

ANNUAL REPORT

2016 - 2017



A WORKFORCE DEVELOPMENT BOARD

South Bay Workforce Investment Board

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South Bay Workforce Investment Board

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It is with great pride that we present this 2016-17 Annual Report that highlights the achievements of the South Bay Workforce Investment Board (SBWIB) as well as some of the success stories that have been made by our individual and corporate clients and training partners.

Well over 100,000 adult and youth job seekers and business operators visited our four One-Stop Business & Career Centers that serve the South Bay service area which encompasses 11 cities. Our youth programs, teen centers, dislocated worker programs and regional partnerships also experienced continued high volume participation.

Thanks to our innovative partnerships with leaders in government, business, education and nonprofit agencies, the SBWIB was able to implement some new programs to support underserved communities including homeless veterans, transitioning military veterans and their families and former incarcerated men and women seeking employment and career training.

In an effort to address the growing need for trained engineers in the high tech and aerospace fields, the SBWIB was instrumental in forming the Aero-Flex Unilateral Apprenticeship Committee to develop an employer-driven pre-apprenticeship framework in engineering. This employer-centric pre-apprenticeship will ensure our advanced manufacturing firms can find the talent they need locally and provide the hands-on experience employers want.

We are extremely honored once again to be recognized by the California Workforce Development Board as one of the highest performing workforce investment boards in the state. It is indeed gratifying to receive this high honor from the State Board and it reflects the professionalism and dedication of not only our staff, but also the volunteer board members who establish the policies we operate under while monitoring our progress year round.

We look forward to even greater successes in the coming year as we continue to emphasize our collaborative efforts with our South Bay city governments, businesses and labor organizations to support regional strategies to attract and retain business in the South Bay.



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



Wayne Spencer
Chairman,
South Bay Workforce
Investment Board



Jan Vogel
Executive Director,
South Bay Workforce
Investment Board



The South Bay Workforce Investment Board (SBWIB) not only plans and implements strategic programs to help businesses access a skilled workforce here at home in the greater South Bay region, but also creates opportunities for people in the South Bay to stay employed, gain better jobs, and have access to training and educational services that can prepare them for employment opportunities in well-paid careers.

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

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.

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.

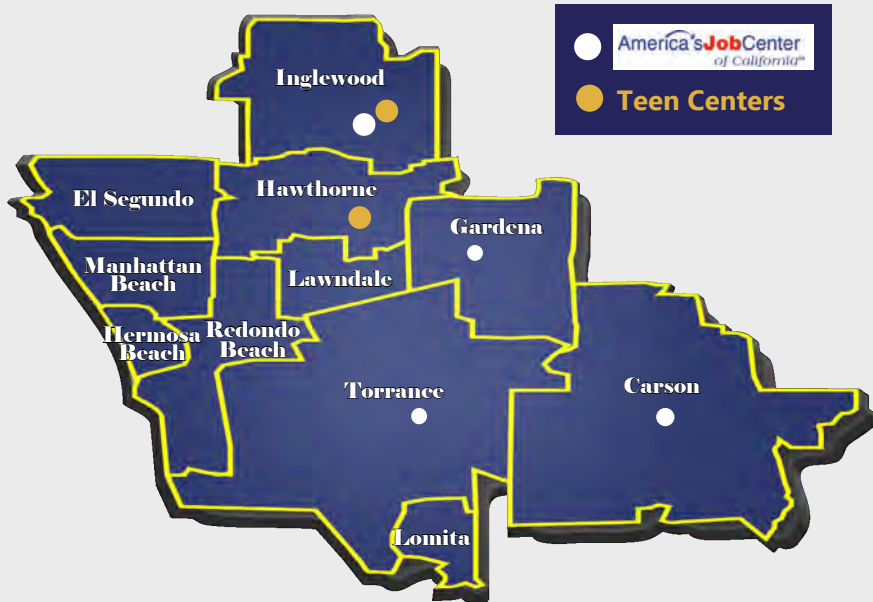




Adult • Business • Youth Services

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SERVING 11 CITIES IN THE SOUTH BAY



Investing In Our Workforce

Investing In Our Business Community



\$60,314,042

Total Funding

Funding Sources & Program Expenses F.Y. 2016-2017

Los Angeles DPSS Contracts

\$48,311,088 **80%**

WIOA Grants

\$6,540,020 **11%**

Other Sources

\$3,396,263 **6%**

Special State Grants

\$1,718,145 **3%**

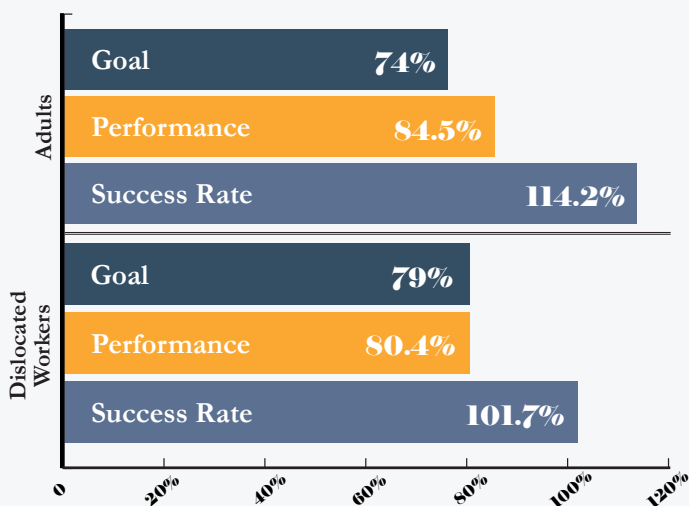
DOL Direct Grants

\$348,526 **1%**

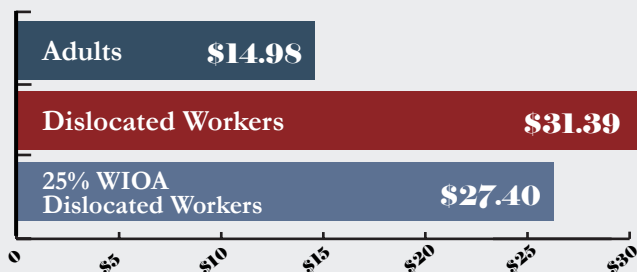
Return on Investment 2016 - 2017

Program	Economic Return	Investment	Return on Investment			Payback Period
			Total	Percent	\$	
Adult	\$9,222,886	\$1,971,568	\$7,251,318	468%	\$4.68	56 days
Dislocated Workers	\$16,388,091	\$1,892,823	\$14,495,268	866%	\$8.66	30 days
Total	\$25,610,977	\$3,864,391	\$21,746,586	663%	\$6.63	39 days

