

Tehama County July, August, September 2016

**IN
THIS
ISSUE**

2 Client Success Stories
Drought Grant Update

3 Client Success Stories Cont.
On-the-Job, Training and Internship Update

4 Business Services
Staff Tours Louisiana Pacific

5 New JTC Board Members

6 JTC Welcome New Staff!

Washington Street Productions Receives 2016 CSAC Challenge Award

In September, Job Training Center was notified that their Washington Street Productions, a program partnership between the Job Training Center and Tehama County CalWORKs, has been honored as a recipient of the 2016 CSAC Challenge Award.

The California State Association of Counties' (CSAC) annual statewide program honors innovation and best practices in county government. This year, CSAC received a record number of entries (279) and a record number of counties entering (41) in four population categories. An independent panel of judges with expertise in county programs selected the award recipients.

Washington Street Productions is being recognized for its success in helping CalWORKs recipients re-engage and get back to work. The program has significantly increased the work participation rate for CalWORKs clients, while employing them in a production environment where staff provide coaching on soft skills, apply behavior modification strategies and evaluate job readiness.

"We are proud of the success and effectiveness of this program.," said Job Training Center CEO Kathy Sarmiento. " It was conceived out of several brainstorming sessions and we believe it is a model for assisting the CalWORKs population."

Department of Labor Representatives Visit Local Drought Grant Work Sites



(Pictured above: Group learns about drought projects at Sunset Cemetery)

In July, four monitors from the Department of Labor and the State of California travelled to Corning to visit two worksites hosting interns under the NoRTEC Drought Grant. The visit was just one stop on a lengthy trip visiting numerous sites throughout Northern and Central California. In Corning, they were joined by NoRTEC's Michael Cross and Terrienne Brown, and Job Training Center's Kathy Garcia.

The group started the day at the Sunset Cemetery in Corning which has hosted nine drought interns and hired one permanently. Interns assisted in improving irrigation systems and created "dryscapes" that require less water. The group then travelled to nearby Corning High School which hosted two interns who helped complete a variety of drought related projects including creating better storm drainage and installing MP-Rotators that more efficiently water turf areas.

The group asked a lot of questions and seemed impressed by the drought related projects that were accomplished.

Job Training Center's Jose Sanchez Completes Internship



Jose Sanchez, a Red Bluff High and California State University, Chico graduate, joined the Job Training Center in April as a Career Center Intern. Sanchez had earned a degree in Sociology and was looking to gain experience to support his long-term goal of becoming an academic advisor. He excelled as an intern, and mastered the skills, knowledge and customer service rapport needed. In August, he left to pursue his career and a Master's program in San Diego.

Job seekers were drawn to Jose and his patient assistance. The Job Training Center staff truly appreciated Jose's work ethic, reliability and willingness to learn. Staff would also agree he was the model of a true gentleman.

Drought Grant Puts Fifty-Four to Work

In July 2015, the Job Training Center received a special grant through NoRTEC aimed at creating temporary jobs in drought affected areas and providing manpower to benefit drought relief efforts. As part of the grant, paid interns were placed with public and non-profit agencies.

Jay Parsley joined the team at the El Camino Irrigation District on August 1st. Parsley is the 54th intern to earn wages in a public or non-profit entity that does work related to drought relief. El Camino Irrigation District is working to repair and replace leaking or broken concrete piping that runs for miles throughout the Gerber area.



Workforce Academy Sees Rise in Placement Rate

Workforce Academy is a two week long job search intensive that assists referred CalWORKs clients through the key stages of job search attainment. The Job Training Center provides the Academy twice a month through a contract with the Tehama County Department of Social Services.

The Workforce Academy Job Placement Rate has seen an increase in the last six months. Currently 71% of clients completing Workforce Academy have found employment. Placements have included truck drivers, marketing assistants, forklift operators and production workers, as well as a variety of retail, food service and health care occupations.

On-The-Job Training, Internships and Other Training News

On-the-Job Training, or OJT, and Internships are great ways to gain training on the job. With OJT, the employer receives a wage reimbursement for hiring an applicant who requires key training to learn the job. Internships are also a great tool for giving job seekers key experience in the field they are studying and helping them transition to viable employment.

