



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

Lassen County
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Lassen County Board of Supervisors – February 25, 2020

Discussion Paper:

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

1. Purpose: It is my pleasure to update the Board on activities at the Alliance for Workforce Development Lassen County One Stop. We are Lassen County's America's Job Center 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 Lassen 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; Lassen, Plumas, Butte, Modoc, Nevada, and Sierra. As an AJCC, we maintain a "business first" philosophy, as embraced by NoRTEC and by WIOA legislation. This philosophy emphasizes focus on employer outreach and requires that businesses be in the forefront of our service delivery models.

I would like to thank Supervisor Teeter, who continues to represent Lassen 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 Lassen 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%**. **Lassen County's December Unemployment Rate was 4.2% with 9290 employed persons out of a labor force of 9700.** This number is up from 3.6% in November, but down from 4.8% in December 2018. These numbers represent that Lassen County is in line with the National and State trends towards greater total employment over the last year. While government remains the largest employer in Lassen County, EDD Labor Market Data shows a **10% growth in Private Sector Transportation, Warehouse and Utility employment, and a 5.6% growth in the Professional and Business Services sector** from December 2018 to December 2019. These are broad employment sectors that include waste management, scientific and forestry research, accounting, IT services, utility line installation and maintenance, and wholesale and retail trade, among others.

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

From July 1 through December 31 the AFWD Lassen County One Stop served a total of **8394 individuals**.

We supported **81 Unique Businesses** with **528 individual services** including: Managed Recruitment, Job Postings, Labor Market Information, HR Support, Rapid Response Layoff Assistance. 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, **four businesses** have utilized our WIOA On the Job Training (OJT) program, with **\$21,351** having been reimbursed to these employers in training wages.

Our Business Service Staff continues to develop new business partnerships to facilitate employment and On the Job Training opportunities for Lassen County jobseekers. In the first half of Program Year 19-20 we partnered with employers such as True Value Hardware, McDonalds, Lassen County Sheriff's Office, Lassen Nursing Rehabilitation Center, and Flannigan Leavitt Insurance to provide job opportunities for Lassen County citizens.

3. Program Highlights:

Business Services: In program year 2019-2020, AFWD Business Services has partnered with numerous local service providers to enhance the quality and reach of our service to Lassen County Businesses. In October 2019 we participated in the **Sierra Small Business Development Center Small Business Workshop in Susanville**. On December 4, AFWD Business Service Staff attended a **2020 Labor Law Update Workshop in Chico, CA**. These annual workshops, presented by **Butte-Glenn Community College**, help to ensure we are equipped with the latest changes and updates to California Labor Law for the benefit of our Lassen Business partners. In September AFWD management attended the **California Workforce Association "Meeting of the Minds" in Monterey, CA**. Staff Development opportunities like these ensure that we are equipped to help employers navigate the expectations of a younger and more diverse workforce, and help job seekers ready themselves for the demands of the modern labor market.

Job Fairs and Hiring events are a staple of AFWD efforts to facilitate hiring activity. So far in Program Year 2019-2020. Business Service Staff in Lassen County have hosted Recruitment events for **CalPIA, AECOM and The Big House Eatery**.

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

AFWD Career Center Advisors support individuals through various client assessments and career exploration processes and assist them in attending classroom training and internships. For reporting period July 1 – December 31, 2019 **ten** Lassen County clients have been enrolled in subsidized training programs, resulting in **\$7,268.00** spent in training, training materials, and other supportive services for job readiness.

Regional and Countywide Partnerships and Initiatives: AFWD continues to expand, strengthen and develop partnerships in Lassen County to encourage workforce and economic vitality. In Program year 19-20 we have maintained active involvement with the **Lassen County HealthCare Collaborative**, a countywide taskforce of Healthcare, Education and First Responder professionals gathered in a continued effort to identify employer workforce and training needs. AFWD offers expertise and perspective on the staffing and skill needs of Lassen County Healthcare Providers. This sector collaborative also includes representatives from **Banner Lassen Medical Center, Northeastern Rural Health Clinics, Lassen County Health and Social Services, Lassen Community College, High Desert State Prison, California Correctional Center, Lassen County Sheriff and Probation departments, Big Valley Health Center, Northeastern Rural Health Clinics, Partnership HealthPlan of California, Susanville Police Department, the Northern Rural Training and Employment Consortium (NoRTEC)** and many more. We also partner in economic and development initiatives such as **Lassen County Chamber of Commerce** and **Westwood Chamber of Commerce**. We continue to collaborate with the government, nonprofit, and education sectors through partnerships with **Lassen Community College, Lassen County, Lassen Modoc Adult Education Consortium, Transitions Program (High Dessert State Prison and California Correctional Center)** and the **Sierra Small Business Development Center (SBDC)**.

4. Conclusion: AFWD is pleased to continue offering Workforce Development services in Lassen County and to provide critical services to businesses and job seekers. As Lassen 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 Lassen 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 where we have also added a **"Chat" feature** 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) 257-5057.

Thank you for your time.

Terri Hiser-Haynes
Supervisor of Business Services

