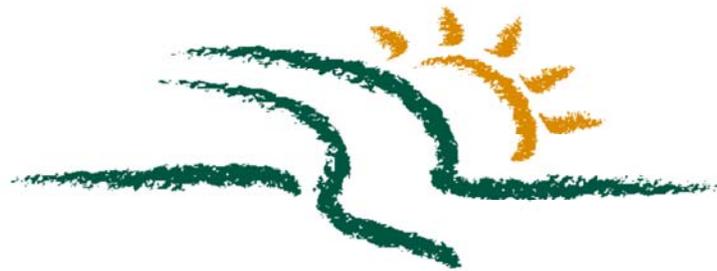




Submitted by: Janelle Hardig, Business Services Coordinator

October 1- December 31



*Alliance For
Workforce Development, Inc.
Providing pathways to success*

Plumas Work Connection

1953 E. Main St., Quincy, CA 95971

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**SIERRA PACIFIC INDUSTRIES
TRADE ADJUSTMENT ACT
CERTIFICATION**



Sierra Pacific Industries (SPI) Small Log Mill Closure on May 4, 2009 has received certification for the Trade Adjustment Act (TAA) as of November 19, 2009. This long awaited news brings retraining and skills upgrade opportunities to affected workers of the Quincy Sierra Pacific closure. Career Center Advisors (CCA) at the Plumas Work Connection and Sierra Work Connection have completed contacting all current clients to refer to our local Employment Development Department (EDD) representative to follow up. The Plumas Work Connection has the benefit of a full time EDD representative whom we will coordinate our efforts to assist affected workers. The process will consist of letters to be sent out from the EDD Special Claims Unit to affected workers. Workers will then visit the One Stop with application forms for individual TAA certification.

Once individually certified, workers are eligible for such benefits as funding for training, job search and relocation. For specifics of benefits for affected workers, please visit the Department of Labor web site at <http://www.doleta.gov/tradeact>. CCA's at the Plumas Work Connection will attempt to find the remainder of the affected workers who are not current clients to inform them of possible benefits and refer them to EDD.

Career Center Advisors at the Plumas Work Connection will work in conjunction with the EDD representative to provide services to affected workers. EDD will require affected workers to be enrolled in the Work Investment Act program. The Plumas Work Connection will be providing such services as formal skill assessments, training plan development and possible supportive services if TAA funds are exhausted.

The Trade Adjustment Act certification comes as great news to all affected workers of the Sierra Pacific closure. It will open doors and opportunities for workers to update their skills and pursue

career/industry changes. With the current decline in the timber industry, workers are struggling to find work in Plumas County with comparable wages and benefits. The TAA certification has the potential to help workers upgrade their skills to be able to gain sustainable employment.

A TAA Team that was formed, and their goal is to ensure the highest quality service, embracing change to meet the needs of our community and assisting SPI affected workers on their *pathways to success.*

AFWD Support Meeting for Healthcare Providers in Plumas County



AFWD Support Meeting for Healthcare Providers in Plumas County

A working lunch meeting was held at the Plumas Work Connection in Quincy on November, 20th 2009 to investigate the current and future training requirements of the three hospitals in the county. A delicious meal was prepared by Sweet Lorraine's, a local restaurant in Quincy.

The meeting was successful in determining the needs of Eastern Plumas Hospital in Portola, Plumas District Hospital in Quincy and Seneca Hospital in Chester. Marsha Revenaugh, representing the Sierra Institute, was also present to discuss the telemedicine pilot project the institute is implementing in the county's schools.

AFWD is identifying the training needs of the



hospitals in preparation for possible grant funding from the American Recovery and Reinvestment Act of 2009. Amongst the needs identified by Plumas County's hospitals were staff training ready for the move to electronic medical records, life support and respiratory therapy training, X-Ray certification and opportunities for CNA's to become LVN's, LVN's to become RN's and EMT's to train as paramedics.



We would like to thank CEO Tom Hayes, and Chief of Operations, Teresa Whitfield, both from Eastern Plumas Hospital, Doug Self, CEO from Seneca Hospital and Denise Harding, Human Resources Manager of Plumas District Hospital for their attendance and their valuable contributions during this productive meeting.

