On behalf of the Board of Directors of the South Bay Workforce Investment Board we are honored to present this 2020-2021 Annual Report to you, our community partners and supporters throughout the 11 cities that comprise the SBWIB service area.

Despite the continued limitations imposed by the COVID-19 pandemic, we are proud to report that our South Bay One-Stop Business and Career Centers were able to provide in-person support to displaced workers and businesses on a reservation basis, along with virtual/social media options such as virtual job fairs that enabled hundreds of job seekers to interface safely with employers.

We continued working closely with local businesses to ensure they have the workforce to fuel the South Bay’s growth. More than 1,600 job seekers participated in virtual orientations to learn about thousands of jobs available in the construction trades through new South Bay area sports and entertainment venues, Metro rail line expansion projects, and the people mover system in and around LAX and its adjacent centralized rental car facility.

Working in partnership with our supportive elected officials at the local, state and federal levels as well as educators and business leaders, we continued to be ahead of the curve in developing new innovative training and educational opportunities for adults and youth. This included increasing our presence and role in many of our local school districts and community colleges to provide a world-class workforce for this dynamic and vibrant South Bay Region.

We are also grateful for the professionalism and dedication of our SBWIB staff members who enable us to exceed our goals and sustain our record as one of the top performing workforce boards in the state.
**About South Bay Workforce Investment Board**

The South Bay Workforce Investment Board (SBWIB) provides no cost services to the public, providing multiple training and employment opportunities for residents in the Greater Los Angeles South Bay Area, including assistance to further the growth of local businesses.

The SBWIB’s business services assist area companies of all sizes, helping them plan and develop strategies for building their employee pipeline, immediate hiring needs and employee training. Our services often support businesses with a variety of assistance programs including the implementation of new apprenticeship models. We continue to raise the bar for robust business collaboration and stakeholder partnering.

Training and employment opportunities for residents are the focus of our One-Stop Business and Career Centers. At our four locations (Torrance, Gardena, Carson, Inglewood), residents access no cost educational and employment services aimed at opening new doors for job and career advancement.

The SBWIB is guided by a Board of Directors comprised of over 50 members representing business, labor, education, economic development, One-Stop Center partners and other key stakeholders.

The SBWIB services eleven (11) South Bay cities including Inglewood, Hawthorne, Carson, El Segundo, Gardena, Hermosa Beach, Lawndale, Lomita, Manhattan Beach, Redondo Beach and Torrance.

**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.

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**South Bay Workforce Investment Board Organization Structure**

**Eleven City Consortium**

**Chief Local Elected Official**
City of Inglewood

**South Bay Workforce Investment Board**

**Comprehensive One-Stop Operator**
SBWIB, Inc. Designated Non-Profit Administrator

**Fiscal Services**

**Procurement / Monitoring**

**Contract Mgt. / Education Directory / Rapid Response Mgt.**

**Greater Avenues for Independence (GAIN)**

**South Bay One-Stop Business & Career Centers / AJCC**

**INGLEWOOD**
Comprehensive One-Stop Operator

**SBWIB YouthBuild**

**TORRANCE**
Affiliate One-Stop Business & Career Center

**GARDENA**
Affiliate One-Stop Business & Career Center

**CARSON**
Affiliate One-Stop Business & Career Center

**YOUTH SERVICES**

SBWIB YouthBuild

Inglewood Teen Center

Hawthorne Teen Center
The One-Stop Business & Career Centers connect adults, youth and business to an array of quality employment, education and training services at convenient locations throughout the South Bay, all at no cost. While many of the services were delivered virtually due to the COVID pandemic, we continued to provide quality assistance throughout the year. Additional help was also delivered to businesses in need of support and workers who experienced temporary or permanent layoffs due to the pandemic.

- **Teen Centers**
  - Tutoring & Enrichment Services
- **Blueprint for Workplace Success Training**
- **Career Counseling**
- **Resume Assistance**
- **College Career Pathway Preparation**
- **Pre-Apprenticeships in Engineering, Manufacturing & Bioscience/Biomanufacturing**
- **YouthBuild Services & Support for area school districts**

**South Bay One-Stop Business & Career Centers**

Providing adult, business and youth services at no cost to the public.

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Total Expenditures
Fiscal Year 2020-2021

Los Angeles County DPSS Contracts
$18,822,454 56%

Workforce Innovation Opportunity Act Grants
$4,601,668 14%

Special State Grants
$5,495,581 16%

Federal Funding
$4,247,087 13%

Other Funding
$446,311 1%

Total Expenditures
$33,613,103

Return on Investment 2020-2021

<table>
<thead>
<tr>
<th>Program</th>
<th>Economic Return</th>
<th>Investment</th>
<th>Return on Investment</th>
<th>Payback Period</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adult</td>
<td>$9,092,096</td>
<td>$1,365,951</td>
<td>666% $6.66</td>
<td>39 days</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>$12,053,475</td>
<td>$1,271,014</td>
<td>948% $9.48</td>
<td>27 days</td>
</tr>
<tr>
<td>Total</td>
<td>$21,145,571</td>
<td>$2,636,965</td>
<td>802% $8.02</td>
<td>32 days</td>
</tr>
</tbody>
</table>

Cost Effectiveness

The SBWIB’s funded adult programs are utilized with a close eye for their return on investment. This year’s adult programs provided return on investment of $6.66 for every federal dollar spent. The Dislocated Worker Program’s return was $9.48 for every federal dollar spent. The combined average return on investment is $8.02.

Return on investment is formulated by first measuring the total training and job placement dollars invested on programs related to unemployed individuals. Next, this figure is compared to the employment rate and taxes paid by those individuals after receiving unsubsidized employment.

