

in this
Issue:

- 1** – Earning & Learning
- 2** – Justin Dewitt *(feat. student)*
– Peterson Timber *(feat. industry partner)*
- 3** – Dean's Corner *with Zack Zweigle*
– Troy Towery *(feat. faculty)*
- 4** – Enrollment
– SPI Career Fair
– Logging Conference



Forest Industry Real-world Skills Training Sustaining Employment Applying Technology (FIRST SEAT) is an industry-funded internship program employing Shasta College students.

HEO TEAM

Zack Zweigle

Dean
zzweigle@shastacollege.edu

John Livingston

Heavy Equipment Faculty
jlivingston@shastacollege.edu

Rick Boontjer

Logging Operations Faculty
rboontjer@shastacollege.edu

Clancy Mitchell

Truck Driving Instructor
cmitchell@shastacollege.edu

Pete Dickerson

Heavy Equipment Faculty
pdickerson@shastacollege.edu

Rebekah Davis

Student Success Facilitator
rdavis@shastacollege.edu

Becky Roe

Grant Coordinator
roeb@shastacollege.edu

Angela Cordell

Apprenticeship Coordinator
acordell@shastacollege.edu

Trena Kimler-Richards

Logging and Heavy Equipment Consultant
trichards@shastacollege.edu

IMPORTANT DATES

APR 17 Education Auction & Lumberjack Banquet
Redding Civic Center

MAY 05 and 06 Cascade In-Woods Demonstration
Shingletown

MAY 18 through 22 Sierra Cascade Logging Conference
Shasta District Fairgrounds

JUN 03 through 05 Redwood Logging Conference
Shasta District Fairgrounds

FIRST SEAT

Connects Students with Industry Jobs

It's no secret that industry partnership drives successful career technical education programs. When local employers approached Shasta College with an idea modeled after an informal but highly successful pilot program with Creekside Logging in the fall of 2018, what is known today as FIRST SEAT was born.

Forest Industry Real-world Skills Training Sustaining Employment Applying Technology (FIRST SEAT) is an industry-funded internship program which employs Shasta College Heavy Equipment Logging Operations (HELO) students in 2-week rotations as they train with an experienced operator on an employer partner champion's active job site. FIRST SEAT has been developed to provide flexibility for intern employers to train students in skillsets in which it specializes.



Usually scheduled during the summer months, the 2020-21 FIRST SEAT internship has been postponed until Spring 2021 due to COVID-19 restrictions. This year's employer partner champion is Lepage Company in Red Bluff, California. Interns will be training on fire watch/patrol as well as developing their operating skills in a masticator on one of Lepage's job sites from January through May.

In addition to building their technical skills on the job, all intern candidates will have the opportunity to utilize what they learn in their Career Planning class by completing an employment application and going through Lepage's interview process. Selected interns will earn worksite learning credit while working in pairs with an anticipated eight interns completing the FIRST SEAT program for this cycle.

At the conclusion of their intern period, students will have gained valuable insight into their chosen career pathway. They will be accountable to Lepage for showing up for work on time, learning the reporting structure on an active job site and experiencing what full scale production looks like in comparison to the training pace of their Shasta College logging equipment operations course.

As the employer partner champion, Lepage Company will have the opportunity to engage with HELO students while interns are embedded with its crew(s.) Ideally, Lepage will identify one or more interns to whom it plans to extend permanent job offer(s.) Additionally, Lepage will be well-positioned to advise Shasta College faculty on the level of skills training demonstrated by FIRST SEAT interns.

Participating in an internship program represents a real investment decision for an employer. Associated costs include payroll and hiring costs, use of equipment and the loss of production as a result of allocating the time of experienced operators to mentor and train interns. Additionally, attracting the next generation of logging and forest workers relies on the application of technology in ways familiar and expected among the emerging workforce. To help offset these costs, industry associations* have funded the 2020-21 FIRST SEAT program in the amount of \$30,699.25.

If you are interested in learning more about the FIRST SEAT internship program and/or have interest in investing in the logging industry's future workforce by becoming a FIRST SEAT employer partner champion**, please contact Becky Roe at roeb@shastacollege.edu or by phone at 530-355-9196.