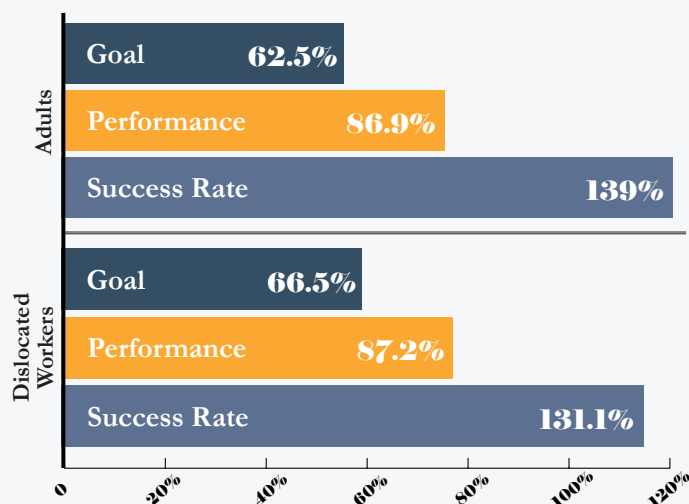
Entered Employment Rate



Average Wage Earnings Per Hour



Retention Rate



Dislocated Worker & Adult Programs

\$30.06

Combined Dislocated Worker Average Wage/hr

Total Economic Return From One-Stop Centers

Cost Effectiveness

The SBWIB's funded programs for adults provided a return on investment of \$4.68 for every federal dollar spent and for the Dislocated Worker Program, the return on investment was \$8.66 for every federal dollar spent. This is an average return on investment of \$6.63 between the two programs.

The return on investment is determined by measuring the amount of funds invested into training and job placement for unemployed individuals. This figure is then compared to the employment rate and taxes paid by those individuals after receiving unsubsidized employment.

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

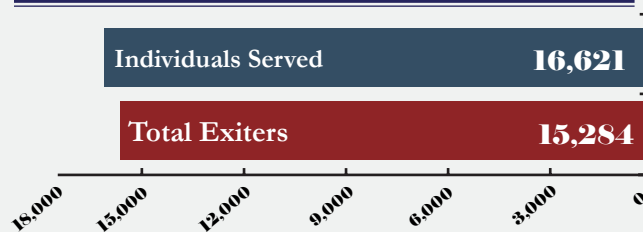
\$6.63

Average Return on Investment for Every Dollar Spent

663%

Average Return on Investment represented as a percentage

Adults & Dislocated Workers Served*



*Includes individuals registered and enrolled at One-Stop Centers and the EDD



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

ADULT SERVICES

- Re-entry services- Career Pathways 180
- Transitional Subsidized Employment & On-the-Job Training
- Veteran Transition & Employment Services
- Dislocated Worker
- Homeless Services
- Hiring Events, Outreach & Recruitment, Education & Training
- Blueprint for Workplace Success Training, Career Counseling & Resume Preparation

YOUTH SERVICES

- Teen Centers, Tutoring & Enrichment Services
- Fit for Gold Tutoring & Fitness Academy
- Blueprint for Workplace Success Training
- Career Counseling
- Resume Assistance and College Preparation
- Career Pathways, Pre-Apprenticeships in Engineering & Manufacturing

BUSINESS SERVICES

- Engineering & Manufacturing Apprenticeships
- Rapid Response & Layoff Aversions
- Recruitment Services
- Staff Training Resources
- ETP Funding
- Hiring Events & Candidate Screenings
- Wage Subsidy Programs

One - Stop Centers



America's **JobCenter**
of California™

The One-Stop Business and Career Centers connect adult and youth to an array of quality employment, education and training services at convenient locations throughout the South Bay, all without charge.

No cost services are also provided to small and large businesses. The One-Stop Business and Career Centers assist businesses in linking them with qualified applicants allowing job seekers to find employment.

108,918

Visits to the South Bay
One Stop Centers - AJCC
2016-2017



C.U.P.P : Construction & Utilities Pathways Program

The SBWIB, South Bay One-Stop Business & Career Center - Inglewood and the Construction & Utilities Pathways Program (CUPP) aim to increase community knowledge, demystify entry into the construction industry and help job seekers start a career in construction.

Through bi-monthly orientations, job seekers receive:

- Information on registering with building trades, carpenters unions and apprenticeship programs
- Meet union reps, construction outreach teams
- Information sessions for working on the new Football Stadium and Entertainment District at Hollywood Park in Inglewood.

Other resources offered by CUPP:

- High school program
- Life skills guidance
- Resume building
- Case management
- Computer access
- Support services

2,600+
Job seekers attended the
bi-weekly construction
orientations in 2016-2017



“The stories and the faces of the participants were among the most inspiring of any I had ever heard. Truly inspirational grass roots work the SBWIB does.”

-Kevin Demoff,
Los Angeles Rams
Chief Operating Officer &
Executive Vice President of Football Operations

*Keynote speaker at SBWIB's 22nd Annual Alumni Event





Career Pathways : 180 Job Preparation Academy

Career Pathways 180 Job Preparation Academy, sponsored by the South Bay Business & Career Centers - Inglewood and in partnership with the Los Angeles Central Parole District, aims to help formerly incarcerated men and women make a successful reintegration into the community by providing employment and training services to eligible individuals.

WIOA and Re-Entry

Re-entry programs provide assistance and WIOA services to individuals who have been released from jail or prison or who are preparing to be released.

Current adult re-entry programs include:

- Passport to Success Plus
- LEAP 2
- On site jail services
- Blueprint work readiness training at various county facilities

“The instructors were great! Having these programs inside the jail is the best thing for the women in Lynwood.”

-Sharon Hatcher
Academy Graduate

“I want to wish all of you good luck”

-Danny Trejo

Job Preparation Academy

- Pre-selected men and women on parole participate in a week-long **Job Preparation Academy** consisting of job readiness workshops, resume preparation, motivational speakers, community resources and job search and career pathway strategies.
- Throughout the week, instructors work with the group to identify **career objectives and develop career pathway plans** to strategically match each client with employers from high-growth industries during the concluding job fair.
- The materials covered during the week are part of the SBWIB's signature job readiness curriculum, Blueprint for Workplace Success and places an emphasis on **self-discovery, communication skills, and decision making methods.**
- The academy concludes with a graduation ceremony and Job Fair at the end of the week that includes face to face interviews with employers.

“I enjoyed the delivery of the motivational and encouraging information. The way we were treated by the staff, in my opinion is what's missing from society.”

-Elton L Williams
Academy Graduate

32

Parolee graduates
FY 2016-2017

Louis Ortega

Career Pathways 180 Success Story

Louis Ortega, was living in a transitional housing program through the Department of Corrections and Rehabilitation (CDCR) due to his incarceration from age 16-28, he was referred to the South Bay Business and Career Center - Inglewood, by his Parole Officer to participate in the Career Pathways 180 Job Preparation Academy.

