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

Lassen County
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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 Centers, your local America's Job Centers 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.

We are in year three (3) of WIOA, which was signed into law in July 2014. This legislation brought about big changes to the workforce development system. The most significant change was the requirement to better align all partners in the workforce system to meet job seeker and employer needs. This led to an increase in partnerships, program alignment and unified regulations. In addition the new legislation provided for a stronger emphasis on career pathways and a focus on industry sectors.

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 June of 2017 stood at 5.6%, while the state's unemployment rate is at 4.9%. This is one percent lower than this time last year, when Lassen County's unemployment rate stood at 6.6%.
- Customers July 1, 2016 – June 30, 2017: A total of 16,206 individuals utilized the many services available through the Lassen Business and Career Network.

- Business Services: We provided 149 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 1,335 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, 2016 through June 30, 2017, we assisted 46 individuals who were laid off from nine 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:

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. A total of 20 clients were placed in OJTs and internships that totaled \$81,006.00 of funds that were paid out for employer reimbursements.

Internship/Career Exploration Program: Lassen county businesses were host to numerous internship individuals who had the opportunity to be exposed to and explore 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 \$13,037.00 allocated to this program in Lassen County.

Classroom Training: Many of our clients require additional training and or certifications in a specific field in order to obtain full-time employment. In the 16/17 program year, AFWD enrolled 31 clients into some form of classroom training for certification. Classroom training varied from Licensed Vocational Nursing (LVN), Certified Nurse Aide (CNA), Truck Driving, and Welding. The total amount funded for classroom training for certifications this year totaled \$27,531.00.

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 have been created for long-term unemployed job seekers to assist public and non-profit organizations with their clean-up projects related to the winter storms. The first phase of this project will end on September 30th, where AFWD will have paid out approximately \$800,000 in wages.

Lassen County Labor Market Profile and Industry/Sector Analysis: At the start of the 16/17 year, we presented to the board and provided information on the "State of the Workforce Discussions" that were being hosted by AFWD and NoRTEC. Information from the discussions were used to assist with the development of NoRTEC's regional workforce plan, which was completed in November of 2016. Both the Regional Plan and the Labor Market Profile for Lassen County are available on NoRTEC's website www.ncen.org.

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 and click on CC Reports. Here you will find quarterly reports for each of AFWD's county operations.

Thank you for your time.

Terri Hiser-Haynes
Supervisor of Business Services