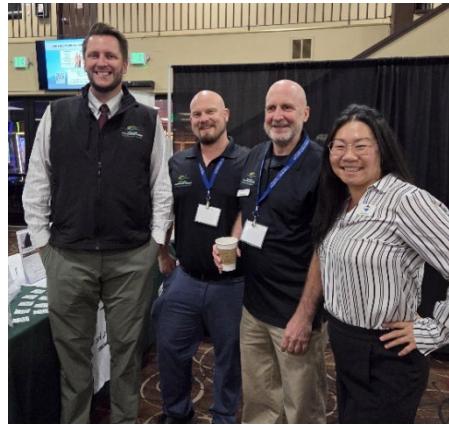




SISKIYOU COUNTY EDITION

## Advancing Workforce Solutions at the 9<sup>th</sup> Annual SHRM Northstate HR Summit

SMART Workforce Center staff were proud to participate in the 9th Annual HR Summit hosted by SHRM Northstate on October 21. As attendees, our team engaged in sessions designed to strengthen HR professionals' resilience, creativity, and connection. The Summit featured thought-provoking keynotes and focused breakout sessions on topics such as trends in retaliation claims, documentation best practices, and strategies to enhance employee engagement.



In addition to attending, SMART hosted a vendor booth in the event's expo area, allowing our staff to connect directly with regional employers. This provided an opportunity to highlight our suite of employer services, share how we support recruitment and training needs, and build relationships among HR practitioners and solution providers. Our presence aligned seamlessly with the Summit's emphasis on networking and innovation in HR practices.

SMART's participation also reinforced the importance of our partnerships with community

sponsors such as Alliance for Workforce Development, Shasta College, and North Valley Employer Advisor Council, as we work collaboratively to advance workforce readiness and employer engagement across the region.



America's **JobCenter**  
of California<sup>SM</sup>

## COMMUNITY COORDINATOR REPORT

October – December 2025



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# Connecting Students to Careers: SMART at Tulelake High School

In October 2025, SMART Workforce Center staff participated in Tulelake High School's College and Career Day, engaging directly with students to explore post-secondary education, career pathways, and local workforce opportunities. By providing guidance on training programs, internships, and employment options, SMART staff helped students envision multiple paths to success and understand the resources available to support their career goals. Our presence reinforced the importance of planning for the future and connecting classroom learning with real-world opportunities.



Throughout the event, SMART staff encouraged students to ask questions, share their interests, and consider options beyond high school. By offering personalized guidance and information about local workforce programs, the Center demonstrated its commitment to empowering youth to make informed decisions about education and career planning. Participation in College and Career Day highlights SMART's ongoing efforts to strengthen community connections and support the next generation of skilled workers.

## From First Resume to Formal Job Offer

Christopher came to the SMART Workforce Center determined to build a better future for himself and his three children, all of whom are in his full-time care. Referred by his probation agent, Christopher was seeking stable, full-time employment and a consistent schedule to help create routine and stability at home. Although he had experience in hands-on labor, he had never had a formal resume and faced barriers that made securing employment challenging.

SMART staff worked closely with Christopher to help him take his first steps toward long-term success. Together, we created his very first resume, highlighting his skills, work ethic, and willingness to learn. When Christopher was selected for an interview with Goodwill, SMART also provided supportive services to purchase appropriate work clothing, removing a critical barrier and helping him walk into the opportunity with confidence.

Christopher was hired and quickly began thriving in his new role. He built strong relationships with his coworkers and supervisor, gained confidence interacting with customers, and discovered strengths he didn't realize he had. Most importantly, the stability of consistent employment has made a meaningful difference at home—Christopher shared that his children have noticed positive changes in his confidence, communication, and attitude. Today, Christopher is a retained employee, successfully supporting his family and proud of the example he is setting for his kids. SMART is honored to have supported him on this journey toward stability, growth, and self-confidence.

## SMART Professional Development

- Anti-Harassment Training for Employees – California
- Ethics in the Workplace
- Bullying and Other Disruptive Behaviors
- Fighting Fatigue in the Workplace
- Current/New 2026 Labor Law Updates & Tips for Employment Litigation Risks
- LMI & Occupational Data with EDD
- Shasta College Step Up Partner Share
- Shasta County CFET Partner Share
- California Human Development Partner Share
- RABA Partner Share
- AJCC Best Practices w/ EDD
- And more!

## College of the Siskiyous Groundbreaking Lays Foundation for Student Success

SMART recently attended the College of the Siskiyous student housing groundbreaking ceremony to show support for the launch of a new mission-driven student housing community. Community partners, college leadership, and local stakeholders gathered as the college officially broke ground on a project focused on providing quality, affordable, and sustainable housing for students. The event marked an important milestone in addressing housing barriers that can impact student success and access to higher education in the region.



The new student housing development reflects College of the Siskiyous' commitment to supporting students beyond the classroom by creating a stable and supportive living environment. Designed with affordability and sustainability in mind, the housing will help students remain focused on their academic goals while fostering a sense of community and belonging. Community spaces and thoughtful design elements will encourage connection, wellness, and engagement among residents.

SMART was proud to stand alongside fellow community partners to celebrate this investment in students and the future of Siskiyou County. Projects like this strengthen educational pathways, support workforce development, and reinforce the shared goal of ensuring students have the resources they need to thrive.