The CDCR, along with the South Bay Business and Career Center Reentry Employment Program, hosted a week long Job Preparation Academy, which consisted of employment preparation workshops, guest speakers, job search assistance, and career pathway strategies. Having been released six months prior and having never worked outside of prison, Mr. Ortega completed the Academy with newly acquired skills, a career pathway plan, a resume and a new suit.

Mr. Ortega obtained his first job at **Farmer Johns** and he continues to reintegrate himself into society.

“People tell me that I finally made it and that I should be proud because I did it all by myself, but I was never alone. I did this with the help of people in my life like the staff at Inglewood One Stop and their support. Never give up is what I tell myself.”



Charles Taylor

Re-entry Works Program Success Story

Charles Taylor, a parolee, approached the South Bay Business and Career Center for help finding meaningful employment.

Eligible to enter the SBWIB adult program, he was co-enrolled in the Friends Outside Los Angeles' Reentry Program. Having spent 12 years in state prison, with the assistance of his case manager, he was able to successfully develop an individual employment plan and pursue training at **RWM Fiber Optics** in Carson in the Fiber Optics Broadband Technician program.

Within three months of completion, Mr. Taylor obtained industry recognized certifications and secured full-time employment with **HP Communications, Inc.** as a Fiber Node Technician. Including regular overtime and bonuses, he is now averaging a wage of \$24.00 per hour. With the help of the South Bay Business and Career Center, Mr. Taylor was able to successfully re-enter the community; obtain gainful employment, save for his apartment. Mr. Taylor intends to pursue further opportunities within the utilities sector.

“Thank You - You guys provided me with the tools I needed the most to jump start my career and to get to where I want to go.”

Greater Avenues for Independence (GAIN) Program

The GAIN program is funded by the Los Angeles County Department of Public Social Services (DPSS) and provides vital employment-related services to CalWORKs participants. The goal of the program is to provide a path to self-sufficiency and independence through gainful employment. The GAIN program helps people find work, stay employed, and with experience and training, move to higher paying jobs.

Some of the programs supported by the SBWIB:

- CalWORKs adults
- Homeless CalWORKs participants
- Work study for CalWORKs participants enrolled in community colleges
- DCFS ILP Eligible Youth (Foster care and former foster care)
- Probation Youth
- DPSS Transitional Aged Youth (CalWORKs eligible; Foster Care & Former Foster Care)

39,503

Receiving Employment
Since Inception

Transitional Subsidized Employment (TSE) Program

In partnership with the L.A. County Department of Public Social Services, the SBWIB administer the Transitional Subsidized Employment (TSE) program. This program, offered throughout Los Angeles County, provides participants with work experience and On-the-Job training opportunities.

GAIN/TSE | LA County

Participants Employed

4,559

Total Employees placed
at Businesses

381

Total Businesses
Participating

240

Total 'Non-Profit'/
Government Placements

4178

Total 'Non-Profit' Entities
Receiving Employees

1023

Homeless TSE Services

The South Bay One Stop Business & Career Centers provide employment services to individual adults, veterans and families who are homeless and ready for employment and on-the-job training.

Homeless services are available in the eleven city South Bay area; These cities include Hawthorne, Inglewood, Gardena, Carson, Lawndale, El Segundo, Manhattan Beach, Redondo Beach, Hermosa Beach, Torrance and Lomita. Additional employment services for the homeless are available throughout Los Angeles County for those enrolled in the GAIN program.

For more information on specific resources available in each community, visit the website below.

www.sbwib.org/homeless

Totals for fiscal year 2016-2017	South Bay	LA County
Homeless Participants Employed	261	638



Sayed Aminzai, his wife and four children emigrated to the U.S. from their native Afghanistan. With assistance from the GAIN and TSE programs, his previous skills were matched with the nonprofit employer Human-I-T.

"I am very appreciative for the support I received from the GAIN staff and the TSE program."

- Sayed Aminzai

Denisha Malone

GAIN/TSE Success Story

Denisha Malone, 43-year old parent and high school graduate, has worked as a Personal Assistant, Bus Driver, McDonald's Shift Manager and Customer Service Representative. While receiving county public services, Ms. Malone was referred to the Greater Avenues for Independence (GAIN) program. She visited the Gardena One-Stop and completed an orientation and received an evaluation of her work history and barriers to employment. It was determined that Ms. Malone was eligible for Transitional Subsidized Employment (TSE).

After completing the GAIN vocational assessment and employment plan, Ms. Malone was placed at the **City of Gardena** Recreation and Human Services Department, a Paid Work Experience (PWE) worksite. Ms. Malone received an outstanding work performance evaluation from her supervisor.

After successfully completing eight months of PWE through the TSE program, Ms. Malone was hired as a full time employee at the City of Gardena Recreation and Human Services Department.

“**T**he best success is to believe in yourself.”



Kamika Franklin

Homeless Success Story

Kamika Franklin, 35, mother of two young children, enrolled with the North East Work Source Center on January 2017 under the Enhanced Transitional Subsidized Employment (E-TSE) Program when she was homeless.

Ms. Franklin was referred to “Dress 4 Success” and received Blueprint Training to help her with job preparation. Ms. Franklin completed her Blueprint Training successfully and started her assignment in a Paid Work Experience position for **Goodwill** in the Workforce Career Development department. Her new position allowed her to work hand-in-hand with the Program Supervisor.

Ms. Franklin's supervisor was impressed with the quality of her work and advised her to apply for a Job Coach position. Ms. Franklin applied, was interviewed and was offered the position. Ms. Franklin now has the opportunity to work for Goodwill where she can assist others to transform their lives through the power of work.

“**I**'m very grateful for the E-TSE program because it helped me gain more knowledge and experience, and find a job.”



Los Angeles Air Force Base - L.A.A.F.B

Air Force professionals and their spouses seeking civilian employment now have additional resources available to them to research and gain employment once separated from the military. The South Bay Workforce Investment Board provides enhanced Workforce Transition Assistance on the base to Airmen, including retired members. These services are independent of the Airmen and Family Readiness program.

Services offered include:

- Job search & transition assistance
- Employment services for spouses
- Interview techniques and resume workshops
- Job placement
- Computer training
- Career counseling
- Job fairs and Recruitments
- Hands-on work experience



87%
Entered Employment Rate

Military Veterans to Civilian Careers

Military Veterans who are transitioning to civilian life can find support in their search for gainful employment through the South Bay One Stop Business & Career Centers and the SBWIB Military Veterans to Civilian Career Pathways Program. Multiple resources are available through this partnership with industry, vocational schools, higher education, and trade professionals.

For added convenience and further assistance, **Local Veteran's Employment Representatives (LVERs)** are co-located at One Stop Career Center locations. LVERs are EDD State employees who specialize in serving Veteran employment needs.