Adult Program Update

Three OJT positions were successfully completed this quarter including a Bilingual Front office /Medical Assistant for Dr. Stephen Datu, MD; a Human Resource Assistant for the California Parks Company and a Group Facilitator/Outreach Specialist for Alternative to Violence. Two internships wrapped up: one for a Career Center Advisor Assistant at the Job Training Center and another for a Maintenance Worker at Los Molinos High School. A new OJT was approved for a Medical Reception/Optical Assistant at Northridge Eye Care Center. Five clients started training programs, including a truck driver at American Truck School; a Medical Assistant at Butte ROP; a Medical Assistant at Glenn CTE; a Registered Dental Assistant at Butte ROP, and a Pest Control Advisor at Butte College.

Youth Program Update (ages 18-24)

CNA Student Working at Red Bluff Healthcare Center

A youth is participating in a Work Experience at Red Bluff Healthcare Center concurrent with her Certified Nurses Assistant (CNA) class. The plan is to expose her to patient interaction by job shadowing the nurses, and by assisting the Activities Director. As she progresses through her CNA class, she will be given greater responsibilities with direct patient care.

Youth Client Joins Physical Therapy Office

When Riley Matlock first came to the Job Training Center, he was unsure of his career direction. A former high school athlete, he expressed interest in sports medicine. JTC's Youth Case Manager Mavis Carey learned of a new Physical Therapy Aide class being offered at Shasta College.

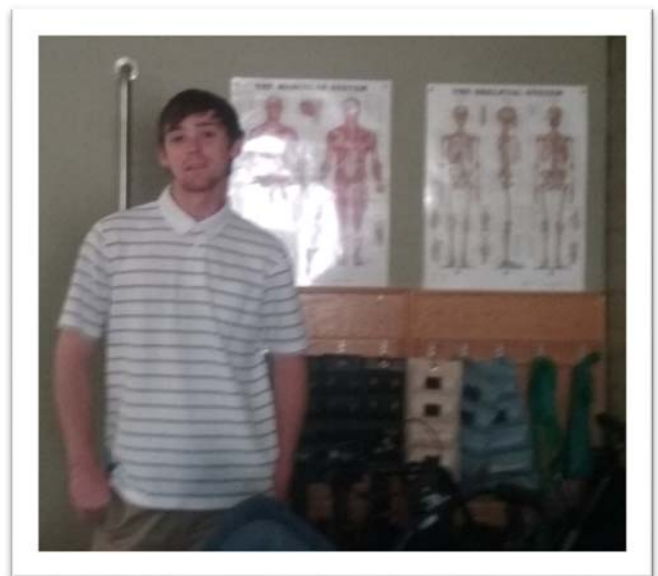
Riley attended the 8-week program which included training on basic human anatomy, health related and orthopedic specific disorders, and non-technical duties of PTA's.

After completing the program, Riley was placed in a three-month work experience program at Amundson Physical Therapy. His job duties included applying modalities, reading charts, following exercise protocols, and administering ultrasound treatments. He exhibited much professional growth and was later given additional office responsibilities where he honed his customer service skills.

Riley expressed much gratitude for his experience in the WIOA program. He was offered employment as a PTA with Amundson Physical Therapy and started work immediately upon completion of his work experience.

Two Administrative Medical Assistant Student Start Work Experience Opportunities

Two of the Administrative Medical Assistant (AMA) students who completed their training last June are now participating in a paid work experience program. One is employed at Rolling Hills Clinic in Corning. She performs front office duties. Her supervisor is very happy with her work and appreciative of her bilingual skills. The second client is gaining training in both front and back office at North Valley ENT. In addition to her front office duties (scheduling appointments, answering phones, collecting patient demographics, providing customer service, etc.) she is also rooming patients, preparing exam rooms, measuring vitals and weight, and sterilizing equipment.



Pictured: Riley Matlock, Physical Therapy Aide, Amundson Physical Therapy, Red Bluff

Harvest Season Shows Depth of Talent Shortage

Harvest season and robust hiring from the manufacturing sector made this one of the most challenging quarters to date. The tables have changed for employers seeking talent and it looks like it's here to stay.

Agriculture and manufacturing are feeling the strain of locating welders and fabricators, drivers, forklift operators, mechanics and basic labor. Twenty-one of twenty-four hiring events and information meetings were with agriculture and manufacturing this quarter.

The Job Training Center is working to utilize an Ag focused Slingshot Grant through NoRTEC and the California Workforce Development Board to find possible strategies for addressing this shortage in the future. The Slingshot grant's purpose is to *"bring together government, community and industry leaders to work strategically to tackle employment issues across California."*



Staff Tours Louisiana Pacific Corporation

Job Training Center staff was recently able to visit and tour Louisiana Pacific (LP) Corporation in Red Bluff. LP produces engineered wood products world wide. In the Red Bluff facility, crews produce I-joists. LP® SolidStart® I-Joists feature an advanced design and tough build for superior performance.

