

SOUTH BAY WORKFORCE INVESTMENT BOARD

- Western Region

Presenting:

Chris Cagle, Regional Affairs Manager (SBWIB)

Julianna Kirby - Training Funding Partners

Sarah Johnson - CMTA



A WORKFORCE
DEVELOPMENT BOARD

South Bay Workforce Investment Board

Mission: to help people find jobs and help businesses find workers, services are provided at no cost

Services: Adults, youth & businesses

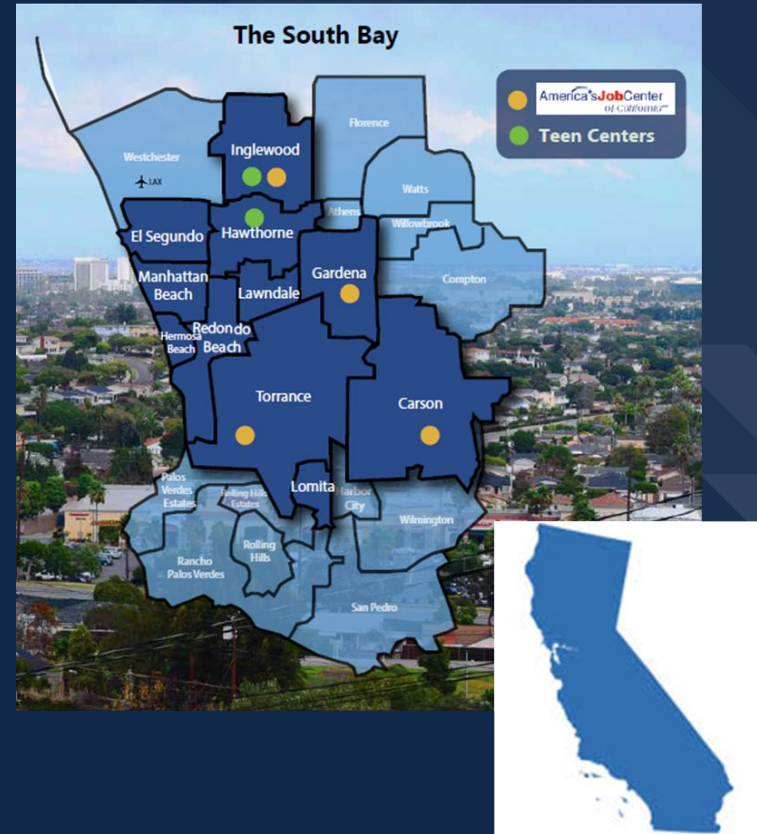
Budget: \$35MM

Employees: 130

Reach: 100,000 visits to our 4 AJCCs annually

Service Area: 11 cities of South Bay, Los Angeles County

Structure: Non-profit - allows flexibility to secure funding and work outside of service area throughout CA and the nation



Training Funding Partners

Julianna Kirby
Director of Client Services, Chief Operating Officer

National service provider - over 25 years of experience as a workforce development consultant/intermediary

Serving employers, workforce and education partners - across industry sectors, program design, employer outreach, consulting, strategy and grant management



(CMTA) California Manufacturers & Technology Association

Sarah Johnson, Director of Member Engagement & Business Development

- **Started in 1918**
- **Mission:** Works to improve and enhance a strong business climate for California's 30,000 manufacturing, processing and technology-based companies.
- **400 + members in 17 sectors of manufacturing**
- **Services:** Lobbying, Training Grant Funding, Workers Comp, employee training certifications, networking and events
- **Aerospace Committee: (ADAC) The Aerospace & Defense Alliance of California:** Formed to address , manage, and leverage policy issues affecting the aerospace and defense industry.

March 16 Kick-off Event





NORTHROP GRUMMAN

BOEING

MORF3D
AEROSPACE

Relativity

LOCKHEED MARTIN

Stellantis

ROCKETLAB

GALACTIC



CalPoly Pomona

SPACEX



State of California
DIR
Department of Industrial Relations

SOUTH BAY WORKFORCE INVESTMENT BOARD
SBWIB
A WORKFORCE DEVELOPMENT BOARD

SOUTH BAY
STOP
Business & Career Centers
America's JobCenter of California™

West
LA COLLEGE

CMTA
CALIFORNIA MANUFACTURERS & TECHNOLOGY ASSOCIATION

TFP
TRAINING FUNDING PARTNERS

AIA
AEROSPACE INDUSTRIES ASSOCIATION



White House Space Industry Coalition SoCal Regional Pilot Kickoff Meeting - Thursday, March 16, 2023 Employer Input

