



A WORKFORCE  
DEVELOPMENT BOARD

SOUTH BAY WORKFORCE INVESTMENT BOARD

# 2021 - 2022 ANNUAL REPORT



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## WELCOME MESSAGE

On behalf of the Board of Directors and staff of the South Bay Workforce Investment Board (SBWIB) we are proud to present this 2021-2022 Annual Report that highlights some of the many accomplishments and milestones the SBWIB achieved during our 40th year of providing essential services and support to our workforce partners, businesses and individuals seeking training and employment opportunities.

The SBWIB team continued to provide professional yet flexible services and support to businesses and individual adult and youth job seekers through in person and virtual/social media options in this post-pandemic era. More than 65,000 individuals seeking to enter the workforce for the first time or upgrade their skills to gain better employment, visited our four One-Stop Business and Career Centers to enroll in no cost training and employment preparation services.

Thanks to the tremendous support we continued to receive from our partners in education, elected officials at the local, state and federal levels of government, and leaders in business and industry, we were able to access grants that are enabling us to expand our innovative earn and learn models of internships and apprenticeships into the fields of Healthcare/Bioscience, Information Technology/Cybersecurity, Arts/Media and Entertainment, and Clean Energy/Transportation.

As you go through this report you will see just a sampling of the many success stories that have been accomplished by individuals who received the services and completed training that enabled them to overcome barriers to employment and gain meaningful quality jobs. You will also learn about businesses that were assisted in attracting qualified applicants to fill their vacant positions, while others utilized the SBWIB's many services to help them avoid layoffs or take advantage of subsidized employment opportunities.

Our continued success and status as one of the top performing workforce boards in the state is directly attributable to the commitment and professionalism of our dedicated staff and the total support of our board members and advisory committees, as well as our many community partners.



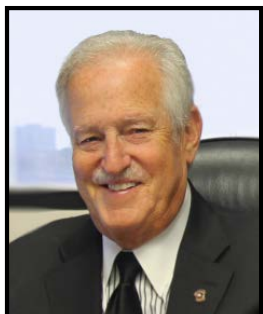
*James T. Butts, Jr.*

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



*Wayne Spencer*

**Wayne Spencer**  
Chairman,  
South Bay Workforce  
Investment Board



*Jan Vogel*

**Jan Vogel**  
Executive Director,  
South Bay Workforce  
Investment Board





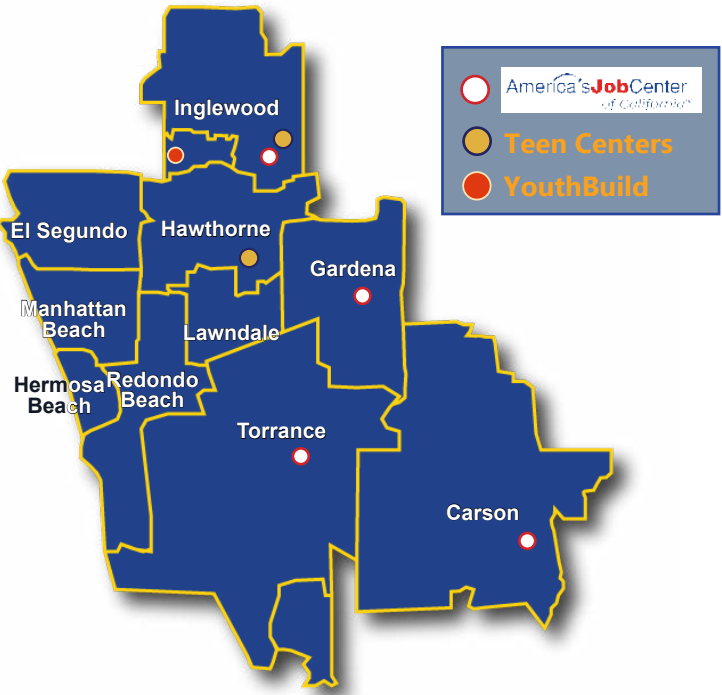
# About South Bay Workforce Investment Board

The South Bay Workforce Investment Board's (SBWIB) service strategies for adult and youth job seekers have evolved over the more than 40 years that it has provided no cost employment and training services throughout the greater Los Angeles South Bay Region. The SBWIB has utilized evolving technology to meet the service needs of its diverse communities with emphasis on inclusion for underserved populations that need help overcoming barriers to employment and career pathways.

SBWIB's One-Stop Business & Career Centers provide an array of off-the-shelf and specialized services to assist large and small companies in meeting their hiring goals, lowering training costs, improving employee skill levels, reducing turnover rates, avoiding layoffs and managing a more qualified workforce.

The SBWIB is guided by a Board of Directors comprised of over 50 volunteer members representing business, labor, education, community-based organizations, economic development and other key stakeholders who meet quarterly and also serve on advisory committees that help shape policies.

The SBWIB service area encompasses 11 South Bay cities including Inglewood, Hawthorne, Carson, El Segundo, Gardena, Hermosa Beach, Lawndale, Manhattan Beach, Lomita, Redondo Beach and Torrance.



