

COMMUNITY COORDINATOR REPORT

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TRINITY COUNTY

3rd Quarter Update
JAN | FEB | MAR | 2026

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Growth & Success in the New Year

In Quarter 3, SMART Workforce Center continued to strengthen workforce connections across Trinity County through strategic partnerships, community engagement, and hands-on training opportunities.

From supporting justice-involved individuals through Second Chance efforts to connecting job seekers with local employers, our work remains focused on creating pathways to sustainable employment and a stronger local economy.



Proud Partner of:  NORTEC

PROGRAM SPOTLIGHT: REALM | WAF 12



Across our four-county region, staff have been working diligently on the Workforce Accelerator Fund 12.0: Rural Access for English Learners in Manufacturing (REALM). This grant ended on March 31, 2026, and had an enrollment goal of 40 participants.

Originally, REALM focused on developing work-based training opportunities with manufacturing employers. The primary objective was to connect English Language Learners (ELLs) and immigrants to career pathways in manufacturing through On-the-Job Training (OJT) opportunities. Through these OJTs, SMART monitored participant progress and reimbursed employers 50% of trainee wages during the training period, helping offset costs and encourage employer participation.

Initial grant guidelines proved restrictive, resulting in a slower-than-anticipated start for enrollments and OJT development. However, in early fall 2025, the state broadened the guidelines to allow more education-based training opportunities and additional employment industries other than manufacturing. This shift created new momentum, and the regional programs team quickly mobilized to expand outreach, increase enrollments, and connect participants to relevant training programs.

A major catalyst for success emerged in Tulelake (Siskiyou County)—a small, rural agricultural community in far northeastern California with a strong Spanish-speaking population. A SMART staff member who grew up in the area and now works out of the SMART Job Center in Yreka leveraged deep community connections to coordinate group orientations and streamline enrollment into the REALM grant.

Many participants brought strong agricultural work experience and transferable skills. One pathway was supporting participants in obtaining their Commercial Class A driver's licenses—an in-demand credential that builds on their existing experience and opens doors to higher-wage employment opportunities.

The success of REALM is a testament to the dedication, adaptability, and community commitment of SMART staff. By pivoting strategically in the final six months of the grant, the team accelerated enrollments, expanded training access, and ensured that participant funds were effectively invested. REALM reflects the strength of SMART's regional collaboration.

Client Services:

Raymond's Path to a Career in Fire Service

Raymond connected with the SMART Workforce Center in Trinity County through a referral from the Trinity County Probation Department while seeking support in securing full-time employment. He initially obtained a position as a maintenance worker, with SMART providing assistance for work clothing. When that position ended due to lack of work, SMART quickly partnered with Raymond to secure seasonal employment with a local Resource Conservation District as a Tree Cruiser.

Through this role, Raymond discovered a strong interest in working outdoors—particularly in fire service—and began pursuing a more stable and sustainable career path within Trinity County. To support this goal, SMART assisted Raymond with enrollment in the Shasta College Fire Academy in Redding, providing approximately \$3,000 in financial assistance for required items including books, uniforms, boots, and protective rental gear.

In December 2025, Raymond successfully completed the Fire Academy and is currently in the interview process with CAL FIRE as he works toward launching his career as a firefighter. His journey highlights the impact of targeted training, supportive services, and strong partnerships in helping individuals achieve long-term career goals.



Raymond pictured on the left

Client Services:

From First Job to Forest Service

Trinity SMART recently assisted a 19-year-old young adult who came to the Job Center seeking full-time employment. With only limited previous work experience through a local river rafting company, the participant had a strong interest in working outdoors and in nature but believed food service might be the only realistic employment option available.

Through support from SMART's Young Adult Grant, staff were able to partner with the U.S. Forest Service to create a placement through the Work Experience Program. This opportunity allowed the participant to gain hands-on experience in a natural resource setting while building confidence, job skills, and professional connections.

The work experience proved to be a turning point. After successfully completing the placement, the participant applied for an open seasonal position with the U.S. Forest Service and was offered the job. This success highlights how collaboration between Trinity SMART and community partners can help young adults discover career pathways that align with their interests while creating employment opportunities within the local community.

