

JULY, AUGUST, SEPTEMBER — 2022

JTC Partners with Red Bluff Fire Department on New Apprenticeship Program



Job Training Center is excited to partner on a new apprenticeship program with the Red Bluff Fire Department. Starting in late summer, Ethan Kendrick began to earn a paycheck while he discovers all that it entails to become a Firefighter I.

JTC sponsored Kendrick while the Rbfd is providing training and preparation to take the exam. The training encompasses approximately 700 hours.

“To earn and learn in this environment is amazing,” said Youth Coach Elia Hernandez. “These veteran firefighters have so much to teach and model to young adults.”

The training requires Kendrick to work full time at the department as he follows a set curriculum taught by Chief Matt Shobash. At the completion, he can take the Firefighter I exam through the Office of the State Fire Marshal.

“We hope to send 1-2 new apprentices through this program each year,” said Hernandez. “It’s training in their home county that supports young adults while also meeting the county’s need to fill essential positions in public safety. It’s a true win-win.”

Project Restore is Awarded Grant for Third Cohort

In July, it was announced that Tehama County would receive a third round of Project Restore funding in the amount of \$6 million. The program seeks to provide vital supports to prevent Tehama County youth and young adults from involvement in the justice system. Referrals and services are provided by a partnership of agencies and include mentorship, mental health and substance abuse counseling, housing and living assistance, job exploration, career technical education (CTE), paid internships, and more.



The third cohort will be the first to host an engagement and job readiness “makerspace” in Red Bluff. Makerspaces provide a site and equipment where people can work on projects while sharing ideas and knowledge. The new makerspace will be modeled after the Butte College Create Space and will offer clients a hands on space to learn new skills, use equipment, take classes and be creative in a supportive environment.

State data shows that since it began, as many as 40,000 people have received services under programs like Project Restore in California, many of whom were unhoused and unemployed upon enrollment.

Partners include the Tehama County Department of Education, River Cities Counseling, Empower Tehama, Tehama County Health Services Agency, Tehama County Probation, Tehama County Drug & Alcohol, Tehama County District Attorney’s Office and the Job Training Center.

Ocampo Presents at CWA Meeting of the Minds: Courageous Progress

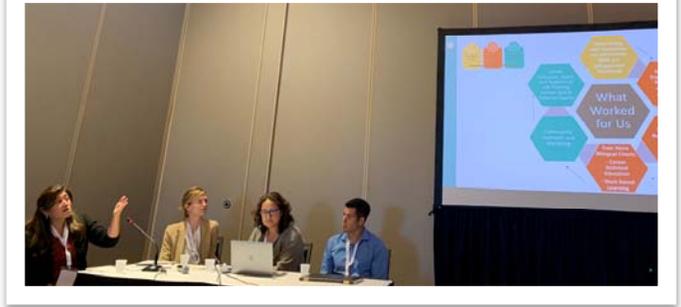
In September, JTC's Connie Ocampo joined a panel to present at the CWA Meeting of the Minds Conference in Monterey.

The session was entitled: *Equitable Practices from AJCC to Board Level*. Ocampo joined NoRTEC's Andrea Campos, Racy Ming, and Esteban Tadeo; and Ariceli Gutierrez Renteria, Coaching/Business Consultant and NoRTEC Workforce Development Board Member. Ocampo sits on the NoRTEC Access & Equity Group.

The presenters shared how NoRTEC is working to address equity and inclusion in a multi-county, rural region of the state. They shared perspectives from NoRTEC's Access & Equity Work Group, efforts at the AJCC level, how to use data, and targeted outreach tips.

Meeting of the Minds is one of three large conferences hosted by the California Workforce Association.

Visit www.calworkforce.org.



Pictured l to r: C. Ocampo, A. Campos, R. Ming, E. Tadeo. Renteria joined via Zoom.

Presentation at Salisbury High School

Youth Coach Elia Hernandez presented a job search workshop to Salisbury High School students in August. Students learned tips and tricks for searching for their first job. Hernandez provided information on employers willing to hire those under 18 in Tehama County. They also reviewed completing applications.

