

Tehama County: April, May, June 2018

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Jumpstart 2018 Launches

“For young adults, the first job can be a powerful experience. They gain skills and confidence and a personal connection to the workforce. It offers the potential for lifelong stability and community engagement grows. Everyone wins.” —CEO Kathy Sarmiento.

Creating community stability includes introducing young adults to the workforce. Studies show that youth disengagement drains communities of needed talent and puts added pressure on social programs and law enforcement. This summer the Job Training Center launched Jumpstart 2018, a summer youth employment program targeting young adults (ages 16-22), who have never worked. Thanks to several grants and partnerships, 15+ young adults are working for at least six weeks this summer in their very first jobs. Worksites were carefully chosen for the quality of their supervisors and participants received soft skills training beforehand. Participants are enjoying their first experience at a pharmacy, a florist, a bakery, a theater, the library a locksmith and more.

Washington Street Productions Featured on KIXE’s “The Forum”

This quarter, Job Training Center’s Cheryl Carter, who oversees Washington Street Productions, joined Amanda Sharp, director of Tehama County Department of Social Services, on KIXE’s “The Forum”. The show features *“interesting people doing interesting things and making an impact in Northern California”*.

Washington Street Productions is an award winning program that allows Welfare to Work participants a month long opportunity to work in a production/shop environment, making decorative products out of mostly recycled materials. Carter uses applied behavior analysis (ABA) to help participants address soft skill issues. The Washington



Pictured left to right: Christy Largent, Cheryl Carter, Guest, Amanda Sharp and Ashlee Tate

Soft Skills Training Part of Jumpstart

For those hiring, finding candidates with the right mix of hard and soft skills is always the challenge. Most often the need for solid “soft skills” is what is communicated. How many times have business owners shared, “I just want someone who can show up and has a good work ethic?” Hard skills are job-specific skills and knowledge you need to perform a job. They are often gained through training programs, education and on-the-job training. Soft skills are people skills and include communication skills, listening skills, problem solving/critical thinking. Job Training Center’s Jumpstart program is focused on soft skill development before participants go to work and continued through coaching and reinforcement on the job. Soft skills are acquired over time, so introducing the skills and explaining why they are important is the first step.

Jumpstart positions all require a level of customer interaction, and soft skills play a huge role in customer service success. During training, participants learned about attitude, time management, conflict management, professional appearance, communication skills, personality and workstyle differences, goal setting, asking good questions, and working well with others.

Ag Sector Partnership

Ag Sector Partnership Provides OSHA10 Training and Certificate

In an effort to provide more relevant training to ag and food processors in Tehama County, the Ag Sector Partnership partnered with Butte College—The Training Place to bring another training to Red Bluff. **OSHA10 Training for Ag & Food Manufacturing** took place June 11, 12 and 13 at the Red Bluff Library. Fifteen participants completed and received their certificates, including participants from seven different Sunsweet locations in Northern California.

The partnership of growers and processors in Tehama County first convened in February 2017 to identify shared high priority issues, and jointly create an action agenda that supports the industry.

Storm Internships Continue



Pictured: Intern Thania Giwoff

The Storm Grant provided a variety of seasonal positions with public agencies and non-profits including CalTrans, Red Bluff Fire Department, Corning Fire Department, and Tehama County Department of Public Works. Work included storm damage clean-up and repairs to roads, culverts, landscaping and drainage areas. Positions allowed for 1000 hours on the job.

The second summer of Storm grants is in full swing, and interns are enjoying their positions. Several are completing their hours and moving into permanent placement thanks to their on-the-job performance. Storm interns are currently placed at Tehama County Department of Public Works, Corning Fire Department, Red Bluff Fire Department and Caltrans (Mineral Station).

- **Thania Giwoff** (pictured left) was a dislocated worker who is currently working for Caltrans at the Mineral location.
- **Dustin McMahon** was a dislocated worker and participated at Tehama County Department of Public Works. He was permanently hired on June 4th.
- **Henry Bartolomei** (pictured right) was placed at Public Works. He will begin as a permanent employee on July 2nd.



Pictured: Intern Henry Bartolomei

OSHA10 TRAINING FOR AG & FOOD MANUFACTURING
8:50AM TO NOON / JUNE 11, 12, 13 / RED BLUFF

RECEIVE OSHA 10-HOUR COURSE COMPLETION CARD REGISTERED WITH OSHA

TRAINING PRESENTED BY BUTTE COLLEGE THE TRAINING PLACE
THE TRAINING PLACE @ BUTTE.EDU

June 11, 12 & 13: 8:30am to Noon
Must attend all hours
Red Bluff Library
545 Diamond Avenue, Red Bluff

OSHA10
Create a safe workplace. The OSHA10 provides workers training about common safety and health hazard on the job. Students receive an OSHA 10-hour course completion card registered with OSHA.

