New Visions with ReThink Industries

There are many different types of ranches throughout Plumas County. One unique horse ranch in Quincy is used for equine therapy and is home to seventeen horses. ReThink Industries in Quincy has partnered with Alliance for Workforce Development, Inc. (AFWD) in an On-the-Job (OJT) program, training a clinician in the application of equine therapy.

In three short years, ReThink Industries has grown in client base and versatility of offerings to hire her first employee. Being a young business, owner, Aly Davis-Kinne, was happy to partner with AFWD’s OJT training program. There are very few therapists trained in the practice of equine therapy. Aly knew she would need to provide the appropriate training to any therapist hired. When looking at possible candidates, Aly commented, “Having AFWD to assist me in hiring my first employee helped make the process flow much easier.”

Equine therapy is relatively new to Plumas County. Aly is a certified practitioner through Equine Assisted Growth and Learning Association (EAGALA). ReThink Industries partnered with A Grazing Grace Horse Rescue ranch, who are providing the horses used for the clients. All these horses are rescues themselves. From the thoroughbred race horses, the draft horses, and the beautiful Pinto, each horse lends its own personality to the healing process. Only two miles away from the office, this allows patients to easily access the ranch.

http://rethinkindustries.co/
New Visions - Continued

Aly explains: “Horses have evolved to be extremely sensitive to their environment. They instinctively analyze and react to our body language and other nonverbal cues. As a result, we are able to gain insight into our own behavior patterns. These horses become the focal point in client-driven discovery and analysis.”

ReThink Industries specializes in trauma and addiction challenges, including equine therapy, Aly recognized she would need to train any therapist hired by ReThink, as most therapists are not trained to work with horses. Having a practice in a community like Quincy affords her the opportunity to explore this unique treatment program.

After a extensive search for various levels of therapists, Aly found Christine Knox, a therapist with no training in equine therapy but very willing to learn. Ms. Knox has some knowledge of horses but not their therapeutic value. Christine said, “This allows me to include my love of horses in a distinctive manner to help others heal.”

This On-The-Job training program helps a business in a two-fold manner: the business grows and the new employee receives the training necessary to compliment a long term career with an innovative firm dealing with trauma and addiction.
Lending Assistance to a Local Business: Oakland Camp

Oakland Feather River Camp (OFRC), located on the outskirts of Quincy, has been operational in the Sierra Nevada Mountains since 1924. Each season, the camp draws people from all over to spend a fun filled time at the old fashion camp. This somewhat remote campground requires many people to run it during the long season from April through September. The new Executive Director, Mark Olson, reached out to Alliance for Workforce Development, Inc. (AFWD) for assistance in posting positions. They had recently experienced staff changes and were looking for ways to increase visibility and expand their candidate pool.

AFWD assisted OFRC in obtaining their seasonal staff by posting their positions on CalJOBS and with local partner agencies, and referring many walk-in candidates. By mid-May most of the positions were filled and the campground entered the height of its season. In late July, Mr. Olson contacted the Business Services Representative (BSR) at AFWD, stating they needed to locate someone to perform their onsite first-aid, such as tending to cuts and bruises. This position required either a Certified Nurse’s Assistant (CNA), a Licensed Vocational Nurse (LVN), or Registered Nurse (RN). The BSR started to perform some outreach to see if we could locate a couple LVN’s willing to share this assignment.

As the time grew closer and the position remained unfilled, the Business Service Rep inquired if an Emergency Medical Technician (EMT) might work this position. Indeed, if we could find an EMT for a couple of weeks, that would also cover the requirements needed for the position. Most EMT’s were employed and, as this is fire season, many EMT’s are in the fire camps all over Northern California.

The BSR recalled a candidate, Vaughn Vajgrt, an individual that AFWD had assisted about a year ago. He had his EMT license, Wilderness First Aid, CPR certification, and lived in Quincy. He was looking for a position back in April but we have not seen him since the summer began. Reaching out to Vaughn in the traditional ways had proved unfruitful. The time was getting critical for OFRC to have a certified person on staff.

