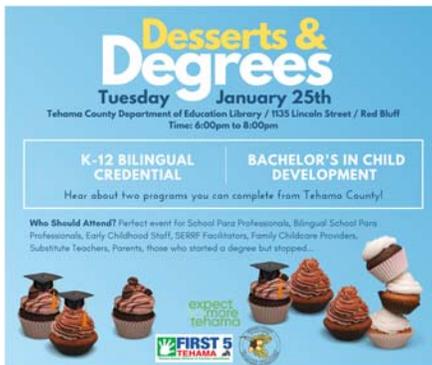


# JANUARY, FEBRUARY, MARCH — 2022

COMMUNITY COORDINATOR REPORT—JOB TRAINING CENTER

Q3—2022

## Work on Early Childhood Education Pipeline Continues



Work is happening on multiple fronts to strengthen the early education pipeline of talent. In January, JTC staff attended an information meeting, Desserts & Degrees, hosted by First 5 Tehama, Tehama County Department of Education and Expect More Tehama. It showcased two programs:

**Sacramento State's B.A. in Child and Adolescent Development** (in Educational Context), a hybrid degree completion program. Already have some college units and interested in becoming a Preschool-3rd grade teacher? You don't need to have an AA to start, and you can earn the BA with a local cohort going to school in the evenings right here in Tehama County. Learn more at [www.cce.scus.edu/edce](http://www.cce.scus.edu/edce)

**San Diego CLAD & BCLAD (in partnership with Butte County Office of Education):** A flexible hybrid program. For those already working in education and ready to go farther. The Future Educator Support program helps students complete the program by earning a Credential or Bilingual Credential through San Diego State.

Since this first event, **Shasta College's ACE and BOLD programs** have also been added to the menu of great support programs for those becoming a teacher. Visit [www.shastacollege.edu](http://www.shastacollege.edu) for more information.

## JTC Celebrates Cesar Chavez

Cesar Chavez was a strong advocate of nonviolence, and worked for decades to improve the working and living conditions of farmworkers. In recognition, Job Training Center staff learned more about Chavez and his work and on March 31, (Chavez's birthday and a California State holiday), the first 30 who visited the Job Training Center received a complimentary planting pot and seed packet.

"In 2017 one in six Tehama County jobs were attributed to agriculture," said Job Training Center Executive Director Carrie Ferchaud. "And agriculture contributed over \$679M dollars to the local economy\*. It is an essential part of our economy, our social fabric, and our employment base and makes Tehama County uniquely positioned to honor Cesar Chavez' legacy. He moved agriculture to the forefront and gained widespread support to promote farmers, farmworkers' rights, and he helped educate the world about where their food comes from."



\*Economic Contributions of Tehama County Agriculture report commissioned by the Tehama County Board of Supervisors

## Career Technical Education (CTE) Classes Start in Tehama County

Two brand new Shasta College Career Technical Education (CTE) classes started in March, plus a popular commercial truck driving class. This is significant as Tehama County rallies for more local training options.

Beginning Welding 70 is just 8 weeks long and started. Shasta College is able to utilize Red Bluff High School's updated facilities for welding. The class started with 16 students: 15 for WELD-70 and 1 for WELD-170.

According to the instructor, they started with oxy/fuel welding and learning about TIG welding. "The students are really excited and are having a great time learning about the possibilities of what they can accomplish with the skills they are learning."

The commercial driving course includes two courses: Cons 140A, a permit preparatory course completed online, and Cons 140B, a weekly in-person, behind the wheel class. Drivers continue to be in demand to transport a wide variety of products.

While there weren't enough enrollments to hold a Steering and Suspension class, Diesel 48, a hydraulics course, is scheduled to be held this summer.



*Maribel Fausto at the JTC booth during the BEAM event*

## In Person Hiring Events Seek Talent

Since pandemic restrictions have lifted, more in person and better attended job fairs and hiring events have taken place.

- JTC staff attended a Job Fair in January at **Rolling Hills Casino**. RHC offered gas and food vouchers as incentives to attend.
- Job Training Center hosted a table at the **Red Bluff/ Tehama County Chamber of Commerce BEAM Event** in February. The event is both a business to business networking opportunity and a job fair.
- **Sierra Pacific Industries** held several off site hiring events at the Red Bluff Moose Lodge. JTC helped market the event to job seekers.
- The **Tehama County Department of Education** launched a standing hiring event each first Thursday of the month.

