

## APRIL, MAY, JUNE — 2021

### Schmitz Announces Retirement After Serving the Community for Over 40 Years

Kathy Schmitz, JTC's Founder and CEO, announced her retirement after dedicating over 40 years to a career in economic and workforce development. Agency partners and her staff admire her skills in planning and development, budgeting, and leading strong teams. She is known for her extensive experience operating and understanding the administrative and fiscal requirements of federal and state funded programs. She is also known for her integrity and commitment to the community.

Over the years, she served on numerous boards and initiatives including the Tehama County Economic Development Council, the Red Bluff—Tehama County Chamber of Commerce, Community Advisory Council for Special Education Programs and SELPA Plan Development, Tehama County Education Foundation, Expect More Tehama, Welfare Reform Task Force, Shasta College Bond Oversight Committee, the Tehama County Branding Campaign for Visitor Attraction, 3CORE Board of Directors and more. In 2011 she received the Spirit of Red Bluff Award and was named 2008 Woman of the Year.

Staff and the board wish her all the best!



### Carrie Ferchaud Named Job Training Center Executive Director

In May, the Job Training Center Board of Directors announced the hiring of Carrie Ferchaud as Executive Director after long-time CEO Kathy Schmitz announced her intentions to retire.

Ferchaud is not a stranger to workforce development or the Job Training Center. She served as the Training & Development Manager for the Job Training Center for both Tehama and Nevada Counties from 2010-2015. She then expanded her experience in management and human resources in positions in the Bay Area at companies like IKEA and Athleta Inc. Most recently, she served as Senior People Experience (PX) Business Partner at Trimble Inc. in Redding. She brings expertise and key skills in strategic thinking, leadership development, organizational alignment, group facilitation, building high performance teams, fostering a growth mindset.

"It's an important time in workforce development, and I'm honored to be part of an organization and a community that are committed to its prosperity and success," said Ferchaud. "Our county and region have no shortage of workforce challenges ahead. We are experiencing crisis level employee shortages, critical skills shortages, large-scale retirements, harder-to-engage youth and rapidly changing employee expectations resulting in a slower than expected economic recovery. It's in times like these that partnerships and innovation grow stronger.

Kathy Schmitz is the type of leader and human being this world needs more of, and it was my greatest professional privilege to work for her. As she looks forward to her 'active retirement' it leaves behind big shoes to fill both as Executive Director and as a collaborative change-agent for the growth and prosperity of Tehama County. This legacy and the bright future for Tehama County is what I am most looking forward to as Executive Director."

## Jobs Continue to Flow in As Talent Shortage Increases

Despite few closures and plenty of jobs, job seekers have not returned to the workforce seeking employment. Since before the pandemic, local employers have struggled to fill open positions. In June, staff tallied 240+ job postings representing 650+ jobs.

Most agree that this shortage is due to a combination of factors: caregivers who needed to be home with children; those with at risk immune systems, those who had been laid off and hoped to return to their previous job and those receiving more on unemployment than they made on the job. Many expect workers to return in September when the extra unemployment runs out. Others wonder if many will choose to not work.

“This is the summer to get a job,” said Business Services Manager Kathy Garcia. “It’s definitely a job seeker’s market like never before.”

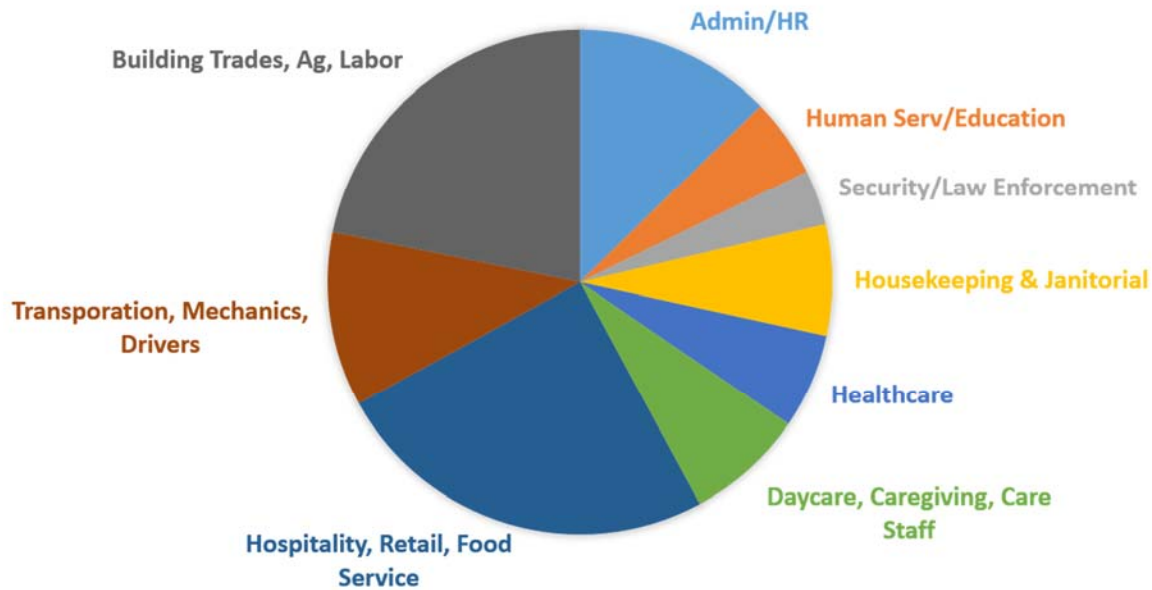
For Tehama County, positions are not just sectors most affected by the pandemic (hospitality and restaurants), but across the board.

