

Community Coordinator

Report

Nevada County

JULY-SEPTEMBER

2019

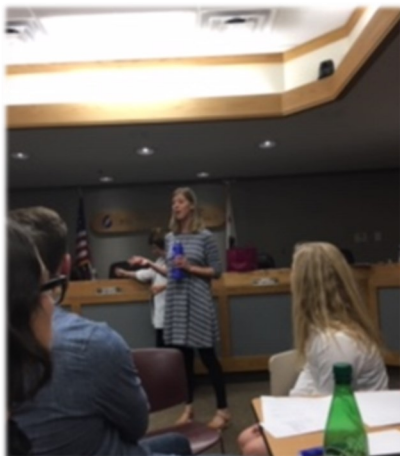


Find a New Employee, Find a Job!

Megan Hines with Truckee Chamber of Commerce facilitated the Truckee Jobs Collective held on June 17th. This type of event had not been done before. The climate was fun and casual, and a speedy networking opportunity for job seekers and employers. The idea was to introduce both parties to one another with all attendees participating in very brief speeches to discuss their interests/needs followed with time for casual networking.

There were 27 Employers and 15 Job Seekers in attendance. Sugar Bowl, Office Boss, Truckee Tahoe Pet Lodge and Hey Chef were among the employers who conducted interviews with attendees and referrals from attendees. This first-time event was filled with amazing energy, and gave the businesses a meeting and networking opportunity they had been seeking for some time. The success of this event has encouraged planning for future dates.

AFWD Business Services Representatives were in attendance and had an opportunity to briefly discuss the services available to employers and job seekers, and to encourage the use of resources available at the Truckee One-Stop Business & Career Center.



AFWD All Staff Meeting 2019: Shared Ideas, Shared Successes.

On August 8, 2019 Alliance for Workforce Development hosted it's annual All Staff meeting and employee gathering at the Chico Area Recreation District Community Center in Chico.

AFWD Executive Director Traci Holt addressed the staff to share updates to programs and processes for the coming fiscal year. She also shared with the nearly 90 AFWD employees present, the special honor of the CWA Charlie Brown Award that AFWD received in May at the WorkCon Conference in Anaheim CA. This award was bestowed on AFWD for its efforts in the Camp Fire recovery.

Business Service Director Amy Velazquez, and Youth Programs Director Heather Chavez presented client success stories from Youth and Adult programs. Christopher Fox is an enrollee in our Adult program, now employed with Allstate Insurance through an On the Job Training (OJT), and Desirae Fargo was an enrollee of our Youth Program who completed an Internship with AFWD as an Office Assistant in our Chico Office and was later hired as an Office Manager at All Star Towing in Chico, based on the skills she'd learned during her internship.

After the presentations, staff was treated to a *fiesta*—complete with a Taco Truck lunch and Treat Cart with *elotes*, *raspados*, and Mexican candy. There were games and activities for staff to enjoy, as well as the beautiful rose garden and greenway of the CARD Community Center. AFWD is grateful for all the good work our staff does for the communities we serve. Our impact on the clients and businesses we help every day, is a direct reflection of the hard work and dedication of the employees who make it happen.





A Traveling Career Path

Cody Golden came to the Alliance for Workforce Development Business and Career Network (BCN) to access job search assistance. He was looking for a career path that would lead to more opportunities and further his career advancement. His previous work had no room for advancement or opportunities for growth and Cody was wanting a career path that would allow him to be independent.

Cody had interviewed at Autometrix in Grass Valley. Autometrix felt that Cody would be a great fit to their business due to his transferable skills from his previous positions but he had no prior experience as a Field Service Technician and therefore lacked the training and experience necessary for the position. Though Cody had experience with building and assembly he would need to learn a different type of skill set for the Field Service Technician.

Through the On-the-Job Training Program, the BCN was able to provide training cost assistance to ensure the adequate training for Cody to acquire new skills. Cody didn't possess all the core competencies for the full-time Field Service Technician and this training will give him the ability to learn Autometrix process and protocols. Cody has been receiving positive reports from his supervisor, who found him to be a great addition to the team and a good fit with the company culture. Cody is still enrolled in his On-the-Job Training Program and is now supporting himself with full time-time employment that allows him many opportunities for career advancement and frequent pay increases. His job requires him to travel to various locations throughout the United States and this has given Cody an opportunity to experience a dynamic workplace at new locations and explore his new career path.

Employed!

AFWD intern Phelan Burns has been hired at Turning Point, starting September 23rd, 2019.

Phelan came to our agency in late June of 2019, as a part time intern assisting in the Brighten Greens AFWD resource center in Grass Valley. She has had to face some challenges where she was having difficulty obtaining employment with her limited skills. Phelan's limited work experience consisted of working intermittently in a general office setting.

During Phelan's internship at Brighten Greens resource center, she has been a great asset in assisting job seekers and providing resource information. Her duties consisted of greeting and checking in customers, providing support in the creation of resumes and cover letters, guidance during application processes, providing information on local resources, services and organizations based on individual needs. She also acted as general clerical and administrative support for other staff.

Phelan has had a great desire to upgrade her skills and be part of a fulfilling agency that helps in supporting the betterment of individuals. Upon extensive assessment, it was determined Phelan would be a great fit for the occupation of counselling. This line of work would allow Phelan to begin a new career in a growing industry where she can work towards self-sufficiency.

AFWD was able to assist in providing Phelan with a professional working environment where she was able to gain additional skills and work experience to add to her resume. Phelan applied to various positions while interning and has since been contacted by the Turning Point Community Programs, in Grass Valley, for an interview. After her interview, Phelan was offered a position as a Peer Support Specialist. In this new position, Phelan will be conducting med (Rx) outreach, supporting clients in getting to their appointments, running errands, and other social activities to assist in facilitating emotional and psychiatric well-being, and client independence.

