



ANNUAL REPORT 2018-2019



A WORKFORCE
DEVELOPMENT BOARD

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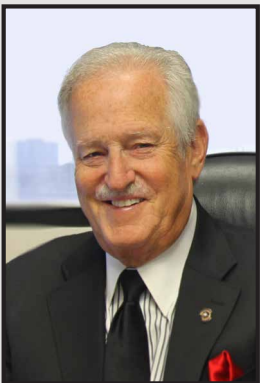




James T. Butts, Jr.
Mayor,
City of Inglewood
and Chief Elected
Official of SBWIB



Wayne Spencer
Chairman,
South Bay Workforce
Investment Board



Jan Vogel
Executive Director,
South Bay Workforce
Investment Board

Welcome Message

On behalf of the Board of Directors, staff and 11 cities that are served by the South Bay Workforce Investment Board (SBWIB) we are proud to present this 2018 – 2019 Annual Report that summarizes the many successes we have collectively achieved during this past fiscal year.

Our four South Bay One-Stop Business and Career Centers and two Teen Centers in Hawthorne and Inglewood continued to register record numbers of adults and youth seeking employment, career preparation services, workshops and educational opportunities to help them gain meaningful and, often times, well paid careers.

We are especially proud of the innovative programs and collaboration that has developed within our community. Our partners in government, education and industry are creating career pathways into major industry sectors in the South Bay regional economy including advanced manufacturing, aerospace, health care, transportation, construction and the Bioscience field.

The SBWIB's extraordinary staff continues to meet and exceed our goals for providing services to underserved communities throughout the region, which has helped us once again to be recognized by the California Workforce Development Board as one of the top performing workforce boards in the state.

This success is also reflected in the confidence that federal and state agencies have placed in us by granting the SBWIB millions of dollars in grant awards to support our innovative programs.

We are looking forward to working with our community partners in the coming year as we identify and implement strategies that will result in the development of a world-class workforce, with enhanced opportunities for industries seeking to join us and for job seekers looking for employment in this vibrant and dynamic South Bay region.



South Bay Workforce Investment Board at a Glance

South Bay Workforce Investment Board (SBWIB) creates opportunities for residents in the Greater South Bay Region to gain educational enrichment for employment opportunities in positions with higher earnings and to maintain employment by improving their skills. The SBWIB also provides assistance for businesses to plan and develop strategies for hiring and training their employees. SBWIB is setting the standard for robust business collaboration and stakeholder partnerships.

The SBWIB service area encompasses eleven (11) South Bay cities including Inglewood, Hawthorne, Carson, El Segundo, Gardena, Hermosa Beach, Lawndale, Lomita, Manhattan Beach, Redondo Beach, and Torrance. The SBWIB Board is comprised of 51 members representing business, labor, education, economic development, One-Stop Center partners, and other local workforce system stakeholders.

Mission Statement

Using the most cost-effective services, and demand driven strategies, our mission is to build a world-class workforce through strategic alliances with business, education and community partners.

Vision Statement

We will promote an innovative workforce development system that supports job retention and creation, and accelerates economic growth in the South Bay region.



Serving 11 Cities in the South Bay



A WORKFORCE
DEVELOPMENT BOARD

Investing In Our Workforce

Investing In Our Business Community

South Bay Workforce Investment Board Organization Structure

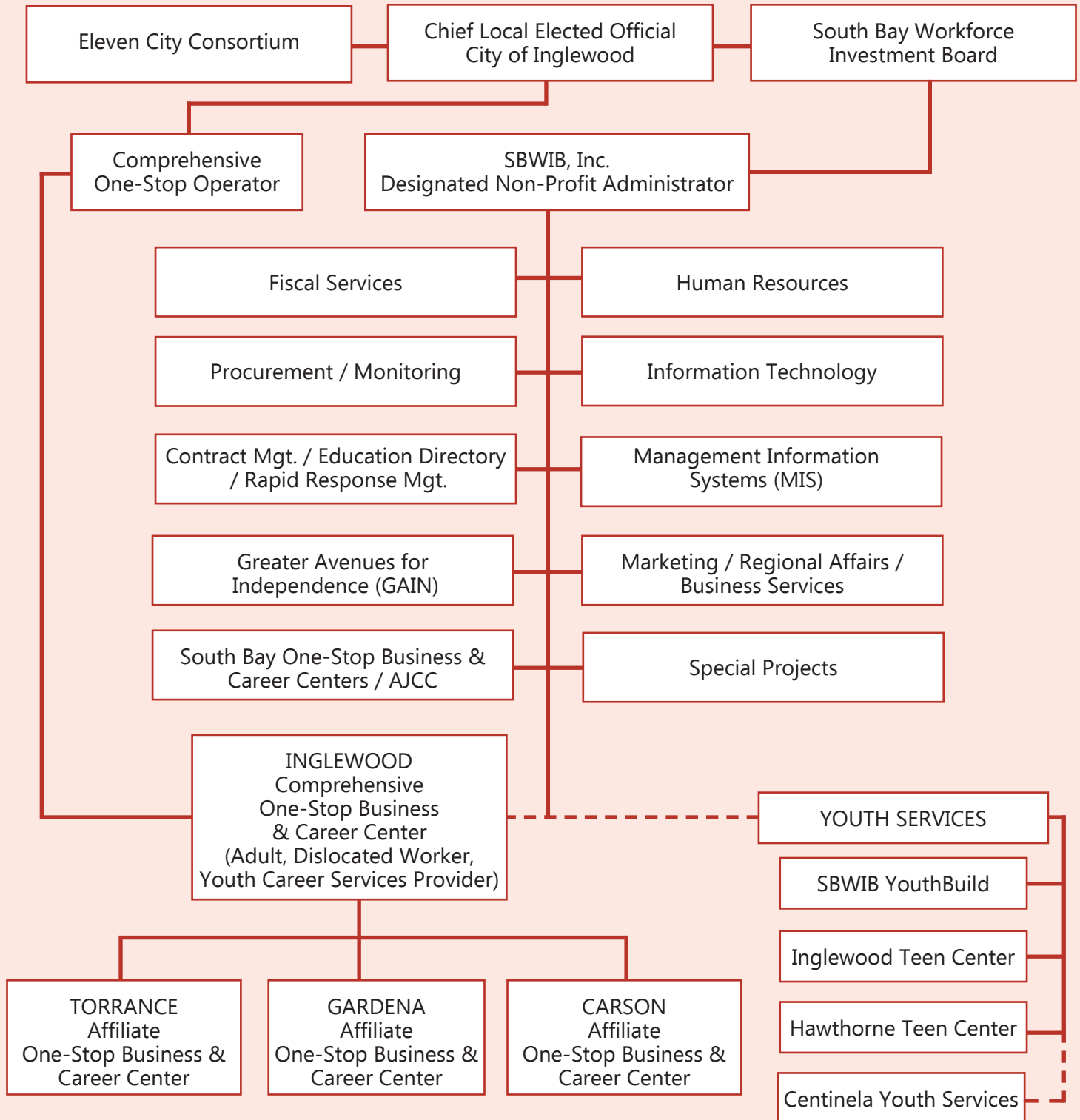
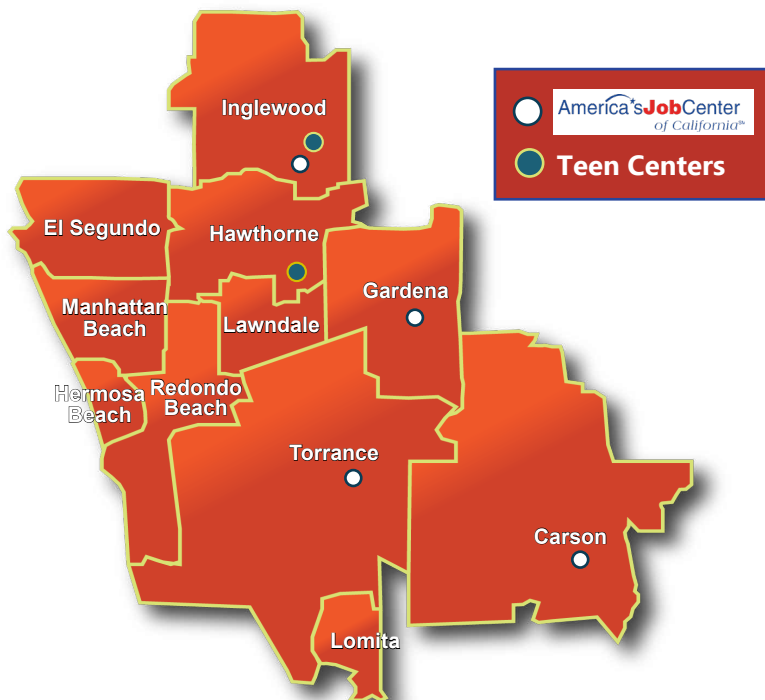


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South Bay One-Stop Business & Career Centers



ONE - STOP CENTERS

The One-Stop Business and Career Centers provide services to local business and support job seekers, veterans, homeless individuals and incumbent workers on a daily basis through various programs that assist with job placement services including job club, career workshops, career pathway counseling and individualized assessments. The One-Stop also helps individuals who need work experience or upskilling enroll in training programs, Paid-Work Experience and On-the-Job Training.