*2020-21 FIRST SEAT funding partners: Associated California Loggers (\$10,000), California Women in Timber (\$200), Loggers Association of Northern California (\$10,000) and Sierra-Cascade Logging Conference (\$10,499.25)

**FIRST SEAT Employer Partner Champions: Del Logging (2019), Lepage Company (2020-21)





Justin Dewitt

Shasta College HEO Graduate

Justin Dewitt is our Spring 2021 featured student. Justin graduated with a certificate in Heavy Equipment Operations and his Commercial Class A license in the spring of 2020. His success is evident by how quickly he entered the job market and was hired by Sierra Pacific Industries as a log truck driver. He said the best part of the job is that he is not cooped up inside and he gets to see new scenery.

When asked why he chose Shasta College for training, he stated that one of the attractions was the low cost of the college in comparison to private schools. Also, he attributes his success to instructors that were willing to work with him and ensure that he had the skills to succeed.

Justin did have some advice for new students. "Get seat time in the equipment. Both heavy equipment and driving trucks. And when you have free time, study!"

Career Corner



Alan Stout
CDL Class A, Fall 2019
Foothill Ready Mix



Ben Figueroa
CDL Class A, Summer 2020
North State Hauling



Davis Goodin
HEO Certificate, Fall 2020
LePage Company



Michael Hale
HEO Certificate, Fall 2020
Fiddlers Green Construction



Featured Industry Partner

Zane Peterson is not the norm. This 25-year-old owner of logging company Peterson Timber brings youth to an occupation where most are in their mid-to-late fifties. Zane was born and raised in Redding, attended Shasta High School, and was exposed to the timber industry through family members who are foresters or in allied timber industries. He developed an interest through visiting mills, logging sites, and timber companies. He felt getting an education in business was important to his future goals. He attended Shasta College and graduated with an Agriculture Business degree in 2017. During this time, he worked for a sawmill procuring logs. He developed an understanding of the need for loggers and logging companies. He saw this as an opportunity and started his company in 2017 with a focus on buying and selling logs and chips.

Today, Peterson Timber has 21 full-time employees and has expanded equipment to include a full chipping side, logging side, and mastication capabilities. The company processes 125,000 green tons of logs and chips annually. As a licensed timber operator (LTO), Zane has focused on fire prevention, landscape-scale projects, and a logging division that primarily contracts with Sierra Pacific Industries.

When asked about his business philosophy, he was passionate about his business being community-based supporting rural economies. The logging industry is vital to our area by providing full-time living wage jobs that support families and give back to the community. Production-based businesses such as timber and agriculture industries maintain a sustainable economic base by providing jobs from production to the finished product. He explained, "I work hard to secure good contracts that provide higher wages and better equipment for my employees."



Zane is actively involved in industry organizations as a board member of the Sierra Cascade Logging Conference, current president of the Shasta County Farm Bureau, as well as sitting on the Shasta College Heavy Equipment advisory committee. He mentioned that these organizations and connections with industry partners have helped his business flourish. Even though the timber industry is furiously competitive, the people involved are like a family. Zane stated, "The advice and mentoring from other operators has helped me avoid mistakes and built my business. In this business, your word is your contract. Multi-million-dollar deals are made on a handshake."

Zane is passionate about making the industry better, through improved pay and benefits. He said, "Your business quality is reflected in your employees. Retaining quality employees is always one of my goals." It is too costly to train people and then lose them to another job or competitor. The need for loggers and forest management to control catastrophic fires and losses is paramount. These ecological practices can assist in carbon sequestration and fuel load management. These are the tools needed to have a healthier forest system and safer interface with urban areas.

Zane sees a lot of opportunity for young folks that want to pursue this occupation. Currently, the aging out of timber operators coupled with the need to manage forests and prevent wildfires has expanded the need for an innovative workforce.





Dean's Corner with Zack Zweigle

We are now rolling into the eleventh month of the pandemic at Shasta College. It really sounds cliché, but it seems like yesterday that Becky Roe and I were in Sacramento for the California Community College Association of Occupational Educators (CCCAOE) bi-annual conference. On March 12th, we presented on the Shasta College Logging Program to our educational colleagues from around the state – the room was packed, the ending Q&A was insightful, and we were truly optimistic about the year ahead. While our optimism never faded, this year was certainly much different than we had anticipated.