Veterans with military service-connected disabilities have additional resources through the **Disabled Veterans' Outreach Program (DVOP)**. These specialists develop job and training opportunities tailored to the Veterans' needs.

573
Veterans Served



America's Job Center of California



Jerome King

Veteran Success Story

Jerome King is a 17-year Army Veteran. At age 55, having struggled with long periods of unemployment and **homelessness**, Jerome was in need of employment services that would lead to long-term career opportunities and a livable wage.

Jerome visited the South Bay One-Stop Business & Career Center - Inglewood. Within weeks of enrollment in the Adult Program, in partnership with **American Aerospace Technical Academy (AATA)**, he trained under the Department of Labor Registered **Apprenticeship** program with **Torrance** - based partner **Hadd-Co Inspection Lab** as a Liquid Penetrant Inspector Trainee. Jerome is receiving hands-on training from an experienced mentor combined with technical instruction in the area of **Non Destructive Testing**. Jerome will continue to receive pay increases as he meets skill attainment benchmarks.

The company president praises Jerome as an exemplary employee, meeting required testing standards for his expected pay increases. According to Jerome, the services he received from the Inglewood One-Stop and AATA helped him overcome many of the challenges and barriers he has struggled with.

***I** am grateful for the support I have received, which motivated me to advance through my apprenticeship program to a successful long-term career as an NDT Technician."*



Liam Fortune

Veteran Success Story

Liam Fortune, **Redondo Beach** resident and a Post 9/11 Veteran joined the United States Marine Corps as an infantry rifleman shortly after High School. He had limited knowledge about the civilian workforce following his discharge in 2005. He held various entry-level positions in the construction and oil refinery industry; however, he lacked the safety certifications needed for the progression of his career. Mr. Fortune visited the South Bay Business and Career Center where he attended an orientation and enrolled in the Dislocated Worker Program.

After working with his career counselor to develop an individual employment plan, and a construction career pathway plan, he enrolled in training and obtained a LiUNA Local 1309/Safety Attendant Certification. He began as an **apprentice** with Local 1309 working with **Schultz Mechanical Contractors**, earning \$22.00 an hour, and is on track to become a journeyman in his trade.

Due to his previous work history, extensive military training, and newly acquired industry recognized certification, Mr. Fortune has made a successful transition into the workforce.

***I** am grateful for the assistance and direction I received from the staff and the training partner."*



Ages 14-24 years old

Innovative and customized services and workshops are provided to youth and young adults through the four One-Stop Business and Career Centers as well as at the Hawthorne and Inglewood Teen Centers. Pre-employment training, work experience and internships, career preparation, occupational skills training, academic enrichment and job placement assistance are only some of the services provided at NO COST.

Teen Centers

The Hawthorne and Inglewood Teen Centers, operated by the SBWIB and collaborative education and community partners, provide positive alternatives to delinquent behavior by offering after-school academic and enrichment services to teens ages 14-18 on a daily basis.

Teen Center Visits	Students
Inglewood Teen Center	1,119
Hawthorne Teen Center	1,008

YouthBuild

YouthBuild offers young adults who are at-risk of failing to reach key educational and career milestones an opportunity to receive academic and occupational skills.

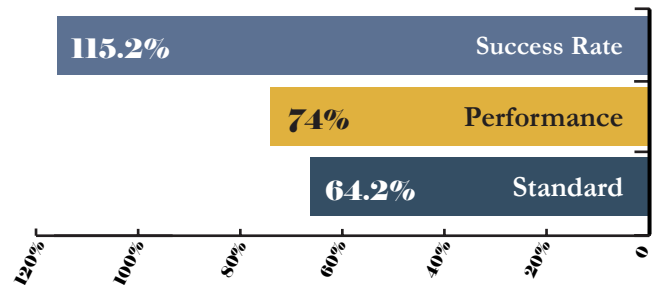
Young adults learn construction skills to help build affordable housing and other community assets. It creates pathways to education, employment or training, including pre-apprenticeships, to become leaders in their communities.

Qualifying YouthBuild participants:

- Have been in the juvenile system
- Have aged out of foster care
- Dropped out of high school

72
Enrolled in YouthBuild

Youth Placement in Employment or Education



283
Youth enrolled in College Work Study Program

A Day in the Life of a College Student



3rd Annual
A Day in the Life of a College Student

17th Annual Blueprint for Workplace Success Job Fair

Students & Young Adults

963

Students & Young Adults Hired On-the-Spot

235

Invited for Second Interviews

280

Employers

80

Volunteers

59

1,000+

Students received Blueprint Training

178

Youth employed in Summer jobs

Blueprint

The Blueprint program is offered in two workplace readiness courses. It offers employment readiness training to entry level job seekers and incumbent workers.

Courses:

- **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 cultural diverse environment.

Group	Participants Served	Total Exiters
Older Youth (19-21)	131	85
Younger Youth (14-18)	157	108
Total	288	193





FIT FOR GOLD **Tutoring & Fitness Academy**

An after school program for high school students to provide homework assistance, nutrition information and physical fitness activities to students, grades 3-8, while participating in enrichment, mentoring and college readiness activities.

1,000+
Elementary & middle
school students served
annually

98%

Graduate High School

98%

Successfully complete all
program requirements

80%

Enrolled in post-secondary
education

Career Pathways

SBWIB's Career Pathway Programs provide youth and adults with continuous education, activities, training, pre-apprenticeships and apprenticeships to help them prepare for and access employment opportunities.

Some integrated activities include; company tours, job shadowing, guest speakers and internships opportunities.

Current career pathway programs in place:

- Pre-apprenticeship in Engineering
- Construction & Utilities Pathway Program
- Bridge to Construction Pre-apprenticeship
- Robotics
- Digital & Media Arts Career Pathway
- Advanced Manufacturing & Engineering
- Technology Linked Learning (AMETLL)
- Healthcare Care Coordination Pathway Project

Advanced Manufacturing & Engineering Technology Linked Learning (AMETLL)

The AMETLL Consortium, sponsored by the SBWIB, Kinecta Federal Credit Union, CVUHSD, El Camino College and Project Lead the Way, produce an annual School Maker Faire to showcase advanced manufacturing techniques, robotic competitions and STEM related exhibits. The Maker Faire celebrates creativity invention and provides a venue for tech enthusiasts, crafters, artists, hobbyists, engineers and entrepreneurs.





The Youth Development Council (YDC) is the guiding entity for the SBWIB's youth program. The YDC provides information and assists with planning, operational and other issues relating to the provision of services to youth.

Committee Members

Patricia Donaldson, Youth Development Council Chair, Hawthorne Chamber of Commerce

Ruthi Davis, Youth Development Council Vice-Chair, Lawndale Chamber of Commerce

Elyse Beardsley, Industrial Lock and Security, Inc.