Final Round of Pre-Apprenticeship Classes Concludes

Over the last two years, the Job Training Center has partnered with North Central Counties Consortium (NCCC) and the SMART Workforce Center in Redding to sponsor four pre-apprenticeship classes. Attendees receive job readiness coaching, a math refresher, and a detailed inside look at what it means to be an apprentice in the construction trades.

The fourth and final class concluded in August. A total of 7 Shasta/Tehama participants successfully completed the training. They earned a CPR certificate, OSHA 10 Certificate, and MC3 certificate.

The classes are sponsored by North State Builds and California's State Building and Construction Trades Council and area career centers. The goal is to introduce the construction trades to new workers, substantially expanding the construction workforce in the North State.

The training follows the Multi-Craft Core Curriculum (MC3), a comprehensive pre-apprenticeship training curriculum. Successful completers are eligible to begin as an apprentice.



SB-1 Class Completers with Instructor

JTC Sponsors Eight Bilingual Students in Medical Assisting Cohort



In June, JTC sponsored 8 students for the Glenn County Medical Assistant program which runs from August 2022 to May 2023 in Orland.

Medical Assistants help physicians with patients, usually in a clinical setting. They help with both administrative and patient care. Becoming a medical assistant is a solid first step into the healthcare field and often leads to other healthcare professions.

The Glenn County program provides 360 hours of medical assistant core-curriculum training and 180/200-hours of non-paid clinical internships to practice and improve their skills. Along with medical back-office skills, students learn front office skills including medical scheduling software, customer service, essentials of medical insurance billing and coding and medical records management.

All 8 JTC clients are bilingual in English/Spanish and are very excited to graduate and begin their careers in healthcare.

Learn more about the Glenn County MA program at: <https://www.glenncoe.org/Departments/GAP-CTE/Medical-Assistant-Program/index.html>

Staff Attend Motivational Interviewing Training

In September, several staff attended Part 1 of a year-long Motivational Interviewing Intensive course. The sessions are delivered via Zoom and hosted by the Shasta County Office of Education and made available to entities throughout the north state.

Motivational Interviewing is *designed to strengthen an individual's motivation for and movement toward a specific goal by eliciting and exploring the person's own arguments for change.*

The course is taught by Leigh-Ann Schack, LCSW, the Bridges to School Success Coordinator and Jeannie Jacobs, LCSW through Shasta County Office of Education, Early Childhood Services.

The goal is “to instill confidence, expand professional growth, and hone the participant’s skills through genuine Motivational Interviewing competence.”

Part 1 of the course included learning the Basic MI Principles. Attendees were given opportunities to participate and answer questions as a group as well as working in 2-person groups in breakout rooms. In the breakout rooms, assigned pairs were given the opportunity to be both the interviewer and the interviewee in a variety of scenarios designed to increase knowledge retainment and skill development.

Both Schack and Jacobs were engaging, friendly and encouraging and JTC’s Christi Goni felt the information was presented in a way that was easy to understand.

Part II of the course is being taught in January and there will be workshops monthly from October—May.



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:

Starting Training

- Eight bilingual clients were sponsored for the **Medical Assistant Training** in Orland which started in August (see story—Page 3)

Life After Training

- A Client successfully completed the **Registered Nurse** program at Shasta College in May. She attained her RN license in July and obtained full time employment at **Mercy Medical Center** in Redding. She previously worked as a Shift Supervisor/Barista.
- Another Client also successfully completed the **Registered Nurse** program at Shasta College in May. She attained her RN license in June and obtained employment at **St. Elizabeth Hospital** in Red Bluff. She previously worked as a Certified Nurse Assistant.
- A Client who is an English Language Learner successfully completed the **CHD ASET Truck Driver Training** program in Willows in July. He obtained full time employment as a Truck Driver with **A & A Ready Mix**. He previously worked as a forklift driver and landscape laborer.

New Job

- A Client was unemployed and had been job searching for a couple of months. He had been working for a temp agency, but was in need of fulltime employment. He received assistance with resume and cover letter writing, interviewing tips, mock interviewing and job referrals. He secured employment as a **Delivery Driver for Amazon** and is happy with his job.

