

# *24<sup>th</sup> Annual Awards Ceremony 2019*

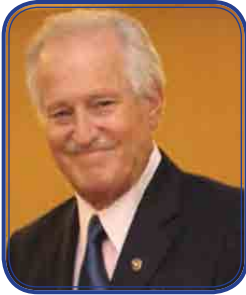


A WORKFORCE  
DEVELOPMENT BOARD



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

## Welcome Message



**Jan Vogel**  
Chief Executive Officer  
South Bay Workforce  
Investment Board, Inc.

On behalf of the board of directors and entire staff of the South Bay Workforce Investment Board, I am happy to welcome you to our 24th Annual Awards Banquet as we celebrate the accomplishments and triumphs of those individuals who have overcome barriers to employment and completed training and gained jobs. This event also allows us to recognize our training partners and loyal employers who make our success possible.

Another highlight of the evening is the presentation of the Esther Williams Award of Excellence which is going to our great LA County Supervisor, Mark Ridley-Thomas, who represents the Second District. With nearly 30 years of public service to the people of Los Angeles County at the local and state levels of government his efforts have resulted in millions of dollars invested in new developments and programs that enrich our region. Supervisor Ridley-Thomas is also the champion of the rapidly expanding Bio-Science Industry that is occurring in the County. His most generous grant of \$200,000 is helping the SBWIB develop the Bio-Flex Apprenticeship Program which prepares individuals for careers in the bio-science industry.

For more than 36 years, we have provided services to the residents of El Segundo, Hawthorne, Hermosa Beach, Gardena, Lawndale, Inglewood, Redondo Beach, Manhattan Beach, Carson, Lomita and Torrance through our four One-Stop Business and Career Centers. More than 100,000 adults, youth and dislocated workers visit our service centers annually as well as business owners and major corporations seeking no cost services for individuals and businesses.

Tonight we thank our partners in government, business organizations, and the education community for the support, vision, experience and resources they continue to share year round that enables us to sustain and fund various youth-oriented programs, including the Inglewood and Hawthorne Teen Centers, the Blueprint for Workplace Success Program and the Fit For Gold Program.

Thank you again for attending and for your loyal support.

A handwritten signature in dark ink, appearing to read 'Jan Vogel'.

# *Program of Events*

## **Reception & Entertainment**

Jan Vogel

## **Welcome**

Jan Vogel

## **Inspiration Message**

Pastor Phil Cookes

South Bay Celebration Assembly

## **Pledge of Allegiance**

Chief Michael Ishii – Hawthorne Police Department

## **God Bless America**

Donald Perry

SBWIB Employee

## **Introduction of Guest/Sponsors**

Jan Vogel

## **Presentation of Esther Williams Award of Excellence by**

City of Inglewood

Mayor James T. Butts, Jr.

to

**Mark Ridley-Thomas**

Supervisor, Second District

County of Los Angeles

## **Dinner Served**

## **Introduction of Keynote Speaker**

Jan Vogel, CEO SBWIB

## **Elsje Kibler-Vermaas**

The LA Philharmonic's Vice President, Learning

## **Awards Presenter**

Jan Vogel, CEO SBWIB

Wayne Spencer, SBWIB Chairman

## **Alumni Awards**

## **Business Awards**

## **Training Provider Awards**

## **Closing Remarks**

## Esther Williams Award Recipient



**Mark Ridley-Thomas**  
Supervisor, Second District  
County of Los Angeles



The Honorable Mark Ridley-Thomas, Supervisor of the Los Angeles County Second District, has served with distinction as an elected official for more than 28 years during which time he has earned a reputation as a visionary in the areas of social justice, neighborhood-based civic engagement, economic and workforce development, public health initiatives, homelessness, and public safety. He is credited with bringing programs, jobs and millions of dollars of development to Southwest Los Angeles.

Prior to his election to the Board of Supervisor in 2008, Supervisor Ridley-Thomas was elected to the 26th District of the State Senate. He also served two years in the State Assembly, and 12 years on the Los Angeles City Council. He is currently a board member of the Los Angeles County Metropolitan Transportation Authority, the Los Angeles Memorial Coliseum Commission and LA Care, the nation's largest publicly operated health plan. Supervisor Ridley-Thomas' political career was preceded by a decade of service as the executive director of the Southern

Christian Leadership Conference of Greater Los Angeles (1981-1991).

Born in Los Angeles, the Supervisor graduated from Manual Arts High School and then earned BA and MA degrees from Immaculate Heart College, and his Ph.D. in Social Ethics from USC focusing on Social Criticism and Social Change.

He is married to Avis Ridley-Thomas and they are the proud parents of two sons, Sinclair and Sebastian.

Esther Williams was one of the pioneer members of the SBWIB and the first chairperson in 1982. Esther was well known for her commitment and leadership in making sure the Board fulfilled its purpose of providing the highest quality job training and job placement services for adults and youth in the South Bay.