ADULT SERVICES

- Employment and Job Placement Services
- Education and Training Veteran Services
- Re-Entry Program
- Homeless Services
- Dislocated Worker Services
- Transitional Subsidized Employment Program
- Construction Utilities Pathway Program



116,102 Visits to the South Bay One Stop Centers - AJCC 2018-2019

BUSINESS SERVICES

- Recruitment Services
- Wage Subsidy Programs
- Rapid Response and Layoff Aversion
- Employment Training Panel (ETP) Funding
- Aero-Flex and Bio-Flex Pre-Apprenticeship and Apprenticeship Programs



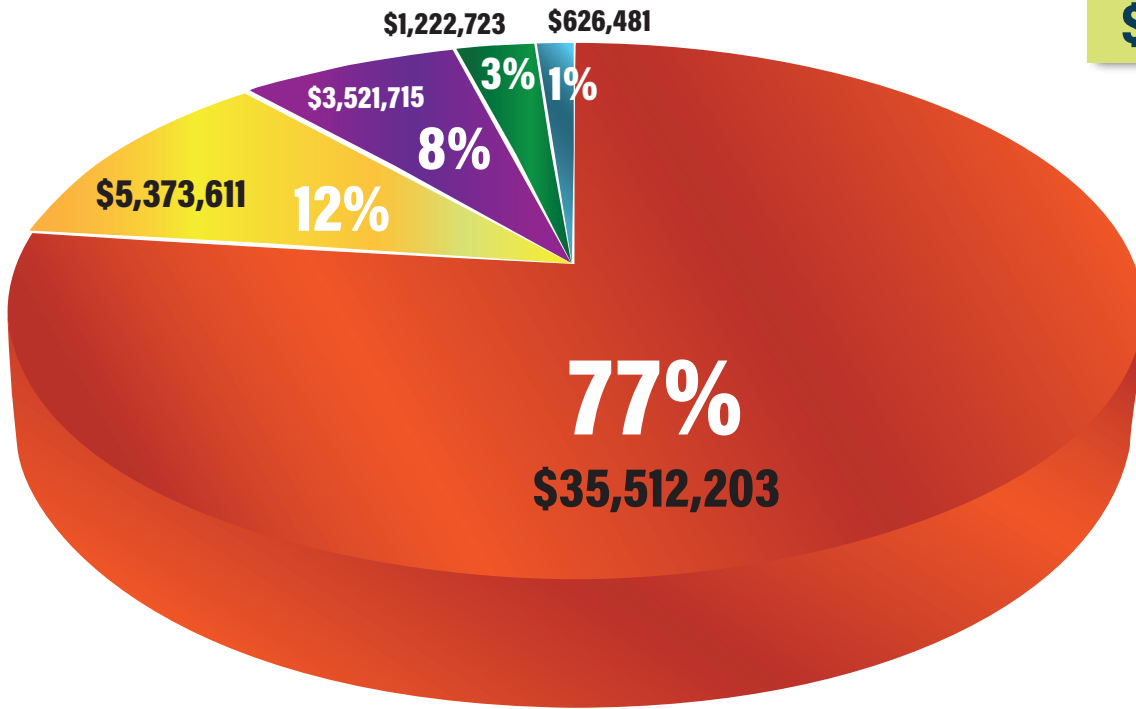
YOUTH SERVICES

- Teen Centers: Tutoring and Enrichment Services
- Fit for Gold Tutoring and Fitness Academy
- Blueprint for Workplace Success Training
- Resume Assistance and Career Pathways Coaching
- College Preparation & Field Trips to local Colleges
- South Bay Youth Build
- South Bay Promise Program



Funding Sources & Program Expenses

FY 2018-2019

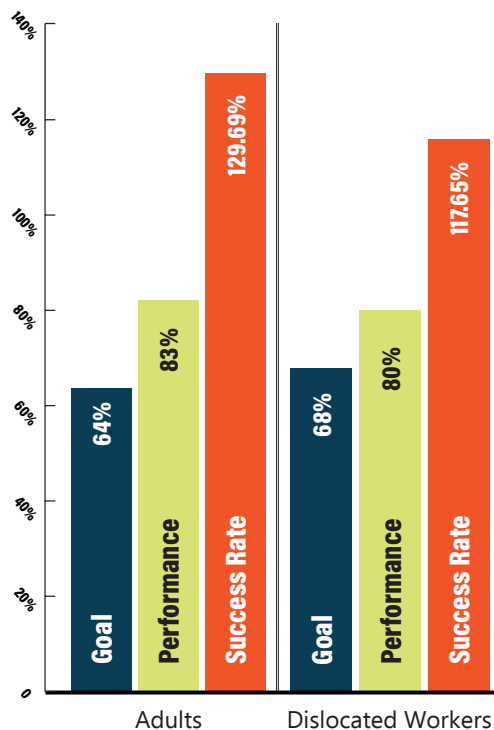


Total Funding
\$46,256,734.64

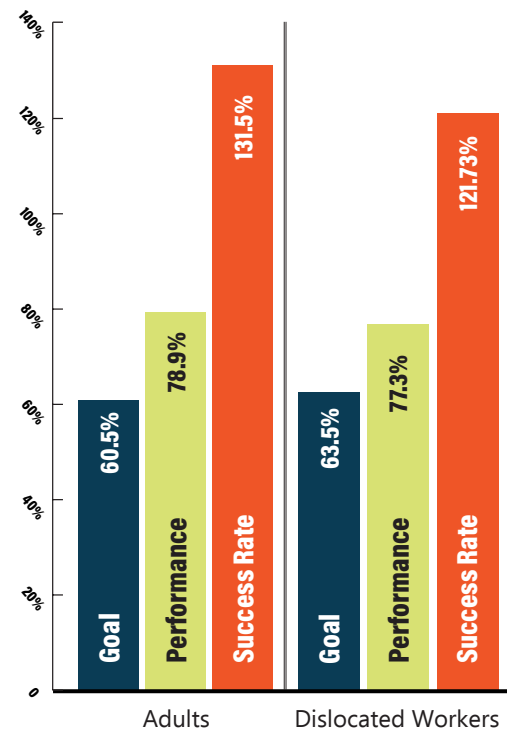
Key Legend

- Los Angeles County GAIN Contracts
- WIOA Grants
- Other Funding
- State Special Grants
- Federal Funding

Employment Rate



Retention Rate



Return on Investment 2018 - 2019

Program	Economic Return	Investment	Return on Investment			Payback Period
			Total	Percent	\$	
Adult	\$7,056,462	\$1,537,999	\$8,594,461	459%	\$4.59	57 days
Dislocated Workers	\$10,024,810	\$1,357,393	\$11,382,203	739%	\$7.39	35 days
Total	\$17,081,272	\$2,895,392	\$19,976,664	590%	\$5.90	44 days

Total Economic Return From One-Stop Centers

Cost Effectiveness

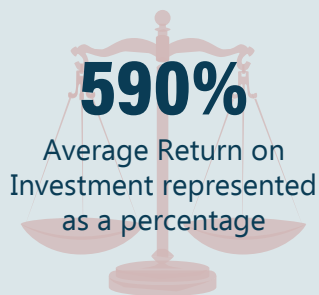
The SBWIB's funded programs for adults provided a return on investment of **\$4.59** for every federal dollar spent and for the Dislocated Worker Program, the return on investment was **\$7.39** for every federal dollar spent. This is an average return on investment of **\$5.90** between the two programs.

The return on investment is determined by measuring the amount of funds invested into training and job placement for unemployed

individuals. This figure is then compared to the employment rate and taxes paid by those individuals after receiving unsubsidized employment.