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

Eric Davis, Department of Rehabilitation

Edward De Brito, Cement Masons Southern California, Local 600

Andy Delgado, Century Center for Economic Opportunity, Inc.

Christopher Downing, Los Angeles Unified School District

Joe Faulkner, Los Angeles County Probation Department

Jesus Fernandez, Southern California Paint and Drywall Industries

David Fleck, Behavioral Health Services

Victoria Franklin, L.A. Job Corps Center

Chief Mark Fronterotta, Inglewood Police Department

Dr. Willie Hagan, California State University Dominguez Hills

Dr. Betsy Hamilton, Lawndale School District

Mike Harriel, Southern California Gas Company

Dr. Thomas Johnstone, Wiseburn Unified School District

Dr. Steven Keller, Redondo Beach Unified School District

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

Tamala Lewis, StubHub Center & LA Galaxy

Dr. Dena Maloney, El Camino Community College

Dr. George Mannon, Torrance Unified School District

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

Veldafern McElroy, Parent Representative

Rabbi Yossi Mintz, The Friendship Foundation

Dr. Melissa Moore, El Segundo Unified School District

Dr. Helen Morgan, Hawthorne School District

Grace Ngwa, 11th grade - Leuzinger High School

Dr. Denise Noldon, Los Angeles Southwest College

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

Linda Phu, State of California Employment Development Department, Inglewood Workforce Services

Michael Richardson, SKANSKA - EEO/DBE Manager

Teresa Sanford, Inglewood Housing Authority

Kent Taylor, Lennox School District

Beatrice Williams, Legal Shield

Dr. Lance Williams, Los Angeles County Community Action Board

Alternates

Fitzgerald Jacobs, Cement Masons Southern California, Local 600

Laura Hirshfield, Century Center for Economic Opportunity, Inc.

Reginald Blaylock, Inglewood Police Department

Cinder Eller, Inglewood Police Department

Matthew Smith, California State University Dominguez Hills

Jorge Arroyo, Lawndale School District

Jennifer Pesavento, Southern California Regional Occupational Center

Dr. Matthew Wunder, Wiseburn Unified School District

Dr. Tom Stekol, Redondo Beach Unified School District

Dr. Anthony Taranto, Redondo Beach Unified School District

Jose Anaya, El Camino Community College

Dr. Nisha Dugal, Torrance Unified School District

Dr. Wayne Diulio, Torrance Unified School District

Dr. Reginald Sirls, Inglewood Unified School District

Nina Patel, The Friendship Foundation

Linal Miller, El Segundo Unified School District

David Mallchok, Hawthorne School District

Dr. Lawrence Bradford, Los Angeles Southwest College



An Employer-Centric Earn and Learn Model for Engineering

The SBWIB in partnership with local aerospace manufacturing companies have developed a pre-apprenticeship program in Engineering. The effort initially started in response to previous defense department cuts, but quickly evolved as a way to support manufacturing companies in their training programs and building their workforce pipeline. The program is an employer driven earn and learn model that has attracted many top employers such as Northrop Grumman, L-3 Communications, Impresa Aerospace, Magnetika and many others.

One unique aspect of the program allows the employer to define or “Flex” the training plan that the students are taught to meet the needs of the participating manufacturer. The curriculum consists of three learning tracks, which include the following:

- Track I; Work readiness skills training,
- Track II; Industry specific occupational skills training,
- Track III; Work Based Learning (OJT)

Additionally, students receive an Industry-recognized stackable credential and opportunity to advance to employment, complete college and/or enter into a Registered Apprenticeship. Membership into the Society of Manufacturing Engineers (SME) is also included, providing them access to SME mentor programs, SME Connect, scholarships, competitions and more. Students who complete the program will also be able to earn qualified credentials to add to their college application and resume. Program expansion will include veterans, incumbent workers and other under-served or under-employed populations.

The development of the pre-apprenticeship in engineering responds to one of Southern California’s greatest challenges for manufactures, finding and attracting a qualified workforce.



Aero-Flex Employers



Aero-Flex Partners





Northrop Grumman

Northrop Grumman is a leading global security company providing innovative systems, products and solutions to government and commercial customers worldwide, offering a portfolio of capabilities and technologies for applications from undersea to outer space and into cyberspace.

Pioneer Partner to the new SBWIB Aero-Flex Pre-Apprenticeship (AFPA) Engineering Program, Northrop Grumman became the first company to graduate 19 South Bay area high school seniors from the program. The students were selected based on their

academic achievements, high school administration recommendations and expressed interest in Engineering related careers. Their learning included work readiness skills through the SBWIB Blueprint for Success curriculum and industry specific occupational skills training and work based learning.

Senior Verania Ceja Franco from Hawthorne High is one of the AFPA graduates that earned multiple industry recognized certificates including the capstone Certificate of Completion signed by eight apprenticeship committee employers.

“This employer-centric pre-apprenticeship will ensure our advanced manufacturing firms can find the engineering talent they need locally with the hands-on experience employers want.”

-Jan Vogel, CEO
SBWIB, Inc.



Verania Ceja Franco AFPA Youth Success Story

Verania Ceja Franco followed the Engineering pathway as a student at Hawthorne High School; now she attends California State University Northridge with the goal of becoming a civil or mechanical engineer. She had the honor of working with Northrop's James Webb Space Telescope project team during her internship. She excelled in the work readiness skills track as well as the additional industry specific course work designated by her employer.

“Thank you for having invited me to the Awards Ceremony. It was really fun and it gave me even more motivation to continue my education so that soon I could be a mechanical engineer. My sister and I really enjoyed attending and watching all the people get awards for various reasons. Hopefully in the next four to five years I can become an engineer for military jets or cars. Events like those make me look forward to the future and try harder in my education.”

Tristin Osife Youth Success Story

Tristin Osife, resides in **Torrance**, but had no work history and her biggest challenge was to overcome the anxiety she had of applying to jobs. She was worried she would not get call backs after applying or how to present herself to companies.

Tristin was eligible for the youth program. Staff set her up with work readiness classes and an internship at **Affordable Bookkeeping and Payroll Services**. The South Bay One-Stop Business and Career Center – Torrance staff aided Tristin in feeling comfortable with conducting a job search and how to present herself to employees on her own.

After completing her internship with Affordable Bookkeeping and Payroll Services, she applied for a permanent position with the company and was hired.

“The helpful and caring staff at the One-Stop Center led me to gain more confidence in myself and my abilities. They helped me achieve my goal of finding a long term job position, along with providing me with job training and knowledge of how to present myself in a professional way.”



Youstina Yacoub Youth Success Story

Youstina Yacoub, **Torrance** resident, had ended her time at Chick-fil-A in search for employment opportunities and to focus on her career options. Youstina showed interest in the Human Resources field, but felt like it would be difficult to find an entry level job with no experience in the field.