1. *What entry level technician occupations are most in need in your organization?*

- Technicians (x2)
 - Electrical (x2)
 - Mechanical
 - RF Test
 - Avionics
 - Simulation Techs
 - Additive Manufacturing
- Maintenance Trades (MEP)
 - HVAC
 - Electricians
 - Plumbers
- Machinist
 - CNC (x2)
- Space Wrenches
 - Manufacturing
 - Electrical
 - Mechanical
 - Aircraft Mechanics
 - Machining
 - Programming
 - A&P
- Electromechanical Technician
 - Soldering
 - Bonding
 - Under Microscope




2. What experience level (2+ years) technician occupations are most in need in your organization?

- Wire harness (x2)
- Skilled operators able to follow work instructions, building electric sub assembly w/ minimal supervision
- Electromechanical Technicians
- Inspectors (CMM + Romer Arm)
- Orbital Weld/Torch Brazing

3. What soft skills are most lacking in your current/more entry-level or potential employees?

- Workplace communication (+8)
 - Clearly + preemptively communicating challenges (i.e; how to raise a flag to their supervisor)
 - Active listening
 - Working across differences
 - Being part of a team
- Presentation (x3) + Powerpoint building
- Basic computer skills (only mobile device experience) (x2)
- Critical thinking (x3)
 - Systems thinking (x2)
 - Problem-solving
- Machining (x2)
- Programing CNC machines (x2)




4. What are your technician workforce needs over the next 12 months (number needed) 24 months? 36 months?

- 50+ a year
- ~25/year
- Minimum 5 a year
- CNC Machinists: 4
- Inspectors: 2
- Subtractive Technicians:
 - Wire EDM: 2
 - De-Powdering/Precision Cleaning: 2
- Avionics Manufacturing Technicians
- Composite and Propulsion Technicians
- Airframe and Powerplant Licensees
- Maintenance Trades
 - Electrician
 - Plumber
 - HVAC
- Attrition of less 1 year is high due to strong local job market



5. *What are your greatest recruiting challenges for technician roles?*

- Security Clearances for some roles (x5)
- Diversity (Female) (x4)
- Locating talent with any prior experience, demonstrated skill sets (x3)
- Attrition to other companies (1-2 year loss is high), retention (x2)
- Location of technical roles, hard to recruit for rural/remote areas (Mohave, Las Cruces), expanding pre-hire programs to rural areas through satellite training courses (x2)
- Hiring in Antelope Valley (x2)
- Location (Stennis Miss) (x2)
- Exposure to local training programs, need greater visibility to local training programs that exist and can be expanded (x2)
- Housing
- Hiring quickly



6. *Where are there opportunities for companies to collaboratively build/expand our industry talent pipeline, resources, and materials?*

- Partnerships with colleges and universities (x7)
 - Develop high school to community college/university pipelines (x2)
 - Upskillcalifornia.com & El Camino College
 - Support community colleges, CSUs, and UCs
 - Capstone projects at local universities
 - Developing curriculums for junior colleges + universities
 - Add employers to curriculum review process for shorter term/certification programs
- Invest in trade school/vocational/technical programs (x5)
- Apprenticeships (x3)
- Diversify technical affiliations (e.g. MESA, SWE, WOC, etc.) to attract diverse candidates into the “STEAM” pipeline - especially women (x2)
- CBA all together

WHAT MATTERS TO EMPLOYERS

- Flexibility
- Scalability (nationwide)
- Minimal changes to internal infrastructure
- Little to no cost
- Address needed soft skills
- Move at the speed of business



One-on-One Employer Meetings

Hiring Needs

- Technical- Workforce needs over next 12 months
 - Additive manufacturing and knowledge of additive manufacturing
 - A&P certification
 - Electro mechanical technicians
 - CNC machinist
 - Avionics
 - Pilots
- Soft Skills - basic computer skills, PPT, excel, critical thinking

General recruitment challenges

- Developing a diverse pipeline, particularly of women and younger people of color
- Expanding the local workforce pool with entry and above entry level skills
- Reaching those exiting military



Collaboration ideas

- Agreement to work with post-secondary, even high school CTE programs seems unanimous. This might start with assessing & cataloging relevant programs at area schools. Schools with target populations (women, youth of color, opportunity youth) would be prioritized.