## Mission Statement

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

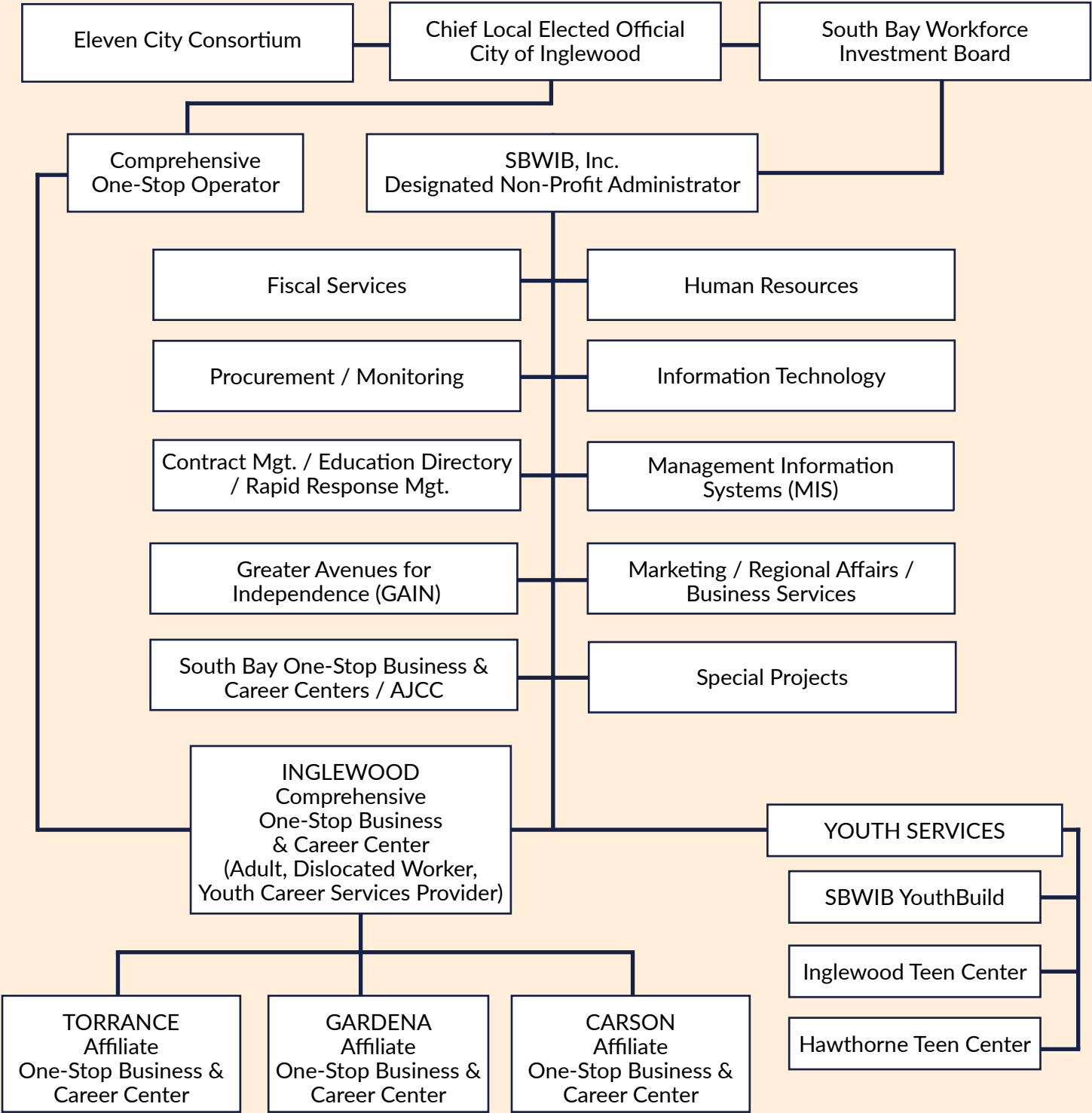
## Vision Statement

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

## Serving 11 Cities in the South Bay



# South Bay Workforce Investment Board Organization Structure





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



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# SOUTH BAY ONE-STOP BUSINESS & CAREER CENTERS

**SBWIB operates four One-Stop Business and Career Centers** in Inglewood, Carson, Gardena and Torrance that provide a large variety of services to local businesses, adult and youth job seekers, veterans, homeless individuals, and incumbent workers in 11 South Bay cities. Among the in-person services provided daily are job placement services, career pathway counseling, specialized training to upskill employees, paid work experience, On-the-Job Training and hiring events. Services are also provided to large and small businesses by linking them with qualified applicants thus allowing job seekers to find employment.



## ADULT SERVICES

- Hiring Events - virtual as needed
- Education & Training
- Career Counseling & Resume Preparation - online and in person
- Outreach & Recruitment
- Prison to Employment
- Transitional Subsidized Employment & On-the-Job Training
- Veteran Transition & Employment Services
- Dislocated Worker Programs
- Homeless Services
- Blueprint for Workplace Success Training
- Apprenticeships



## BUSINESS SERVICES

- Rapid Response & Layoff Aversion Services
- Recruitment Services
- Staff Training Resources
- Resources & Funding
- Hiring Events
- Candidate Screenings - virtual as required
- Wage Subsidy Programs to support employee training
- Engineering, Manufacturing & Bioscience Apprenticeships
- ETP Funding
- Apprenticeship



## YOUTH SERVICES

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

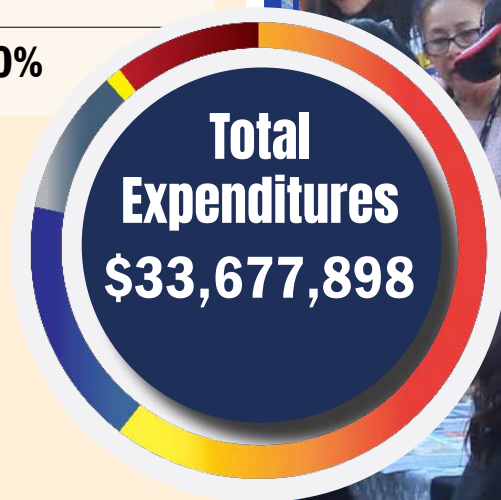
**65,527**

Visits to the South Bay One-Stop Business & Career Centers



# TOTAL EXPENDITURES FISCAL YEAR 2021-2022

Los Angeles County DPSS Contracts	\$20,357,179	60%
Workforce Innovation Opportunity Act Grants	\$5,938,600	18%
Special State Grants	\$3,474,732	10%
Federal Funding	\$398,674	1%
Other Funding	\$3,508,713	10%



## Return on Investment 2021-2022

Program	Economic Return	Investment	Return on Investment			Payback Period
			Total	Percent	\$	
Adult	\$8,366,384	\$1,657,409	\$10,458,047	505%	\$5.05	52 days
Dislocated Workers	\$10,784,842	\$1,589,988	\$13,324,489	678%	\$6.78	38 days
<b>Total</b>	<b>\$19,151,226</b>	<b>\$3,247,397</b>	<b>\$23,782,536</b>	<b>590%</b>	<b>\$5.90</b>	<b>44 days</b>

## Cost Effectiveness

### Total Economic Return From One-Stop Centers

The SBWIB's funded adult programs are managed with a close eye for their return on investment. This year's adult programs provided a return on investment of **\$5.05** for every federal dollar spent. The Dislocated Worker program's return was **\$6.78** for every federal dollar spent. The combined average return on investment is **\$5.90**.

