

JULY, AUGUST, SEPTEMBER — 2019

COMMUNITY COORDINATOR REPORT—JOB TRAINING CENTER

Q1—2019

Launching Latino Youth

Workforce Accelerator Grant Begins

In May, the Job Training Center received a Workforce Accelerator 7.0 Grant to work with young adult children and grandchildren of immigrants. The goal is to provide paid internships that showcase professional careers in Tehama County; allow participants to attend events that explore careers in high wage/high growth industry sectors and connect participants with Latinx mentors.

In September, Connie Ocampo, Ruth Hernandez and Ben Leftwich hosted a Launching Latino booth at the 12th Annual Multi-Cultural Health Fair hosted by Latino Outreach in Corning. The JTC team brought a colorful display and signage and worked to connect and register nearly 50 interested participants.

Ocampo also attended the Corning High School College and Career Fair in early October and engaged over 100 youth.



Pictured: Participants at the Multi-Cultural Health Fair

Marshall's Holds Interviews

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In September, the new Red Bluff Marshalls store held a week of interviews at the Job Training Center. Store Manager Amber Brazda was joined by a team of Marshall's staff to select more than 70 employees. Job Training Center used Facebook, eblasts, the windows and the career center to spread the word.

According to their website, Marshalls is "one of a family of companies under the TJX Companies, Inc., the leading off-price apparel and home fashions retailer in the U.S. and worldwide, which is ranked 85 among Fortune 500 companies."

The new store is set to open in November off Luther Road next to the new ROSS store in the old Walmart building that has been remodeled and sectioned into several smaller spaces.

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Sarmiento On Panel to Discuss Workforce Issues



On August 2, Kathy Sarmiento was invited to participate on a panel at a Tehama County Economic Development program business stakeholder's meeting. The event allowed business and community leaders to examine issues around workforce attraction, retention and development.

Michael Cross of NoRTEC and Kathy Sarmiento both addressed workforce programs and trends given the current economy. All industries are feeling the pinch, and talent recruitment and development are a priority for all sectors. The unemployment rate has been historically low over the past several years, and rural areas are always challenged finding specialized professionals like physicians and specialists, teachers, accountants, mechanics and more.

Sarmiento championed internships and youth employment opportunities and the need for local employers to develop strong training plans and programs.

"Those first jobs are so important for developing skills and confidence," said Sarmiento. "Businesses need staff who are good at training and coaching new employees who might not have as much experience in their industry as in the past."

Adult Ed Moves to Main St.

In August, the Tehama County Department of Education's Adult Education program, which had been located on Palm Street in Red Bluff, moved into the Job Training Center's 724 location.

Several staff will oversee the program which seeks to enroll adults without a high school diploma into an online, self paced program. Staff is also available for tutoring.

The new location will also allow clients to easily access the career center and counseling for work and further education and career planning.



Owens Pharmacy Closes Two Stores in Red Bluff

Owens Pharmacy, based in Redding, announced in mid July that they were selling 12 pharmacies to CVS, including the two located in Red Bluff. Both stores closed in early August.

According to the company, the decision was based on changes in the industry:

"Due to the changing healthcare model, and after consulting with Pacific Pharmacy Consultants, the time has come for us to pass our retail business on to a company with more resources that can take great care of our wonderful customers, and for us to refocus on the continued growth and success of the other five divisions of Owens," said Steve Madsen, president and CEO of Owens Healthcare, Inc.

Ten Red Bluff employees were affected. Several accepted positions with CVS in Red Bluff and Redding.

According to the Red Bluff Daily News, Owens Healthcare will be retaining and will continue to operate its long term care pharmacy, compounding pharmacy, infusion services, medical equipment and respiratory services and real estate businesses.

September 2019 Tehama County Unemployment Rate: 5.5%

Garcia and Local Team Attend Civic Labs Training in Indiana

In August, Kathy Garcia had the opportunity to attend a two-day Civic Labs intensive training on systems change and facilitation in Indianapolis. The trip and training were generously sponsored by the Lumina Foundation and took place at the Lumina Headquarters. In all, a team of six was able to attend, coordinated by Expect More Tehama and Kate Mahar at Shasta College. Other attendees included Jennifer Moniz of Empower Tehama; Jim Southwick of the Tehama County Department of Education; Trena Richards of Shasta College; Vici Miranda who is spearheading Red Bluff Splash Park; Amanda Harter of Dignity Health and Kate Mahar of the California Community College's Chancellor's Office.