Client Finds New Path at Empower Tehama

Job Training Center has enjoyed a strong partnership with Empower Tehama for over a decade. Empower Tehama has often utilized On-the-Job Training (OJT) to help onboard new staff. In May, a young woman was referred by Empower Tehama. She was enrolled in the youth program which serves clients ages 18-24. She had previously attended Chico State but due to unforeseen circumstances was no longer able to continue. She was working part-time in food service, but needed steadier income to allow her to move into her own apartment. Her goal was to work in a public service or social work related field. In late May, she began an OJT as a **Program Specialist-Bilingual**.

JTC is pleased that the client completed her training and is working in the main office. She's done an excellent job at helping Empower Tehama translate material for posters as well as court documents for their customers. According to supervisor's, she has been a great asset and addition to their team and they are very happy with her progress. She was very proud and surprised by her own Spanish translation skills. She's more confident each day.



Accounting and Sales — On-the-Job Training Reveals Multiple Talents!

Earlier this year, 24-year old Carla Bucio contacted the Job Training Center about becoming an accountant. Bucio had been working in a caretaking position and was ready to make a change. She had some knowledge of accounting from helping with her family's business. So in March, she began a 4-month On-the-Job training (OJT) as a Fiscal Office Assistant at Growney Motors in Red Bluff.

Training included learning accounts payable, accounts receivable, daily deposits and account reconciliation, among other duties. By the third month, the client had also obtained her sales certifications and completed 2 vehicle sales! She continued to excel in her fiscal position and built a great relationship with the rest of the staff.

"I just wanted to thank you and the Job Training Center for all your help in guiding my journey with Growney Motors while I did On-the-Job," said Buccio.. "You guys offer such an amazing program that I'm very fortunate to have been introduced to, and that I will continue recommending to young adults. Since I have started working for Growney Motors, I have gained quite a bit of knowledge on how the car industry works, specifically the standard operations of a car dealership. I have gained a lot of confidence in my ability to perform my job without direct supervision. I am the Office Assistant, and in charge of Accounts Receivable/ Accounts Payable. I have also obtained my sales license since I have started working here and have sold 3 vehicles. Working with Growney Motors has been all I ever dreamed of in a job, and that was thanks to Elia, for being such a supportive consultant and helping me gain hands on experience so that I could work in the field I always wanted a career in, and thanks to my manager, Chris Growney, for training me and allowing me to be part of the Growney Motors team."



Pictured: Carla Buccio

Buccio's supervisor Chris Growney shared: *"I was very pleased with the Job Training Center and their staff. First, helping find my employee by going through resumes for me and giving me their recommendations. Once we hired the employee, the Training Center followed up with the training process and making sure she was going to be qualified for the job. Elia from the Job Training Center did an evaluation every month to make sure she was learning and capable of the job. She was very easy to work with and knowledgeable about the training program. If there were any questions on anything and I did not know the answer, she was going to find out for us. I was very satisfied with the Job Training Center and would use them again."*

What is OJT?

An On-the-Job Training (OJT) is a win-win for both the employer and the job seeker. For employers, it lets you hire and train skilled workers and get reimbursed for your efforts. For job seekers, it provides hands on training while earning a paycheck. The Job Training Center is happy to share the process of starting an OJT. Some eligibility requirements apply.

Email info@jobtrainingcenter.org for more information.



Staff Tour Louisiana Pacific Corporation

In July, JTC staff and Shasta College Assistant Director of Employer Partnership Molly Stimpel toured Louisiana Pacific Corporation in Red Bluff.

Human Resource and Safety Manager Michelle Clement provided history about the company and news that a sale was pending with Pacific Woodtech, a company based in Canada.

Supervisor Felix Tapia led the tour and explained the operations of the company which produces engineered wood products.