While visiting a retailer next door to the Plumas Business & Career Network, the Saturday before the camp was required to have the health person on staff, in line was Vaughn getting frozen yogurt on a hot day. The BSR happened to go for a cold treat that day as well. He explained he had been out of the country helping people in Mexico. He was volunteering as an EMT and just returned to the states the previous day! The BSR asked if he was interested in working for a couple of weeks as an EMT and Vaughn immediately agreed. Knowing the urgency of filling this vacant position, the BSR immediately connected Vaughn with the Executive Director, Mark Olson. Vaughn began working the very next day at OFRC. Mark Olsen, Executive Director of Oakland Feather River Camp was extremely grateful to AFWD for this. He said it was one of the best Saturday calls he received in a long time. Mark said, “AFWD went far and above to assist us in our time of need.”
Partnering with Probationers to Assist in Our Community

Part of being the Alliance for Workforce Development, Inc. (AFWD) is to actively partner with other organizations in our community. One of those groups is the local Probation Department with Plumas County, CA. In an effort to assist inmates, reduce recidivism, and provide services to those in need, we participate and present a series of Job Readiness workshops.

These workshops offer advice on completing a master application, resume writing and cover letters, career planning and goal setting. Also included are an introduction to job search and interviewing, as well as preparing for a job interview and how to retain a job, once they gain employment. As a compliment to these workshops, soft/transferrable skill sets are discussed. We want to help ones understand how these personal attributes contribute to the state of their relationships, communications and interactions, and how vital they are. Sometimes, when an individual has a background that doesn’t contain much employment history, they don’t even know where to begin in their job search or how important the way they present themselves to others is in the job that is finding a job.

These workshops provided ex-offenders an opportunity to ask questions, to help them figure out a plan, and to consider setting goals for themselves. They are all educated on what AFWD’s Business and Career Network has to offer when it comes to assisting them in finding jobs. We look forward to helping them in our office with the goal of finding gainful employment and paths to success.
Many Successes from One Determined Client

Lauren came into the Business and Career Network (BCN) in September of 2016. She was enrolled in the Registered Nursing (RN) program at Butte College. She came in to inquire about assistance with some of her remaining training costs. Previously, she was a Fisheries Technician with the U.S. Forest Service, but was laid off due to a lack of funds. Eligibility was determined and she was enrolled into the Dislocated Worker program under the Workforce Innovation and Opportunities Act (WIOA). Lauren completed her RN training and went on to pass her National Council Licensure Examination (NCLEX). A first success!

After completion, her Career Center Advisor (CCA) continued in helping Lauren with her job search, and at that time, she applied at the local medical district, Plumas District Hospital (PDH). The Business Service Representative (BSR) from the BCN spoke with representatives from PDH about a possible On-the-Job Training (OJT) with Lauren at the hospital. The BSR confirmed that they were interested in Lauren, and although Laurens training provided her some transferable skills, giving her a good foundation for a career in the nursing industry, the Head Nurse was concerned with the fact that Lauren lacked the necessary experience for the position of a Registered Nurse. The staff at the BCN worked with PDH and put together an employment plan for Lauren that would provide her with the abilities and knowledge required to become employed as a Registered Nurse. A new job/OJT with a local employer: a second success!

Lauren began her OJT on January 8, 2018. Her supervisor was immediately impressed with how well Lauren progressed in her knowledge of nursing and learning new skills. Throughout the OJT, she was exposed to many different tasks that she picked up and mastered in a quick and prompt manner, demonstrating her aptitude for the position. The employee and the employer were both grateful for the opportunity that had been provided to them through Alliance For Workforce Development, Inc. A happy employer, as well as employee: a third success! Here is to Lauren continuing her fruitful path to a long and successful career! Her hard work as paid off in a big way.
Finding a New Path in Quincy

Sebastien Benoit first came into the Plumas Business and Career Network (BCN) looking for any job. Upon hearing information about the Youth Program, Sebastien said he that he was very interested as he could use all the help he could get. Alongside his Youth Career Center Advisor (CCA), they brushed up his resume and application and set to work developing a job search plan. It was apparent that Sebastien’s strengths were his dedication and hard work.