The Esther Williams Award of Excellence is presented to those individuals who epitomize her record of service and commitment to the lofty ideals and purpose of the South Bay Workforce Investment Board, and who strive to improve the quality of life in our communities through their professionalism and lasting contributions.





# West Basin Municipal Water District

21<sup>ST</sup>  
ANNUAL

# Water Harvest

# FESTIVAL

Celebrating Water for Tomorrow

Water Education

Stage Shows

Games

Kids Costume Contest

Saturday, October 26, 2019 10AM - 2PM

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For event details, visit  
[www.westbasin.org/waterharvest](http://www.westbasin.org/waterharvest)



## WEST BASIN BOARD OF DIRECTORS

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Division I

Gloria D. Gray  
Division II

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Division V

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Investment Board 24th Annual Awards Ceremony*



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# Golden State

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- **Successfully completing programs**
- **Receiving training**
- **Finding employment**

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## Keynote Speaker



**Elsje Kibler-Vermaas**  
Vice President  
Learning for the  
Los Angeles Philharmonic

As Vice President of Learning for the Los Angeles Philharmonic, Elsie Kibler-Vermaas oversees all LA Phil learning initiatives, including YOLA (Youth Orchestra Los Angeles) and YOLA National. Her leadership of these programs place Kibler-Vermaas at the forefront of a movement to advance positive social change through music education and empower young people from populations historically excluded from intensive instrumental and ensemble training.

Ms. Kibler-Vermaas is a pianist and graduate of the Utrecht Conservatory in the Netherlands. Prior to rejoining the LA Phil in 2017, she led programs at the Concertgebouw in Amsterdam, the Hartford Symphony Orchestra, and the Longy School of Music of Bard College.



In the fall of 2007, the LA Phil and its community partners launched Youth Orchestra Los Angeles, a music program for 80 students in South LA. Now known simply as YOLA, the program currently serves more than 1,200 young musicians at four sites

across Los Angeles, providing them with free instruments, intensive music instruction (up to 18 hours per week), academic support, and leadership training.

YOLA began as an adaptation of Venezuela's revolutionary El Sistema music education program, but it is now an innovative model in its own right, guiding students and teachers from nearly 100 music programs around the country.

Though all four YOLA sites are guided by a unified philosophy and mission, each site is designed differently to serve the specific needs of its community. YOLA's every success -- from its local impact to its national influence -- is built on a foundation of partnership. Through YOLA, community partners, peer program partners, and philanthropic partners come together to serve a common goal: putting the transformative power of music-making into the hands of young people who would not otherwise have access to it.

The Judith and Thomas L. Beckmen YOLA Center at Inglewood marks the next step in YOLA's evolution. The Frank Gehry-designed Center will be a dedicated home to YOLA, serving as the program's fifth site and a central space for the LA Phil learning and community initiatives including the YOLA national Festival and YOLA National Symposium.

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**Tanesha Hudson**  
Adult Program

**Tanesha Hudson**, single parent of two young children, was laid off from her job of 18 years with Sony and struggled to find new employment.

While working with Greater Avenues for Independence (GAIN), Ms. Hudson heard about the free services offered through the South Bay One-Stop Business & Career Center – Carson. Her job developer felt she was a good candidate for a position in the City Clerk's Office with the City of Carson. Ms. Hudson was selected for a temporary part-time position under the Transitional Subsidized Employment (TSE) program.

As she neared the end of her TSE assignment, Ms. Hudson was hired by the City of Carson as a part-time Typist Clerk II. She was later advised of another full-time position offered by the City of Hermosa Beach City Clerk's Office. She interviewed and was hired as a Senior Office Assistant.

*"I'm thankful for the job developers and counselors I worked with at GAIN and the Carson One-Stop Center for giving me the tools I needed to re-enter the workforce."*



**Joaquin Ruelas**  
Adult Program

**Joaquin Ruelas** visited the South Bay One-Stop Business & Career Centers – Carson after being laid off from Aero-Craft Heat Treating Company, Inc. He attended a recruitment orientation and informed the career services coordinator of his history, being an ex-offender, and current situation of being homeless. Due to these barriers, Mr. Ruelas feared obtaining a job would be a long, difficult process.

Mr. Ruelas was deemed eligible and subsequently enrolled for employment assistance. With the assistance of a job developer, Mr. Ruelas was interviewed by a company in Santa Fe Springs. He immediately began feeling hopeful.

Mr. Ruelas felt confident about the interview arranged by the One-Stop, and a few days later Mr. Ruelas was offered the job.