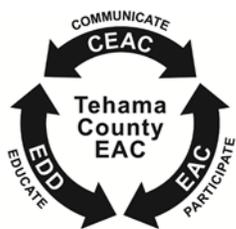
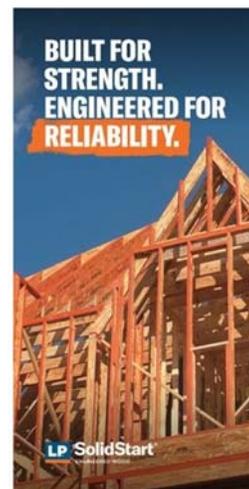


Pictured l to r: M. Clement, M. Stimpel, E. Hernandez, C. Ferchaud, M. Fausto, Supervisor F. Tapia

About Louisiana Pacific Corporation

- In 1972, LP spun off from Georgia-Pacific after a court-ordered monopoly breakup.
- GP kept most of its low-cost timber reserves, the bulk of its tree farms, and the better manufacturing assets.
- As a newly independent company, LP scrambled for wood in a new way. They learned to use cheaper, faster-growing trees to make a new, better product in the U.S. – Oriented Strand Board (OSB).
- LP pioneered the production of OSB in the U.S., making the first commercially viable OSB product in the country and opening America's first OSB mill in Hayward, Wisconsin in 1979.
- In 40 years, OSB has gone from not being used at all in the U.S. and Canada to being used on 68% of all new home construction – This happened, in large part, because of LP.

Learn more at www.lpcorp.com



TCEAC Hosts Business Workshops

The Tehama County Employer Advisory Council (TCEAC) held four sessions to educate employers this quarter. Three sessions were in-person at the Tehama County Department of Education and one was offered via Zoom.

The TCEAC meets most third Thursdays of the month and represents a cross section of business and industry who are committed to providing information on employment related issues. Over 100 businesses and agencies are currently members. Job Training Center's Adrian Hernandez serves as the Membership Chair.

July: Sexual Harassment and Abusive Conduct Prevention Training. This training fulfills this legal requirement. Corral Ferrin and Jenna Madrigal made it an engaging workshop by using examples from their experience working for Tehama County Personnel.

August: Motivation vs. Manipulation This workshop focused on how to engage and motivate your staff into doing their best work. Laura Hawkins, Director of the Tehama County Social Services, Executive Director of Community Action and Public Authority, led the session.

September: Americans with Disabilities Act and IAP Process California's Fair Employment and Housing Act and the federal Americans with Disabilities Act both require employers to engage in the interactive accommodation process. Presenter Linda Durrer is a Return to Work Consultant with nearly thirty years' experience working with employees who have disability and is currently Personnel Director for Glenn County.

Learn more at www.https://www.ceac.org/region-1/tehama-county-eac/



Griffiths Accepts Position as Program Assistant

Mariah Griffiths joined the JTC team in early 2022. Her extensive retail experience provided a great foundation for the work at Washington Street Productions.

After 21-years in the retail business, she found herself displaced after her supervisor position was eliminated. Faced with job search, she decided she wanted something different and began applying for various positions, often finding them out of her wheelhouse. The process felt overwhelming. She visited the Job Training Center and found assistance from the staff. After a couple of meetings and conversations, she applied for a temporary Administrative Assistant position with Washington Street Productions.

That temporary position turned into a permanent position as the **Program Assistant** last Spring.

“Retail had served its purpose, but I needed to find something new, something that mattered to me, a purpose of my own,” said Griffiths. “Washington Street Productions has shown me that I need to help people, help them see the best in themselves and that we all have struggles or barriers. We just need to know that we are not alone. Thanks to the guidance I found here at Washington Street, as well as the Job Training Center, I found the purpose I needed.”