We have learned several lessons over the last 12-24 months. These lessons have provided us with a charted course for the next academic year. Since joining Shasta College two years ago, I have been repeatedly reminded of the need for trained professionals in all facets of the timber industry. I clearly recognize this gap through our own challenges in finding qualified professionals to work and teach within our program – from trained foresters, who can teach our natural resources courses, to equipment technicians, to professional expert drivers in our Class A driving program. We have learned firsthand what is all-to-familiar to the industry: word of mouth and networking within the industry are key to success.

Upcoming for the 2021-22 academic year is the opportunity to refine our practices in curriculum and delivery. The heavy equipment program, including Class A driving and logging, has had interesting growth in the last two years. What you see now grew out of an existing smaller program. New elements needed to be added, and much of this was done very quickly. To the immense credit of our faculty, they navigated a procedurally complex process with tremendous creativity in order to answer the needs of industry. And in the middle of all that, just as momentum was really rolling, a global pandemic came along and created an emergent need for our faculty to completely re-think how to effectively and safely deliver instruction. As we all continue to navigate to the other side of that mountain, we now have an opportunity to tighten up many elements of the program.

In this academic year, the program faculty are being tasked with refinement of the program to include scaffolding of their curriculum. Scaffolding refers to a process in which faculty drill down to the very lessons and lab modules taught daily in their classes. They align these lessons with course objectives and outcomes. Successful completion of those outcomes are the student's passport for entry into the next level course in the sequence. Ultimately, this collection of lessons, outcomes, and courses leads to program completion. When Shasta College certifies a student with program completion, we are attesting to their ability to perform within the industry. This is where our industry constituent partners provide valuable expertise and ensure the curriculum remains robust and relevant. We look forward to hearing from all sectors of the heavy equipment and timber industry over the next few months as we move through this refinement process.

As always, I hope this finds you healthy, safe, and prosperous.

Zachary Zweigle

Dean of Business, Agriculture, Industry, Technology, and Safety



Troy Towery

Paraprofessional Heavy Equipment Program

In the fall of 2018, Troy Towery didn't know what to expect when he walked onto the Shasta College campus as a student in the Heavy Equipment Program. But soon enough, he was blown away by all the program had to offer. "I was going from math class to running a dozer to a big rig truck to a welding booth to learning how to survey," Troy remembers. Classes went beyond skills development to include community outreach. "We set up an obstacle course for a local Mud Run and helped run the Sierra Cascade Logging Conference's In-Woods Demonstration event for local schools."

His career as a student ended memorably: "with golf ball-sized hail at graduation, but it was a life-changing experience, and the faculty and staff are some of the most amazing people I have ever met."

Troy didn't leave those people behind though—he became one of them himself. He was hired in 2019 as the Instructional Paraprofessional for the Heavy Equipment Program, and now keeps the same classes he attended running smoothly. Troy oversees equipment maintenance and assists in project management for every aspect of the program, as well as working with students one-on-one and providing instructional support to faculty.

Working with Shasta College staff, students, and industry partners continues to be the highlight of his day. "They're truly amazing people doing amazing things and I feel very fortunate to be a part of all the good that Shasta College has to offer the community."





more **OPTIONS!**

ENROLL TODAY

¡Inscribase Hoy!

 **Shasta College**

APPLY NOW: ShastaCollege.edu/apply

LET'S TALK CAREERS!
 FEBRUARY 18th 8AM-10AM & 4PM-6PM
 REGISTER TODAY: WWW.SPI-IND.COM/CAREERFAIR

\$17.50-\$35.00
\$1,500 HIRING BONUS*



We are hiring for 10 different North State Locations!

- Anderson Sawmill
- Burney Sawmill
- Oroville Sawmill
- Shasta Lake Sawmill
- Quincy Sawmill
- Red Bluff Windows
- Red Bluff Millwork
- Richfield Millwork
- Richfield Reman
- Trucking Division

*Based on 2019-2020 California Payroll Study. Excludes those who are currently employed by Sierra Pacific Industries.

Brought to you in partnership with:



Sierra Cascade Logging Conference

NEW DATES!
 May 18-22, 2021
sclcexpo.com

Education Auction & Lumberjack Banquet
 April 17, 2021



Our Partners



In compliance with Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Age Discrimination Act of 1975, Shasta College does not discriminate on the basis of race, color, national origin, sex, handicap, or age in employment, in any of its educational programs, or in the provision of benefits and services to its students. A lack of English language skills and/or visual and hearing impairment will not be a barrier to admission or participation in any educational program, including Career Technical Education.