By comparing the cost of job placement to the wages earned and taxes paid after the individuals become employed, substantial evidence is provided that the taxpaying public is receiving long-term benefits because of the economic gains returned to the economy through employment.

Total Economic Return From One-Stop Centers

Cost Effectiveness

Average Return on Investment represented as a percentage

Employment Rate

<table>
<thead>
<tr>
<th>Goal</th>
<th>Performance</th>
<th>Success Rate</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>73.5%</td>
<td>65.45%</td>
<td>89.04%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>72.5%</td>
<td>72.22%</td>
<td>100.20%</td>
</tr>
</tbody>
</table>

Average Wage Earnings Per Hour

<table>
<thead>
<tr>
<th>Goal</th>
<th>Performance</th>
<th>Success Rate</th>
<th>Retention Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Adults</td>
<td>$22.35</td>
<td>69.9%</td>
<td>100.34%</td>
</tr>
<tr>
<td>Dislocated Workers</td>
<td>$31.06</td>
<td>72.5%</td>
<td>99.6%</td>
</tr>
</tbody>
</table>
The Prison to Employment Program (P2E) is an initiative established to reduce recidivism through increased rehabilitation by helping individuals overcome barriers when exiting incarceration.

The P2E program provides resources such as direct services, supportive services and employment opportunities to formerly incarcerated and justice-involved individuals reentering the workforce. The Prison to Employment Program (P2E) initiative was also able to create and strengthen the linkages between the workforce and reentry services in the state's 14 labor regions.

In collaboration with seven Workforce Development Boards in the LA Basin Region, the SBWIB was selected to lead the coordination of services. The P2E program has designated “Reentry Hubs” throughout fifteen different America’s Job Centers of California (AJCC) locations in the region. The SBWIB Inglewood Comprehensive One Stop served as one of these hubs.

The Reentry Hubs provide program participants with pre-apprenticeships, vocational training and subsidized employment opportunities to guide successful pathways for this population.

The Los Angeles County Probation Enforcement Team implemented the Automated Referral System (ARS) P2E dashboard to create a referral system from probation and parole to Reentry Hubs. This database helped solidify a tracking system for delivered services and participant progress.

To date, the Prison to Employment Program has successfully served over 1,724 participants, with over 1,200 P2E participants placed into subsidized and unsubsidized employment. This surpassed the targeted goal of serving 705 participants by 2022.

Andrew Aguirre

Success Story

Andrew Aguirre was referred to the South Bay One-Stop Business & Career Center after serving a nearly 22-year state prison sentence. As a parolee, he faced many challenges, including working a variety of low-paying day-laborer jobs.

Through the Prison to Employment program, his career counselor helped him focus on a career in the construction industry and acquire construction tools.

A construction superintendent at one of his assignments noticed his hard work ethic and diligence and offered him a position as a Level II Construction Worker at a wage of $59.18/hr. Today Andrew is proud to help construct 73 affordable housing units at the Las Flores housing project.

“This program and the support I got gave me a real and legit second chance. I have a good job and family, and I am no longer on parole. Thank you!”

Ryan Benson

Success Story

Inglewood resident Ryan Benson enrolled in the INVEST program through the South Bay One-Stop Business & Career Center for specialized employment services for adult probationers.

Ryan completed the Core Competencies Construction Course through the Chabot Las Positas Community College and Career Expansion program in September 2020 to meet the required industry standards within the electrical trades.

He received assistance in purchasing essential work tools and secured employment with Barlow Respiratory Hospital as an electrician with an hourly wage of $37.

“We must not allow other people’s expectations to define who we are because of what we’ve done, or think that we must do what we can only with what we have. The Inglewood One Stop has helped me to reach and exceed my goals.”
The South Bay One-Stop Business & Career Center established the Security Entertainment Retail Vocational Program (SERV) to supply SoFi Stadium with a pipeline of qualified employment candidates.

The program provides support services and access to training and employment in the service industry, with a huge emphasis on the thousands of workers needed for event and game days.

Thousands of local residents have attended biweekly SERV Zoom sessions and were referred to apply with SoFi Stadium and its contractors. Hundreds of individuals have been hired.

1,256 Job Seekers attended SERV bi-weekly orientations in 2020-2021

180 Job Seekers Employed

66 Veterans Placed in Employment

$31.89 Average Wage

SoFi Stadium

SoFi Stadium is an unprecedented and unparalleled sports and entertainment destination constructed in Inglewood by Los Angeles Rams Owner/Chairman E. Stanley Kroenke. The first NFL indoor-outdoor stadium to be constructed, SoFi Stadium is the home of the Los Angeles Chargers and Los Angeles Rams.

The state-of-the-art stadium re-imagines the fan experience and will host a variety of events year round, including Super Bowl LVI in 2022, the College Football Championship Game in 2023, and the Opening and Closing Ceremonies of the Olympic Games in 2028. Located on the site of the former Hollywood Park racetrack, the stadium is the centerpiece of a 298-acre mixed-use development that features retail, commercial office space, a hotel, residential units and outdoor parking spaces.

26th Annual Awards Ceremony

More than 300 community and business partners, government officials and program participants were in attendance for the SBWIB’s 26th Annual Awards Ceremony and Banquet on December 8th at the spectacular SoFi Stadium and Entertainment Center in Inglewood. Inglewood Mayor James T. Butts, Jr. delivered the keynote address. The SBWIB and South Bay business partners congratulated award participants who successfully made it through various SBWIB programs, received training and found employment.

“Thank you for making my dreams come true.”

