

Community Coordinator

Report

Sierra County
JANUARY - MARCH
2021

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, Physicians, 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](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.

**PLEASE JOIN US FOR OUR FIRST
NEW YEAR, NEW CAREER
VIRTUAL JOB FAIR | JANUARY 20th | 10AM - 1PM**

PARTICIPATING EMPLOYERS

- AAA Concrete Supply
- Adreco Employment Services
- All Phases Landscape
- Allivity Employer Solutions
- Alliance for Workforce Development
- Alvaraz Grocery Outlet
- Butte County - Human Resources
- Butte County Office of Education
- CAL FIRE
- California Correctional Center - Susanville
- California Department of Corrections and Rehabilitation
- California Highway Patrol
- California Olive Ranch
- California Vocations, Inc.
- California Water Service Group
- Caltrans
- Chico Eye Center
- Chico State Enterprises
- City of Chico
- Connecting Point
- Connecting Point Employment Services
- County of Modoc
- County of Nevada
- County of Sierra
- Curves Paradise
- DigitalPath
- Downieville River Inn & Resort
- FCI Herlong
- Feather Falls Casino & Lodge
- Fifth Sun
- Fort Bidwell Indian Community Council
- Global Precision Manufacturing
- Graphic Packaging Int'l
- Great Basin Institute
- Hills Flat Lumber Co.
- Holiday Market - Meadow Vista
- Holiday Market - Alturas
- Holiday Market - Auburn
- Holiday Market - Paradise
- Home Instead Senior Care
- KOE TV PBS
- Lake Almanor Country Club
- Lassen County Personnel
- Lassen Family Services
- Lundberg Family Farms
- Modoc Medical Center
- North State Public Radio
- Oakland Feather River Camp
- Paradise Lens Lab
- Partners In Care
- Patterson's Tax Practice
- Peters, Hibbs, Moberg, Juhl-Rhodes & Cardoso, LLP
- Plumas District Hospital
- Plumas Rural Services
- ProPacific Fresh
- Quincy Natural Foods Cooperative
- Quorum Technologies
- R&B Communications
- Rodriguez Landscapes
- SafePath Products
- SafePath Foods - Quincy
- Seneca Healthcare District
- Serendipity Wines California
- Sierra Army Depot
- Sierra Business Council
- Sierra Cascade Family Opportunities
- Sierra Pacific Industries
- Sierra Pines Resort
- Solar Cowboyz
- Sunrise Motel & RV Park
- Sunset Moulding
- Surprise Valley Health Care District
- Susanville Indian Rancheria/Lassen Indian Health Center
- Susanville Supermarket IGA
- Tahoe Forest Health System
- The Inn at The Terraces
- UCCE Modoc
- United Health Group
- Valley Contractors Exchange
- Waste Management - CA/NV - Mechanics, Equipment Operators
- Waste Management - CA/NV/SH - Management, Sales & Admin
- Weiss McNair
- Whitehawk Ranch Golf Club

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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 were 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



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.





LET'S TALK CAREERS!
REGISTER TODAY: WWW.SPI-IND.COM/CAREERFAIR
FEBRUARY 18th 8AM-10AM & 4PM-6PM

\$17.50-\$35.00
\$1,500 HIRING BONUS*

SIERRA PACIFIC INDUSTRIES

- Anderson Sawmill
- Burney Sawmill
- Oroville Sawmill
- Shasta Lake Sawmill
- Quincy Sawmill
- Red Bluff Windows
- Red Bluff Millwork
- Richfield Millwork
- Richfield Reman
- Trucking Division

in partnership with:



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."

The use of these virtual events has extended the workforce base and is allowing individuals the chance to consider rewarding trade careers with family based companies.





AFWD-America's Job Center of California Statistics

PY 2020-2021 Q3



Sierra County

One-Stop Visitors:

135

Business Served:

6

Business Services:

66

AFWD

Clients Enrolled:

698

Unemployment Rate

(As of: February 2021)

7.5%