By comparing the cost of job placement to the amount of wages earned, and taxes paid by those receiving employment, it is evident that the taxpaying public receives long-term benefits from economic gains returned to the economy.

Cost Effectiveness



Average Wage Earnings Per Hour



Dislocated Worker & Adult Programs



15,083

Individuals Served, registered and enrolled at One-Stop Centers & Employment Development Department

Adult Services



180 Job Preparation Academy

Construction & Utilities Pathways Program

The Construction & Utilities Pathways Program (CUPP) is closing the labor supply gap for local capital projects and encouraging minorities, women, youth and veterans to explore careers in construction. Since 2017, the CUPP information sessions have hosted **5,457 attendees**, facilitated **2,605 one-on-one pathway consultations** and facilitated **700 apprenticeships** with a majority of African American male placements. SBWIB, in collaboration with PDA Consulting Group, is infusing small, minority, women-owned, disadvantaged and disabled businesses into area capital projects.

SBWIB has partnered with the following lead construction contractors:

- Turner AECOM Hunt – Prime Contractor of Los Angeles Football Stadium and Entertainment District at Hollywood Park
- Skanska – Prime Contractor on LA Metro Purple Line Subway Express
- Keiwit – Major Sub-Contractor of Los Angeles Football Stadium and Entertainment District at Hollywood Park
- Dragados – Team member of LAX Integrated Express Solutions (LINXS) building the People Mover and Rental Car Facility

Capital Projects:

- LA Football Stadium and Entertainment District
- Metro Purple Line Expansion
- LA Philharmonic Children's Orchestra center attainment 148%
- LAX People Mover/Rental Car Facility
- LA Clipper Arena

- Phase II: Enrollment goal 100%, completion goal attainment 125%, employment goal attainment 104%
- Phase III: Enrollment goal 100%. Program is scheduled for completion in January 2020.

Re-Entry/Second Chance Career Pathways 180 Job Preparation Academy

Formerly incarcerated men and women are aided in successful community reintegration by the Job Preparation Academy.

SBWIB One-Stop Career Center Inglewood in partnership with the Los Angeles Central Parole Academy funds this 1-week program providing job readiness skills through SBWIB's Blueprint for Workplace Success curriculum, which is now offered on a digital platform in English and Spanish. Workshops, resume preparation, community resources, job search, career pathway strategies and motivational speakers are also provided.

The academy culminates with a graduation ceremony and job fair featuring local employers offering second chance opportunities.

1,708 Job seekers attended the bi-weekly construction orientations in 2018-2019

4,985 Job seekers attended construction orientations since inception

SUCCESS STORY

Sheyona Grayson aspired for a career in the construction sector. The pervasive shortage of women in non-traditional roles provided Ms. Grayson a unique opportunity to secure a position working in the sector.

While Ms. Grayson had no prior construction experience, her desire to join the trades like many of the men in her family, made her an ideal candidate for an apprenticeship with IBEW Local 11 Electrical Union. She received test preparation materials and quickly immersed herself in the material in hopes of receiving a qualifying score on the entrance exam that would then lead to a union sponsorship.

Ms. Grayson successfully passed the Electrical Union entrance exam and was subsequently sponsored into local 11 Electrical Union and dispatched to the Los Angeles Stadium at Hollywood Park project in Inglewood as a 1st Tier Apprentice. Since becoming a Union Electrician, she is very active in her community encouraging women to pursue the trades and letting them know that if she can do it, they can too!



Sheyona Grayson
Adult Success Story

“Traditionally men have been the breadwinners, I am proud to say that now I am the bread winner in my family.”



Michael Perkins
Adult Success Story

SUCCESS STORY

While participating in the Dad's Back Academy for formerly incarcerated men, **Michael Perkins** sought assistance in trying to find employment from the South Bay One-Stop Business and Career Center – Gardena.

He attended a Workforce Innovation and Opportunity Act (WIOA) orientation and was assigned a career counselor who helped him to develop an individual employment and career pathway plan that outlined his existing skills including those obtained while in custody.

Through the help of his career counselor, Mr. Perkins secured employment with Gardena based, Smartech Communications, as a Labor Crew Member, with an hourly wage of \$21.00. His duties include transporting equipment, traveling to and from job sites, and performing underground tasks.

“I am grateful for the opportunities provided by my counselor and partner staff and want others to know about the value of these services.”

Adult Services

Homeless Services

SBWIB through partnerships with local Community Benefit Organizations offers services to homeless individuals and families who are GAIN participants throughout Los Angeles County. These services include Job search assistance, interview techniques, access to computers, computer training, resume preparation and much more. Visit www.sbwib.org/homeless for details.

SBWIB is exploring innovative strategies to maximize homeless service capacities through venture philanthropy and social enterprising.

55

South Bay Homeless
Participants Served

886

LA County Homeless
Participants Served

Greater Avenues for Independence Program (GAIN)

The GAIN program, funded by the Los Angeles County Department of Public Social Services (DPSS), provides employment-related services to CalWORKs participants. Services consist of job searching, job retention, and moving on to higher paying jobs.

The goal of the program is to provide a path to self-sufficiency and independence through gainful employment.

GAIN Programs supported by the SBWIB:

- CalWORKs adults
- Homeless CalWORKs participants
- Probation Youth
- DPSS GROW Transition Aged Youth
- Work study

46,305

Participants Served
Since Inception

Transitional Subsidized Employment Program (TSE)

In partnership with the Los Angeles County Department of Public Social Services (DPSS), the SBWIB administers the Transitional Subsidized Employment (TSE) program to Greater Avenues for Independence (GAIN) program participants.

TSE helps overcome barriers to employment through fully supervised Paid Work Experience and On-the-Job training with the goal of enabling participants to secure unsubsidized employment after completion of their work assignment. Participants are also offered Blueprint for Workplace Success training to assist with soft-skills that may be lacking.

2,950

TSE Participants
Served

GAIN/ TSE LA County

2,673

Participants Placed or
Employed

305

Total Private Businesses
Participating

292

Total Public/Non-Profit
Entities Receiving Employees

SUCCESS STORY



Laura Logan
Homeless TSE Success Story

Laura Logan is a single mother with a 1.5-year-old son who became homeless 6 weeks after relocating to California for a better career. Before moving to California, Ms. Logan earned a degree in Graphic Design and attended XULA for 2 years taking courses in Physics and Petroleum Engineering while considering an alternate career path.

"After 6 weeks in Los Angeles with \$60.00 in my account and my last pending paycheck, we were homeless, sleeping in motels, people's couches (both me and my son) and sneaking in and out of people's apartments to eat

and bathe. I got to the point of being fed up. I signed up for employment assistance at a local GAIN office and was referred to the TSE program after several failed attempts to secure employment on my own. Evelyn, my angel, at the Work Source Center, placed me in a graphic design position since that is what my degree is in. I started December 2018. I had and still have a long way to go, but I saved my money and purchased a vehicle so I could move around and get my son to school and myself to work every day. Again, after 3 months of staying with someone, she gave us 30 days to leave. Once again we were facing homelessness. So I went to a housing office and pushed hard for a motel voucher on a weekly basis. My housing navigator, Randi (another angel), worked very hard to find a place comfortable for my son and I. When we got the apartment, the overwhelming feeling of weight being lifted from my shoulders felt great. My son could run around and play with his toys. I didn't have to keep him locked away in a room with me so we were careful not to disturb anyone or make too much noise because management would know we were on the property (without being on the lease). I cried, I prayed, I begged for the spirit to guide me and

give me clarity. I apologized to my sleeping son for putting him through everything; but I forgot to forgive myself. I learned to forgive myself.

I interviewed for a permanent Graphic Design position at Goodwill and am successfully employed. I have also researched and learned more about gaining financial independence and applying positive affirmations, patience, diligence and using what I know and what I have to push myself forward. I KNOW what it feels like to have financial freedom and my goal is to get back to that way of life so that I may educate others on how to gain freedom as well.