Louisiana Pacific employs 56 workers in Red Bluff and has facilities in ten countries, including 15 mills in the United States. Since the recession, workflow has increased and hiring has increased as well. Their hard to fill positions include high skilled fabricator/machinist/millwrights, electricians, maintenance and programmers/automation controllers.

Manufacturing is a key industry sector for Tehama County and Job Training Center works to help Louisiana Pacific fill their positions through outreach, screening and active recruitment.

Businesses that Received Services in Q1

2 Buds BBQ, California Department of Wildlife, A Better Home Improvement Company, A&J Complete Lawn Care, Abbey of New Clairvaux, Aerotek Solar, Alliance for Workforce Development, AM/PM (N. Main), Amundson Physical Therapy, Andersen & Sons Shelling, Alternatives to Violence, Berberian Nut Co., Bickleys Heating & Air, Bright Star, Business Connections, California Indian Manpower Consortium, City of Red Bluff, College of the Siskiyous, Corning Ace Hardware, Corning Union High School, Crain Ranch, Crain Walnut Shelling, Dittner Property Management, Dr. Pepper Snapple Group, Driscoll's, EcoShell, Express Employment Professionals, Fast Payday Loans, Grandma's BBQ Diner, Grandma's Daycare, Growney Motors, Haleakala Ranch, Highlands Ranch Resort, Jorge's Transportation, Job Training Center, Kremer Chiropractic, Lariat Bowl, Lassen Medical Group, Lassen Mineral Lodge, Lentec, Lighthouse Living Services, Long & Long Orchards, Louisiana Pacific Corporation, Matt Jackson's Pest Control, Northridge Eye Center, Northern Oaks, North Valley Cleaning, North Valley ENT, North Valley Services, Oak Creek Golf Course, PCM, Puckett Residential, Quality Safety and Fire, Red Bluff Health Fitness, Red Bluff Applebee's, Red Bluff Auto Clinic, Red Bluff Cemetery, Red Bluff Healthcare Center, Red Bluff High School, Red Bluff Physical Therapy, Robin's Nest, Rocking R Restaurant, Rolling Hills Casino, Rolling Hills Clinic, RUSH Personnel, Sail House, Sears, Shasta College, Shasta Livestock, Shear Harmony, Sierra Pacific Industries, Sierra Pacific Windows, Sunsweet Dryers, Tehama County Department of Education, Tehama County Health Services Agency, Tehama District Fairgrounds, Tehama Family Fitness Center, The Links at Rolling Hills, Tim Renstrom Trucking, Tom Mehringer Construction; Vim HR, Walmart DC, Wohlburg Micholson

JTC Welcomes New Board Members

Michael Vasey and Cliff Curry have recently joined the Job Training Center Board of Directors, bringing their experience and insight to the team.

Michael Vasey is a partner and president of Lindauer River Ranch (nut and prune growers), and past president of the Tehama County Farm Bureau. He holds a Master's degree in Labor and Industrial Relations, and brings years of experience as an Employee Relations Manager in the corporate world.

Cliff Curry is a Tehama County native and has been the Principal of Los Molinos High School since 2010. He holds degrees in English and Social Studies from California State University, Chico. Cliff is active in the leadership of the Expect More Tehama initiative, as well as the Adult Basic Education Grant Consortium, and is a vocal advocate for education and the youth of Tehama County.

Vasey and Curry join board members **Kendall Pierson, Cindy Brown, Todd Smith and JC Pendergraft**. The board members represent the major industry sectors in Tehama County (Healthcare, Manufacturing, and Agriculture) and the small business community.

Todd Smith is the President of St Elizabeth Community Hospital. He holds a Master's degree in Business Administration and has been with Dignity Health since 1985. Todd currently serves as the Job Training Center Board President.

James 'JC' Pendergraft was hired as the Manager of the Corning Chamber of Commerce earlier this year. James is pro-Corning and pro-small business. He is a graduate of Corning schools and previously owned House of Brews Specialty Coffees in Corning.

Kendall Pierson was recently promoted to President of the **Windows Division** of Sierra Pacific Industries where he has been employed for over 30 years. Kendall has been a Shasta College Trustee since 1997 and a Job Training Center Board Member since 1991. He holds a Bachelor's degree in Wood Science and Technology.

