

Community Coordinator

Report

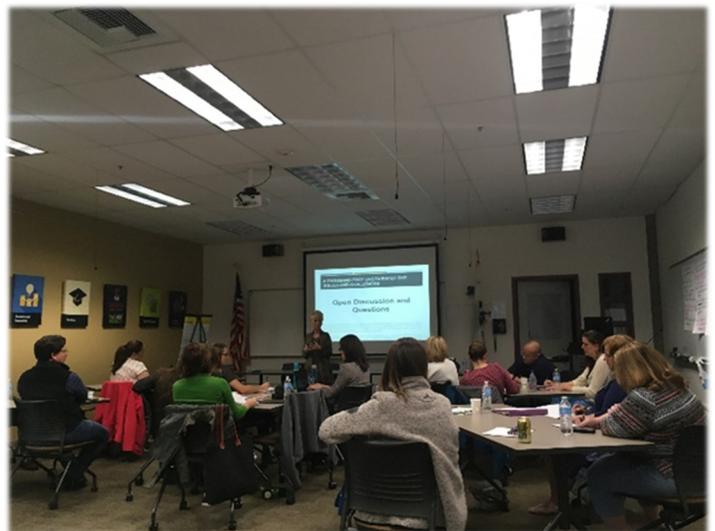
Nevada County
OCTOBER-DECEMBER
2019

Developing Strong Leaders in Nevada County

The Nevada County Community Leadership Institute (NCCLI) is a special series of one-day classes that look into a variety of issues, topics, and institutions that impact Nevada County. The class brings together a cross-section of residents from throughout the county, representing different sectors and industries. NCCLI was founded in 1996. It explores leadership in a variety of ways and includes foundations in ethics, vision, values, trust and integrity.

On October 25th, Alliance for Workforce Development Business Service Representative Kari D'Aloisio was one of several presenters who shared information with the newest class of Nevada County leaders. Topics included: services offered by AFWD, local area unemployment statistics, major Nevada County employers and growth sectors, and current NoRTEC labor market data.

Participants at this one-day class included business owners, county officials, Sierra College staff, and local law enforcement. Presenters discussed topics concerning business and economic development in Nevada County. An emphasis was made on the need for holistic regional economic development, and the correlation between a healthy labor market and a healthy community. AFWD appreciates the opportunity to participate in NCCLI's efforts to create engaged and informed business and economic leaders in Nevada County, and we appreciate our partnerships with the institutions that contribute to a strong and vibrant Nevada County economy.



Valuable Team Player



Rhom Campbell came to the Alliance for Workforce Development (AFWD) Nevada County One Stop, requesting job search assistance, and assistance with exploring new career paths. Rhom had previously worked in the retail field, and wanted to find a position that would allow room for growth and advancement. He had been job searching for several months, but unable to find full time employment.

Rhom was referred by a Business Service Representative (BSR) to Fur Traders, a locally owned retail store that was looking for a Shipping and Receiving Clerk for their successful e-commerce division. Fur Traders is the largest distributor of Ugg shoes in the United States. Owner Marjie Costello felt that Rhom would be a great candidate for the position, as he had some transferable skills from previous retail experience. However, he lacked specific skills and experience related to managing and e-commerce platform. The BSR recommended an On the Job Training (OJT) placement to help Rhom gain the necessary skills in shipping, logistics, and website management, and to assist Fur Traders in mitigating the cost of training.

Rhom's Career Center Advisor (CCA) worked with the BSR to create a training plan for Rhom, based on skill metrics provided by Marjie Costello.

Through On the Job Training, AFWD is able to provide training wage reimbursements to Fur Traders, and help them monitor Rhom's training to ensure he gains the appropriate skills and knowledge. Rhom's CCA meets monthly with Rhom's supervisor to discuss his skill progression, and so far he has received positive feedback, and has been noted as a valuable team player. Rhom has already received a wage increase and is well on his way to securing his new career path!

Bright New Career Pathway

Tammie Tremain came to the Alliance For Workforce Development, from a rapid response as a dislocated worker. Tammie worked for Ensemble Designs for 10 years as Sales Assistant, when they laid off the entire staff. She was hoping to find work that would keep her on the sales career pathway while providing opportunities for advancement and a living wage.

Tammie was interested in a Sales Representative position with Box Power, a local company that provides containerized solar energy to rural and remote communities. Even though they were aware she lacked the experience, Tammie had transferable skills from her position at Ensemble Designs. Box Power was interested in an On the Job Training (OJT) placement with Tammie.

