

Tehama County: July, August, September 2018

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Jumpstart 2018: Great Summer Jobs

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 Job Training Center launched Jumpstart 2018, a summer employment program targeting young adults, ages 16-22, who had never worked. Thanks to several grants and partnerships, 15 young adults worked 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.



“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



Soft skills development was a key component of this year’s program. Participants learned about soft skills in a classroom setting before starting their jobs. Supervisors received training in how to reinforce and coach for soft skills on the job. Soft skills include trust, teamwork, positive attitude, professionalism, accountability. “Learning about how to be a good employee in class is one thing,” said JTC’s Kathy Garcia. “To apply that knowledge on the job is really the best classroom.”

Job Training Center plans to host Jumpstart again in 2019.

Jumpstart 2018 Worksites

Prime Cinemas
Red Bluff Library
The Copy Center

Latimer’s Pharmacy
Sweet Swirls Bakery

Top Tier Flower & Gifts
Tehama Lock & Security

The Makerspace at TCDE
Tehama Family Fitness Center

ROSS Dress for Less is Coming to Red Bluff

Work has begun to transform the building that previously housed Walmart, into a Ross Dress for Less plus several other stores. According to Ross, the store will not be open to the public until sometime in early 2019. Those interested in working for Ross can apply for the Redding store and after working there for six months, can apply to transfer to the new location.

JTC Hosts Pop Up Booth at Multicultural Health Faire in Corning

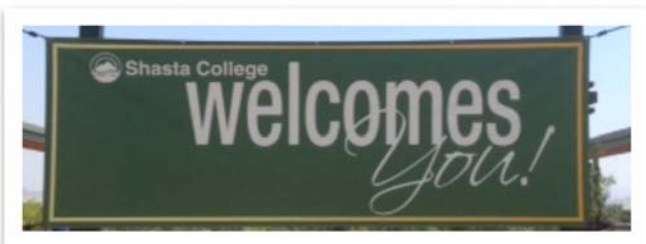
Latino Outreach in Tehama County hosted a Multicultural Health Faire at Woodson Elementary School in Corning. JTC's Mavis Carey, Connie Ocampo and Ruth Hernandez hosted a booth with information about the youth program and training and job opportunities. Ocampo was on the planning committee.



Folklorico Dancers at the Multicultural event in Corning.

JTC at Shasta College—Tehama Campus Welcome Day

Job Training Center and other local agencies partnered with Shasta College—Tehama Campus on August 30th to welcome students back to school. The Welcome Day is aimed at introducing new and returning students to the campus, to local businesses, services and community resources. JTC's Mavis Carey and Connie Ocampo hosted a booth at the event.



Business Outreach

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



July: No Meeting

August 2: Wage and Hour Compliance

September 6: Team Building and Group Dynamics in Today's Multi Generational Workforce

Visit www.ceac.org/region-1/tehama-county-eac/



Carey Attends Prisoner Re-entry Fair

Mavis Carey attended a quarterly Probation Resource Fair on September 20th. The purpose of the event is to help those on probation/parole connect with community resources. There was also a host of booths representing community, education and workforce resources. The event is always well attended.

Other providers at the event included: EDD Veteran's Rep, Student Service Coordinator for Shasta College Adult Ed, Tehama County Department of Social Services and Community Action Agency, 211 Connect, Express Employment Professionals, Tehama County Health Services and many more.

According to Carey, a motivational guest speaker out of the Bay Area did a great job sharing his success story.

On-the-Job (OJT) Training Update

In August, Job Training Center sponsored a dislocated worker to begin **American Truck School's 4-Week Truck Drivers Training Program**.

JTC also partnered with Empower Tehama to start an On the Job Training for a **Housing Case Manager**.

JTC sponsored four Tehama County students for the **Registered Dental Assistant Program** at Butte CTE that started on September 4th.

JTC also sponsored one Tehama student for the **Medical Assistant Program** at Butte CTE that started on September 11.



