

OCTOBER, NOVEMBER, DECEMBER — 2019

Launching Latino Youth



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 Latino mentors.

Last Fall, staff hosted a Launching Latino Youth booth at the 12th Annual Multi-Cultural Health Fair as well as meet ups at Red Bluff High School and the Corning High School College and Career Fair to reach potential participants. They also encouraged attendance at the Manufacturing Expo at Chico State University.

In January, the grant has coordinated a tour of Sierra Pacific Industries—Windows Division and attendees will learn about a variety of professional positions including management, sales, computer programming, forestry and more. They will also hear from Latino employees.

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Dessert Social Creates Connections

Red and white candy and snowflakes were the theme for the 18th Annual Dessert Social sponsored by the Job Training Center and the Tehama County Employer Advisory Council. The annual event is a crowd favorite featuring an entire career center filled with holiday desserts and appetizers. To add more fun, a photo booth allows groups to take fun filled pictures to take with them.

This year, the TCEAC gave a year's free membership to all of the restaurants and businesses that donated food items. The TCEAC puts on monthly workshops that focus on keeping small businesses in the know about labor law and training issues.

"The desserts make the social so beautiful and festive!" said JTC and TCEAC board member Casey Holland. "This networking event is always a great way to kick off the holidays."

Desserts and appetizers were donated by 19 businesses throughout all of Tehama County.



11th Expect More Summit—November 20th



Job Training Center staff attended the 11th Expect More Tehama Summit on November 20th. For the first time, the event was held in Red Bluff at the State Theatre. Six speakers addressed approaches to creating a healthy community looking through the lens of social emotional learning, mentoring and self awareness. Topics covered the following:

- Science: The Science of Adverse Childhood Experiences (ACEs) with Kelly Rizzi
- Education: Why Education is Responding with Social Emotional Learning (SEL) Efforts with Jim Southwick
- Education: The SEL/Nashville Model with Kyla Krengel
- Self Awareness: How Improv Teaches Connectedness with Izzy Gesell
- Community: The Power of Being a Mentor with Aaron Hayes
- Community: The Smallest YMCA in the U. S. with Scott Eastman
- Private/Public Sector: Connecting Community to Opportunity with Dr. Rob Eyler

After a fast paced morning session, attendees could choose from one of four afternoon deeper dive sessions on related topics. The sessions each took place at locations around Red Bluff and lunch was provided.

JTC's Kathy Garcia is the coordinator for Expect More Tehama, which was created out of the former NoRTEC Youth Council in 2009. Today, Expect More Tehama is part of a five-county collective impact region funded through a grant by the McConnell Foundation. It receives support from North State Together, a backbone organization housed at Shasta College. Learn more at www.expectmoretehama.com.



JTC's Casey Holland assists with the Improv presentation

Local Workers Affected by Closures in Other Counties

Although not located in Tehama County, the announcement of the closure of the Land O'Lakes Production Facility in Glenn County was sad news. Tehama County often helped spread the word about open positions and about 5 employees commuted across county lines. Working with the NCCC Consortium, JTC provided Rapid Response packets for the affected workers.

Land O'Lakes is headquartered in Minnesota. According to their website, they have 10,000 employees who work in 50 states and in more than 50 countries. Land O'Lakes is one of the largest producers of butter and cheese in the United States through its dairy foods business. It also serves producers, animal owners and their families through more than 4,700 local cooperatives, independent dealers and other large retailers through its Purina Animal Nutrition (Purina Mills) business; and delivers seed, crop protection products, agricultural services and agronomic insights to 1,300 locally owned and operated cooperative and independent agricultural retailers and their grower customers through its WinField United business.

In Shasta County and throughout the U.S., the announcement earlier this year that Dress Barn would close became reality in November as massive liquidation sales began. Two Tehama County residents were affected by the closure of the store located in Anderson. Dress Barn is owned by Ascena Retail Group, Inc. Ascena also owns Justice, Lane Bryant, and Catherines clothing store brands, and is the parent company of Ann Inc., operator of Ann Taylor and Loft stores. All 650 retail stores were closed. They company was started in 1962.

