teams through this quick exchange where able to schedule future interviews, request company applications be completed and have current contact information for all the people who visited their booth.

Some comments shared by the companies that attended included:

“This Virtual Job Fair was the highlight of my week. Because I have an online company, communication using online ways is so important. I collected 19 resumes today, and all of them, based on the fact they were all able to navigate the job fair, placed them all in a league of possible candidates. Not everyone chatted with me, but some chatted quite a bit. It showed me their communication skills. From those chatters, several asked for my email address for follow up afterwards. That tells me more about those candidates, namely that they have great communication skills.” – Solar Cowboyz

“Thank you for inviting us to the virtual job fair. I believe it was successful for us at a minimum for exposure that we’re out here as an employer. We had some great conversations with some job seekers. Overall, I think this was a successful event for us. Thanks again.” – Sierra Army Depot
New Opportunities Ahead

Stephanie came into the Plumas County office of Alliance for Workforce Development, Inc. (AFWD) for support in finding fulltime self-sufficient employment. Having recently been laid off from Plumas Unified School district as an interpreter, and nearing exhaustion of her Unemployment Benefits, she took a step to seek assistance.

As there were no new opportunities as an interpreter in the area, Stephanie was able to get help determining what other career path might suit her. She didn’t want a humdrum job but something she would find satisfaction in, while making a good living wage. After some consideration, Stephanie found that the Healthcare would be a great fit. License Vocational Nurse (LVN) would be a great place to start the path to a life-long career in the Healthcare sector. She has always loved taking care of people, wanting to help people that were unable to take care of themselves, so becoming a nurse seemed like the perfect opportunity to do be able to do that. She registered at Feather River College and began her pre-requisites and then was accepted into the LVN training.

Stephanie was thrilled to have this opportunity, but was unsure of how she would manage to pay for all of the required training items that she would need to complete her classes. Fortunately, she knew of AFWD and made an appointment to meet with a Career Center Advisor (CCA), who assessed her need for training assistance. Stephanie was determined eligible, and a plan was developed to help her successfully complete the program. She received assistance from AFWD in purchasing scrubs, necessary equipment, and Virtual Simulation Models that are required training items for the class. This made the opportunity to attend the LVN program possible.

Stephanie is doing extremely well and will be graduating in August of 2021. This training has given her the opportunity she needed to advance into a career pathway that will help her to earn a self-sufficient living for herself and her family. Stephanie told her CCA, “Not only have I learned, and am still learning about the diseases and illness that hinder our body from working properly, but ever so important, is that I have learned to care for the patients on a different side: being by their bedside. For this I am thankful.” She is very appreciative of this opportunity that the Workforce Innovation and Opportunity Act (WIOA) and AFWD has afforded her.
Unexpected Growth Amidst Covid-19 Business Climate

When Rob Gott, bought the local ATV power tool business in February 2020 he brought new life to the community with Gott Powersports. Mr. Gott’s success grew in Reno, Nevada with his ATV recreational vehicle business. Rob thought buying the small local Quincy business was a good idea since so many of his existing customers came from Plumas and Sierra counties. Gott Powersports sells ATV’s, snowmobiles, generators and all sorts of small engine items like chain saws and weed whackers. It was with great anticipation Rob expanded his Reno operation to Quincy. Just a month after the purchase, Covid-19 Shelter in Place order arrived. The small business, while essential took an unexpected turn.

Shortly after the Shelter in Place order, Rob contacted Alliance for Workforce Development, Inc. (AFWD) to learn about California Covid-19 protocols. The Business Services Representative gave him information about various programs to assist small business, such as Work Share program, PPP and grant programs available to him.

Gott Powersports is considered essential because of sales and service of the ATV’s and snowmobiles used in search and rescue operation throughout the Plumas and Sierra counties. As the Covid-19 protocols progressed through the county Mr. Gott took advantage of every program offered including the On-The-Job training program when hiring a new counter sales person. Throughout the year Gott Powersports met with many challenges brought on by the Covid-19 but also the building next door caught on fire and burnt some of the Gott Powersports warehouse structure. Yet throughout these challenges, Rob worked with AFWD staff, local agencies and the Small Business Administration which all helped his new business grow. Rob remarked, “The OJT program is so valuable for any small business. With AFWD helping throughout the year, we are grateful for all their assistance. I really did not know about all the programs available to use until the AFWD representative informed us”.