**OVER 600 JOBS AVAILABLE**  
**PART-TIME AND FULL TIME**

Manufacturing / Healthcare / Government  
 Education / Retail & Hospitality  
 Agriculture / Food Processing  
 Transportation / Building Trades  
 Administrative and more!

**APPLY TODAY!**

## Job Training Center Job Postings June 2021: 242 / Representing 650+ Positions



Unemployment Rate	January 2021	March 2021	May 2021
California	9.0%	8.2%	7.5%
Tehama	8.1%	7.9%	6.9%
Shasta	7.9%	7.5%	6.4%
Butte	8.1%	7.5%	6.6%

Source: LMID/EDD

## JTC Hosts In Person Hiring Event for New Red Bluff ACE Hardware Store

During the pandemic, the JTC staff was excited when news came that ACE Hardware was opening a store in Red Bluff.

“Talking about a new store made our work seem more normal again,” said CEO Kathy Schmitz. “But we knew the challenge would be in finding staff.”

JTC used radio, social media marketing and a three-day in person hiring event to encourage job seekers. ACE gave away Yeti cups to the first five who interviewed each day.

The new store, located on Antelope Boulevard, will employ 15-20 people. JTC was able to help recruit staff and created an On-the-Job Training (OJT) for an Assistant Manager. ACE staff utilized meeting rooms and computers for staff training while the physical store was under construction. The store plans to open in mid-July.



**ACE HARDWARE**  
**HIRING FAIR**

**MAY 18, 19, 20**

**JOB TRAINING CENTER**  
**718 MAIN STREET, RED BLUFF**

First five to interview each day  
receive a special gift from ACE!

**TIME: 9AM TO NOON**  
Questions? Call 529-7000

Pictured left to right: Store Manager Scott Moore, Assistant Store Manager Alberto Chavez and Willow ACE Store Manager Sean Amsden.

## Small Business Mastermind Class Launches

Thanks to a generous donation by the Community Foundation of the North State, the Job Training Center partnered with Kate & Co. to launch a unique Small Business Mastermind Class. The class was open to those small businesses interested in working with coaches and their peers in a five month cohort. Seven owners representing eight companies started the class on June 2nd.

Over the next five months, the group will learn about their business financials, marketing position, business model, staffing and more.

As part of their launch meeting, the group met the challenge of creating a purpose statement:

*Mastermind, because we are a group of smart people. Together we can make sense, tackle challenges and grow professionally. We have the opportunity to lean on each other, give advice, share connections and do business together.*

Job Training Center  
invites you to explore

**SMALL BUSINESS  
MASTERMIND CLASS**

Lead by Kate & Co.

Are you running a small business and would benefit from better understanding your financials? Exploring ecommerce and social media marketing? Gaining merchandising skills and ideas? Have you considered adjusting your business model?

Join this 6-month cohort where monthly coaching sessions will be group and 1:1. Just 6-9 small businesses will participate. Thanks to a generous grant from Community Foundation of the North State, there is no charge to selected businesses.

To start, please complete the following survey which takes just two minutes:  
Small Business Mastermind Class

## NoRTEC Video Team Visits Tehama County

In early June, a film team made several stops in Tehama County as part of a regional video being developed by the Northern Rural Training and Employment Consortium, also known as NoRTEC. The finished product will feature highlights from NoRTEC's vast 11-county region. Job Training Center is one of three providers who contract with NoRTEC to provide workforce development services.