November 2019 Tehama County Unemployment Rate: 4.5%

Only two counties in the state have UI in the double digits: Imperial and Colusa Counties

Staff Attend Human Resource Summit

In October, Casey Holland and Kathy Garcia attended an all day human resources summit hosted by the Society of Human Resource Managers (SHRM). The event was held at the Gaia Hotel in Anderson. Speakers covered talent attraction and talent retention; understanding the marijuana laws; the gender gap and pay discrepancies, and brain science as it relates to leadership development.

There was also a trade show of local providers of insurance, training programs, staffing agencies and technical assistance.

Plans Underway for 100 Year Round-Up

The 100th Red Bluff Round-Up is still a few years away, but for such a large community special event, planning must start early. In November, a group of interested and curious community members met at Las Mariachis to share breakfast and start brainstorming around their vision for the community side of this massive rodeo event. A second meeting will take place in January.

Kathy Garcia attended the meeting. "There's a lot of great ideas and a lot of work needed behind the scenes to make this the event that everyone wants and is looking forward to. The group is off to a good start."

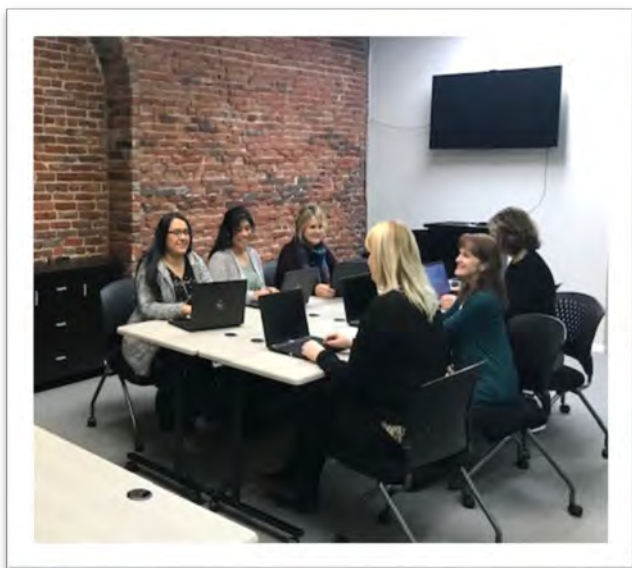
United States®
**Census
2020**

Computer Lab Remodel Complete!

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

"We appreciate this opportunity to invest in improving our environment for staff and clients."

- CEO Kathy Sarmiento



Job Training Center Works with Census 2020

Work continues to ensure that Tehama County residents are counted in the 2020 Census.

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. Sarmiento attended a special meeting in November to address funding support for CBO's.



Networking Opportunity

Fusion Fridays are an ongoing opportunity for employees of local 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.

October: Department of Rehabilitation

November: Community Action Agency @ LIFT Event for the Homeless

Marshall's & Planet Fitness Open

Following the opening of ROSS, two more businesses opened in the Raley's Shopping Plaza in Red Bluff: Marshall's and Planet Fitness. Marshall's utilized the Job Training Center for interviews and orientations, hiring more than 70 employees before the holidays. Planet Fitness opened its doors in mid December.

Staff Attend Labor Law Seminar

Casey Holland and Ruth Hernandez attended the 2019 Tehama County Employer Advisory Council Annual Labor Law Update with guest speaker Bill Betley, Senior Partner at Akinson, Andelson, Loya, Rudd & Romo.

Betley covered new changes to the California Labor Law with Independent Contractors and classifications, the DFEH Compliant Statue Extension, and what that means for employers. Marijuana in the workplace was a large topic of the second half of the seminar. Wage penalty, flexible spending accounts, leave & organ donation, paid family leave, lactation room requirements, drug testing, and EEOC/California pay were also covered in the half day seminar.