Youstina was eligible for the SBWIB youth program. One-Stop Torrance staff set her up with an internship opportunity at **L3 Communications** and reviewed interviewing techniques to ensure she would get selected. She received on-the-job training and work-experience through the program.

With the skills she obtained, Youstina interviewed with L3 Communications for a full-time position. After Youstina completed her internship training, L3 Communications hired her and was thrilled to have her start in the Human resources Department full time.

“The One-Stop Center gave me the opportunity to utilize and improve my skills and get a decent position in the field I was interested in.”

Kiewit Infrastructure West Company Business Success Story

Kiewit Infrastructure West Company, founded in 1884, offers construction and engineering services in transportation, water/ wastewater, power, oil, gas and chemical, building and mining. Consistently ranked in the top five among top 400 contractors, Kiewit works on a variety of multi-million to multi-billion dollar projects.

Kiewit partners with the South Bay One-Stop Business & Career Centers - Inglewood to host the Construction Utilities Pathway Program (CUPP) by means of the Veterans Employment-Related Assistance Program (VEAP) and 25% Special Assistance grants to provide eligible veterans with construction employment and training assistance at no cost. Kiewit has benefited from the screening and recruitment of construction job titles and has hired dozens of qualified candidates through the Inglewood One-Stop for the new Football Stadium and Entertainment District in Inglewood.

The NFL stadium is expected to cost approximately \$2.5 billion and is part of a broader 298-acre mixed-use development plan. The new stadium is expected to bring an economic boom to the region by creating thousands of on-site construction jobs and ancillary jobs through local hiring initiatives.



HADD-CO INSPECTION LAB

“You will often meet many individuals who build walls, but sometimes you meet individuals who build bridges. The WIOA program has built many bridges and has connected Hadd-Co and its employees to many opportunities”

- David Andre, President & CEO

HADD-CO Inspection Lab Business Success Story

Hadd-Co Inspection Lab, a Torrance based privately owned company was founded in 1958. Hadd-Co Inspection Lab is providing quality Non Destructive Testing (NDT) inspection services specializing in Magnetic Particle and Liquid Penetrant Inspections. Mr. Andre David, President & CEO has built a solid reputation in the aerospace industry through considerable technical experience, the highest quality standards and relentless commitment to building close relationships with his customers.

Mr. Andre David reached out for assistance for his declining business. A ‘Business Needs Assessment’ survey conducted in March 2016 by Propath Inc. indicated an immediate need for reducing operational costs, increased profitability, employee skill upgrade programs, and technical guidance from industry experts. The immediate goal was to provide a full scope of business services to promote productivity, profitability and overall growth. Goals were immediately identified, services were appropriately prioritized and scheduled to match capacity benchmarks.

Propath Inc., in collaboration with South Bay Business and Career Centers, has provided a number of layoff aversion strategies this year.



The One-Stop Business and Career Centers use the most cost-effective strategies to build a world-class workforce to be matched with quality businesses and jobs that are attracted to the local labor market. One-Stop Centers help employers find workers and employment for job seekers. Services are provided at **No Cost**.

Dislocated Worker

To ensure employees affected by a company layoff are re-employed as quickly as possible, the South Bay Workforce Investment Board (SBWIB) provides special funding to assist and train dislocated workers. The program provides comprehensive employment services tailored to each client that includes retraining if needed, career consulting and placement assistance.

Toyota Motor Sales, Torrance U.S. Sales & Marketing Headquarters Business Story

Toyota Motor Sales USA was one of the largest employers in the South Bay region and the largest employer in the city of Torrance. In 2014, Toyota announced it was consolidating its sales and marketing headquarters in Torrance and relocating it to Texas. Almost 3,000 jobs were affected. Employees were required to relocate or face a layoff by 2017.

The SBWIB called on its Rapid Response team in cooperation with ProPath, Inc. to meet with Toyota management to develop a plan for assisting their employees through the transition by helping them explore their options and find work locally if desired.

Nearly 1,000 Toyota employees attended the SBWIB orientations since work began with Toyota and nearly 500 applied for services from the SBWIB's One Stop Business & Career Centers. Those finding employment obtained an average hourly wage of \$37.

1,000
Attended SBWIB
orientations

\$37
Average hourly
wage

Liane Angeles Success Story

Liane Angeles, a single parent and a successful IT Project Manager for 13 years at Toyota Motor Sales, was laid off in 2015. Liane and 3,000 employees working at the national headquarters in Torrance were notified that the company was relocating to Plano, Texas. The company extended offers to relocate workers, but a sizable percentage, including Liane, were not in a position to leave the area.

Toyota reached out to the South Bay Workforce Investment Board (SBWIB) to conduct workshops that could inform the employees about job training and displaced worker support services that were available to them. It was at one of these workshops that Liane found out about the no cost services that were provided by the SBWIB through its One-Stop Business & Career Centers.

Liane met with SBWIB job placement counselors and ProPath consultants to find out about her options and other support that might be available. She knew she needed to enhance her current skills and sought tuition assistance to enroll in a project management course offered by AAA Institute in Torrance.

Liane applied for tuition assistance and received a grant through the SBWIB to enroll in the six-week course. Upon completion, she was offered a position with **OrangePeople IT Consulting**, based in Los Angeles, and was assigned to the Anschutz Entertainment Group account with an annual salary of \$140,000.



"I am very appreciative of the support I received through the One-Stop Center and the one on one help provided by Alma Lopez at ProPath. If not for the onsite SBWIB workshops [at Toyota], I would have never learned about the services that are out there for displaced workers."



Rapid Response

The South Bay Workforce Investment Board's Rapid Response program is comprised of a team of professionals ready to act quickly when notice is given that a local company is considering a layoff or a closure. The team is standing by to offer assistance to companies and employees that are facing a transition. Proactive services and strategies are provided to assist employees with finding new employment and a plan is developed to ensure a smooth and timely transition for the organization.

1,821
Number of
employees affected

26
Number of companies
affected & using
services

79%
Participants
employed

Layoff Aversion

Quite often businesses aren't aware of the no cost services provided by the SBWIB that can help them minimize or avert layoffs due to economic constraints or under-trained incumbent workers. SBWIB connects these businesses with services or incentives available at the local, state and federal levels. These services can include employee training and funding to upgrade employee skills, create customized services, provide tax relief, incentives and other business solutions.

Thank you

On behalf of the team at Magnetika, I would like to thank you for your partnership and immense support throughout the year. Such valuable partnerships enhance our organization's efforts at meeting its commitments to all stakeholders. Our ability to achieve our shared vision is dependent on the quality of services we provide our team, and you make that a reality for our organization.

