



SMART Workforce Center Community Coordinator Report



Q2-2022

SISKIYOU COUNTY EDITION

IN THIS ISSUE

NORTHSTATE FIRES- SMART STEPS UP TO HELP TAMP DOWN America's JobCenter of California™

Fire season is upon us once again; it continues to drastically affect so many in California, including counties represented by Smart Workforce Center- Shasta, Trinity, Siskiyou, and Del Norte. Smart is here to do their part.

The Smart Workforce Center has multiple ways in which we financially assist with training and education in fire science, fire prevention, and fire cleanup. We help with tuition and associated costs for Firefighters, EMTs/First Responders, and Forestry Techs. Smart receives grants to create jobs and provide work experience in entry level Forestry Management. Smart also supports On The Job Training (OJT) programs for learning construction skills, including post-fire residential rebuilds.

Smart Workforce Center has provided, and continues to support many programs offering help in fire prevention, as well as disaster response due to damage from past fires, including:

- School sponsorships for the Shasta College Fire Academy & College of the Siskiyou's Fire Academy
- Supportive services assistance for EMT/First Responder students
- Special grants programs- temporary employment opportunities in Wildfire Cleanup in Shasta, Siskiyou, Del Norte and Trinity county locations including Whiskeytown, City of Redding, Igo Ono Canal, Happy Camp, Karuk Reservation, Smith River National Recreation Area, Cal Trans, Trinity County Resource Conservation District, and many more.
- Blackfox Timber Management training – Smart provided financial assistance for training for entry level Forestry Technicians in Siskiyou County. This training included forest marking & forest thinning, as well as understanding timber harvest plans, in order to mitigate wildfire damage. Students also learned about reforestation.
- On the Job Training (OJT) opportunities in construction with Hope Crisis Response Network and Don Ajamian Construction; both companies who assist in residential fire rebuilds.
- Trinity County Wildfire Preparedness Day- SMART attended to provide information about special disaster response grants & job opportunities for fire cleanup.

Smart Workforce Center strives to meet crucial community needs through our fire related grants, programs and partnerships.

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Business Partner Highlights

The Smart Workforce Center in Siskiyou County currently has 3 active On-the-Job-Trainings (OJT) with SVM Plumbing, Heating & Air, and Holy Smoke Inc. The Siskiyou Smart Center has built a great connection with these two local businesses. The two businesses have always been willing to train new employees, giving community members the opportunity to learn a trade and build a career.

SVM Plumbing, Heating & Air specializes in installation, maintenance and repair of plumbing systems, HVAC, and wells & pumps. Our currently active OJT is the third OJT that we have created with SVM Plumbing, Heating & Air. Client Oscar is enrolled in our dislocated worker core grant. He showed interest in a hands-on trade related job. He was matched up with SVM immediately after enrollment and was hired as a Plumber's Apprentice. He has been learning a lot about the trade and enjoying the process.

Holy Smoke Inc. is another local business with great job opportunities. They specialize in chimney and fireplace installations, maintenance, and repair. They Serve Siskiyou and Shasta counties. We currently have two active OJTs with Holy Smoke. Richard, a current SMART client, got hired with Holy Smoke as a Chimney Technician. David, another current SMART client, got hired with Holy Smoke as their Customer Service Representative. Both are doing great.



Thank you to both of these businesses for being supportive and positive employers. SMART appreciates you!.

On the Job Training and Work Experience Partners:

Pro Garage Doors
 Holy Smoke, Inc.
 Redding Fashion Alliance
 Taste & See Creamery
 Cinders Wood Fired Pizza
 Roberson & Sons Insurance
 Beard's Custom Cabinets
 Shasta YMCA
 McHale Signs
 Sunshine Lawn Care
 Catalyst Mentoring
 Brew Craft Coffee
 Electric Solar Solutions
 McEntire Landscaping Inc.
 LaVey Transport
 Noah Martin Wood Design
 SVM Plumbing
 Trinity Title
 Woody's Brewing Company
 Lawn Care Perfection
 Crescent City Del Norte Chamber of Commerce
 Giles Lock & Security Systems
 Fasteners, Inc.
 Café on Main
 DNCCC- Little School of the Redwoods
 Lawn Care Perfection
 Shasta Tanks
 Tantardini Bakery
 Be Authentic Productions
 LKQ Corporation