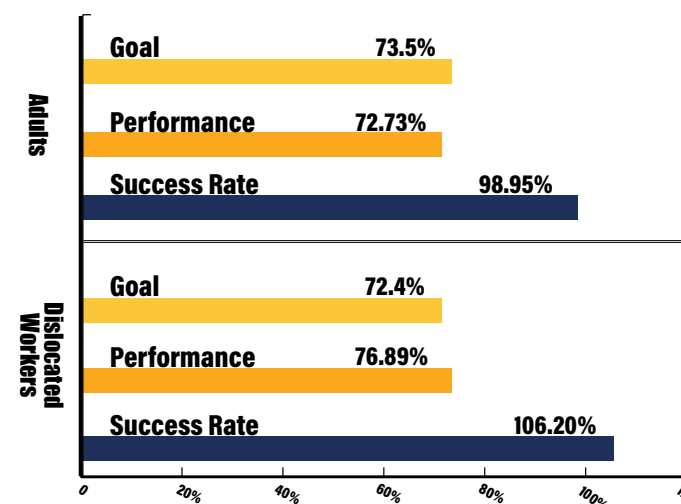
Return on investment is formulated by first measuring the total training and job placement dollars invested on programs related to unemployed individuals. Next, this figure is compared to the employment rate and taxes paid by those individuals after receiving unsubsidized employment.

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

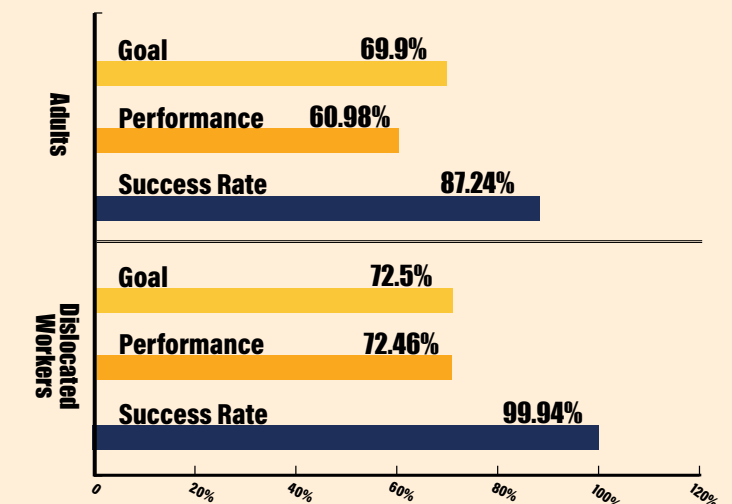
## Average Wage Earnings Per Hour



## Employment Rate



## Retention Rate





# ADULT SERVICES



## Saul Martinez

### SUCCESS STORY

**Saul Martinez** was referred to the South Bay One-Stop in Inglewood by reentry partner Friends Outside of Los Angeles County, shortly after serving a 20-year sentence and being on parole. He faced many challenges, including living in a transitional housing facility while attempting to join the workforce during a national pandemic. His experience was limited to skills obtained from state prison labor programs and low-paying jobs upon his release.

Saul was enrolled in the Prison to Employment program and in a Commercial Truck Driving Certificate program with partner training provider Dolphin Trucking School.

He met all behind-the-wheel DMV requirements, obtained his Class A Commercial Truck Driving License and was employed in a matter of weeks. He remains employed as a truck driver and has secured permanent housing.



*"I want to thank the Inglewood One-Stop for helping me through this process. I love my job and am truly blessed to have been able to get the help from the Inglewood One-Stop. I appreciate my career counselor's help in getting me where I needed to go to get my career started."*



## Angel Montenegro

### SUCCESS STORY

**Angel Montenegro**, 20, a recent high school graduate and low-income youth living in public housing with limited employment history, attended a Community Open House hosted by SBWIB in partnership with the Housing Authority of the City of Los Angeles (HACLA).

In coordination with his career counselor, Angel was sponsored into the Local 300 Labor Union and dispatched to SoFi Stadium as a landscaper within days of his program enrollment. His daily duties at SoFi Stadium included maintaining Inglewood's most prominent project and its meticulous landscaping in preparation for the highly anticipated Super Bowl LVI.

Angel remains employed as a Local 300 Level I apprentice with steady wage increases since his hire date.



*"One Stop staff was always very professional and ready to help me. In a very short time I was able to get this job and get my construction career started. I appreciate all the assistance and support received from the One-Stop team."*



## LOS ANGELES BASIN REGIONAL PLANNING UNIT PRISON TO EMPLOYMENT PROGRAM

The South Bay Workforce Investment Board in collaboration with seven other Workforce Development Boards in the Los Angeles Region, continued to serve the leading role in providing services to formerly incarcerated and justice involved individuals wanting to reenter the workforce under the Prison to Employment Program. The SBWIB's Inglewood One-

Stop Center is one of 15 Reentry Hubs that provide participants with pre-apprenticeships, vocational training and subsidized employment opportunities resulting in successful pathways to careers. To date the program has served more than 1,800 participants with more than 1,000 being placed into subsidized and unsubsidized employment.

### LOS ANGELES BASIN REGIONAL PLANNING UNIT PRISON TO EMPLOYMENT PROGRAM

1,697

Participants Enrolled Program Year

1,035

Placed into employment

## CONSTRUCTION & UTILITIES PATHWAYS PROGRAM

The Construction and Utilities Pathways program (CUPP) is a construction pre-apprenticeship program that prepares individuals to join trade unions and gain skills that can help them qualify for high paying careers in construction. Working in partnership with PDA Consulting Group, the SBWIB continues to enhance the regional economy by focusing on diversity, equity and inclusion in a variety of capital projects.

### Capital Projects:

- SoFi Stadium/Entertainment
- Housing and Retail Development
- LA Metro Purple Line Extension
- LAWA People Mover
- LAX Rental Car Facility
- INTUIT Dome in Inglewood that will be the home of Los Angeles Clippers.

703

African American  
Males Employed  
Since Inception

1,525

Apprenticeships  
Since Inception

73

Women Employed  
Since Inception



Karen Gutierrez  
SUCCESS STORY

Karen Gutierrez was a stay-at-home mother who separated from her spouse, leaving her to financially scrape by to provide for her son. After multiple unsuccessful interviews and disappointments, Karen turned to assistance from her Department of Public Social Services case worker who referred her to the SBWIB's Transitional Subsidized Employment (TSE) program.

The program placed her at a temporary worksite as a front desk representative. Karen completed her worksite hours and with the hard work, training, and encouragement from her SBWIB case manager. As a result, she found full-time employment at, "Homeless Female Veterans and Veterans with Families," as a Job Developer. The program provided Karen with self-sufficiency and she is no longer living paycheck to paycheck.