## Career Technical Education (CTE) Working Group Launches

Work has been underway to clearly map all of the career technical education (CTE) opportunities in the commutable region in and around Tehama County. The mapping helps to identify gaps and opportunities for new training and clear pathways for employment for adults as well as students leaving high school.

This work has led to the formation of a CTE Working Group that includes the Red Bluff, Los Molinos and Corning High Schools, Job Training Center, Shasta College and the Tehama County Department of Education.

Meetings have included discussion around critical positions in early childhood education and medical assisting; new Shasta College classes available in Red Bluff and potential new opportunities for high school students to gain college credit before graduation.

"The more we all understand the needs, obstacles and opportunities, the more we can better serve our students, job seekers and businesses," said Carrie Ferchaud, Executive Director of the Job Training Center.

## Maribel Fausto Joins JTC as Bilingual Career Center Advisor



*Fausto a new face at JTC*

In January, Maribel Fausto joined the JTC Team as a Career Center Advisor.

Maribel was born and raised in Red Bluff and has worked in customer service for over 15 years. She connects easily with people and enjoys researching and learning new things.

Previously, Maribel worked as a medical records analyst in Chico, but the commute to Chico left her feeling like she was missing out on events happening in Red Bluff.

*"I saw the post for the Career Advisor and really liked the description of the job. I liked the idea of helping someone find a job. So far, I enjoy working at the center. I like how every day I am learning how to help people in different aspects of their career. It is rewarding when they leave here happy and feeling accomplished.*

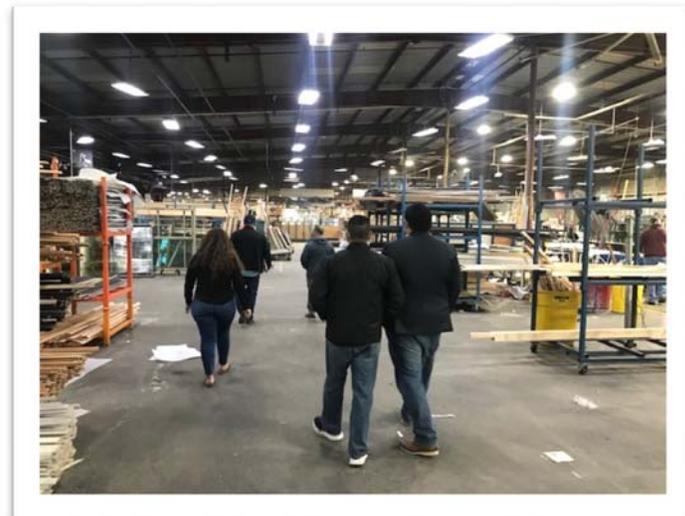
*I am married to my high school sweetheart, and we welcomed our first baby June of 2021. I love being a mom I never knew how much one could love a child until I became a mom. The way you look at life changes, everything changes." - Maribel Fausto*

## JTC and 3CORE Tour Local Businesses

In mid-February, JTC and representatives from 3CORE toured a variety of Tehama County businesses. 3CORE is a private non-profit economic development district that serves Butte, Glenn and Tehama Counties. Not many tours have taken place since the pandemic. Seeing the business operations and meeting with owners and managers was exciting for all involved.

JTC's Carrie Ferchaud and Kathy Garcia joined Dan Zuno, Luis Moreno and Brett Sanders to visit to the following:

- Mt. Lassen Seafood Processors
- Sierra Pacific Industries—Windows Division
- St. Elizabeth Community Hospital—Dignity Health
- Physical Therapy & Wellness Center
- Abbey of New Clairvaux



*3CORE and JTC staff tour Sierra Pacific Industries Windows Division in Red Bluff*

## Third Round of Construction Pre-Apprenticeship Class Begins



In late February five Tehama County residents started a class to explore becoming a construction apprentice. North State Builds and California's State Building and Construction Trades Council partnered with career centers throughout the northern counties, including the Job Training Center, to present four, construction career exploration programs. Free of charge, the goal is to introduce the construction trades to hundreds of new workers, substantially expanding the construction workforce in the North State, and connecting motivated local residents to good paying, middle class jobs. The training follows the Multi-Craft Core Curriculum (MC3), a comprehensive pre-apprenticeship training curriculum. The final class will take place in July.

The Job Training Center partnered with the SMART Center in Redding to sponsor two classes in 2021 and two classes in 2022. Attendees receive job readiness coaching, a math refresher, and a detailed inside look at what it means to be an apprentice and work in the construction trades.