LET'S GET SOCIAL

Facebook

<https://www.facebook.com/TheSmartCenterBiz/>

LinkedIn

<https://www.linkedin.com/company/smart-business-resource-center>

Instagram

https://www.instagram.com/the_smartcenter

Black Fox Community Partner Success!

Siskiyou SMART Office has had the opportunity to connect with Black Fox Timber Management Group, Inc. and collaborate with them to offer clients career opportunities. Black Fox is located in McCloud, CA, and provides a range of forest management services from timber marking to land management. Not only do they provide professional services, but they also offer a Beginning and Advanced Forestry Technician Course. These courses allow the participant to embark in a new career or advance in their position as a Forestry Technician. Siskiyou SMART had three clients (Morgan, Alfredo, & Ryan) who successfully completed the entry-level Forestry Technician course in April. The clients learned a lot about tree species, timber marking, timber harvest, topography, logging methods, forestry economics and much more. Program director, Jimmy Smith, mentioned that they were one of the best group of students they've had. All three clients were motivated since day one. They were determined to achieve this career goal and all three clients



were hired by Black Fox as Forestry Technicians. They are currently still employed and doing great.

Alfredo stated that he was very thankful for the support Siskiyou Smart provided. He said he was glad he received career guidance and was directed towards a career he has always been interested in. He said he wouldn't have been able to accomplish this on his own, due to lack of financial resources required to complete the necessary training. He said Siskiyou SMART Staff were always so welcoming and helpful. Ryan thanked Siskiyou Smart for the support and services he received. He stated that it was a big help that has transformed his life for better. He was very appreciative for the work clothing he received as a support service. Morgan also thanked Siskiyou SMART for all the support and services he received. He said he was thankful for the Siskiyou SMART staff for believing in him and directing him in a career path that aligned with his interests. He stated that his fiancé and children are very proud of him, and he is proud of himself as well.

North Siskiyou Chamber Job Fair

SMART Workforce Center partnered with North Siskiyou Chamber of Commerce in hosting the North Siskiyou Chamber Job Fair on May 18. Opportunities included "Get Ready" booths where SMART and other community agencies provided Resume & Interview preparation, as well as providing information on childcare, clothing & gas cards. This informative event was held Yreka at the Old Yreka High School Gym, where dozens of local employers looked to connect for hiring opportunities.