Sarmiento and Garcia Attend Training Sponsored by Corning Promise

Kathy Sarmiento and Kathy Garcia had the opportunity to attend a two-day Results Based Accountability training sponsored by the Corning Promise in early September. The training included approximately thirty stakeholders from education, city government, public health, workforce development, and early childhood education. Raj Chawla of the OLC Group, facilitated a two-day workshop directed at strategies for ensuring that all Corning students graduate from high school. Sarmiento and Garcia both served as table recorders for the fast paced session. Thanks to a President's Promise Neighborhood grant, the Corning community has been able to focus on education, safety and health over the past several years. Learn more at www.corningpromise.org.

Fusion Fridays Create Networking Opportunity

Fusion Fridays are an ongoing opportunity for employees of local partner agencies to visit other programs, meet staff, understand referral processes and become more knowledgeable on how all can work better together. The events are open to all staff who can benefit from stronger partner connections and local resource mapping.

July: North Valley Catholic Social Services in Corning

August: Tehama County Child Support Services

September: Empower Tehama Child Advocate Center

New Downtown Wings N Things Opens in Red Bluff

Downtown Wings N Things, a new restaurant at 607 Main Street in Red Bluff, opened where the Sugar Shack was previously. The Sugar Shack has since moved to South Main Street.

Planet Fitness Coming Soon

Job postings for positions at a Planet Fitness planned for Red Bluff began to gain attention in late summer. The new fitness center, which will be located by Ross Dress for Less and Marshalls in Red Bluff, works to "create an environment where you can relax, go at your own pace, and do your own thing without ever having to worry about being judged".

Computer Lab Remodel Begins Thanks to Grant

Last Spring, the Job Training Center was awarded \$20,000 from a Community Grant from the McConnell Fund of the Shasta Regional Community Foundation. The grant is to be used on facility upgrades. JTC's outdated computer lab space is now being remodeled, including new flooring, tables, paint and laptops. This will allow the room to serve as both a conference and training room.

"It's hard for non-profits to stay up to date with technology and also improve facilities," said CEO Kathy Sarmiento. "We appreciate this opportunity to invest in improving our environment for staff and clients."

Storm Grant Comes to an End

The Job Training Center saw its last two Storm Grant participants, Benjamin Blair and Andy Anderson, complete their internships in late September.

Ben worked at Tehama County Public Works. He has applied for a permanent position with Public Works and is going through the interview process.

Andy Anderson has been with the Red Bluff Fire Department. He has used this experience to choose his career path and will be attending the Shasta College Firefighter I Academy.

“A lot of people found their career path from this opportunity,” said Grant Coordinator Christ Goni. “It’s been super rewarding to have been involved in their journeys.”

The Storm Grant started in 2017. (Pictured Right: Andy Anderson)



Training Update: Youth Program

- The Job Training Center is sponsoring 4 youth clients, ages 18-24, in the Medical Assistant Program in Glenn County Office of Education's Program.
- Three young adult participants have successfully entered full-time employment after successfully completing the Medical Assistant program in Glenn County.
- One young adult participant has begun an internship with the Tehama County Community Action Agency as a Special Projects Assistant with the Senior Nutrition Program.
- Youth Case Manager Ben Leftwich has been teaching an eight-week workshop on Career Readiness at TeLA (Tehama eLearning Academy). Students are doing career exploration which includes personal assessments, and researching job outlook and education requirements. They are creating resumes, cover letters, properly filling out applications, and setting goals. They are also reviewing customer service and soft skills.

Training Update: Adult Program

Short-term training opportunities provide adult clients a direct pathway to some of our region's top industry sectors.

- The Registered Dental Assistant Program offered through the Butte County Department of Education—ROP started on September 9. Job Training Center is sponsoring one adult client.
- The Medical Assistant Program offered through the Butte County Department of Education started on September 19 and Job Training Center sponsored one youth participant.
- A sponsored Job Training Center client obtained her A.S. degree in May and her Registered Nurse license in July. She secured full time employment in August as an RN at Shasta Regional Medical Center in Redding.
- Three Dislocated Worker clients successfully obtained their Class A truck driving license through American Truck School this summer and are now working full time as drivers in the area.

Truck Driving Now at Tehama Campus

In August, Shasta College—Tehama Campus started a truck driving class based at the Tehama District Fairgrounds. In the past, the course has only been offered in Redding. The community college is well aware of the need for drivers, heavy equipment operators and those employed in the logging industry and are working to fill the training needs.



Students Earn and Learn

Job Training Center had special funds this summer to put several young adults into paid internships throughout the county. Each had to complete applications and interview for their positions.

- David M., who would like to be an engineer, enjoyed his experience working for the City of Corning in their Public Works Department.
- Haley S., who plans to become a Physician's Assistant, gained important clinical hours at Rolling Hills Clinic.
- Jedidiah P. worked for Sweet Swirls Bakery in Corning. Owner Shelley appreciated the help.
- Maryn W. worked for Zelma's in Red Bluff and learned about screen printing, engraving, graphic arts.
- Desiree V. was a great asset to Prime Cinemas in Red Bluff.