“I went from being a single mom taking care of a baby and trying to survive to reconciling with my family and no longer needing to live off the system. Thank you SBWIB, DPSS, and the GAIN program, my new life would not be possible without any of you.”

Leo Bustillo  
SUCCESS STORY

Leo Bustillo - due to the COVID-19 outbreak, Leo experienced despair after losing his car wash business and family. After finishing a detoxification program, he asked for assistance and was informed of the South Bay One-Stop in Carson. Leo attended an employment services orientation, where he talked about his goals and declared himself to be homeless. He was unemployed and had no income for a period of 12 months.

Leo was enrolled in Truck Driver Operator Class A instruction at the College of Instrument Technology and graduated with honors. In September 2022, he started working for Centerline Drivers, LLC as a gainful employee, where they are paying him \$28.00 per hour.



GREATER AVENUES FOR INDEPENDENCE  
PROGRAM (GAIN)

Under contract with the Los Angeles County Department of Public Social Services (DPSS), the SBWIB has been providing Cal WORKS participants with opportunities to not only gain employment, but also stay employed and achieve higher paying jobs that can result in self-sufficiency and independence. Included among other recipients that benefit from the services are:

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

Participants Served  
Since inception

50,562

TRANSITIONAL SUBSIDIZED  
EMPLOYMENT PROGRAM (TSE)

Under contract with LA County DPSS, the SBWIB administers the TSE program county-wide, providing on-the-job training to thousands of individuals, giving them a path to self-sufficiency and a career. The SBWIB also contracts with other community based organizations to provide TSE and other support services to homeless populations. Services include access to housing, counseling, job search and employment services and access to computers and training. The SBWIB conducts and promotes ongoing outreach to educate potential employers about the financial benefits of hiring and training TSE applicants in the public and private sectors.

TSE Participants  
Served

948

GAIN/  
TSE LA COUNTY

948

Participants Placed

175

Total Private  
Businesses  
Participating

304

Total Public/Non-Profit  
Entities Receiving  
Employees

iCARE

The South Bay Workforce Investment Board (SBWIB) secured a contract valued at approximately \$1.1 million with the State of California Department of Rehabilitation (DOR) to train up to 100 individuals with disabilities to qualify them for paid work experience assignments at Los Angeles International Airport (LAX) through a collaboration with the Los Angeles World Airport's hospitality iCARE support program (LAWA). The SBWIB has supported LAWA's diversity, equity and inclusion hiring practices for local residents for several years.

Participants become part of the iCARE (Informative, Courteous, Approachable, Responsive and Efficient) Crew that provides vital guest assistance to national and international visitors and travelers trying to navigate around ongoing construction projects at LAX as increased passenger volume spikes. The iCARE Crew is also called upon to supplement LAX staff during emergencies and irregular operations by helping with crowd control and informational needs.

SBWIB provides eligible individuals with Blueprint for

Workplace Success work readiness training prior to them being placed into paid work experience assignments at LAX.

“This partnership with LAWA fulfills a need at LAX to not only assist travelers, but also provide employment and experience for community members wanting to earn future jobs in the growing hospitality industry,” noted SBWIB Executive Director Jan Vogel. “We are truly grateful for the many years of support the DOR has given us and their confidence in our ability to help people with disabilities gain meaningful employment,” he concluded.

The SBWIB has trained and placed 27 California Department of Rehabilitation clients in a 400 hour-paid work experience assignment. Upon completion, they are eligible to apply for permanent career pathway employment at LAX and receive letters of commendation from LAWA management.



# BUSINESS SERVICES



The SBWIB One-Stop Business and Career Centers not only offers employment preparation and training opportunities for job seekers, but also provides a variety of services to assist large and small businesses with recruiting qualified candidates to fill their vacant positions. Among the services and support offered are:

recruitment services, including new hire and job placement resources, job fairs, publicizing positions; hiring support, including screening/Live scan, job matching/referrals, skills testing, reference checks; and workforce training, such as on-the-job, customized, and apprenticeship training.

## Rapid Response & Layoff Aversion

The SBWIB provides Rapid Response services for companies facing challenges that could result in downsizing, relocation to another town or state, or permanent closure resulting in layoff and displaced employees. Affected employees receive information and support to facilitate their career transition. Rapid Response services can also minimize or avert layoffs due to economic constraints or under-trained incumbent workers. Services could include connecting companies to funding sources for employee training and upgrading employee skills, tax relief, and other business solutions.

16

Companies affected & Using Services

655

Affected Employees

## Employment Training Panel (ETP)

Through an ongoing collaboration between the South Bay WIB and the state Employment Training Panel (ETP), the SBWIB secured funding to supplement costs employers incur for employee training and skill building, whether workers are currently employed, a new hire or returning to work.

The program relieves employers of some of the administrative and contracting hurdles that are needed if managing the program themselves directly with ETP. It is funded by the Employment Payroll Taxes paid by California employers. The SBWIB/ETP program has a focus on the manufacturing and healthcare sectors, though employees and owners of small businesses are also eligible for funding.

ETP is a business and labor-supported state agency that funds the costs of job skills training.

## Employment Training Panel (ETP)

231

Enrollments

45

Retention in Employment

\$36.39

Average wages



“Definitely take it into consideration, from resume assistance and interview skills coaching to job opening notifications. I could not have landed my current position without the South Bay One-Stop Center.”

## Olga Stepanenko

### SUCCESS STORY

Olga Stepanenko, resident of Redondo Beach and college graduate with a background in international journalism and communications, had been on leave from her prior position because of the COVID-19 epidemic. A career advisor from the South Bay One-Stop in Torrance contacted Olga immediately after she filed for unemployment benefits in 2021.

In March 2022, Olga finished the WIOA-funded Online Marketing Certified Associate (OMCA) Social Media certificate program at LMU Extension. She acquired new abilities in online social media marketing. Olga obtained a new job after receiving her credentials and began working as the operations manager for an organization that provides event and meeting planning services in August 2022. She was able to increase her wage by 56 percent compared to her previous employment.

## DISLOCATED WORKER PROGRAMS

The SBWIB has special funding to assist laid-off or dislocated workers including veterans and military personnel recently separated from active duty by providing employment and job training services. They receive comprehensive services tailored to include:

- retraining
- career counseling
- job search and placement assistance
- workshops
- career counseling

143

Individuals served under Trade & Economic Transition

451

Individuals served under WIOA Dislocated Workers

888

Total Number of Individuals Served in Dislocated Worker Programs

114

Individuals served under COVID Employment Recovery

180

Individuals served under Emergency Additional Assistance



## Northrop Grumman Corporation

### SUCCESS STORY

**Northrop Grumman Corporation** is a major manufacturer specializing in defense and commercial aerospace, electronics, and information-technology products and services. They design, develop, build and support some of the world's most advanced products, from cutting-edge aircraft, next generation spacecraft, unrivaled cyber security systems and all-seeing radars.

