Commitment to Excellence— that’s how I describe the work of the South Bay Private Industry Council (SBPIC). For fifteen years SBPIC has consistently distinguished itself by exceeding Department of Labor Performance Standards. This longstanding commitment to excellence was recognized nationally when the SBPIC was honored with the prestigious “1998 Workforce Award for Excellence,” presented by the National Associations of Counties (NACo).

With the new millennium rapidly approaching, it is certain that we will experience change in various aspects of our lives. The job training and development arena has already been affected with change. The Job Training Partnership Act is being replaced with the Workforce Investment Act (WIA). The South Bay Private Industry Council’s commitment has caused us to take the lead in this ever changing arena. We have also partnered with Los Angeles County to provide special services to noncustodial parents. We were proactive in placing welfare recipients into jobs with funds allocated by the Department of Labor under the Welfare-to-Work program. The SBPIC was awarded the first Employment Training Panel (ETP) Welfare-to-Work grant in the State to provide post-employment upgrade training to welfare recipients.

We have also provided leadership for community partnerships and other entities to provide post-employment services for welfare clients. This in an effort to place clients in careers with growth potential.

Other accomplishments during the past year include receiving additional funding for the Private Industry Council Aerospace Network (PAN), a regional project serving dislocated aerospace workers. We also received an additional grant to open a Teleconfernece Center at the Inglewood One-Stop Center. SBPIC has also partnered with the Southern California PGA’s “Careers in Golf” Program. The grant received from the Southern California PGA Foundation will introduce area youth to the world of golf.

I anticipate continued success for the South Bay Private Industry Council and applaud its commitment to excellence.
As a society facing the new millennium, we are almost certain to confront some new issues that will require collective resolve. In recent years many California residents found they faced unexpected unemployment due to downsizing, layoffs, company closures and etc. These events in the labor market affected job security and brought about the need to promote a competitive regional market for retraining and employment services. The South Bay Private Industry Council took the lead in addressing the continued layoffs in the aerospace industry by linking job training service delivery areas from Santa Barbara to San Diego to work conjointly to implement a regional service delivery area, the Private Industry Council Aerospace Network (PAN). The PAN project started in 1995 continues to operate under the capable and innovative administration of the South Bay Private Industry Council. As unemployment figures grow, we will continue to do what we can to address the needs of displaced workers.

In efforts to make services available and valuable to dislocated workers, South Bay Private Industry Council has enhanced the Inglewood Training and Information Network (i-TRAIN). i-TRAIN, now known as Intrastate Training and Information Network, is the system that carries the Regional Training Vendor Directory (RTVD) to the desk tops of training and employment professionals from Santa Barbara to San Diego. RTVD was expanded to include The Public Training Vendor Directory (PTVD) as a subdirectory. The RTVD/PTVD is maintained by the South Bay Private Industry Council and is the only state-approved directory.

Now faced with the discontinuation of the Job Training Partnership Act (JTPA) and the implementation of the Workforce Investment Act (WIA), South Bay Private Industry Council is, once again, taking the lead. The Workforce Investment Act requires the use of a voucher system that will give participants wider access to services. The South Bay Private Industry Council has already begun using this system and is proud of the fact that it has the largest directory of approved training vendors in the State and perhaps, in the Country. WIA also requires the utilization of One Stop Centers. The South Bay Service Delivery Area One-Stop Centers offer comprehensive services and play an integral role in the delivery of job training delivery services.

The innovative and creative ideas of the South Bay Private Industry Council keep us on the cutting edge. Our community benefits and it's a win-win proposition for all. In recognition of its efforts, South Bay Private Industry Council was honored with the 1998 Workforce Award of Excellence.

It has been an honor to serve as chairman of the South Bay Private Industry Council these past three years. I am proud of the accomplishments during my tenure and I have no doubt the successes will continue.
Paul Jackson
South Bay PIC Chairperson
Human Resources Director
Hollywood Park Casino
Representing Private Sector

Samuel Bingham
Owner
Bingham & Associates,
Financial & Insurance Services
Representing Private Sector

Stephan Dimitroff
Manager
Employment Dev. Dept.
Representing State Emp. Dev. Dept.