**LOTS OF EMPLOYERS
- NOW HIRING -**

FRIDAY, MAY 18, 2022

**10:00 AM @ YHS OLD GYM
1000 P STREET - YREKA**



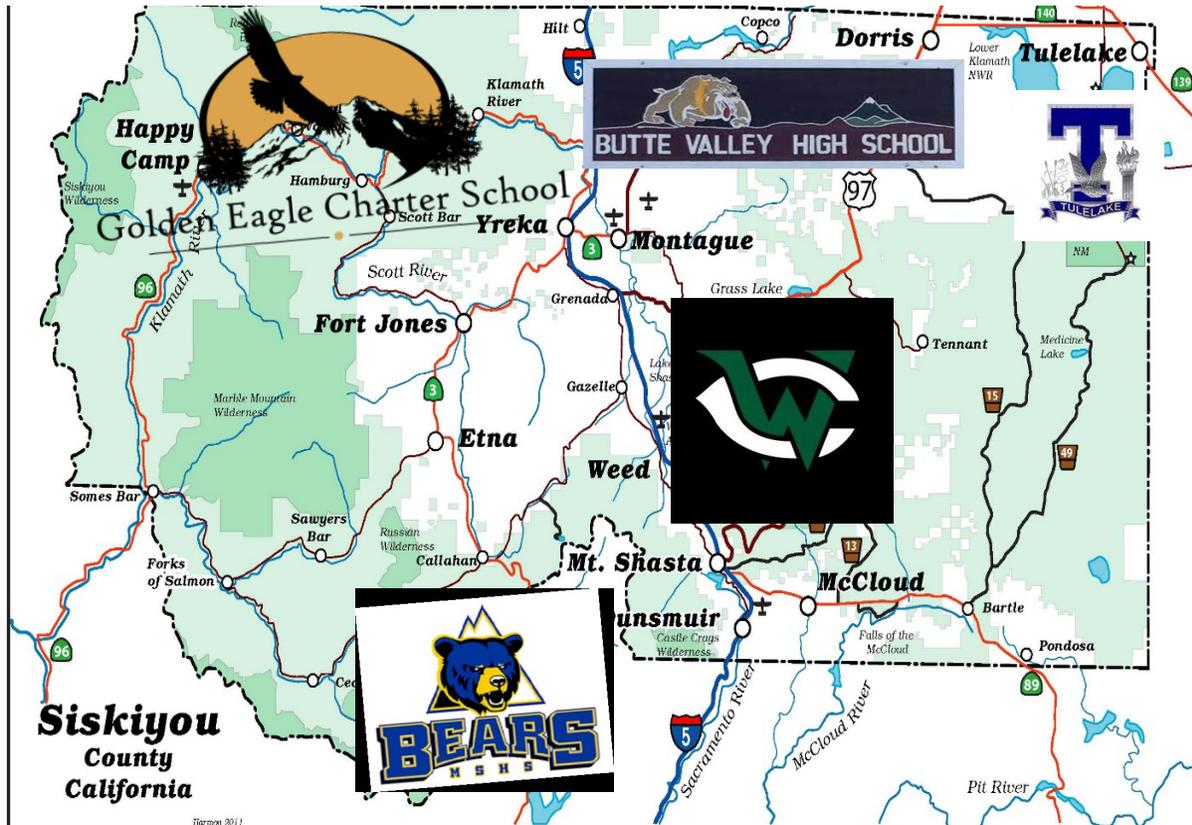
SMART High School Tour

SMART hit the road this quarter and visited many high schools throughout Siskiyou County! We were given the opportunity to present SMART services to Seniors of Mt. Shasta, Tule Lake, Butte Valley, and Scott River High Schools. This was a great opportunity to meet with young adults all over the county and discuss their future career goals and job readiness needs.

On May 17th SMART received a visit from students of Weed High School. Students were able to explore the Job Center while learning of our programs and resources. They discussed resumes and utilized a paper form to put down skills, volunteer work, and any other important information they would need to include on a resume. Some who already had a resume also did some job search in the SMART One Stop Job Center!

SMART was also invited to participate and assist in Golden Eagle Charter School's College and Career readiness CTE program. We connected with CTE Advisor Bliss Bryan to conduct panel

interviews with juniors and seniors of Golden Eagle's Mt. Shasta and Yreka campuses. This was an awesome experience as these students did phenomenal and had so many fun and interesting hobbies. After the panel interviews SMART was able to discuss tips and what TO DO and not do in an interview and provide valuable feedback for these students. It was also a great experience to meet with local teachers and educate them on SMART services as well.