Barriers to active participation include

- Paid time off to guest speak or teach
- School regulations / requirements for non-certified instructors

Joint recruiting events



Why Apprenticeship?

- **High-Quality, proven, workforce development model**
- **Provides measurable outcomes**
- **Employers report**
 - increases retention and reduced recruiting costs
 - Using apprenticeship in the talent pipeline as well as incumbent worker upskilling/stackable apprenticeships
- **Our region has an infrastructure in place to support employers adopting apprenticeship as a training model**
- **Many grants in the region to support apprenticeship - federal, state, foundation**
- **Large consortium established**
 - employers, education, workforce, community-based organizations
- **Ready to scale**



APPRENTICESHIP AND PRE APPRENTICESHIP PROGRAMS

AERO-FLEX

BIO FLEX

IT FLEX

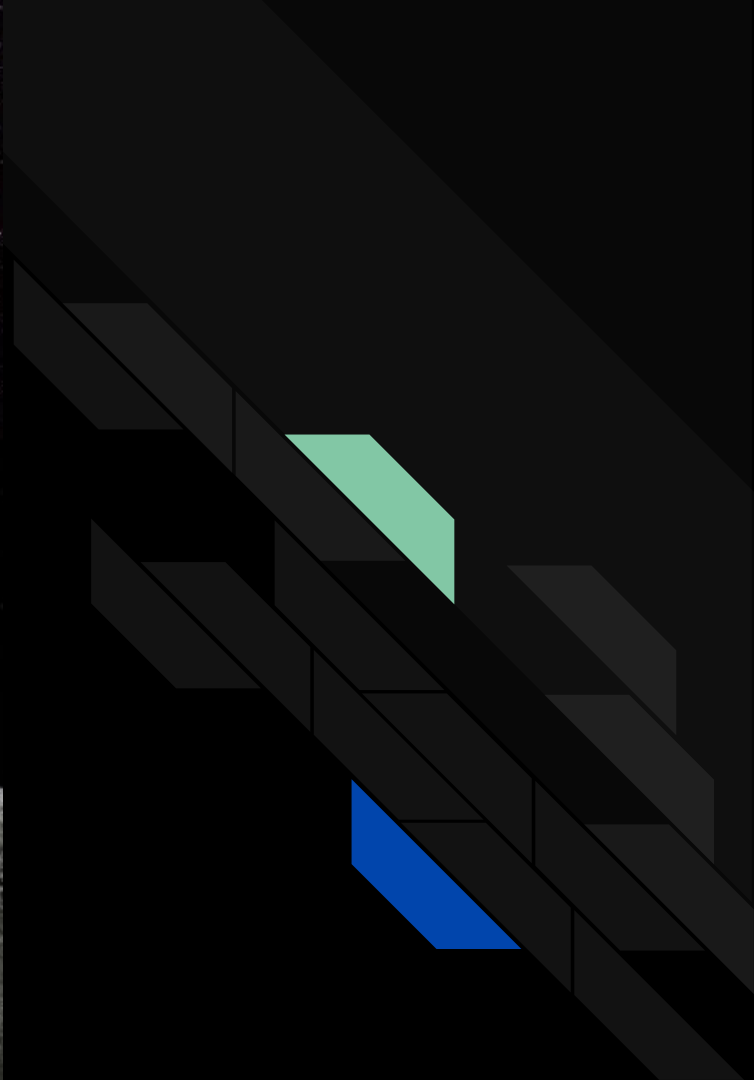
Health Flex

Energy-Flex



A WORKFORCE
DEVELOPMENT BOARD

SPACE-FLEX





Southern California
Apprenticeship Network
(Non-Traditional)

