Cameron Massey was born and raised in Sierra County. After graduating high school, he moved away from the area for about three and a half years. At that time, Cameron decided to return, as this is where family and friends still reside. He knew he wanted to raise his family here, however, finding full time employment was a challenge. His past work experience consisted of primarily part-time positions: from warehouse work to trying a dental assistant position, but he never found a good fit for himself. Cameron has made use of the career services to look for work at the Business Career Network (BCN) office in Sierraville. Still, he kept busy working sometimes two part time jobs, most that were seasonal, temporary or through employment agencies to keep food on the table and a roof over his head. Try as he might, Cameron searched and was unable to find any type of fulltime employment. He also had to travel for most of the jobs to Reno or Portola.

Cameron came in to the BCN office in Sierraville at the beginning of April looking for assistance with his job search and career path exploration. He knew his interests were in the construction field. Though he did not have any experience, his hopes were to get an entry-level position with a local company. It just so happened there were two different construction companies in the area looking for laborers. Cameron received assistance with his resume and standard application and chose to apply to both companies. Within a week, McCormack Construction hired Cameron as a part time laborer.
Cameron returned to the BCN later in the year in search of more help. He explained his predicament: due to his lack of experience his employer was unable to offer him fulltime employment and the company was now in need of an experienced carpenter. He feared he would lose his job due to his lack of skills. Cameron was currently working part-time as a laborer for McCormack Construction, which he enjoyed very much and had held for the previous 5 months. The resource specialists suggested that he meet and work directly with the Career Center Advisor (CCA). The CCA reached out to McCormack Construction regarding the On-the-Job- Training (OJT) program and a possible training opportunity. Mr. Brandon McCormack stated he would like to explore this training opportunity for Cameron. McCormack Construction could utilize a full time, year round carpenter and Cameron had shown an interest in the profession, but he had shown some real promise in the artistry of the trade.

Cameron was assessed and this hands-on trade was recognized as a good career path for him. With everyone on board and committed, Cameron was placed with his employer in an OJT position as a carpenter’s apprentice, which started on October 3, 2016. Cameroon's goal is to become a journeyman carpenter/project manager and this OJT will provide him with the proficiency needed to gain his objective, as well as providing him with fulltime sufficient income.

Cameron is thrilled with his new position; he is learning all aspects of becoming a carpenter and on his way to journeyman status. Branden McCormack cannot be happier as he knows he will have a well-trained, loyal employee who will be with him for many years to come.
The Excellent Mr. Exline

While attending Feather River College in Quincy CA, 20-year-old James Exline spent an extensive amount of time trying to find employment that would work with his college schedule. After an exhaustive search, James realized his only option was to put his collegiate studies on hold and move back to Loyalton with family. With a population of just 769 in Loyalton, and only 3,240 in Sierra County itself, the search for employment did not become any easier. Realizing that he would need help, James went to the Business and Career Network (BCN) in Sierra County for assistance. Having never worked before and struggling with basic education skills, James was looking for assistance with career planning, career counseling, job search, and resume creation. His Career Center Advisor (CCA) reviewed the Youth program with him and James agreed that this was exactly what he needed.

After enrolling in the Youth program James and his CCA embarked on a series of career and personal assessments that would allow them to develop a comprehensive plan to find not only employment, but employment that would complement his personal goals and interests. He also worked to establish a professional resume that would highlight his personal attributes and soft skills, developed interviewing skills, and created a job search plan.

Luckily for James, Chuck Dayton, owner of Jefferson Supply Company in Portola, was looking to find a person who could help with his Wholesale/Retail Plumbing, Heating, Spa, and Water Supply store. He spoke with the Business Service Representative (BSR) from the BCN office in Sierra County and explained what he was looking for. The BSR explained the Youth Program to him and the benefits of utilizing an On-the-Job training (OJT): reducing the cost of hiring and training, decreasing the chance of turnover as the training can instill loyalty and commitment from the youth, consistent mentoring from his advisor during training and a year after the training is complete, and the benefits of social altruism.
**Mr. Exline Continued..**

James submitted an application to Jefferson Supply Company for the position as a Sales, Service, and Retail Store Assistant. As James had never worked before, all agreed that an OJT was the best path to follow. The BCN office worked together with Jefferson Supply Company to develop an OJT plan for James that would equip him with the skills and experience necessary to become an assistant with Mr. Dayton’s company.

James started his OJT with Jefferson Supply Company on October 3, 2016 and immediately fit in with the work duties. Chuck, his supervisor, appreciates James respectfulness and willingness to do anything that is asked of him. James is eager to work hard and learn the trade with a positive attitude and excellent work ethic. Chuck feels that James is a perfect match with his company and anticipates a long relationship with his new employee. Jefferson Supply Company appreciates the collaboration with the Business and Career Network under Alliance for Workforce Development, Inc. during his training period. James is enjoying the job and is happy to be part of the Jefferson Supply Company team!
AFWD America’s Job Center of California

**Statistics**

**Sierra County**

**Total Visitors**

123

**Sierra County Business Services**

- Business Served: 19
- Service Provided: 38
- Positions Filled: 0

**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%