Thank you also to Gary and his staff from Sweet Lorraine's in Quincy for a wonderful lunch.

by: Jan Prichard, Rapid Response Coordinator, Plumas County

LAYOFF AVERSION CONFERENCE NOVEMBER 18, 2009



Holly Schirmer, Director of Business Services and Janelle Hardig, Business Services Coordinator both from the Alliance for Workforce Development, Inc. (AFWD) attended the Lay-Off Aversion

Conference facilitated by the California Workforce Association and hosted by the Clift Hotel in San Francisco, CA on November 18, 2009. There was much information that came from the conference related to the prevention of business closures and lay-offs. Although the examples from the conference were on a much larger scale, the concept of averting lay-offs and business closures is realistic for the four counties that AFWD serves; Lassen, Modoc, Plumas and Sierra.

To sum up the information conveyed at the conference; Lay-Off Aversion measures are taken to assist businesses experiencing symptoms of business failure to avert lay-offs and closures. There are many facets of business that owners can review to make informed and proactive decisions prior to facing possible lay-offs or closures. AFWD is disseminating the information we collected from the conference and are developing realistic approaches to assist businesses with resource referrals, suggestions for assessing and diagnosing why the business is experiencing problems. Lay-Off Aversion is carried out by building strong business relationships that establish trust.

Assisting businesses before extreme steps are taken such as lay-offs or closures is the objective. The life cycle of our local economy's survival will depend on businesses employing workers and employees spending their money locally. If the money generated from wages stays in local economies, a business' chance of survival is increased.

Sexual Harassment Prevention Workshop

On October 27, AFWD Director Holly Schirmer conducted another successful and lively Sexual Harassment Prevention workshop at the



Quincy office. In attendance were 17 people representing local businesses as well as 3 AFWD employees. Over the course of the presentation, many thoughtful questions were raised with regard to some of the laws and lawsuits that have occurred over the last several years and their implications for businesses. The participants asked very constructive questions and Holly did a great job at answering them and gave the class a firm grasp for how they, as supervisors, can help to prevent sexual harassment in the workplace and how to properly deal with it when and if it should occur where they work. The general feeling towards the end of the class was that the information imparted was very useful, and a majority of the paying participants stood outside in front of the AFWD office and spoke to each other for about half an hour, presumably to discuss how good the class had been and how to best implement the knowledge they had gained.

Holly Schirmer presenting the Sexual Harrassment Prevention workshop.

Federal Technology Center and Responding to RFP's

On October 8th, the AFWD Quincy office hosted Jayne Murnane of the Federal Technology Center, who gave a presentation on "Responding to RFP's (Request for Proposal): Learn the techniques of putting together winning proposals". Ms. Murnane is an industry expert in the RFP process and works as a consultant for the Federal Technology Center which is member of the Association of Procurement Technical Assistance Centers (APTAC).

APTAC's are nationwide, with 93 centers and 250 local offices. These centers and the professionals who work for them are "dedicated procurement professionals working to support and extend DLA's* mission of providing the best value goods and services to America's Armed Forces and other government agencies. PTACs are the bridge between buyer and supplier, bringing to bear their knowledge of both government contracting and the capabilities of contractors to maximize fast, reliable service to our government with better quality and at lower costs. Many PTAC counselors have backgrounds in government acquisitions

and virtually all receive ongoing training to keep pace with continually evolving acquisitions procedures and policies. (*Defense Logistics Agency)

AFWD attended this presentation with Janelle Hardig and Brendan Norris being present. Afterwards, it was discussed that there may be some way for AFWD to delve more into the RFP's and assist our business clients in some capacity through either assistance in the RFP process or through information dissemination.

'Responding to Request for Proposals' was presented by *'The Federal Technology Center'*



A Not-For-Profit Corporation

“ARRA SUCCESS STORY— Cynthia Aston”

Cynthia ‘Joy’ Aston came to the Plumas Work Connection on July 31, 2009 after having relocated from Idaho to Quincy with her family. Eight years had passed since she worked as a Registered Dental Assistant, but with RDA licensing requirements expiring after two years, she had to retake the written and practical exams to update her license.

Alliance for Workforce Development sprang into action and began researching locations and costs to update her license while simultaneously assisting her in her job search. Joy obtained a full time position at a dental clinic within two weeks of starting her job search.

Joy is still in the process of completing workshops in preparation of

taking and passing the written and practical exams to bring her RDA license current. Subsequent to Joy passing the practical exams, she will receive a \$4-\$5 per hour raise. Having her RDA license will make Joy marketable all over California as a Registered Dental Assistant.