- Edwin Gamez,
The Airplane Factory Torrance

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The Los Angeles County Department of Public Social Services (DPSS) funds the GAIN Program that provides CalWORKS participants with opportunities to not only find employment, but also stay employed and achieve higher-paying jobs that lead to self-sufficiency and independence. GAIN offices refer participants to the SBWIB from the following categories for employment assistance:

- CalWORKS adults
- Foster Care and Former Foster Care eligible youth
- DPSS Transitional - aged youth
- Youth on probation
- Homeless CalWORKS participants
- Refugee participants
- Work Study for CalWORKS participants enrolled in community colleges

GAIN/TSE LA COUNTY

<table>
<thead>
<tr>
<th>Participants Placed or Employed</th>
<th>1,408</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total Private Businesses Participating</td>
<td>133</td>
</tr>
<tr>
<td>Total Public/Non-Profit Entities Receiving Employees</td>
<td>262</td>
</tr>
</tbody>
</table>

Hawthorne resident Nayyar Gill was referred to the South Bay One-Stop Business & Career Center in 2020 through the Transitional Subsidized Employment (TSE) program. As a single parent on public assistance, she faced many challenges associated with long-term unemployment.

Nayyar completed employment preparation workshops in the Blueprint for Workplace Success program and entered a paid work experience assignment with Los Angeles World Airports (LAWA).

In August 2021, Nayyar was offered a full-time position with LAWA as a wheelchair agent. She has made a successful transition to employment and continues to gain valuable workplace skills.

Thank you for giving me this opportunity. The TSE program has been life changing and I want to encourage others not to give up - opportunities are out there when you find the right support!"

Nayyar Gill
SUCCESS STORY

Wanda Jefferson turned to the South Bay One-Stop Business & Career Center in June 2020 for career change assistance after her job loss as an in-home caregiver during the pandemic. She was also faced with financial hardships from becoming homeless.

Wanda decided to explore a new career in construction with the hope that pursuing a nontraditional occupation for women would lead to stable employment and sustainable wages. She enrolled in the Core Competencies Construction Course at Chabot Las Positas Community College.

Wanda received a laptop and hotspot device to complete her coursework remotely through federal funding and specialized supportive services for individuals impacted by COVID job loss. She secured employment shortly after and was sponsored into the local Floor Covering Union 1247 – 433 via The MS Rouse as a 1st Tier Apprentice with an hourly wage of $24.14.

Wanda Jefferson
SUCCESS STORY
**Business Services**

The nationwide business cycle continued to be interrupted by the pandemic, however, the SBWIB and its One-Stop Business & Career Centers remained in operation to support job seekers and employers with no cost services. We adapted well to virtual delivery of services, hybrid models of communication, and creative employment assistance solutions. Skill development continued through online training, coaching and both pre-apprenticeship and apprenticeship programs. Additionally, outreach expanded within the region to support the communities we serve.

**Rapid Response**

The SBWIB’s pro-active Rapid Response Team of professionals are ready to quickly coordinate tailored services and provide immediate aid to companies and their affected workers in response to a layoff or plant closure. We work to maximize resources available and minimize disruptions associated with job loss. We provided customized services virtually, on-site and via hybrid methods to accommodate any work schedule.

**Layoff Aversion**

The SBWIB can help minimize the impact or avert business layoffs due to economic constraints or under-trained incumbent workers. Working with the SBWIB’s Rapid Response professionals, businesses can connect with services or incentives that are available at the local, state and federal levels. Available services include employee training and funding to upgrade employee skills, creation of customized services, tax relief opportunities, and other business solutions and incentives.

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**Northrop Grumman Corporation**

**Success Story**

Northrop Grumman Corporation, tracing its roots back to 1939 in Hawthorne, manufactures and specializes in defense and commercial aerospace, electronics and information-technology products and services. The South Bay One-Stop Business & Career Centers provide their full menu of workforce development services to Northrop Grumman, including job placement for individuals seeking employment and apprenticeship development. Northrop Grumman supports and attends the SBWIB virtual job fairs and hiring events, including job fairs for transitioning military personnel at Los Angeles Air Force Base.

Additionally, through a partnership that includes El Camino College, enrolled individuals are trained through machining or electromagnetic technician pre-apprenticeship programs. Thirteen individuals who have completed the program with industry recognized credentials have been hired through Northrop Grumman into an on-the-job training apprenticeship program.

The SBWIB utilizes Aero-Flex and WIOA funding to reimburse Northrop Grumman for 50% of the wages paid to apprentices for up to 12 weeks. Apprentices have included recently laid-off workers during COVID-19, veterans, long-term unemployed individuals and youth participants who are currently earning $27.00/hour with opportunities for promotion at Northrop Grumman.

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**Dislocated Worker Programs**

Individuals who have been laid off or displaced are provided with employment and job training services. Comprehensive services are tailored to include retraining, if needed, career counseling, on-the-job training, job search and placement assistance.

Additional funding was awarded to assist individuals impacted by COVID-related displacement including:

- Trade and Economic Transition
- Emergency Additional Assistance
- COVID Employment Recovery

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**Jamie Thibault**

**Success Story**

El Segundo resident Jamie Thibault visited the South Bay One-Stop Business & Career Center in 2019 after her layoff off from the apparel industry. Despite her impressive background in product development and production, Jamie suffered the impacts of the U.S. apparel industry’s trade and economic transitions.

She worked with a career counselor to develop an individual employment plan and receive specialized services under the Trade and Economic Transition National Dislocated Worker Grant (TET).

Jamie completed a certificate in Interior Design through UCLA extension in January 2021 and acquired new skills in computer-aided design programs. She made a successful transition back into the workforce and has substantially increased her earning potential by starting her own consulting business where she continues to use her management and supply chain strategy expertise.

Thank you so much for the opportunity to do this program!
All my accomplishments started with that paid internship through South Bay One-Stop. I tell everyone about how much the SBWIB helped me become the man I am today.