Business Engagement in Q1 (Businesses Served: 104)

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 (RB), Adventist Health, All About Seniors, Amundson Physical Therapy, Arons Chiropractic, Arco AM/PM, Bartels Giant Burger, Bell Carter Olive Company, Bud’s Jolly Kone, Casa Ramos Mexican Restaurant; Chevron, Circle 7 Days, City of Red Bluff, Compass, Corning Water District, Corning Chevron, Cost U Less, County of Tehama, Crain Ranch, Custom Fiberglass Works, Dignity Common Spirit, Dr. Datu, DW Plumbing, EcoShell, EFA, Elite Universal Security, Empower Tehama, Essex Heating and Air Conditioning, Etzler Financial Advisors, Fast-Break, Glenn County Office of Education, Good Fences Company, Grandma’s Daycare, Greenville Rancheria, Green Waste of Tehama, Growney Motors, Hall Brothers-Funeral Home, Herrick Grapevines, Holiday Inn, Jiffy Lube, Kevin’s Donuts, Kremer Family Chiropractic, Lariat Bowl, Lee Street, Serenity & Raven Residential, Lentec, Lighthouse Living Services, Louisiana Pacific Corporation, Main Street Deli, Marathon Staffing, Marshalls, MAXIMUS, McCarthy & Rubright, LLP, McCurdy’s, NCCDI, NVCSS, North State Security, North Valley Services, Paskenta Band of Nomlaki Indians, PATH, Phil’s Automotive, PJ Helicopters, Puckett Residential Services, Red Bluff Fire Department, Red Bluff Health & Fitness, Red Bluff Joint Union High School, Red Bluff Senior Living, Red Bluff Healthcare Center, Red Bluff Physical Therapy, Red Bluff Senior Living, Red Oaks Medical Group, Resource Conservation District, Restpadd, Richfield Elementary School, Rolling Hills Clinic, Ron’s Body Shop, R Wild Horse Ranch, Safeway, Sail House, Salco, Shari’s Café & Pies, Shasta College, Sierra Pacific Industries, Sierra Pacific Millworks, Sierra Pacific Windows, Sierra Pacific Industries Richfield, Silva Landscaping, SRM Energy, St. John Family Farms, Subway, Sunsweet, Tehama County Sheriff’s Department, Tehama County Department of Education, Tehama County Community Action Agency, Tehama County Department of Social Services, Tehama County- Environmental Health Department, Tehama County Health Services Agency, Tehama eLearning Academy, Top Notch Commercial Cleaning, Travelodge, Triple Creek Ranch, Victor Community Support Services, Wendy’s, Westhaven Senior Living

Unemployment Rate (Source: LMID/EDD)	August '20	August '21	August '22
California	11.9%	7.2%	4.1%
Tehama County	8.7%	6.9%	4.5%
Shasta County	8.5%	6.6%	4.2%

Washington Street Productions

Five Participants Start and Graduate from First 90-Extended Program

Washington Street Productions, JTC's production makerspace, recently expanded from a 30-day to a 90-day work readiness program for participants who need guidance to get back into the workforce. Participants get hands-on experience working in a workshop creating goods to sell as well as workforce related workshops and coaching.

Staff and participants celebrated their first graduation of 5 participants who completed the full program. A celebration lunch was held for the completers.

According to Interim Program Manager Adrian Hernandez, there were hiccups and growing moments along the way, but a routine was built and they never stopped coming back. Creating a safe and "fun" place to work created a culture where everyone was invited to be themselves (with work boundaries).

Teaming up with JTC, the participants were equipped with a strong resume and interviewing skills to help them be better prepared for future job opportunities.



Four WSP Graduates with Mariah Lemmon and Adrian Hernandez

Fresh air, exercise and nature were all in the mix for a JTC staff retreat in June. The entire staff spent a day hiking

Two Participants Promote to Specialist Positions

Two of Washington Street's recent graduates displayed interest and successfully applied for the Specialist Production position which elevates and extends their service by an additional 6 months. The Specialist position was created to further build confidence and greater job readiness. Specialists have added responsibilities and are expected to serve as a mentor to incoming participants. They plan and build projects to ensure work for others to keep production moving.

A former Specialist never thought she would promote: "I never thought I could work with machines and use power tools."

Hands-on experience and the ability to see the finished product helps Washington Street Production participants stay engaged and be prepared to graduate.

WSP Gearing Up for Holiday Sales

WSP is currently gearing for a busy holiday season. They are designing and building a variety of goods for others to enjoy. With the holiday season right around the corner, the team is ramping up production on Halloween, Autumn, Thanksgiving, and Christmas decor.

