

COMMUNITY COORDINATOR REPORT

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America's **Job**Center
of CaliforniaSM



SISKIYOU COUNTY

3rd Quarter Update
JAN | FEB | MAR | 2026

- Program Spotlight
- Client Services
- Employer Highlights & Partnerships
- Community Engagement
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Growth & Success in the New Year

In Quarter 3, SMART Workforce Center continued to strengthen workforce connections across Siskiyou 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:

Building Pathways to High-Demand Careers

SMART Workforce made a meaningful impact through the REALM/WAF Grant, an initiative designed to support English language learners in accessing career opportunities. By combining language support with hands-on training, the program helps individuals overcome barriers and enter high-demand fields.

Through partnerships with Jiffy's Truck School and American Career Training, participants have trained to earn their Class A commercial driver's licenses—opening the door to stable, well-paying jobs in the transportation industry. Many clients faced challenges such as long commutes, often traveling over an hour each way to attend training.



To address this, SMART Workforce provided support for mileage and lodging, allowing participants to focus on completing their programs without added financial stress. As a result, participants successfully earned their licenses and transitioned into employment, with many receiving wage increases of at least \$1 per hour with a skills upgrade at their current place of work.

Through the REALM/WAF Grant, SMART Workforce continues to demonstrate the power of inclusive workforce development—ensuring that language is not a barrier, but a bridge to new opportunities.

Client Services:

Fueling the Future of Fire Service Training



In a powerful show of community investment and workforce development, SMART Workforce has made a lasting impact by supporting students enrolled in the Fire Technology program at the College of the Siskiyous. Through its commitment, SMART Workforce provided critical financial assistance to help cover the cost of uniforms, protective equipment, and other essential training expenses—resources that are vital

for ensuring both firefighter readiness and safety.

That support translated directly into student success. On April 10th all 11 participants in the program proudly graduated, marking a significant milestone in their journey toward careers in public safety.

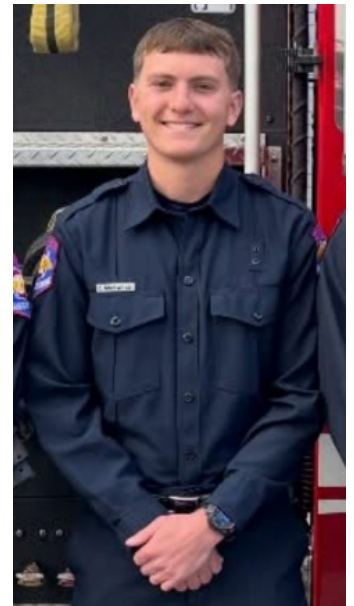
Continued:

Fueling the Future of Fire Service Training

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The broader impact of this investment extends well beyond the classroom. By easing financial burdens, SMART Workforce enabled students to focus fully on their rigorous training, ultimately strengthening the region's emergency response capabilities. As these graduates step into roles across California and beyond, they carry with them not only technical expertise but also the values and discipline instilled during their time at the College of the Siskiyous.

The success of the Class of 2026 stands as a testament to what can be achieved when community support and individual determination come together. Their accomplishments serve as an inspiration—and a reminder of the importance of investing in the next generation of public safety professionals. Congratulations, Fire Academy 47!



Client Services:

Rebuilding Futures and a Forest

Through the HIRE (Helping Justice-Involved Reenter Employment) grant, SMART Workforce Center in Siskiyou County is partnering with Black Fox Management Group to support participants in an eight-week Forestry Technician training program. This program builds foundational skills in forestry management and prepares individuals for entry-level careers in the field.

Currently, SMART is supporting two participants through HIRE and Dislocated Worker funding, helping reduce barriers and support successful completion. This partnership expands access to in-demand careers while creating meaningful pathways to long-term employment.

Community Engagement: Expanding Regional Connections for Siskiyou

In March SMART Workforce visited Weed High School to participate in the school's job preparation fair, providing valuable guidance to students preparing to enter the workforce.

During the event, SMART's Community Workforce Specialists focused on helping students build strong, effective resumes by highlighting their skills, experiences, and achievements in a clear and professional way. They also shared practical interview questions confidently, and communicate effectively with potential employers.



The session aimed to equip students with the tools and confidence needed to succeed in job applications and future career opportunities.

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: 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.

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.



SMART Staff ready to engage
with our community members!

Staff Development: DOR-AJCC Collaboration Community of Practice

SMART representatives from across all regions attended the DOR-AJCC Collaboration Community of Practice workshop in Sacramento in March. 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.

The importance of the Neurodiversity Movement was discussed, seeking to further explore related civil rights and equality. The overall goal was to inform and improve the organizational work climate and culture, recognizing acceptance in diversity. The sessions were interactive and

Continued: DOR-AJCC Collaboration Community of Practice



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 is looking forward to collaboration with the local State of CA Department of Rehabilitation; as well as continuing to work with all clients in a compassionate, balanced and fair manner.

SMART Staff bringing the
Smiles to Sacramento

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