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

Lassen County  
Business and Career Network  
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## **Discussion Paper: Briefing on the Alliance for Workforce Development, Inc. operations in Lassen County**

**1. Purpose:** It is with pleasure that I take this opportunity to update you on the activities at the Lassen County Employment Center, your local America's Job Center of California (AJCC). Our mission is to serve as a common point of access for job seekers, employers and community members for the purpose of education, training, employment, referral and other supportive services. AFWD delivers federal and state Workforce Innovation and Opportunity Act (WIOA) programs for Adults, Dislocated Workers and Youth of Lassen County.

**2. Discussion:** AFWD is one of four service providers for the Northern Rural Training and Employment Consortium (NoRTEC) providing various workforce development programs in six of NoRTEC's 11 counties, Butte, Lassen, Modoc, Nevada, Plumas and Sierra counties. Supervisor Teeter represents Lassen County on the NoRTEC Governing Board. AFWD's purpose is to create an atmosphere for both the job seeker and the employer – A place where they can succeed in all endeavors by using the services available to them. We continue to put an emphasis on our "business first" philosophy, as embraced by NoRTEC and also by the new legislation, which increases the focus on business outreach and requiring that businesses be in the forefront of our service delivery models.

As we advance with the WIOA programs, we have strengthened our collaborative partnerships within the workforce system for the job seekers and employer needs alike. The AFWD team continues to grow and support these endeavors with our partners with continued outreach and participation as the circle of resources in Lassen County expands.

Staff continue to work with job seekers and local businesses to ensure that employers find the most qualified individuals for the job and our job seeking customers obtain sustainable work. All efforts are tied to enhancing the workforce development, economic vitality, and a *stable and prosperous business community* throughout Lassen County.

- Lassen County's unemployment rate for December of 2017 stood at 5.9%, while the state's unemployment rate is at 4.2%. This is almost one percent lower than this time last year, when Lassen County's unemployment rate stood at 6.7%.
- Customers July 1, 2017 – December 31, 2017: A total of 6,088 unique visitors utilized the many services available through the Lassen Business and Career Network.

- Business Services: We provided 38 businesses with a range of services including, business retention, expansion, recruitment, job postings, labor market information, human resource support, layoff assistance and access to interviewing and meeting space. A total of 183 services were provided to these businesses, indicating that multiple contacts/services are being provided to these employers. This demonstrates that AFWD is succeeding in what WIOA envisioned, which is the development of long-term relationships with our local employers in order to better understand their needs.
- Rapid Response Activities: For July 1, 2017 through December 31, 2017, we assisted 8 individuals who were laid off from two businesses in Lassen County. These individuals were provided career advising, job search assistance and worked with staff on getting back into the workforce.

### **3. Program Highlights:**

Medical Leadership Training: "Leading in a Healthcare Environment" consisted of a four session course sponsored and brought to Lassen County by the Northern Rural Training and Employment Consortium, (NoRTEC) and AFWD. This course was developed by the Health Workforce Initiative, a program of the Workforce and Economic Development Division of the California Community College Chancellor's office. The training was conducted by instructors from Butte College's The Training Place. Participants from 3 Healthcare entities committed staff members to attend the training which focused on four areas of leadership: "Communicating for Leadership Success", "Coaching for Peak Performance", "Your Leadership Journey", and "Maximizing Team Performance".

Employer Based Training: AFWD worked with numerous employers throughout the county to provide employer based training to individuals who lacked all of the necessary skills for their new jobs. The On the Job Training (OJT) program reimburses employers a percentage of an individual's wages to assist with the additional costs associated with the extra training. For this reporting period 10 clients have been placed in OJTs that have totaled \$26,255.00 being paid out for employer reimbursements.

Internship/Career Exploration Program: Lassen county businesses hosted 3 internship participants who have had opportunity to be exposed to various career fields. These individuals had completed a multitude of career assessments to determine if their field of interest was a good match for their possible career paths. The program supports all costs of an individual's wages thus allowing the business independence from any monetary obligation to expose and explore the career areas within their field's expertise. A total of \$10,955.00 has been expended to date.

Classroom Training: Many of our clients require additional training and or certifications in a specific field in order to obtain full-time employment. To date, AFWD enrolled 35 clients into some form of classroom training for certification. Currently the total amount funded for classroom training leading to a certification is \$17,567.00.

AB74 Expanded Subsidized Employment (ESE) Program: Lassen WORKs & Community Social Services and AFWD have partnered in providing workforce preparation, including work readiness and job related skills training to eligible participants. This mentoring program allows participants who are assisted on CalWORKs to attain job specific skills through on-the-job training (OJT), while learning how to retain a job through work readiness/retention workshops provided by both Lassen WORKs and AFWD. The goal is for the participant following the OJT to obtain unsubsidized employment with the same employer or a position with another employer utilizing the skills and confidence the program provides.

Temporary Job Creation/Storm 2017: In early 2017, the president signed an emergency disaster declaration for the State of California as a result of the ongoing storms and floods. With this declaration, federal funding was made available to assist with clean-up efforts in counties that were designated disaster areas. Lassen County was one of the counties included. With these funds, temporary jobs were created for long-term unemployed job seekers to assist public and non-profit organizations with their clean-up projects related to the winter storms of 2017. AFWD has provided approximately \$202,675.00 in salaries to workers placed at Caltrans-Susanville yard, City of Susanville, Lassen Community College, and Lassen Land & Trails Trust in Lassen County.

Conclusion: AFWD is pleased to continue offering Workforce Development services in Lassen County and providing valuable services to both businesses and job seekers. All of our efforts are geared towards creating a solid workforce, economic vitality and a stable and prosperous business community throughout Lassen County. If you have any questions, please feel free to contact me at (530) 257-5057.

For more information about AFWD activities, please visit our website, [www.afwd.org](http://www.afwd.org) and click on CC Reports. Here you will find quarterly reports for each of AFWD's county operations.

Thank you for your time.

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