## On-The-Job Training and Work Experience Partners:

<ul style="list-style-type: none"> <li>• Baez Childcare</li> <li>• Beneficial Insectary</li> <li>• Blink Optometry</li> <li>• County of Del Norte</li> <li>• County of Trinity</li> <li>• Del Norte Mission Possible</li> <li>• Dr. Lloyd Braemer</li> </ul>	<ul style="list-style-type: none"> <li>• Emerald Ridge Construction</li> <li>• Fastners, Inc.</li> <li>• Itza Pizza</li> <li>• Macy's Flying Service, Inc.</li> <li>• Maro Noodle House</li> <li>• McHale Signs</li> <li>• Redding Fashion Alliance</li> </ul>	<ul style="list-style-type: none"> <li>• Rod's Radiator</li> <li>• Southern Oregon Goodwill Industries</li> <li>• Steve's Upholstery</li> <li>• Sweetspot</li> <li>• Tiny Mighty Strong</li> <li>• And More!</li> </ul>
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# Rapid Response in Action: SMART Supports Community Affected by Roseburg Mill Closure



When Roseburg Forest Products announced the closure of its veneer production facility in Weed on December 3, 2025, approximately 140 local workers and their families were impacted. The economic shock rippled throughout Siskiyou County's close-knit community. In response, SMART Workforce Center swiftly activated its Rapid Response services, mobilizing resources to support displaced workers during this challenging transition. SMART staff coordinated outreach from its Siskiyou locations in Weed and Yreka, offering information on employment services, re-employment

planning, and connections to training opportunities designed to help affected residents rebound and explore new career pathways.

The community rallied together to support affected workers, culminating in a Career and Rapid Response event at College of the Siskiyous. This collaborative convening included local employers with open positions, college representatives, and community resource organizations. The outpouring of support was evident, including a special visit from Siskiyou County Supervisor Ed Valenzuela.



The Local California Federation of Union Workers was onsite, joining SMART's Carrian Foster in delivering presentations to affected workers to address what's like:



**What do I do after my final paycheck?**

**How do I apply for unemployment?**

**How can SMART help me?**

Throughout the day SMART representatives met one-on-one with impacted employees to explain unemployment insurance procedures, workforce programs, and local hiring trends. These sessions also highlighted customized support such as resume assistance, skills assessments, and access to education and retraining programs to help workers adapt to evolving labor market needs.

This quick and emphatic response of the community to support the individuals and families navigating the sudden job loss. By showing up quickly and providing targeted support, SMART reinforced its role as a trusted partner for individuals and families navigating sudden job loss—ensuring that no one faces this transition alone and that community resilience remains strong in Siskiyou County.

## Forestry Career Pathways for Justice-Involved Youth

SMART Workforce Center recently joined the owner of Black Fox Timber Management Group (Black Fox Timber) at the Siskiyou County Juvenile Hall to speak with staff and participants about exploring forestry career opportunities. Black Fox has a local Forestry Technician Training Program that offers hands-on skills and industry-recognized training that align with the local workforce needs in forestry and natural resources.



SMART staff shared information about free participant services for job seekers, emphasizing the current HIRE Grant program specifically aimed to support justice-involved individuals as they prepare to reenter the workforce. The presentation focused on how the grant helps remove common barriers to employment by providing funding for training, supportive services, and career pathways that lead to stable, in-demand jobs – a perfect compliment to Black Fox Timber's Forestry Technician Program. Together, Siskiyou County Probation, Black Fox Timber, and SMART create a support system that provides justice-involved individuals with the tools and resources needed to gain valuable certifications, build confidence, and transition into sustainable careers, strengthening both individual future and the regional workforce.

## Growing Confidence and Career Skills Through the Young Adult Program

Kalleen came to the SMART Workforce Center with a strong interest in early childhood education and a promising opportunity ahead of her. Referred by a local childcare provider, Kalleen was recommended for a full-time position at Baez Family Childcare based on her positive attitude and work ethic. As a young adult balancing work and college, she was eager to gain hands-on experience that aligned with her career goals.

Through SMART's Young Adult Program, Kalleen received individualized support and was enrolled in an On-the-Job Training (OJT) opportunity that allowed her to build real-world skills in a supportive learning environment. Throughout the training period, SMART staff conducted regular check-ins and progress assessments, ensuring she had the guidance and encouragement needed to succeed. With mentorship from her supervisor, Kalleen steadily built confidence—especially in classroom management and leadership skills—while continuing her college coursework in Early Childhood Development.

By the end of her OJT, Kalleen had made significant progress and impressed her employer with her growth, professionalism, and dedication. The training concluded early due to her success, and she was retained as a permanent employee. Today, Kalleen is thriving in a career pathway she is passionate about, gaining valuable experience while working toward her degree. Her journey is a great example of how the Young Adult Program helps participants turn opportunity into long-term career success.



SMART Workforce Center is a  
Proud Partner of:



Proudly serving our community since 1979, 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. To learn more, visit our website: [www.thesmartcenter.biz](http://www.thesmartcenter.biz)

SMART Workforce Center is an equal opportunity employer.

Auxiliary aids and services are available to individuals with disabilities. CA Relay TTY 7-1-1

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