Sebastien expressed an interest in the field of welding. He had been his own mechanic since he could remember and dabbled a bit in welding to help facilitate fixing his own vehicles. He was excited to have confirmed, through career assessments and exploration, that a career in welding or as a mechanic, would be a great fit as a career path for him. Together with his Youth Career Advisor, they explored the community for positions that would suit Sebastien’s interests. This led him to Lazzarino Metal Works.

After meeting with owner Jesse Lazzarino, at Lazzarino Metal Works, Jesse was able to tour the shop and ask questions about the industry. He was also able to share a bit about himself including his skills, interests, and aptitudes. It became apparent that Sebastien would make a great addition to Mr. Lazzarino’s growing business. Sebastien was offered a six-month On-the-Job training (OJT) because, while he had a limited exposure to the duties of a welder, he had never worked professionally as a welder. Participating in an OJT would allow him hands-on training.

Since starting his OJT, Sebastien has confirmed how happy he is to have this professional opportunity. He also has stated, “Since working here I feel like a person; that my opinion matters and that I matter.” When Jesse needed a custom tool created for the shop, Sebastien was able create the necessary implement designed to assist them in moving large pieces of materials. Sebastien has also taken the reins to clean up and organize the shop. Jesse claims that he has never seen the shop look this clean. Sebastien has even designed and created organizational racks for the shop. Sebastien is well on his way to becoming a successful welder.
Ted Sieck came into the Business and Career Network (BCN) when he was referred by an employer to participate in an On-the-Job Training (OJT). Ted’s most recent employment was with the Plumas County Sheriff’s office as a Correctional Officer. At that time, Ted was enrolled into the Workforce Innovation and Opportunity Act’s (WIOA) Dislocated Worker program. Shortly after Ted was hired on for the OJT, both he and the employer realized this was not a good fit for either of them. With that, Ted’s Career Center Advisor (CCA) aided Ted as he returned to job search and was able to place him into the Storm National Emergency Grant - Temporary Job Creation (NEG-TJC) program as a Temporary Maintenance Worker. There, he worked for Caltrans, and it turned out to be a very good fit as he successfully completed his contract after a year of employment in the Storm project. Ted’s supervisor was very impressed with his hard work and dedication to the job. They were sad to see him go.

After the Storm project was completed, Ted’s CCA continued to help him with his job search. Ted was interested in learning a new skill and he inquired about Truck Driving. He had hoped to apply for a permanent job at Caltrans, but he knew that having his Class A driver’s license would be a big plus for him in order to facilitate getting a permanent position with Caltrans. He also found there were many jobs on the local job board at the BCN that required a Class A license. Ted did some research and found a truck driving school by the name of American Truck Driving School in Redding, CA. Due to Ted’s lack of employment, he was unable to pay for this training. As an enrolled client, AFWD was able to assist him through WIOA and off he went to truck driving school.

In July of this year Ted received his Truck Driving Certificate after he completed 160 hours in the training program. Ted’s instructor was very pleased with his skills as a truck driver. After Ted received his Class A driver’s license that was issued by the DMV, he started work the very next day with a trucking outfit by the name of Morning Star Trucking. Things are going very well for Ted and he is very grateful for the opportunity that AFWD and the WIOA program were able to afford him. Here is to a new path to success for Ted!
AFWD America’s Job Center of California

Statistics
PY 2018 - 2019

Plumas County
Total Visitors
825

Plumas County
Business Services

Businesses Served 75
Services Provided 273

AFWD
Total Clients Enrolled
620

Unemployment Rate
(As of: August 2018)

Butte 4.7%  Nevada 3.4%
Lassen 4.4%  Plumas 5.3%
Modoc 5.9%  Sierra 5.1%

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