*"I don't think I would have been able to take the steps needed to get back into the workforce. I was very nervous to face this process again, but I did it with their help. I applied for the first job he sent me and a few days later – I got the job, I was so happy!"*



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## El Segundo

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**Malika Spellman**  
Adult Program

**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 and 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.

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



**Beth Hilbing**  
Dislocated Workers  
Program

**Beth Hilbing** was laid off from her job. Thanks to a friend's recommendation, she went to the South Bay One-Stop Business & Career Center – Torrance to seek assistance in continuing her education toward earning a Project Management Principal (PMP) certification.

After being enrolled at the One-Stop, Ms. Hilbing's career counselor helped her search for the right program and university that matched her goal of obtaining a PMP certification as well as applying for funding to cover tuition. The One-Stop staff also gave her mock interviews while informing her of job openings that aligned with her skill set.

Ms. Hilbing interviewed for the position of Sr. Program Manager and Principal IT Business Partner with The Boeing Company and was hired full-time with a **six figure salary**. The company also supported her in finishing her PMP certification through UC Irvine.

*"I am very satisfied with the attention and support the Torrance One-Stop staff gave me and I recommend their services to anyone who is seeking job search skills and needing expanded learning and training."*

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## Gardena

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**Michael Perkins**  
Adult Program

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 in August 2019.

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, travel to and from job sites, and perform underground tasks. He is grateful for the opportunities provided from his career counselor and wants others to know about the value of these services.



**D'Shalla Wyrick**  
Bridge-to-Work  
Youth Program

**D'Shalla Wyrick** was referred to the South Bay One-Stop Business & Career Center – Gardena by the Department of Children and Family Services for employment services. Ms. Wyrick attended orientation and was enrolled in a Paid Work Experience assignment.

In preparation for her assignment she completed the Blueprint for Workplace Success course where she gained the necessary skills to make a smooth transition to her employment with Warehouse Shoe Store (WSS).

Shortly after completing her work based learning experience, Ms. Wyrick secured full-time employment with G-2 Services for LAX World Airports. Since the start of Ms. Wyrick's employment, she has received multiple wage increases and continues to make strides with her employer.

*"I am grateful for the opportunities granted by these programs and the exposure to the retail and customer services industry."*

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## Hawthorne

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**Amber Wynn**  
Dislocated Workers  
Program

**Amber Wynn**, visited the South Bay One-Stop Business & Career Center – Gardena in the months following her layoff from California State University, Fullerton.

After completing a series of career counseling sessions, she decided to pursue a Community College Teaching Certificate Program through a valued I-TRAIN partner California State University, Dominguez Hills. According to Ms. Wynn, obtaining this industry recognized certification in nonprofit management to an academic setting as a college professor.

Ms. Wynn secured employment with Antioch University as an Adjunct Professor teaching Non Profit Management. Her experience and industry knowledge within this sector coupled with newly acquired certificate facilitated her successful reentry into the workforce.

*"I am so grateful to the One-Stop and the resources available. Some people may be one paycheck away from real hardships, and they need to know that help is out there. I was worried that at my age, I wouldn't be able to have a chance at a second career. Thanks to my case manager and the One-Stop I was able to reach my goals."*



**Armani Dungey**  
Youth Program

**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 hired on the spot. However, due to her school schedule she did not get 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.

*"I would like to tell others who struggle to find employment to 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. Also, don't get discouraged if things don't work out right away, simply try again or move on to something better."*

## Hermosa Beach



**Ashley Talbott**  
Dislocated Workers  
Program

**Ashley Talbott** outreached to the South Bay Business & Career Center – Torrance for employment services. Ms. Talbott previously worked as a Senior Manager with a large company. She found herself trapped in her routine which included a two-and-a-half-hour daily commute to and from work. She knew her lack of extensive experience in digital marketing was an obstacle to pursue a higher title and salary level.

Despite initially being skeptical of seeking assistance at the One-Stop, she took in the recommendation. Ms. Talbott received one-on-one coaching and discussion, resume assistance, and was financed to continued education where she earned a certificate in Search Engine Optimization and Web Analytics.

Ms. Talbott landed a job as Director of National Sales & Marketing at Flavour Makers Branded Division – Passage Food U.S.A. whose products are sold in some of the largest retailers in the world including Walmart, Kroger, Safeway, Albertson's and more.

*"Working with the One-Stop motivated me to be more excited and engaged in my search for a new career. It is a great resource for individuals of all backgrounds and salary levels. I recommend One-Stop to everyone that I feel could benefit from their services, including close friends and family!"*

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**Inglewood Teen Center**  
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Inglewood, CA 90301

[www.SouthBayYouth.org](http://www.SouthBayYouth.org)

Logos for Hawthorne Teen Center, SBWB (South Bay Workforce Business & Career Center), South Bay One-Stop Business & Career Center, and Inglewood Teen Center are displayed at the bottom.

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## Inglewood

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**Courtney Williams**  
Adult Program

**Courtney Williams** inquired services from the South Bay One-Stop Business & Career Centers – Inglewood shortly after his release from incarceration. He was interested in a career in the construction sector with hopes of securing a position working on one of the country's biggest construction projects.