- Nandi Favors
West Los Angeles College Student & Bio-Flex Pre-Apprenticeship Program Participant

I became more cordial and empathetic to others because I was given the opportunity to see what it’s like to work during a pandemic. I seek out opportunities that come along and step out of my comfort zone to network with people and learn.

- Felissa Preciado
Youth Program Participant

I would tell others that asking for help is one of the most important things we can do for our well-being. If you don’t share your struggles with someone else, then you suffer in silence.

- Tiona Sykes
Youth Program Participant

I liked the speakers a lot who explained what they do and their career path and how long it took them to realize what they wanted to do. I learned a lot through the program and the mentors I connected with. Thank you for having this program for students to get more insight into the biotech world and providing all these resources to us.

- Elsie Ureta
West Los Angeles College Student & Bio-Flex Pre-Apprenticeship Program Participant

From this program, I learned a lot about the versatility of biotechnology and all the different fields that are a part of it. I am really grateful to have the chance to learn about all of them.

- Nandi Favors
West Los Angeles College Student & Bio-Flex Pre-Apprenticeship Program Participant

Through the program, I saw different types of biotechnology fields. It expanded my mind in which way I want to go towards and I thank you for that.

- Leroy Anderson
West Los Angeles College Student & Bio-Flex Pre-Apprenticeship Program Participant

All my accomplishments started with that paid internship through South Bay One-Stop. I tell everyone about how much the SBWIB helped me become the man I am today.

- Jason Caraveo
Adult Program Participant
City of Hawthorne Planning Commissioner
The SBWIB remains actively engaged in building new training and development strategies for our area businesses through non-traditional, highly customizable apprenticeship models. In partnership with El Camino College and West Los Angeles College, we have been awarded multiple grants and developed employer-driven training programs. Starting with Aero-Flex and Bio-Flex, career pathways focused on the South Bay’s key industry sectors of aerospace and bioscience, we continue to develop programs requested by area employers including IT and Healthcare. Pre-apprenticeship and apprenticeship programs have proven successful in developing and upskilling current employees while increasing the pipeline of a future workforce.

Through the nearly two-year health pandemic, we responded by further expanding creative virtual presentations and programming to meet the needs of individual employers and participants. During this time, the SBWIB and our Apprenticeship Advisory Committees of industry and community college partners worked together to develop and register additional Aero-Flex and Bio-Flex Apprenticeship occupations as well as developed new healthcare programs for in-demand jobs. Each program provides an invaluable tool to upskill workers in this ever-changing work environment by creating pre-apprenticeships, which allow the next generation workforce to explore various career pathways.

Businesses, both in the South Bay and throughout the nation, may access and even customize these Registered Apprenticeships:

U.S. Department of Labor and the CA-Department of Apprenticeship Standards registered or pending apprenticeship occupations:
- Manufacturing Technician (aka Production Technician)
- Biomedical Equipment Technician (aka Biomedical Maintenance Technician)
- Biomedical Maintenance Technician
- Bio-Medical Quality Assurance Specialist
- Cyber Security Support Technician

Pending Submissions for Health-Flex:
- Clinical Laboratory Scientist (aka Medical Laboratory Technician)
- Nurse Assistant Certified (aka Certified Nursing Assistant)

Receiving the aerospace engineering certification is hard work. It does take a lot of hours and dedication. Luckily, I had some good support from my employer, and I do recommend it for anyone who wants to further their career in aerospace engineering.”

Lizbeth Rios
SUCCESS STORY
Lizbeth Rios, a Process Engineer at Impresa Aerospace in Gardena and Aero-Flex pre-apprenticeship graduate, gained enough technical skills to enroll into the Aero-Flex Aerospace Engineering Apprenticeship. The SBWIB developed the Aero-Flex Apprenticeship as an employer-centric earn and learn model in partnership with local aerospace manufacturing companies and many other stakeholders in 2017. She completed the program in 17 months, making her the first female Aero-Flex Aerospace Engineer apprentice graduate. She had previously earned her Bachelor of Science Degree from UC San Diego and completed multiple hours of Tooling U-SME courses, which were credited toward her required Related Technical Instruction.

The Aero-Flex program enabled me to get into this field which I really love,” Edwin said. I encourage everyone who is interested in a career in aircraft maintenance to take advantage of this training program.”

Edwin Gamez
SUCCESS STORY
Edwin Gamez, a 50-year-old Marina del Rey resident, attended classes at West Los Angeles College to earn his Aircraft & Powerplant Mechanic Certification. Upon his March 2020 graduation, he was referred by the college to the SBWIB’s Aero-Flex Pre-Apprenticeship and Apprenticeship Program.

During the Pre-Apprenticeship Program, he completed Blueprint for Workplace Success training, industry-specific technical skills training and a work experience at the Airplane Factory based at the Torrance Airport. Upon completing the program, The Airplane Factory hired Edwin and enrolled him in an Aircraft Structures Mechanic Assembler Apprenticeship training program.
To ensure entry-level job seekers and incumbent workers can access work readiness training, the SBWIB created online self-paced versions of its Blueprint for Workplace Success program:

**Blueprint I - How to get a job:** Students learn how to communicate effectively, make a resume, contact employers and more.

**Blueprint II - How to keep a job:** Students learn about teamwork, leadership, critical thinking and problem solving, managing conflicts and working in a culturally-diverse environment.

New chapters have been added on teleworking, to further equip job seekers. More than 750 participants have completed the online training to-date. In addition to the new self-paced course and the in-person instructor version that is still available, the SBWIB created an online instructor version for a cohort of students to be taught at one time virtually. All content is available in English or Spanish.