According to JTC's Connie Ocampo, students are enjoying the class. One shared: "This class has been spectacular. It gets you really prepared for a union job. I've learned a lot of math and sexual harassment training. I like the fact that I'm now CPR Certified and I'll have my OSHA 10 by the end of the week".

## Garcia Presents on Hiring Strategies at TCEAC Meeting

JTC's Kathy Garcia painted a hopeful yet realistic picture of the hiring landscape during an early morning TCEAC Zoom workshop in February. The Tehama County Employer Advisory Council meets monthly to provide workshops to businesses on a variety of timely topics.

Experts warn to expect a talent shortage for the foreseeable future, so what can employers do in the meantime? Garcia shared tips on speeding up their hiring process, being as creative and flexible as possible, and learning more about this new workforce and Generation Z.

"Most business owners are relieved to find out they are not the only ones feeling the pinch," said Garcia. "But we need to get creative and efficient and remember that retention is also a top priority when so many employees are paying attention to the vast numbers of openings."

Learn about joining the TCEAC. Visit [www.Ceac.org/region-1/Tehama-county-eac](http://www.Ceac.org/region-1/Tehama-county-eac)



## Client and Training News

Each day, staff work with clients in groups and 1:1, helping them attend training, prepare for interviews, research industries, prepare application materials and meet key deadlines. They also monitor progress and coach along the way. The following are examples of client outcomes this quarter:

- A Dislocated Worker who lost her job due to the pandemic impacting school and childcare opportunities in her area. She decided her best path forward was to become a Medical Assistant and was accepted to the Glenn County MA program in Orland. She has done well in her program and is now in her externship.
- An Adult Participant who was also impacted by the pandemic in her job in the grocery industry and decided that she wanted to change career paths. She is also currently in the Glenn County Medical Assistant program, in an externship and is doing an outstanding job.
- A Bilingual Adult Client who was employed as a Certified Nurse Assistant while taking pre-requisite classes for the Registered Nurse program. She successfully completed the A.D.N program at Shasta College in December, attained her RN license in January and secured fulltime employment in February at Enloe Medical Center in Chico.
- An Adult Client who previously worked as a caregiver for 15 years. She successfully completed the Medical Assistant program at Institute of Technology in December 2021, attained her MA certification in January and secured fulltime employment at Greenville Rancheria in Red Bluff.
- An Adult Client who recently resigned from her position in local law enforcement and came to JTC with a desire to change career paths and become a Class A driver. Her long-term goal is to become an Owner/Operator so that she can work well into her retirement years. She successfully completed the 4-week 160-hour truck driver program at American Career Training on and gained her class A license. She is currently job searching and is so excited to be begin her new career.
- An Adult Client who completed his 4-week, 160-hour truck driver program at American Career Training and began the SB1 Pre-Apprenticeship program in late February. From the beginning he expressed an interest in utilizing his class A in a union position, so enrolling in the SB1 program was a perfect first step. He was previously employed in a variety of stop-gap jobs and is ready to start a successful career.
- A Dislocated Worker who lost his job in the grocery industry due to the pandemic in 2020 and since then has worked temporary labor jobs through a staffing agency. He was interested in obtaining his Class A for several years and is currently attending the Class A program at American Career Training. His goal is to gain employment with FedEx, UPS or a similar company .
- Adult Client had previously worked as a MA for 6 years and taking part time pre-req classes towards A.D.N. to advance her career in healthcare. She successfully completed the A.D.N program at Butte College in Dec 2021, attained RN license in January and secured fulltime employment in February as an RN at Enloe Medical Center in Chico.
- A Bilingual Youth Client who previously worked as a HVAC Installer for almost 2 years. He lacked certifications needed in order to advance within the industry. He successfully completed the HVAC program at Institute of Technology in Redding in February and is now working as a Certified HVAC Technician at Salyer Heating and Air.

---

## TELA Field Trip to Job Training Center

**Youth Case Manager Elia Hernandez** gave a tour of the career center to 5 high school students from Tehama eLearning Academy (TeLA) in February. The students were shown the different services offered, the hot jobs wall and where to access Standard Job Applications and job questionnaires. Students were informed about the youth program and Hernandez shared tips about what employers look for when they are hiring and how to retain a job.

*“Students are usually quiet and nervous when they come into the career center because most of them have never been in before. Some of them are surprised that they can come in here to use our computers for job applications or to make their resumes. But what they seem the most interested in is the hot jobs wall. After the short tour, students become more comfortable in the center and start pointing out interesting jobs to each other.” —Elia Hernandez, Youth Case Manager*

# Youth Program Updates: Working with 18-24 Year Olds

## February Career Exploration Workshop for Project Restore

Connie Ocampo and Elia Hernandez presented a Career Exploration Workshop for 8 Project Restore high school students from Centennial and Corning High School at the Rodgers Theatre in Corning. Project Restore is an evidence-based, justice-diversion program that provides wrap-around services for young people who get in trouble with the law.