The South Bay Workforce Investment Board partners with Northrop Grumman's Redondo Beach facility to provide workforce development services, including job placement and apprenticeship support. Northrop Grumman has attended several of the SBWIB's One-Stop virtual hiring events, including the Job Fair for transitioning military personnel at Los Angeles Air Force Base, and recently sat on an employer panel at the California Workforce Association's conference in Monterey.

Additionally, in partnership with El Camino College and West Los Angeles College, Northrop Grumman participates in a career pathway pipeline for machining and electromagnetic technician pre-apprentices that results in a Department of Labor registered apprenticeship program. Eighteen individuals who completed training have been selected for hire through Northrop Grumman. Through Aero-Flex and Workforce Innovation Opportunities Act (WIOA) funding, the SBWIB reimburses Northrop Grumman a portion of the apprentices' wages as on-the-job training. These apprentices include workers dislocated due to COVID-19, veterans, long-term unemployed individuals, and youth participants. These individuals are employed at \$27.00 an hour with promotional opportunities within the company.

**NORTHROP  
GRUMMAN**



## SoCalGas

### SUCCESS STORY

As the nation's largest natural gas distribution utility, **SoCalGas** delivers increasingly clean, safe and reliable energy to 21.8 million consumers through 5.9 million meters in more than 500 communities.

Its service territory encompasses approximately 24,000 square miles in diverse terrain throughout Central and Southern California, from Visalia to the Mexican border. As part of its sustainable business practices, SoCalGas creates an inclusive and equitable workplace that fosters a safe and innovative culture where everyone is respected, feels a genuine sense of belonging, and is positioned for high performance.

SoCalGas serves on the SBWIB Board of Directors and in 2021, agreed to partner with the SBWIB to provide work-based learning support for SoCalGas's diversity, equity and inclusion hiring initiatives to help them find qualified applicants from the South Bay area and prepare them for opportunities with SoCalGas.

During the past program year, the South Bay One-Stop Center in Gardena has recruited over 500 interested applicants, 40 of whom completed test preparation activities and career pathway counseling. Four individuals completed the hiring process and are awaiting a start date. Many more are expected to be hired within the next few months.

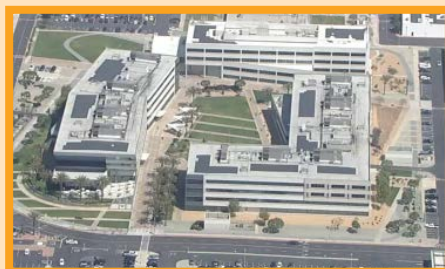


## LA Air Force Base

### SUCCESS STORY

Since 2016, the SBWIB has provided in-person employment services and enhanced transition assistance at the **Los Angeles Air Force Base** (LAAFB) in El Segundo for military personnel and their family members as they leave active duty and seek new careers in civilian life. Workforce services continue even after the veteran has separated from the service and are also available for spouses of separating military, which includes spouses of active duty and newly-assigned personnel. A renewed Memorandum of Understanding signed earlier this year continues the support for three more years.

This partnership has resulted in quarterly on-campus job fairs exclusively for Air Force personnel at LAAFB and connecting applicants to employers such as Northrop Grumman, Raytheon, The Aerospace Corp, and Cedar Sinai Hospital to name a few. Additionally, the SBWIB staff has assisted hundreds of transitioning service members to achieve greater prosperity and quality of life for themselves and their families as they make the transition out of the military. The community benefits from the retention of a highly-skilled and professional workforce in the Los Angeles South Bay region, which is important for business retention, expansion and economic growth.



## The Airplane Factory

### SUCCESS STORY

**The Airplane Factory and the Sling Pilot Academy** located at the Torrance Airport, have been participating in the SBWIB programs to train and upskill their employees, including hosting pre-apprentices and apprentices. They are also participating in the SBWIB Employment Training Panel (ETP) program and using On-the-Job training grants to upskill 13 of their mechanics.

The Sling Pilot Academy is providing vital comprehensive training for pilots seeking a variety of certifications, ranging from private pilots to commercial licenses, helping to address the ongoing nationwide shortage of commercial pilots. The Airplane Factory, which employs 35 people, is the exclusive North American distributor of the Sling line of aircraft products that are sold throughout the nation and are also available as home-built airplane kits.

The primary Sling Aircraft production line is headquartered in South Africa, which manufactures the parts that are shipped to Torrance for final assembly. The Airplane Factory has operated at the Torrance Airport for 14 years.





# PRE-APPRENTICESHIP / APPRENTICESHIP PROGRAMS



## AERO-FLEX AND BIO-FLEX

Since 2017 almost 400 students have graduated from the SBWIB Aero-Flex and Bio-Flex Pre-Apprenticeship programs that provide career pathway exploration focused on the South Bay's key industry sectors of Aerospace and Bioscience. The SBWIB convened advisory committees composed of industry representatives and training providers from both sectors to develop the employer-driven earn and learn training programs.



725

Pre-Apprenticeship  
Enrollments



417

Pre-Apprenticeship  
Completions

## ARTS MEDIA & ENTERTAINMENT



The Arts, Media, and Entertainment (AME) program prepares participants for occupations in creative careers across industries using pre-apprenticeship and registered apprenticeship on-the-job training models. The AME consortium brings together education, employers, labor partners, and community-based organizations to establish a network of registered apprenticeships, training and mentorship programs for high-wage, high-skill careers in industries that include Music and Audio, Design, Live Events, Film/Television, Games, and Animation.

*"I really loved this program. I got to hear about different workers and their experiences. The Biopremiere website was a gift because I got to learn about new subjects."*

- Rebecca Mabamiji  
City Honors High School - Inglewood  
Bio-Flex Pre-Apprenticeship Participant



*"I recommend this program, it can help you choose a career path; and you can meet people that can help you with jobs research. I want to thank the SBWIB for adding this to our school since this is the first time we've had this program."*

- Angel Lopez,  
Morningside High School - Inglewood  
Bio-Flex Pre-Apprenticeship Participant



*"I experienced a lot of knowledge when it came to science, life, humans, and animals. My favorite course was working with animals, because I learned a lot about the different types of biohazards that there are present when working with them as well as the different types of experiences that you can have in a career working with animals."*

- Miya Alexander  
Lawndale High School  
Bio-Flex Pre-Apprenticeship Participant





# AERO-FLEX AND BIO-FLEX PRE-APPRENTICESHIP / APPRENTICESHIP PROGRAMS



Northrop Grumman's first five Aero-Flex apprentices completed the CNC Operator apprenticeship sponsored by El Camino College. The participants were all students at El Camino College who completed the Aero-Flex Pre-Apprenticeship with Northrop Grumman before being hired full-time into the apprenticeship.