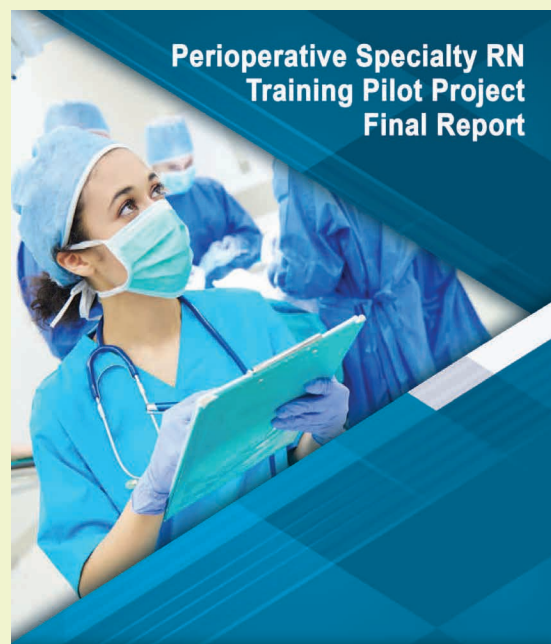
My greatest advice to anyone is to understand that, 1. The greatest things in life are on the other side of fear. You must go through the rough terrain and face your most feared situations to get to happiness. And 2: Failure is giving up what you want most for what you want now. Always remember, that TOMORROW there will always be something out there better than what you want NOW."

"The greatest things in life, are on the other side of fear."

Perioperative Specialty RN Training Pilot Project

In partnership with the Los Angeles Basin Regional Planning Unit, Workforce Boards in Los Angeles County, the Hospital Association of Southern California (HASC) and many other stakeholders, including schools and hospitals within Los Angeles, a pilot program was developed to support Perioperative Specialty Training for Registered Nurses (RN). Perioperative nursing is a specialty that works with patients who are having operative or other invasive procedures. The need for perioperative RNs in particular was identified by employers to be a high priority because of difficulty filling positions and increasing vacancies. The pilot training program graduated 100% of those enrolled, who were new graduates and incumbent workers, spanning from entry level to professional.

Download the full report at:
www.sbwib.org/healthcare



Adult Veteran Services

Homeless Veteran Reintegration Program (HVRP)

Services for homeless veterans and their spouses or families is provided by the Homeless Veteran Reintegration Program (HVRP) funded through the Department of Labor's Veterans Employment and Training Services.

The funding also extends to veterans who are at risk of homelessness and to formerly incarcerated or soon to be released veterans who are seeking employment.

The State EDD provides additional assistance for veterans through:

On-site **Local Veteran's Employment Representatives (LVERs)** specializing in serving veteran employment needs in America's Job Centers California (AJCC), formerly One-Stop Career Center, locations.

Through the **Disabled Veterans Outreach Program (DVOP)**, specialists develop job and training opportunities tailored to disabled and other eligible veterans.

50

Total Enrollment

40

Enrolled Into Training

30

Entered Employment

Los Angeles Air Force Base

Enhanced workforce transition assistance is provided by the SBWIB for Air Force professionals and their spouses who are seeking civilian employment. Assistance is also available for service members in the other military branches and retired military professionals.

These services are independent of the Air Force Airmen and Family Readiness program and provide connections for research and employment to veterans. Services are provided at the Los Angeles Air Force Base.

Veteran's Employment-Related Assistance Program (VEAP)

SBWIB was awarded a VEAP grant of approximately \$500,000 in May 2019 to assist veterans with finding rewarding civilian jobs. The SBWIB/VEAP program, funded by the State Employment Development Department under the Workforce Innovation Opportunity Act, addresses barriers to employment and obstacles to finding civilian jobs.

The program focuses on helping veterans acquire training for jobs in various sectors. Many participants received training in the construction trades, a bright outlook industry with projected job demand in the thousands. SBWIB has partnered with Kiewit to offer Construction Career Pathways and individual customized employment plans to these individuals. Participants have access to Job Coordinators, Union and Apprenticeship Programs and supportive services.



116

Veterans Enrolled

SUCCESS STORY

Dean McCabe, fifty-one-year-old U.S. Navy Veteran and Torrance resident, had years of limited success in finding stable employment. He was determined to increase his skills, and therefore, he enrolled in welding classes at SoCal Roc in Torrance. He was provided with additional resources that lead him to the South Bay One-Stop Business & Career Center – Torrance.

Mr. McCabe immediately received case management services that assisted him in attaining a job interview. Shortly thereafter, he was approved for funding to pay for his welding classes. Additionally, he was informed about various job fairs, was referred to job interviews and received resume assistance. He was also referred to an Apprenticeship program with Operating Engineers Training Trust and was accepted.

Mr. McCabe completed his two year welding program and landed a union job earning an average of \$8,000-\$10,000 per month!



Dean McCabe
Success Story

“Without the assistance of my case manager and Propath staff, I would probably never have achieved such a state of success and stability at this late time in my life.”



Malika Spellman
Success Story

“Take your time, know the skills you have and find a company to add good value to.”

SUCCESS STORY

Malika Spellman, 25-year-old single mother, had a difficult time transitioning from the military into civilian life. Her goal was to find a job with bigger purpose, a career with meaning.

Ms. Spellman was referred to the South Bay One-Stop Business & Career Centers – Inglewood for employment services and enrollment into the Transitional Subsidized Employment (TSE) program. Along with getting work experience she received assistance with clothing for interviews, transportation allowances and was offered education. Ms. Spellman was placed at EV Connect for her training.

EV Connect was so impressed with Ms. Spellman's work that they offered her a full-time position after she completed her hours of work experience. Ms. Spellman is now a Customer Support Specialist in a career with a company that serves a bigger purpose, as she dreamed.

Business Services



The South Bay One-Stop Business & Career Centers provide employment services to job seekers and recruitment services to employers looking for qualified candidates. The center also helps connect companies to reimbursement programs for employee training costs. All services are provided at no cost.

Business Services

Recruitment Services

- New hire and job placement resources
- Publicizing Positions
- Job Fairs

Hiring Support

- Screening/Live Scan
- Job Matching/Referrals
- Skills Testing
- Reference Checks

Workforce Training

- On-the-Job Training
- Customized Training
- Apprenticeship Training

Support & Services

- Rapid Response and Lay-off Aversion
- Information on business Incentives

Subsidized Labor Programs

- Transitional Subsidized Employment Program
- On-the-Job Training
- Paid/Unpaid Internships

Employment Training Panel (ETP)

Funding Available to Train Your Employees

The South Bay Workforce Investment Board (SBWIB) can help your business access and manage funding for employee training through the state Employment Training Panel (ETP). ETP is a business and labor-supported state agency that funds the costs of job skills training.

The program is funded by the Employment Payroll Taxes paid by California employers. The SBWIB ETP program has a focus on manufacturing and healthcare.

ETP funds training for currently employed and/or newly hired workers, and individuals who are unemployed at the start of training. Employees and owners of small businesses are also eligible for funding.

The SBWIB/ETP collaboration has helped facilitate the paid training of more than 500 people primarily in the manufacturing sector with an average salary of over \$35/hour.

Rapid Response

America's JobCenter
of California™

In today's economy, companies are facing challenges that might cause them to downsize, relocate to another city, state or country or to close permanently resulting in layoffs and displaced employees. The SBWIB's Rapid Response Team is a group of professionals on standby ready to offer assistance to the individuals who are being affected by a layoff or closure. These affected employees receive a wealth of information to assist them in their career transition.

829

Number of
Employees Provided
Services

Layoff Aversion

Many businesses are not aware of the no cost services provided by the SBWIB to minimize or avert layoffs due to economic constraints or under-trained incumbent workers.

SBWIB's Rapid Response team connects these businesses with services or incentives available at the local, state, and federal levels. These services can include employee training and funding to upgrade employee skills, create customized services, provide tax relief, incentives, and other business solutions.

Dislocated Worker

Special funding is made available to individuals who have been laid-off or dislocated. The program provides intensive career transition services tailored to each client which can include workshops, upskilling, retraining, career consulting, on-the-job training, job search and placement assistance.

729

Participants Served
in Program

SUCCESS STORY

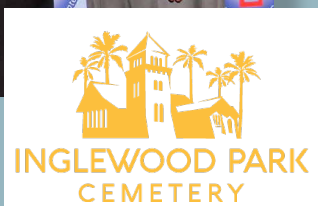
Sharpe Interior Systems, Inc. is a premiere Union labor firm that specializes in drywall and metal stud framing. Founded by drywall craftsman Steve Sharpe in 1976, Sharpe Interior Systems, Inc. has celebrated over 40 years as a drywall contractor in Southern California. Priding itself on quality, service and a unique relationship-focused style, Sharpe has delivered innovative solutions across a broad spectrum of projects ranging from commercial tenant improvement, healthcare, retail, hospitality, and commercial high-rise.