The team spent time in JTC's career center interviewing incoming Executive Director Carrie Ferchaud. They also visited the Small Business Mastermind class at Cedar Crest/ Enjoy the Store and ended their tour at the new ACE Hardware Store.

*(Pictured: ACE's Sean Amsden with the film crew)*



## Garcia Presents to TCEAC Meeting



The Tehama County Employer Advisory Council (TCEAC) hosts meetings each month to help business owners and managers stay current on laws, trends and information that helps them run their business. In May, JTC's Kathy Garcia spoke via Zoom about Creative Hiring Strategies.

Most businesses on the call were frustrated by the lack of job seekers and open to new ideas. Garcia shared ideas for hiring bonuses, wages, referrals, events, virtual platforms and more.

"My favorite part of the talk was a section on imagining the unimaginable," said Garcia. "Two years ago a lot of businesses wouldn't consider referral bonuses, set shifts, job sharing, and relaxing some of their requirements. Things are changing. They really have to be creative now."

### April

TCEAC  
Workshop

Zoom Best Practices  
featuring Roland Penne

### May

Creative Hiring Strategies  
featuring Kathy Garcia

### June

Employee Handbooks  
featuring Melanie Wallach

## Dunn Joins TCEAC Board

JTC's Samantha Dunn attended her first TCEAC board meeting on April 21st. She'll continue to attend the monthly board meetings as a member at large for the foreseeable future.

The goal of her attendance is to continue to expand JTC's business connections and stay up to date on any TCEAC meetings that may be useful to employer clients. Samantha will also be helping TCEAC manage their social media content.

## Staff Attend CWA Conference

To limit contact during the pandemic, California Workforce Association's WORKCON 2021 Conference was held virtually this May. The events spanned across 5 days, with each workshop taking place on either Zoom or Remo.co and featuring speakers from all over the United States.

This conference aimed to bring about an equitable economic recovery into 2021, and much of JTC's staff attended. Topics ranged from building teamwork to recent innovations in technology.

## JTC Hosts Booth at Homeless Youth Event

In early June, Children First Foster Agency hosted a Homeless Youth Connections BBQ at Riverside Park in Red Bluff. Children First is a private nonprofit foster family agency with offices in Tehama, Shasta, and Siskiyou Counties. This event was part of their Homeless Youth Services Hub; a program intended to serve at-risk youth outside of the foster care system.

The BBQ ran from 10am to 1pm and hosted 8 vendors, including the Job Training Center, Empower Tehama, PATH, Tehama Together, Foster and Homeless Youth, Anthem Blue Cross, and more. While the target audience was homeless youth, the event was open to anyone in need. JTC's Elia Hernandez and Samantha Dunn manned the organization's booth.

Vendors handed out hats, shirts, sunscreen, water bottles, snacks, and other necessities while sharing information on their resources. The event served 40 to 50 Tehama County residents.

Tatiana Daulton, Support Specialist for the Homeless Youth Services Hub, shared that Children First hopes to make this an annual event.



(Pictured left to right: Elia Hernandez and Samantha Dunn)

## Elia Hernandez Joins the Job Training Center

The Job Training Center is pleased to have Elia Hernandez join the team as the Youth Case Manager.

Elia grew up in the Central Valley. She attended UC Merced and graduated as a first generation college student with a B.A. in Cognitive Science and B.A. in Anthropology with the hopes of pursuing a career in social services.

She held several positions in the hospitality industry after graduating, and most recently was employed with Tehama County Department of Social Services as a child welfare social worker. During her time with the county, she realized that social work was not a good match. However, after 2 years of living in Red Bluff and getting to know the community, she knew that she wanted to continue giving in some way. She believes working at the Job Training Center is a perfect opportunity to do just that.



*"I think back to when I was seeking my first employment and realize how helpful it would have been to know about resources offered to young employment seekers by centers like the Job Training Center, including the WIOA youth program. I look forward to reaching out to the youth in our community and helping spread awareness of the amazing resources available to them when it comes to finding employment and starting their careers. I am excited to continue learning about the organization and the different programs, and to be a part of this awesome team here at the Job Training Center." - Elia H.*

## JTC Training News

**On-the-Job Training (OJT):** OJT's allow an employer to hire a candidate who requires training. For their commitment to provide the training, they receive a wage reimbursement for a set period of time. The program is a win-win for both the business and the job seeker.