Cindy Brown is the Vice President and Branch Manager for Rabobank in Red Bluff. She supports local efforts to promote small business and has served on the board of directors of several non-profit organizations, including North Valley Services, the Red Bluff Chamber of Commerce, and was appointed by Governor Brown to the Tehama District Fair Board.

Staff on the Go...

July 20 & September 21: **JTC's Kathy Sarmiento** attended the 3CORE Board Meeting

August 3: Salisbury students toured the Career Center. Over twenty students made the visit.

August 3: **JTC's Demetra Jones and Cheryl Carter** attended the CalWORKs Administrative Oversight Team Meeting.

August 5: **JTC's Kathy Sarmiento and Holly Spaner** attended the WIOA Regulations Training in Sacramento.

August 8: **JTC's Business Services Manager Kathy Garcia** presented a customer service refresher for the Red Bluff High School District's administrative staff just two days before school started.

August 22: **JTC's Kathy Garcia and Career Development Consultant Mavis Carey** attended a Blue Ribbon Commission Meeting in Red Bluff. Established by Juvenile Court Judge Matt McGlynn, the group looks at programs and gaps serving children in and out of the court system.

August 24: Labor Market Analyst Liz Bosley made a Labor Market presentation to the **JTC Board of Directors and staff**.

August 24: **Kathy Garcia** met with a team from Butte and Glenn Counties about possibly organizing a Specialty Food Education event in the Spring of 2017.

August 25: **JTC's Kathy Sarmiento and Connie Ocampo** attended the Adult Basic Education Taskforce Meeting.

August 31 & September 7: **JTC Staff** toured Louisiana Pacific Corporation in Red Bluff.

September 6: **Kathy Garcia** attended a Red Bluff High School Career Technical Education Advisory Meeting.

September 15: **JTC's CEO Kathy Sarmiento, Staffing Specialist Demetra Jones and CFO Holly Spaner** attended the Red Bluff/Tehama County Chamber of Commerce Installation Dinner.

September 22: **JTC's Mavis Carey** attended a Prosperity Project meeting in Red Bluff.

September 27: **JTC's Mavis Carey, Demetra Jones and Christi Goni** toured Sierra Pacific Industries Richfield Division.

September 30: Shasta College's Buffy Tanner joined JTC's Friday morning meeting as a guest speaker, sharing about the ACE (Accelerated College Education) Program she is heading up.

JTC Welcomes New Staff: Christy Goni & Cheryl Carter

Demetra Jones Switches Roles to Become Staffing Specialist



Meet Christy Goni

Job Placement Coach

Christy Goni's past co-worker and managers describe her as "Kind, dedicated and committed to her work; friendly, respectful and helpful." In August, Christy left the agriculture industry to join JTC as a Job Placement Coach.

Christy's career path in HR and AP over the last 9 years had slowly veered her away from direct contact with the public, and she missed that interaction.

While growing up, Christy's grandparents were dedicated to bettering the lives of others, and she found special joy in helping them make a difference.

"Now I have the opportunity to do that on a daily basis, impacting not only individuals but the community as a whole." -Christy

Meet Cheryl Carter

Washington Street Productions Supervisor

Cheryl Carter recently joined the Job Training Center, taking over the Washington Street Productions program.

Cheryl grew up in Sonoma County, on a Family owned Dairy Farm. She attended Metropolitan State College of Denver where she received her Certificate of Completion in Social Work, and worked full time as a Child Welfare Intake Caseworker. She later returned to California and continued to work with families and children in need, through positions in Family Law, Behavioral Health and as an Employment Services specialist.

Cheryl believes in the quote by Steve Jobs, "The only way to do great work, is to love what you do."

Demetra Jones in New Role!

Staffing Specialist

Demetra Jones joined the Job Training Center just four year ago as a Career Development Consultant where she worked closely with adult and dislocated job seekers. Since starting, she has proven herself incredibly versatile.

Last Fall, she successfully launched an award winning program for CalWORKs clients, Washington Street Productions, which challenged both her creative and coaching ability.

Most recently, she was asked to join the Business Services Department as a Staffing Specialist.

She holds an MA in Organizational Leadership and is a member of the Society for Human Resource Management and a graduate of Leadership Redding.



Mission

It is our **Mission** to empower job seekers to meet the current and future workforce needs of businesses in the region.