Dr. Thomas M. Fallo
President
El Camino Community
College
Representing Education

Martina Guilfoyl
Executive Director
Inglewood Neighborhood
Housing

Janice Hahn
Regional Manager, Public Affairs
Southern California Edison
Representing Private Sector

Brent W. Inzer
Representative
Air Touch Cellular
Representing Private Sector

Yvette Johnson
Behavioral Health Services
Representing Comm. Based
Organization

Nancy Savage
Administrative Specialist
Northrop Grumman
Representing Private Sector

John Workman
Representing Private Sector

Lynn McCune
Regional Administrator
L.A. County Dept. of Public
Social Services
Representing Social Services

Dr. Elizabeth Nash
Superintendent
Representing Education

Gene R. Novak
Manager Prof. Staffing &
Redevelopment Services
Representing Private Sector

John Parsons
Manager
Horrell Realtors
Representing Private Sector

---

South Bay PIC Members

Keith Skotnes
UAW, Region 5
Representing Labor

Larry Square
Owner
Square Deal Trophies
Representing Private Sector

Tara Westman
Director, Community Affairs
Daniel Freeman Hospital
Representing Private Sector

Osie Thornton
District Administrator
L.A. Mid-City District, Dept.
of Rehabilitation
Representing Public Sector

Gordon Scott
President
UniGlobe In World Travel
Representing Private Sector

Sister Elizabeth Parham
Vice President
Robert F. Kennedy Medical
Center

Dr. Robert Zahary
V.P. for Economic Affairs
California State University
Dominguez Hills
Representing Economic Dev.

Raela Jones
Los Angeles Unified School
District
Representing Education

Robert L. Jensen
Southern California Edison
Representing Private Sector

South Bay PIC Alternates
La Tonya Jones
Alternate for Dr. Nash
Representing Education

Marvin Dukes
Alternate for Osie Thornton
Dept. of Rehabilitation
Representing Public Sector

Dr. Linda Arroyo
Alternate for Dr. Thomas Fallo
El Camino College
Representing Education

Agnes Dobb
Alternate for Stephan Dimitroff
Employment Dev. Dept.
Representing State Emp. Dev.
Dept.

Dr. Gary Levine
Alternate for Dr. Robert Zahary
California State University
Dominguez Hills
Representing Economic Dev.

James Adams
Alternate for Lynn McCune
L.A. County Dept. of Public
Social Services
Representing Social Services
The One-Stop Career and Education Centers continue to provide South Bay communities with access to a wide variety of services. These services include a range of employment and training services, post-secondary education, and health and human support services at no cost to participants. The One-Stop Centers address the needs of South Bay area employers and businesses by providing job posting, candidate recruitment and screening, job training, and tax credits through its publicly funded programs.

The goal of the One-Stop Center is to offer convenient access to an array of services for the job seeker under one roof. Job information, training and job placement services including labor market information, job club, job matching referral, job search workshops and individualized career assessment are available. In addition, California State University Dominguez Hills, the State of California Employment Development Department, and El Camino College are co-located in the Inglewood One-Stop Career and Education Center.

The One-Stop Career and Education Centers represent the collaborative partnership of the City of Inglewood, the South Bay Private Industry Council, the California Department of Rehabilitation, the California Employment Development Department, the Los Angeles County Department of Public Social Services, California State University Dominguez Hills and El Camino Community College. The City of Inglewood operates One-Stop Centers in Inglewood, Hawthorne, and Westchester. The City of Gardena operates a One-Stop Center for Gardena residents, and Redondo Beach, Hermosa Beach and Manhattan Beach residents are served by the One-Stop Center located in the City of Redondo Beach.

Work is a source of dignity and a source of income, and we want to help provide our great community both the source of dignity and income. We thank the Inglewood One-Stop.

Elizabeth Kazmierski
Human Resources Manager
Every recruiter's dream is an applicant pool of qualified, pre-screened candidates available at a moment's notice.
City of Inglewood Job Training Program has provided us with an excellent candidate. Thank you for excellent service—it competes with any recruiting firm without the heavy fees.

Rena Burns,
Automated Data Sciences
## School to Work

In its third year of funding, the South Bay School-to-Work Opportunities Alliance continues to move schools and the local communities in a positive direction addressing the unique social and economic needs of youth in urban areas.

The U.S. Departments of Education and Labor awarded the South Bay Private Industry Council a five-year grant for $1,949,913 on behalf of the South Bay School-to-Work (STW) Opportunities Alliance. Through this award, the Alliance has established comprehensive career centers and instructional activities with a focus on careers. These activities are provided within the Inglewood Unified School District and Centinela Valley Union High School District. Out-of-School youth receive career and educational services from El Camino Community College in partnership with the South Bay Private Industry Council. STW transition activities include three primary components: school-based teaming, work-based teaming, and connecting activities that provide a bridge between classroom and workplace.

The grant aims to:
- Increase successful participation in workforce development programs.
- Prepare all individuals for successful participation in the workforce in order to compete in a global economy.
- Facilitate student participation in further education and training for higher skill, higher wage jobs.
- Build support and enhance community partnership.