Training Update: Adult Program

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

- Two truck drivers completed training and obtained full time employment this quarter. One started at \$18 and the other at \$24 per hour.
- A Dental Hygienist attained her license in November and secured full time employment earning \$46/hr.
- An On-the-Job Training for a youth client started at the Tehama County Resource Conservation District in December. The client is training as a Conservation Tech Aide and is doing well.
- Two Youth Clients started internships in December at Bennett Apiaries as Production Workers. The business produces bee hive boxes.
- Four Youth Clients are currently attending Medical Assistant Training and will complete the program in may. All four are travelling to either Glenn or Butte County for the nine month training.

JTC Participates in North State Giving Tuesday

For the second year, the Job Training Center participated in North State Giving Tuesday, hosted by the Shasta Regional Community Foundation and Merchants Bank of Commerce.

The event takes place world wide, and designates one day to spotlight the work of nonprofits and raises funds to support their community efforts.

The Job Training Center ended the 14-hour giving event with \$1,414!

"Nonprofits play a special role in our communities," said Team Captain Kathy Garcia. "And Giving Tuesday shows how generous our communities are for the work that is being done."

To learn more, visit www.northstategives.org

Truck Driving Scheduled for Spring 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. A Spring session has been scheduled.



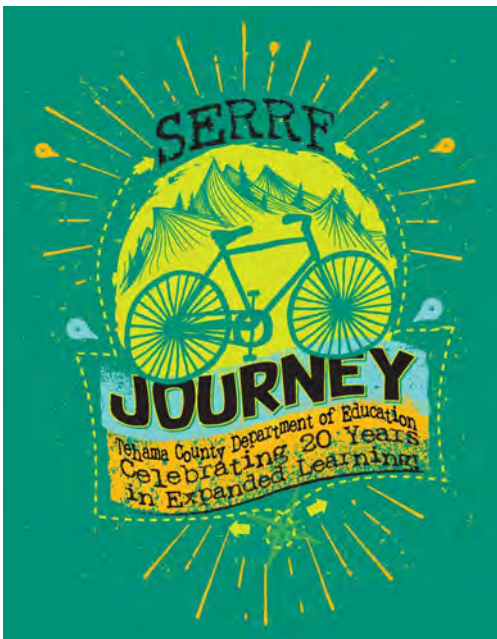
Corning High School Hosts Lab Tour for Healthcare Industry

On November 7, Corning High School hosted a Health Science Lab Tour & Industry Partnership Kickoff for members of the healthcare community, other high schools and partners to showcase their Intro to Healthcare Careers Lab course. The new Career Technical Education course started this year.

Students spend 10 days each in over a dozen stations that teach them about different areas of healthcare. Stations include: Dental, EMT, Forensics, Health Information Management, Veterinary Medicine, Sports Medicine, Speech Therapy, Mental Health and more. Students at each station explained what they were learning during the tour.



Students demonstrate a blood draw on a stuffed animal



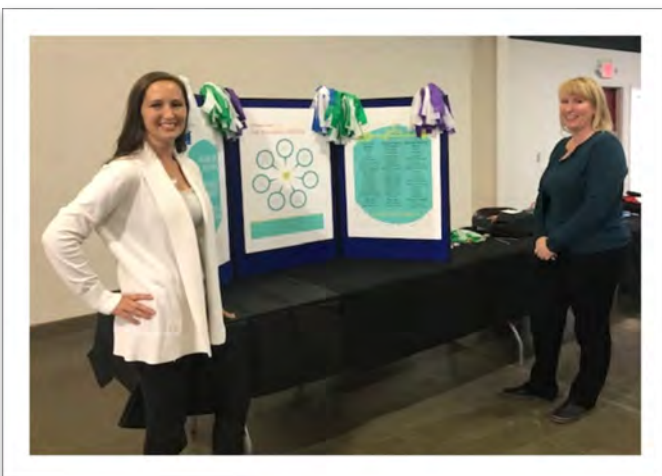
SERRF Holds Hiring Event

SERRF, Safe Education & Recreation for Rural Families, is a popular afterschool program in Tehama County. On November 19, SERRF representative Erin Luevano held a Job Fair in the career center. The program is looking for people interested in applying for their Project Liaison positions.