- A Client successfully completed an OJT at Buds Jolly Kone as a Manager in June.
- A Youth Client successfully completed an OJT at Elmore's Pharmacy as a Pharmacy Clerk Assistant in May.

### **Completed Training: JTC works with clients to identify career goals and to help fund short-term training.**

- Four Clients successfully completed the Glenn County CTE Medical Assistant program in June. Two have been offered employment as Medical Assistant's. All 4 are bilingual.
- A Client successfully graduated with his POST Certificate from the Law Enforcement program at College of the Siskiyous in mid June.
- In May, a Client completed the Shasta College-Business Information Systems Professional Certificate to work as an Office Assistant.
- A Client completed the College of the Redwoods LVN to RN upgrade program in May and attained her Registered Nurse (RN) license in June.
- Three Clients completed the Associates of Science in Dental Hygiene in May from Shasta College.
- Three Clients, all English language learners, successfully completed the CHD Anthony Soto Employment Center Truck Driver Training program in Orland in May. All have secured employment as drivers.

### **Entered Employment:**

- A Client started as a Registered Nurse employed at St. Elizabeth Community Hospital in Red Bluff in May.
- A Youth client is now employed at Rolling Hills Clinic as an Medical Assistant.

### **COVID-19 Additional Assistance Grant:**

- To date, 10 participants who's jobs were affected by Covid-19 were placed in paid internships.

**P2E (Prison to Employment):** The special grant allowed for strong wrap around services and assistance with employment from those who were justice system involved and referred by their probation officers.

- Under a special Prison to Employment grant, Job Training Center has received 7 referrals of which 4 have been placed in transitional jobs.

**Project Restore:** The Restore Program acts as an alternative to the traditional judicial procedure in diverting youth who have been cited. Project Restore is Grant funded under Proposition 47 guidelines.

- This quarter the Job Training Center received 9 Prop 47/Project Restore referrals of which 3 have been placed in summer jobs.

### **SB-1/Pre-Apprenticeship Training: AJCC's and North State Builds have partnered to offer a five-week class to allow participants to explore a possible career in the construction trades.**

The first of four SB1 classes took place in April, of which 3 of 4 Tehama County participants secured employment. One went to work as an HVAC Apprentice, one as a Flagger/Laborer Apprentice, and another as a Journeyman Groundsman. The next class is set to take place July 19—August 20.

# Recruitments Abound!



**Now Hiring**

- Health Educator**  
\$21.92-\$26.71/hr
- Office Assistant II**  
\$14.08-\$15.54/hr
- Info System Specialist II**  
\$24.20-\$29.49/hr
- Behavioral Health Clinician I/II**  
\$24.20-\$37.74/hr
- Psychiatric Tech**  
\$21.92-\$26.71/hr
- Vocational Nurse**  
\$22.48-\$30.24/hr
- Registered Nurse**  
\$30.99-\$41.67/hr
- Maintenance Technician**  
\$17.12-\$23.04/hr



**NOW HIRING**

## +600 JOBS AVAILABLE

**FIND A JOB BEFORE THE RUSH!**

**JOB TRAINING CENTER**  
www.JobTrainingCenter.com  
www.NorthStateJobs.com



**Tehama County Dept. of Education**

**NOW HIRING**

- Administrative Assistant**  
\$21.01 - \$24.37/hr DOE  
Full-Time
- Speech/Language Pathologist**  
\$59,887 - \$92,264/yr DOE  
Part-Time
- Special Needs Assistant**  
\$14.00 - \$15.60/hr DOE  
Part-Time
- Para Educator - Alt. Edu.**  
\$14.00 - \$15.60/hr DOE  
Part-Time
- Communication Assistant**  
\$17.21 - \$26.87/hr DOE  
Part-Time



**April**



**June**

**Tehama County Jobs / June**  
**Job Training Center**

**Maintenance Job Openings in Tehama County**

Andersen & Sons Shelling	Maintenance Assistant Maintenance Technician
Community Housing Improvement Project	Maintenance Technician
Durango RV Resort	Outside Attendant/Maint.
R-Wild Horse Ranch	Maintenance Worker
Rolling Hills Clinic	Maintenance Technician
Tehama County Health Services Agency	Facilities Maint. Technician I/II
Travelodge	Maintenance Laborer