The Work Education Resource (WER) Centers, established through this grant, are accessible to every student attending Morningside and Leuzinger High Schools, as well as those middle and primary schools that feed into them. The services offered through the centers prepare youth to meet career and academic goals. Services available through the WER Centers include comprehensive, computer-based assessment, career and academic counseling, work-education matching, job placement, supportive services, and access to community resources. Students are referred in one of two ways: teacher/counselor referral or on a walk-in basis. WER Centers are currently located at Morningside and Leuzinger High Schools. A third WER Center will be operating in the Hawthorne area this year.

The South Bay School-to-Work Opportunities Alliance funding will be pivotal in the continued development and expansion of the WER Centers at Leuzinger and Morningside High Schools and future sites. For this third year, the Alliance is establishing and partnering with health care organizations in the South Bay Area benefiting our youth. The inclusion of health care expands the dimensions of partnership and success of STW. The California State University Dominguez Hills continues its formal evaluation of our STW system. The evaluators measure the success of the STW program and assist in establishing better methodology for the future.

The Inglewood Training Department has provided a valuable service by referring quality candidates for our open positions.  

Robert Cronyn, President  
Empire Cleaning Supply
The Summer Youth Employment and Training Program served 887 South Bay area youth in 1998. This program provided summer employment for youth between the ages 14 to 21. Area businesses and nonprofit organizations provided invaluable work opportunities in a variety of fields. Participants also had the opportunity to participate in a Labor Market Workshop which included mock interviews to enhance their interviewing skills, resume preparation and proper work attire.

Included in this year's program were several special projects. Hawthorne/Lawndale participants had the opportunity to choose from three Special Projects. The Video Project introduced youth to the videotaping world. Not only did participants video tape other participants at their worksites, but they were also taught to edit, cut and splice film. The Fashion Design Class taught sewing, pattern design, modeling and runway skills, and industry marketing strategy.

The Race Car Project introduced mechanical skills to participants.

The always anticipated Theater Project, under the very capable direction of Ms. Ruth Ashton-Blake, performed the musical stage play, "Phantom." Over 30 youth were taught dance, singing, costume design, lighting, stage preparation and production.

This year's program ended with the Fifteenth Annual Summer Youth Award Ceremony. Raela Jones, South Bay Private Industry Council Board Member, served as Mistress of Ceremony and Aundrae Russell, KACE Radio Personality, was guest speaker. Participants received awards and the audience was treated to excerpts from the Video and Theater Projects.

This program could not succeed without the support of local organizations and businesses that provide opportunities for our youth.
The summer youth program helped me to gain discipline and to learn to be a team player. I want to recommend it to all local youth.
**Senior Aides Program**

Retirement is something most associate with the "Golden Years". For many, the so called "Golden Years" turn into a time of desperation and/or despair. Due to the number of young adults entering the job market, the mature worker is either forced into early retirement or will take the "golden parachute" incentive plan to retire early. Faced with meeting the challenges of the regularly increasing cost of living on a fixed income, the mature worker found it increasingly difficult to stay afloat financially.

The City of Inglewood saw the need to offer assistance to its mature workers and immediately became a sponsor for the National Senior Citizens Education and Research Center (NSCERC)/Senior Aides Program. Authorized under Title V of the National Older Americans Act, it is part of the federal Senior Community Services Employment Program (SCSEP). SCSEP is funded by the U.S. Department of Labor and is subcontracted to NSCERC, who funds and monitors the program.

The NSCERC program is for low-income individuals 55 years of age or older. The goal of the Senior Aides Program is to prepare its participants for placement in unsubsidized employment positions. To reach this goal, participants are assessed to determine their vocational interests, aptitude, and employment objectives. A few enter the program job-ready, and are immediately placed in subsidized positions. For those participants requiring training, a linkage agreement was created with the South Bay Private Industry Council to enable participants to co-enroll into JTPA. This agreement affords them the opportunity to take full advantage of JTPA services, which include labor market information, assessment, resume development and interviewing techniques, job development workshops, and individualized job placement. Classroom training and on-the-job training is also available. Participants are placed in positions throughout the South Bay community to gain invaluable work experience while offering assistance to community organizations.

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The training I've received is priceless. I really love the work I do, but even if I had to leave tomorrow, I'm sure I could get another job.  

**Cynthia Tinson, Gardena Resident**  
**Office Manager**  
**George Chung Realtors**
The South Bay Private Industry Council continues to address the increasing needs of the dislocated aerospace worker. Workforce development services such as job search workshops, on-the-job training and classroom training in demand occupations and individual job placement assistance are used to address the needs of this population.

In previous years, the Department of Labor awarded $17 million to the City of Inglewood/South Bay Private Industry Council to implement the Private Industry Council Aerospace Network (PAN). After demonstrated performance and exemplary coordination of Southern California Private Industry Councils, the City of Inglewood/South Bay Private Industry Council was awarded an additional $4 million in 1998 to continue the aerospace network started in 1995, thus PAN II.