The American Recovery and Reinvestment Act funds were utilized to pay for the workshop, application fees, practical exam kit and licensing fees required to update Joy's RDA license.

Although she was in a very difficult situation when she first came into the Plumas Work Connection, her determination and work ethic is contributing to her success. Joy is confident and proud of herself for the progress she has made. She is also very thankful and appreciative of the Work Investment Act program and the American Recovery and Reinvestment Act for assisting her in getting back to work.

Joy is truly a success story that illustrates how people can make a difference in their pursuit of gainful employment. Joy will not only have a job, she will have career.

“ARRA SUCCESS STORY– *Charles Redman*”

Charles Redman came to the Plumas Work Connection on July 8, 2009 requesting assistance finding employment. He had recently begun the process of updating his driver's license to a Class 'B' with endorsements, but with limited resources, he was finding the process to be nearly impossible.

Charles actively participated in our Work Investment Act program with the goal of upgrading his license to a Class 'B'. With Alliance For Workforce Development, Inc.'s guidance in obtaining and utilizing the American Recovery and Reinvestment Act (ARRA)

funds, Charles achieved his goal of upgrading his license. Charles new license upgrade made him infinitely more marketable to potential employers.

Shortly thereafter, Charles search for employment with his new license upgrade caught the attention of a local employer who had a need for someone possessing his newly acquired skills and licensing. Feather River Materials, a local concrete delivery company that oversees both the Quincy and Graeagle batch plants, made him an offer for a full-time management position within their organization and Charles accepted.

Charles continues to learn and grow in his new position with tasks such as building the local customer base, and attending the upcoming Introduction to Federal Contracting to search for any possible projects and contracts for Feather River Materials. This is just one more successful example of the American Recover and Reinvestment Act providing assistance for a motivated individual who was determined to find employment.

“ARRA SUCCESS STORY – TAMI GREGORICH”

Tami Gregorich was one of eight Interns that participated in the 2009 Internship program through Plumas Work Connection, Alliance for Workforce Development, Inc. Tami worked for Plumas County Senior Nutrition as a food server & food prep person. Her duties included not only maintaining sanitary kitchen conditions ensuring that all food and beverage items were ready for delivery to other sites timely, she was instrumental in keeping daily food counts and prepared reports for recording the needs of nutritional and projected meal requirements for our seniors. As a food prep person, she assisted in the preparation of the food for daily breakfasts and

lunches.

Tami's work site offered her a position and she excitedly stated, "The Plumas Work Connection has helped me to gain more skills in the workforce and has helped me gain confidence in myself and when there was a problem that came up you helped me to solve the problem". I asked her how this affected her lifestyle and she said, "It has helped me financially and relieved some of my stress. I have gained confidence. I really enjoyed my job and the people I work with."

Her direct Supervisor said to me several times to me how very happy they are with the work and the dedication Tami has shown, stating, "I have worked for Plumas County since 1992 and I have found Tami to be the most loyal, dependable extra help I have ever had". Tami will start as a Site Manager Assistant.

Tami Gregorich, preparing food for the Senior Nutrition Center





"ARRA SUCCESS STORY – *Michael Ontiveros*"

Michael Ontiveros is a truly motivated young entrepreneur. Little did the Plumas Work Connection, Alliance for Workforce Development, Inc. (AFWD) know what a success Michael would be when he presented himself to AFWD and participated in the 2009 Summer Youth program. He was successful in completing the 2009 Summer Youth program where he gained soft and basic skills he could use to be more marketable to potential employers.

After the Summer Youth program ended, Ken Donnell, Michael's work site supervisor, asked to have Michael back as an intern. An internship is for individuals that already have soft skills and the appropriate skills to perform tasks at a higher skill level than what was required in the Summer Youth program. Michael was qualified and ready for the 2009 Internship program that was approaching.

Ken Donnell operates a couple of businesses in Greenville, CA. He repairs stringed musical instruments and invented a mini microphone system for acoustic instruments. He knows how to

operate his businesses from start to success. Ken is a great resource for a young entrepreneur. Then Ken went on to say, "The folks at the Plumas Work Connection are an incredible resource for local business." Here is an example of two resources working together to further our local workforce development.

Ken continued to train Michael to give him the skills to conduct his own business in all aspects. Ken was grooming Michael to start his own business. On 12/28/2009, Michael requested a fictitious name statement for his new business 'Little Mac'. 'Little Mac' is Michael's new handy man business.