Recognizing that good customer service is important for any business to grow and succeed, the SBWIB created a new customer service class that is offered online.

The Blueprint for Workplace Success Customer Service training provides a great refresher of the basics and allows individuals to discover their customer service strengths as well as areas in need of improvement. The online training is self-paced, interactive, available in English and Spanish, includes a pre- and post-assessment and a comprehension quiz for each module. The SBWIB staff also provides a live interactive discussion session to reinforce skills learned from the online course.

Over 200 people have enrolled in the training. The City of Hawthorne and City of Gardena are using this program at no cost to train their employees.

“The Customer Service training was very personalized, engaging, and helped validate my knowledge, skills, and experience around customer service. I got so much out of the training and hope others will too.”

- Gerardo Marte
  Recreation Specialist / City of Hawthorne

**Employment Training Panel (ETP)**

Businesses related to manufacturing and healthcare industries are encouraged to take advantage of funding available to support employee training available through the SBWIB.

Funding may be used for employee skill building or training to upskill workers, whether currently employed, new hires or returning to work. This financial assistance is made possible through a grant provided by the California Employment Training Panel (ETP) and is available to businesses of all sizes conducting employee training through 2023.

This collaboration with the SBWIB/ETP relieves employers of some of the administrative and contracting hurdles that are needed if managing the program themselves directly with ETP.

**Enrollments**

Goal – 224% of plan

610

**Average salary**

$40.08/hr.

584

**Retention in Employment**

Goal – 215% of plan

132 Opportunities Offered

**Blueprint for Workplace Success**

The SBWIB created online self-paced versions of its Blueprint for Workplace Success program. The various chapters provide training in:

- **Blueprint I - How to get a job:** Students learn how to communicate effectively, make a resume, contact employers and more.
- **Blueprint II - How to keep a job:** Students learn about teamwork, leadership, critical thinking and problem solving, managing conflicts and working in a culturally-diverse environment.
- **Blueprint III - Success in the 21st Century workplace and customer service:** This course builds a skills-based foundation and includes a comprehension quiz for each module. The SBWIB staff also provides a live interactive discussion session to reinforce skills learned from the online course.
- **Blueprint IV - Business ownership:** Students explore the legal aspects of starting a business, deciding on an appropriate business structure, funding sources and funding application processes.
- **Blueprint V - Advancing skills for the workforce:** This course utilizes a skills-based approach to help students identify their strengths and needs, as well as areas of improvement for the 21st Century workplace.

**Teen Centers**

The Hawthorne & Inglewood Teen Centers, operated by the SBWIB in partnership with collaborative education and community partners, offer after-school academic services to teens ages 14-18. Services include: social collaboration, field trips, career services and alternatives to delinquent behavior.

- **Hawthorne Teen Center Visits:** 595
- **Inglewood Teen Center Visits:** 477

**YouthBuild**

The SBWIB partners with Centinela Valley Union High School District to enhance work-based learning opportunities for academy and pathway students. From Fall 2020 through end of Summer 2021, we placed 45 students in internship and pre-apprenticeship opportunities, coordinated 34 guest speakers to virtually join the classroom, provided 3 pre-apprenticeship programs in STEM fields, conducted virtual tours and solidified 26 Advisory Board Members. The partnership with CVUHSD continues into the new school year 2021 – 2022.
For 2 years now, the SBWIB Inglewood Teen Center and Hawthorne Teen Center delivered digital and in-person entrepreneurial lesson plans through a program known as WeThrive for youth ages 14-18. The WeThrive team and the SBWIB staff successfully empowered 17 local high school students to launch their own real-life companies. WeThrive stated that our youth created “some of the best pitch decks we’ve seen! The pitch decks created by the SBWIB youth are currently used in our facilitator training as powerful examples of creative presentations and WeThrive Portfolio Companies launched.”

Most of our youth entrepreneurs are active participants of the Alumni Program and help guide other program participants across the nation. Our youth continue to grow their businesses even after program completion with an increase in clientele. The youth have grown confidence in themselves and are grateful to have learned new skill sets that will help them advance in the business world.

Due to high success in achievement and positive feedback from our youth, our Teen Centers will relaunch this program in 2022.

The SBWIB continued its strong partnership with El Camino College, both directly with faculty and students, as well as in collaboration on several successful grant funding opportunities to train and develop a skilled workforce pipeline. Partnering with the college’s Career Education Department to directly provide career services to El Camino Students, the SBWIB provided job search assistance, resume support, interview prep and career pathway planning. Over the past two years, these services helped lead to hundreds of placements into apprenticeships, pre-apprenticeships, internships and On-the-Job training opportunities.

Despite the continuing pandemic requiring virtual rather than in-person programming, we jointly held a highly successful week-long Job Fair/Interview Workshop in the Fall where 43 employers from multiple industry sectors participated and over 50 professional guest speakers shared information about their company, job openings and expectations for entry level employment. This was followed by six Interview Preparation Workshops, including one hosted by the SBWIB staff. Over 300 job opportunities for El Camino students were offered as a result of this event.

Thanks to grants awarded to the El Camino College and SBWIB partnership, students from El Camino College and surrounding LA County schools have participated in the Aero-Flex and Bio-Flex Pre-Apprenticeship Programs and 34 students have been hired into manufacturing positions and apprenticeships. Hiring companies include Northrop Grumman, Sling Pilot Academy, Lisi Aerospace, and Space Vector Corporation. Students entered such occupations as Aerospace CNC Machining Technician, earning $27.00 an hour, and as an Electromechanical Engineer, earning $26.00 an hour.

An additional 30 students were enrolled into internship programs, including a Digital Marketing Fellowship conducted in partnership with Facebook.