The workshop consisted of hands-on activities to help students think of motivational skills and possible career interests matching identified skills. Students looked at the California industry sectors and identified their top 3 interests and top 8 occupations.

The workshop also included a JTC video series that shares career stories from a variety of local Latino professional representing healthcare, social services, education and information technology.

Students were given information about local opportunities for short-term training as well as the possibility to participate in paid internships through Project Restore.

Pizza and refreshments were provided to the students, as well as a \$25 gift card incentive.



*Elia Hernandez presents at Rodgers Theatre*

---

## Youth Client Completes Professional OJT

In July, a 23-year old Youth Participant began an On-the-Job Training (OJT) with a local Ameriprise Financial Office as a **Client Service/Financial Assistant**. She was previously at Roundtable Pizza and was searching for employment with set hours that could lead to a career.

As a Client Service/Financial Assistant, she is in charge of the greeting customers in person and over the phone; administrative duties such as scheduling appointments and meetings, printing reports, and handling incoming mail and will eventually be assisting the Financial Advisor with specific duties.

Throughout the monthly check-ins, she received praise on how fast she learned most of the administrative duties. As part of her learning plan, she was introduced to different retirement accounts, financial planning reports and how to fill out specific client financial forms in order to assist the Financial Advisor.

She also received coaching on business professional soft skills to prepare her for client interaction in a more business professional setting. The coaching included a professional series via Uдеми.

This Participant successfully completed her OJT in January with high ratings in all areas of the training plan. She is very eager to continue learning and growing.

## Youth Able to Transfer Skills with OJT

A Youth Participant began an On-the-Job Training (OJT) as a **Fiscal/Office Assistant** with a local auto dealership. She is 24 year old and was previously employed as a direct care staff. She has been exposed to accounting in the past, helping with her family business.

In this position she will be trained on how to process accounts payable, accounts receivable, daily deposits and reconcile accounts among other responsibilities.

She began the OJT on March 2. At a two week check in, both the participant and employer expressed how well the training plan was going. Participant is adjusting well to this new position and is eager to continue learning.

## Youth Program Incentive Program

JTC's Youth program began an incentive program for youth participants. In a span of 2-3 weeks participants are earning incentives for completing resumes, interviews, and job search. The participants receive \$20 after each completed project as they are also preparing for job search. Participants may also be eligible to receive assistance with interview attire after securing their first interview.

## District Attorney's Office Joins Project Restore Partnership

Since 2019 Job Training Center has had the privilege of collaborating with the City of Corning, Empower Tehama and River Cities Counseling to serve Tehama County young people ages 14-26 who are justice-involved through a program called Project Restore. This evidence-based, justice-diversion program provides wrap-around services for young people who get in trouble with the law. The end-goal is preventing future legal infractions and the program offers each participant a customized plan that can include mental health counseling, housing assistance, career exploration, paid college tuition, job search assistance and youth mentoring.



In March, the Tehama County District Attorney's office added Project Restore to their toolbox of resources to help move young people towards a brighter future. In certain circumstances, they will begin to offer successful completion of Project Restore to receive reduced sentences and fines. This model is an excellent representation of a government / non-profit partnership that is truly making a difference.

---

# This Project Restore model is an excellent representation of a government / non-profit partnership that is truly making a difference.

---

### **P2E: Clients Find Success in Prison to Employment Program**

In January 2021, the Job Training Center received state funding to run a Prison to Employment (P2E) program. The goal is to provide work-based learning activities and needed supportive services to eligible P2E job seekers. Individuals must be under active supervision by either Parole or Probation to be considered.

Job Training Center was allocated funding for 13 participants. Relationships were strengthened with Probation and Parole and a referral process was established so that individuals could meet with staff to determine eligibility and receive services. JTC is extremely happy to report that staff met the goal and enrolled all 13 participants before the end of March deadline. Individuals in the P2E program gained unsubsidized employment through a variety of local companies.



### **Final P2E Participant is Placed!**

JTC's final P2E participant was enrolled in February, 2022. The participant was enrolled in Tehama County Behavioral Court 14-month program and was referred to P2E because of his outstanding performance in his court-ordered program.