Mr. Williams completed the Construction & Utilities Pathway Program orientation, career counseling sessions and decided to pursue training through a valued I-TRAIN partner, Coastline Community College and Career Expansion and completed the Core Competencies Construction Course. Mr. Williams was sponsored into the local Iron Workers Union – 433 via SME Steel and dispatched to the Los Angeles Stadium at Hollywood Park project in Inglewood as a 1st Tier Iron Worker Apprentice.

Mr. Williams has had meaningful growth and career advancement and is now a level 4 apprentice with a substantial wage increase.

*“Having a positive attitude makes my daily work environment easier, people are more helpful when you have a positive attitude, and it makes you feel better about the work you do. Thank you for the support received from South Bay One-Stops and Career Expansion.”*



**Sheyona Grayson**  
Adult Program

**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!

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



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## Inglewood

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**Malia Dinkins**  
Youth Program

**Malia Dinkins**, was being raised by her grandmother after having been in foster care. Her senior year expenses were approaching and she needed a job to help pay for them. Not having prior work experience made job search challenging.

Ms. Dinkins' Department of Children and Family Services (DCFS) Independent Living Program (ILP) coordinator referred her to the Inglewood One-Stop Youth Program and was placed in the Bridge to Work program. She enrolled in the Blueprint for Workplace Success class where she learned what companies expect from their employees, how to create a resume and many other aspects of a working environment. Ms. Dinkins gained work experience at the South Bay One-Stop Youth Department as an assistant to case managers.

Since then, Ms. Dinkins has attended Azusa Pacific University, and worked at the Hawthorne Teen Center as an office assistant this past summer. Ms. Dinkins is planning on transferring to Loyola Marymount University this fall to pursue a major in Sociology.

*"The Inglewood One-Stop not only helped me advance my skill sets for work, but also as an individual. With the constant support, it has made not only my work experience enjoyable and helped me to advance my strengths, but also my college experience a lot easier."*

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## Lawndale

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**Jimmy Garcia**  
Dislocated Workers  
Program

**Jimmy Garcia**, visited the South Bay One-Stop Business & Career Center – Inglewood following his layoff as a Composite Technician. In this prior role, he was responsible for trimming and finishing composite and composite metallic assemblies utilizing his engineering skills. Mr. Garcia accessed Rapid Response services to assist with his reintegration into the workforce.

Mr. Garcia attended a hiring event, with nearly 600 other individuals, where he was able to network with companies in hopes of identifying potential employment opportunities. As a result of the hiring event, Mr. Garcia received a job from an American global aerospace, defense, security and advanced technologies company – Lockheed Martin. He was offered a material handler position with a high salary.

Mr. Garcia is grateful for the services received and the expedited support received during his transition with a minimal period of unemployment.



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**SBWIB 24TH  
ANNUAL AWARDS  
CEREMONY**





**Sandra Mercado**  
Adult Program

**Sandra Mercado** first visited the South Bay One-Stop Business and Career Center – Inglewood in September 2018. Despite nearly two decades of experience in the manufacturing sector, Ms. Mercado had difficulty in career advancement opportunities and her wages were consistently below industry averages and just slightly above minimum wage.

Following her orientation, she received career counseling and was assisted in developing an individualized employment plan that included occupational skills training. She was enrolled in the Occupational Skills Training Program to gain specialized competencies in the area of Non Destructive Testing (NDT).

Upon completion of her course work in January 2019, Ms. Mercado was hired as a NDT Technician by Gardena - based Impresa Aerospace. In July she completed her level II qualifications and received a wage increase.

*"You all do more than just find people jobs. You help people get back on their feet and get their life back! I never thought I could accomplish any of this. None of it would be possible without the help of the One-Stop, Impresa Aerospace, and AATA. I'm grateful for the opportunities."*

SPACEX

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## Manhattan Beach

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**Anne Marie  
Lasher**  
Dislocated Workers  
Program

**Anne Marie Lasher**, worked for the same advertising agency for 29 years. She found herself unemployed when the agency closed its operation. One of Anne's friends told her about her successful re-employment experience with the South Bay One-Stop Business & Career Center – Torrance so she turned to the center for guidance and training.

Ms. Lasher's counselor informed her about the educational options available to her. The One-Stop staff assisted in facilitating her application to a certification program in Digital Marketing through the University of California, Irvine, with financial assistance provided through the Federal Workforce Innovation and Opportunity Act.

While completing her certification course, Ms. Lasher accepted a position with Advertising Production Resources, a production optimization consultancy, and serves as a Brand Executive Producer.