The Tehama County Ag Sector Partnership is working with Butte College The Training Place and the Doing What Matters Initiative for Jobs and the Economy to bring this training to Tehama County.

- ✓ 10 HOURS OF TRAINING
- ✓ INTRO TO OSHA, CCR'S AND INSPECTIONS, IMPORTANCE AND RIGHTS (2 HRS)
- ✓ IIPP, PPE AND HAZCOM (2 HRS)
- ✓ BLOOD BORNE PATH, ELECTRICAL, FLAMMABLES (2 HRS)
- ✓ EGRESS AND FIRE (2 HRS)
- ✓ MACHINE GUARDING AND WALKING AND WORK SURFACES (2 HRS)

REGISTER BY JUNE 1ST BY EMAILING
KGARCIA@JOBTRAININGCENTER.ORG
TRAINING FEE OF \$200 COVERED FOR THOSE WHO COMPLETE THE FULL 10 HOURS AND REMAIN EMPLOYED 90 DAYS AFTER TRAINING.

On-the-Job (OJT) Training Update

Business Developer/Outside Sales: An On-the-Job Training was started with Express Employment Professionals for a Business Developer/Outside Sales in mid April.

Counseling Center Office Coordinator: A client successfully completed a Counseling Center Office Coordinator OJT with Empower Tehama in early June. The client had a Bachelor's of Arts degree in Multicultural and Gender Studies and had been struggling to find a job that aligned with her educational background. When the client came to JTC, she was underemployed as a barista. Empower Tehama interviewed and hired the client for the opening under the OJT program. The client is pleased with both the employer and JTC to begin a position that leads to a career.

Five Participate in Subsidized Employment Program

Under a special contract with the Tehama County Department of Social Services, Job Training Center administers a Subsidized Employment Program (SEP). This quarter, three clients were placed in the **Lead Position** at Washington Street Productions. Another client started as a **Student Services Assistant** at Shasta College in May and will soon be employed at Lassen Medical Clinic. A fifth SEP Client was placed at the Hope Chest as a **Manager Trainee** in April.

Youth Program Success Stories

Brown Becomes a Certified Nurse Assistant: This quarter, Larisa Brown, pictured right, completed the Certified Nurse Assistant (CNA) class at Oroville Adult Ed and passed her state licensing exam. She has been offered employment at Oroville Post Acute Care which was one of her clinical sites. She'll work full time as a **CNA** and plans on pursuing an Registered Nurse Associates degree in the future. She was one of two who clients successfully sponsored in this training program.

Fire Doesn't Stop Bennett Apiaries: Two young men are currently in work experiences as **Shop Assistants** at Bennett Apiaries. The employer is very happy to have their help. Although the business was deeply affected by the Stoll Fire, they have been able to keep employees working.

Client Excels at Tax Preparation: Another client has been in a work experience at the Tehama County Community Action Agency. He was a great asset to their Vita Tax Preparation program and is currently working on the Food Give Away project. He successfully completed the Advance Tax Preparer training. The overall total volunteer hours for Vita was 586 hours for the tax season, and he contributed 46% of those hours.

From Unemployed to Full Time Employee: A Youth Program Client who wanted to work for Louisiana Pacific Corporation received coaching and staff services and was recently offered full time employment as a Utility Worker at the engineered wood products facility.

Six Clients Complete Programs

In May, two Tehama County residents graduated from the Butte County CTE Registered Dental Assistant Program. One graduate secured full time employment as a Dental Assistant in Redding, earning \$14.50/hr.

Three Tehama County residents graduated from the Glenn County CTE Medical Assistant program. One client has secured full time employment as a Medical Assistant in Paradise, earning \$13.14/hr.

One Tehama County resident successfully completed the Butte County CTE Administrative Medical Assistant program in late June.



Pictured: CNA Larisa Brown

June Fires Affect Tehama County Area Homes & Businesses

Three Fires Near Red Bluff as North Winds Blow

Hot weather and an intense north wind created extreme fire conditions in Tehama County June 23. Three fires near Red Bluff caused evacuations and pulled fire fighters from multiple outside agencies to help fight the flames. Thirty structures were damaged, including the total destruction of ten commercial buildings, eight outbuildings and two ag buildings. Four homes were lost.

According to CalFire:

- Lane Fire—Paynes Creek Area—3,716+ acres
- Stoll Fire— West of Red Bluff, off Baker Road— 268 acres and fully contained
- Sierra Fire—South of Red Bluff near Sierra Pacific Industries—170 acres and fully contained

The Board of Supervisors passed an emergency proclamation and is requesting that the governor make a similar declaration which would allow businesses and individuals to seek tax relief and other special assistance individuals to seek tax relief and other special assistance. The Job Training Center is conducting outreach to those affected businesses to determine the impact on the workforce.