The Tehama Resource Conservation District (RCD) reached out to JTC because they were hiring for 2 positions and a former P2E referral has been a wonderful addition to their team. The participant interviewed so well that they called him back in for a second interview the same day and then offered him the job. He is working in the RCD Fire Abatement program. He loves his new job, and they are happy to have him.

## Staff Attend Regional North State Together Summit

JTC's Carrie Ferchaud and Kathy Garcia attended the 2022 North State Together Summit: Pathways to Opportunity in Rural Northern California on March 14th in Redding. The event was hosted by the McConnell Foundation and included over 70 representatives from counties throughout the north state.

North State Together was created as the backbone organization for a five-county collective impact project funded by the McConnell Foundation in 2016. Expect More Tehama is one of the five counties.

Recently, North State Together joined StriveTogether, a national collective impact organization that works to help "support communities to eliminate disparities and change the outcome."

For many, this was the first in person meeting they had attended in two years.



Speakers included Dr. Kevin O'Rorke, Chief Executive Officer of North State Together, Dr. Kate Mahar, Executive Director of SCAILE; Quinn Miller, Director of Coaching and Collaborative Improvement at StriveTogether; Josh Davis, Vice President of Policy and Partnerships at StriveTogether; Judy Flores, Shasta County Office of Education Superintendent and Dreama Gentry, Executive Director of Partners for Education, Berea College, Kentucky.

## Business Engagement in Q3 (Business Served: 119)

*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:*

Abbey of New Clairvaux, ACE Hardware, ACE Transportation, Adventist Health, AM/PM, American Thai Pepper Café, Ameriprise Financial, Andersen & Sons Shelling, Arco, Arons Chiropractic, AutoZone, Bartels Giant Burger, Bell Carter Foods, Best Western Antelope Inn, Bickley's Heating & Air Conditioning, Butte Community Based Coalition, California Department of Corrections, Capay Farms, Casa Ramos, CheftUp Catering, City of Corning, City of Red Bluff, Comfort Suites, Compass, SLS & LLC, Corning Chevron, Corning High School, Corning RV Park, Corning Water District, County of Tehama, Crain Ranch, D. Lopez Trucking, Del Taco, Dept of Rehabilitation, Dr. Asato, DW Plumbing, EcoShell, Elite Universal Security, Elmore's Pharmacy, Employment Development Department, Empower Tehama, Evoqua Water Technologies, First Five Tehama, Gallagher's Plumbing, Hampton Inn, Heating & Air Conditioning, Glenn County Office of Education, Good Fences Landscaping, Growney Motors, Hall Brothers Mortuary, Ikkyu Japanese Restaurant, Jorge's Transportation, Kevin's Donuts Bakery, KIXE TV, Lariat Bowl, Lassen Pile, Lassen View, Laurel Ag and Water, Legendary, Louisiana Pacific Corporation, Marshalls, MAXIMUS, McCarthy Rubright, McCurdy's, NCCDI/Head Start, North State Security, North Valley Services, Once Home, Always Home, Orland Cabinet Shop Inc., Paratransit, PATH, Puckett Residential, Physical Therapy & Wellness Center, PJ Helicopter, Precision Private Security, R Wild Horse Ranch, Rachel Chavez, LCSW, Roslyn Home Care, Red Bluff Cemetery District, Red Bluff Elks Lodge, Red Bluff Joint Union High School, Red Bluff Physical Therapy, Red Bluff Senior Living, Red Gate Farm, Red Oaks Medical Group, Reeds Creek School, Restpadd, Reynolds Consumer Products, Rolling Hills Casino, Rolling Hills Clinic, Ron's Body Shop, Safeway, Sail House, Select Harvest USA, Shari's Pie & Café, Shasta/Tehama/Trinity Community College, Sierra Pacific Industries—Millworks, Sierra Pacific Industries—Richfield, Sierra Pacific Industries—Windows, Silva Landscaping, Sparrow's Landing, SRM Energy, SST Oil, St. Elizabeth Community Hospital/Dignity Health, St. John Family Farms, St. Lorenz, Starbucks, Tehama County Department of Education, Tehama Floral Company, Tractor Supply Co, Travelodge, Triple Creek Ranch, Tri R Gas, USPS, Victor Community Support Services, Walmart D.C., Wendy's, Westhaven Senior Living,

Unemployment Rate	January '21	July '21	January '22	February 2022
California	9.2%	7.8%	5.5%	4.8%
Tehama County	8.6%	7.7%	6.2%	5.5%
Shasta County	8.4%	7.2%	5.9%	5.3%