***Launching A Regional
Apprenticeship Network***

**NORTHROP
GRUMMAN**

LOCKHEED MARTIN










A WORKFORCE
DEVELOPMENT BOARD

rh Robert Half®
Talent Solutions

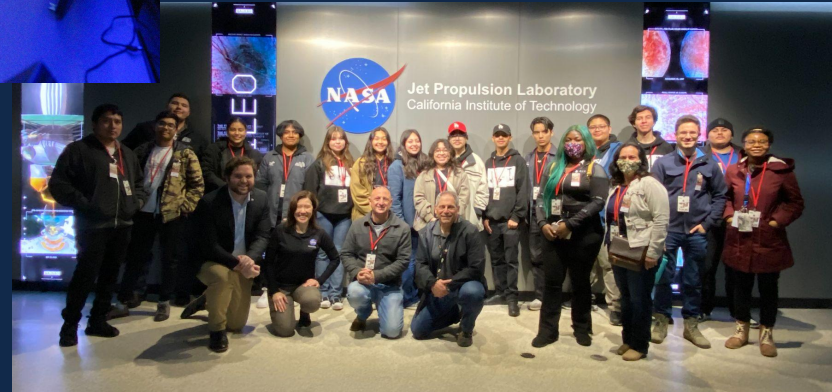


The **James Irvine**
Foundation

Apprenticeship Funding

Lead	Grant	Industry Sectors	Funding Amount	Location
	DOL Scaling H-1B (\$12MM)	Adv mfg & IT (aerospace and bioscience)	\$1,000/apprentice in training cost reimbursement to employer (registered or unregistered)	Nationwide
	DOL ABA (\$6MM)	Adv mfg (aerospace and bioscience), healthcare, IT, energy, arts media & entertainment	Staff time and materials to become a sponsor and/or register new apprenticeship occupations, etc.	Statewide
	CA DIR SAEEL (\$2MM)	Adv mfg (aerospace and bioscience), healthcare, IT, energy, arts media & entertainment	Up to \$2,000/apprentice depending on allowable costs	Statewide
	CAI (\$500k)	Bioscience, healthcare	\$1,000/participant plus classroom training and supplies reimbursement	Los Angeles County
	CAI (\$500k)	Healthcare	\$1,000/participant plus classroom training and supplies reimbursement	Los Angeles County
	CAI (\$500k)	IT	\$1,000/participant plus classroom training and supplies reimbursement	Statewide
	AIF	Most non-traditional occupations	Up to \$3,500 per apprentice, \$1,000 upon completion	Statewide

Youth Tour of Jet Propulsion Laboratory - Pasadena, California



In the News

DAILY BREEZE

LOCAL NEWS • News

Southern California's aerospace pilot program up and running



South Bay Workforce Invests
Representatives from NASA, the Aerospace Industries Association, private co and educational institutions participated in the first meeting of the Southern Ca pilot program of the White House Space Industry Coalition on March 16, 2023

South Bay Cities

Featuring the Weekly Newspapers of Hawthorne, Inglewood and Lawndale

Hawthorne Press Tribune Inglewood News Lawndale Tribune
The Weekly Newspaper of Hawthorne The Weekly Newspaper of Inglewood AND LAWDALE NEWS The Weekly Newspaper of Lawndale

Herald Publications - El Segundo, Hawthorne, Lawndale & Inglewood Community Newspapers Since 1911 - (310) 322-1830 - Vol. 5, No. 12 - March 23, 2023

Inside This Issue

- Certified & Licensed Professionals8
- Classifieds2
- Entertainment2
- Hawthorne2

Thank You SBWIB for Providing Opportunities for Our Students



ig opportunity for our Hawthorne High School of Manufacturing & Engineering students to tour the NASA - National Aeronautics and Space ary see page 3.

News of the U.S. aviation industry in SoCal, top-flight personnel from nation leading industry. All.

DAILY BREEZE

AN AEROSPACE NEWS PAPER

Volume 5, No. 12, 2023 \$1.00 PUBLISHED WEEKLY 7810 S. GARDEN BLVD. LAWDALE, CA 90244

30% OFF

Aerospace program taking flight

White House, nonprofit and companies have the first initiative to train skilled workers

By [Name]
A White House initiative to train skilled workers in the aerospace industry has taken its first steps, with several aerospace companies, including Boeing, Lockheed Martin, and Northrop Grumman, participating in the first meeting of the Southern California pilot program of the White House Space Industry Coalition on March 16, 2023.

The initiative is a joint effort between the White House, the Department of Defense, and the Department of Education. It aims to address the shortage of skilled workers in the aerospace industry by providing training and education opportunities for students in Southern California.

The program will focus on training students in areas such as manufacturing, engineering, and maintenance. It will also provide students with hands-on experience through internships and apprenticeships.

The program is a key part of the White House's efforts to support the aerospace industry and create jobs in the region. It is also a key part of the White House's efforts to support the aerospace industry and create jobs in the region.