Michael Ontiveros holding his fictitious name statement for his new business:



Little Mac
(Handy Man Service)
Michael Ontiveros, Sole
Proprietor
(530) 284-6648

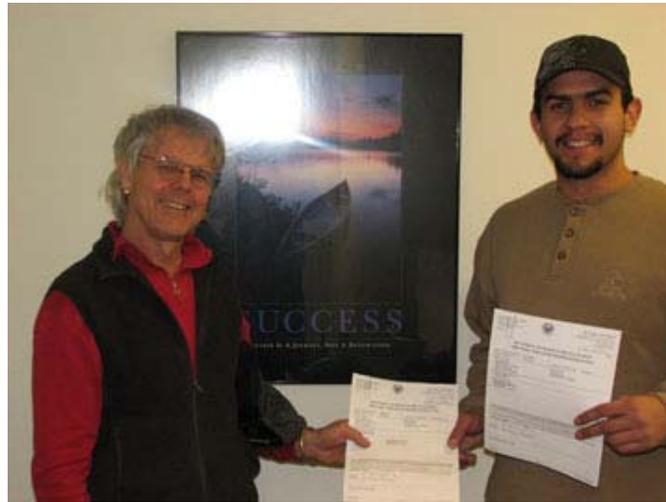
Not only did Michael gain the skills to operate his new business 'Little Mac'; he has chosen a business name that will allow for other entrepreneurial opportunities to be operated under the same name. Congratulations Michael on your new endeavor! THANK YOU Ken Donnell and all of the businesses for their contribution and participation in our 2009 Summer Youth and Internship programs.

******Business Showcase******

F Q Y P V Q Y P 'H C T O U

Downtown Farms' is a new business started. On 12/28/2009, Ken Donnell and Michael Ontiveros entered into a partnership to form Downtown Farms, located in Greenville, CA. Recently Ken Donnell purchased property adjacent to where he operates his businesses, as Donnell's Consulting•Design. Downtown Farms is Ken and Michael's micro farm adventure. They both are going to grow micro crops to sell possibly locally or out of the area. So far, Ken and Michael have not decided what crop/s they will plant next growing season.

Ken Donnell (left) and Michael Ontiveros (right)
are proudly holding their newly filed Fictitious Name Statements



Ken was instrumental in getting Michael to start his new business 'Little Mac'. Now Ken and Michael are partners of Downtown Farms. Ken stated that he grooming Michael to be a 'Serial Entrepreneur' just as he is. Ken is now operating multiple businesses. Both Ken and Michael are going to be very busy in the 'New Year: 2010'.

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Ken Donnell has been an important part of Alliance For Workforce Development, Inc.'s 2009 Summer Youth program as well as the 2009 Internship program. Ken was the work site supervisor for Michael Ontiveros throughout the two programs. Michael Ontiveros is following Ken's example. Ken's footprints are very large to fill however; Michael is on his way to fill them. Ken has definitely had an impression on Michael.

Currently Ken is operating multiple businesses and it keeps him very busy. His training and guidance throughout the two programs has really paid off for Michael Ontiveros. Recently as 12/29/2009, both Ken and Michael entered into a partnership 'Downtown Farms' and Michael started his own business 'Little Mac'.

Ken went to say about our services, here at Plumas Work Connection "One of the keys to the success of our local business has been the help we have received from the Plumas Work Connection."

December, In Person, ALLIANCE FOR WORKFORCE DEVELOPMENT, INC., All Staff Meeting

The employees of Alliance for Workforce Development, Inc. (AFWD) converged on the Lassen Career Network at 1616 Chestnut St., Susanville on December 2nd for an In-Person 'All Staff Meeting'. We had the opportunity to meet new employees, put

faces to the names, discuss current work related topics and prepare for upcoming events and program changes.

The staff meeting was a wonderful opportunity for AFWD employees to gather, exchange strategies and ideas. After the meeting was over we left prepared to set out and assist job seekers meet their individual employment goals. It is a common thread that occasionally needs refreshing.

Employees from the four offices contributed to a potluck. There was a feast of appetizers, main dishes and decadent desserts. Anee Albrecht from the Modoc Employment Center organized a 'White Elephant' gift exchange that was a huge hit. Some of the gifts will more than likely make an appearance in next year's white elephant gift exchange.

Plumas Work Connection

would like to thank all who contributed to the All Staff meeting's success and look forward to our next meeting.