Tammie has a strong desire to work in the solar industry and was very excited about Box Power's mission. It was clear that she lacked the experience needed for the position of Sales Representative. The On the Job Training Program would provide Tammie the ability to get the training she needed. Since Tammie has been enrolled in the OJT program, she has met the expected progress and has been warmly received as a valuable asset to the Box Power team. Tammie is expected to continue to gain the skills and knowledge to keep her moving forward on her chosen career path.



Labor Law Update 2020: A Changing Landscape

Just as labor markets are a fluid and dynamic environment, so too are the laws, regulations, and oversight bodies that protect the businesses and employees that make up the California Workforce. As part of our effort to provide timely, accurate, and applicable services to our Employer Partners, Alliance for Workforce Development Business Service staff participates in regular training and recertifications to maintain an accurate working knowledge of the information important to local employers, and we provide access to these training resources to equip local employers for success.

On December 4, 2019 Alliance for Workforce Development Business Service Staff attended the 2020 Labor Law Update Workshop hosted by the Butte College Training Place. This annual review of new and amended laws, codes, and regulations is presented by California Labor Attorney and expert, Ann Wicks. Ann uses her extensive experience navigating California's Employment Law system, as well as thorough research on current legislation and case law, to create an engaging, topical, and critically important survey of the changing legal landscape for California employers.

Topics included in this year's review included updates to Independent Contractor Classification, Minimum Wage increases, Consumer Privacy legislation related to employers, and key changes to an employee's right to seek court action over Labor Commissioner review in wage and dismissal disputes.

Business Service staff and management from all six AFWD counties attended the December 4 presentation, along with several regional employers, managers and HR professionals. On Tuesday, January 14, Ann will host another workshop at the Training Place which will include a Webinar option for employers who cannot attend in person. Interested employers and AFWD partners can find more information on AFWD Social Media or by contacting any of our One Stop offices in Butte, Nevada, Lassen, Plumas, Moco, or Sierra Counties.

LABOR LAW UPDATE

Join us for a summary of the significant labor and employment legislations taking effect in 2020 that affect employers.



Attorney Ann Wicks will present an overview of changes to employment and labor laws, including new harassment protections and training requirements, issues impacting independent contractors and the gig economy work force, new enforcement avenues for wage and hour issues, significant changes to arbitration clauses, organ donation leaves of absence and employee privacy rights, and other laws taking effect in 2020. Ask the expert: open forum with ability to ask questions about topics of common interest.

LOCATION AND DATE:



BUTTE COLLEGE
THE TRAINING PLACE

Tues., January 14, 2020
9:00 AM – 11:00 AM
WEBINAR Link Available

Butte College The Training Place
2480 Notre Dame Blvd. Chico
Room: SC 144
Instructor: Ann Wicks
\$85.00 per person / \$75 Chamber
Contact thetrainingplace@butte.edu
530-895-9015
Butte.augusoft.net



Ann's experience includes all aspects of employment law from employee hiring and discipline through the termination of the employment relationship, as well as the claims that sometimes follow. She has worked with technology start-ups, venture capital firms, large and small corporations, union and non-union employers, and a variety of public and private employers, as well as individuals. Her clients have included airline, trucking, insurance, food, retail, manufacturing, automotive, agricultural, high technology, biotechnology, venture capital, video game and hospitality companies.



Supporting Nevada County's Young Professionals

SPARC is a newly established professional networking group in Nevada County, designed for professionals ages 21-40, who are “Seeking Professional Advancements through Relationships & Connections”. The group held a well-attended inaugural event at Grass Valley Brewing Company in downtown Grass Valley on November 13, 2019.

The goal of this fledgling association is to provide professional opportunities for communication, development, education, relationship building and mentoring. SPARC plans to do this by bringing new and seasoned professionals together in a networking and collaborative setting. SPARC also aims to promote economic and business development by hosting monthly meet-ups at local businesses, where participants will have opportunities to make business-to-business connections.

Jennie Sparks, SHRM-CP, Operations Manager and Owner, Absolute Communication Solutions, and Grass Valley Chamber Ambassador, created the group and began planning the first event early in the year. She quickly formed a committee with members from different industries, and with support of Kari D’Aloisio, Business Service Representative for Nevada County, the first event was a successful and positive experience. Participants included businesses who participate in On-the-Job Training opportunities who spoke positively about resources and benefits of services offered through Alliance For Workforce Development, Inc.





AFWD America's Job Center of California

Statistics

PY 2019-2020 Q2



Nevada County

One-Stop Visitors:

3,844

Businesses Served:

117

Business Services:

684

AFWD

Clients Enrolled:

674

Unemployment Rate

(As of: November 2019)

2.9%



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

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