



SMART Workforce Center Community Coordinator Report



Q2-2022

DEL NORTE COUNTY EDITION

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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.

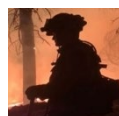
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Del Norte County Job Fair 2022



SMART Workforce Center and Department of Health & Human Services held a Job Fair on April 21, 2022 from 2-5 p.m. at the Del Norte Fairgrounds. Many job opportunities were available, in a variety of sectors such as Health, Education, Government, Retail, Construction Trades, and Transportation. Participants were encouraged to bring their resumes and dress for success.

There were 45 booths from employers all over Del Norte County, including County of Del Norte, City of Crescent City, Six Rivers National Forest, Sutter Coast Hospital, Pelican Bay State Prison, Open Door Community Health Clinic, Trees of Mystery and many others. Approximately 120 job seekers attended.

SMART was thrilled to help offer an 'in person' job fair post-pandemic.

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



Hosted by
SMART Workforce Center
 and **Department of Health and Human Services**
 Expanded Subsidized Employment Program

JOB FAIR 2022

Find great work opportunities from different sectors.

Your future begins today!

APRIL 21, 2022

2 PM - 5 PM

DEL NORTE FAIRGROUNDS

Questions?

Contact SMART Workforce Center

Lucy Garcia, 707-464-8347

glucy@thesmartcenter.biz



America's Job Center
of Employment



Professional attire is strongly encouraged

SMART ATTENDS RN/LVN PINNING CEREMONY



SMART Career Advisor Donica was honored to attend The Pinning Ceremony for Shasta College RN and LVN classes of 2022. This ceremony signifies that each Nurse is ready to serve society as a healthcare professional. SMART assists many RN and LVN students with costs associated with their programs. This directly benefits our counties, as jobs in the healthcare industry are difficult to fill right now.

The history of nursing pins dates back to the Crusades in the 12th century. The Maltese Cross was adopted by crusaders and worn on their habits to symbolize their devotion to caring for the injured. After the Crimean War, Queen Victoria awarded Florence Nightingale the Royal Red Cross for her service as a military nurse. She was



known as the lady with the lamp. It was reported that at night she would walk among the beds checking the wounded men by candlelight. Nightingale later presented "medals of excellence" to outstanding nursing students. The Nightingale Pledge is recited all together as a group in both the RN and LVN classes.

"I solemnly pledge myself before God and in the presence of this assembly to faithfully practice My profession of Nursing. I will do all in my power to make and maintain the highest Standard and practices of my profession. I will hold in confidence all personal matters committed to My keeping in the practice of my calling. I will assist the physician in his work and devote myself to the welfare of my patients, my family, and my community. I will endeavor to increase my knowledge and skills in Nursing and to use them wisely, effectively, and safely This I pledge before you now and tomorrow".

SMART Supports nursing and other medical career training in partnership with Shasta College, College of the Siskiyous and College of the Redwoods.

Business of the Quarter- NHS

SMART Workforce Center in Del Norte County would like to recognize NorthCoast Health Screening Services this Quarter, for placing their trust in SMART to get the word out about their job openings. SMART assists NorthCoast with their job posting needs. SMART is at the ready to post openings easily and promptly. Employers can call or fill out a short form on our website at www.thesmartcenter.biz. Sydney Clinton, owner of NorthCoast Health Screening, had this to say about SMART, "I just wanted to let you know my new hire of 3 months is working out great as my part time employee. It occurred to me that both of my good employees came to me through the SMART Workforce Center!" This company is the only drug screening company in Crescent City and provides an invaluable service to business in the community. Thank you.

E3 Summer Youth Program

After taking the last two summers off due to COVID-19, the E3 Summer Youth Program, a partnership between the SMART Workforce Center and Del Norte County Office of Education, will be available to high school sophomores, juniors and seniors this summer. Christy Hernandez, SMART Program Supervisor, and Tony Fabricius, Sunset High Principal, performed outreach to business groups such as Rotary and Chamber of Commerce, as well as all schools in the County that had high school students. The program was created to give Del Norte teens an opportunity for a paid summer internship, where they can learn what it's like to be a good employee, while earning money and up to 10 high school elective credits. Worksites this summer include Crescent City Harbor, IT Department at the School District, City of Crescent City, County of Del Norte, Del Norte Superior Court, Del Norte Fairgrounds, Family Resource Center, Instrument

Repair for the Music Department (School District), Open Door Health Clinic, Resighini Rancheria, SeaQuake Brewing, Solomon Electric & Data, Sutter Coast Hospital and Tri County Independent Living. Students get a chance to interview with the businesses involved in the program during a speed interview event, where they are matched up with worksites that choose them. The summer internships can last up to 6 weeks or 120 hours. This program is being funded by the Del Norte County Office of Education.