The SBWIB 2nd Virtual Blueprint for Workplace Success Job Fair

Following COVID-19 health and safety protocols, the South Bay Workforce Investment Board presented its second Virtual Blueprint for Workplace Success Youth Resource and Job Fair to provide job seekers access to employment resources and opportunities. Registered job seekers attended split sessions that featured speakers from 17 South Bay area employers who discussed career options, company culture and what it is like to work in their career fields. It marked the 21st year the SBWIB has presented the Blueprint for Workplace Youth Job Fair.
Yuritzi Ayala
SUCCESS STORY

Los Angeles resident Yuritzi Ayala wanted to earn a BS degree and pursue a career in healthcare after graduating high school. However, she faced many financial hardships, including unstable housing and a limited support system as a foster youth. Yuritzi realized she could earn an associate degree and work in dentistry or public healthcare to help pay for her education. She applied to one of the South Bay Workforce Investment Board’s contractors as a Dental Assistant at a Torrance-based dental office during the summer.

After completing the assignment, she enrolled at the University of California San Diego and secured stable campus housing. Yuritzi is earning a BS degree and pursuing a career in Public Health.

Growing up I always struggled with worrying about medical insurance and not being able to get proper healthcare. I want to pursue a career where I can support patients who often struggle with finding good healthcare in their community.

Dylan Rock
SUCCESS STORY

Twenty-two-year-old Dylan Rock of Redondo Beach went to the South Bay One-Stop Business & Career Center for employment help.

Dylan worked with a career advisor to strengthen his resume, complete the Blueprint for Workplace Success training and gain job experience at OSI Systems in Hawthorne.

Dylan’s worksite supervisor at OSI Systems noticed his potential and encouraged him to apply to one of the company’s contractors as a services technician. Dylan was hired full-time as a HVAC service technician with C&L Refrigeration for $25/hour plus benefits.

I would encourage others to explore and take advantage of the great opportunities that the One-Stop has to offer. Whether it be finding a career path, finding a job or help with a resume, the One-Stop has many tools at their disposal to help with a variety of different needs.

Kevin Mora

If you are around the city of Hawthorne and are a student who struggles a bit in school and just needs help in general, the Hawthorne Teen Center is an amazing place to get the help you need.

Monica Martinez

The SBWIB’s YouthBuild is a program of opportunity, and all you need to do is take it. Don’t be afraid to achieve your goals. Do it for yourself.

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 |
| Patricia Parker, CYS (Centinela Youth Services, Inc.) |
| Eric Davis, Department of Rehabilitation/ Los Angeles South Bay District Bay Cities Branch |
| Tom Fitzwater, MTC Los Angeles Job Corps |
| David Fleck, Behavioral Health Services |
| Chief Mark Fronterotta, Inglewood Police Department |
| Dr. Betsey Hamilton, Lawndale School District |
| Dr. Atlas Helaire, Southern California Regional Occupational Center |
| Chief Michael Ishii, Hawthorne Police Department |
| Jelani Anderson, SBWIB YouthBuild |
| Dr. Steven Keller, Redondo Beach Unified School District |
| Dr. Otto W. K. Lee, Los Angeles Harbor College |
| Tamala Lewis, Dignity Health Sports Park |
| James M. Linbaugh, Ph.D., West Los Angeles College |
| Dr. Brenda Thames, El Camino Community College |
| Dr. Tim Stowe, Torrance Unified School District |
| VeldafonMcElroy, Parent Representative |
| Rabbi Yossi Mintz, The Friendship Foundation |
| BenDemers, Los Angeles Southwest College |
| Greg Campbell, The Campbell Agency, Allstate Insurance Company |
| Dr. Helen Morgan, Hawthorne School District |
| Dr. Stephen Nellman, Centinela Valley Union High School District |
| Irving Pacheco, Century Center for Economic Opportunity, Inc. |
| J. Kim McNutt, California State University Dominguez Hills |
| Scott Price, Lenox School District |
| Michael Romero, Los Angeles Unified School District |
| Dr. Blake Silvers, Wiseburn Unified School District |
| Hilda Shofani, Le Pain du Jour Bakery |
| Dr. Erica Torres, Inglewood Unified School District |
| Bruce Young, Inglewood Park Cemetery |
| Alternates |
| Ben Demers, Los Angeles Southwest College |
| Greg Campbell, The Campbell Agency, Allstate Insurance Company |
| Eboney Pearson, MTC Los Angeles Job Corps |

Cinder Eller, Inglewood Police Department |
| Jorge Arroyo, Lawndale School District |
| Jennifer Pesavento, Southern California Regional Occupational Center |
| Dr. Anthony Taranto, Redondo Beach Unified School District |
| Erica Mayorga, Los Angeles Harbor College |
| Mr. Ross Miyashiro, El Camino Community College |
| Dr. Wayne Diulio, Torrance Unified School District |
| Kelly Stroman, The Friendship Foundation |
| David Mallchok, Hawthorne School District |
| Mr. Brett Waterfield, California State University Dominguez Hills |
| Alma Kimura, Inglewood Unified School District |
| Dr. Michelle Castello Alferes, Inglewood Unified School District |
| Dr. Nisha Dugal, Wiseburn Unified School District |

Youth Development Council Committee

If you are around the city of Hawthorne and are a student who struggles a bit in school and just needs help in general, the Hawthorne Teen Center is an amazing place to get the help you need.”
South Bay Workforce Investment Board