Employer Highlights:

Expanding Access to Employment

Through a strong partnership and contracted funding with Trinity County Health and Human Services, SMART delivers coordinated workforce services to individuals enrolled in Job Readiness and Expanded Subsidized Employment (ESE) programs. Participants receive individualized support that includes résumé development, work readiness workshops, and one-on-one job search assistance. The ESE program further enhances employability by connecting participants with local employers for paid, hands-on work experience tailored to their career goals.

Additionally, SMART has been strengthening its collaborative relationship with Trinity County Probation and has seen an increase in justice-involved referrals, particularly individuals who are on structured probation. Through this partnership, SMART has been able to provide critical supportive services, including transportation assistance, work clothing, and coverage of training-related costs, helping participants successfully meet probation requirements and transition toward stable employment and self-sufficiency.

Employer Partnerships

Work based trainings are an important tool in strengthening our community. They help remove barriers to employment, open doors to new career pathways, and support local businesses in finding and developing talent across Shasta County and our other SMART regions:

- Macy's Flying Service
- Emerald Ridge Construction
- Coast Cuts Barber Shop
- All Good Hardwood Floors Inc.
- Del Norte Mission Possible
- Tiny Mighty Strong
- Blink Optometry
- County of Trinity
- AGT CPA's and Advisors
- Professional Tile & Granite
- Zach Bay State Farm
- US Forest Service
- First and Last Coffee Lounge

Community Engagement: Expanding Regional Connections for Trinity

Our Community Workforce Specialist, Heidi, represented Trinity County at the SMART Spring Job Fair in March, where she actively engaged with a variety of regional employers to strengthen workforce connections.

During the event, Heidi connected with Beneficial Insectary, a Redding-based company with meaningful ties to Trinity County through employee Jared Dunham, a local resident. With a significant portion of Trinity County's workforce commuting to Shasta County for employment, opportunities like this are especially valuable. Heidi's continued outreach and relationship-building with Shasta County employers help bridge regional gaps, expand access to employment opportunities, and create stronger pathways for Trinity County residents seeking sustainable careers.



Her ongoing engagement reflects SMART's commitment to regional collaboration and ensuring that job seekers have access to a broader network of employers beyond county lines.

Community Engagement: STOPP Reentry Services in Action

Each month, on the second Monday, SMART proudly joins community partners at the Successful Transition on Probation and Parole (STOPP) meeting at the IOOF Hall, a collaborative effort led by the Probation Department and CDCR Adult Parole Division.

Designed to support individuals in the early stages of reentry, this event connects participants—within their first 30 days of release or supervision—with vital resources including mental health services, education, and employment opportunities. Attendees actively engage with multiple service providers and take an important first step by enrolling in programs that support their success.



SMART Staff ready to engage with our community members!

At the heart of this effort is the Community Corrections Center (CCC), a “one-stop shop” where agencies work together to provide guidance, assessments, and evidence-based support to help individuals rebuild their lives.

SMART is honored to be part of this impactful work, helping connect motivated individuals with meaningful employment while partnering with local employers who believe in second chances. Together, these efforts are creating pathways to stability, opportunity, and a stronger community for all.

Staff Development: Department of Rehabilitation

SMART Workforce Center and CA Department of Rehabilitation have begun working together to serve DOR clients through a special partnership grant. SMART Workforce Center staff participated in a Professional Development session to learn more about serving individuals with disabilities.

In February, SMART representatives tuned into the webinar “Neurodiversity and the Workforce”. Topics covered by Natalie Aguilar, presenter from Loyola Marymount University, included Sensory Integration and Neurodivergence. Highlighted were the importance of heightening awareness and understanding of natural variation in human neurocognitive function, and to help to shift organizational thinking towards improved belonging and inclusivity.

Continued: Department of Rehabilitation

The very important Neurodiversity Movement was discussed, in seeking to further explore related rights and equality. The overall goal was to inform and improve organizational work climate and culture, recognizing acceptance of diversity. The sessions were interactive and well-grounded in practical suggestions for all workforce settings.

Accommodation suggestions for employers included: flexible work hours & schedules, physical accessibility and sensory equipment, assistive technology, requesting precise instructions, and Job/Executive Function job coaches or therapists.

SMART Workforce Center is looking forward to further collaboration with our local Department of Rehabilitation.

SMART Staff bringing the
Smiles to Sacramento

Kyle E. Hard at work in the kitchen,
demonstrating his skills as Cook
Assistant.