The SERRF program provides 1800 kindergarten through eighth grade students instruction in academics, enrichment and recreation in coordination with schools to support the California Student Learning Standards. SERRF serves all twenty-three Tehama County elementary and middle schools, including small, isolated rural school sites. It also provides a robust summer program.

For more information, visit: www.tehamaschools.org/Departments/SERRF/index.html

Job Training Center at College & Career Day



Casey Holland and Christi Goni attended the 8th Grade College and Career Day at the Tehama County Fairgrounds. Well over 900 students were able to participate in the day's events. Eighth graders were asked to inquire about different jobs, as well as colleges and trainings opportunities that are available after high school. The event is sponsored by the Tehama County Education Foundation and the Tehama County Department of Education. Job Training Center raffled four full backpacks as part of the day's activities.

“Students at this age benefit from seeing that there are many career choices after high school,” said Goni. “They are starting to connect the dots from school to career.”

Pictured left to right: Casey Holland and Christi Goni



Sandra Estrella Joins JTC!!!!

In November, Sandra Estrella joined the Job Training Center as a Career Center Advisor.

"Having come into the Job Training Center several times, I was quickly drawn to the friendly and helpful atmosphere. When I saw an opportunity to be a part of their great team I jumped on it. I look forward to learning about all the services that are offered within our community to help better serve our job seekers to the best of my ability."

Sandra is bilingual and has years of experience in the construction and commercial cleaning industries.

One of her favorite quotes is: "There is no exercise better for the heart than reaching down and lifting people up." -John Holmes

Job Training Staff are excited to have Sandra join the team!

Business Engagement in Q2

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:

Adobe Road Chevron, Advance America, Albright & Jones Law Offices, AM/PM (South Main), AMJaMB, Andersen & Sons Ranch, Andersen & Sons Shelling, Arons Chiropractic, Bickley's Heating & Air Conditioning, Buds Jolly Kone, Butte County Office of Education, CaptiveAire, Casa Ramos Mexican Restaurant, Casa Serenity, CBM Companies, City of Corning, City of Red Bluff, Comfort Inn, Compass LLC, Corning Chamber of Commerce, Corning Chevron Station Convenience Store, Corning Union Elementary School District, Corning Water District, California Pacific Specialty Woods, Crain Ranch, Cricket Wireless, D Lopez Trucking, Del Taco, DL Fire Protection, Dudley's Excavating, EcoShell, Edward Jones, Elite HR Logistics, Elks Lodge, Elmore Pharmacy, Empower Tehama, Evoqua, Family Counseling Center, Foothill Ready Mix, From the Hearth, H&R Block, Hampton Inn & Suites, Herrick Grapevines, Holiday Inn Express, Inspired Residential, Jewell Residential, Inc., Job Training Center, KIXE-TV, Lassen Medical Clinic, Lassen Steakhouse, Lentec, Lighthouse Living Services, Luigi's Pizza & Pasta, M&M Ranch House Restaurant, Marathon Staffing, Millcreek Café, Mt. Lassen Transportation, Northern Oaks, Northridge Eye Care, Once Home Always Home, Paratransit, Party on Main, PATH Shelter, Phil's Automotive, Porter's Welding, Puckett Residential, Red Bluff Union High School, Red Bluff Carwash, Red Bluff Gas, Red Bluff Physical Therapy, RES Environmental Services, Rockin R Restaurant, Rolling Hills Casino, Red Oaks Medical Group, R-Wild Horse Ranch, Sacred Heart Preschool, Sail House, Shari's Café & Pies, Shasta College, Shasta Livestock, Sierra Pacific Industries—Millworks Division, Sierra Pacific Industries—Richfield Division, Sierra Pacific Industries—Windows Division, Travel Centers of America, Tehama County Department of Public Works, Technical Steel Construction, Tehama County Children & Families, Tehama Floral Company, Teresa Asato, OD, Top Notch Commercial Cleaning, Inc., Valley Veterinary Clinic, Wakefield's Hauling, Walmart Distribution Center, Wendy's