Sears Hometown Store to Close

The Sears Hometown store located in Red Bluff announced it will officially closed its doors in mid-July. Five employees are affected. The store had been for sale for some time. While not part of the large chain of stores, the Hometown Sears are independently owned. The Red Bluff store has operated for 11 years.

The Job Training Center is working with employees to assist with their re-employment efforts.

Golf Course Set to Reopen in Red Bluff

Golfers will have more options to play in Tehama County as new owners have worked to rehabilitate the golf course on Montgomery Road in Red Bluff. According to the Daily News, the course, formerly known as Oak Creek Golf Course, will include a restaurant called Sully's at Oak Creek. Owners include Derek and Christine Wise, James and Lesa Harris, and Frank and Doreen Perino.



JTC Hosts June Job Fair Featuring SERRF and Empower Tehama

Job Training Center hosted a Job Fair June 28 featuring two local employers: the SERRF Expanded Learning Program that operates an after school and summer program at multiple school sites and Empower Tehama (formerly Alternatives to Violence), a non-profit organization with a mission to promote healthy relationships and social change in the community through education, intervention and responsive services designed to inspire personal transformation. Both organizations have multiple open positions.

Unemployment Figures for California and Tehama County: January 2018—May 2018

	January 2018	February 2018	March 2018	April 2018	May 2018
Tehama County	6.3%	6.4%	6.3%	5.5%	5.1%
State of CA	4.4%	4.5%	4.2%	3.8%	3.7%

Q4: A Quarter of Professional Staff Development

April 4: Through a Cultural Lens Workshop (Red Bluff)

Five staff attended a workshop highlighting the differences in cultures and how everyone can benefit from learning and respecting other cultures.

April 12 & 13: Workforce 180: Business Engagement Training (Chico)

Staff participated in a NoRTEC region-wide business services training featuring Mike Fazio of Workforce 180, a training and consulting firm based in Connecticut.

May 1: Windmills Training—Disability Etiquette and Diversity Training (Redding)

Staff attended training designed to help people successfully include persons with disabilities in programs/employment.

May 10: Staff attended the TCEAC Cal OSHA Compliance Training (Red Bluff)

Staff attended training focused on how to help clients learn what “thought processes, habits, and behaviors lead to criminal behavior, and how to replace those with healthy, pro-social thoughts and actions

June 7: Staff attended the Tehama County Employer Advisory Council Performance Management Training (Red Bluff)

Staff learned about the scope of permissible medical inquiries and confidentiality requirements outlined by ADA and FEHA; what medical information is needed and how to use this information for vocational planning and job placement/retention.

June 20: Working with Individuals with Hidden Disabilities, Including Mental Health Disabilities (Redding)

This training addressed issues of vocational planning, job placement and retention strategies for individuals with hidden disabilities.



Mike Fazio (far right) leads an exercise with JTC's Mavis Carey, far left.

TCEAC Provides Training

The Tehama County Employer Advisory Council has nearly 100 members and provides quality training to businesses. JTC's Casey Holland is a board member. Membership is \$40 per year.



April 5: Information Technology Speaker: Grant Watkins, Information Systems Specialist for Tehama County Health Services Agency

May 10: Cal OSHA Compliance (1/2 day workshop)
Speaker: Rob Getzinger, Assistant Safety Engineer

June 7: Performance Management Speaker: Jesse Converse, HR Consultant with Morrison & Co.

July: No meeting

COMING: August 2: Wage and Hour Compliance

For more information, visit www.ceac.org/region-1/tehamacounty-eac/

Hiring Events, Job Fairs & Classes

During this quarter, Job Training Center hosted **one job fair and three hiring events** were held with RUSH Personnel; JTC hosted **one Basic Excel class, one Intermediate Excel class and one QuickBooks series**. Eight companies sponsored employees to attend the computer classes.