The collaborative effort of all the partners has resulted in a fine-tuned mechanism for the delivery of job training and education services. The services provided through PAN are enhanced by the Inglewood (currently known as the Intrastate) Training and Information Network. The I-TRAIN system offers an interactive, user-friendly alternative to traditional workforce development service strategies.

I-TRAIN provides rapid response to the needs of a fast growing and changing workforce by providing the electronic, on-line, Regional Training Vendor Directory (RTVD). The RTVD is the only state-approved directory listing both public and private schools. The RTVD is maintained by the South Bay Private Industry Council and eliminates duplication.

The Private Industry Council Aerospace Network has served more than 6,700 dislocated workers and has placed more than 80% of the participants in unsubsidized wages at more than $20.00 an hour.
One goal of the South Bay Private Industry Council is to provide first-rate, cutting edge services to its clients. Recognizing the need for a more centralized database system, the SBPIC has developed an Internet-accessible website for I-TRAIN. I-TRAIN is the most advanced, sophisticated, accurate system for delivery of approved classroom training vendors. It provides access to the Regional Training Vendor Directory (RTVD), the Public Training Vendor Directory (PTVD), Course Directory, the Consumer Report Card, Occupation Codes, Union Apprenticeship Offers, and a host of other job related links.

I-TRAIN is an integral part of the Workforce Development Network for training providers throughout the Southern California region. Developed by the City of Inglewood’s MIS Department, this centralized procurement and database system provides information on over 400 public and private for-profit schools and colleges, offering over 3,000 training courses.

The Regional Training Vendor Directory (RTVD) provides publicly funded agencies, specifically Private Industry Councils and the State Employment Development Department, with the resources and information to effectively access training providers throughout the Southern California region. The RTVD also serves as a tool to ensure cost efficiency and eliminate duplication of efforts in the public procurement process. The State of California Employment Development Department recognizes the RTVD as the Regional Training Vendor Directory for all JTPA and Welfare-to-Work Participants.

I-TRAIN has many key features including a regional Request for Quote (RFQ) which was developed by over twenty procurement specialists and meets all JTPA and EDD (Trade Act) requirements; year-round Open Procurement process; RTVD access to all schools and course information; and access to “Consumer Report Card,” as prescribed by the Workforce Investment Act of 1998 and the Performance Report Card Accountability Legislation. Regional monitoring visits conducted by Private Industry Council Staff; monthly evaluation and monitoring group meetings to analyze monitoring reports and modify RFQ based upon program needs ensure the quality of the information provided through I-TRAIN. Related links available include Cal-jobs, transportation information, childcare data, another educational site (California Virtual University), a social service provider listing and a One Stop Center listing to assist the needs of the user.

I-TRAIN is Internet accessible at WWW.I-TRAIN.ORG.
### Return on Investment Success

The return on investment is $2.25 for every dollar spent.

Return on Investment is determined by the successful training and job placement of unemployed individuals. The taxing public receives long-term benefits as confirmed by comparing the cost of training to the amount of money returned to the local economy.

Return on investment is calculated by using the entered employment rate and taxes paid by the job training participant to establish the gross economic gain to the community. This figure is then combined with the reduction in welfare funds expended. The costs of training are subtracted from the gross economic gain to determine the net economic gain.

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City of Inglewood’s JTPA Program is a remarkable program which has the potential of offering excellent benefits to others in the community.

*John Caro, Administrator*
*Centinela Park Convalescent Hospital*
Paul Jackson, PIC Chairman, and Pat White, District Coordinator of Senator Theresa Hughes' office, presenting Ms. Lagmay of Centinela Park Convalescent Hospital with the Special Employer Award.

Alumni Award Recipients, Shelley Govins, Hollywood Park Casino.

Jan Vogel, SBPIC Executive Director, City of Inglewood Councilman Garland Hardeman, Pat White, District Coordinator of Senator Theresa Hughes' office, Janice Hahn, PIC Board Member, and Mike Gin, Redondo Beach City Councilman.

Third Annual Awards Breakfast.

Paul Jackson, PIC Chairman, and Pat White, District Coordinator of Senator Theresa Hughes' office, presenting Master Sergeant Vincent Castillo with a plaque for El Toro Marine Base.

Jan Vogel, SBPIC Executive Director, and Samuel Bingham, PIC Board Member.
### 1997/98 Fiscal Summary

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SOUTH BAY JOB TRAINING OFFICES & STAFF

INGLEWOOD CITY HALL
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Don Griffin
Dan Hansen
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Lazaro Inguanzo
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Lynn McLendon
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Norim Mora
Karl Pascacio
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Lilly Rodriguez
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LaVita Simms-Noriega
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Accountant

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Dora Duran
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Dorothy Handcock
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Marly Thomas
Dea Vazquez
Tony Wright