The Aero-Flex and Bio-Flex Apprenticeships were developed in partnership with local aerospace manufacturing companies and bioscience/pharmaceutical producers that appreciated having a non-traditional apprenticeship model for employee training. The flexible program structure allowed the employers to define or “flex” the training to fit their

specific needs. Many apprentices have completed the Aero-Flex and Bio-Flex Apprenticeships across the country and the SBWIB apprenticeship model is expanding to include other sectors such as IT/Cybersecurity, Healthcare, Arts/Media and Entertainment, Clean Energy and Transportation.

**846**  
Apprenticeship  
Enrollments

**518**  
Apprenticeship  
Completions

**3,426**  
Apprenticeship  
Enrollments  
to date

**1,938**  
Apprenticeship  
Completions  
to date



## Shane Wagner

### SUCCESS STORY - APPRENTICESHIP

After taking a number of classes at multiple community colleges, including El Camino College, and working at Sling Pilot Academy at the Torrance Airport, 25-year old **Shane Wagner** became the company's first apprentice.

Shane enrolled in the West Los Angeles College's Aircraft Structures Mechanic Assembler Apprenticeship in April 2021 and received credit for his prior work experience. He completed his remaining course work and On-the-Job training in March 2022. Upon completion of the Aero-Flex apprenticeship, he received a wage increase and certificates of completion from the U.S. Department of Labor and the State of CA Department of Apprenticeship Standards.

“It is a great privilege to receive this Aircraft Structures Mechanic Assembler certification from the Department of Labor and State of CA. I am thoroughly indebted to the skilled technicians, pilots and instructors at Sling Pilot Academy, Rotax Flying and Safety Club, and San Jose State University.”



## Miguel Rodriguez

### SUCCESS STORY - APPRENTICESHIP

After taking a number of classes at Santa Monica College, **Miguel Rodriguez** was hired by Bachem Americas in Torrance to be one of their first apprentices in the SBWIB's Bio-Flex Bio-Production Technician Apprenticeship. After a year of hard work and completing additional classes at West Los Angeles College and learning on the job, Miguel completed his Bio-Flex apprenticeship in July and received a wage increase and a certificate of completion from the U.S. Department of Labor.

“Working at Bachem has been an awesome experience. I got to collaborate with some intelligent people, learn some remarkable things, and explore what a scientific profession could look like. Completing this apprenticeship has given me the confidence to further pursue my academic career in the field of biochemistry and valuable skills that will most definitely help me advance in this line of work.”





# Youth Services

AGES 14 - 24 YEARS OLD



The South Bay One-Stop Business and Career Centers, along with the Hawthorne and Inglewood Teen Centers, provide services to youth in the South Bay. Some of the services include: pre-employment

training, work experience and internships, career preparation, occupational skills training, academic enrichment and job placement assistance. All services are at no cost.

## TEEN CENTERS

*Hawthorne and Inglewood Teen Centers*

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

## Youth At Work Employment PROGRAM

The Youth at Work Employment Program (also referred to as the Summer Jobs Program) provides eligible youth ages 14-21 with paid work experience and education support year-round and during school breaks.

Teen  
Center  
Visits

**479**  
Hawthorne  
**306**  
Inglewood

Youth At Work  
Employment  
Program

**293**

# INGLEWOOD UNIFIED SCHOOL DISTRICT COLLEGE & CAREER FAIR



Inglewood Unified School District (IUSD) partnered with the SBWIB in coordination with IUSD's first district wide College and Career Fair at the Beckmen YOLA Center in Inglewood on November 16, 2022. Over 1,000 students attended the event that featured local colleges and universities like UCLA, USC, Loyola Marymount, CSU Long Beach, El Camino College, West Los Angeles College and several colleges and universities nationally such as Washington State University, University of Alabama and the National Association of Historically Black Colleges and Universities Students and Alumni.

IUSD Juniors and Seniors from Inglewood High School, Morningside High School, City Honors International Preparatory High School and Inglewood Continuation High School were exposed to top notch educational institutions in person and in their community. IUSD students navigated the entire Beckman YOLA center and spoke with dozens of universities and colleges to gather information. Partner Vocational training providers like SO CAL ROC, American Aerospace Technical Academy and Career Expansion were

also present to provide information on careers and apprenticeships in Construction, Non-Destructive testing and other industries to eager IUSD students. Special breakout sessions were also conducted so IUSD students could chat with Northrop Grumman, Sofi Stadium and Aecom to provide information on career pathway employment opportunities with each employer. All reported the event as a huge success that will now be held annually.





# EL CAMINO COLLEGE

The SBWIB continued its strong partnership with El Camino College to provide on-campus career services for students, as well as collaborate with faculty on several successful grant funding opportunities to train and develop a skilled workforce pipeline. In partnership with the college's Career Education Department, Warrior Jobs Employment Office, and Student Services Office, the SBWIB provided job search assistance, resume support, interview preparation and career pathway planning. These services helped lead students into apprenticeships, pre-apprenticeships, internships and On-the-Job training opportunities.



employers, and hosted **4 highly successful Job Fairs**. The most recent job fair was in partnership with Supervisor Holly Mitchell where **60+ employers** from multiple industry sectors participated and hundreds of job opportunities were offered for El Camino students and the community as a result of this event.

Thanks to grants awarded to the El Camino College and SBWIB partnership, students from El Camino College and surrounding LA County schools have participated in Pre-Apprenticeship/ Apprenticeship Programs with opportunities that can lead to direct hiring. Hiring companies include Northrop Grumman, Sling Pilot Academy, Lisi Aerospace, and Space Vector Corporation.