Businesses Services - Q4

Adobe Road Chevron, Airport Restaurant, AM/PM North Main, Andersen & Sons Shelling, Another Attic Self-Storage, Arons Chiropractic, Arrowsmith & Sons Apiaries, Bennett Apiaries, Bickley's Heating & Air Conditioning, Black Butte Bison Ranch, Bright Star Care, Bud's Jolly Kone, Butte County Office of Education, Butte County, California Pacific Specialty Woods, Central Valley Roofing, Corning Cemetery, Corning Chevron Station, Corning Union Elementary School, D Lopez Trucking, Driscoll's, Durango RV Resort, Empower Tehama, Express Personnel, FC Bickert, Flournoy Union Elementary School District, Foothill Ready Mix, Glenn County Office of Education, Holiday Inn Express (Corning), Holiday Inn Express (Red Bluff), Hope Chest, House of Design, Java Detour, Jorge's Transportation, KIXE, Knorr Management, Land O'Lakes, Lariat Bowl, Lassen Medical Clinic, Lighthouse Living Services, Little Scholars Pre-school, Louisiana Pacific Corporation, Maple Garden Restaurant, Mercy Medical Center, North Valley Services, Northridge Eye Care, Ohana House, One Stop Gas Station, Parish Health and Wellness, Peerless Building Maintenance, Premium Retail Services, Prime Lending, R Wild Horse Ranch, Rainbow Aviation, Red Bluff High School District, Red Bluff Car Wash, Red Bluff Elks Lodge, Red Bluff Physical Therapy, Red Bluff Senior Living, Red Oaks Medical, Reeds Creek School, RES Environmental Services, Responsible Solar, Riverside Landscape, Rockin R Restaurant, Rolling Hills Casino, Rolling Hills Clinic, RUSH Personnel, Sail House, Select Harvest USA, Shari's Restaurant, Shasta College, Shasta County, Sierra Nevada Cheese Company, Sierra Pacific Industries (Millworks), Sierra Pacific Industries (Richfield), Sierra Pacific Industries (Windows), Silva Landscaping, Sparrows Landing, St. Elizabeth Community Hospital, Suburban Propane, Sugar Shack, SunStor Solar, Travel Centers of America, Tehama County Department of Education, Tehama County Department of Social Services, Tehama County Association of Realtors, Tehama District Fairgrounds, Tehama County Department of Public Works, Tehama Floral Company, The Human Bean, Tim Renstrom Trucking, Tony Sandow Construction, Top Notch Cleaning and Landscape, Triple R Gas, Walker Printing, Walmart Distribution Center, Wells Fargo, Wendy's, Wilcox Oaks Golf Club, Wild Oak Alpacas, Wing Solar Energy

Staff on the Go...

- April 17 Kathy Garcia sat on the interview panel for a new principal at Red Bluff High School
- April 21 Connie Ocampo hosted a JTC booth at a Tribal Vendor Event at Rolling Hills Casino for tribal members
- April 23 Kathy Sarmiento and Kathy Garcia met with Michelle Barnard and Rachel Elliot from TeLA and Adult Education
- April 23 Kathy Garcia attended a Town Hall meeting hosted by students from Salisbury High School and CSU Chico
- April 25 Connie Ocampo and Mavis Carey participated in Red Bluff High School Senior Exit interviews
- April 25 Kathy Garcia attended Lassen Gateway Coalition Meeting
- April 25 Kathy Garcia attended a Manufacturing, Research and Development Grant Advisory Meeting at Red Bluff High School
- April 26 Kathy Garcia and Casey Holland attended Good Morning, Red Bluff sponsored by the Red Bluff Chamber of Commerce
- April 30 Connie Ocampo participated in Corning High School Senior Exit Interviews
- May 1 Casey Holland, Christi Goni, Connie Ocampo, Mavis Carey and Kat Porovich, Ruth Hernandez and Rose Plumb attended Windmills Disability Awareness Training in Redding
- May 5 & 11 Connie Ocampo attended Understanding Strengths Pathway to Success Training at Andersen & Sons in Vina
- May 16 Kathy Garcia, Holly Spaner and Casey Holland attended Facebook Ad Training at Matson Isom Technologies in Chico
- May 17 Kathy Garcia participated on State Adult Ed Field Team webinar
- May 22 Kathy Garcia sat on interview board for Red Bluff High School Principal
- May 23 Mavis Carey provided a three hour employment workshop for Tehama eLearning Academy (TeLA)
- May 29 & 30 Christi Goni, Connie Ocampo, Mavis Carey, Rose Plumb, and Cheryl Carter attend Ascend Training in Anderson
- May 31 Kathy Sarmiento and Kathy Garcia meet with CSUC's Alice Patterson about efforts to bring quality broadband to the North State
- June 7 Connie Ocampo attended the Employee Performance Management Seminar through the TCEAC in Red Bluff
- June 8 Kathy Garcia travelled to Sacramento to a State Adult Ed Field Team Meeting
- June 19-22 Mavis Carey and Kathy Garcia lead soft skills training bootcamp for Jumpstart 2018; a summer youth employment program
- June 27 Connie Ocampo and Kathy Garcia met with Barbara Thomas, Cherish Pedro and Sherane Kinney of Adult Education
- June 28 JTC hosted a job fair for SERRF and Empower Tehama
- June 29 Staff celebrated JTC New Year's Eve