On the Job Training (OJT) at Empower Tehama

A single mother who had been participating as a volunteer for AmeriCorps for the previous 8 months visited the Job Training Center. She had worked as a Lead Instructional Assistant for almost 10 years. She enjoyed her volunteer work at the Shasta Abuse Prevention Coordinating Council and was in pursuit of finding a career along the same line of work. She applied and interviewed at Empower Tehama for the Housing Case Manager position. However, due to the lack a degree and case management experience, she was not fully qualified for the position. Empower Tehama reached out to JTC to inquire about an OJT for this position. The client was hired on as a Housing Case Manager under the program. Her supervisor states that she is doing very well in her position and is impressed with her progress and her passion for helping others.

Empower Tehama, formerly Alternatives to Violence, promotes healthy relationships and social change in our community.

Two New Leads at Washington Street Productions

Two Lead Workers started at Washington Street Productions in mid-August. Under a special contract with the Tehama County Department of Social Services, Job Training Center administers a Subsidized Employment Program (SEP). Lead Workers are primarily responsible for designing, building projects and leading others through setting a good example in the production facility. They are hired for 6 months, and gain experience in woodworking and leadership skills.

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. Popular end of month sales are open to the public. Visit Washington Street Productions on Facebook.



Pictured: Washington Street Fall specialty items.

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

	Jan	Feb	March	April	May	June	July	August
Tehama	6.3%	6.4%	6.3%	5.5%	5.1%	6.0%	6.1%	5.5%
State of CA	4.4%	4.5%	4.2%	3.8%	3.7%	4.5%	4.2%	4.3%

This piece was featured in a public education campaign presented by the Employment Development Department to coincide with Labor Day. The campaign included local success stories. The Tehama County story is an example of the work being done to connect job seekers with the need of employers for qualified candidates, particularly among the top 5 industries.

Growing One of Our Own for a Career in the Dental Industry

Opportunities in healthcare typically point at the nursing shortage. However, over the past 3-5 years, Northern California dentists have begun to feel a shortage of Registered Dental Assistants. Currently, two programs exist in the far north region in Shasta and Butte Counties.

In Tehama County, staff regularly send students to these schools if travel is not a barrier.

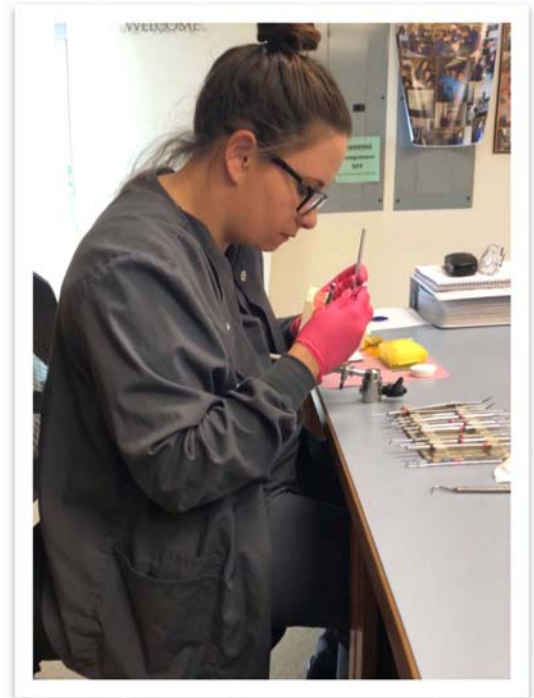
Melissa, a single 24-year old woman living in Red Bluff, came to the Job Training Center in August 2017 seeking assistance. She was working as a direct care staff assisting developmentally challenged adults. Previously, she worked as a temporary laborer at the Walmart Distribution Center and had also worked at Jiffy Lube as a customer service advisor. When she came to Job Training Center, she knew she wanted a career and not just a job.

Melissa applied for and was accepted into the RDA program at Butte County ROP and started in September 2017. She chose RDA as a career goal due to her passion for helping others and looked forward to being able to provide dental services to developmentally challenged adults. The Butte RDA program is a competitive, 9 month program located 45 miles from Red Bluff. Class meets five days a week and includes a combination of classroom and clinical training.

“The most challenging part was how much material they throw at you,” said Melissa. “At first it was a bit overwhelming, but with the motivation I had and the support from the Job Training Center and my family, I made it through it!”