Over the course of the year, the **SBWIB engaged with 526 students** for one-on-one job coaching, **hosted 14 workshops and trainings**, **placed 52 students** in internships and pre-apprenticeships, **placed 16 students** in direct employment opportunities, **distributed 441 job leads** from ready-to-hire

## CVUHSD

### Centinela Valley Union High School District

The SBWIB continues its partnership with Centinela Valley Union High School District to enhance work-based learning opportunities for academy and pathway students. From Fall 2021 through Fall 2022, the SBWIB placed 66 students in internship and pre-apprenticeship opportunities, coordinated 15 guest speakers to join the classroom to provide industry expertise in their field, launched 2 pre-apprenticeship programs in STEM fields, conducted 2 workplace tours, solidified 4 Advisory Board Members, identified 15 school-based internship programs, and assisted with hosting 2 large community partner breakfast events. The partnership with CVUHSD will continue through the end of summer of 2023.

This past academic year, CVUHSD and the SBWIB enhanced its long-standing partnership by implementing an SBWIB on-campus liaison at each of the district's 4 high schools to provide

direct work-based learning services through each campus's College and Career Center. Through this added support, the SBWIB engaged with 1,438 students for one-on-one job coaching, delivered 87 workshops and presentations with an additional 1,521 students in attendance, placed 87 students in internships and employment, distributed 1,147 job leads, identified 6 employer speakers who would provide presentations on career opportunities, and offered 8 occupational training opportunities. The on-site representative role continues through the 2022-2023 academic year.



## Chrisie Morris

### SUCCESS STORY

**Chrisie Morris**, 22, is a former foster youth who desired to have a career in media/entertainment, but did not know where to start. She was referred to the South Bay One-Stop in Carson in May 2022.

Chrisie was enrolled in the Bridge to Work and Youth@Work programs and placed on a Paid Work Experience assignment with employer Better Youth, Inc. Chrisie was eventually hired by Better Youth as a creative professional.

Chrisie continues to work while attending CSU Long Beach, where she is taking classes to earn a Bachelor of Fine Arts in Illustration for Pre-Production.

*“Everyone needs help with something, and the people at Carson One-Stop and Better Youth are willing to help, but it's your responsibility to speak up for it.”*

## Symbol Sims

### SUCCESS STORY

As a high school senior, **Symbol Sims** sought services to explore his potential career pathways. He signed up for a Multi-Craft Core Curriculum (MC3) Pre-Apprenticeship Training certificate program. Symbol continued to explore the option to attend college after high school, but affordability was a challenge.

Through the South Bay Workforce Investment Board's partnership, Symbol was connected to the U.S Army ROTC scholarship.

He applied for the scholarship and was awarded a three-year \$30,000 ARMY ROTC scholarship to attend California State University, Los Angeles, and pursue a degree in Criminal Justice. This scholarship will help Symbol overcome his financial concerns and allow him to focus on his academics, which will increase his chances of staying in school and graduating on time.







**Melissa Moore**

*“I’d have to tell others that there are people who care to see others succeed and are more than willing to assist you through a transitional time.”*



**Peter Palmero**

*“The Inglewood One-Stop Center was extremely helpful in my transformation and reintegration back as a successful member of society.”*

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Inglewood Unified School District

**Crissel Rodriguez,**  
Da Vinci Schools

*“Thank you to the SBWIB for their program. I got to use the laser cutter and they helped me to prepare for interviews.”*

- Evan Virgen  
Hawthorne High School  
Aero-Flex Pre-Apprenticeship Participant



*“It was a great opportunity given to me by peers. I learned a lot in the program, not only science, but I also learned about job applications.”*

- Ines Cuenca,  
Morningside High School - Inglewood  
Bio-Flex Pre-Apprenticeship Participant

*“Doing this internship at Northrop through Aero-Flex was amazing, it allowed me to gain experience and physical skills that are relevant in the field and gave me a potential chance to get hired, which is a great accomplishment and opportunity.”*

- Luc Deneui  
Northrop/El Camino College  
Aero-Flex Pre-Apprenticeship Participant







**Ely Coronado**

*At the conclusion of the training, Ely was hired full time and has since enrolled back in college.*



**Jesse Gaspar**

*“I would like to thank the SBWIB for helping us along the journey, helping us gain experience in interviewing, and keeping in contact with us.”*



**Jacqueline Iniguez**

*Jacqueline continues to attend UCLA and is on track to complete her studies.*



**Nilton Grand Maison Da Fonseca**

*“I would wholeheartedly endorse this service to any person that is searching for an employment opportunity.”*

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West County GAIN - Region I

**Tracy Thomas,**  
Performance & Evaluation,  
West County GAIN - Region I



# Year In Review

The SBWIB led a Prison to Employment (P2E) Program for the Los Angeles Basin Regional Planning Unit (LABRPU). Over 1,800 individuals have received direct services and over 1,000 individuals have completed the program with unsubsidized employment. The SBWIB is also the fiscal agent for the program on behalf of the seven Workforce Development Boards in the LABRPU, which far exceeded enrollments and placements compared to any other region in the state.

The SBWIB, the City of Lomita and the Lomita Chamber of Commerce launched a new program to accelerate economic recovery for Lomita businesses by offering enhanced services through the American Rescue Plan Act of 2021. The program offers no-cost business services, including training options for business owners and their employees as well as wage subsidy programs and other forms of assistance, resources, and a new façade improvement grant offered by the City to Lomita businesses. The SBWIB contacted over 1,000 business in Lomita about the services available to them.



The SBWIB was awarded a \$500,000 Community Project Grant from Congresswoman Maxine Waters. The grant helps fund the SBWIB's Bridge-to-Work Career Pathways Program for older foster youth transitioning out of the foster care system.

Nearly 3,500 apprentices are enrolled into the SBWIB's nationwide scaling apprenticeship grant in partnership with West LA College. The SBWIB provides administrative support for the program and also technical assistance for employers wanting to start an apprenticeship program. The sectors targeted include manufacturing in aerospace and bioscience, and information technology.

Over 95 employees from the City of Hawthorne and 5 employees from the City of Gardena completed the

SBWIB's new online self-paced and interactive Customer Service training course. The training utilizes the SBWIB's successful Blueprint for Workplace Success model and is available to all South Bay cities for employee training at no cost.

220 youth received in-person or virtual assistance through the Hawthorne and Inglewood Teen Centers during the first quarter. The Centers have resumed providing educational and enrichment programming in-person including workshops in a safe socially distanced environment.

The South Bay WIB formed a partnership with Inglewood Unified School District (IUSD), LA/OC Building Trades, AECOM Hunt, Turner Construction, and Los Positas Chabot to coordinate a Multi-Craft Core Curriculum (MC3) Construction Trades Program. IUSD seniors obtain construction training while earning their high school diploma, obtaining a driver's license, and completing paid work experience hours through the City of Inglewood Public Works Department.