The SBWIB through its Inglewood One-Stop has established the Construction Utilities Pathway Program (CUPP) to supply a pipeline of qualified candidates by providing support services and access to training and employment in the construction industry with a huge emphasis on the thousands of construction workers that are needed for the mega projects in the area. Sharpe Interior Systems' team has long partnered with the Inglewood One-Stop, and is now utilizing the CUPP program. A high percentage of the referrals have completed their MC3 Pre-Apprentice training through I-TRAIN's approved Construction Training Provider, Career Expansion through Coastline Community College. This partnership has resulted in dozens of individuals, hired into high wage construction positions, including reentry and homeless participants, being hired as union apprentices; including several that were funded through the Federal Highway-Caltrans grant that was awarded to the SBWIB.

Sharpe Interior Systems' current projects include the Lucas Museum Project and the Martin Luther King Hospital Project. In both projects they are relying on the SBWIB to assist with their workforce development needs.



SHARPE
INTERIOR SYSTEMS
DRYWALL CONTRACTORS



SUCCESS STORY

In 1905, a group of visionary Centinela Valley businessmen decided to pool their resources and form the **Inglewood Park Cemetery** Association. The first interment was made in the new cemetery on July 20, 1906. In the first year, there were 32 burials, which not surprisingly would increase dramatically over the coming years. Many of the original settlers of the Centinela Valley and the South Bay region are entombed there, as are nearly three dozen Civil War veterans.

In recent years, Inglewood Park Cemetery was experiencing the challenge of finding qualified candidates to fill its Community Service Sales Counselors positions. Inglewood Park reached out to the South Bay One-Stop Business & Career Center – Inglewood to find qualified candidates. The One Stop job developers recruited, screened and vetted candidates that met Inglewood Park Cemetery's hiring requirements.

With the ongoing assistance of the One-Stop staff, Inglewood Park Cemetery has hired over twelve full-time permanent positions. Inglewood Park Cemetery has been an active supporter of the South Bay Workforce Investment Board and serves on the board of directors.

Aero-Flex & Bio-Flex

Pre-Apprenticeship / Apprenticeship Programs

SBWIB and West LA College received a \$12-million-dollar award from the U.S. Department of Labor to place 5,000 workers nationwide into pre-apprenticeship and apprenticeship roles in the Aerospace and Bioscience Industries. Recognizing the value of employer input, SBWIB launched Aero-Flex and Bio-Flex, employer directed earn and learn apprenticeship models for advanced manufacturing and bioscience sectors. Employers identified a need to strengthen the workforce pipeline, including shoring up the lack of soft and technical skills of incumbent workers and job seekers. In response, the Aero-Flex apprenticeship advisory committee convened and in collaboration with SBWIB and key partners, created the Aero-Flex Pre-Apprenticeship career pathway and registered the first apprenticeship occupation in aerospace engineering that requires a degree.

The success of the Aero-Flex Program allowed the SBWIB to develop the model for the bioscience sector as well. With support from Los Angeles County Supervisor Mark-Ridley Thomas, funding was provided to support the creation of Bio-Flex; a Pre-Apprenticeship and Registered Apprenticeship Career Pathway for the Bioscience Industry in Los Angeles County. The vision for Bio-Flex is to deliver an effective and proven employer-directed career



development tool, which can be used to attract new talent to the Bioscience industry and to increase job seekers' access to well-paid careers in this exciting industry.

The pinnacle objective, a workforce development training program that would scale nationally and would not require employers to make significant internal changes to implement. This is being achieved by SBWIB and its Aero-Flex and Bio-Flex partnerships. The end goal for each pre-apprentice/apprentice is to attain stackable credentials, including a capstone certificate of completion certifying attainment of industry-recognized skills that are marketable and work-ready.

Los Angeles County Board of Supervisors Recognize first Bio-Flex Pre-Apprenticeship Graduates



Bio-Flex SUCCESS STORY

Sesar Juarez, 22 from Los Angeles, is a 2018 graduate of Loyola Marymount University with a Bachelor of Science degree in Biology. He was one of the first candidates to have been accepted into the new Bio-Flex Pre-Apprenticeship Program that enables students to gain on-the-job experience with leading bioscience firms throughout the region. By the end of summer, the SBWIB will have graduated more than 40 students who will have received training as bio-science pre apprentices at firms throughout Los Angeles County.

Mr. Juarez showed interest in the Bio-Flex Pre-Apprenticeship program and enrolled in January 2019. He immediately submitted requirements and got started with the training. He completed the first stages of his training by April 2019 and proceeded to work on his paid work experience.

Mr. Juarez completed 120 hours of pre-apprenticeship training with the Pasadena Bio Collaborative Incubator and has recently been hired full-time as a Laboratory and Facilities Technician with Santa Monica – based Provivi, Inc.



Sesar Juarez
1st Bio-Flex
Pre-Apprenticeship Graduate

“My success in following my desire to work in bio-manufacturing was due to the Bio-Flex program and the “real skills” that I was able to learn.”



Ragib Sakib
Aero-Flex Pre-Apprenticeship
Graduate

Aero-Flex SUCCESS STORY

Ragib Sakib, transferred to Hawthorne High School, School of Manufacturing and Engineering. Initially his idea of a career in engineering was a high unreachable goal. However, after enrolling in SBWIB's Aero-Flex Pre-Apprenticeship Program, a career in engineering seemed more attainable. He accompanied other students on a tour of the LA Metro Division 13 Bus Maintenance and Operations facility. The students discovered that advanced technologies were being used to manage the major maintenance of buses used by the Metro.

The program demonstrated a realistic way of understanding what the career is and how to think as an engineer. Mr. Sakib now aspires to study computer engineering in college and work at a firm like Boeing or Raytheon.

“After the program, engineering seems like a realistic idea to me, like actual attainable goals. I think everyone should be a part of the pre-apprenticeship program.”

Apprenticeship & Special Projects

SUCCESS STORY

BACHEM

Bachem Americas, Inc. in Torrance, is an international technology-based, public bio-chemicals company that has been providing full service to the pharma and biotech industry since 1971. Bachem specializes in the process development and the manufacturing of peptides and complex organic molecules as active pharmaceutical ingredients (APIs), as well as innovative bio-chemicals for research purposes. With headquarters in Bubendorf, Switzerland and affiliates in Europe, the US and Asia, Bachem's business practice overseas includes using apprenticeship programs as a hiring method.

Thus, when the SBWIB introduced its Bio-Flex initiative in early 2019 to develop pre-apprenticeship and registered apprenticeship career pathways for the Bio-Science Industry in the greater Los Angeles Region, Bachem

volunteered to serve as chair on the apprenticeship advisory board comprised of a consortium of industry stakeholders. Since undertaking the role of committee Chair, Bachem has also assisted the SBWIB with supplying support letters for grants that contributed to the success of receiving millions in funding.

Bachem participates in the SBWIB Employment Training Panel program for upskilling incumbent workers, serves on the SBWIB Board and is a member of the Business, Technology & Economic Development Committee.

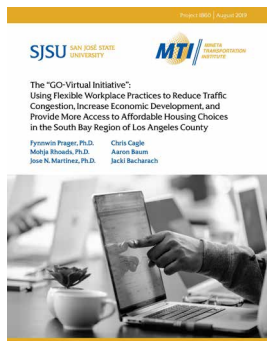
Bachem continues to work with the SBWIB's special projects team to develop a Bio-Flex program for high school students that will include industry experiences at their facility to advance youth into Apprenticeships. They are also assisting in the development of teacher externship, which will take place in the near future.



Bio-Flex Apprenticeship Advisory Committee



Go-Virtual Initiative



The SBWIB in partnership with Cal State University Dominguez Hills and the South Bay Cities Council of Governments conducted an organization-focused research study on flexible workplace practices in the region.

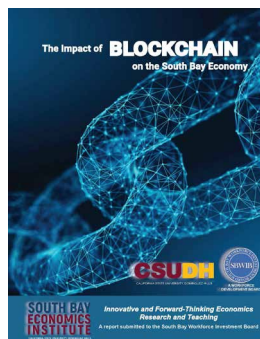
The study seeks to provide an understanding of how using flexible workplace practices

can lead to reducing traffic congestion, increase economic development, and provide more access to affordable housing choices in the South Bay Region of Los Angeles County.

SBWIB is a lead contributor to expanding the available research on the viability of Flexible Workplace Practices.

Download the full report at:
www.sbwib.org/telework

Blockchain



The Impact of Blockchain on the South Bay Economy is a report prepared for the SBWIB by Cal State University Dominguez Hills - South Bay Economics Institute. The report outlined many uses of the underlying technology of cryptocurrency and illuminated several potential uses for business and governments, including managing a supply chain, voter records, accepting tax payments, emergency management, maximizing efficiency and record keeping security. The Impact of Blockchain on the South Bay Economy is another SBWIB investment in innovation and cutting edge technology to ensure the region is prepared and local residents have the skills needed to get the best paying jobs the economy has to offer.