In May 2018, Melissa successfully completed the RDA program. She attained her RDA license in July, and is currently working full time for Dr. Nigles, DDS in Redding. She is earning \$17.00 per hour and is very happy with her new career.

“I never really knew what I wanted to do in life before finding this opportunity. Now I have a career that I can continue to grow and excel in. I learned that no matter where you are at in life, don’t ever feel like you’re not good enough or it’s too late to do something to better yourself!”



Pictured: Melissa at RDA class in Chico

Did You Know?

- Many students completing dental school were previously hygienists and even RDA’s.
- According to the Bureau of Labor Statistics, the need for dentists between 2014-2024 is due to increase 18% or 26,700, much faster than average. Median pay for 2016 was \$159,779 per year/\$76.81 per hour. The demand for dental services in the North State will increase as the population ages, cosmetic dental services become increasingly popular, and access to health insurance continues to grow. Shasta County alone is projected to see a 20% increase.
- Dentists are likely to hire more [hygienists](#) and [dental assistants](#) to handle routine services. Productivity and new technologies should allow dentists to reduce the time needed to see each patient, and enable them to expand their practices.

Youth Program (Ages 18-24)

Nunez Completes Internship with CAA

Cory Nunez, pictured right, exited from his Internship at Community Action Agency. During his internship, Cory helped with several CAA programs, including: VITA, the Food Give- Away Project, and LIFT.

Cory proved to be a valuable asset to CAA. However, he decided to change career paths and pursue his interest in working outdoors. Cory accepted a position with California Conservation Corps and began work there on September 10th.



Pictured: Cory Nunez interned for Community Action Agency and was a valuable asset to the program.

- Client started the Medical Assistant program at Glenn County Adult Ed. Her training started on August 13 and will run through May 2019.
- Client completed an internship as a Dietary Aide at Red Bluff Healthcare and was hired on by the worksite. He started July 12 and will stay in the same role, working 30 hours per week.
- Client was a dual enrollment, participating in both the Youth Program and the Storm grant. He exited both programs on July 20 after being offered full time employment at Red Bluff Dodge as a Lot Attendant.
- Client is employed full time at Oroville Post-Acute as a Certified Nurse Assistant. She finished her training in June and began work on July 9th.
- Client started her first semester at Shasta College. She is taking general education course work and exploring careers in healthcare.
- Client started an Internship at North Valley Services in Corning. She is working as a Direct Care Staff Member. Her internship experience will include training in First Aid/CPR, confidentiality, universal precautions, elder abuse, staff job shadowing, seizure recognition, behavior management, and medication procedures.

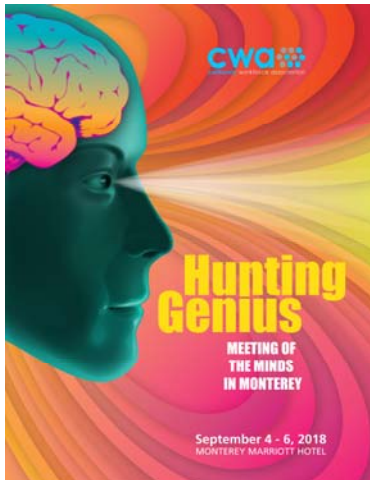


Youth Participants Tour Red Bluff Healthcare Center

Youth Program Case Manager Mavis Carey organized a small group currently exploring careers in healthcare, to tour Red Bluff Healthcare Center on September 27th. Red Bluff Healthcare Center is excited and enthusiastic about having interest in the health care field. The Director of Staffing Tim Osborn provided the tour.

The main focus of the meeting was to learn about the high demand for CNAs. Osborn described the difference between a CNA and a nurse assistant and how the scope of practice is not the same. The CNAs are required to complete 24 units of education each year, 12 of those are offered in house. The company culture was described as being a strong proponent of education and professional growth.

Red Bluff Healthcare Center is a rehabilitation and skilled nursing facility. They provide physical therapy, occupational therapy, and speech therapy as well as many other services.