In response to a dramatic increase in inquiries from job seekers 55 years of age and older, the Gardena One-Stop staff began working closely with the Senior Community Service Employment Program – Title V partners to coordinate services for mature workers. The services include access to specialized workshops, wage-based learning programs, and job placement assistance.

The SBWIB joined a two-year Allied Health Regional Project with West Los Angeles College and 12 other community colleges to do sector-based work in allied health with a goal of addressing workforce industry needs. The group meets once a month to discuss training on a regional level in an effort to meet local workforce needs.



The SBWIB Torrance Business & Career Center partnered with the City of Torrance and homeless services partners to assist residents of the new Temporary Housing Village with addressing the barriers that resulted in their homelessness. The Torrance One-Stop provided the residents with work-based learning opportunities that included direct hiring, on-the-job training, paid work experience, short-term vocational training, and supportive services.

The SBWIB maintains an office at the Los Angeles Air Force Base with staff to assist military professionals who are exiting the military and seeking jobs in the South Bay area. The SBWIB conducted a Job Fair at the Base with over 70 transitioning personnel attending including 10 employers such as Raytheon, Northrop Grumman, and the Aerospace Corporation.



The South Bay WIB and the Hospital Association of Southern California hosted a Clinical Laboratory Science orientation for California State University, Dominguez Hills students. As a result, 11 of the students were recruited for enrollment under the Workforce Accelerator Fund. The students received clinical laboratory science training and supportive services to prepare for the credentialing exam.

During the summer, the SBWIB assisted The Airplane Factory, Inc. – Sling Aircraft based at Torrance Airport, by coordinating training to upskill 14 of the Airplane Factory employees. The employees participated in a course about the service and maintenance of aircraft engines. This

training supports employees in their current positions and ensures that the Airplane Factory continues to meet Federal Aviation Administration (FAA) guidelines and employees are able to retain their FAA license and remain employed.

The SBWIB completed on-site career pathway services for students at Hawthorne, Lawndale, and Leuzinger High School. Over the course of the last school year, SBWIB staff was able to conduct 1,438 one-on-one sessions with students, conducted 95 workshops attended by 1,654 students, provided 1,147 job leads and enrolled 91 students into internships based on their interest. These services were funded through a California Career Pathways Grant.

During the 4th quarter, the SBWIB completed work readiness and career exploration services under the Inglewood Unified School District (IUSD) Strong Workforce Grant. IUSD students were enrolled into construction, bioscience, and advanced manufacturing pre-apprenticeship programs. A total of 47 IUSD students were placed into internships.



In June a Graduation Ceremony was held for 11 SBWIB YouthBuild graduates who successfully completed the career pathway program and obtained their high school diplomas. YouthBuild program provides a seamless progression from education to work-based training that includes classroom instruction leading to a high school diploma and occupational skills training in construction building trades at approved work sites.

A total of 252 South Bay area youth were enrolled in the WIOA year-round Youth Program; these individuals received pre-employment Blueprint for Workplace Success training and access to free occupational training based on their career interest. Other services included paid work experience at worksites in and around the South Bay region.

Rapid Response services were provided to a total of 16 South Bay companies that employ 655 individuals who were affected by layoffs/closures.

End of the program year totals reflect 65,527 individuals visited our four South Bay One-Stop Business and Career Centers, and 785 youth visited the Inglewood and Hawthorne Teen Centers.



“I’m happy to say that we are pleased of our partnership with the SBWIB. Through this relationship, we have been able to provide our workforce an immersive platform for certified apprentice training that delivers a competitive advantage. Our relationship has been productive, and we hope to keep it that way in the years to come. We will constantly be inspired to perform better and lead the industry by developing our workforce to be the best in class with your help.”

- Don Z. WOULLARD  
Director, Operations Chief of Staff  
Northrop Grumman Corporation



“I really liked the people I worked with. They were very understanding and supportive, and the program was very educational. If you are looking for any new opportunities to widen your knowledge about bioscience jobs, I would recommend Bio-Flex.”

- Daniela Ramirez  
Bio-Flex Pre-Apprenticeship Participant



“SBWIB is a great partner to local businesses who are looking to train and develop individuals in our community. Aura Seating has greatly benefited from our relationship and we look forward to offering these opportunities to our future associates.”

- Sanjay Murty & Minal Mondkar  
Aura Seating, Torrance





# CONTACT US!

## South Bay One-Stop Business & Career Centers



### INGLEWOOD ONE-STOP

110 S. La Brea Ave.  
Inglewood, CA 90301

(310) 680-3700



### GARDENA ONE-STOP

16801 S. Western Ave.  
Gardena, CA 90247

(310) 538-7070



### CARSON ONE-STOP

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

(310) 680-3870



### TORRANCE ONE-STOP

1220 Engracia Ave.  
Torrance, CA 90501

(310) 680-3830

## TEEN CENTERS & SBWIB YOUTHBUILD



### HAWTHORNE TEEN CENTER

3901 W. El Segundo Blvd.  
Hawthorne, CA 90250

(310) 970-7001



### INGLEWOOD TEEN CENTER

101 W. Manchester Blvd.  
Inglewood, CA 90301

(310) 680-3702



### SBWIB YOUTHBUILD

5021 Lennox Blvd.  
Lennox, CA 90304

(310) 225-3060

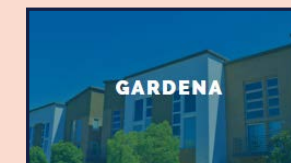
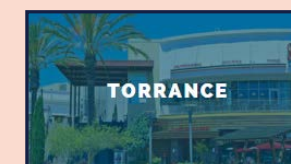
## Thank You

During this past program year we continued to benefit from the dynamic partnerships we have developed with public, private and nonprofit sectors that support us in fulfilling our mission to build a world-class workforce throughout the South Bay region.

We gratefully acknowledge the tremendous support provided by our elected officials at the local, state and federal levels of government that makes it possible to access financial support and other resources vital to sustaining our innovative workforce development system that is designed to foster job retention and economic growth.

And a special thank you goes to the dedicated volunteers who serve unselfishly on our board of directors and advisory committees who represent private industry, education, and nonprofit agencies. Their collective expertise provides valuable oversight of our operations and helps to keep us focused on improving the quality of life for individuals and businesses in our service area that includes 11 cities here in the South Bay.

## THANK YOU TO OUR LOCAL CITY PARTNERS







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