Download the full report at:
www.sbwib.org/blockchain



Twenty-three Hawthorne High School Manufacturing & Engineering Students Graduate from South Bay Workforce Investment Board's Aero-Flex Pre-Apprenticeship Program.

Aero-Flex Apprenticeship Advisory Committee



Youth Services



Ages 14 - 24 years old

Educational workshops, customized and career development services are provided to youth and young adults ages 14 - 24 year olds in the South Bay through four South Bay One-Stop Business & Career Centers, along with the Hawthorne and Inglewood Teen Centers.

Services offered include: pre-employment training, work experience and internships, career preparation, occupational skills training, academic enrichment and job placement assistance. All services are at no cost.

Teen Centers

Hawthorne and Inglewood Teen Centers

The Teen Centers offer a positive after-school space for teens ages 13-18. Services help empower and expand youth's resources with constructive activities, field trips, social skills and positive alternatives to delinquent behavior. The Teen Centers are operated by the SBWIB in partnership with collaborative education and community partners.

El Camino College, Inglewood Unified and Centinela Valley Union School Districts

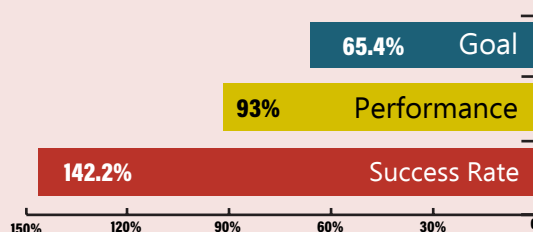
SBWIB works with local businesses and employers to provide area high school and community college students with exposure to various career options and to develop educational pathways. Activities include guest speakers visiting the schools, site visits and tours, career fairs, job shadowing, and internships. This past year nearly 100 businesses engaged directly with activities taking place on school campuses.

Externships at area businesses also provide teachers the opportunity to strengthen their knowledge base of local industries and incorporate real world examples into their curriculum.

1,164 Inglewood
Teen Center Visits

801 Hawthorne
Teen Center Visits

Youth Placement in Employment or Education



FIT FOR GOLD Tutoring & Fitness Academy

The **Fit for Gold Tutoring & Fitness Academy** is an **after school program** that trains high school seniors to provide homework assistance, nutrition information and physical fitness activities to students, grades 3-8, while participating in hours of enrichment and mentoring, training and college-readiness activities.

98%

Graduated
High School

90%

Enrolled in post-
secondary education

90%

Successfully complete
all program requirements



South Bay Promise

The **South Bay Promise** program, in partnership with **El Camino College**, is designed to strengthen the college going culture, ensure college readiness, and create a seamless transition from high school to college by waiving first year enrollment fees to students enrolled full time at El Camino College.

225

South Bay Youth served

Career Pathways

The **Career Pathways Programs** provide work-based learning support to Centinela Valley Union High School District's nine academies and two career pathways. Programs engage youth in work based learning activities, which include: guest speaking, providing opportunities for job shadowing, company tours, and hosting interns.

Current career pathway programs in place:

- Construction & Utilities Pathway Program
- Advanced Manufacturing & Engineering – Aero-Flex Pre-Apprenticeship
- Bio and Life Sciences – Bio-Flex Apprenticeship



CVUHSD Makers Faire

California Violence Intervention & Prevention (CalVIP)

CalVIP provides services to Inglewood youth, ages 14-18 years old, that are affected by violence. They receive evidence-based services for diversion, restorative justice, and employment opportunities through the Inglewood Community and Regional Engagement Violence Intervention and Prevention (I-CARE VIP) collaboration.

The project provides preventative diversion activities and case management along with paid pre-employment training, paid work experience and job search assistance.

83

Enrolled

Youth Served in Youth Programs

2,578

Youth Services

SBWIB YouthBuild

The **YouthBuild** program, a merger of the SBWIB, Inc., and Habitat for Humanity of Greater Los Angeles, provides educational and occupational skills training in construction and leadership to disadvantaged youth ages 16-24 residing in targeted communities.

While maintaining the long standing national Department of Labor model, the SBWIB YouthBuild services low-income areas with building and remodeling programs to empower under-served young adults to rebuild their lives and communities through leadership, education and technical training.



60
Youth Enrolled



Youth Employment Program

The Summer Jobs Programs provide eligible youth ages 14-24 years with Paid Work Experience and education support year-round and during school breaks, which allows them to gain work-readiness skills and introduces them to different careers.

297
Youth Enrolled

Blueprint

The **Blueprint for Workplace Success** program was created to assist job seekers in developing the skills and resources to find work that is an extension of their natural talents, interests, abilities and skills. The program is offered in two workplace readiness courses; how to get a job and how to keep a job.

Blueprint I - How to get a job:

Students learn how to communicate effectively, create a resume, contact employers and more.

Blueprint II - How to keep a job:

Students learn about teamwork, leadership, critical thinking, problem solving, managing conflicts and working in a culturally diverse environment.

19th Annual Blueprint for Workplace Success Job Fair

800+

Students &
Young Adults
Attending

148

Students &
Young Adults
Hired On-the-Spot

211

Invited for
Second Interviews

84

Employers



SUCCESS STORY

Nineteen-year-old **Israel Sandoval** was attending a traditional high school until he felt the school setting was no longer a good fit for him. As a result, he dropped out for one year.

He then enrolled in the SBWIB YouthBuild Program where he benefited from the smaller class sizes and the attention and support he received from the staff. As he learned different construction skills, he applied it to his personal life by completing small construction projects in his aunt's kitchen. Mr. Sandoval completed CPR training in addition to his certification in construction. He was also enrolled in the Workforce Innovation Opportunity Act program and received paid work experience at Chevron.

Mr. Sandoval overcame the negative relationships fostered at his previous school by creating new and positive ones at YouthBuild. He was able to remain focused and as a result, co-enrolled at El Camino College where he is taking kinesiology classes. In the future, he plans on transferring to a University.



Israel Sandoval
YouthBuild Success Story

“**Definitely come to YouthBuild and be open to what they offer.** The program will only work if they are willing to accept and take advantage of the services the program offers to be successful.”



Armani Dungey
Youth Program Success Story

“**Never give up and always try to find as many resources** as possible, because you never know who can end up helping you out when needed. Don't get discouraged if things don't work out right away, simply try again or move on to something better.”

SUCCESS STORY

Armani Dungey, recent high school graduate, faced the difficulties of transitioning from high school to adulthood. She had been applying for jobs with no luck. Ms. Dungey attended the SBWIB's Blueprint for Workplace Success Job Fair before graduating and was offered a job on the spot. However, due to her school schedule she did not take the job.

This transition was one of the hardest challenges she had faced. Her plans to move to Arizona after graduating no longer seemed possible.

Ms. Dungey sought services at the Hawthorne Teen Center. Her goal was to obtain employment services to earn funds for college. She was placed at the Warehouse Shoe Sale (WSS) for paid work experience.

Ms. Dungey was offered permanent employment at WSS. She obtained an additional job at UNice Hair Company and started summer school at California State University, Dominguez Hills.

Second Annual High School Career Fair

Through a collaboration with the SBWIB and Centinela Valley Union High School District, over 300 high school juniors and seniors from the district attended the Career Day in March. During the event youth had the opportunity to learn from a variety of career fields by talking one-on-one with representatives, attend a financial literacy workshop and work on their job interviewing skills.

300+

High School 11th & 12th
Graders attended

25

Employers



A Day in the Life of a College Student

In preparation for college, the SBWIB Teen Center students experience "A Day in the Life of a College Student," an annual trip to California State University, Dominguez Hills (CSUDH). This field trip, in partnership with the South Bay Promise and CSUDH, offers a guided tour through campus, informational workshops, and an overnight stay on campus.



SUCCESS STORY



Joshua Williams
Youth Program
Success Story

Joshua Williams, Inglewood resident, grew up in a challenging environment with his parents and siblings. To add to the challenge, his mother had a stroke. This hardship changed his parents' habits, affecting their ability to be the best role models.

As Mr. Williams' family matters became worse, the Department of Children and Family Services stepped in and placed him and his siblings' in foster care. Mr. Williams' godmother insisted they needed to be under her care. After some time adjusting to these changes, his godmother, who was an elementary school educator, worked diligently to bring his grades up and motivate him to believe in himself.