Three Attend CWA Meeting of the Minds

Kathy Sarmiento, Kathy Garcia and Connie Ocampo attended the CWA Meeting of the Minds annual conference in Monterey September 4-6. The theme was Hunting Genius. Many of the sessions looked at the current economy, the promise of apprenticeships, the need for skills before and during work life and the future of workforce.

Theme: Hunting Genius—*The hunt includes both external innovations and disruptions out there in the world that we might emulate, but also internal developments that are moving us in unexpected and novel directions.*

Storm Internships Continue

In early September, JTC staff wrapped up a cohort of summer participants in storm related internships, and a Fall recruitment began. Fall openings include positions at Tehama County Department of Public Works and Red Bluff Fire Department.

Work includes storm damage clean-up and repairs to roads, culverts, landscaping and drainage areas. Positions allow for 1000 hours on the job.



Business Engagement Training

In July, Casey Holland and Christi Goni attended the Business Engagement Training presented by the California Workforce Association, Public Consulting Group, and the Center for Work Ethic Development in Sacramento.



Marketing in the Digital Age

JTC's Casey Holland attended a Digital Marketing Workshop at Matson Isom Technology on August 8th. The workshop was interactive with several exercises on what your company branding is, the colors and feeling associated with those colors and differing typography, and also several different no-cost creating and editing websites.

Trainer Arielle Mullen spoke about how more and more people are crowding the Internet, and that the consumer attention span is getting shorter. Most people would rather watch a video than read about something. Visuals can help build bonds with people and your business brand. Infographics and social media, including Twitter, Instagram, Facebook, and even Pinterest, help link consumers to your website can boost your digital footprint.

The class spent time exploring Canva, as well as looking at websites that create gifs. One of the portions of the workshop gave information on websites that have stock images that are no-cost.

JTC Hosts 20 Hiring Events this Quarter

During this quarter, Job Training Center hosted **20 hiring events**. During summer months, JTC does not typically host computer classes; however, **one 6-week QuickBooks series** started in September.

Businesses Services - Q1

Adobe Road Chevron, Andersen & Sons Shelling, Arons Chiropractic, Baker's Pantry, Best Western Antelope Inn, Bickley's Heating & Air Conditioning, Big 5, Brentwood Post Acute, Brookdale, Bud's Jolly Kone, California Specialty Woods, CaptiveAire, Central Valley Roofing, City of Corning Public Works, City of Red Bluff, Compass LLC, Corning Chevron Station, Corning Union Elementary School District, Corning Water District, Crain Orchards, Crain Walnut Shelling, Crane Mills, Dignity Health, DW Powder Coating, El Camino Irrigation District, Elite HR Logistics, Elmore Pharmacy, Empower Tehama, Flournoy School District, Foothill Ready Mix, From the Hearth, Glenn County Office of Education, Grandma's Daycare, Growney Motors, Hampton Inn & Suites, Holiday Inn Express (Corning), Holiday Inn Express (Red Bluff), House of Design, Industrial Staffing Services, Jackson Manor Apartments, Job Training Center, Jorge's Transportation, KIXE TV, Land O'Lakes, Lariat Bowl, Lassen Medical Center, Lentec, Lighthouse Living Services, Louisiana Pacific Corporation, Lucero Olive Oil, M&M Ranch House Restaurant, Maple Garden, Mill Creek Veterinary Hospital, North Valley Services, Northridge Eye Care, Ohana House, Parish Health and Wellness, Paskenta Bank of Nomlaki Indians, Phil's Automotive, Pieper Construction, PJ Helicopters, Puckett Residential, R Wild Horse Ranch, Red Bluff Union Elementary School District, Red Bluff High School, Red Bank Ranch, Red Bluff Car Wash, Red Bluff Physical Therapy, Red Bluff Round Up, Red Bluff Shell, Red Bluff Veterinary Clinic, Red Oaks Medical Group, RES Environmental Services, Resource Conservation District, Richfield Elementary School District, Rolling Hills Casino, RUSH Personnel, Sail House, SALCO, Shari's Pies and Café, Shasta College, Sierra Pacific (Anderson), Sierra Pacific Industries (Windows), Sierra Pacific Industries (Millworks), Sierra Pacific Industries (Richfield), Silva Landscaping, Sparrows Landing, Sub Culture, Suburban Propane, Sugar Shack, Travel Centers of America, Technical Steel Construction, Tehama Family Fitness Center, The Human Bean, Tim Renstrom Trucking, Top Notch Commercial Cleaning, Valero, Valley Vet Clinic, Walmart DC, Wendy's, West End Pharmacy, Wilcox Oaks Golf Club

Staff on the Go...