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

Adult Success Story, Alan

Alan was unemployed and having a difficult time obtaining full-time employment after relocating to Del Norte County. He had been unemployed for 18 weeks when he visited the SMART Workforce Center for assistance.

Alan met eligibility criteria for enrollment in the temporary job position through the Severe Storm National Dislocated Worker Grant. He was chosen to be placed at the CalTrans Idlewild Station after interviewing with the worksite supervisors.

Alan continues to work on the Storm crew with CalTrans, awaiting acceptance into the California Highway Patrol (CHP) Academy. The CalTrans worksite supervisors have been very happy with his work ethic. They have said that Alan works well with a wide variety of crew members and always shows up on time. Due to his work ethic and new relationships with CalTrans employees, he was able to utilize them as references for his CHP application process.

SMART wishes you continued success, Alan!



Continued changes in the Labor force led to challenges

As of May 2022, In Del Norte County, the civilian work force is 9,330, this includes everyone that is working, and everyone that is looking for work. Of those, 8,950 are currently employed.

The labor force in Del Norte County has been shrinking for the last decade. There are nearly 1000 fewer people in the workforce now than a decade ago. At the same time the current unemployment rate of 4.0% 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 380 individuals categorized as unemployed.

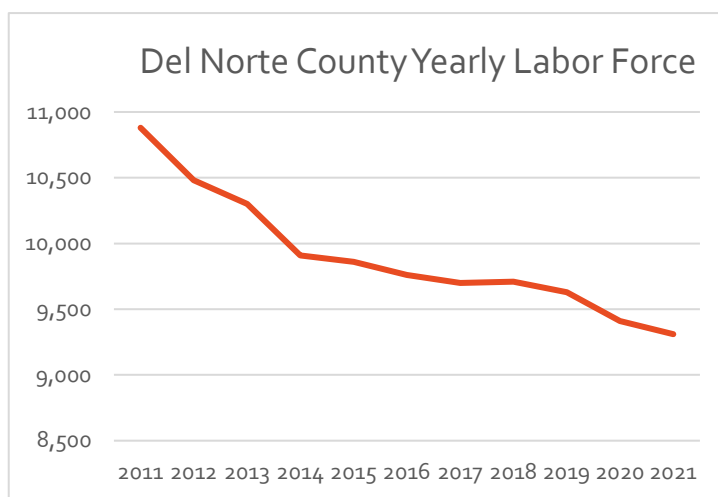
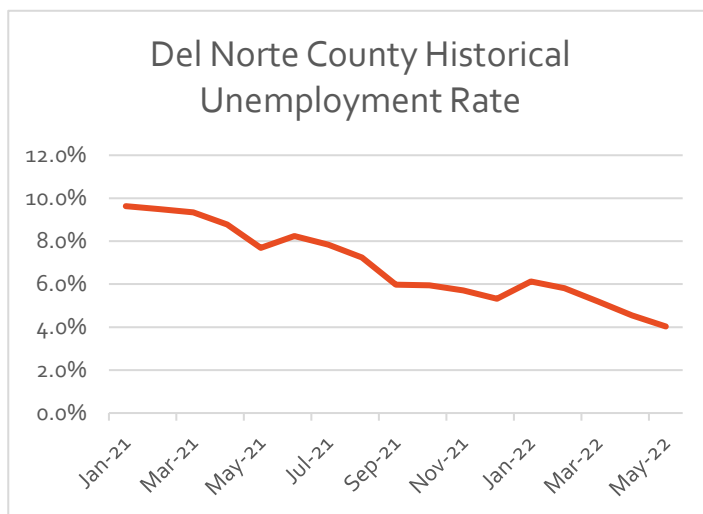
As more individuals exit the labor force, it will become harder and harder to fill labor needs. These individuals leaving work behind take with them more than just their hours of labor, they take with them experience and knowledge. This will amplify the pain some businesses feel trying to replace those 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 Del Norte 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 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.



Source www.labormarketinfo.edd.ca.gov

Fastest Growing Occupations in North Coast Region

Job Title
Nurse Practitioners
Physical Therapist Assistants
Medical and Health Services Managers
Maintenance Workers, Machinery
Respiratory Therapists
Financial Analysts
Software Developers, Systems Software
Farm Equipment Mechanics
Textile Cutting Machine Workers
Glaziers

Source www.labormarketinfo.edd.ca.gov

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.



This is a SMART sponsored Shasta College Fire Academy grad on the fire lines this year

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



SMART at Trinity County Fire Preparedness Day



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



SMART trainee at Black Fox Forest Tech training in Siskiyou County

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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582 Main Street
Weed, CA 96094