Sale days are usually the second and fourth Friday of the month. Now with a new marketing strategy and products in production, sales have steadily increased. Washington Street Productions has been a hidden market for the locals in Red Bluff who enjoy affordable home decor. The secret is out and you're invited for the next sale day Friday, October 14th.



JTC Wishes Cheryl Carter the Best!

JTC bid a very fond farewell to Cheryl Carter, Program Manager of Washington Street Productions.

Carter joined the Job Training Center in 2016 as Washington Street Productions was first launching. She was instrumental in assisting clients and staff develop their self confidence. She modeled calm and reassurance daily.

This summer, she and her husband chose to start a new adventure in Texas.

Best of luck!!!



Latino Outreach of Tehama County Sponsors Hispanic Heritage Month Event

Latino Outreach was a sponsor of the first Hispanic Heritage Month in Red Bluff. The organization is now working on bringing back Cinco de Mayo in 2023. JTC's Connie Ocampo and Christy Marroquin joined the board this year. They help host monthly speakers to learn about programs and services available to our community.

Mission: To uplift our local multicultural community through equitable access to services.

CTE Workgroup Tours Corning High School Ranch

For over a year, a group made up of education and workforce representatives has met regularly to better coordinate and understand career technical education and pathways from high school to programs at community colleges, county CTE programs and vocational schools.

In September, the group met at Corning High School and Superintendent Jared Caylor drove them around Rodgers Ranch, the school's working ranch.

At his passing in 2001, businessman Daniel Rodgers left an endowment and his 177 acre ranch to the Corning Union High School District. This allowed the school to create a scholarship and maintain the ranch.

Today, the ranch has a multipurpose barn, metal corrals, and bathroom facility. Students oversee a herd of registered Black Angus cattle, and a trail system is in the works.

<https://www.cuhsdistrict.org/rogersranch>



J. Caylor drives members of the CTE Workgroup visit around Rodgers Ranch

All Sectors Still Seeking Talent

Job orders over the past quarter have fallen off slightly, but the talent shortage continues with many position staying open for months at a time. From teachers to office staff, laborers to retail, businesses and agencies continue to struggle to find workers. All staff at the Job Training Center staff are aware of current openings as they work with job seekers and students in training. Staff share the openings with key partners, via social media, at hiring events and in weekly eblasts. To receive eblasts, send your email address to info@jobtrainingcenter.org.



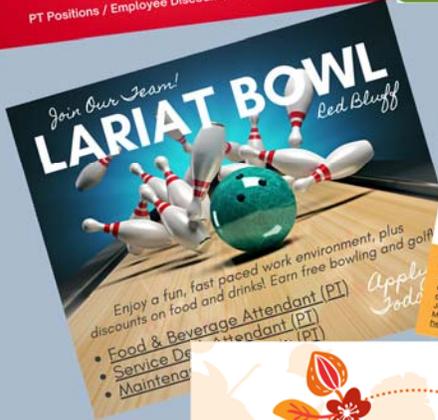
MARSHALLS
Seasonal Holiday Hiring Event
THURSDAY - SUNDAY
1025 SOUTH MAIN, RED BLUFF
9:30AM TO 4PM
PT Positions / Employee Discount / Apply this Weekend!



TEHAMA COUNTY IS HIRING
Explore your opportunities
VISIT [HTTPS://WWW.GOVERNMENTJOBS.COM/CAREERS/](https://www.governmentjobs.com/careers/)
Fiscal / Accounting Law Enforcement Elections
Office Support Social Work Education
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6-Hour Custodian & 6-Hour Instructional Aide
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23875 River Road, Corning
Deadline: July 19, 2022
See both jobs on www.richfield.k12.ca.us



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Location: Red Bluff
Full-Time / Part-Time
Monday - Friday, 9am to 5pm
(must be able to fill in on other days at times, including Saturdays)
TO APPLY
Submit a completed standard application and resume and be to be pre-screened at the Main Street, Red Bluff. See post!



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We Are HIRING
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Graveyard Shift
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Welcome September '22
JTC Jobs List