*"When I hear from a friend or colleague that they are facing a career transition, my first suggestion is always to reach out to the One-Stop Center. The support I received made a significant difference in my search and I want to spread the word."*



**Lance DeLeon**  
Adult Program

**Lance DeLeon** sought employment services from the South Bay One-Stop Business & Career Center – Torrance during his unemployment transition. He had previously participated in the Aero-Flex Pre-Apprenticeship program where he also completed on-the-job work experience.

During the transition of seeking employment, Mr. DeLeon was hired by Northrop Grumman. To make the start of his new career less stressful, he received financial assistance from the One-Stop so he could obtain work supplies, work boots for protection in a manufacturing environment and an alarm clock vibrator to accommodate his hearing impairment. Thus he was able to start his new career without unnecessary financial and performance stress.

*"Opportunity presents itself when sought upon. It's good to have proper support for the future."*

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## Redondo Beach

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**Marisa Soto**  
Dislocated Workers  
Program

**Marisa Soto**, was laid off from her fourteen-year employment with Time Warner Cable because the company was in the process of being sold. She realized that employment opportunities had changed drastically and she needed to make a career transition in order to find her next dream job. She reached out to the South Bay One-Stop Business & Career Center for career transition support.

The One-Stop office offered employment leads, job fairs, access to local career networking groups and occupational skills training. Marisa received financial support to earn her certificate in Social Media & Web Analytics through UCLA Extension.

Through her connections and support while at UCLA Extension, she was offered a position as a Marketing & Communications Officer for the UCLA Film & Television Archive. She has also become a marketing consultant and started her own digital marketing agency.

*"I would (and constantly do) tell others in career transition to reach out and take advantage of the services the One-Stop Center offers. Also, to be open to and listen closely to the advice they'll get and make the most of it."*



**Samra Sangari**  
Dislocated Workers  
Program

**Samra Sangari**, previously a Senior Technology Development Engineer, visited the South Bay One-Stop Business & Career Center – Inglewood after the company she was working for was going through layoffs.

Ms. Sangari received Rapid Response services under the Dislocated Worker Program which included an individual Employment Plan to assist with her reintegration into the workforce and minimize any periods of unemployment.

Ms. Sangari attended a hiring event with thirty-one confirmed employers that was offered by the One-Stop. As a result of the event, she received a job offer from Northrop Grumman Corporation in Redondo beach, as a Materials Engineer with a **six figure salary**.

*"Thank you all for your support. I have had a couple of fantastic days in Northrop so far. I feel very welcomed in my new team. I have ended up in a great team with a fantastic manager. I think I'm going to have a very long and happy career here in Northrop. Please stay in touch and let me know if I can help in any way. Thanks again for all your support!"*

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## Torrance

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**Dean McCabe**  
Adult Program

**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!

*“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.”*



**Natalie DiLallo**  
Adult Program

**Natalie DiLallo** was a Senior Director of Packaging & Product Development at Guthy-Renker, until the company decided to move from marketing personnel oriented in cosmetic and skincare to requiring technical backgrounds in chemistry. Natalie realized her prior 20 years of experience and degree in marketing weren't current.

Natalie was referred to the South Bay One-Stop Business & Career Center – Torrance and was enrolled at UCLA in a post baccalaureate certificate program in marketing with a concentration in digital marketing and graduated with straight A's. Throughout the year she interviewed for a number of high-level positions and came close to being hired a few times, but wasn't connecting with the right companies, until she was connected with Integrity Ingredients Corporation.

She was hired as Vice-President of Marketing & Strategic Planning. Enrolling at UCLA gave her the knowledge and confidence to compete in the job market, interview and land the job and to excel in the position.

*“Sometimes we reach a point in life where our careers become mundane and meaningless. Experts in reinvention say we need to find agreement and consistency between what really matters to us and the goals we chase. For me personally this means really pushing toward growth and accepting who you are completely and realistically and how this translates into a viable career path.”*



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**South Bay Workforce Investment Board**  
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# 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 an advisory board called the Unilateral Apprenticeship Committee (UAC) comprised of a consortium of industry stakeholders. Since undertaking the role of UAC 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

An employer-centric workforce pipeline development program

Bio-Flex is a new innovative project to develop pre-apprenticeship and registered apprenticeships for the Bio-Science industry.

Initial program development funding provided by  
L.A. County Supervisor Mark Ridley Thomas.



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## Bio-Flex

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**Sesar Juarez**  
Bio-Flex Program

**Sesar Juarez**, was the first Pre-Apprentice to be accepted into and complete SBWIB's Bio-Flex Pre-Apprenticeship Program. Because of the training he received from the program, Mr. Juarez now has his dream job in the field he studied for—bioscience.

*"It's really cool that I get to pull from all the bits and pieces of knowledge that I gathered in college, and now apply it in an actual industry,"* said Juarez.

The Bio-Flex program enables job seekers interested in bioscience like Mr. Juarez to work as paid interns with leading bioscience firms throughout the Los Angeles region.