Executive Committee
Wayne Spencer, Board Chair & Board Officer, Executive Committee, Spencer 4 Hire Security
Patricia Bennett, Board Secretary, Executive Committee & One-Stop Policy, P & J’s Unique Book-keeping & Tax Services
Maria Camacho, One-Stop Chair, Executive Committee, One-Stop Policy & Youth Development Council, Los Angeles Rams
Patricia Donaldson, YDC Chair, Executive Committee, Youth Development Council & One-Stop Policy, Active Security Solutions, Inc.
Glenn Mitchell, Board Vice-Chair, P&G Chair, Executive Committee & Performance & Evaluation, Gendaro General Insurance Agency
Mohammad Naser, B&L Chair, Executive Committee & Business, Technology & Economic Development, Centinela Hospital Medical Center

Board Members
Billy C. Campbell, Youth Development Council, The Campbell Agency, Allstate Insurance Company
Jamin Gallman, Business, Technology & Economic Development, SPACEX, Space Exploration Technologies
Ted Cordova, Performance & Evaluation, E&J Natural Resources
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Lily Craig, Business, Technology & Economic Development, Chevron Products Company
Dr. Wayne Diulio, Youth Development Council, Torrance Adult School
Jeremy Diaz, Performance & Evaluation, UA Plumbers Local 78
David Fleck, Youth Development Council, Behavioral Health Services
Donald Ford, Business, Technology & Economic Development, Training Education Management LLC
Andrew Fowler, One-Stop Policy, Los Angeles Ale Works
Fran Fulton, Business, Technology & Economic Development, City of Torrance
Tamala Lewis, Youth Development Council, Dignity Health Sports Park
Stella Li, Business, Technology & Economic Development, BYD (Build Your Dreams) America
Tami Lorenzo-Fasslow, Business, Technology & Economic Development, FCL Logistics, LTD.
Dr. Brenda Thanes, Youth Development Council, El Camino Community College
Gregg McClain, One-Stop Policy, Max Out, Inc.
Mike Harel, Business, Technology & Economic Development, Southern California Gas Company
Kevan Metcalfe, Business, Technology & Economic Development, Gardena Memorial Hospital
Ellenmyr Michel, One-Stop Policy, Pelican Products, Inc.
Sanjay Murty, Business, Technology & Economic Development, Murti, LLC
Josh Lafarga, Performance & Evaluation, Watson Land Company
Armando Pena, Youth Development Council, Southern California Masons, Union Apprenticeship Training
Mitch Ponce, Performance & Evaluation, Ironworkers Local 433
Kendrick Roberson, One-Stop Policy, American Federation of Government Employees (AFGE) Local 2429
Roderick Edison, One-Stop Policy, ADDUB, Inc.
Dr. Wayne Diulio, Youth Development Council, California State University, Dominguez Hills
J. Kim McNutt, Business, Technology & Economic Development, City of Gardena
Mike Talleda, Performance & Evaluation, Shoreline Reality
Marc Weiss, Performance & Evaluation Committee, Commercial Consulting, Inc.
Dr. Lance Williams, Youth Development Council, Los Angeles County Community Action Board
Carolyn Woodard, Performance & Evaluation, West County GAIN - Region I
Bruce Young, Youth Development Council, Ingleside Park Cemetery

Alternates
Constance Turner, Business, Technology & Economic Development, BYD (Build Your Dreams) America
Pat Farenga, Business & Technology, Economic Development, FCL Logistics, LTD.
Jose Anaya, Business, Technology & Economic Development, El Camino Community College
Paul Coluch, Business, Technology & Economic Development, Gardena Memorial Hospital
Stephanie Santin, Business, Technology & Economic Development, City of Gardena
Robert Padilla, Performance & Evaluation, West County GAIN - Region I

The One-Stop staff helped me focus on my goals and build my self-confidence, which helped me and my family financially and emotionally, and enabled me to start a new career. — Yvonne Alvarez

Madison Box
Take the opportunity! You will not find another program with individuals who care about your future as much as the South Bay One-Stop Center.

Emily Beltran
Put Faith and Perseverance together and you’ll find Success.

Marcelle Harris
Believe in what this agency says and communicate with them often.

Yvonne Alvarez
The One-Stop staff helped me focus on my goals and build my self-confidence, which helped me and my family financially and emotionally, and enabled me to start a new career.”
The South Bay One-Stop Business & Career Centers successfully launched a Certified Nursing Assistant (CNA) training program in response to emerging workforce needs for healthcare professionals statewide, resulting from COVID-19.

A Virtual Job Fair for the Los Angeles Air Force Base was held. Over 80 transitioning military personnel participated along with 20 employers including Raytheon, Northrop Grumman, Eaton, Cedar Sinai, General Atomics and LinQuest.

The SBWIB conducted a live virtual job fair for Carson and Gardena area job seekers in a webinar format. Close to 300 attended along with 20 employers.

Fourteen veterans were enrolled in the Veterans Employment Related Assistance Program (VEAP). Veterans with significant barriers to employment received career and training services leading to employment in high-growth employment sectors.

The South Bay One-Stop Business & Career Centers enrolled individuals into the Homeless Opportunity for Meaningful Employment (HOME) program. Individuals receive specialized services including comprehensive career counseling, employment and training services, and referrals to housing and behavioral health partners.

282 youth received in-person or virtual assistance through the Hawthorne and Inglewood Teen Centers during the first quarter.

The SBWIB enrolled the first two apprentices in the BioFlex Pre-Apprenticeship Program under the Accelerator 7.0 grant.

Rapid Response services were provided to South Bay companies that employ 5,160 individuals who were affected by layoffs/closures.

The SBWIB serves as the lead and fiscal agent under the Prison to Employment (P2E) initiative on behalf of the seven Workforce Development Boards in Los Angeles County. The P2E program provides employment and job placement services to over 700 formerly incarcerated individuals over a two-year period. This goal was exceeded with nearly 2,000 participants enrolled.