While in foster care, Mr. Williams visited the Inglewood One-Stop for services. He received assistance in counseling with Centinela Youth Services and enrolled in the youth summer program. He interviewed with Warehouse Shoe Sale (WSS) and after completing his internship, was placed in the Inglewood Youth Department as an office assistant.

Mr. Williams also received tutoring assistance through the Inglewood Teen Center. Being around positive people gave him the confidence he needed to succeed. He applied to colleges and received a few scholarships. Mr. Williams graduated high school with a GPA of 3.7 and is now attending Grand Canyon University, in Arizona.

“I am truly thankful for the One Stop and all the help they have given me. I hope to find future employment through the One-Stop, once I finish college in the youth department because I want to help youth in need.”

Youth Development Council Committee



The Youth Development Council (YDC) provides information and assists with planning, operational and other issues relating to the provision of services to youth participating in SBWIB youth programs.

Committee Members

Patricia Donaldson,
Youth Development Chair,
Active Security Solutions, Inc.

Ruthi Davis,
Youth Development Chair,
Lawndale Chamber of
Commerce/Economic
Development

Dr. Seher Awan,
Los Angeles Southwest College

Alicia Bunton,
Los Angeles County Probation
Department

Maria Camacho,
Los Angeles Rams

Billy C. Campbell,
The Campbell Agency,
Allstate Insurance Company

Aida Cerda,
Centinela Youth Services, Inc.

Eric Davis,
Department of Rehabilitation/
Los Angeles South Bay District
Bay Cities Branch

Jarmine Mitchell DeArmas,
WiiTots Child Development
Center

Tom Fitzwater,
MTC Los Angeles Job Corps

David Fleck,
Behavioral Health Services

Chief Mark Fronterotta,
Inglewood Police Department

Dr. Betsy Hamilton,
Lawndale School District

Dr. Atlas Helaire,
Southern California Regional
Occupational Center

Chief Michael Ishii,
Hawthorne Police Department

Dr. Steven Keller,
Redondo Beach Unified School
District

Dr. Otto W. K. Lee,
Los Angeles Harbor College

Tamala Lewis,
StubHub Center & LA
Galaxy

James M. Limbaugh, Ph.D.,
West Los Angeles College

Dr. Dena Maloney,
El Camino Community College

Dr. George Mannon,
Torrance Unified School District

**Dr. Thelma Meléndez de Santa
Ana,**
Inglewood Unified School District

Veldafern McElroy,
Parent Representative

Rabbi Yossi Mintz,
The Friendship Foundation

Dr. Melissa Moore,
El Segundo Unified School District

Dr. Helen Morgan,
Hawthorne School District

Dr. Gregory O'Brien,
Centinela Valley Union High
School District

Irving Pacheco,
Century Center for Economic
Opportunity, Inc.

Dr. Thomas Parham,
California State University
Dominguez Hills

Linda Phu,
State of California EDD –
Inglewood Workforce Services

Michael Richardson,
SKANSKA

Michael Romero,
Los Angeles Unified School
District

Dr. Blake Silvers,
Wiseburn Unified School District

Nicasio "Nick" Salerno,
Lennox School District

Dr. Lance Williams,
Los Angeles County Community
Action Board

Bruce Young,
Inglewood Park Cemetery

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Los Angeles Southwest College

Eboney Pearson,
MTC Los Angeles Job Corps

Jenifer Harris,
Behavioral Health Services

Cinder Eller,
Inglewood Police Department

Jorge Arroyo,
Lawndale School District

Jennifer Pesavento,
Southern California Regional
Occupational Center

Captain Julian Catano,
Hawthorne Police Department

Dr. Anthony Taranto,
Redondo Beach Unified School
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Erica Mayorga,
Los Angeles Harbor College

Mr. Ross Miyashiro,
El Camino Community College

Dr. Wayne Diulio,
Torrance Unified School District

Dr. Reginald Sirls,
Inglewood Unified School Dis-
trict

Nina Patel,
The Friendship Foundation

Linal Harada,
El Segundo Unified School
District

David Mallchok,
Hawthorne School District

Mr. Brett Waterfield,
California State University
Dominguez Hills

Ms. Silvia Alvarez,
California State University
Dominguez Hills

Pedro Garcia,
Los Angeles Unified School
District

Becki Blanco,
Lennox School District





South Bay Workforce Investment Board

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Board Chair & Board Officer,
Executive Committee, Spencer
4 Hire Security

Patricia Bennett,
Board Secretary,
Executive Committee & One-
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Book-keeping & Tax Services

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One-Stop Chair,
Executive Committee, One-Stop
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Committee, Youth
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Youth Development Council,
Lawndale Chamber of
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Chevron Products Company

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Youth Development Council,
WiiTots Child Development
Center

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One-Stop Policy, Poulet Du
Jour

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Business, Technology &
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Incorporated

Melissa Jean,
Performance & Evaluation,
Courtyard & Towneplace Suites
Los Angeles LAX-Hawthorne





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Bay Region

Mike Costigan,
Performance & Evaluation,
IBEW Local 11

Valerie Flood,
Performance & Evaluation,
GAIN Los Angeles West Region

Paul Celuch,
Performance & Evaluation,
Gardena Memorial Hospital



YEAR IN REVIEW

First Quarter

The third class of re-entry adults were recognized in July during ceremonies marking their graduation from the SBWIB's week-long Career Pathways 180 Job Preparation Academy, in cooperation with the Los Angeles Central Parole District and California Department of Corrections and Rehabilitation. The event was presented at the Inglewood One-Stop Business & Career Center.



Fifteen South Bay Area 8th graders participated in the 5th Annual "A Day in the Life of a College Student," in July. The field trip consisted of a guided tour through campus, informational workshops, and an overnight stay at California State University, Dominguez Hills (CSUDH). The event was made possible by the Hawthorne and Inglewood Teen Centers, administered by the SBWIB through its One-Stop Centers and with the partnership of CSUDH.



In August the SBWIB hosted a grand re-opening and open house for the recently expanded **Gardena One-Stop Business & Career Center**. The expansion included a 700 square foot conference room for employer recruitments, a business clothes closet for clients sponsored by Kaiser Permanente, and space for New Opportunities Charter School, which will offer a high school diploma program and ESL classes for the Gardena Community.

Matthew Miller, Deputy Assistant Secretary (DAS) for Policy/Veterans Employment and Training Services at the U.S. Department of Labor, visited the SBWIB in September; where he was briefed on the programs the SBWIB and its partnering agencies are providing for veterans, including employment and training services. DAS Miller was accompanied by Tony Forbes, U.S.

Department of Labor Office of Strategic Outreach for Veterans Employment and Training Services.



Second Quarter

Inglewood civic leaders and educators joined with the SBWIB in October to celebrate the fifth anniversary of the Inglewood Teen Center; which is housed in the Inglewood Public Library. Inglewood Mayor James T. Butts, Jr., congratulated and thanked the center staff and SBWIB Executive Director Jan Vogel, for providing a full range of no cost services for the youth of Inglewood; as well as the support they have been providing for more than 35 years to large and small businesses, and for providing employment preparation and training for adults and youth seeking jobs.



The California Employment Development Department (EDD) awarded the SBWIB a \$995,000 grant to provide career retraining and employment services to workers within the South Bay region who were laid off. In partnership with a workforce network of local community colleges, employers, trade unions and other training providers, the SBWIB will provide a variety of services to displaced workers and recently separated veterans that will include job and resource fairs, on-the-job training, career transition workshops, apprenticeships, and pre-apprenticeship programs.



Nearly 500 community leaders, educators, employers, training partners and successful job seekers joined with the SBWIB staff and administrators for the 23rd Annual Alumni Awards Ceremony and Banquet in November 2018 at the Torrance Marriott. The SBWIB's prestigious Esther Williams Award of Excellence was presented to Dennis Fitzgerald, Vice President of Operations for Gardena-based Impresa Aerospace, LLC. Special awards were also presented to South Bay area businesses including EV Connect in El Segundo, TEAM Industrial Services in Torrance, Hawthorne-based SpaceX, and Turner Construction, which is part of the contractor team that is building the 70,000 seat football stadium in Inglewood that will house the Los Angeles Rams and Los Angeles Chargers.