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FIND OUT MORE AT: [NORTHSTATEJOBS.COM](http://NORTHSTATEJOBS.COM)

**JOB OPENINGS IN TEHAMA COUNTY - HEALTHCARE**

- Northern California Child Development**
  - Nutrition Manager
- Tehama County Health Services Agency**
  - Physician/Surgeon
  - Institutional Licensed Psychiatric Technician I/II
  - Institutional Licensed Vocational Nurse I/II
  - Institutional Registered Nurse I/II
  - Behavioral Health Clinician I/II
- Red Oaks Medical Group**
  - Clinical Medical Assistant
- Red Bluff Physical Therapy**
  - Physical Therapy Aide
- Ohana House**
  - CNA or Certified DSP



**NORTHSTATEJOBS.COM**

## Business Engagement in Q4

*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:*

Access Home, Ace Hardware, All About Seniors, AM PM, AMJaMB, Andersen & Sons Shelling, Applebee's, Arons Chiropractic, Auto-Zone, Bell-Carter Olives, Best Western Antelope Inn, Bickley's Heating & Air Conditioning, Bud's Jolly Kone, By the River, California Department of Corrections and Rehabilitation, California Haircuts, Camille Medina Child Care, California Almond Packers & Exporters, Casa Ramos Mexican Restaurant, Community Housing Improvement Project (CHIP), Circle 7, City of Red Bluff, Compass LLC, Corning Chevrolet Buick, Corning High School, Del Taco, Department of Water Resources, Dignity Health, Dr. Datu, Durango RV Resort, DW Cabinetry, DW Plumbing, Eco-Shell, Elks Lodge, Empower Tehama, Evoqua, Family Counseling Center, Field to Fork Tehama, First 5 Tehama, From the Hearth Café, G&R Auto Parts, Gallagher's Heating and Air, Glenn County Office of Education, Grandma's Daycare, Growney Motors, Hall Brothers Corning Mortuary, Hampton Inn & Suites, Herrick Grapevines, Holiday Inn Express, Home Depot, I-5 Tire Point S, Inspired Residential, Jack in the Box, JB Woodworks, Jill's Fresh Stop Market, Jorge's Transportation, KEMO 77 Logistics, KIXE-TV, Lassen House, Lassen Medical Clinic, Lighthouse Living Services, Los Molinos Mutual Water Company, Los Molinos Unified School District, Louisiana Pacific Corporation, Luigi's Pizza & Pasta, M&M Ranch House Restaurant, Marathon Staffing, Marshalls, Mastercraft Floor Covering, McCurdy's Truck Shop, Metro by T-Mobile, Mt. Lassen Transportation, NCCDI, North Valley Services, Northern Valley Catholic Social Service, Ohana House, Paratransit, Phil's Automotive, PJ Helicopters, Porter's Welding, Prime Cinemas, Puckett, R Wild Horse Ranch, Red Bluff Cemetery District, Red Bluff Dodge, Red Bluff Health and Fitness, Red Bluff Healthcare Center, Red Bluff Physical Therapy, Red Bluff Veterinary Clinic, Red Oaks Medical Group, Reeds Creek Elementary School, Richfield Elementary School, Rockin R Restaurant, Rolling Hills Casino, Rolling Hills Clinic, Ron's Body Shop, Roslyn Home Care, R-Wild Horse Ranch, Sail House, Saint Bernard Lodge, Saint Lorenz, SDK Logistics, SERRF, Shari's, Sierra Pacific Industries, Sparrow's Landing, SRM Energy, Starbucks, Subculture, Sweet-Olsen Cremations, Tabco Enterprises, Tehama County Animal Care Center, Tehama County Building and Safety, Tehama Community Action Agency, Tehama County Department of Education, Tehama County District Attorney's Office, Tehama County Health Services Agency, Tehama County Jail, Tehama County Library, Tehama County Personnel, Tehama County Probation, Tehama County Public Works, Tehama County Sheriff, Tehama County Social Services, Tehama County Veteran Services Office, Tehama District Fairgrounds, Tehama eLearning Academy (TELA), Tehama Floral Co., Tehama Tire, The City of Corning, Timberline, Top Notch, Travelodge, Trinity River Lumber, Triple R Gas, Tuscan Pools, Valley Veterinary Clinic, Wakefield's Hauling, Walker Printing, Walmart DC, Walmart Store, Westhaven Senior Care, Wilcox Golf Course, William B Ide Adobe State Historic Park