Mr. Juarez completed 120 hours of paid work experience at Pasadena Bio Collaborative Incubator and additional training as a Biological Technician funded by Verdugo Workforce Development Board. Together, the work experience and the training program provided Mr. Juarez with the skills that led him to his current position as a Laboratory and Facilities Technician with the ag-tech firm, Provivi, Inc.

Located in Santa Monica, Provivi, Inc. is an emerging agricultural tech start-up company that uses insect pheromones to protect crops from pests through a natural process.

*"Sesar's been a model employee so far,"* said Adam Baldwin, Director of HR and Operations for Provivi, Inc. *"He works very hard, he has the right skills, he's on a wonderful path, and we think he's going to be a real crucial part of the company going forward."*

The bioscience industry is exploding with employment opportunities, especially in the Los Angeles Basin region where laboratory technicians are one of the top in-demand occupations, according to the Employment Development Department.

Bio-Flex leads to *"good paying jobs in an industry that's booming; that's going to continue to boom; that's going to bring so many benefits to the state of California and our local regions,"* said Jan Vogel, CEO, SBWIB.

Apprenticeship is a proven way to connect employers and job seekers to a diverse future workforce. With assistance from a state workforce development system grant, the SBWIB was able to create Bio-Flex, an innovative pre-apprenticeship program designed to support a regional network of businesses ensuring that employment opportunities in bioscience are available to the community.

As the hard work continues, Mr. Juarez looks forward to the future and the possibilities.

*"It's really exciting to know you are a part of it,"* said Juarez. *"I think especially when you're in an entry level position when you get exposed to so many parts of the sciences, it kind of lets you choose which path you want to take further."*



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## YouthBuild

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**Ana Ibarra**  
SBWIB YouthBuild  
Program

**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.



**Israel Sandoval**  
SBWIB YouthBuild  
Program

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.

*"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."*



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## Aero-Flex

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**In recognition of the 23 Hawthorne High School Manufacturing & Engineering students who graduated from the SBWIB's Aero-Flex Pre-Apprenticeship Program we present:**



**Juan Placeres**  
Aero-Flex Program

**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.

*"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."*



**Ragib Sakib**  
Aero-Flex Program

**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."*

***"We're so proud of these students who dedicated their summer to completing this program! Don't stop making these good decisions, and take pride in what you are doing."***

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



## An Employer Centric Earn & Learn model for Engineering

The Aero-Flex Pre-Apprenticeship and Apprenticeship program, developed by the SBWIB in partnership with local aerospace manufacturing companies, allows employers to define or “flex” the training plan.

### Registered Apprenticeship Components

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The Aero-Flex Apprenticeship program, developed by the SBWIB in partnership with local aerospace manufacturing companies, allows employers to define or “flex” the training plan.



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## Business Success Stories



**Morf3D** is an El Segundo based company that provides a sustainable eco-system that delivers innovative solutions to solve complex design and manufacturing challenges that fully exploit the benefits of additive manufacturing, which includes solutions in the Aerospace and Defense Manufacturing Industry.

Due to the high standards and pride Morf3D places on their work, they were experiencing the challenge of finding qualified candidates to fill specialized positions such as lead additive technicians.



Morf3D reached out to the South Bay One-Stop Business & Careers Center – Inglewood for assistance in finding qualified candidates to meet their hiring needs.

Upon meeting with Morf3D, the One-Stop job development staff assisted with identifying, pre-screening, and vetting qualified candidates and referred them to their HR department. Morf3D participated in a highly specialized job fair for individuals who were recently laid off in the Aerospace and Manufacturing industries.

Morf3D was able to identify, hire, and retain qualified candidates for their additive technician position. Morf3D continues to reach out to the One-Stop Business & Career Center team for assistance with their hiring needs and are in the process of establishing wage reimbursement programs. In addition, Morf3D is a committed Aero-Flex partner. They have provided on-the-job training and graduated Pre-Apprentices interested in the field.





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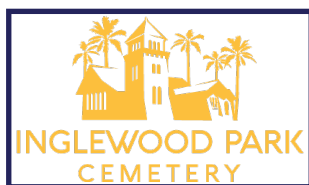
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## Business Success Stories



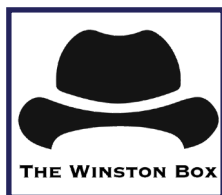
In 1905, a group of visionary Centinela Valley businessmen decided to pool their resources and form the **Inglewood Park Cemetery** Association. The first interment was made in the new cemetery on July 20, 1906. In the first year, there were 32 burials, which not surprisingly would increase dramatically 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.



## Business Success Stories



In an effort to provide more fashion options for the “Big and Tall” community, owner Wil Cuadros and CEO Amit Patel created **The Winston Box** in 2016. The Winston Box is a subscription box service, dedicated to serving individuals who have trouble finding clothing in their sizes through more traditional methods. The company makes all its goods in Peru, ensuring that customers receive quality merchandise for the price they pay.

