

JULY, AUGUST, SEPTEMBER — 2023



High Roads Construction Class

According to the Associated General Contractors of America and Autodesk, 78% of construction companies are having difficulty hiring construction workers. Bricklayers, drywall installers, pipelayers, carpenters, sheet metal workers, and plumbers are cited as the most difficult positions to fill.

Workforce development agencies throughout California are partnering with North State Builds to help spread the word and provide an introductory class. Job Training Center and the SMART Center in Redding hosted a class July 5—August 4.

The 5-week Construction Pre-Apprenticeship training consists of one week of work readiness preparation followed by 4 weeks of introduction to the construction trades. Participants received 140 hours of Multi-Craft Core (MC3) Curriculum developed by the National Building Trades.

Participants also received incentives for attending. Nine participants completed the training.

Jumpstart Program Ends with Gallery Event

Over the summer, a mix of high school students, ages 15-17, participated in JTC's JumpstART program, thanks to a Project Restore Grant. A dozen positions were offered to participants where students learned basics of art while working on projects including collages, clay sculptures, and large scale indoor and outdoor murals. The program connected the interns with local artists including Tehama Creative's Heather Vine and Phillip Moller who also served as instructors.



Over the summer participants developed soft skills and job search tools that will prepare them for the workforce. Participants created a printed or digital portfolio of their work and set up a temporary gallery at a building on Main Street in Red Bluff. Their final day of the program culminated in the art show held in early August. *(Continued—Art Gallery page 7)*

JTC At Shasta College Welcome Day

Staff joined other local partner agencies to welcome new and returning students back to Shasta College—Tehama Campus. Adrian Hernandez and Shannon Mendonca manned a booth and talked to students about jobs and services available. Although it rained off and on, the outside event was well attended.

"Having all the agencies on the campus really gives it a celebratory feeling," said Hernandez. "Lots of programs were excited to connect with students face to face."





Career Technical Education News

What is Career Technical Education (CTE)? Why is it important?

Career Technical Education (CTE) provides students of all ages with the academic and technical skills, knowledge and training necessary to succeed in future careers and to become lifelong learners. In total, about 12.5 million high school and college students are enrolled in CTE across the nation. CTE prepares these learners for the world of work by introducing them to workplace competencies, and makes academic content accessible to students by providing it in a hands-on context. (Source: <https://careertech.org/cte>)

Many positions in Tehama County are available to those who have completed a CTE pathway. Popular CTE trainings in the region include welding, auto, registered dental assistant, medical assistant, truck driving, heavy equipment operations, and EMT. Area high schools, community colleges, county offices of education and private trainers provide CTE classes.

Client Completes On-the-Job Training at Resource Conservation District

In July, Kellen F. successfully completed his Equipment Operator/Conservation Technician On-the-Job Training (OJT) at the Tehama County Resource Conservation District.

The RCDTC “supports local residents, landowners, agricultural producers, educators, and government agencies voluntarily address small and large scale natural resource needs. We facilitate land use decisions that are socially acceptable, ecologically sound, and economically feasible across the landscape.”

The RCDTC serves all of Tehama County, covering 1,761,000 acres, except the cities of Tehama, Corning, and Red Bluff.

The worksite is thrilled with Kellen and he reports that he is grateful for the opportunity to work such a wonderful organization.



Medical Assistant Training Cohort Begins in August

In early August, a cohort of 10 participants began the Medical Assistant program in Glenn County. The participants are all from Corning and include several recent Corning High School graduates. All 10 participants are bilingual in English and Spanish.

Job Training Center sponsored direct costs for all 10 participants through its scholarship program. JTC will continue to follow the participants throughout their 9 month journey.

Medical assistants work alongside physicians, mainly in outpatient or ambulatory care facilities, such as medical offices and clinics. This is one of several entry level positions in the healthcare sector.



Youth Client Highlights

Serving Clients 15-24 Years of Age

Client Begins Internship at Daycare Center

A youth client began a paid internship as a fulltime Classroom Aide at Kotasik Daycare in Red Bluff. The participant is a single parent who has been out of the workforce for about 2 years. Her long-term career goal is to become a Marriage and Family Therapist or Drug and Alcohol counselor. The internship will last through November.

Successful Internship Ends at P.A.T.H.

In August a youth participant successfully completed paid internship at P.A.T.H. which provides housing assistance and services to the homeless in Tehama County. The participant was subsequently offered a permanent position as a Case Manager.

The participant is in the process of completing an A.S degree in Anthropology and was looking for occupation in public services. However, the participant had limited experience and was struggling to bridge between work experience and education. He felt he was unable to leave his current job to build his work experience. This internship was the opportunity the participant was looking for.