Phelan is extremely thankful for all the assistance and guidance she's received by her coworkers and case manager and is looking forward to being able to be part of the workforce. Way to go Phelan!



Building Business Relationships

Speedway LLC, an American convenience store and gas station chain headquartered in Ohio, with locations primarily in the Midwest, is beginning to acquire locations throughout California. Speedway's recruiter for Nevada County contacted the Grass Valley Business and Career Network office with an urgent need to hire staff for a newly obtained location in Grass Valley.

On August 12th, a hiring event was held in the Yuba River Room of the Grass Valley AFD location. Speedway's recruiter, Pat Gatz, was impressed with the resources Business Services provided, and shared that he job-offered four candidates by the end of the event. A subsequent event was schedule for September 12th, but in a smaller scale. A table was setup in the frontline area where he was visible to clients as they entered the center. Speedway had another successful recruiting experience and job-offered three new candidates.

Mr. Gatz expressed his satisfaction with the assistance provided for his hiring needs, and confirmed gratitude in the relationship created between Speedway LLC and Alliance for Workforce Development, Inc., and the Business and Career Network. Speedway LLC will continue to use the space at the Grass Valley office to promote opportunities for their future acquisitions. This is another example of the various ways businesses are supported by the services offered.



Nevada County Tech Connection Taps Chico State for Talent

Alliance for Workforce Development attended the CSU, Chico Manufacturing and Technical Career Fair on September 19, 2019 as part of a recruitment effort by the Nevada County Tech Connection (NCTECH) Talent Pipeline Committee.

Business Service Supervisor Gary Besser joined Heino Nicolai from the Nevada County Board of Education and Jared Lunt, Chico State graduate and Hardware Engineer at AJA Video Systems in Grass Valley. They hosted a table at the career fair, offering information and literature on Nevada County employment and internship opportunities in the tech sector.

The trio collected over 100 student and recent graduate resumes and spoke with hundreds of other students. Business Service Supervisor Besser also used the opportunity to network with recruiters at the career fair, providing literature on AFWD Business Services in Butte, Nevada, Plumas, Lassen, Modoc and Sierra counties.

Students that Mr. Besser, Mr. Nicolai, and Mr. Lunt spoke with were both excited and surprised at the highly advanced manufacturing, construction, and computer science careers that Nevada County has to offer. NCTech is an industry cooperative that represents dozens of businesses in the county from areas as diverse as niche manufacturing to communications to software and web development. Students from majors like Mechatronic Engineering, Construction and Material Engineering, and Design Engineering were presented internship and future employment opportunities at companies like Autometrix, AJA Video Systems, Grass Valley Communications, Countis Laboratories, High Sierra Electronics and dozens others.





MEETING OF THE MINDS IN MONTEREY

CALWORKFORCE.ORG/MMM-CON

Meeting of the Minds – Monterey, CA

In early September, staff members from Alliance for Workforce Development, Inc. (AFWD) attended 'Meeting of the Minds' a training sponsored by the California Workforce Association, in beautiful Monterey, California. This training presented topics by industry leaders, relevant to the changes facing employers and job seekers alike. Businesses are facing unprecedented issues with jobs going unfilled and businesses creating temporary positions to meet the cyclical needs of their business. During the "Unseen Problems of Underemployed and The Gig Economy," the speaker presented strategies for business to deal with the demands of the new economy.

In the training session "Preparing the Workforce of the Future," the speaker addressed the many issues facing businesses in this new Gig Economy. With temporary workers in greater need, it is necessary to attract workers for these part-time temporary positions. Many older workers are staying in the workforce longer and often choosing part-time positions.

The first-time job seekers are wondering whether the high price of a 4-year college degree will meet their career aspirations economically. Creating apprenticeship programs for the trades in need of workers is one way employers are meeting the challenge of a retiring workforce in the trades. The session "New Apprenticeships and Pre-Apprenticeship Models in the Bay Area Public Utilities Industry: What's Working and Why?" addressed the issues they are facing creating the training programs. This new model of training created in the Bay Area within the public utilities industry has been most useful.

Many businesses are deciding to grow their own employees through training. Integrity Heating, based out of Loyalton, decided to hire and train his employees in the HVAC industry. Now after a year of in-house training, the employees are able to service heaters and air conditioners by themselves. Frank Emsoff, owner, said, "It's almost better training in-house because the employees can grow with the business. There are simply not enough HVAC experienced job seekers locally."

With an economy of minimal unemployment, employers are challenged with finding new avenues of hiring. Workforce offices are helping businesses by identifying ways to reach both underemployed and new job seekers. The Institute for the Future indicates that 80% of the jobs in 2030 are not even invented yet. The session "Adaptability and Resilience – the new Model of Employment" addressed the changes in jobs citing Artificial Intelligence (AI) and automation are creating very new positions which often require On-The-Job training, in-house. We know this trend will continue in the foreseeable future.

The training sessions over the three-day Meeting of the Minds program offered attendees many new ways to assist employers facing the challenges faced in a Gig Economy, low unemployment, a diverse workforce and ever-changing job skills requirements.





AFWD America's Job Center of California Statistics

PY 2019-2020 Q1



Nevada County

One-Stop Visitors:

2135

Businesses Served:

63

Business Services:

276

AFWD

Clients Enrolled:

368

Unemployment Rate

(As of: August 2019)

3.3%



Nevada County Business and Career Network
988 McCourtney Drive
Grass Valley, CA 95949
(530) 265-7088



Nevada County Business and Career Network
10075 Levon Avenue
Truckee, CA 96161
(530) 550-3015