"There is nothing like a first job to help connect young adults to soft skill development, increased confidence and positive adult role models," said Kathy Garcia. "Special thanks to each of these worksites for investing their time and attention into these young adults."



Pictured: Intern David M. at the City of Corning



Pictured: Intern Desiree V. at Prime Cinemas in Red Bluff



Fall Hiring Events Draw Numbers

JTC hosted two hiring events back to back on August 7th and August 8. **DFA, Safe Food Alliance** kicked things off on the 7th, looking for seasonal Commodity Inspectors. They were happy to extend 5 job offers.

The next day, JTC hosted Tom Mueller and his co-worker, Hedo from **Aerotek** out of Sacramento. They were looking for several Solar Installer/General Laborers for a large solar project coming to Tehama County in September. With wages starting at \$16.00 per hour, there were several applicants waiting before they arrived. At the end of the event, Tom and Hedo had interviewed 23 applicants. They were extremely happy that they were able to fill all 15 of the starting positions while cultivating a list of interested workers to reach out to as the project grows.

Safe Food Alliance came back for another hiring event on August 29th and saw several more applicants for their Commodity Inspector positions.

Marshall's and North Valley Services also held hiring events in September.

TCEAC Holds Well Attended Sessions



The Tehama County Employer Advisory Council held three well attended session to educate employers this quarter. Sessions included ***Wage and Hour Issues; Sexual Harassment Prevention Training and Marketing Strategies Using Social Media.***

The TCEAC meets most third Thursdays of the month at 7:30am at the Tehama County Department of Education. Over 100 businesses and agencies are currently members.

Job Training Center's Casey Holland serves as the Membership Chair. For membership information.,

Visit: <https://www.ceac.org/region-1/tehama-county-eac/membership/>

Staff Attend HR Training

Ruth Hernandez and Casey Holland attended the **2019 Wage and Hour Update** hosted by the Tehama County Chamber of Commerce on Thursday, September 19th. It was well attended by local businesses from all over Tehama County.

The speaker, from California Employers Association, covered the newly signed AB5, which was signed the day before by Governor Newsom which limits the use of independent contractor wage classification. This will largely affect those in the Gig industries.

The speakers also discussed the parameters of being classified as an independent contractor, and how it must meet the ABC Independent Contractor Test to qualify.

Yearly increases in minimum wage, exempt vs. non-exempt status, and paid vs. unpaid internships were just few of the other topics that were covered.

Business Engagement in Q1

Job Training Center works with businesses throughout Tehama County on recruitment efforts, HR issues, hiring events, labor market information and more. This quarter, staff worked with the following:

3A Customs, Adobe Road Chevron, Aerotek, AM/PM (South Main), AMJaMB, Amundson Physical Therapy, Andersen & Sons, Andersen & Sons Ranch, Best Western Antelope Inn, Bickley Heating & Air Conditioning, Big Bluff Ranch, Brentwood Post Acute, Brookdale, Business Connections, Butte County Community Based Coalition, Butte County Office of Education, Casa Serenity, Circle 7, City of Corning, City of Red Bluff, Comfort Inn, Compass LLC, Corning Union Elementary School District, County of Glenn, CPSW, Crain Walnut, Crane Mills, D. Lopez Trucking, Del Taco, Dr. Daniel King, Dudley's Excavating, DW Cabinetry, DW Plumbing, EcoShell, Elite HR Logistics, Elks Lodge, Elmore Rx, Empower Tehama, Expedition Coffee Co., Family Counseling Center, Foothill Ready Mix, Gary's Auto Body, Girls with Guns, Glenn County Office of Education, Grandma's Daycare, House of Design, Inspired Residential, Job Training Center, Land O'Lakes, Lassen Forest Products, Lassen Medical Clinic, Lassen Mineral Lodge, Lassen Steakhouse, Lentec, Lighthouse Living Services, Los Molinos High School, M&M Ranch House, Marshall's, Mill Creek Café, More for Less, Mt. Lassen Transportation, New Clairvaux, Northridge Eye Care, Northern Valley Catholic Social Service, North Valley Services, Ohana House, Paratransit, PATH, PJ Helicopters, Prime Cinemas, Puckett, Red Bluff Health and Fitness, Red Bluff Joint Union High School District, Red Bluff Bull & Gelding Sale, Red Bluff Cemetery District, Red Bluff Fire Department, Red Bluff Heating & Air Conditioning, Red Bluff Physical Therapy, Reeds Creek Elementary School District, RES Environmental Services, Richfield Elementary School District, Riverside Landscape, Rockin R Restaurant, Rolling Hills Casino, Rolling Hills Clinic, RUSH, Sacred Heart Preschool, Safe Food Alliance, Sail House, Select Harvest USA, Shari's Pies and Café, Shasta College Tehama Campus, Shasta Livestock, Sierra Nevada Cheese Company, Sierra Pacific Industries—Anderson, , Sierra Pacific Industries—Millworks, Sierra Pacific Industries—Richfield, Sierra Pacific Industries—Windows Division, Silva Landscaping, Sparrows Landing, Starbucks—Adobe Road, Sub Culture, Sugar Shack, SunSweet Dryers, Superior Court—Tehama County, Sweet-Olsen Simple Cremations, Sweet Swirls Bakery, Tehama County Community Action Agency, Tehama County Resource Conservation District, Tehama County Public Works Department, Tehama Floral Co., Tehama eLearning Academy, Top Notch Commercial Cleaning, Truman Christ Insurance, Valley Veterinary Clinic, Wakefield's Hauling, Walmart DC, Wendy's, William B. Ide Adobe State Historical Park, Zelma's

