Kristine McCann is a single mom with two children and was working part time at a Child Care center in Chester at minimum wage. A situation arose where, in order for her to keep her position, she needed to get CPR certified. However, working part time she was unable to afford the cost of CPR/Child Care First Aid class. She desperately needed help to keep her position. She saw a flyer posted in the Chester Library and contacted the office of the Plumas Business and Career Network (BCN).

Kristine met with the Adult Education Coordinator (AEC) in Chester to discuss her options; including becoming a private Child Care Provider. Kristine was very prompt, had all required documents with her, and even a slightly outdated resume. Shortly after her first meeting, Kristine informed her AEC there was an opening for Assistant Director at the very daycare she works for. According to the state regulations, centers must have a director level person on site at all times, so her place of employment was in need. Kristine expressed interest in taking required classes to be considered for that position. By obtaining her CPR certification, she was able to not only maintain her position but was eligible for a pay raise and increased responsibility. She also worked on improving her computer skills in MS Office. All of these developments and benefits arose from Kristine inquiring whether the Adult Education Block Grant funding could aid her in becoming more employable!

She is grateful to the Adult Education Program for facilitating and encouraging her to continue her pathway to a long term career. Kristine has received more responsibility as she has progressed. She plans on making Child Care her
Cindy McGill’s Success

Referred to Alliance for Workforce Development, Inc. (AFWD) by the Child Care Providers Program Coordinator at Plumas Rural Service, Cindy McGill came to us ready to do what it takes to obtain her Child Care Provider’s license. Over the last two months, Cindy worked diligently to accomplish all the required classes. Though a few life changing events occurred during this time; her daughter got married and Cindy is the primary caregiver to her grandchildren, Cindy remained focused and completed each step of the program. It’s no surprise Cindy accomplished what she set out to do over two months ago. She came to every appointment, attended every class on time, never missing an appointment or being late.

There were no excuses; Cindy was going to obtain her Child Care Providers license for three very important reasons:

1) She wanted to be able to care for her own grandchildren
2) The community desperately needs providers and
3) She wanted to be working full time and not be subject to the business downturns of her last couple of positions.

Cindy submitted all her paperwork in a timely fashion, her home inspection cleared quickly and she now awaits the expected approval. To her credit, she already has a list of waiting clients. She is grateful for the guidance provided by Plumas Rural Services and AFWD and the assistance the Adult Education Block Grant gave her. She does not think she could have done this so quickly without the encouragement and support of various programs available to our community

We admire the individual participant who consistently does the work. Each step draws them to achieving their goal. We wish Cindy every success in her becoming a much needed Child Care Provider in Quincy.
Tom Michael came into the Plumas Business and Career Network looking to obtain fulltime employment. He had previously worked as a metal fabricator for 5 years and was laid off in 2014. Since his layoff, he has been doing various odd jobs but unable to find long-term gainful employment. He heard about Alliance for Workforce Development, Inc. (AFWD), and decided to come in to see how AFWD may assist him with his job search. He had put an application in with a local business called Heat Transfer Systems for the position of Lead Installation Technician.

Jason Blust, the owner of Heat Transfer Systems, interviewed Tom and felt that he had some transferable skills from the metal fabricating position he held as well as some of the odd jobs that he had performed. However, Tom had no experience as a Lead Installation Technician for the heating, ventilation, and air conditioning (HVAC) industry. At that time, Jason inquired about an On-the-Job Training (OJT) opportunity with AFWD to provide Tom with worksite training assistance. AFWD staff worked together with Heat Transfer Systems to cultivate an OJT plan for Tom that would prepare him with the understanding and skills required to become Lead Installation Technician of the HVAC trade which is an ever growing industry.

Tom started his new position on August 10, 2016, and according to Jason, he is doing exceedingly well. He has made good progress with learning the HVAC trade. They have been working on a variety of jobs; installing heating and air conditioners in new houses as well as servicing older units. Tom is being exposed to many different sides of the HVAC profession. Jason is thrilled with the progress Tom is making and Tom is so grateful for this opportunity to expand his knowledge of the HVAC trade and the opportunity for high-demand and gainful employment.
Breanne Olsen first entered the Plumas Business and Career Network to view current job board postings. Breanne had been dismissed unexpectedly from her job earlier that day. Being a young single parent, she was immediately referred to a Youth Career Center Advisor. Breanne presented with an array of administrative and front office skills and had completed some college coursework, however, the thought of starting over in job search efforts was daunting. The advisor assured her that the goals she could achieve through the Youth Program would help her overcome those perceived obstacles to attaining employment.

Utilizing assessment tools and informational interviews, Breanne showed an interest and aptitude for the business career field. For several months, local Quincy business DuPont Power Tool had been searching for an appropriate candidate to fill their position of Bookkeeper/Records Manager. This position included not only bookkeeping but reception, website management, account management including billing and debt collection, payroll, and submittal of DMV requirements for their lines of off-road and recreational vehicles. Breanne submitted her resume to DuPont Power Tool. With the help of her Career Center Advisor, she researched the company and practiced her interviewing skills.