Employer Commitments for a Successful Pilot

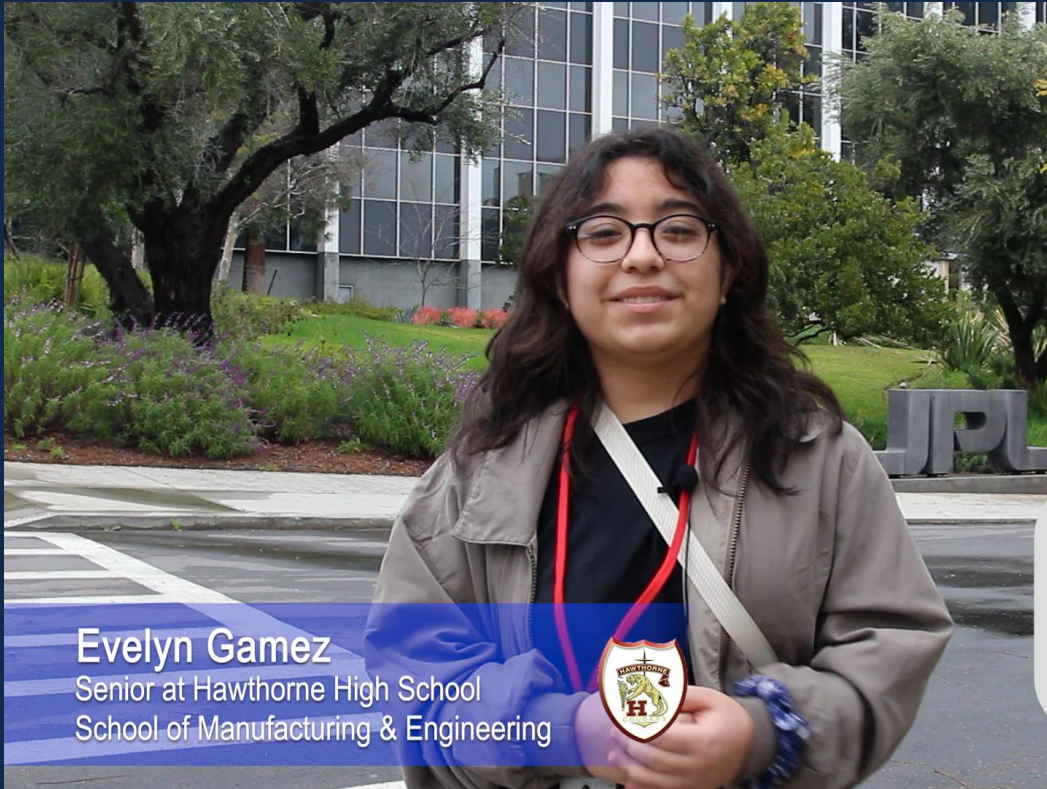
- Guaranteed interviews of participants
- Priority Consideration for hiring of referred candidates
- Forecast need
- Dedicated hiring manager to receive referrals from this pilot
- Cooperate with career exploration opportunities
- Participate and provide input at strategy meetings
- Participate in a marketing program to the public
- Provide support letters for grant applications
- One-on-one planning meetings to plot strategy



The Way Forward and Next Steps



- Ask employers to sign MOU's
- Hold a group meeting in the Fall
 - Set goals and develop strategy
- Work toward expanding the collaboration with more outreach to partners (CMTA)
- Connect with more Community Colleges and Universities
- Make employers aware of existing programs offered in the community and at workforce boards
- Outreach to the public with a focus on DEIA and exposure of available career paths and opportunities
- Get members of the Aerospace and Defense Alliance of California (ADAC) involved (CMTA)
- Marketing and branding of California program (CMTA)



Evelyn Gamez
Senior at Hawthorne High School
School of Manufacturing & Engineering

[Evelyn Gamez - Jet Propulsion Laboratory \(JPL\) Tour - YouTube](#)

Contact Us

Chris Cagle,
Regional Affairs Manager
(SBWIB),
(310) 970-7700,
ccagle@sbwib.org

Julianna Kirby,
Director of Client Services,
Chief Operating Officer
(Training Funding Partners),
(714) 845-8048,
jkirby@tfpgroup.com

Sarah Johnson,
Director of Member Engagement
& Business Development
(CMTA)
(916) 498-3319,
sjohnson@cmta.net



A WORKFORCE
DEVELOPMENT BOARD