We are proud of what we have achieved with you this year. Next year promises to be very busy for Magnetika, and we hope to continue this journey with you all.

Kind regards,

Catherine Holdbrook-Smith
Human Resources Manager
Magnetika, Inc.



MAGNETIKA



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 Bookkeeping & Tax Services

Linda Bradley, Board Vice-Chair,
Executive Committee, Centinela Hospital
Medical Center

Patricia Donaldson, Executive Committee,
Youth Development Council Chair & One-Stop
Policy, Hawthorne Chamber of Commerce

Bob Helfant, Executive Committee,
Business, Technology & Economic Development
Chair, HCD, Incorporated

Glenn Mitchell, Executive Committee,
Performance & Evaluation Chair, Gardena General
Insurance Agency

Board Members

Joe Ahn, Business, Technology & Economic
Development Vice Chair, Northrop Grumman
Corporation

Ruthi Davis, Youth Development Council Vice-
Chair, Lawndale Chamber of Commerce, Economic
Development

Brenda Garvin, One-Stop Policy Vice-Chair
Department of Rehabilitation

Brian Raber, Performance & Evaluation Vice-Chair

Carolyn Anderson, One-Stop Policy,
EDD/South Bay Job Service Office

Elyse Beardsley, Youth Development Council,
Industrial Lock and Security, Inc.

Billy C. Campbell, Youth Development Council,
The Campbell Agency, Allstate Insurance Company

Edward De Brito, Youth Development Council,
Cement Masons Southern California

Raj Dhillon, One-Stop Policy, US Tow

Ray Diab, One-Stop Policy, Poulet Du Jour

Tami Lorenzen-Fanselow, Business, Technology &
Economic Development, FCL Logistics, Inc.

Jesus Fernandez, Youth Development Council,
Southern California Paint and Drywall Industries

David Fleck, Youth Development Council,
Behavioral Health Services

Jay Fowler, Performance & Evaluation,
Republic Services, Inc.

Fran Fulton, Business, Technology & Economic
Development, City of Torrance

Glenn Grindstaff, Business, Technology & Economic
Development; L-3 Communications Electron
Technologies

Sarah Gonzaga, One-Stop Policy, SEIU Local 2015

Dr. Willie Hagan, Youth Development Council
California State University Dominguez Hills

Lilian Haney, Business, Technology & Economic
Development, SPACEX, Space Exploration
Technologies

Mike Harriel, Youth Development Council,
Southern California Gas Company

Dr. Sandra G. Horwitz, Performance & Evaluation,
Sandra G Horwitz, OD

Michael Jackson, Business, Technology & Economic
Development, The Dardanelle Group

Jeffrey R. Jennison, Performance & Evaluation,
Watson Land Company

Josh Lafarga, Performance & Evaluation,
Laborers' International Union of North America

Marc Little, One-Stop Policy Committee,
The Law Office of Marc Little

Tamala Lewis, Youth Development
Council, StubHub Center & LA Galaxy





Doug Marian, Performance & Evaluation,
UA Plumbers Local 78

Dr. Dena Maloney, Youth Development
Council, El Camino Community College

Gregg McClain, One-Stop Policy, Silly Goose
Playground

Ellenmary Michel, One-Stop Policy,
Pelican Products, Inc.

David Noflin, Business, Technology
& Economic Development, United Printers

Mitch Ponce, Performance & Evaluation,
Ironworkers Local 433

Rudy Rodriguez, Steam-Refrigeration-Air
Conditioning - Pipefitters United Association Local
Union 250

Kirk Rossberg, Performance & Evaluation, Torrance
Bakery

Stephany Santin, Business, Technology & Economic
Development, City of Gardena

Nick Spampinato, Performance & Evaluation,
MSG/The Forum

Tod Sword, Business, Technology & Economic
Development SoCal Edison- Economic
Development Services

Roland Talton, Business, Technology &
Economic Development, Star 1 Investigations

Dr. Anthony Taranto, Youth Development Council,
South Bay Adult School

Jane Templin, Performance & Evaluation,
IBEW Local 11

Wanza Tolliver, Business, Technology &
Economic Development, State Farm Insurance

Dr. Lance Williams, Youth Development Council,
Los Angeles County Community Action Board

Carolyn Woodard, HSAI, Performance & Evaluation,
West County GAIN

Kathy Wojno, Performance & Evaluation,
Gardena Memorial Hospital

Susie Yellowhorse-Jensen, One-Stop Policy,
Southern California Indian Center, Inc.

Alternates

Yolanda Dodd-Lyons, One-Stop Policy
EDD/South Bay Job Service Office

Fitzgerald Jacobs, Youth Development Council,
Cement Masons Southern California, Local 600

Samuel Pena, Performance & Evaluation,
Republic Services, Inc.

David Gamboa, Youth Development Council,
California State University Dominguez Hill

Kelly Magee, Business, Technology & Economic
Development, SpaceX, Space Exploration
Technologies

Matthew Means, Performance & Evaluation,
Watson Land Company

Jeremy Diaz, Performance & Evaluation,
UA Plumbers Local 78

Dr. Jean Shankweiler, Youth Development Council,
El Camino Community College

Jose Anaya, Youth Development Council,
El Camino Community College

Charles Felix, One-Stop Policy, City of Lomita

Pamela Briggs, Performance & Evaluation,
MSG/The Forum

Erick Holly, Business, Technology & Economic
Development, Inglewood Airport Area Chamber of
Commerce

Tracy Thomas, Performance & Evaluation, West
County GAIN

Paul Celuch, Performance & Evaluation,
Gardena Memorial Hospital





YEAR IN REVIEW

First Quarter

SBWIB sponsors local Teen Center youth to participate in “*A Day in the Life of a College Student*” tour and overnight outing at California State University, Dominguez Hills.

The SBWIB hosted Military Veteran to Civilian Career Pathway Program Education, Job and Resource Fair. SBWIB, through its One-Stop Business & Career Centers, created the Military Veterans to Civilian Career Pathways Program to assist military personnel with their employment search during the transition to civilian life. Veterans who were recently separated from the military were offered vouchers of up to \$5,500 redeemable toward education at a school of their choice that was present at the fair.

The Inglewood Teen Center 3rd Anniversary celebration was hosted by the SBWIB and drew more than 100 students, staff and community civic leaders.

Second Quarter

SBWIB sponsors 50 students from Hawthorne High School’s School of Engineering, to attend a special SHADES OF BLUE E-Learning webcast, an interactive online presentation in conjunction with the SHADES OF BLUE Science, Technology, Engineering, Math (STEM) educational initiatives, at the Bob Hope Patriotic Hall in Los Angeles.

The SBWIB’s 21st annual Alumni Awards Banquet drew more than 400 community leaders, business representatives, training providers and alumni of the SBWIB’s employment

preparation classes and job placement services. The prestigious Esther Williams Award of Excellence was presented to Linda Bradley, CEO of Centinela Hospital Medical Center.