Staff on the Go

7/1	Ben Leftwich met with Patricia Esparza of Shasta College
7/8	Kathy Sarmiento and Kathy Garcia met with Aaron Hayes of Catalyst Mentoring in Redding
7/9	Ben Leftwich sat in on Medical Assistant student interviews in Glenn County
7/17	Casey Holland attended the Tehama County Employer Advisory Council Meeting
7/18	Christi Goni attended the Tripartite Board Meeting
7/26	Staff attended Fusion Friday at Northern Valley Catholic Social Service in Corning
8/2	Kathy Sarmiento participated on a workforce panel at the Tehama County Business: Barriers and Progress meeting
8/6	Christi Goni and Ben Leftwich hosted a booth at the Ampla Health Fair in Los Molinos
8/22	Kathy Garcia attended the NoRTEC WIB and Governing Board Meeting
8/26	Kathy Sarmiento attended a NoRTEC Meeting
8/29	Christi Goni and Ben Leftwich hosted a booth at Welcome Day at the Shasta College Tehama Campus
9/4-5	Kathy Sarmiento and Kathy Garcia attend Leadership Training hosted by Corning Promise
9/6	Kathy Sarmiento attended a Census Committee Meeting
9/6	Christi Goni and Ben Leftwich attended the United Way Resource Fair in Redding
9/10	Kathy Sarmiento, Connie Ocampo and Kathy Garcia met with Shasta College staff regarding non-credit trainings.
9/11	Kathy Sarmiento met with staff from the TeLA Adult Education Program
9/13	Kathy Sarmiento and Kathy Garcia attended a Census 2020 Meeting with all stakeholders.
9/17	Kathy Garcia attended a Red Bluff High CTE Meeting
9/19	Christi Goni hosted a booth at the Probation Resource Fair held at the Red Bluff Community Center.
9/19	Kathy Sarmiento, Kathy Garcia and Connie Ocampo attended a Proposition 47 meeting
9/19	Kathy Sarmiento attended a 3Core meeting in Chico
9/25	Kathy Garcia met with Sara Smith of TCDE, Jared Caylor and Jason Armstrong of Corning High School
9/25	Christi Goni attended a Step-Up Partner Meeting
9/25	Connie Ocampo presented to the Corning High DELAC group on the Launching Latino Grant
9/27	Connie Ocampo, Ruth Hernandez and Ben Leftwich attended the Multi Cultural Health Fair in Corning
9/30	Buffy Tanner from Shasta College presented to staff about the ACE and BOLD programs

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Job Training Center Works with Census 2020

Plans are underway for ensuring that Tehama County residents are counted in the 2020 Census. In January, Job Training Center was invited by Tehama County staff to help plan and facilitate how to reach the hard to serve.

JTC's Kathy Sarmiento and Kathy Garcia facilitated a brainstorming session in March to explore strategies to help secure a solid response. A second meeting in April focused on outreach events. In May, the group focused on local marketing ideas and after taking the summer off, met again in September with a clear focus on marketing strategies and targeted outreach.

To learn more, visit: <https://census.ca.gov/>

Goni Attends Probation Fair

Christi Goni hosted a Job Training Center booth at the September 19 Tehama County Probation Fair. These resource fairs take place quarterly. Of the approximately 100+ mandatory attendees, 3 were from Parole and the rest were from Probation.

Chief Dick Muench kicked off the event by having all of the vendors stand and introduce themselves and share about the services they offer.

A young woman then talked about her journey from substance abuse to recovery and how she has been clean and sober for the past 15 months and is working full time and going to school. Many in the audience gave her a standing ovation.

Participants then had the opportunity to visit the booths and ask questions.

Other vendors included Step Up, Express Employment Pros., Tehama County Department of Social Services, 211.org, EDD's Veteran's Representative.