Staff on the Go

10/3	Casey H. attended the TCEAC session on Customer Service
10/4	All staff attended a special planning day
10/7	Connie O. attended the Corning High School Career Fair
10/7	Kathy G. was a guest instructor at Shasta College for the Intro to Career in Ag class
10/8	Casey H. and Kathy G. attended the SHRM Human Resources Summit in Anderson
10/16	Casey H. attended the October TCEAC Board Meeting
10/16	Connie O. attended a Prop 47 Meeting
10/17	Christi G. attended a Tripartite Board Meeting
10/17	Connie O. attended an ELAC Meeting in Los Molinos
10/18	Christ G. attended Mental Health First Aid training
10/25	Several staff attended Fusion Friday at Dept. of Rehab
11/5	Kathy G. met with Shasta College's Trena Richards
11/5	Kathy S. attended the Board of Supervisors Meeting
11/6	Kathy S. and Cheryl C. attended a County Administrative Oversight Meeting
11/6	Kathy G. attended the first planning meeting for the 100th Red Bluff Round-Up
11/6	Kathy S., Connie O. and Kathy G. hosted a Prop 47 Meeting
11/7	Connie O. met with Rowdy Morgan of Project Restore
11/7	Kathy G. attended a CTE Healthcare Partners Tour and Lunch at Corning High School
11/7	Casey H., Ruth H. attended the TCEAC Labor Law Update
11/15	Casey H. and Christi G. hosted a booth at LIFT event
11/15	Staff attend Fusion Friday at the LIFT event
11/15	Kathy S. attended a regional census meeting.
11/18	Kathy S. and Kathy G. met with Shasta College representatives about internships
11/18	Ben L. met with Childrens First Foster Agency
11/20	Staff attended the Expect More Tehama Summit
11/21	Casey H. and Christi G. hosted a booth at the 8th Grade College and Career Day event
11/21	Kathy G. attended a SB1 Apprenticeship Program meeting.
11/21	Kathy S. attended a 3CORE meeting.
12/5	Connie O. went to Shasta College Tehama Campus to present to a Latino Group of students
12/5	Kathy S. and Kathy G. met with 3CORE and Amanda Jenkins about economic development and branding efforts.
12/5	Kathy G. attended a CTE meeting at Corning High School
12/9	Christi G. attended a Step Up Program Partner Meeting
12/10	Kathy S. attended a Census Meeting
12/18 & 19	Kathy S. & Kathy G. attended a two day Advance Tehama systems change training with Corning Promise

Staff Attend LIFT Event



Christi Goni and Casey Holland attended the LIFT Event on November 15th at the Tehama County Fairgrounds. LIFT stand for Live Inspired for Tomorrow, and is an event focused on providing resources and services to those who are homeless or face unstable housing.

This year, organizers located Recycle the Warmth, which provides free clothing, with booths that provide important information on how to access services related to financial, veteran, medical, dental, housing and employment services. JTC raffled a backpack filled with essentials.

TCEAC Holds Well Attended Workshops



The Tehama County Employer Advisory Council held three well attended sessions to educate employers this quarter. Sessions included:

October: Customer Service Workshop

November: Labor Law Update

December: Dessert Social with Job Training Center

The TCEAC meets most third Thursdays of the month 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/>