In July of 2018, The Winston Box began its partnership with SBWIB through a generous clothing donation to SBWIB’s Career Pathways 180 prison-to-employment academy. The Winston Box donated dress shirts and pants for participants of the academy that were worn at the conclusion of the training at the CP 180 job fair, in which participants interviewed with several employers. In May of 2019, The Winston Box agreed to serve as a worksite for SBWIB’s youth Paid Work Experience (PWEX) program, in which it has hosted youth from the Gardena One-Stop and provided valuable work experience, training the youth in order fulfillment, customer service, and social media marketing.



Successful order fulfillment has been a significant challenge for The Winston Box. However, through partnering with SBWIB and serving as a worksite for the youth Paid Work Experience (PWEX) program, SBWIB has been able to provide the company with reliable youth workers who have successfully assisted with fulfillment, packing, sorting, and order tracking.

The company has seen an increase in staff around the warehouse, which has resulted in an increase in order fulfillment and productivity.

*“This is a great opportunity for small businesses and an equally great way to give back to the community.”*







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**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 South Bay Workforce Investment Board 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, including reentry and homeless participants, being hired as union apprentices at living wages, including several that were funded through the Federal Highway-Caltrans grant that was awarded to the South Bay Workforce Investment Board.



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.

## Business Success Stories



**Hobby Lobby** presented a grand opening and ribbon cutting ceremony on Monday, March 11, 2019 for its 49th location in California. This joins more than 800 Hobby Lobby stores across the nation. Hobby Lobby is primarily an arts-and-crafts store which includes picture framing, jewelry making, fabrics, floral and wedding supplies, cards, party supplies, baskets, wearable art, home accents and holiday merchandise.

Hobby Lobby is devoted to providing career opportunities for eager enterprising individuals who are ready to join their rapidly growing company. As a leader in the arts, crafts and home décor industry, they value innovative ideas, passionate creativity and hard work.



In February 2018, Hobby Lobby had hired 60 candidates for their grand opening but that was not sufficient. The Torrance One-Stop assisted Hobby Lobby with their hiring need by announcing job opportunities and posting flyers on its social networks. The available positions ranged

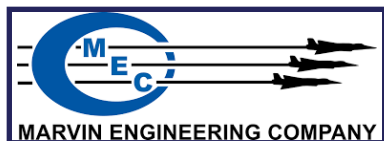
from cashiers, to customer service representatives, retail associates, and stockers. Torrance One-Stop also provided Hobby Lobby with rooms to conduct interviews for one week.



As a result, Hobby Lobby was able to hire enough individuals in a short amount of time with no cost to them. Hobby Lobby has already asked for SBWIB's assistance with hiring needs for the company's next store which will be opening in Torrance.



## Business Success Stories



As is the case with other southland aerospace and manufacturing companies, Inglewood-based **Marvin Engineering Company** (MEC) was having difficulty finding qualified candidates to fill specialized and non-specialized positions in the areas of administration, manufacturing, CNC machinist, engineering, IT, quality control, supply chain and systems integration.

The MEC Human Resources Department turned to the South Bay One-Stop Business & Career Center - Inglewood in early 2018. The Center's job development staff immediately began vetting qualified candidates and referred them to MEC for interviews. MEC also participated in a specialized job fair assembled by the SBWIB staff tailored for individuals recently laid off from aerospace and manufacturing industries. MEC was able to identify, hire and retain more than 10 qualified candidates for various open positions.



Marvin Engineering Company is the core of the Marvin Group and is a worldwide leader in the manufacturing of alternate mission equipment and aircraft armament equipment. Marvin Test Solutions and Marvin Land Systems comprise the group.

Marvin Engineering is now partnered with the SBWIB job development team for ongoing assistance with their hiring needs.





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Skanska would like to congratulate the participants of the SBWIB programs



# *Training Providers Achieving 90%-100%*

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## *Job Placement Rate*

### **AAA Institute - El Monte**

- Project Management & Business Processes

### **Airstreams Renewables, Inc.**

- Renewable Energy & Communication Tower Technician Program

### **American Career College - Anaheim**

- Medical Billing and Coding

### **American Heritage College**

- Certificate in Human Resources Technician (Online)

### **Bentley-Forbes Security Training Academy, Inc.**

- Advanced Security Officer (126)
- Security Guard (40)

### **California State University, Dominguez Hills**

- Advanced Safety and Health Certificate

### **Camino Real Career School**

- Class A and B Tractor-Trailer/Bus

### **Cerritos College**

- Introduction to Utility Pre-Craft Training

### **College of Instrument Technology**

- Heavy Equipment Operator Truck Driver Level 1

### **College of the Canyons**

- Entry Level CNC Machinist NIMS Certified – Santa Clarita
- Entry Level CNC Operator – Valencia

