



*Alliance For
Workforce Development, Inc.
Providing pathways to success*

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Discussion Paper:

Briefing on the Alliance for Workforce Development, Inc. operations in Nevada County

1. Purpose: It is my pleasure to update the Board on activities at the Alliance for Workforce Development Nevada County One Stops. We are Nevada County's America's Job Centers of California (AJCC) provider. Our mission is to provide Businesses and Workers a common access point for employment, training, and other Workforce Services. AFWD delivers federal and state Workforce Innovation and Opportunity Act (WIOA) programs to Adults, Dislocated Workers, and Youth in Nevada County.

2. Discussion: AFWD is one of four service providers for the Northern Rural Training and Employment Consortium (NoRTEC). We provide workforce development programs and services in six of NoRTEC's 11 counties: Nevada, Butte, Lassen, Modoc, Plumas and Sierra. As an AJCC, we maintain a "business first" philosophy, as embraced by NoRTEC and by WIOA legislation. This philosophy emphasizes focus on business outreach and requires that businesses be in the forefront of our service delivery models.

I would like to thank Supervisor Scofield, who continues to represent Nevada County on the NoRTEC Governing Board.

Staff continue to work with local businesses and jobseekers to ensure that employers find the most qualified individuals for the job, and workers obtain sustainable, long term employment. All efforts are tied to enhancing workforce development, promoting economic vitality, and fostering a *stable and prosperous business community* throughout Nevada County.

- **Employment Numbers at a Glance:**

As of December 2019, the **National Unemployment Rate was 3.5%**, the lowest single month since May 1969.

The **California Unemployment Rate was 3.9%**, continuing a trend from recent months. **Nevada County's December unemployment rate was 2.9%**, the same as two months prior. These figures highlight the long-term difficulty for employers in finding workers to fill vacancies.

In December 2018, the Nevada County Unemployment rate was 3.3%. According to EDD data, this growth in employment can be attributed in large part to higher worker demand in the Education, Government, Hospitality and Construction sectors, as well as significant hiring in the Manufacturing and Professional Service Sectors. The EDD projects Construction and Hospitality to be the fastest growing private sector industries for Nevada County, in forecasts as far as 2026. AFWD engagement with local employers, as well as EDD data, suggest that employers' hiring need will continue to outpace available workers, for the foreseeable future. AFWD continues to work with Nevada County employers, to find creative solutions for their staffing needs.

- **Nevada County Customers Served July 1 – December 31, 2019**

From July 1 through December 31, the AFWD Nevada County One Stops in Grass Valley and Truckee served a total of **3844 individuals**.

We supported **117 Unique Businesses** with **684 individual services**, including: Managed Recruitment, Job Postings, Labor Market Information, HR Support, Rapid Response Layoff Assistance, and Interview/Meeting Space. These numbers indicate that multiple contact points and services are being offered to our employer partners. This aligns with the WIOA goal of long-term relationships with employers, and depth of service to better understand and respond to workforce needs.

So far in Program Year 19-20, **12 businesses** have utilized our WIOA On the Job Training (OJT) program, with **\$30,976** having been reimbursed to these employers in training wages.

In **program year 18-19**, **10,155 individuals** utilized services in the Grass Valley and Truckee AFWD One Stops. We provided services to **149 unique businesses**, with a total of **841 services**.

In **program year 18-19**, **18 Nevada County businesses** utilized OJT funding, with **\$105,584** being reimbursed to these employers.

Our Business Service Staff continues to develop new business partnerships to facilitate new employment, and On the Job Training opportunities for Nevada County jobseekers.

3. Program Highlights:

California Workforce Association (CWA)-Charlie Brown Award: In May 2019 the California Workforce Association presented NoRTEC and AFWD with the 2019 Charlie Brown Workforce Professional of the Year Award for the significant work that our staff contributed to Camp Fire recovery. Charlie Brown was the Executive Director of NoRTEC for almost a quarter of a century and this award was established by CWA to recognize Workforce Professionals who embody the same spirit, innovation, dedication and service to their communities that Mr. Brown did. This was the first time CWA recognized an entire organization with such an honor. We are grateful to the CWA for recognition of the tremendous efforts of our staff in response to this historic and unprecedented disaster.

Business Services: In July 2018 NoRTEC launched **NoRTECJobs.org**. This website provides a user-friendly platform for job seekers to find openings specific to NoRTEC's 11 county consortium. Employers can post openings directly to the site, or AFWD staff can post openings for them. AFWD has also made it easier for employers to access our recruitment support, via our website, www.afwd.org. Employers can now send recruitment requests to Business Service staff via the "post an opening" link on our website. This easy to use online form allows employers to advertise jobs on CalJOBS, NoRTEC Jobs, and on our Grass Valley and Truckee Job Boards.

AFWD Business Service staff participated in numerous sector strategy partnerships, workgroups, and employer engagement events in program year 18-19, and so far in program year 19-20. Examples of these include the **Nevada County Economic Resource Council**, the **Nevada County Tech Connection**, the **Truckee Chamber Jobs Collective**, and the **Nevada County Community Leadership Institute**. Partnership activities included job fairs, seminars, and workshops designed to increase

jobseeker activity in the county, provide resources to employers, and develop collaboration in the professional community.

Business Service staff assisted numerous employers with hiring events and job fairs to increase their outreach to a dwindling pool of workers. We hosted hiring events in our Grass Valley One Stop for **Beale Airforce Base, Caltrans, the Census Bureau, Speedway LLC., Home Instead Senior Care, A&A Concrete, Waste Management, and Comfort Keepers**. We also attended multi-employer job fairs such as the **Meet Your Match Job Fair** in Grass Valley, and the **CSU, Chico Engineering and Technical Career Fair** in collaboration with the **Nevada County ERC**.

Adult/Dislocated Worker/Youth Programs – Training and Supportive Services:

AFWD Career Center Advisors support individuals through client assessments and career exploration processes and assist them in attending classroom training and internships. In **program year 18-19, and to date in program year 19-20, we have spent a combined total of \$15,518** in classroom vocational training for Nevada County clients who need certifications in a specific field to obtain full-time employment.

AFWD assists individuals to gain valuable work experience, through internships funded by National Dislocated Worker Grants (NDWG) related to the 2017 seasonal storms and 2017 wildfires. In program year 18-19 and to-date in program year 19-20, a total of **\$372,289 has been spent on internship training** for Nevada County workers. This includes \$33,357 in the current program year, and \$338,932 in program year 18-19, and a total of **44 Nevada County workers**.

Rapid Response Activities: In program year 18-19, we responded to **three business layoff or closure notices**, affecting **354 employees**. In program year 19/20 we have responded to **five business closures** affecting **46 workers**. At each business, we provided Unemployment Insurance information in partnership with the EDD, as well as information on AFWD services like career advising, job search assistance and potential retraining or upskilling opportunities through WIOA services.

4. **Conclusion:** AFWD is pleased to continue offering Workforce Development services in Nevada County and to provide critical resources to businesses and job seekers. As Nevada County's America's Job Center of California, our mission is to enhance economic vitality by creating a skilled, job-ready workforce and a stable and prosperous business community throughout Nevada County. We appreciate our partners in the education, public, and private sectors who help make our mission possible, and we appreciate the Board for giving us an opportunity to present today.

For more information about AFWD activities, please visit our website, www.afwd.org and click on CC Reports. Here you will find quarterly reports for each of AFWD's service counties, and highlights of our work with the community. If you have any questions, please feel free to contact me at (530) 961-5131.

Thank you for your time.

Amy Velazquez
Director of Business Services