The SBWIB presented an open house celebration in November marking the completion of its expansion of the **Carson One-Stop Business & Career Center**, located within the Juanita Millender Community Center complex in Carson. The expansion doubled the size of



the center and resulted in the addition of 10 computers for self-directed job searches, a partner area for one-on-one career pathway counseling and expanded space for enhanced networking and job search guidance.

SBWIB was awarded a \$1 million grant by the California Employment Development Department (EDD) to provide job training and employment services for displaced workers who lost their jobs in industries affected by new trade, automation or technological advances.

Employment services will help laid-off workers develop the job skills necessary to compete for current and sustainable careers in high-growth and in-demand industries such as: transportation, operations and maintenance, construction, manufacturing, healthcare, energy, administrative, support services, professional, scientific and technical services, Utilities and Infrastructure.



More than 100 youth, parents, civic leaders, educators and elected officials attended a celebration marking the 10th anniversary of the Hawthorne Teen Center hosted by the SBWIB in December at the Hawthorne Memorial Center. Hawthorne Mayor Alex Vargas and State Senator Steven Bradford were among those honoring the center staff and student volunteers who received special awards.

Third Quarter

Within days of a layoff notice issued to more than 560 local aerospace employees, the SBWIB mobilized its Rapid Response team and immediately began providing assistance to help them find new employment and provide job search training skills at the SBWIB's One-Stop Business and Career Center - Inglewood. In early February 2019, the SBWIB organized an Aerospace Manufacturing Job Fair that attracted 200 of the laid off workers who were interviewed by representatives from 35 regional aerospace and manufacturing companies at the Hawthorne Memorial Center. At the end of the day, 40 individuals were offered employment and numerous



others enrolled into a training program through the South Bay One-Stop Business and Career Centers.

In February the SBWIB partnered with the City of Inglewood, the Inglewood/Airport Area Chamber of Commerce and local businesses to conduct the 38th Annual Job Shadow Day, which allowed high school students to learn pre-employment skills and connect with professionals who have careers they hope to pursue in the future. Over 100 high school students participated and visited 25 local companies and agencies.

During the third quarter 305 job seekers attended orientations for the SBWIB's Construction and Utilities Pathways (CUPP) program that connects individuals ages 18-24 with union representatives and also assists with job placement. A total of 67 applicants were placed on a construction worksite or in an



apprenticeship training program during this time period. Nearly 400 high school 11th and 12th graders from the Centinela Valley Union High School District were invited to participate in the second annual Career Fair presented in March at the Hawthorne Memorial Center. More than 25 businesses and public agencies participated in the event which is the result of a collaboration between the SBWIB and the school district.

Fourth Quarter

The SBWIB's 19th annual Blueprint for Workplace



Success Job Fair for youth and young adults was held in May at the Juanita Millender Community Center in Carson and attracted more than 800 job seekers. There were more than 80 employers with job openings in attendance. In all, 148 students and young adults were offered employment opportunities on the spot and more than 200 were scheduled for follow up interviews.

More than 700 students, family members, educators and community partners participated in the fifth annual Makers Faire presented at Hawthorne High School in May. The event is presented by the SBWIB in partnership with the Centinela Valley Union High School District, El Camino College and other industry partners.

During the quarter, the SBWIB provided Rapid Response services to 23 South Bay – area companies that employ more than 3,300 individuals who were being affected by layoffs/plant closures. Among the companies were SpaceX and Triumph Aerostructures.

The U.S. Department of Labor awarded a \$12 million grant to the West Los Angeles College/SBWIB led collaborative to prepare and place 5,000 individuals over the next four years into pre-apprenticeship and apprenticeship roles in advanced manufacturing with a focus on the aerospace and bioscience industries. SBWIB's role is to create an awareness of the opportunities throughout the region as well as reaching out to other workforce centers nationwide.



Thanks to L.A. County Supervisor Mark Ridley-Thomas' grant award of \$200,000, the SBWIB was able to implement Bio-Flex. An initiative to develop pre-apprenticeship and registered apprenticeship career pathways for the bioscience industry.



SUCCESS STORY

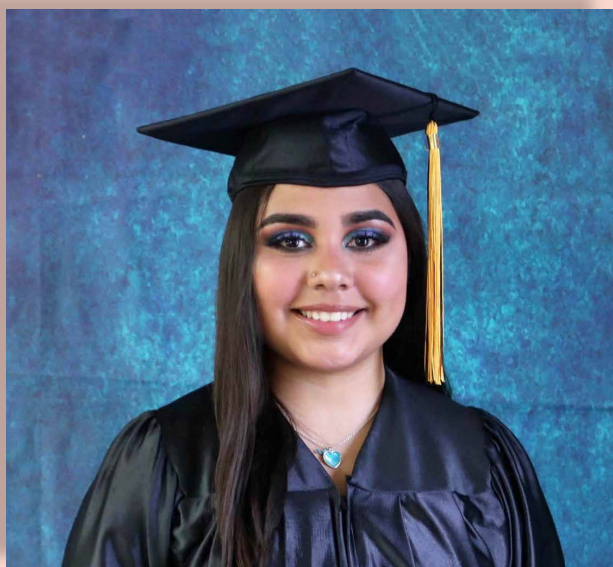
Juan Placeres is an incoming senior at Hawthorne High School, School of Manufacturing and Engineering. Through the academy, along with 22 other students, he successfully completed the Aero-Flex Pre-Apprenticeship Program. During the program he completed the Blueprint for Workplace Success course, enrolled in technical training at ToolingU SME and obtained 80 hours of work experience in an industry level manufacturing lab.

The Academy and Aero-Flex Pre-Apprenticeship program opened opportunities for Mr. Placeres to experience engineering first hand. He aims to attend college after graduating and is interested in the virtual reality programs, building computers and 3D.



Juan Placeres
Aero-Flex Program Success Story

“This Pre-Apprenticeship pushed me forward to pursuing a career in engineering. I got to experience so many new things, it opened my eyes to how much you can do in the shop.”



Ana Ibarra
YouthBuild Program
Success Story

SUCCESS STORY

Ana Ibarra, 18-year-old from Inglewood, was attending an academy with college level coursework but was not receiving her desired grades. She felt there was no support for her to succeed and dropped out.

Ms. Ibarra was recruited and enrolled in the SBWIB YouthBuild Program. She became active in the Policy Committee, YouthBuild's version of ASB, where she was able to assist others, plan school events and encourage her classmates to have school spirit. She also participated in multiple service projects through AmeriCorp.

She took charge academically by reaching out to teachers and staying after school to receive one-on-one help. She studied hard and excelled in her construction training and work safety at construction sites. As a result, Ms. Ibarra graduated from the YouthBuild program this past June as the valedictorian. She reflects on the growth of her leadership, time management, and communication skills during her time in the program. She is currently enrolled at El Camino College and plans to transfer to UCLA after two years.

SOUTH BAY ONE-STOP BUSINESS & CAREER CENTERS

South Bay Workforce Investment Board

11539 Hawthorne Blvd., 5th Floor

Phone: (310) 970-7700 • Fax: (310) 970-7711 • Email: info@sbwib.org



INGLEWOOD ONE-STOP



(310) 680-3700



110 S. La Brea Ave.
Inglewood, CA 90301



GARDENA ONE-STOP



(310) 538-7070



16801 S. Western Ave.
Gardena, CA 90247



TORRANCE ONE-STOP



(310) 680-3830



1220 Engracia Ave.
Torrance, CA 90501



CARSON ONE-STOP



(310) 680-3870



801 E. Carson St., Ste. 117
Carson, CA 90745

TEEN CENTERS



INGLEWOOD TEEN CENTER



(310) 680-3701



101 W. Manchester Blvd.
Inglewood, CA 90301



HAWTHORNE TEEN CENTER



(310) 970-7001



3901 W. El Segundo Blvd.
Hawthorne, CA 90247



Thank You

As we head into our 37th year of successfully providing new programs to meet the employment needs of businesses and job seekers in the South Bay region, we must thank our steadfast partners in the public, private and nonprofit sectors throughout the 11 cities we serve, for their support. We also want to thank the members of our board of directors and those on the various advisory committees for their guidance and insight. Thank you to those elected officials at the local, state and federal levels of government for their support and encouragement in helping us to improve the quality of life and for advancing economic growth throughout our region.

Our Valued Local City Partners

City of Inglewood

City of Hawthorne

City of Torrance

City of Lomita

City of Redondo Beach

City of Manhattan Beach

City of Hermosa Beach

City of El Segundo

City of Gardena

City of Lawndale

City of Carson



A WORKFORCE
DEVELOPMENT BOARD



America's **Job**Center
of California™

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