



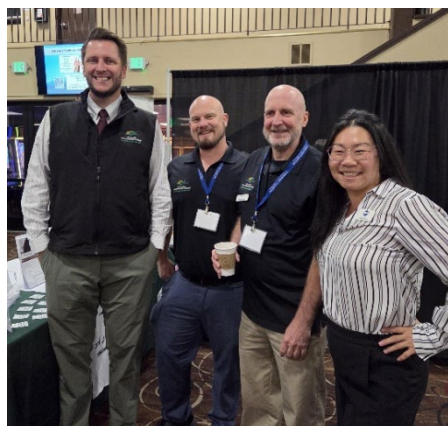
TRINITY COUNTY EDITION

America's **JobCenter**
of CaliforniaSMCOMMUNITY
COORDINATOR
REPORT

October – December 2025

Advancing Workforce Solutions at the 9th 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.



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On-The-Job Training and Work Experience Partners:

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- Beneficial Insectary
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- Emerald Ridge Construction
- Fasteners, Inc.
- Itza Pizza
- Macy's Flying Service, Inc.
- Maro Noodle House
- McHale Signs
- Redding Fashion Alliance
- Rod's Radiator
- Southern Oregon Goodwill Industries
- Steve's Upholstery
- Sweetspot
- And More!

SMART Supports Student Career Growth at Shasta College Professional Mixer

On November 6, 2025, SMART Workforce Center attended the Shasta College A\$ET Professional Business & Finance Mixer, an event designed to connect students with industry leaders, career resources, and mentorship opportunities in business and finance. Our team engaged with students to share information about workforce programs, training, and employment opportunities, helping them explore career pathways in accounting, finance, and related fields. Attending the mixer allowed us to connect with students in a lively, interactive setting while reinforcing the link between education and workforce readiness.



During the event, SMART staff encouraged students to ask questions, discuss their career interests, and learn how SMART programs can support their next steps in business and finance careers. By connecting students with resources and guidance, we reinforced our commitment to helping the next generation of skilled professionals succeed. The A\$ET Mixer was an excellent opportunity to build relationships with Shasta College students and support their professional growth in the business and finance sectors.

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!

Jeffrey's Story of Perseverance

Jeffrey's journey with the SMART Workforce Center reflects resilience, determination, and steady progress toward long-term stability. After returning to the community following a lengthy incarceration, Jeffrey secured employment with Wright's Tree Service. When he was later laid off along with the rest of the crew, he came to the SMART Workforce Center seeking support to get back on his feet and continue providing for his family.

Rather than becoming discouraged, Jeffrey turned this setback into an opportunity to gain new experience. He began a temporary Facilities Maintenance Worker Assistant position with the county, where he developed new skills, learned to work with unfamiliar tools, and built strong professional relationships. Supervisors consistently noted his reliability, positive attitude, and willingness to stay busy and support his coworkers.



As Jeffrey continued to demonstrate his strong work ethic, his previous employer reached out with an offer to return—this time to a full-time position with increased wages. With SMART's support, including assistance with required work attire and boots for outdoor work, Jeffrey was able to transition smoothly back into full-time employment with Wright's Tree Service. Today, he is earning a stable income and moving forward with confidence. Jeffrey's story highlights how persistence, workforce support, and opportunity can help individuals overcome setbacks and build a sustainable future.

Grant for English Language Learners Helps Igor Find Success

Igor connected with the SMART Workforce Center and, through collaboration with U.S. Offsite, SMART helped establish an on-the-job training (OJT) opportunity with the company, a manufacturer of factory-constructed housing for multi-unit developers. Igor is an English Language Learner whose first language is Russian. To support his success, SMART worked with U.S. Offsite to ensure appropriate language accommodations were in place at the worksite, including access to translation tools and support from coworkers when needed.

Through the REALM program, SMART supported Igor's participation in the OJT, providing a structured training experience focused on learning new factory-based construction skills and industry terminology. The OJT allowed Igor to gain hands-on experience, adapt to a new work environment, and overcome language barriers with the support of his employer and SMART.

Igor successfully completed his on-the-job training in December 2025 and continues working at U.S. Offsite as a Prefab Production Level 4 Carpenter. His success highlights how the REALM program and employer partnerships can create meaningful skill-building opportunities for English Language Learners and support long-term employment outcomes.



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

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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