The SBWIB successfully completed a project for the Howmet Foundation. The SBWIB surpassed goals and closed out the grant with a 100% completion rate.

14,415 individuals received services through the South Bay One-Stop Business & Career Centers during the second quarter.

282 youth received in-person or virtual assistance through the Hawthorne and Inglewood Teen Centers during the second quarter.

A second cohort of students were enrolled into the Certified Nursing Assistant (CNA) training program, responding to the emerging workforce needs of the healthcare industry.

A partnership with Facebook was formed to train 50 youth ages 18 and older as Social Media/Digital Marketing Fellows. Participants received paid work experience and assisted local South Bay businesses.

The Virtual Learning Ambassadors (VLAs) program was launched to assist South Bay School Districts that were providing instruction and supportive services virtually during COVID. Twenty South Bay students were sent to assist Hawthorne School District elementary and middle school students, teachers and parents.

Thanks to a grant from the California EDD, the statewide National Dislocated Worker Employment Recovery provided funds to support training and placement services for 177 displaced workers due to COVID shutdowns.

Rapid Response services were provided to South Bay companies that employ 903 individuals who were affected by layoffs/closures.

The SBWIB, in partnership with the South Bay Cities Council of Governments, Cities in the South Bay, partners and stakeholders throughout the Region, completed the new South Bay FIBER Network, an important step toward eliminating the digital divide and creating jobs.

282 youth received in-person or virtual assistance through the Hawthorne and Inglewood Teen Centers during the second quarter.
Third Quarter

The California Workforce Development Board awarded the SBWIB and the Southeastern Los Angeles Workforce Development Board (SELACO) a $500,000 grant to provide apprenticeship and training opportunities in the healthcare sector. Partners include HealthImpact and the Hospital Association of Southern California.

The SBWIB partnered with iFoster through the Bridge-to-Work program to assist the State of California with the Vaccine ‘For All’ roll-out program. AmeriCorps Foster Youth participated.

Funding to local employers for incumbent worker training through the State’s Employment Training Panel (ETP) was provided to over 400 incumbent workers with an average salary of $41 an hour.

The Hawthorne Teen Center reopened its doors for in-person services and continued to provide services and programming to youth virtually. More than 75 youth received virtual assistance.

Rapid Response services were provided to 14 South Bay companies that employ 6,154 individuals who were affected by layoffs/closures.

The SBWIB enrolled 26 more individuals under the statewide National Dislocated Worker Employment Recovery grant (NDWG), resulting in 84 individuals enrolled to date.

The SBWIB enrolled 46 new dislocated workers into the Emergency Additional Assistance Grant, resulting in 155 individuals enrolled to date.

Eight virtual recruitment fairs were held during the 3rd quarter with a total attendance of 220 job seekers. The recruitment fairs resulted in over 40 individuals being offered employment.

Assistance provided to the Centinela Valley Union High School District included arranging 32 guest speakers, 26 advisory board members, 3 virtual company tours and 17 internship opportunities.

The Bio-Flex Accelerator 7.0 grant was completed and exceeded the goal of enrolling 25 students into the Bio-Flex Pre-Apprenticeship Program.

22,612 individuals received services through the South Bay One-Stop Business & Career Centers, 11,617 of which were served through the Inglewood One-Stop Center.

The SBWIB’s YouthBuild program received a grant through the Harbor Freight Foundation to provide MC3 training to 20 youth ages 18-24 for careers in construction trades.

Fourth Quarter

Carson resident Edgar Ramirez and Lizbeth Rios of El Monte became the first two apprentices to complete the SBWIB Aero-Flex Apprenticeship Aerospace Engineer program as employees of Gardena-based Impresa Aerospace.

On June 17th, the SBWIB hosted its second annual virtual Blueprint for Workplace Success Youth and Young Adults Job Fair. The event featured presentations from 17 local businesses. Hundreds of youth and young adults attended.

The Department of Labor (DOL) approved three additional apprenticeship occupations: Biomedical Maintenance Technician, Biomedical Quality Assurance Specialist and Biomanufacturing Production Technician.

The SBWIB partnered with the Hospital Association of Southern California (HASCG) and CSU Dominguez Hills to develop an apprenticeship program for the Clinical Laboratory Specialist occupation.

Rapid Response services were provided to 15 South Bay companies who were affected by layoffs/closures.

During the 4th quarter, the Torrance One-Stop Business & Career Center held a virtual job fair for Torrance Adult School students. Over 100 students attended.

107 youth received in-person or virtual assistance through the Hawthorne and Inglewood Teen Centers during the fourth quarter.
Thank You

It is with sincere gratitude that we reflect on the support we received and the collaborative partnerships we formed during the past program year as our region and the nation gradually recovers from the challenges and restrictions imposed by the world-wide COVID-19 pandemic.

Our continuing success in providing new programs to meet the employment needs of businesses and job seekers is due in large part to the continuing support we receive from our elected officials at the local, state and national level. Their support enables us to maintain an innovative workforce development system that supports job retention and economic growth in the South Bay region.

We also thank our partners in the business and education sectors, and the public, private and nonprofit agencies who serve on our Board of Directors and advisory committees whom actively support and attend our special events throughout the year.

This ongoing support helps us stay true to our mission of using the most cost-effective services and demand-driven strategies to build a world-class workforce through strategic alliances with business, education and community partners, while helping to advance economic progress throughout the region and improve the quality of life in the South Bay.
A WORKFORCE DEVELOPMENT BOARD

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This WIOA Title 1 financially assisted program or activity is an equal opportunity employer/program. Auxiliary aids and services are available upon request to individuals with disabilities by calling in advance to CRS 1-800-735-2922 or 310-680-3700.