Pacific WoodTech Hosts Hiring Event

Pacific WoodTech, formerly Louisiana Pacific Corporation, is one of Tehama County's major wood manufacturing facilities producing solid sawn machine stress rated (MSR) and laminated veneer lumber (LVL) flanged I-Joists. In August, they hosted a hiring event at JTC seeking to fill 10 entry level positions and one maintenance mechanic position.

The company has been on a hiring freeze for a little over a year, concentrating on retaining the employees they currently have. Two weeks before the event, the positions became active online. On the day of the event, they had received over 60 applications.

Throughout the day the career center saw an uptick in foot traffic, keeping the PWT's Hiring Manager busy with on the spot interviews. At the end of the day 10 new applicants were scheduled for a second interview.

Pacific WoodTech was very pleased with the 70+ applicants they received. For a complete list of open positions, visit <https://northstatejobs.com>

Adult Client Highlights

Internship Completed at Red Bluff Gold Exchange

In July a JTC Intern successfully completed her 800-hour paid internship at the Red Bluff Gold Exchange. The Gold Exchange was so happy with the client's performance that they hired her on as a full-time staff member. The client reports that she loves her new job and her work family and couldn't be happier. The employer is looking forward to participating in another internship because the first one was so successful.

Client Starts Accounts Payable Position At Sierra Pacific Industries

In July a client started a fulltime position at Sierra Pacific Millworks as an Accounts Payable Technician. Previously she had struggled to find full-time employment due to a variety of barriers.

The client loves her job and is very grateful for the assistance and support she received through Job Training Center which included a paid internship at Washington Street Productions provided through the National Dislocated Worker Grant.

Internship Started at El Camino Irrigation District

In August a client started an 800-hour paid internship as a Maintenance Technician at El Camino Irrigation District. The client is excited about his internship and the worksite is grateful for the assistance. The client will be learning a variety of skills including installation and repair of irrigation pipes, weed abatement, general building maintenance, and construction of irrigation ditches and drains.

Client Starts Lineman Position

In mid August a client completed the 15-week Electrical Line Worker training at American Career Training in Redding. He accepted employment as a Telecom Lineman in Gold Beach, Oregon and is working fulltime. The client is very grateful for the training assistance and thrilled with his new career.

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.

Washington Street Productions

Team Celebrates Graduations

Over the last quarter, Washington Street Productions (WSP) graduated 9 clients from the 90-day program, including 2 specialists who worked several more months in roles with added responsibility.

Overall, the program success rate is at 90%. During these past three months, besides on the job training, all attended multiple workshops hosted by the Job Training Center on cover letter and resume writing, interviewing skills, career direction, job search and financial planning.

A special graduation luncheon is held in honor of those who complete the program. The entire team is invited and the graduates receive a certification of completion and an incentive graduation goodie bag.

WSP Workers Gain Experience and Career Readiness Skills

WSP Workers gain valuable work experience and strengthen soft skills through day to day on the job experience. However, today's clients are attending more workshops at Job Training Center to jumpstart their career readiness. A major goal is to succeed in finding a job before the end of the program.

**In 2022-23, WSP Served
159 Participants.**



WSP Welcomes Program Assistant Aaron Hernandez!

In August, WSP welcomed Program Assistant Aaron Hernandez to the team. Hernandez comes with immense safety and medical training experience and is already a great asset.

Hernandez recently relocated from the San Francisco Bay Area back in June. He is retired from two professions: 27 years in the security industry with supervisory and management experience. He also specialized in development and implementation of training programs, documentation and record keeping, and workplace safety.

He also has 25 years' experience working with Emergency Medical Services and over 20 years affiliation with the American Red Cross, with 6 years working as a full time First Aid, CPR & AED Instructor.

Welcome, Aaron!

New employee Aaron Hernandez is happy and excited to be a part of the Washington Street Productions Team and looks forward to contributing to the ongoing development and success of the program.

**WSP Production Facility and Retail Shop—Now with Holiday Décor!
946 Washington Street, Red Bluff**

Sales held regularly. Custom orders accepted. Follow WSP on Facebook.



Now featuring Fall and Holiday Décor!

Wage & Hour Workshop Educates Employers on Changes

In August the Tehama County Employer Advisory Council featured Von A. Boyenger, Senior Deputy Labor Commissioner California Labor Commissioner Office, on new Wage and Hour updates.