The unexpected outcome of the Covid-19 challenges was an increase in sales as people had extra funds and the time off to spend with their families. There was an increase in service as people were repairing their vehicles and equipment. This resulted in adding staff to accommodate the unexpected increase in business. With the first year of business in Quincy over Mr. Gott sees a bright future for Gott Powersports.
2021 Employment Law

With each new approaching year, Alliance for Workforce Development, Inc. (AFWD) collaborates with Butte College; The Training Place to provide a timely Labor Law update for businesses in our northern California counties. Ann Hicks, Labor Law attorney, presents this workshop.

This year many new changes were affecting our California businesses. Some of the topics covered this year include the new minimum wage and minimum salary updates, classification of independent contractors, the new factors of Prop 22 regulating App-based drivers, like Uber, and various exceptions to the ‘employment’ rules. While some issues are yet to be determined, the Labor Law Update for 2021 gives insight into requirements and issues facing our local businesses. There are new training requirements for Sexual Harassment Training and Prevention classes for all businesses. As a sign of our times, additional training is now required for transit companies in Human Trafficking Recognition training.

2021 Labor Law included the focus on diversity training. California leads the way with diversity in the workplace, and the new AB 979 bill requires women (2 out of 5) on boards for all publicly held domestic and foreign corporations with principal offices in California. There are changes to the California Family Rights Act (CFRA), including grandchildren and domestic partners, a positive addition to the federal Family Medical Leave Act (FMLA). A significant discussion was made concerning the Covid-19 legislation and Family First Coronavirus Relief Act (FFCRA) which expired December 31, 2020.

There are continual updates to the FFCRA as Covid-19 continues to be present in our lives and business. Much of the Covid-19 legislation continues to change and Ms. Hicks suggests all business owners keep informed by visiting Department of Labor and EDD websites regularly.

Business owners attending this workshop indicated this was one of the most necessary and impactful Labor Law Workshops. Continued changes are impacting small businesses with 5 or fewer employees. The many factors of Covid-19, including reporting policies, affects all businesses with employees. Chris Schneider, a business owner, remarked, “This workshop was so packed with information and it will take some time to digest.” Several businesses commented they were so grateful to AFWD for making them aware of this workshop. This is a vital way that we keep small businesses in our communities informed and up-to-date and will continue to do so, year after year.
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Let’s Talk Careers!

Alliance for Workforce Development Inc., (AFWD), the Job Training Center and Smart Workforce Center joined forces to sponsor the Let’s Talk Careers! Virtual Hiring event for Sierra Pacific Industries (SPI) in February 2021.

Sierra Pacific Industries is a 3rd generation family-owned forest products company based in Anderson, California. SPI manages over 2 million acres of timberland in California and Washington, and is among the largest lumber producers in the United States. Operations in California include:

Sawmills: Anderson, Burney, Lincoln, Quincy, and Sonora
Millwork: Red Bluff and Richfield
Remanufacturing: Richfield
Bark Plants: Oroville and Sonora
Chip Coloring Facilities: Lincoln and Sonora

This event was structured to allow interested job seekers to experience a “Meet and Greet” format with staff from 10 divisions of SPI to learn more about the culture of each location, positions available, career advancement opportunities and other Sierra Pacific Industries benefits. Additional information was shared on how each division accepts applications, hiring requirements and highlight positions that offered a hiring bonus. Two-time frames were provided to ensure people had an opportunity to participate.

One job seeker remarked, “I’ve never attended a virtual hiring event before. It was easy to navigate and I was glad to speak to an actual hiring person. She set me up for a personal interview right on the spot.” Another attendee mentioned, “It was a very relaxed atmosphere. The interaction through the chat feature made you feel very comfortable asking questions. SPI staff wanted you to know this can be a long-term career, not just a job.”
AFWD America’s Job Center of California

Statistics
PY 2020-2021 Q3

Plumas County

One-Stop Visitors: 2,132
Business Served: 67
Business Services: 957
AFWD Clients Enrolled: 698

Unemployment Rate
(As of: February 2021)
12.2%