Following the interview, AFWD’s Business Services Supervisor contacted DuPont Tool. The owners stated that Breanne presented well and definitely had some of the office skills they desired, but she required more knowledge and skills related to retail operations, payroll, and inventory processes. The Business Services Supervisor explained the benefits of hiring Breanne and utilizing on-the-job training services. A contract was agreed upon and Breanne began her on-the-job training as a Bookkeeper/Office Assistant. Bridging the gap between employer staffing needs and applicant skill aptitudes, on-the-job training provided a successful connection between DuPont Power Tool and Breanne Olsen.
A Promising Future

Jeremy Dillard first entered the Business and Career Network (BCN) in fulfillment of an agreement made between his uncle and himself. The agreement provided to Jeremy a stable place to stay and food on the table, luxuries not often afforded to him throughout his 24 years’ of life, continued on the condition of establishing and maintaining sobriety and finding full-time work. A history of foster system placement, homelessness, alcohol and drug addiction, juvenile and adult justice system involvement, Jeremy dropped out of high school in the 10th grade. Basic Education Skills (BES) deficient in Math, no verifiable work history, and never having had a driver’s license were additional barriers to be faced along Jeremy’s journey to success.

Objective assessment of Jeremy reflected self-reservation, uncertainty, and made note of the fact that he seemed to never smile or laugh; while to the contrary, he proved his commitment to following through with the program, always timely, present, and prepared for his appointments, completing tasks as asked, and by dedicating whatever time was necessary to ensure he gave and received the most from each assessment and objective. Working closely with his Advisor, Jeremy studied hard and raised his BES in Math and obtained his CA Driver’s License.

Performing outdoor odd jobs was how Jeremy made his way of life; assessments supported Jeremy’s interests and abilities to work outdoors in a hands-on position, but, this type of work left him lacking an established employment history to reflect on a resume, making him an excellent candidate for an On-the-Job-Training (OJT) or Work Experience Internship (WEX) opportunity.

Business Owner, Jason Blust, of Heat Transfer Systems, entered the BCN in urgent need of additional assistance for his rapidly expanding heating, ventilation, and air conditioning (HVAC) business. Jason, already familiar with our business services employing his Lead HVAC Technician through an OJT with the Adult Program, was now in need of an HVAC Installation Technician to keep up with increasing customer demand. During this visit Jason was provided Jeremy’s resume and an interview was scheduled. Post-interview follow up with Jason reflected that he had liked Jeremy, thinking he could be a good fit for the position, but, expressed concerns about Jeremy’s lack of experience and how it would equate to extra time on his part to accommodate his training. An appointment between business owner and BSR yielded the opportunity for a Youth OJT.

Since beginning his first full-time job, Jeremy has learned a lot and he is excited to report to work to learn more each and every day; he was recently captured on photo with a proud smile pasted upon his face. Great job Jeremy! A future career in HVAC holds immense promise and is in high-demand.
New Addition to the Plumas Business and Career Network

Maryann Stubblefield has joined the Alliance for Workforce Development, Inc. (AFWD) in our Plumas Business and Career Network (BCN) as an Adult Education Service Coordinator.

Maryann was born and raised in Quincy. She attended Feather River College after graduation from Quincy High School and obtained her AA in Business. She left Quincy for a brief period to continue her education in Reno, Nevada to attend Reno Business College where she received a diploma from their Legal Secretarial Program. After some time in Reno, Maryann found she desired to return home to Quincy, where she found employment, married, and started a family. Eventually she would return to school to become a Certified Nursing Assistant.

A native of Quincy and Plumas County, Maryann finds many ways to enjoy the beautiful outdoors that Plumas County has to offer. She finds pleasure in the outdoors; fishing, hiking and spending quality time with her family and pets.

Since she naturally has a drive to help people, Maryann has always looked for ways to facilitate being of assistance to others. She enjoys seeing individuals succeed in every facet of their lives.

When she saw that AFWD had a need for the Adult Education Block Grant program, she jumped on the opportunity. Maryann looks forward to being a part of the AFWD family, along with gaining knowledge of the Adult Education Program, and the many other services and programs through the Workforce Innovation and Opportunity Act (WIOA).
AFWD America’s Job Center of California

Statistics

Plumas County
Total Visitors
1,808

Plumas County Business Services

Business Served 87
Service Provided 446
Positions Filled 137

AFWD
Total Clients
Enrolled: 504

Unemployment Rate
(As of: 11/30/2016)

Butte 5.9% Nevada 4.5%
Lassen 6.2% Plumas 8.7%
Modoc 7.9% Sierra 6.5%