Continued changes in the Labor force led to challenges

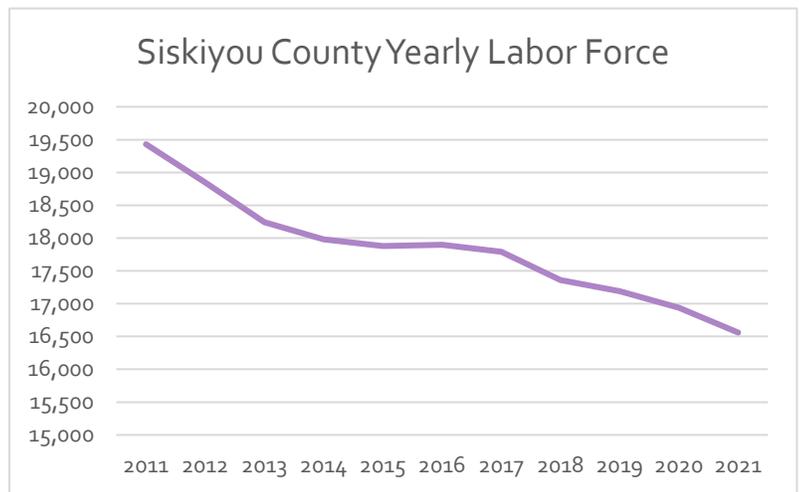
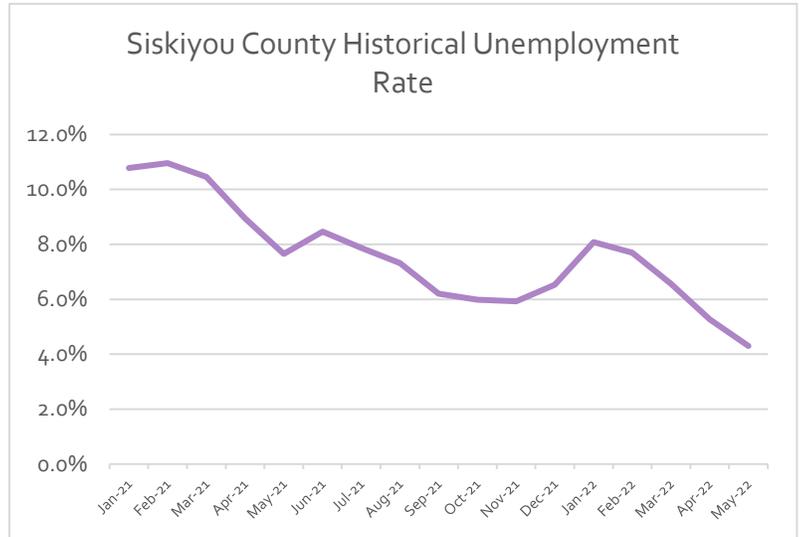
As of May 2022, in Siskiyou County, the civilian work force is 16,250, this includes everyone that is working, and everyone that is looking for work. Of those, 15,500 are currently employed.

The labor force in Siskiyou County has been shrinking for the last decade. There are nearly 3000 fewer people in the workforce now than a decade ago. At the same time the current unemployment rate of 4.3% is a historical low. Combined a shrinking labor force and a shrinking unemployment rate, results in the fewest total number of unemployed individuals in this county in the last decade. There are currently only 700 individuals categorized as unemployed.

As more individuals exit the labor force, it will become harder and harder to fill labor needs. These individuals leaving work behind take with them more than just their hours of labor, they take with them experience and knowledge. This will amplify the pain some businesses feel trying to replace those workers. Fortunately, SMART offers assistance to businesses, in the form of On-The-Job training reimbursement and training programs for their employees.

Through SMART's funded on the job training programs we can help reduce risk when hiring a new employee. As this labor shortage creates complications for employers in the county SMART can be there to help employers navigate it.

Employers in Siskiyou County may also need to rethink how they recruit and fill their labor needs. There are untapped labor pools not traditionally counted in the unemployed numbers. Retirees looking for something to do, college students just about to enter the labor pool, parolees who have just



Source www.labormarketinfo.edd.ca.gov

Fastest Growing Occupations in North Valley Region

Job Title
Nurse Practitioners
Physical Therapist Assistants
Respiratory Therapists
Physician Assistants
Education Administrators, Postsecondary
Medical and Health Services Managers
Maintenance Workers, Machinery
Cooling and Freezing Equipment Workers
Occupational/Physical Therapist Assistants/Aides
Fundraisers

Source www.labormarketinfo.edd.ca.gov

completed their prison terms, and homemakers thinking about reentering the work force are not included in the unemployed numbers. Businesses can tap those resources but will likely need to adjust their thinking of what the job demands. Retirees or students may not want or be able to accommodate a 40 hour a week position. Perhaps someone lacks the skills needed to perform the work but has strong motivation to learn.