Torrance Refining Company LLC awarded the SBWIB with a \$1,500 grant to help fund the employment and training programs and services the SBWIB provides to underserved populations in the South Bay area.

More than 100 youth, parents, community partners and civic leaders joined with the SBWIB to celebrate the 8th anniversary of the Hawthorne Teen Center.

The SBWIB once again is recognized by the California Workforce Development Board as one of the highest performing workforce investment boards in the state. The State Board granted the SBWIB a \$54,383 incentive award provided by Governor Jerry Brown along with the prestigious certification.

Third Quarter

More than 200 representatives from small & large subcontracting firms attended a one-day seminar to learn how they could be part of the future improvement and expansion construction projects at LAX. The seminar was hosted by the SBWIB in cooperation with the City of Los Angeles and partnering workforce investment boards throughout Los Angeles County. Representatives from LAX Consolidated Solutions also presented a \$2,500 grant to the SBWIB to support the Inglewood and Hawthorne Teen Centers.



2016 - 2017

More than 90 students and faculty members from five Inglewood area high schools participated in the 36th annual Job Shadow Day, presented by the Inglewood/Airport Area Chamber of Commerce in cooperation with the SBWIB and the City of Inglewood.

The California Association for Local Economic Development (CALED) awarded the SBWIB with the 2016 Award of Merit for Economic Development Promotion during its annual training conference in San Diego, CA. The SBWIB was the only Workforce Board to be recognized at the event.

The SBWIB's Career Pathway Program in conjunction with engineers, safety team and community outreach associates at Walsh Group and Walsh/Shea Corridor Constructors, presented 20 El Segundo High School students with a tour of the MLK Station at the Metro Crenshaw/LAX Transit Project.

Fourth Quarter

The SBWIB piloted the Aero-Flex Pre-Apprenticeship in engineering program, an "earn and learn" model initially for high school students connecting interns with career pathways in engineering and advanced manufacturing.

In April, the SBWIB, in partnership with the City of Carson, presented the 17th Annual Blueprint for Success Job Fair. The job fair drew more than 900 students and young adults.

Twenty-six formerly incarcerated adults graduated from SBWIB's Career Pathways 180 Job Preparation Academy. The week long academy was presented with the cooperation of the California Department of Corrections and Rehabilitation-Parole Department and Employment Development Department.

In partnership with Centinela Valley Union School District (CVUHSD), El Camino College and the Hawthorne High School of Engineering, Hawthorne High hosted the 3rd Annual Advanced Manufacturing and Engineering Technology Linked Learning (AME'TLL) Consortium School Maker Faire.

Civic leaders joined the SBWIB to honor 42 Fit for Gold Tutoring & Fitness Academy graduates from the South Bay area high schools.

SBWIB congratulates first 20 Aero-Flex Pre-Apprenticeship in Engineering graduates in partnership with Northrop Grumman Corporation.

SBWIB received \$500,000 from the State of California Employment Development Department to assist veterans with training and finding jobs.

SBWIB is awarded a \$240,000 Accelerator grant for expansion of the Pre-Apprenticeship development in Engineering.



CARSON ONE STOP

801 E. Carson St., Suite 117
Carson, CA 90745
Phone: (310) 680-3870



INGLEWOOD ONE STOP

110 S. La Brea Ave.
Inglewood, CA 90301
Phone: (310) 680-3700



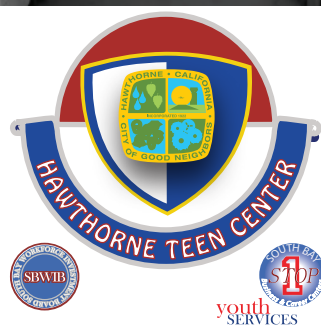
GARDENA ONE STOP

16801 S. Western Ave.
Gardena, CA 90247
Phone: (310) 538-7070



TORRANCE ONE STOP

1220 Engracia Ave.
Torrance, CA 90501
Phone: (310) 680-3830



HAWTHORNE TEEN CENTER

3901 W. El Segundo Blvd.
Hawthorne, CA 90250
Phone: (310) 970-7001



INGLEWOOD TEEN CENTER

101 W. Manchester Blvd.
Inglewood, CA 90301
Phone: (310) 680-3701

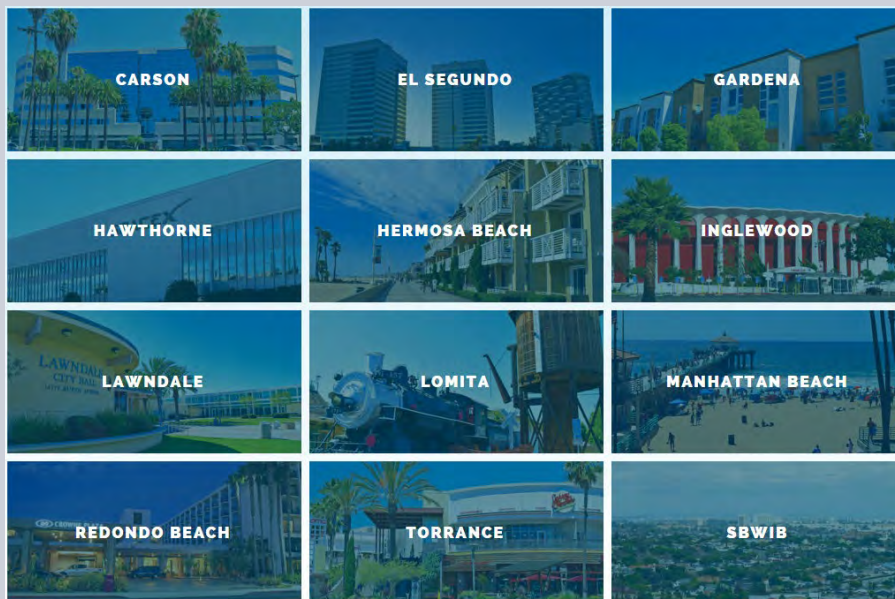


THANK YOU

As we enter our 35th year of providing new programs to meet the employment challenges of an evolving business climate and an ever-changing educational environment, we want to extend a heartfelt thank you to all who helped make our work successful throughout the year.

We are very grateful and appreciative of the tremendous support that we receive from our elected officials at the local, state, and national levels, as well as from our partners in the business sector, educational institutions, public, private, and non-profit agencies throughout our 11 city service area. Our dynamic partnerships are making a difference toward improving the quality of life in the South Bay and advancing economic progress throughout our region.

Thank You to our City Partners



The South Bay Workforce Investment Board

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A WORKFORCE DEVELOPMENT BOARD



**Annual Report
2016 - 2017**

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.