One change affects ag workers. After January 1, 2025, Agricultural workers receive overtime pay for 8 hours a day or 40 hours/wk. <https://www.dir.ca.gov/dlse/Overtime-for-Agricultural-Workers-FAQ.html>

| Schedule for Changes to Daily and Weekly Hours After Which Agricultural Workers Receive Overtime Pay | | |
|--|---|--|
| Effective date for employers with 26 or more employees: | Effective date for employers with 25 or fewer employees | Overtime (1.5x regular rate of pay) required after the following hours per day / hours per workweek: |
| Jan. 1, 2019 | Jan. 1, 2022 | 9.5 / 55 |
| Jan. 1, 2020 | Jan. 1, 2023 | 9 / 50 |
| Jan. 1, 2021 | Jan. 1, 2024 | 8.5 / 45 |
| Jan. 1, 2022* | Jan. 1, 2025* | 8 / 40 |

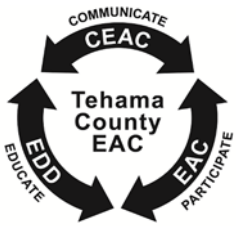
*Double the regular rate of pay required after 12 hours in a workday.

For pre-existing overtime requirements for agricultural workers, including on the 7th day of work in a workweek, please see [Wage Order 14](#).

The Employer must provide a wage statement with each payment of wages, whether by cash or check, that includes: pay period dates, gross wages earned, total hours worked, breakdown of hourly rates and hours, and all deductions broken out.

The team suggested that the best practice is to pay hourly employees by the minute rather than rounding up or down.

Resources: <https://www.dir.ca.gov/dlse>



TCEAC Hosts Business Workshops

The Tehama County Employer Advisory Council (TCEAC) held two sessions to educate employers this quarter. 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 on the team.

July: **Onboarding 101** featuring Cecilia Brazie, with Bell-Carter, and Lisa Hansen, Express Employment, led the workshop highlighting the importance of a well-designed onboarding program and plan. It emphasized benefits including increased engagement, stronger employee-manager relationships, reduced turnover, positive employer branding and long-term performance and success. Participants gained insights and strategies to create a positive onboarding experience, leading to higher retention, satisfaction, and productivity within their organizations.

August: **Wage & Hour Review** featuring Von A. Boyenger, Senior Deputy Labor Commissioner for the State of California. Boyenger helped employers understand how to avoid misclassifying employees and learn the difference between salary and salary-exempt. They reviewed what is a workday and workweek, paid sick leave, minimum wage violations, and much more.

September: **Sexual Harassment Prevention Training** featuring Corral Ferrin, Personnel Director and Jenna madrigal, Personnel Analyst with the Tehama County Personnel Office. The session fulfilled the requirement to provide SHPT and abusive conduct prevention training to non-supervisory employees and supervisors every two years.

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

JTC Welcomes Miriam Rangel as Career Center Advisor



In September JTC welcomed Miriam Rangel to the role of Career Center Advisor. Miriam is bilingual English/Spanish. Previously she worked in Chico in an Admin/HR

"I came across the Career Advisor post and immediately felt a connection with the role. The concept of helping others in their job search resonated with me on a personal level. Since becoming a part of this center, I've discovered that every day brings new and enriching learning experiences. Witnessing people leave with a profound sense of accomplishment has been incredibly gratifying. As a proud first-generation Latina from Northern California, fluent in both English and Spanish, I'm dedicated to fostering positivity and creating a more compassionate world. I have a passion for exploring new places, both through travel and the pages of a good book. Excited about the journey ahead and the opportunity to grow each day, Let's build a brighter future together for everyone." - Miriam Rangel

Welcome, Miriam!

Business Engagement in Q1 (Businesses Served: 120)

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:

ACE Hardware (Red Bluff), Adobe Road Chevron, Adventist Health, All About Seniors, AMJaMB, AM/PM, Arco/AM/PM, Bartels Giant Burger, Bickley's Heating and Air Conditioning, Bud's Jolly Kone, California Department of Corrections and Rehabilitation, Capay Farms, Casa Ramos, Circle 7 Days, City of Red Bluff, Compass SLS & ILS, Corning Cemetery, Corning Chevron, Corning Water District, Cost U Less, County of Tehama, Dr. Datu, Dibble Creek Outpost, DW Cabinetry, DW Plumbing, EcoShell, Elite Universal Security, Elmore's Pharmacy, Empower Tehama, Evoqua, Fast Break, Glenn County Office of Education, G&R Auto Parts, Gold Exchange, Grandmas Daycare, Greenville Rancheria, Green Waste of Tehama County, Growney Motors, Hampton Inn & Suites, Herrick Grapevines, Holiday Inn Express, Jack in the Box, Jiffy Lube, Kevin's Donuts, Lariat Bowl, Lee Street, Serenity & Raven Residential, Lighthouse Living Services, LiUNA Local Labor Union, Main Street Deli, Marathon Staffing, MAXIMUS, M&M Ranch House, McCurdy's, Mt. Lassen Trout, NCCDI, NoRTEC, Northern Cabinets, North State Security, North Valley Services, Once Home Always Home, Paskenta Band of Nomlaki Indians, P.A.T.H., Paratransit Services, PCM, Phil's Automotive, PJ Helicopters, Puckett Residential Services, Rachel Chavez, Red Bluff Cemetery, Red Bluff Fire Department, Red Bluff Healthcare Center, Red Bluff Joint Union High School, Red Bluff Physical Therapy, Red Bluff Senior Living, Red Bluff Shell, Red Gate Farm, Red Oaks Medical Clinic, REMI VISTA, INC., Richfield Elementary School, RLT Trucking, Rockin R Restaurant, Rolling Hills Casino, Rolling Hills Clinic, Ron's Body Shop, R Wild Horse Ranch, Safeway, Sail House, Salco, Shari's Café, Shasta College, Sierra Pacific Industries—Millworks, Sierra Pacific Industries—Richfield Division, Sierra Pacific Industries—Windows Division, SRM Energy, SIPS Coffee Bar, Superior Court of California, Tehama County Child Support Services, Tehama County Community Action Agency, Tehama County Department of Education, Tehama eLearning Academy, Tehama County Health Services Agency, Tehama County Library, Tehama County Personnel Department, Tehama County District Attorney's Office, Tehama County Public Works Department, Tehama County Resource Conservation District, Tehama County Sheriff's Department, Tehama County Solid Waste Management Agency, Tehama County Department of Social Services, TeLA, The Gold Exchange, Top Notch Commercial Cleaning, Travelodge, Triple Creek Ranch, U.S. Department of Agriculture—Forest Service, Valley Veterinary Clinic, Wendy's



JTC's Adrian H. and Shannon M. at Shasta College Welcome Day

IS A CAREER IN THE CONSTRUCTION TRADES FOR YOU? COME EXPLORE.

North State Builds and the America's Job Center of California present
140-Hour Pre-Apprenticeship Training July 5 - August 4, 2023

- Must be at least 18 years old
- Must have a valid driver's license
- Must have reliable transportation
- Must have working cell phone
- High school diploma or GED preferred

To learn more and apply, contact your local AJCC:

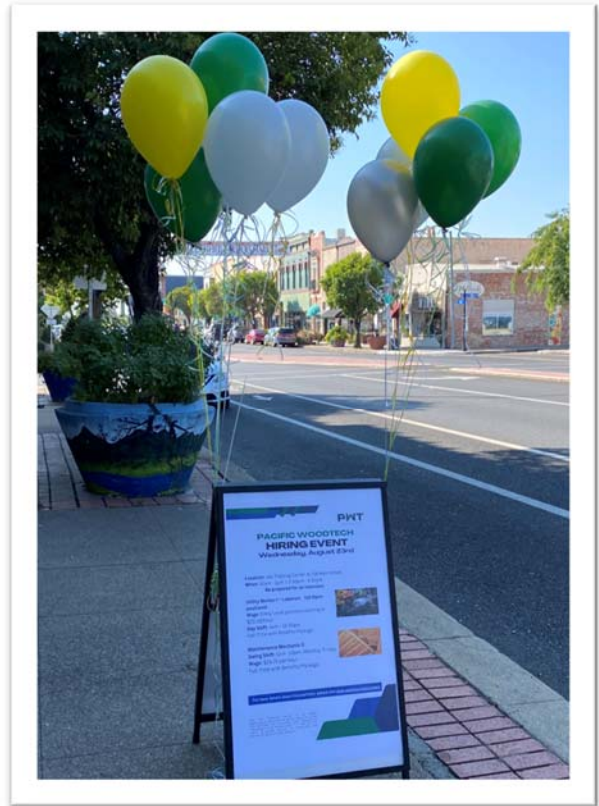
Shasta, Siskiyou, Trinity County
 jobhelp@theajcccenter.biz
 530-246-7911

Tehama County
 info@jobtrainingcenter.org
 530-529-7000

This program is a partnership between North Central Counties Consortium Workforce Board, Shasta/Sutter/Tehama/Yuba County's America's Job Centers and local State Building Trades Union Apprenticeship Programs. This is an Equal Opportunity Employer Program. Auxiliary aids and services are available upon request to individuals with disabilities.



JumpstART Interns at the gallery



Hiring Event with Pacific WoodTech

| Unemployment Rate (Source: St. Louis FED) | Aug '21 | Aug'22 | Aug'23 |
|---|---------|--------|--------|
| California | 7% | 3.8% | 4.6% |
| Tehama County | 7% | 4.5% | 6.0% |
| Shasta County | 6.8% | 4.4% | 5.1% |