On the Job Training Resource

Jefferson Supply Company has been in business in Portola, CA for over two years. Their only employee, the bookkeeper, gave them notice in August of 2016 that she will be leaving the following month. The owner, Chuck Dayton, immediately started to look for a replacement, but to no avail. Finding an experienced bookkeeper was not that easy. He decided to change focus and look for someone with plumbing knowledge and he would be the bookkeeper; he knew he could not do both. That idea was also challenging.

At the Alliance for Workforce Development, Inc. (AFWD), the Business and Career Network (BCN) office out of Sierraville, CA, the Resource Coordinator/Career Center Adviser (CCA) was doing some business surveys in the area and went into Jefferson Supply to talk to the proprietor. When the CCA informed him of whom she worked for and what the AFWD Business and Career Network facilitated, he was very interested in learning more.

He was given a summary of the Workforce Innovation and Opportunity Act (WIOA) programs and the services that were offered to job seekers and businesses, as well as information regarding the On-The-Job-Training (OJT) program. The idea of this program intrigued him, and decided to discuss these services with his partner (his wife). Within a few days he had called back to set up an appointment for further discussion and more information. The CCA assisted Mr. Dayton in placing a job listing in CalJobs to see if it would generate applicants. Appointments were set up with the prospective candidates, but unfortunately they did not have the knowledge that Mr. Dayton was looking for; therefore, the search continues and Chuck Dayton is appreciative of the services he continues to receive from AFWD staff.
2017 Labor Law Update Workshop

New Year, new employment laws were implement for California business owners. The 2017 Labor Law Update workshop was held on January 18, 2017 facilitated by Traci Holt, PHR, and Executive Director for Alliance for Workforce Development, Inc., (AFWD).

The purpose of this valuable workshop is to assist local businesses with in familiarizing and understanding what laws apply to their businesses and how to comply with the laws and guidelines. Ms. Holt’s shared her HR expertise and knowledge on current labor laws with local businesses to assist them with their business and HR needs.

Subjects discussed include:
- Minimum Wage
- Required notice and posting changes
- Agricultural overtime
- Paid family leave benefit changes
- Prop. 64-Adult Use of Marijuana Act and the implication in the workplace
- Updates to heat illness law

Business owners and managers need to have comprehensive knowledge of laws and labor requirements to ensure both are in compliance with the Federal and State laws.

Businesses had the opportunity to order the 2017 Labor Law poster and required notices. For more information on business and human resource services please visit our website www.afwd.org
OJT Success, continued

Recently, the Sierraville BCN office had enrolled a youth that was looking for any kind of work, while attending Feather River College (FRC). The two were introduced and hit it off. Mr. Dayton wanted to give this young man an opportunity, but knew it would require a significant amount of time invested in training. After a more thorough review of the process that involved the OJT training program, Mr. Dayton realized this was his opportunity to create an affordable customized training: this individual could be trained to be exactly what his business needed. It has been a short five months and the OJT is ending with great success. Mr. Dayton is very pleased with the outcome and how the OJT program offered through AFWD has allowed him to invest time and effort into training of an employee to his specifications.

He commented that he would most definitely do it again as it has been a most enjoyable endeavor and plans to encourage other businesses to get ahold of AFWD Business and Career Network offices to look into their programs.

Partnership in the community benefits everyone!
With Community Partnership comes Success and Growth!

McCormack Construction has been in business since 2000, building custom homes, undertaking re-models and renovations. In 2009, Brendan McCormack, the owner of McCormack Construction, decided to get certified in the development of Green Building and Renewable Energy. He also pursued and attained certification from the Building Performance Institute. McCormack Construction concentrates on doing energy retrofits in the Sierra County rural area. As the business has grown, McCormack Construction realized a need for new employees. Having worked with Alliance for Workforce Development, Inc., in the past, Brendan’s first thought was the Business and Career Network Office in Sierraville.

Having used the Business and Career Network on many occasions to fill previous positions, as well as having a good relationship with the local AFWD Business Service Representative (BSR) he went into the office. After a discussion on what McCormack Construction was looking for in an employee, the BSR gave him a few names of some potential candidates that fit the description. Brendan was very happy with the referral and in September 2016 he decided on one. The perfect candidate, Cameron Massey, went to work for McCormack Construction and is happy to have joined the team.
Community Partnership continued -

As time went by, a new project had started for the company: a little hotel on Highway 89 in Sierraville. As the project started reaching a more advanced level, Brendan realized he needed someone with more knowledge; he was afraid that he would have to let Cameron go in favor of a more experienced candidate. Trying to complete a project and train an employee at the same time would be a very costly endeavor. He decided to go into the BCN to see if there may be any other programs that might assist him.

He met with both a Career Center Advisor (CCA) and the BSR to discuss his predicament. They reviewed the On-the-Job Training (OJT) program and that an incumbent worker would be eligible for the program.

Brendan’s Quote:

“They AFWD staff provided a stepping stone for people to establish themselves so they can enter the workforce on solid ground and with their act together. This saves a lot of time for both the employee and the employer by facilitating the transition of an individual from unemployed, to employable, and into a good employee. This transition phase is difficult and unsuccessful for many when attempted without an institution like the Business and Career Network. This is a process that needs nurturing and attention; they do a great job of providing that. Lately, they have taken the process a step further with the On-the-Job Training program. It was done well and allowed me to spend more time on training and helping an employee cross some stepping stones quicker to a more advanced and better paying position.

AFWD is proud to be a part of thriving community where businesses have grown and prospered.
Sierra County
Total Visitors
172
Sierra County
Business
Services
Businesses Served 23
Services Provided 45

AFWD
Total Clients
Enrolled: 843

February 2017
Unemployment Rates
Butte  6.8%   Nevada  4.6%
Lassen 8.2%   Plumas  13.1%
Modoc 9.6%   Sierra  9.4%