This is where SMART can help. We can connect businesses to candidates that employers may not have had access to, or even knew were options. SMART clients come from all walks of life and are looking for careers today. As the county's pool of candidates to hire continues to shrink, SMART can assist businesses filling their labor needs.

Community Partner Spotlight DOR

The California Department of Rehabilitation (DOR) works with people who have disabilities to help them get jobs, develop, or promote in their current jobs, live on their own, and enjoy a life equal to others.

The DOR staff will work with folks based on their specific hopes and needs. Their philosophy is “You are the most important person in this process. We will help you build a plan to improve your job and personal life. To help you reach your goals will require some work from you too. We will coach you all along the way.”

These are a few of the things they may be able to help you with:

- Disability and benefits programs
- Job search and interview skills
- Job training and tools
- College and textbooks
- Disability equipment
- Support services like childcare or transportation
- Connecting you with other people or groups that may be able to help you



Business grants are available which offer employers incentives. Additionally, their LEAP program provides a more streamlined hiring process for state employment opportunities. DOR can be found Redding, Yreka, Red Bluff, and Eureka. The application process on-line has been streamlined, and applicants are contacted within a day or two for an appointment. DOR has moved away from medical model, focusing on employment first. They consult with in house psychologists, the Opportunity Center, or Goodwill for assessment to help address barriers/challenges. A computer boot camp is offered, and a Customer Service certificate program. Services are provided on an Individualized basis which best suits clients' needs.

They have a new online application that is simple and efficient.

<https://portal.dor.ca.gov/vrc/s/path-to-intake>

SMART Professional Development:

April 25, 2022 – MIP Fund Accounting Core
 May 11, 2022 – Preparing Workforce Boards to Advance Race, Equity, Diversity, Inclusion and Belonging to Work
 May 19, 2022 – Leading & Managing with Effective Conversations
 May 26 – 27, 2022 – MIP Fund Accounting Administration & Financial Reporting
 June 8, 2022 – Wage & Hour – Compliance Regulation
 June 21, 2022 – Leading in Today's Environment – Show Them You Care

New Face at SMART, Meet Julie



Julie is our new Human Resources Specialist. She has two years of case management and seven years of human resources experience with a non-profit, Child Development Associates in San Diego, California. She has a double bachelor's degree in Psychology and Business Administration with an emphasis in Human Resources. Julie is a San Diego native and has recently moved to Shasta County with her husband and baby boy. She thrives on serving others, finds joy in seeing others grow and succeed and found her passion with working with non-profits. Her interests consist of event planning, crafting, trying different foods, traveling, spending time in nature and having family nights. Julie is so excited to join the Smart Workforce Center and be a part of creating a positive impact in the workforce and community.

Inspired by our front-page article, SMART hopes you enjoy some of the images from around the North state, where SMART has helped assist fire readiness and fire recovery efforts.



Shasta College Fire Academy Grads, several of which were assisted by SMART, and went on to be hired by CalFire



This is a Shasta College Fire Academy grad, who SMART helped, on the fire lines this year



SMART at Trinity County Fire Preparedness Day



*Picnic Site Restoration Whiskeytown Lake
Funded in part by SMART managed NDWG Grant*

SMART Workforce Center is a 501c3 non-profit, committed to helping job seekers find jobs, increase training and skills, and increase earnings. We also invest in our local economy by helping businesses grow. Proudly serving our community since 1979, we have invested over \$60 million into serving our clients, businesses and communities. SMART is an equal opportunity employer. Auxiliary aids services are available to individuals with disabilities. TTY 711 relay

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707.464.8347
875 5th Street
Crescent City, CA 95531

Shasta County: 530.246.7911
1201 Placer Street
Redding, CA 96001

Trinity County: 530.623.5538
790 Main Street #618
Weaverville, CA 96093

Siskiyou County: 530.657.0139
582 Main Street
Weed, CA 96094