- 7/18 Kathy Garcia participated in Economic Forecast Conference Planning Committee Meeting
- 7/19 Kathy Sarmiento facilitated a Vision/Mission Statement session Tehama County Department heads
- 7/20 Kathy Sarmiento presented to the non-profit Roundtable
- 7/26 Cheryl Carter and Washington Street Productions featured on KIXE-TV the Forum
- 7/26 Christi Goni and Casey Holland attended the CWA Business Engagement Session in Sacramento
- 8/2 Casey Holland, Ruth Hernandez and Holly Spaner attended the Wage & Hour Compliance workshop, hosted by the TCEAC
- 8/10 Christi Goni attended the Step-Up New Student Orientation at Shasta College Tehama Campus.
- 8/17 Kathy Garcia met with Blaine Smith, Director of Adult Ed Far Far Northern Region
- 8/22 Kathy Sarmiento and Kathy Garcia attended North State Giving Workshop at the Red Bluff Library.
- 8/23 Kathy Sarmiento reported on Jumpstart 2018 for the NoRTEC Workforce Development Board
- 8/27 Kathy Garcia and Mavis Carey attended the Tehama County Blue Ribbon Commission Meeting to connect to youth outreach partners
- 8/28 Kathy S. and Kathy G. met with Eva Shepherd-Nicoll representing several ag business and manufacturing grants and initiatives.
- 8/31 Kathy Sarmiento and Connie Ocampo met with California Human Development and CTE programs from Glenn and Colusa counties regarding new training opportunities for farm workers.
- 9/4-6 Kathy Sarmiento, Kathy Garcia and Connie Ocampo attended the CWA Meeting of the Minds Conference in Monterey
- 9/4 Mavis Carey met with Talia Shier from the Shasta College SCI*FI program to assist Foster Care Youth
- 9/11 Kathy Garcia attended the Red Bluff High School Career Technical Education Advisory Committee.
- 9/12 Casey Holland and Christi Goni attended the 103rd Annual Chamber Community Awards and Recognition Dinner
- 9/15 Mavis Carey, Ruth Hernandez and Connie Ocampo hosted a pop-up booth at the Multicultural Outreach Health Fair in Corning
- 9/19 Mavis Carey attended a Shasta College Information Session on Early Childhood Education programs.
- 9/21 Kathy Sarmiento, Connie Ocampo and Cheryl Carter attended a Neuroscience Based Social Work Conference in Corning.
- 9/24 Kathy Sarmiento attended a NoRTEC Directors meeting in Chico.
- 9/27 Kathy Garcia attended the Adult Ed Field Team meeting
- 9/27 Connie Ocampo, Mavis Carey, Christi Goni attended a Shasta College Information session on educational opportunities in Healthcare.



JTC Throws Holly Spaner a Warm Send Off

In August, Job Training Center's CFO Holly Spaner announced plans to accept a new position with Redding Electric Utility in their Finance Department. Spaner, who had been with JTC for five years, was given a warm send off with staff who will miss her.



Holland and Goni Attend Chamber Awards Dinner

In September, Job Training Center's Casey Holland and Christi Goni (pictured left) attended the 103rd Red Bluff Chamber 103rd Annual Chamber of Commerce Awards Dinner on September 12 at the RB Community Center. The theme of the evening was "Teamwork Makes the Dream Work".

Jumpstart 2018 — Top Tier Flowers and Gifts

Your first job does more than builds character. It teaches and reinforces critical soft skills when other "programs" cannot.



Top Tier Manager Joyce Parks and Jumpstart participant Angelina