### **Dolphin Trucking School**

- Commercial Drivers Training - Class B

### **East San Gabriel Valley ROP**

- Nursing Assistant Pre-Certification/ HHA/ Acute Care

### **Electrical Training Institute**

- Electrical Pre-Apprenticeship Program

### **Los Angeles Valley College**

- Customer Service Specialist with Employability Skills

### **New Horizons Career Development Solutions - Anaheim**

- Security Professional
- Six Sigma Lean Black Belt w/ Project Management

### **PCI College – Gardena**

- Office Management Systems

### **Q.P.E. Technical Institute**

- Quality Control Inspector

### **Technical College**

- Certified Restorative Home Health Nurse

Assistant – South Gate

- Certified Nurse Assistant - South Gate
- Certified Restorative Nurse Assistant – Los Angeles

### **The Accounting Annex**

- Computerized Accounting

### **UC Irvine Division of Continuing Education**

- Human Resources Management
- Project Management

# *Training Providers Achieving 80%-89%*

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## *Job Placement Rate*

### **ABCO Technology**

- A+ Certification

### **American Aerospace Technical Academy**

- Non-Destructive Testing Certificate Program

### **American College of Healthcare and Technology**

- Medical Billing and Coding

### **California State University, Dominguez Hills**

- Project Management Certificate
- Construction Project Management

### **Coastline Community College**

- Multi-Craft Core Curriculum (MC3)

### **College of the Canyons**

- Uniquely-Abled Academy CNC Machinist NIMS Certified – Santa Clarita

### **Downey Adult School**

- Vocational Nursing

### **East San Gabriel Valley ROP**

- Pharmacy Technician

### **EdNet Career Institute, Inc.**

- Security Officer Training

### **HealthStaff Training Institute – Santa Ana**

- Medical Billing and Coding

### **L.A. Vocational Institute**

- Certified Nurse Assistant

### **M-5 Training School of Protective Services**

- Private Security Officer (Armed) and School Security Officer

### **New Horizons Career Development Solutions - Anaheim**

- Microsoft Office Specialist with Business Skills
- Project Management Professional & Six Sigma Black Belt Training

### **Pacific West Academy**

- Comprehensive Security Training

### **San Antonio ROP**

- C.N.A. / Home Health Aide

### **Technical College**

- Certified Restorative Nurse Assistant – South Gate

### **Transportation Guidance and Assistance Truck Driving School**

- Professional Truck Driver Training Program

### **University of La Verne**

- Medical Coding (CPC) Certificate Program

### **Westchester College of Nursing and Allied Health**

- Nursing Assistant

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and all the recipients receiving  
acknowledgment at the  
24<sup>th</sup> Annual Awards Ceremony**



## **Changing One Life at a Time**

Sharpe Interior Systems, Inc. salutes all the people who have utilized the South Bay Workforce Investment Board's program.

Many had the opportunity to enter the program through our company and moved on to other industry jobs with satisfactory results. A few have entered, completed training and far exceeded our expectations and quite frankly theirs!

All are "winners" and capitalized on an opportunity to participate through the joint efforts of the communities, private business, and government, and most importantly, individual leaders / managers of each organization.

Our company has a slogan, "The Best Working For The Best". We are proud of the people who took advantage of what this program has to offer and become a living example of our slogan.

**SHARPE**  
INTERIOR SYSTEMS  
DRYWALL CONTRACTORS



**Turner AECOM-Hunt, a Joint Venture Congratulates the  
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Watson Land Company

## COMMUNITY CIRCLE

American Aerospace Technical Academy  
Bachem Americas, Inc.  
Centinela Valley Union H.S. District  
College of Instrument Technology  
El Camino College District  
Hawthorne Education Foundation  
Hi-Desert Truck Driving School  
IBEW Local Union 11  
Imperial Projects  
Los Angeles Valley College

Los Angeles World Airports  
New Opportunities  
PCI College - Gardena  
Plumbers AFL-CIO Local Union 78  
Propath, Inc.  
Republic Services  
SBWIB  
Torrance Refining Company  
Union Bank  
University of La Verne

*Thank you to all of our partners, local, state, national, academic and funding partners, the business community and other friends of the South Bay Workforce Investment Board.*

*Thank you for your continued support and help to make a difference in the lives of so many; and a special thank you to all the SBWIB staff for their help and support throughout the year.*



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### OUR VALUED CITY PARTNERS

City of Inglewood  
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City of Lomita  
City of Torrance  
City of Gardena  
City of Lawndale

City of Carson  
City of Redondo Beach  
City of Hermosa Beach  
City of Manhattan Beach  
City of El Segundo

# 24<sup>th</sup> Annual Awards Ceremony

## Presenting Circle



## Platinum Circle



**Turner** | **AECOM** **HUNT**



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## SOUTH BAY WORKFORCE INVESTMENT BOARD

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